

**FINAL ANSWER KEY**

Paper: Acts and Rules administered by the Labour Department - Part II  
Date of Examination: 17-10-2019

Question1:-As per the Industrial Employment (Standing Orders) Act, 1946, unless an appeal is preferred, standing orders shall come into operation on the expiry of \_\_\_\_\_

- A:-15 days from the date of receipt of authenticated copies
- B:-30 days from the date of dispatch of authenticated copies
- C:-30 days from the date of receipt of authenticated copies
- D:-15 days from the date of dispatch of authenticated copies

Correct Answer:- Option-B

Question2:-Certifying Officer shall send copies of draft standing orders to the trade unions if any, inviting objections, as per section \_\_\_\_\_ of the Industrial Employment (Standing Orders) Act, 1946.

- A:-21
- B:-13
- C:-7
- D:-5

Correct Answer:- Option-D

Question3:-The total amount of gratuity payable to a working journalist, who has been in continuous service for not less than 10 years in any newspaper establishment and voluntarily resigns from service in that establishment on or after first day of July 1961 on any ground whatsoever other than on the ground of conscience, shall not exceed \_\_\_\_\_ months average pay.

- A:-12½
- B:-5½
- C:-10½
- D:-15½

Correct Answer:- Option-A

Question4:-If Central Government is of the opinion that the Board constituted under section 9 for the purpose of fixing or revising the rates of wages in respect to working journalists under the Working Journalists and Other Newspaper Employees (Conditions of Service) & Miscellaneous Provisions Act, 1955, is not been able to function effectively, the Government can \_\_\_\_\_

- A:-refer the matter for adjudication to labour court, for fixing or revising the rates of wages in respect of working journalists
- B:-constitute a tribunal for fixing or revising the rates of wages in respect of working journalists
- C:-refer the matter for arbitration for fixing or revising the rates of wages in respect of working journalists
- D:-establish a court for fixing or revising the rates of wages in respect of working journalists

Correct Answer:- Option-B

Question5:-As per the Working Journalists and Other Newspaper Employees (Conditions of Service) & Miscellaneous Provisions Rules, 1957, except by the relaxation by the competent officer, leave on medical certificate in continuation of earned leave taken together shall not exceed \_\_\_\_\_ days at one time.

- A:-90
- B:-60
- C:-180
- D:-120

Correct Answer:- Option-D

Question6:-As per the Working Journalists and Other Newspaper Employees (Conditions of Service) & Miscellaneous Provisions Rules 1957, every newspaper establishment shall prepare and maintain service registers in respect of working journalist in \_\_\_\_\_

- A:-Form G
- B:-Form D
- C:-Form E
- D:-Form F

Correct Answer:- Option-C

Question7:-What benefits an employee should get, under the provisions of Kerala Industrial Establishments (National and Festival Holidays) Act, 1958, for working on a National holiday day, if he had been in service under the employer for 25 days within a continuous period of 90 days preceding such holiday?

- A:-twice the wages and avail himself a substitute holiday
- B:-wages for the day only
- C:-wages for the day and a substitute holiday

D:-not entitled for any benefit

Correct Answer:- Option-A

Question8:-As per Labour Laws (Exemption from Furnishing Returns and Maintaining Registers by Certain Establishments) Act, 1988, very small establishment means establishment in which \_\_\_\_\_ persons were employed in any day of the preceding 12 months.

A:-Not less than 10 and not more than 20

B:-Not less than 10 and not more than 19

C:-Not more than 9

D:-Not less than 10 and not more than 25

Correct Answer:- Option-C

Question9:-Which Section of the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979, stipulates that contractor is bound to issue pass book to the Inter-State migrant workers?

A:-Section. 22(b)

B:-Section. 12(b)

C:-Section. 16(d)

D:-Section. 18

Correct Answer:- Option-B

Question10:-Application for renewal of license under the Kerala Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Rules, 1983, shall be submitted to the authority not less than \_\_\_\_\_ before the date on which licence expires.

