

PROVISIONAL ANSWER KEY

Paper: 055 - Acts and Rules administered by the Labour Department
Date of Test 24-04-2023

Question1:- _____ is an establishment as per the child and adolescent labour (Prohibition and Regulation) Act 1986

- A:-Shop
- B:-Workshop
- C:-Theatre
- D:-All the above

Correct Answer:- Option-D

Question2:-Section 16 of the child labour and adolescent (prohibition and Regulation) Act 1986 States

- A:-Compounding of offence
- B:-Appointment of inspectors
- C:-Procedure relating to offence
- D:-Penalties

Correct Answer:- Option-C

Question3:-Who has the ultimate control or affairs of the establishment or workshop as per child and adolescent labour (Prohibition and Regulation) Act 1986

- A:-Manager
- B:-Occupier
- C:-Contractor
- D:-None of the above

Correct Answer:- Option-B

Question4:-Which of the following statements are correct regarding prohibition of children in any occupation and process as per Child Labour and adolescent (prohibition and Regulation) Act 1986

- A:-No child shall be employed or permitted to work on any process
- B:-Child helps his family or family Enterprise other than any hazardous occupation or process set free in the schedule after school hours or during vacation
- C:-Work as an artists in an audio visual entertainment industry films television subject to such condition and safety measures
- D:-All the above

Correct Answer:- Option-D

Question5:-No Adolescent shall be required or permitted to work in an establishment in any excess of _____ hours before he had an interval for atleast one hour under the child and adolescent labour (prohibition and Regulation) Act 1986

- A:-3 hours
- B:-4 hours
- C:-8 hours
- D:-2 hours

Correct Answer:- Option-A

Question6:-An occupier who employs or permit to work any adolescence in his establishment shall given notice to inspector of such employment with in a period of _____ days

- A:-10
- B:-15
- C:-20
- D:-30

Correct Answer:- Option-D

Question7:-The child labour and adolescent (prohibition and Regulation) Act 1986 is an example of

- A:-Protective labour legislation
- B:-Social security legislation
- C:-Welfare legislation
- D:-None of these

Correct Answer:- Option-A

Question8:-Which section of the child and adolescent labour (prohibition and regulation) Act 1986 deals with penalties

- A:-14
- B:-15
- C:-16
- D:-17

Correct Answer:- Option-A

Question9:-Which section deals with compounding of offences under the child and adolescent labour (prohibition Regulation Act) 1986

- A:-Sec 14
- B:-Sec 14D
- C:-Sec 15
- D:-Sec 18

Correct Answer:- Option-B

Question10:-What is the form of abstract of the act to be displayed as per the provision of Kerala child labour (prohibition and regulation) rules 1993

- A:-Form D
- B:-Form B
- C:-Form C
- D:-Form A

Correct Answer:- Option-A

Question11:-The plantation labour Act 1951 came into force on

- A:-04-01-1954
- B:-01-04-1952
- C:-04-01-1952
- D:-01-04-1954

Correct Answer:- Option-D

Question12:-Under plantation labour Act 1951 plantation includes

- A:-Hospital
- B:-Schools
- C:-Dispensaries
- D:-All the above

Correct Answer:- Option-D

Question13:-The period of work of an adult worker in plantation shall be so arranged that inclusive of his interval for rest shall not spread over more than

- A:-12 hrs
- B:-10 hrs

C:-10 hours including the time spend in waiting for work on any day

D:-12 hours including the time spend in waiting for work on any day

Correct Answer:- Option-D

Question14:-Adult worker in a plantation shall be allowed annual leave with wages for a number of days calculated at the rate of

A:-One day for every 20 days of work performed

B:-Two days for every 20 days of work performed

C:-One day for every 15 days of work performed

D:-One day for every 30 days of work performed

Correct Answer:- Option-A

Question15:-After the registration of a plantation any change occurs in the ownership or management or extent of area shall be intimated by the employer to registering officer with in _____ days

A:-60

B:-30

C:-45

D:-90

Correct Answer:- Option-B

Question16:-How many types of hospitals in plantation?

