

DE-7/2021/78

Question Booklet
Alpha Code

A

Question Booklet
Serial Number

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Name:		Reg.No.		Signature:	
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DEPARTMENTAL TESTS — JULY, 2021

Total Number of Questions : 100

[Time : 1½ hours

(Maximum Marks : 100)

INSTRUCTIONS TO CANDIDATES

1. The question paper will be given in the form of a Question Booklet. There will be four versions of question booklets with question booklet alpha code viz. A, B, C & D.
2. The Question Booklet Alpha Code will be printed on the top left margin of the facing sheet of the question booklet.
3. The Question Booklet Alpha Code allotted to you will be noted in your seating position in the Examination Hall.
4. If you get a question booklet where the alpha code does not match to the allotted alpha code in the seating position, please draw the attention of the Invigilator IMMEDIATELY.
5. The Question Booklet Serial Number is printed on the top right margin of the facing sheet. If your question booklet is un-numbered, please get it replaced by new question booklet with same alpha code.
6. The Question Booklet will be sealed at the middle of the right margin. Candidate should not open the question booklet, until the indication is given to start answering.
7. Immediately after the commencement of the examination, the candidate should check that the question booklet supplied contains all the 100 questions in serial order. The question booklet does not have unprinted or torn or missing pages and if so the fact should be brought to the notice of the Invigilator and get it replaced by a complete booklet with same alpha code. This is most important.
8. A blank sheet of paper is attached to the question booklet. This may be used for rough work.
9. **Please read carefully all the instructions on the reverse of the Answer Sheet before marking your answers.**
10. Each question is provided with four choices (A), (B), (C) and (D) having one correct answer. Choose the correct answer and darken the bubble corresponding to the question number using Blue or Black Ball-Point Pen in the OMR Answer Sheet.
11. **Each correct answer carries 1 mark and for each wrong answer 1/3 mark will be deducted. No negative marks for unattended questions.**
12. No candidate will be allowed to leave the examination hall till the end of the session and without handing over the Answer Sheet to the Invigilator. Candidates should ensure that the Invigilator has verified all the entries in the Register Number Coding Sheet and that the Invigilator has affixed his/her signature in the space provided.
13. Strict compliance of instructions is essential. Any malpractice or attempt to commit any kind of malpractice in the Examination will result in the disqualification of the candidate.
14. **If any candidates make a marking of answer in the question paper and exchange with other candidate during the course of the examination, the answer script will be invalidated and the candidates will be debarred for a minimum period of 2 years from appearing the Departmental Tests.**

DE-7/2021/78

Maximum : 100 marks

Time : 1½ hours

1. The authorized officer under Section 43 of The Kerala Agricultural workers Act for performing function under Section 33 is:
(A) Joint Labour Commissioner (B) Regional Joint Labour Commissioner
(C) Additional Labour Commissioner (D) Deputy Labour Commissioner
2. Nothing contained in the KPS Act, 1972 shall apply to any public sector undertaking of the Central Government under section _____ of the Act.
(A) 12 (B) 8
(C) 5A (D) 13
3. Under the Equal Remuneration Act and Rules, 1976 every employer shall maintain a register in relation to the workers employed by him in _____ at the place of work.
(A) Form C (B) Form D
(C) Form A (D) Form B
4. Mention the rate of interest payable by the employer to the employee in case where the gratuity is not paid within the specified period:
(A) 4 % per annum (B) 12%per annum
(C) 10%per annum (D) 5 % per annum
5. Under which section of the KHLW Act, 1978, the Head load workers Welfare Board shall be established:
(A) Section 4 (B) Section 13
(C) Section 23 (D) Section 14
6. The provisions of section 33C(1) of the Industrial Disputes Act, 1947 shall apply for the recovery of money due from an employer arising out of the decision of an authority appointed under section _____ of the Kerala Casual Temporary and Badli workers (wages) Act, 1989.
(A) 4(8) (B) 4(1)
(C) 6(1) (D) 3
7. Casual Temporary and Badli workers (wages) Act shall not apply to the:
(A) Factory
(B) Establishment
(C) Plantation under the control of the state Government
(D) Motor transport undertaking under the control of the Central Government
8. Each employer who has completed _____ of service shall make nomination for the purpose of the second provision to section 4(1) of the Payment of Gratuity Act, 1972.
(A) One year (B) Five year
(C) Two year (D) Six months