A:-1 month

B:-15 days

C:-20 days

D:-None of these

Correct Answer:- Option-A

Question11:-As per section \_\_\_\_\_ of an Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979, if an Inter-State Migrant Worker performs the same or similar kind of work performed by any other workman in that establishment, he is entitled to receive the same wage to that of such other workman.

A:-12

B:-17

C:-13

D:-18

Correct Answer:- Option-C

Question12:-The contractor shall provide return fare to Inter-State Migrant Workman as per Rule \_\_\_\_\_ of Kerala Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Rules, 1983.

A:-40

B:-27

C:-45

D:-22

Correct Answer:- Option-D

Question13:-As per Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996, any change occurs to any prescribed particulars in respect of an establishment after the date of registration shall be intimated by the employer to the registering officer within \_\_\_\_\_ days of such change?

A:-30

B:-7

C:-21

D:-15

Correct Answer:- Option-A

Question14:-Under the provisions of Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996, if a person once convicted for violation of section 40 is again convicted for the same offence, he can be punishable up to rupees \_\_\_\_\_?

A:-5000

B:-2000 + 50 rupees per day during which such contravention continues

C:-2000 + 100 rupees per day during which such contravention continues

D:-1000 + 100 rupees per day during which such contravention

Correct Answer:- Option-C

Question15:-The Commissioner for Employees Compensation is to be appointed by the State Government under Section \_\_\_\_\_ of the Employees Compensation Act, 1923.

- A:-23
- B:-20
- C:-14 A
- D:-22 A

Correct Answer:- Option-B

Question16:-As per the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Kerala Rules, 1998, \_\_\_\_\_ safety officers shall be appointed in the case of an establishment in which 1500 workers are ordinarily employed.

- A:-3
- B:-5
- C:-4
- D:-2

Correct Answer:- Option-D

Question17:-Which provision of the Kerala Industrial Employees' Payment of Gratuity Act, 1970, gives right to the female employee to exclude her husband from 'the family' for the purpose of the Act?

- A:-Sec. 7
- B:-Sec. 6
- C:-Sec. 2(f)
- D:-Sec. 5

Correct Answer:- Option-C

Question18:-What is not included as unfair labour practice on the part of an employer as per the provisions of Industrial Disputes Act, 1947?

- A:-To recruit workmen during a strike which is illegal
- B:-To establish employer sponsored trade unions of workmen
- C:-To insist upon individual workmen who are on a legal strikes to sign a good conduct bond, as per-condition to allowing them to ensure work
- D:-To discharge workmen by way of discrimination

Correct Answer:- Option-A

Question19:-As per the Kerala Industrial Employees' Payment of Gratuity Act, 1970, nomination form shall be submitted by the employee to the employer in the prescribed form after the completion of \_\_\_\_\_ year/s service.

- A:-five
- B:-one
- C:-ten
- D:-three

Correct Answer:- Option-B

Question20:-Conciliation officer is appointed under \_\_\_\_\_ of the Industrial disputes Act, 1947.

- A:-Sec. 25
- B:-Sec. 20
- C:-Sec. 12
- D:-Sec. 4

Correct Answer:- Option-D

Question21:-As per the Trade Union Act, 1926, in the case of an organized sector, all office bearers of a registered Trade Union, except not more than \_\_\_\_\_ of the total number of the office-bearers or five, which ever is less shall be persons actually engaged or employed in the industry with which the Trade Union is connected.

- A:-2/3
- B:-3/4
- C:-1/3
- D:-1/4

Correct Answer:- Option-C

Question22:-3000 workers are employed in an industry. The minimum number of workers employed in that industry to be members of a Trade Union for getting registration under the Trade Union Act 1926 is \_\_\_\_\_

- A:-150
- B:-100
- C:-300
- D:-7

Correct Answer:- Option-B

Question23:-As per the provisions of the Maternity Benefit Act, 1961, maximum period of maternity benefit entitled by a women having two or more surviving children is \_\_\_\_\_ weeks.

A:-12

B:-7

C:-10

D:-18

Correct Answer:- Option-A

Question24:-For the purposes of section \_\_\_\_\_ of the Building and Other Construction Workers Welfare Cess Act, 1996, company means anybody corporate and includes a firm or other association of individuals.