A:-2

B:-1

C:-3

D:-4

Correct Answer:- Option-A

Question17:-In plantation labour act 1951 employer shall provide and maintain canteen of _____ workers are employed

A:-100

B:-150

C:-50

D:-200

Correct Answer:- Option-B

Question18:-In which form register of adult workers shall be maintained by the employer under the Kerala Plantation Labour Rules 1959

A:-Form No. 5

B:-Form No. 6

C:-Form No. 7

D:-Form No. 8

Correct Answer:- Option-C

Question19:-As per the plantation labour act employer shall provide housing accommodation for every worker residing outside the plantation who has put in _____ month of continues service in such plantation

A:-6 months

B:-5 months

C:-9 months

D:-12 months

Correct Answer:- Option-A

Question20:-As per plantation labour act an employer shall employ such number of welfare officer if _____ workers are ordinarily employed

A:-300 or more

B:-200 or more

C:-400 or more

D:-500 or more

Correct Answer:- Option-B

Question21:-Notice of period of work shall be maintained in which form under Kerala plantation Labour Rules 1959

A:-Form No 7

B:-Form No 6

C:-Form No 5

D:-Form No 4

Correct Answer:- Option-C

Question22:-How many days of sickness allowance payment is entitled to a plantation worker in a year

A:-14

B:-12

C:-10

D:-7

Correct Answer:- Option-A

Question23:-Whoever contravenes the provision regarding employment of labour under plantation labour Act 1951 shall be punishable with

A:-6 months or with fine which may extend to 10,000 rupees or both

B:-Six months and ten thousand rupees

C:-3 months or with fine which may extend to 5,000 rupees or both

D:-None of these

Correct Answer:- Option-A

Question24:-Which rule states about disputes relating to issue of raw materials by the employers as per Kerala Beedi and Cigar workers (condition of employment) rules 1968

A:-Rule 24

B:-Rule 28

C:-Rule 34

D:-Rule 27

Correct Answer:- Option-D

Question25:-The penalty for obstructing Inspector is described in which section of Beedi and Cigar workers conditions of employment Act 1966

A:-Sec 31

B:-Sec 32

C:-Sec 24

D:-Sec 34

Correct Answer:- Option-B

Question26:-When did the Beedi and Cigar workers (condition of employment) rules came into force in Kerala

A:-w.e.f 01-11-1968

B:-w.e.f 08-01-1968

C:-w.e.f 01-05-1968

D:-None of these

Correct Answer:- Option-C

Question27:-What is the form of notice of periods of work to be maintained as per the Kerala Beedi and Cigar workers (condition of employment) rules

- A:-Form III
- B:-Form IV
- C:-Form II
- D:-Form V

Correct Answer:- Option-B

Question28:-In which form the annual return as per the Kerala Beedi and Cigar workers condition of employment rules shall be maintained

- A:-Form XI
- B:-Form VII
- C:-Form XIII
- D:-Form XII

Correct Answer:- Option-D

Question29:-The definition of employed person as per the payment of wages act includes

- A:-Trainees
- B:-Employed person having the age of above 18 years
- C:-Legal representative of a deceased employed person
- D:-None of the above

Correct Answer:- Option-C

Question30:-Wages under payment of wages Act 1936 does not include

- A:-Amount payable under any award or settlement
- B:-Remuneration for overtime work
- C:-The value of any house accommodation
- D:-All the above

Correct Answer:- Option-C

Question31:-As per the payment of wages Act 1936 who is responsible for payment of wages in factories

- A:-Supervisor
- B:-Person designated by contractor
- C:-Occupier
- D:-Manager

Correct Answer:- Option-D

Question32:-Wages under payment of wages act shall be paid in

- A:-Current coin
- B:-Currency notes
- C:-Cheque
- D:-All the above

Correct Answer:- Option-D

Question33:-What is the total amount of deduction which can be made in any wage period of employed person in a cooperative societies as per the provision of payment of wages act

- A:-25% of wages
- B:-50% of wages
- C:-75% of wages
- D:-40% of wages

Correct Answer:- Option-C

Question34:-In which section of the payment of wages Act 1956 deals with the deductions for damage or loss

- A:-Section 15
- B:-Section 8
- C:-Section 7
- D:-None of these

Correct Answer:- Option-D

Question35:-Which section deals with payment of undisbursed wages in case of death employed person

- A:-Section 25
- B:-Section 25 A
- C:-Section 24
- D:-Section 26

Correct Answer:- Option-B

Question36:-What is the form of Register of fines under the Kerala payment of wages rules 1958?