9. According to the Payment Gratuity Act “Wages” means all emoluments which are earned by an employee while on duty and includes:
- (A) Bonus (B) Commission
(C) House Rent Allowance (D) Dearness Allowance
10. The employer shall display an abstract of the Kerala Payment of Subsistence allowance Act, 1972 and Rules made there under in:
- (A) Form B (B) Form D
(C) Form C (D) Form A
11. An application for recovery of money due from landowner under a settlement referred to in section 22(2) of the KAW Act,1974 shall be submitted to the:
- (A) Conciliation Officer (B) District Collector
(C) Agricultural Tribunal (D) Agricultural Provident Commissioner
12. In Every establishment to which the Contract Labour (R&A) Act applies and where in 100 or more contract labour are employed an adequate canteen shall be provided by the contractor if the employment of contract labour is likely to continue for:
- (A) Six months (B) One year
(C) Three months (D) Sixty days
13. Nothing contained in the Kerala Payment of Subsistence Allowance Act, 1972 shall apply to any:
- (A) Public sector undertaking of the State Government
(B) Co-operative societies
(C) Public sector undertaking of the Central Government
(D) Companies
14. According to the Equal Remuneration Act no employer shall make any _____ Against women while making recruitment for the same work.
- (A) Discrimination (B) Priority
(C) Partiality (D) Favour
15. As per the provisions of KPSA Act, 1972 employer means the owner of the establishment and includes any responsible person for supervision and control of the Act; state the section:
- (A) Section 2(b) (B) 2A
(C) Section 4 (D) None of these
16. As per the provisions of the Contract Labour (R and A) Act, 1970 “contractor” in relation to an establishment means a person who undertakes?
- (A) The supply of goods or articles of manufacture to the establishment
(B) To produce a given result for the establishment
(C) To produce a given result for the establishment through contract labour
(D) None of the above
17. Who shall be responsible for the Administration of the Payment of Gratuity Act, 1972:
- (A) Inspector (B) Controlling Authority
(C) Appellate Authority (D) None of the Above

18. No person shall be nominated as a member of the Board established under the provisions of the Kerala Headload Workers Act, 1978 who is a salaried member of the Board except the person appointed as the Board:
- (A) Convener (B) Chief Executive
(C) Chairman (D) None of these
19. If any employer being required by or under the Equal Remuneration Act, 1976 so to do, omits to refuse to give any information, he shall be punishable with:
- (A) Imprisonment only (B) Fine only
(C) Imprisonment or fine (D) With both
20. On completion of the work in the establishment the worker shall surrender the work card to the employer under the Casual Temporary and Badli workers (wages) Act, section:
- (A) Section 3 (B) Section 4
(C) Section 5 (D) Section 6
21. A claim under Payment Gratuity Act, 1972 and Rules shall be filed before the controlling authority in form:
- (A) F (B) N
(C) K (D) M
22. The Contract Labour (Regulation and Abolition) Act, 1970 shall not apply to establishment in which:
- (A) Temporary workers re employed
(B) Badali workers are employed
(C) Work of an intermittent nature is performed
(D) Work only of an intermittent or casual nature is performed
23. According to the Sales promotion Employees (COS) Rules 1976 “quarantine leave” means leave of absence from duty by reason of the presence of an infectious in the _____ of the sales promotion employee.
- (A) House hold (B) House
(C) Residential Area (D) None of these
24. Where any money is due to an employer by a headload worker under a decision referred to in section 22 of the Kerala Headload Workers Act, 1978 the employer may make an application _____ before for the recovery of the money.
- (A) Chairman (B) Chief Executive
(C) Inspector (D) Appellate Authority
25. As per the Kerala agricultural Workers” Rules,1975 an application under Rule 20(1) shall be in:
- (A) Form 4 (B) Form 2
(C) Form 5 (D) Form 6

