FINAL ANSWER KEY

Acts and Rules administered by the Labour Department - Part I Paper: Date of Test 05-05-2022 Question1:-Weekly holiday may be substituted provided no substitution shall result in any worker working for more than ______ consecutively without a holiday for a whole day. A:-14 days B:-10 days C:-7 days D:-5 days Correct Answer:- Option-B Question2:-Arrears of fair wages for any period prior to date of publicized of Motor Transport workers (payment of Fair Wages) Act shall be paid in not instalments. more than A:-3 B:-4 C:-5 D:-6 Correct Answer:- Option-D Question3:-Which among the following will not come under the definition of wages as per sec 2 (vi) of Payment of wages Act? A:-Over time wages B:-Leave wages C:-Travelling allowance D:-Dearness allowance Correct Answer:- Option-C Question4:-Any Motor Transport worker may make an application to ______ that be does not been included in a category of the schedule A:-Labour commissioner B:-State government C:-Wage Board D:-None of the above Correct Answer:- Option-A Question5:-Quarterly Returns under KS & CE Act shall be send by the employer to inspector in _ A:-Form F B:-Form D C:-Form E D:-Form H Correct Answer:- Option-D Question6:-The total number of hours of overtime in a shop / establishment shall not exceed A:-1 hour per day B:-2 hours per day C:-5 hours per week D:-50 hours per quarter Correct Answer:- Option-D Question7:-Whom among the following cannot file a claim petition under sec 20 of MW Act? A:-Any legal practitioner B:-Any official of a registered trade union C:-Manager of the workers D:-Inspector Correct Answer:- Option-C Question8:-No wage period shall exceed _ A:-1 month B:-15 days C:-1 week D:-10 days Correct Answer:- Option-A Question9:-Which among the deductions from salary is authorized by sec 7 of Payment of Wages Act? A:-Deduction for payment of insurance premia B:-Deductions for income tax C:-Deductions for recovery of housing loans D:-All of the above Correct Answer:- Option-D Question10:-In which form Register of Deduction for damage or loss shall be maintained A:-Form I B:-Form II C:-Form III D:-Form IV Correct Answer:- Option-B Question11:-Kerala Shops and Commercial Establishments Act came into force on A:-03/01/1961 B:-01/03/1961 C:-01/03/1962 D:-03/01/1962 Correct Answer:- Option-C Question12:-The shop shall remained closed on one day of the week. Such day not be altered more often than _ A:-Once in a year B:-Once in a month C:-Once in 2 months D:-Once in 3 months Correct Answer:- Option-D Question13:-Any person who has not attained the age of seventeen shall be required or allowed to work in a shop/establishment _ A:-Before 6.00 am or after 7.00 pm B:-Before 7.00 am or after 6.00 pm C:-Before 8.00 am or after 6.00 pm D:-Before 8.00 am or after 5.00 pm Correct Answer:- Option-A

Question14:-Every inspector appointed under Sec 19 of MW Act shall be deemed to be a public servant within the meaning of _ A:-Industrial disputes Act **B:-Indian Penal code** C:-Payment of wages Act D:-Criminal Procedure code Correct Answer:- Option-B Question15:-The term of office of a non-official member of the State Minimum Wages Advisory board shall be ____ vears commencing from date of his nomination A:-1 year B:-2 year C:-3 year D:-4 year Correct Answer:- Option-B Question16:-Inquiry proceedings under Sec 15 of payment of Wages Act shall be deemed to be a A:-Quasi-Judicial proceeding B:-Official proceeding C:-Judicial proceeding D:-Summary proceeding Correct Answer:- Option-C Question17:-Annual Returns Under Minimum Wages Act shall be submitted in A:-Form III B:-Form IV C:-Form V D:-Form VI Correct Answer:- Option-A Question 18: The employer of a shop shall within ______ days of closing of his establishment give notice thereof to the Inspector having jurisdiction A:-1 month B:-1 week C:-7 days D:-10 days Correct Answer:- Option-D Question19:-No person shall work in an establishment for more than 4 hours before he had an interval of rest of at least A:-Half hour B:-One hour C:-45 minutes D:-One and half hour Correct Answer:- Option-B Question20:-Every employee in an establishment shall be entitled after ______ in that establishment to annual leave with wages. A:-3 months B:-6 months C:-9 months D:-12 months Correct Answer:- Option-D Question21:-No employer of a Beedi and Cigar establishment shall dismiss any employee without giving ______ notice on wages in lieu of notice A:-1 month B:-2 months C:-3 