A:-5

B:-3

C:-13

D:-6

Correct Answer:- Option-C

Question25:-Maximum amount of fine that can be imposed for obstructing an Inspector to discharge his duty under the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979, is \_\_\_\_\_

A:-10000

B:-2000

C:-25000

D:-5000

Correct Answer:- Option-B

Question26:-From the list given below, select the Act which is not included in the 1st schedule of Labour Laws (Exemption from Furnishing Returns and Maintaining Registers by Certain Establishments) Act, 1988?

A:-The Sales Promotion Employees Act (Conditions of Service) Act, 1976

B:-The Minimum Wages Act, 1948

C:-The Contract Labour Act (Registration and Abolition) Act, 1970

D:-The Employees Compensation Act, 1943

Correct Answer:- Option-D

Question27:-An establishment coming within the purview of Kerala Industrial Establishments (National and Festival Holidays) Act commences work 1st day of August 2018. At what time the employer should submit list of holidays to the inspector?

A:-On or before 31st day of August of 2018

B:-On or before 15th day of August of 2018

C:-On or before 31th day of September of 2018

D:-None of these

Correct Answer:- Option-A

Question28:-The committee for the fixation of the rates of wages in respect of working journalist is constituted under section \_\_\_\_\_ of the Working Journalists (Fixation of Rate of Wages) Act, 1958.

A:-Section 5

B:-Section 6

C:-Section 10

D:-Section 3

Correct Answer:- Option-D

Question29:-Whether an amount borrowed from an employer, by a working journalist can be deducted from his gratuity under the Working Journalists and Other Newspaper Employees (Conditions of Service) & Miscellaneous Provisions Rules, 1957?

A:-Yes, with the prior permission of the Tribunal Constituted

B:-No

C:-Yes

D:-With the prior permission of the Appropriate Government

Correct Answer:- Option-C

Question30:-As per the Working Journalists and Other Newspaper Employees (Conditions of Service) & Miscellaneous Provisions Rules, 1957, the number of days of cash compensation of earned leave, entitled by a working journalist who has been terminated from service for any reason whatsoever, other than as punishment inflicted by way of disciplinary action, is \_\_\_\_\_

A:-90 days

B:-30 days

C:-60 days

D:-120 days

Correct Answer:- Option-A

Question31:-Kerala Industrial Employment (Standing Orders) Rules, 1958, stipulates that every industrial establishment shall maintain a register showing the date of appointment of each workman and other details in Form \_\_\_\_\_

A:-VI

B:-V

C:-III

D:-II

Correct Answer:- Option-B

Question32:-If an industrial establishment leaves a group of industrial establishments having Joint Standing Orders certified under the Industrial Employment (Standing Orders) Act, 1946, the authorized person shall inform the matter within \_\_\_\_\_ days from the date on which the industrial establishment leaves the group to the Certifying Officer.

A:-30

B:-15

C:-7

D:-21

Correct Answer:- Option-C

Question33:-As per the Kerala Industrial Employment (Standing Orders) Rules, 1958, files relating to appeals shall be preserved for \_\_\_\_\_ years.

A:-1

B:-3

C:-2

D:-None of these

Correct Answer:- Option-B

Question34:-Application under section 17 of the Working Journalists and Other Newspaper Employees (Conditions of Service) & Miscellaneous Provisions Rules, 1957, shall be made in \_\_\_\_\_ to the Government of the State or such authority, as the state Government may specify in this regard.

A:-Form H

B:-Form AA

C:-Form C

D:-Form B

Correct Answer:- Option-C

Question35:-As per the provisions of the Industrial Employment (Standing Orders) Act, 1946, contravention of standing orders certified under this Act by the employer for the first time is punishable with fine which may extend to \_\_\_\_\_ rupees.

A:-5000

B:-1000

C:-500

D:-100

Correct Answer:- Option-D

Question36:-As per the provisions of The Working Journalists and Other Newspaper Employees (Conditions of Service) & Miscellaneous Provisions Act, 1955, working journalists shall be entitled to leave on a medical certificate on \_\_\_\_\_ wages for not less than 1/18th of the period of service.