26. An employer who contravenes any of the provisions of the Payment of Gratuity Act, shall be punishable with fine which may extent to _____ Rupees.
- (A) Twenty thousand (B) Five thousand
(C) Ten thousand (D) Two thousand
27. As per the provisions of the Equal Remuneration Act, 1976 “employer” has the meaning assigned to it in:
- (A) Section 2 of payment of wages Act 1936
(B) Section 2(i) of Minimum Wages Act, 1948
(C) Clause (f) of section 2 of the Payment of Gratuity Act 1972
(D) Section 2(j) Industrial Disputes Act 1947
28. An award under section 22(5) of the Agricultural Workers Act shall become enforceable on the expiry of _____ from the date of its application.
- (A) Ten days (B) Seven days
(C) Fifteen days (D) One month
29. An employee shall not be entitled to get any subsistence allowance under the KPSA Act, 1972 if he accepts employment in any other employers establishment during the period of suspension: quote the section:
- (A) 3(1)b (B) 6
(C) 3 (D) 4
30. If any employer contravenes the provisions of section 4 of the Sales promotion Employees (COS) Act, 1976, he shall be punishable with:
- (A) Imprisonment
(B) Fine
(C) Fine which may extend to one thousand rupees
(D) Fine and imprisonment
31. Every employer shall maintain a Register of employment and wages in form no _____ under the KHLW Act and Rules.
- (A) IV (B) V
(C) VI (D) XI
32. Appellate Authority under Section 7 of The Equal Remuneration Act:
- (A) Deputy Labour Commissioner
(B) Regional Joint Labour Commissioner
(C) Chief Inspector of Plantations
(D) Labour Commissioner
33. Who can exempt any land owner or any agricultural land from any of the provisions of the KAW Act, 1974?
- (A) Inspector (B) Government
(C) Conciliation Officer (D) Agricultural Tribunal

34. Which section of sales promotion employees (COS) Act, 1976 empowers the Central Government to declare certain industries to the notified industries?
- (A) Section 12 (B) Section 3
(C) Section 9 (D) Section 7
35. Under what circumstances “Extra Ordinary Leave” shall be granted to the sales promotion employee:
- (A) When the employee applies in writing
(B) When other leaves is admissible
(C) In special circumstances
(D) In special circumstances and when no other leave is admissible
36. No court shall take cognizance of offence punishable under the KHW Act, 1974 unless the complaint thereof is made within:
- (A) Six months (B) Three months
(C) One year (D) One month
37. Under what circumstances temporary certificate of registration and licence shall be granted under the Contract Labour Act and Rules:
- (A) When the employment of contract labour estimated to last for not more than fifteen days
(B) If the employment is estimated to last for more than fifteen days
(C) If the employment is estimated to last for not more than six months
(D) If the employment is estimated to last for one month
38. As per the provisions of the Payment of Gratuity Act, 1972, Gratuity shall be payable to an employee in the termination of his employment after he has rendered continuous service for _____ on superannuation.
- (A) Less than four years
(B) Not less than four and half years
(C) Not less than five years
(D) Less than five years
39. According to the Kerala Headload Workers Act, 1978 family includes:
- (A) Parents (B) Children
(C) Widow (D) Unmarried daughter
40. Define “Employer” in accordance with the Kerala Payment of Subsistence Allowance Act, 1972:
- (A) Employer means the owner of the establishment and includes any persons
(B) Employer means the owner of the establishment and includes any responsible person
(C) Employer means the owner of the establishment and includes any person responsible to the owner for supervision and control of the Act
(D) Employer means the owner of the establishment and does not include any person responsible to the owner for supervision and control of the Act