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

Correct Answer:- Option-B

Question37:-What is the form of Register of advances made to employed person under the payment of wages rules 1958?

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

Correct Answer:- Option-D

Question38:-Section 8 of the payment of wages act 1936 deals with

- A:-Deductions
- B:-Fines
- C:-Penalty
- D:-Appeal

Correct Answer:- Option-B

Question39:-The abstract of the payment of wages act 1936 is in

- A:-Form V
- B:-Form VI
- C:-Form IV
- D:-Form XI

Correct Answer:- Option-A

Question40:-A notice of period of work under Kerala plantation rules shall be in form

- A:-Form 5
- B:-Form 6
- C:-Form 2
- D:-Form 7

Correct Answer:- Option-D

Question41:-The employer shall maintain a register of accidents in a plantation in

- A:-Form 26
- B:-Form 18
- C:-Form 22
- D:-Form 17

Correct Answer:- Option-C

Question42:-Motor transport workers means a person includes

- A:-Cash clerk
- B:-Time keeper
- C:-Conductor
- D:-All the above

Correct Answer:- Option-D

Question43:-An adolescents can be employed as motor transport workers for

- A:-Not more than 8 hours
- B:-Not more than five hours a day
- C:-Not more than 6 hours a day include rest interval of half an hour
- D:-None of these

Correct Answer:- Option-C

Question44:-The spread over hours of work of an adult motor transport workers shall not exceed

- A:-More than 12 hours in any day
- B:-More than 9 hours in any day
- C:-More than 10 hours in any day
- D:-More than 11 hours in any day

Correct Answer:- Option-A

Question45:-Which of the following statement is correct regarding adolescent motor transport worker?

- A. Certificate of fitness granted with reference to him is in the custody of employer
 - B. Adolescent carries with him a token giving a reference to such a certification at work
- A:-A and B are correct
 - B:-A is correct
 - C:-B is correct
 - D:-A and B are incorrect

Correct Answer:- Option-A

Question46:-A certificate of fitness granted by certifying surgeon on the adolescent and shall be valid for a period of

- A:-24 months
- B:-12 months
- C:-6 months
- D:-5 year

Correct Answer:- Option-B

Question47:-The fees payable for certificate of fitness as per the motor transport workers act to the adolescent shall be paid by

- A:-Adolescent himself
- B:-His parents
- C:-Employer
- D:-Together by adolescent and employer

Correct Answer:- Option-C

Question48:-Section deals with the wages during leave period under the motor transport workers Act 1961

- A:-Section 27
- B:-Section 28
- C:-Section 26
- D:-Section 33

Correct Answer:- Option-B

Question49:-What is the time limit for filing a complaint on disobeying a written order made by an inspector as per motor transport workers Act 1961

- A:-3 months
- B:-4 months
- C:-6 months
- D:-12 months

Correct Answer:- Option-C

Question50:-Who is the authorized person to file a complaint before the court of any offence under the motor transport workers Act 1961

- A:-Trade union
- B:-Aggrieved person
- C:-Inspector
- D:-All the above

Correct Answer:- Option-C

Question51:-The employer of an undertaking shall file an application for registration of motor transport not less than _____ days before the date he proposes to operate

- A:-30 days
- B:-60 days
- C:-45 days
- D:-90 days

Correct Answer:- Option-A

Question52:-What is the qualification prescribed for the chief Inspector of motor transport as per the Kerala motor transport workers rules

- A:-Not below the rank of Joint Labour commissioner in Labour Department
- B:-Not below the rank of deputy Labour Commissioner in Labour Department
- C:-Not below the rank of deputy Labour officer in Labour Department
- D:-Not below the rank of District Labour officer in Labour Department

Correct Answer:- Option-C

Question53:-What is the form of register of leave with wages under the Kerala motor transport workers rules ?