months D:-6 months Correct Answer:- Option-A Question 22: Total number of days of leave that can be carried forward to a succeeding year in the case of a young person in Beedi and Cigar establishment shall not exceed A:-24 B:-25 C:-30 D:-40 Correct Answer:- Option-D Question23:-In a claim proceeding under Sec 15 of Payment of Wages Act no direction for payment of compensation shall be made in case of delayed wages in case where the delay is due to A:-Business loss of the employer B:-Lay off in the establishment C:-Failure of employed person to apply for or accept payment D:-None of the above Correct Answer:- Option-C Question24:-As per Beedi and Cigar Workers (Conditions of Employment) Act, "week" means a period of 7 days beginning at midnight on ____ A:-Saturday B:-Sunday C:-Monday D:-None of the above Correct Answer:- Option-A Question25:-In every industrial premises under Beedi and Cigar Workers (Conditions of Employment) Act, there shall be provided a suitable rooms or rooms for children under the age of _ __years of female employer A:-3 B:-4 C:-5 D:-6 Correct Answer:- Option-D Question26:-Any contract or agreement, where by an employee relinquishes or reduces his right to a minimum rate of wages accruing to him under Minimum Wages Act is ______. A:-Valid if approved by Wage Board B:-Valid if signed by employee and employer C:-Valid if signed by trade unions and employer D:-Null and Void Correct Answer:- Option-D Question27:-Every employer of a Beedi and Cigar establishment shall maintain a register of worker in form XIII A and shall preserve it for a period of

A:-3 years B:-12 years C:-20 years D:-The whole service of the employee concerned Correct Answer:- Option-D Question28:-The medical authority shall issue a certificate of age to young persons in an establishment in _ A:-Form A B:-Form B C:-Form C D:-Form D Correct Answer:- Option-C Question 29:- A non-official member of the Medical Advisory Board constituted under Rule 5 of Kerala Child Labour (P & R) Rules shall hold office for a period of A:-3 years B:-4 years C:-5 years D:-6 years Correct Answer:- Option-A Question 30: Who shall be the ex-officio chairman of Medical Advisory Board constituted under Rule 5 of Child Labour (Prohibition and Regulation) Rules? A:-Minister for Labour B:-Labour commissioner C:-Secretary of Government Labour Department D:-Joint Labour Commissioner (Welfare) Correct Answer:- Option-C Question31:-No fine imposed on any employed person shall be recovered from him by instalments or after the expiry of _____ days from the day on which it was imposed A:-30 days B:-90 days C:-2 months D:-6 months Correct Answer:- Option-B Question 32:-Every employer of a Beedi and cigar establishment shall submit an annual Return in Form XII or on before of every year A:-1st of January B:-31st of January C:-31st March D:-30th of April Correct Answer:- Option-D Question33:-Central Government may constitute a child Labour Technical Advisory Committee which shall consist of a chairman and not exceeding members A:-10 B:-20 C:-25 D:-30 Correct Answer:- Option-A Question34:-The term "employer" in Kerala Motor Transport Workers (Payment of fair wages) Act includes A:-Manager **B:-Managing Director** C:-Managing Agent D:-All of the above Correct Answer:- Option-D Question35:-Every Motor Transport Worker who has ______ years' service in a post without any promotion shall be granted higher grade A:-10 B:-5 C:-3 D:-None of the above Correct Answer:- Option-A Question36:-The hours of work of an adult Motor Transport work inclusive of hours of rest shall not spread over more than A:-8 hours in a day B:-9 hours in a day C:-48 hours in a week D:-54 hours in a week Correct Answer:- Option-B Question37: An application for renewal of registration under Sec 5 A of KS and CE Act shall be made in form A:-B I B:-B II C:-C I D:-C II Correct Answer:- Option-A Question38:-Every employer of a shop shall maintain a register for holidays and leave granted in _ A:-Form E B:-Form F C:-Form G D:-Form H Correct Answer:- Option-B Question39:-Who among the following is exempted from KS and CE Act? A:-Persons employed in a position of management B:-Person drawing salary above Rs.15,000/-C:-Persons who doesn't work for 6 days in a week D:-Person who doesn't work for 8 hours in a day Correct Answer:- Option-A Question40: Where an employee employed in any Beedi and Cigar industrial establishment is required to work overtime he shall be entitled in respect of such overtime work to wages at the rate of A:-11/2 times of ordinary rate of wages B:-Twice the times of ordinary rate of wages