41. Who is the Registration Authority for the purpose of the KHLW Act, 1978?
- (A) Asst. Labour Officer
 - (B) Asst. Labour Officer Grade I
 - (C) Asst. Labour Officer Grade II
 - (D) Convener
42. The employer shall display an abstract of the Act & Rules under the Kerala Contract Labour (R and A) Rules:
- (A) Rule 75
 - (B) Rule 79
 - (C) Rule 81
 - (D) Rule 83
43. A sales promotion employee who desires to obtain leave of absence shall apply in writing to the:
- (A) Competent Officer
 - (B) Manager
 - (C) Supervisor
 - (D) Employer
44. Where an employee is not in continuous service within the meaning clause (10 of section 2A) he shall be deemed to be in continuous service for a period of one year if he has actually worked under the employer for the period of not less than _____ days in the case of an employee in an establishment which works for less than six days in a week.
- (A) 240
 - (B) 190
 - (C) 95
 - (D) 125
45. Every land owner shall pay to any agricultural worker employed by him the _____ for each day of work done.
- (A) Fair wages
 - (B) Ordinary rate of wages
 - (C) Prescribed wages
 - (D) Minimum wages
46. Register of agricultural workers shall be maintained by the _____ as mentioned in section 35(3) of KAW Act, 1974.
- (A) Registrar
 - (B) Inspector
 - (C) Executive Authority
 - (D) Labour Officer
47. According to the Kerala Payment of Subsistence Allowance Act, 1972, an employee is entitled to get subsistence allowances equal to the last drawn wages if the period of suspension exceeds:
- (A) 180 days
 - (B) 90 days
 - (C) 60 days
 - (D) None of these
48. Notice for Payment of Gratuity under Payment of Gratuity Rules 8(1) shall be in form:
- (A) Form B
 - (B) Form L
 - (C) Form N
 - (D) Form K

49. Who is empowered to cancel the registration to the headload workers under the KHLE Act and Rules?
 (A) Assistant Labour Officer (B) Deputy Labour Officer
 (C) District Labour Officer (D) Appellate Authority
50. The State Advisory Contract Labour Board is constituted:
 (A) To advise the State Government
 (B) To advise the Central Government
 (C) To advise the State Government on such matters arising out of the administration of the CL (R&A) Act
 (D) To advise the Central Government on such matters arising out of the administration of the Act
51. The Kerala Payment of Subsistence Allowance Act, 1972 came in to force on the:
 (A) 14th September 1973 (B) 2nd February
 (C) 31st day of August 1973 (D) 15th November 1972
52. Who shall be the competent authority to sanction increment and pay fixation to all officers of the Board and Committee under the KHLW Act and Rules?
 (A) Government (B) Chief Executive
 (C) Convener (D) Secretary
53. Specify the rule under which the manner of estimating cash value of prescribed wages in kind are explained in the KAW Act and Rules:
 (A) Rule 11 (B) Rule 9
 (C) Rule 19 (D) Rule 23
54. Protection of action taken in good faith is mentioned in section _____ of the Payment of Gratuity Act, 1972.
 (A) 12 (B) 11
 (C) 14 (D) 9
55. As per Payment of Gratuity Act, Sub Rule (3) of Rule 7, application for Gratuity by a legal heir shall be in Form:
 (A) Form A (B) Form F
 (C) Form D (D) Form K
56. The term of every non-official member of the committee appointed under section 18 of the KHLW Act shall be _____ From the date of nomination.
 (A) Three years (B) Two years
 (C) Five years (D) Six years
57. Specify the Rule under which the manner of estimating cash value of prescribed wages in kind are explained in the KAW Act and Rules:
 (A) Rule 11 (B) Rule 9
 (C) Rule 19 (D) Rule 23

58. If any question arises as to whether two or more works are of the same nature or of similar nature, it shall be decided by the _____ of the Equal Remuneration Act, 1976.
- (A) Inspector
 - (B) Authority appointed under section 7(1)
 - (C) Authority appointed under section 9(1)
 - (D) Committee constituted under section 6(1)
59. Registration of dependents of workers dying in harness shall be done in accordance with Rule _____ of the Kerala Head load Worker Rules, 1981.
- (A) 26 (B)
 - (B) 26(C)
 - (C) 6 E
 - (D) 6 C
60. An appeal against any order passed by a Conciliation Officer under section 20 of the KAW Act, 1974 shall lie to the:
- (A) Inspector
 - (B) District Labour Officer
 - (C) District Collector
 - (D) Agricultural Tribunal
61. According to the KHLW Act 1978 no headload worker shall work for more than _____ continuously before he had an interval for rest.
- (A) Four hours
 - (B) Three hours
 - (C) Two hours
 - (D) Eight hours
62. Any person who is more than _____ years of age shall not be entitled to the benefit conferred on a head load worker under the KHLW Act, 1978.
- (A) Fifty five
 - (B) Fifty
 - (C) Sixty
 - (D) Fifty eight
63. Every claim under clause (b) of sub-section 9(1) of section 7 of the Equal Remuneration Act shall be made in:
- (A) Duplicate
 - (B) Quadruplicate
 - (C) Triplicate
 - (D) A single petition
64. Any claim or complaint under the Payment of Gratuity Act and Rules shall be filed to the controlling authority in form within _____ of it becomes payable.
- (A) Sixty days
 - (B) Ninety days
 - (C) Thirty days
 - (D) Fifteen days
65. Define "Employer" in accordance with the Kerala Payment of Subsistence Allowance Act, 1972:
- (A) Employer means the owner of the establishment and includes any person
 - (B) Employer means the owner of the establishment and includes any responsible person
 - (C) Employer means the owner of the establishment and includes any person responsible to the owner for supervision and control of the establishment
 - (D) Employer means the owner of the establishment and does not includes any person responsible to the owner for supervision and control of the Act.