A:-1/2 of the

B:-full

C:-3/4th of the

D:-none of these

Correct Answer:- Option-A

Question37:-Whoever fails to send a return under section 16 of the Employees Compensation Act, 1923, shall be punishable with fine which may extend to \_\_\_\_\_

A:-3000

B:-2000

C:-5000

D:-1000

Correct Answer:-Question Cancelled

Question38:-As per the Employees Compensation Act, 1923, where permanent total disablement results from injury, compensation payable to an employee is an amount equal to \_\_\_\_\_ percent of the monthly wages of the injured employee multiplied by the relevant factor.

A:-50

B:-40

C:-80

D:-60

Correct Answer:- Option-D

Question39:-Under the provisions of Kerala Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Rules, 1983, whether the contractor should bear the cost of medical expenses of family members of an Inter-State Migrant Workman during his employment?

A:-Yes

B:-No

C:-Yes, in the case of four members

D:-Yes, if Inspector give specific order

Correct Answer:- Option-A

Question40:-How many days a woman should work under an employer in a period of 12 months immediately preceding the date of her expected delivery, to get entitled for maternity benefit under the provisions of Maternity Benefit Act, 1961?

A:-120 days

B:-80 days

C:-45 days

D:-90 days

Correct Answer:- Option-B

Question41:-Under the Building and Other Construction Workers Welfare Cess Rules, 1998, an assessing officer, who make an order of assessment shall dispatch that order to the employer within a period of \_\_\_\_\_ of the date on which such order is made.

A:-15 days

B:-10 days

C:-7 days

D:-5 days

Correct Answer:- Option-D

Question42:-As per the Building and Other Construction Workers Welfare Cess Rules, 1998, if the appellate authority remanded back the order to Assessing Officer, it shall be disposed of within a period of \_\_\_\_\_

A:-7 days

B:-2 months

C:-1 month

D:-15 days

Correct Answer:- Option-C

Question43:-Annual return shall be submitted as per section 28 of the Trade Union Act, 1926, to the Registrar \_\_\_\_\_

A:-Before 1st day of January of each year

B:-On or before 1st day of June in each year

C:-Before 31st day of May in each year

D:-On or before 31st day of May in each year

Correct Answer:- Option-B

Question44:-Who among the following is not qualified to conduct the Annual audit of the accounts of a Trade Union having 5000 members under the Trade Union Act, 1926?

A:-Any person who have held an appointment under Central Government in accounts department

B:-The Registrar of co-operative societies

C:-Any auditor authorized to audit the accounts of companies under section 226 of the companies Act 1956

D:-An auditor deputed by examiner of Local Fund Accounts

Correct Answer:- Option-A

Question45:-Industry which is not included in the First Schedule of Industrial Disputes Act, 1947 is \_\_\_\_\_

A:-Manufacturing, Marketing and Distribution of petroleum products

B:-Construction Industry

C:-Iron and Steel

D:-Service in Hospitals and Dispensaries

Correct Answer:- Option-B

Question46:-An undertaking, coming within the purview of section V A of the Industrial Disputes Act, 1947, set up for the construction of a canal, closed down on account of completion of work within 2 years from the date on which it had been setup. Whether the workmen, who have been in continuous service before such closure is entitled for compensation?

A:-Yes, under section 25

B:-Yes, under section 25 F

C:-No, under section 25 FF

D:-No, under section 25 FFF

Correct Answer:- Option-D

Question47:-A settlement under Industrial Disputes Act, 1947, shall be binding on the parties to the dispute \_\_\_\_\_

A:-for such period as is agreed upon by the parties

B:-for a period of 3 years

C:-for a period of 6 months

D:-for a period of 4 years

Correct Answer:- Option-A

Question48:-Registrar is empowered as per \_\_\_\_\_ of the Trade Union Act, 1926, to demand for altering the name of the Trade Union if the name under which a Trade Union proposed to be registered is identical that which by any other existing Trade Union has been registered.