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

Correct Answer:- Option-B

Question54:-The maximum penalty for non payment of fair wages as per Kerala motor transport workers (Payment of fair wages) Act 1971

- A:-Six months imprisonment and with fine upto 500 rupees

- B:-6 months imprisonment or with fine upto 500 rupees
- C:-Fine of 2000
- D:-None of these

Correct Answer:- Option-B

Question55:-Motor transport workers (payment of fair wages) Act 1971 came into force on

- A:-01-04-1968
- B:-01-04-1969
- C:-04-01-1969
- D:-04-01-1971

Correct Answer:- Option-B

Question56:-Wages as per minimum wages act 1948 does not include

- A:-Dearness allowance
- B:-Basic pay
- C:-House rent allowance
- D:-Travelling allowance

Correct Answer:- Option-D

Question57:-Employee under minimum wages act does not include

- A:-Skilled worker
- B:-Clerical
- C:-Manual
- D:-Member of armed force

Correct Answer:- Option-D

Question58:-Which section deals with power of state government to add schedule of employment in Minimum Wages Act 1948

- A:-Section 24
- B:-Section 26
- C:-Section 25
- D:-Section 27

Correct Answer:- Option-D

Question59:-Which of the following statement is correct regarding fixing hours for normal day under the minimum wages act

- A. Fix the number of hours of work which shall constitute a normal working day inclusive of one or more specified intervals
- B. Provide for payment for work on a day of rest at a rate of ordinary rate

- A:-A and B are correct
- B:-An and B are incorrect
- C:-A is correct
- D:-B is correct

Correct Answer:- Option-C

Question60:-Number of hours of work which shall constitute normal working day of a child under minimum wages act shall be

- A:-9 hrs
- B:-5 hrs
- C:-4.5 hrs
- D:-4 hrs

Correct Answer:- Option-C

Question61:-What is the rule deals with extra wages for overtime as per Kerala Minimum Wages Rule 1958?

- A:-Rule 28
- B:-Rule 27
- C:-Rule 29
- D:-Rule 26

Correct Answer:- Option-A

Question62:-What is the maximum hours of overtime shall allowed to worker for any employment for any quarter as per Minimum Wages Act?

- A:-60 hours
- B:-48
- C:-54
- D:-50

Correct Answer:- Option-D

Question63:-What is the overtime rate in agricultural employment as per Kerala Minimum Wages Rules 1958?

- A:-One and half rate
- B:-3 times of ordinary rate
- C:-No overtime
- D:-2 times of ordinary rate

Correct Answer:- Option-A

Question64:-Which form is used to issue for the appearance of the parties before the authorities under minimum wages rules 1958

- A:-Form 8
- B:-Form 11
- C:-Form 7
- D:-Form 10

Correct Answer:- Option-D

Question65:-Which section of the minimum wages act 1948 cast liability in employers for payment of minimum arch of wages

- A:-Sec 12
- B:-Sec 11
- C:-Sec 20
- D:-Sec 14

Correct Answer:- Option-A

Question66:-What is the number of hours which are constituted a normal working day for adult as per the Kerala minimum wages rules 1958

- A:-8 hrs
- B:-9 hrs
- C:-8 1/2 hrs
- D:-9 1/2 hrs

Correct Answer:- Option-B

Question67:-What is the form for notices of abstracts as per Minimum Wages Act 1948 and the rules made there under

- A:-Form III
- B:-Form II
- C:-Form V
- D:-Form IV

Correct Answer:- Option-D

Question68:-In which form wages slip shall be maintained as per the Kerala minimum wages rules 1958

- A:-Form XI
- B:-Form XII
- C:-Form X
- D:-None of the above

Correct Answer:- Option-C

Question69:-In which form a claim petition is to be filed by an inspector in the minimum wages act 1948

- A:-Form VIII
- B:-Form VI
- C:-Form X
- D:-Form III

Correct Answer:- Option-A

Question70:-Big establishment means a shop or commercial establishment which employees

- A:-20 or more employees
- B:-10 or more employees
- C:-50 or more employees
- D:-30 or more employees