66. As per the provisions of the KAW Act, 1974 no landowner shall be under an obligation to employ any agricultural worker who is more than:
- (A) 60 years of age in the case of a male
 - (B) 55 years of age in the case of a female worker
 - (C) 58 years of age
 - (D) 65 years of age in the case of a male worker
67. As per the Kerala Agricultural Worker's Rule, 1975 an application under section 20(1) of the Act shall be made in:
- (A) Form 2
 - (B) Form 5
 - (C) Form 1
 - (D) Form 7
68. The Kerala Casual Temporary and Badli workers (wages) Act was enacted in _____ Of the Republic of India:
- (A) Fourteenth year
 - (B) Fiftieth year
 - (C) Fortieth year
 - (D) Thirty ninth year
69. The employer who shall arrange to pay the amount of Gratuity within _____ From the date it become payable to the employee.
- (A) Sixty days
 - (B) Three months
 - (C) Fifteen days
 - (D) Thirty days
70. Application for refund of the security deposited by the contractor under rule 24 of the Contract Labour Rules shall be made:
- (A) One expiry of the period of license
 - (B) If he does not intend to renew the license
 - (C) Before the expiry of the license
 - (D) On expiry of the period of license, if he is not willing to renew the same
71. In which section of the Payment of Gratuity Act, 1972 the word "wages" is defined?
- (A) 2(i)
 - (B) 2(g)
 - (C) 2(f)
 - (D) 2(s)
72. If a head load worker is not employed by an employer or contractor then who shall be the employer of such worker:
- (A) Board
 - (B) Committee
 - (C) Board established under section 14 of the Kerala Head load worker Act, 1978
 - (D) Committee constituted under section 18 of the Kerala Head load worker Act, 1978
73. The executive authority shall revise the register referred to in section 35 of the Kerala Agricultural Workers Act, 1974 once in:
- (A) Two years
 - (B) Five years
 - (C) Ten years
 - (D) Three years

74. The Government shall by notification in the Gazette, frame a scheme called Agricultural Workers Welfare Fund Scheme for the:
- (A) Administration of the scheme
 - (B) Administration of the Board
 - (C) Administration of the Fund
 - (D) Welfare of the Agricultural works
75. The State Government shall appoint inspectors for the purpose of Sales Promotion Employee (COS) Act, 1976 as per section _____ of the Act.
- (A) 3
 - (B) 8
 - (C) 8 (1)
 - (D) 6 (1)
76. As per Payment of Gratuity Act, notice of closure of establishment under Sub Rule (3) of Rule (3) shall be in form:
- (A) Form C
 - (B) Form D
 - (C) Form E
 - (D) Form A
77. Application for adjustment of security deposit under Contract Labour (central) rules shall be submitted in:
- (A) Form IX
 - (B) Form VI
 - (C) Form V
 - (D) V-A
78. According to the provisions of the Kerala Casual Temporary and Badli workers(wages) Act a worker who has been engaged for a work which is of an essentially temporary nature likely to be finished within a limit period is called:
- (A) Casual worker
 - (B) Temporary worker
 - (C) Badli worker
 - (D) None of these
79. The Board established under 14 of the Kerala Head load Workers Act, 1978 shall be called:
- (A) Kerala Head load Workers Welfare Fund Board
 - (B) Head load Workers Welfare Board
 - (C) Kerala Head load Workers Welfare Board
 - (D) None of the above
80. As per the Contract Labour Act & Rules every principal employer shall submit a return to the inspector appointed under section 28 of the Act within _____ days of the commencement of work.
- (A) Fifteen
 - (B) Thirty
 - (C) Seven
 - (D) Forty five
81. The Kerala Payment of Subsistence Allowance Act, 1972 came into force on the:
- (A) 14th September 1973
 - (B) 2nd February 1974
 - (C) 31st day of August 1973
 - (D) 15th November 1972
82. Specify the Inspector appointed for the purpose of the Kerala Casual Temporary and Badli workers (wages) Act, 1989:
- (A) Deputy Labour Commissioner
 - (B) Asst. Labour Officer Grade II
 - (C) Asst. Labour Officer Grade I
 - (D) Deputy Labour Officer