A:-Section. 10(a)

B:-Section. 10(b)

C:-Section. 7(2)

D:-Section. 5(2)

Correct Answer:- Option-C

Question49:-As per the Trade Union Act, 1926, name of a registered Trade Union can be changed only after getting consent of not less than \_\_\_\_\_ of the total number of its membership.

A:-51%

B:-2/3rd

C:-60%

D:-3/4

Correct Answer:- Option-B

Question50:-What is the time limit for filing an appeal against the decision of Inspector under Section 17 of the Maternity Benefit Act, 1961?

A:-30 days from the date on which the decision is communicated

B:-60 days from the date on which the decision is communicated

C:-15 days from the date on which the decision is communicated

D:-7 days from the date on which the decision is communicated

Correct Answer:- Option-A

Question51:-Which Section of the Payment of Bonus Act, 1965, stipulates that an establishment to which this Act applies shall continue to be governed by this Act, in spite of the fact that the number of persons employed therein falls below twenty or the number specified in the notification issued by the appropriate Government under the provisions of the Act?

A:-Sec 7

B:-Sec 8

C:-Sec 10

D:-Sec 1

Correct Answer:- Option-D

Question52:-Under the Building and Other Construction Workers Act, 1996, any person who had been a beneficiary for at least \_\_\_\_\_ years continuously, immediately before attaining the age of 60 years, is eligible for getting such benefits as prescribed.

A:-2 years

B:-1 year

C:-3 years

D:-None of these

Correct Answer:- Option-C

Question53:-Which section of the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996, prohibits the employment of a person with defective vision in any such operation of a building which is likely to involve a risk of any accident to any of the building worker?

A:-Sec. 31

B:-Sec. 33

C:-Sec. 43

D:-Sec. 41

Correct Answer:- Option-A

Question54:-Qualification of operators of lifting appliances is specified in Rule \_\_\_\_\_ of the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Kerala Rules, 1998.

A:-88

B:-79

C:-95

D:-None of these

Correct Answer:- Option-B

Question55:-Monthly wages is defined in Section \_\_\_\_\_ of Employees Compensation Act, 1923?

A:-2(m)

B:-4(1)(a)

C:-5

D:-4A

Correct Answer:- Option-C

Question56:-Under the provisions of Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979, the time within which a contractor shall provide particulars of recruitment to the specified authorities in the State from which recruitment is made is \_\_\_\_\_ days from the date of recruitment.

A:-7 days

B:-14 days

C:-21 days

D:-none of these

Correct Answer:- Option-B

Question57:-As per the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979, the time limit for filing an application by an Inter-State Migrant Workman for transferring the industrial dispute to the State wherein the recruitment of such workman was made is \_\_\_\_\_ from the date of his return to the state wherein the recruitment was made after the completion of his employment.

A:-1 month

B:-3 months

C:-2 months

D:-6 months

Correct Answer:- Option-D

Question58:-Under the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Kerala Rules, 1998, how many latrines shall be provided in the establishment if the number of female workers employed are 35

A:-3

B:-2

C:-1

D:-4

Correct Answer:- Option-A

Question59:-The complaint for the contravention of any provisions under the Working Journalists and Other Newspaper Employees (Conditions of Service) & Miscellaneous Provisions Act, 1955, is to be filed within \_\_\_\_\_ of the date on which the offence is alleged to have been committed.

A:-1 year

B:-3 months

C:-6 months

D:-none of these

Correct Answer:- Option-C

Question60:-As per the provisions of the Working Journalists and Other Newspaper Employees (Conditions of Service) & Miscellaneous Provisions Act 1955, any amount due under this Act to a newspaper employee from an employer can be recovered by revenue recovery proceedings

A:-Sec. 18

B:-Sec. 13 DD

C:-Sec. 13 AA

D:-Sec. 17



Correct Answer:- Option-D

Question61:-Under the provisions of the Working Journalists and Other Newspaper Employees (Conditions of Service) & Miscellaneous Provisions Rules, 1957, how many hours of duty in night shift will constitute normal working day of a working journalist other than editor, reporter, correspondent, news photographer and reporter?