Correct Answer:- Option-A

Question71:-Kerala shops and commercial Establishment Act shall not apply to establishments in places where a fairs or festivals are held temporarily for a period not exceeding _____ at a time

- A:-20
- B:-50
- C:-15
- D:-25

Correct Answer:- Option-C

Question72:-Application for registration of establishments under the Kerala shops and commercial Establishment Act shall be made within

- A:-60 days after obtaining license from local authority
- B:-60 days from the date on which establishment commences its work
- C:-45 days from the date on which establishment commences its work
- D:-None of these

Correct Answer:- Option-B

Question73:-Time limit for filing an appeal on an order of the competent authority that refused to grant or renew a registration under Kerala Shops and commercial Establishment Act

- A:-Within 60 days
- B:-Within 90 days
- C:-Within 60 days of receipt of such order
- D:-Within 90 days of receipt of such order

Correct Answer:- Option-C

Question74:-In which type of establishment the issue of appointment letter is mandatory

- A:-Big establishment only
- B:-Medium establishment
- C:-Medium or big establishment
- D:-All types of establishment

Correct Answer:- Option-C

Question75:-Which section of the Kerala shops and commercial Establishment Act cast liability on employer for issue of service of certificate

- A:-Sec 5E
- B:-Sec 5D
- C:-Sec 5B
- D:-Sec 5F

Correct Answer:- Option-D

Question76:-Spread over on any days specified as per the provisions of Kerala shops and commercial Establishment Act

- A:-Not more than 10 and half hours
- B:-Not more than 10 hours
- C:-Not more than 9 hours
- D:-Not more than 12 hours

Correct Answer:- Option-A

Question77:-What is the maximum period of annual leave with wages be accumulated as per Kerala shops and commercial Establishment Act

- A:-No such Limit
- B:-45 days
- C:-24 days
- D:-36 days

Correct Answer:- Option-C

Question78:-How many leave for female employee be eligible when she undergoes sterilization operation

- A:-6 days
- B:-14 days from day she undergoes such operation
- C:-4 days from she under goes such operation
- D:-14 days

Correct Answer:- Option-C

Question79:-Every employer of a big establishment shall provide hostel facilities as per Kerala shops and commercial establishment of he employs

- A:-More than 50 employees
- B:-More than 20 employees
- C:-More than 100 employees
- D:-More than 75 employees

Correct Answer:- Option-A

Question80:-What is the section deals with notice of dismissal as per KS and CE Act

- A:-Section 17
- B:-Section 18
- C:-Section 19
- D:-Section 24

Correct Answer:- Option-B

Question81:-Which form employer shall not be required to maintain if biometric punching system is implemented and maintained electronically as per KS & CE Act?

- A:-Rule 10(1)
- B:-Rule 10(1) a
- C:-Rule 10(2)
- D:-Rule 10(3)

Correct Answer:- Option-A

Question82:-Who is the appellate authority on an order of terminating an employee from service by the employer under as per KS & CE Act

- A:-District Labour Officer
- B:-Deputy Labour Officer
- C:-Regional Joint Labour Commissioner
- D:-Deputy Labour Commissioner

Correct Answer:- Option-D

Question83:-How many latrines an employer shall provide for big establishment under as per KS and CE Rules

- A:-One each for every females and males separately
- B:-Two for 50 employees
- C:-Three for 100 employees
- D:-One 25 employees

Correct Answer:- Option-A

Question84:-How many hydrants shall be installed in godowns and warehouses where there is normal risk of fire as per KS and CE Act

- A:-One hydrant for every 3000 square mtr
- B:-Two hydrant for every 3000 square mtr
- C:-Three hydrant for every 3000 square mtr
- D:-Four hydrant for every 3000 square mtr

Correct Answer:- Option-D

Question85:-What is the section deals with power of government to suspend the provision of KS and CE Act during fairs and festivals

- A:-Section 33
- B:-Section 35
- C:-Section 36
- D:-Section 31

Correct Answer:- Option-B

Question86:-Which is the correct statement regarding complaints committee under KS and CE Act 1961?