C:-21/2 times of ordinary rate of wages D:-3 times of ordinary rate of wages Correct Answer:- Option-B Question41:-Every occupier of an establishment shall maintain a register in respect of the children employed or permitted to work at the establishment in A:-Form B B:-Form C C:-Form D D:-None of the Above Correct Answer:- Option-A Question42: The state Government may by Rules require the employer to provide and maintain in every industrial premises where not less than employees are ordinally employed, a canteen under the Beedi and Cigar workers (conditions of employment) Act 1966. A:-150 B:-200 C:-250 D:-300 Correct Answer:- Option-C Question43: Annual leave with wages shall be granted in the case of adult workers, at the rate of one day for every _ days of work performed by him during the previous calendar year, under the Beedi and Cigar workers (conditions of employment) Act 1966. A:-11 B:-15 C:-20 D·-30 Correct Answer:- Option-C Question44:-Application of the provisions of Industrial Disputes Act 1947, is contained in section _____ of the Beedi and Cigar workers (conditions of employment) Act 1966 A:-30 B:-35 C:-37 D:-39 Correct Answer:- Option-D Question45:-The establishment covered under the wage protection system has to maintain a register of employment and wages in form as per the amendment in the Kerala minimum wages rules, 1958 in 2015. A:-XIV B:-XIII C:-XV D:-XII Correct Answer:- Option-A Question46:-In which section of the Minimum Wages Act the procedure of maintenance of registers and records has been provided A:-16 B:-17 C:-19 D:-18 Correct Answer:- Option-D Question47:-Wage slip to be maintained under the Kerala Minimum Wages rules shall be in form _ A:-V B:-XI C:-XIII D:-VI Correct Answer:- Option-C Question48:-In which section of Payment of Wages Act 1936, the responsibility for payment of wages is explained A:-Section 2 B:-Section 3 C:-Section 4 D:-Section 5 Correct Answer:- Option-B Question49:-Under section of the Payment of Wages Act 1936, the appropriate government may appoint inspectors for the purpose of the Act. A:-Section 14 B:-Section 12 C:-Section 15 D:-Section 9 Correct Answer:- Option-A Question50: The maximum days of annual leave that can be accumulated in the account of an employee under Kerala Shops and Commercial Establishments Act 1960 is A:-15 B:-18 C:-24 D:-30 Correct Answer:- Option-C Question51:-In which form a service certificate shall be issued under Kerala Shops and Commercial Establishments Act 1960? A:-BB B:-BC C:-BD D:-BE Correct Answer:- Option-D Question52:-A person did not registered his shop within the time limit mentioned in Section 5A of Kerala Shops and Commercial Establishments Act 1960. What is the maximum amount of penalty imposed upon him? A:-Rs.5,000 B:-Rs.10,000 C:-Rs.3,000 D:-Rs.4.000 Correct Answer:- Option-A Question53:-Split duty is explained in _ section of Motor Transport Workers Act 1961. A:-18

B:-17 C:-16 D:-15 Correct Answer:- Option-B Question54:-The Penalty for non-payment of fair wages under sec 4 Kerala Motor Transport Workers (Payment of fair wages) Act is ____ A:-3 Months imprisonment B:-3 Months imprisonment or with fine Rs.500/-C:-6 Months imprisonment D:-6 Months imprisonment or with fine Rs.500/-Correct Answer:- Option-D Question55:-Where the employment of any person is terminated due to employee submitting resignation to employer, the wages earned by employee shall be paid A:-Before expiry of 7th working day after the day on which his employment is terminated B:-Before expiry of 2nd working day after the day on which his employment is terminated C:-On the 1st day of next month D:-Within 3 days of date of termination Correct Answer:- Option-B Question56:-No employer or contractor shall ordinarily reject as substandard or chat or otherwise more than of the Beedis on agents received from a worker A:-1% B:-2.5% C:-3% D:-5% Correct Answer:- Option-B Question 57: The meeting of Medical Advisory Board constituted under rule 5 of Child Labour (Prohibition and Regulation) Rules shall be called once in A:-1 month B:-3 months C:-6 months D:-1 year Correct Answer: - Option-C Question 58: Which among the following appears in part A of schedule of Child Labour (prohibition and Regulation) Act? A:-Foundries B:-Soap manufacturing C:-Taming D:-Lock making Correct