- A:-5½ hours, excluding the time for meals
- B:-8 hours, including the time for meals
- C:-6 hours, including the time for meals
- D:-6 hours, excluding the time for meals

Correct Answer:- Option-A

Question62:-What is the time within which a compensatory holiday shall be allowed to a working journalist for attending a holiday as per the provisions of the Working Journalists and Other Newspaper Employees (Conditions of Service) & Miscellaneous Provisions Rule, 1957?

- A:-10 days
- B:-14 days
- C:-30 days
- D:-21 days

Correct Answer:- Option-C

Question63:-The report of fatal accident required under section 10 B of the Employees Compensation Act, 1923, shall be in Form \_\_\_\_\_

- A:-Form J
- B:-Form EE
- C:-Form JJ
- D:-Form N

Correct Answer:- Option-B

Question64:-An employer depositing compensation with the Commissioner under subsection (1) of Section 8 of the Employees Compensation Act, 1923, in respect of an employee whose injury has resulted in death shall furnish there with a statement in Form \_\_\_\_\_

- A:-C
- B:-D
- C:-AA
- D:-A

Correct Answer:- Option-D

Question65:-Notice to be served under section 4 A(1) of the Kerala Industrial Establishments (National and Festival Holidays) Act, 1958, shall be in \_\_\_\_\_

- A:-Form II
- B:-Form VI
- C:-Form VII
- D:-Form V

Correct Answer:- Option-C

Question66:-As per the provisions of Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979, displacement allowance is to be paid \_\_\_\_\_ to the Inter-State Migrant Workmen.

- A:-along with the first month's salary
- B:-at the time of recruitment
- C:-at the time of joining duty
- D:-within a period of 30 days from the date of recruitment

Correct Answer:- Option-B

Question67:-An employee is drawing a salary of 10,000 rupees per moth. Under the provisions of Minimum Wages Act, 1948, he is entitled to receive minimum wages of 9000 rupees per month. What is the amount of salary upon which bonus will be calculated as per the provisions of Payment of Bonus Act, 1965?

- A:-9000
- B:-10000
- C:-3500
- D:-7000

Correct Answer:- Option-A

Question68:-Which Section of the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979, stipulates that payment of wages for the period of travelling shall be paid by the contractor to the migrant workmen?

A:-13

B:-19

C:-15

D:-22

Correct Answer:- Option-C

Question69:-As per Kerala Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Rules, 1983, rest rooms shall be provided within \_\_\_\_\_ days of the commencement of the employment of migrant workmen in the case of new establishment, if the workmen are required to halt at night in connection with the working of establishment.

A:-24

B:-30

C:-45

D:-15

Correct Answer:- Option-D

Question70:-Under the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Kerala Rules, 1998, the Board is to ensure medical examination of the employees registered with the Board periodically and details of medical examinations shall be recorded in the register in Form \_\_\_\_\_

A:-XI

B:-XII

C:-XVII

D:-VII

Correct Answer:- Option-B

Question71:-An inspector is empowered under the provisions of the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996, to seize a register or record from any premises where building work is carried on. Which Section of this Act stipulates that provisions of Code of Criminal procedure, 1973, shall, so far as may be, apply to such seizure made under this Act as they apply to any seizure made under the authority of a warrant issued under section 94 of that Code?

A:-Sec 43

B:-Sec 50

C:-Sec 47

D:-Sec 49

Correct Answer:- Option-A

Question72:-As per the Payment of Bonus Act, 1965, if the allocable surplus in an accounting year exceeds the maximum amount of bonus payable to the employees, then the excess, subject to a limit of \_\_\_\_\_% of salary of the employees in that accounting year shall be carried forward for being set on in the succeeding accounting year.

A:-8.33%

B:-30%

C:-20%

D:-none of these

Correct Answer:- Option-C

Question73:-As per Payment of Bonus Act, 1965, the maximum time that can be extended by the appropriate Government for the payment of bonus upon an application made by the employer, in the absence of an award or settlement, is \_\_\_\_\_

A:-2 years

B:-1 year

C:-6 months

D:-none of these

Correct Answer:- Option-A

Question74:-As per the provisions of the Kereal Industrial Employees Payment of Gratuity Act, 1970, appeal against the order of the controlling authority shall be filed within \_\_\_\_\_ months.