- A. A complaints committee shall be constituted consisting of five members headed by a woman and not less than half of the members of the committee shall be women.
- B. The committee shall include a member representing a non-governmental organization or other body who is familiar with the issue of sexual harassment
- C. A complaints committee shall be constituted consisting of five members and not less than half of the members of the committee shall be the employees of the establishment

- A:-A and C are correct
- B:-A and B are Correct
- C:-B and C are correct
- D:-C is correct

Correct Answer:- Option-B

Question87:-Sexual harassment means

- A:-Physical conduct and advances
- B:-Sexually coloured remarks
- C:-Any other unwelcome physical, verbal or non verbal conduct of sexual nature
- D:-All the above

Correct Answer:- Option-D

Question88:-As per KS & CE rules 1961 "Who is the appellate authority for hearing appeal from order passed by the Inspector under chapter VI of the KS & CE Act 1960?

- A:-District Labour Officer Enforcement
- B:-Deputy Labour Commissioner
- C:-Regional Joint Labour Commissioner
- D:-Labour Commissioner

Correct Answer:- Option-D

Question89:-What is the minimum period prescribed for the copy of appointment letter issued in form BC shall be retained by the employer from the date of issue?

- A:-6 months
- B:-3 years
- C:-1 year
- D:-5 years

Correct Answer:- Option-B

Question90:-Every employer of a medium or big establishment shall submit an annual welfare return in form I to the inspector on or before?

- A:-15th December every year
- B:-15th January every year
- C:-15th February every year
- D:-15th March every year

Correct Answer:- Option-C

Question91:-Penalty prescribed for the contravention of any of the provision of KS&CE rules shall on conviction be punishable with fine which may extend to?

- A:-Ten thousand rupees
- B:-Five thousand rupees
- C:-Two thousand five hundred rupees
- D:-Two thousand rupees

Correct Answer:- Option-C

Question92:-What is the maximum limit of weight carry or move by hand or on head by a Adolescent female is ?

- A:-55 kgms
- B:-20 kgms
- C:-30 kgms
- D:-25 kgms

Correct Answer:- Option-B

Question93:-Which of the following statements are correct regarding Hostel facilities under KS&CE Rule 1961?

- A. The employer employing more than fifty employees shall provide or arrange separate hostel facilities free of cost
- B. The employer shall make suitable provision for wholesome drinking water, ventilation, fresh air and natural and artificial lighting
- C. Every employee shall be provided with safe storage facilities to keep their personal belongings
- D. Washing facilities shall be provided and maintained in hostels

- A:-A and B are correct
- B:-A, B and C are correct
- C:-A, B and D are correct
- D:-A, B, C and D are correct

Correct Answer:- Option-D

Question94:-Every employer shall provide creches for women employees child up to the age of?

- A:-10 year of age
- B:-6 year of age
- C:-5 year of age
- D:-4 year of age

Correct Answer:- Option-B

Question95:-There shall be one latrine for the use of _____ children in the Crech under KS & CE Act

- A:-5
- B:-10
- C:-15
- D:-20

Correct Answer:- Option-C

Question96:-As per KS&CE Rule 1961 in case of death of an employee while in service or retrenchment or termination of employment, the employer shall retain the copy of service certificate for a period of

- A:-10 years
- B:-3 years
- C:-5 years
- D:-2 years

Correct Answer:- Option-B

Question97:-Every employer shall maintain a register of Holidays and leave granted in form

- A:-Form H
- B:-Form F
- C:-Form I
- D:-Form E

Correct Answer:- Option-B

Question98:-As per KS&CE Rules 1961 in which rule provides Admissibility of forms other that those prescribed in the rule

- A:-10
- B:-11
- C:-12
- D:-13

Correct Answer:- Option-C

Question99:-As per KS & CE Rules which form is used for the Ascertainment of age of any person employed by the medical practitioner

- A:-Form G
- B:-Form P
- C:-Form M
- D:-Form N

Correct Answer:- Option-A

Question100:-Which form is used for notice under Rule 10(2) of KS&CE Act

- A:-Form BD
- B:-Form C
- C:-Form BE
- D:-Form D

Correct Answer:- Option-B