83. The Agricultural Tribunal shall have no power to stay the operation of the order of the _____ pending disposal of the appeal.
- (A) Inspector (B) Conciliation Officer
(C) Collector (D) District Labour Officer
84. For the purpose of providing increasing employment opportunities for women shall be constituted as per the provisions of Equal Remuneration Act:
- (A) Works Committee (B) Welfare Board
(C) Advisory Board (D) Advisory Committee
85. According to the KAW Act, 1974 the prescribed wages for the harvest shall be paid at the:
- (A) Landowners Office (B) Village Office
(C) Panchayath Office (D) Threshing floor
86. Right of employee to receive letter terms of gratuity under any award or agreement or contract with the employer is given in:
- (A) Section 2 A (B) Section 13
(C) Section 4(5) (D) Section 10
87. According to the contract labour (R and A) Act, 1970 and Rules made there under no wage period shall exceed:
- (A) Ten days (B) One week
(C) Fifteen days (D) None of these
88. If no other leave is admissible, extra- ordinary leave shall be granted to the sales promotion employee under rule _____ of the SPE (CS) Rules 1976.
- (A) 4(1) (B) 2 (e)
(C) 2(a) (D) 5(e)
89. Mention the section empowering the Government to make rules to carry out the purpose of the Kerala Headload Workers Act, 1978:
- (A) 43(1) (B) 41
(C) 36(1) (D) 38
90. Who is the registering authority for the purpose of the Kerala Headload Workers Act, 1978?
- (A) Asst. Labour Officer Grade II (B) Deputy Labour Officer
(C) Deputy Labour Commissioner (D) Convener
91. According to the provision of POG Act 1972 “retirement” means termination of the service an employee otherwise than on:
- (A) Superannuation (B) Death
(C) Dismissal (D) Resignation

92. According to the KHLW Act and Rules the Assistant Labour Officer shall prepare a register of headload workers in:
- (A) Form IV (B) Form V
(C) Form IX (D) Form I
93. On termination of employment, the contractor shall issue to the workmen a service certificate from _____ Under the CL(R and A) Rules, 1974.
- (A) XV (B) XIV
(C) XII (D) XVI
94. Agricultural workers provident fund shall be administered by a Board constituted under the section _____ of the KAW Act, 1974.
- (A) 7 (B) 4
(C) 11 (D) 10
95. A sales promotion employees shall be entitled to _____ holidays in a calendar year as per the provisions of the SPE (CE) Rules, 1976.
- (A) 10 (B) 12
(C) 14 (D) 6
96. The letter of employment to be furnished to a sales promotion employee under section 5 shall be in:
- (A) Form A (B) Form D
(C) Form E (D) Form C
97. No discrimination to be made while recruiting men and women workers as per section _____ of ER Act, 1976.
- (A) 5 (B) 7
(C) 3 (D) 4
98. As per Payment of Gratuity Act, the period of one year continuous service means the employee during the period of 12 calendar months, and he has actually worked under the employer for not less than:
- (A) 300 days (B) 260 days
(C) 240 days (D) 180 days
99. Define the term “audit” as defined in the Agricultural Workers Act, 1974:
- (A) Adult means a person who has attained the age of twenty one
(B) Adult means a person who has completed his eighteen year of age
(C) Adult means a person who has attained the age of fourteen
(D) Adult means who has not attained the age of seventeen
100. If any employer contravenes the provisions of section 3 of KCT and BW(W) Act, he shall be punishable with fine which may extend to _____ Rupees.
- (A) Three thousand (B) Five thousand
(C) One thousand (D) Two thousand

SPACE FOR ROUGH WORK

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