A:-30 days

B:-60 days

C:-15 days

D:-90 days

Correct Answer:-Question Cancelled

Question75:-One of the conditions for applying chapter V B of the Industrial Disputes Act, 1947, to an establishment is that the number of workmen employed on an average per working day in that establishment for the preceding 12 months is \_\_\_\_\_

A:-Above 50

B:-Below 100

C:-Not below 100 but not more than 200

D:-Not less than 100

Correct Answer:- Option-D

Question76:-As per Trade Union Act, 1926, for the registration of Trade Union, formed after amalgamation of two or more Trade Unions, the notice in writing by \_\_\_\_\_ of each and every Trade Union which is party thereto, shall be sent to the Registrar.

A:-7 members

B:-Secretary and 5 members

C:-Secretary and 7 members

D:-5 members

Correct Answer:- Option-C

Question77:-If a settlement is arrived at during the course of conciliation proceedings, the conciliation officer shall send a report to the appropriate Government or to the officer authorized in this behalf as per \_\_\_\_\_ of the Industrial Disputes Act, 1947.

A:-Subsection (3) of Section 12

B:-Subsection (2) of Section 10

C:-Subsection (4) of Section 10

D:-Subsection (4) of Section 12

Correct Answer:- Option-A

Question78:-As per the Trade Union Act, 1926, notice of any change in the address of registered office of a Trade Union, shall be sent to the Registrar within \_\_\_\_\_ days of such change.

A:-45

B:-30

C:-20

D:-14

Correct Answer:- Option-D

Question79:-Whether an application for registration of a Trade Union can be submitted by 10 members, as per the provisions of the Trade Union Act, 1926?

A:-No

B:-Yes

C:-Yes, if the total membership is 100

D:-Yes, if the Registrar of Trade Union permits

Correct Answer:- Option-B

Question80:-As per the provisions of the Maternity Benefit Act, 1961, an employer shall provide crèche facility in an establishment in which \_\_\_\_\_ number or more employees are employed.

A:-20

B:-30

C:-50

D:-25

Correct Answer:- Option-C

Question81:-Maximum amount of fine that can be imposed for filing a return knowingly or reason to believe, the same is false is \_\_\_\_\_ rupees as per the provisions of the Building and Other Construction Workers Welfare Cess Act, 1996

A:-1000

B:-2000

C:-5000

D:-10000

Correct Answer:- Option-A

Question82:-Who is empowered to exempt a building from any requirements made in any Rules under the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Kerala Rules, 1998?

A:-Inspector

B:-Chairperson of the State Advisory Committee

C:-None of these

D:-Chief Inspector

Correct Answer:- Option-D

Question83:-'Responsible person' is defined in Rule \_\_\_\_\_ of the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Kerala Rules, 1998.

A:-2(ggg)

B:-2(zz)

C:-2(rrr)

D:-2(ccc)

Correct Answer:- Option-C

Question84:-Whether a women, working in a canteen in an establishment coming within the purview of Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Kerala Rules, 1998, can be employed beyond 7 pm?

A:-No

B:-Yes

C:-Yes, with the permission of chief inspector

D:-Yes, with the permission of inspector

Correct Answer:- Option-B

Question85:-Under the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Kerala Rules, 1998, working hours of a building worker shall not spread over more than \_\_\_\_\_ hours in a day.

A:-10½ hours

B:-9 hours

C:-10 hours

D:-18 hours

Correct Answer:- Option-C

Question86:-Which Section of the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996, prohibits the employment of building workers without registration?

A:-7

B:-17

C:-15

D:-10

Correct Answer:- Option-D

Question87:-Which Section of the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979, stipulates that a representative of the principal employer shall be present at the time of disbursement of wages to inter-state migrant workmen and certify the same?

A:-18

B:-17

C:-12

D:-7

Correct Answer:- Option-B

Question88:-Administrative expenses in a financial year of the Board constituted under the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996, shall be limited to \_\_\_\_\_ percentage of its total expenses in that financial year.

A:-8

B:-5

C:-10

D:-none of these

Correct Answer:- Option-B

Question89:-As per \_\_\_\_\_ of the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979, if a contractor make short payment of wages to Inter-State Migrant Workers, liability falls upon the principal employer to make payment of the unpaid balance.

A:-Sec. 17

B:-Sec. 18

C:-Sec. 15

D:-Sec. 19

Correct Answer:- Option-A

Question90:-All the registers required to be maintained under the Kerala Inter-State Migrant Workmen (Regulation of employment and Conditions of Service) Rules, 1983, shall be preserved for \_\_\_\_\_ calendar years.

A:-one

B:-five

C:-two

D:-three

Correct Answer:- Option-D

Question91:-Medical Bonus under section 8 of the Maternity Benefit Act, 1961, shall be paid \_\_\_\_\_

A:-Along with the 1st installment of the maternity benefit

B:-Within 3 days of the production of certificate

C:-Along with the 2nd installment of the maternity benefit

D:-Within a period of 1 month from the date of delivery

Correct Answer:- Option-C

Question92:-An establishment coming within the purview of the Payment of Bonus Act, 1965, makes profit only two years in the first five accounting years following the year in which the employer sells goods. Whether the employees of the establishment are entitled for bonus during the first five years of its operation?

A:-Yes, only for the accounting year in which profit is made

B:-No

C:-Yes, entitled for minimum bonus

D:-Yes, minimum bonus for three years and for the remaining two years, according to the profit made

Correct Answer:- Option-A

Question93:-Annual return under the provisions of Kerala Maternity Benefit Rules, 1964, shall be filed by an employer on or before the \_\_\_\_\_ in each year in respect of the preceding year.

A:-31st day of March

B:-31st day of May

C:-1st day of April

D:-31st day of January

Correct Answer:- Option-D

Question94:-Whether an employer is bound to issue wages slip to the employees if he had filed returns and maintained registers under the provisions Labour Laws (Exemption from Furnishing Returns and Maintaining Registers by Certain Establishments Act, 1988?

A:-Yes

B:-No, persons employed are below 9

C:-No

D:-Yes, if the inspector gives specific order

Correct Answer:- Option-A

Question95:-As per Kerala Industrial Establishments (National and Festival Holidays) Act, 1958, any establishment, industrial or commercial or otherwise, where in \_\_\_\_\_ number or more persons are employed on any day of the preceding twelve months is an industrial establishment?

A:-30

B:-15

C:-10

D:-20

Correct Answer:- Option-D

Question96:-Every employer under Kerala Industrial Establishments (National and Festival Holidays) Act, 1958, shall before \_\_\_\_\_ of every year submit to the Inspector an annual return for the year ending 31st December, immediately preceding.

A:-15th February

B:-31st January

C:-15th January

D:-31st March

Correct Answer:- Option-B

Question97:-Who is not a 'dependent' of the deceased employee as per Employees Compensation Act, 1923?

A:-illegitimate daughter, married and minor

B:-widowed sister

C:-minor son

D:-adopted daughter, married and minor

Correct Answer:- Option-B

Question98:-Under Kerala Industrial Establishments (National and Festival Holidays) Rules, 1959, every employer shall display a statement showing the list of holidays allowed for the succeeding year in the establishment in the language understood by majority of the workers in \_\_\_\_\_

A:-Form II

B:-Form III

C:-Form IV

D:-No specific forms

Correct Answer:- Option-C

Question99:-The fine that can be imposed on an employer for the contravention of Section 7 of Working Journalists (Fixation of Rate of Wages) Act, 1958 is \_\_\_\_\_ Rupees.

A:-2000

B:-300

C:-1000

D:-200

Correct Answer:- Option-D

Question100:-An 'employee' is defined in \_\_\_\_\_ of the Employees Compensation Act, 1923.

A:-clause (dd) of Sub-section(1) of Section 2

B:-clause (h) of Sub-section(1) of Section 2

C:-clause (d) of Sub-section(1) of Section 2

D:-clause (e) of Sub-section(1) of Section 2

Correct Answer:- Option-A