Answer:- Option-A Question59:-The hours of work in relation to adult motor transport worker shall be so fixed that no motor transport worker shall work for more than before he has had an interval of rest for at least half-an-hour. A:-8 hours B:-7 hours C:-6 hours D:-5 hours Correct Answer:- Option-D Question60:-A shop appeal can be filed by an employee who was employed continually for a period of not less than _ A:-1 month B:-100 days C:-3 months D:-6 months Correct Answer:- Option-D Question61:-Every young person employed in a Beedi and Cigar establishment shall be allowed in a calendar year leave with wages at the rate of one for A:-Every 15 days of work B:-Every 20 days of work C:-Every 25 days of work D:-Every 30 days of work Correct Answer:- Option-A Question62:-The definition "family" in relation to an occupier under Child Labour (Prohibition and Regulation) Act does not include _ A:-Wife / husband B:-Brother / sister C:-Son / daughter D:-Father / mother Correct Answer:- Option-D Question63:-A male employee in a shop who under goes sterilization operation in a shop is entitled to special causal leave with wages for a period not exceeding A:-3 days B:-6 days C:-9 days D:-15 days Correct Answer:- Option-B Question64:-The payment of wages shall be made wholly or partially in kind provided such payment shall be authorized by ____ A:-Central government B:-Central advisory board C:-Appropriate government D:-State Advisory Board Correct Answer:- Option-C Question65:-The hours of work of a motor transport worker shall ____ A:-not be split into various spells in a day B:-be split once in a week C:-be split once in 10 days D:-not be split into more than two spells a day Correct Answer:- Option-D Question66:-Every employer of a Beedi and Cigar establishment shall provide each employee book in form VI or form VII called _____ A:-Service record B:-Leave book

C:-Wage book D:-Attendance register Correct Answer:- Option-B Question67:-Which of the following statements are correct about Plantations Labour Act 1951? (i) It applies to any land used or intended to be used for growing tea, coffee, rubber, cardamom, cinchona and oil palm.
(ii) It applies to the land measuring 5 hector or more and in which 15 or more persons are employed. A:-(i) Only B:-(ii) only C:-Both (i) and (ii) are correct D:-Both (i) and (ii) are wrong Correct Answer:- Option-C Question68:-As per Plantations Labour Act 1951, family of a female worker does include -A:-Her parents not dependent upon her B:-Her spouse C:-Her unmarried daughter above 18 years old D:-All of the above Correct Answer:- Option-B Question69:-As per Plantations Labour Act 1951, the definition of worker include -A:-Staff nurse **B:-Medical officer** C:-Any person temporarily employed in the plantation to construct a building D:-A manager Correct Answer:- Option-A Question70:-As per Plantations Labour Act 1951, the employer shall provide A:-Canteen facility to workers in a plantation where one hundred workers are employed B:-Educational facility to children of workers above 14 years of age C:-Housing facility to workers D:-All of the above Correct Answer:- Option-C Question71:-Which of the following statements are correct about Plantations Labour Act 1951. (i) An adult workers is entitled to leave with wages at the rate of one day for every 20 days of work performed by them. (i) Young workers is entitled to leave with wage at the rate of one day for every 15 days of work performed by them A:-(i) only B:-(ii) only C:-(i) and (ii) are incorrect D:-(i) and (ii) are correct Correct Answer:- Option-D Question72:-As per Plantations Labour Act 1951 young person means A:-Person of age between 19 to 21 B:-Child and adolescent C:-Adolescent only D:-None of the above Correct Answer:- Option-B Question73:-As per plantations Labour Act 1951 punishment for using false certificate of fitness is A:-3 months imprisonment or 500 rupees fine B:-3 months imprisonment or 1000 rupees fine C:-2 months imprisonment or 1000 rupees fine D:-None of the above Correct Answer:- Option-C Question74: As per the plantations Labour Act 1951, an adult worker entitled to sickness allowance from his employees at the rate of -A:-2/3 of wage B:-Half of the wages C:-75% of wages D:-Full wages Correct Answer:- Option-A Question75:-As per plantations Labour Act 1951, every worker is entitled to sick leave at the rate of A:-20 days in a year B:-12 days in a year C:-10 days in a year D:-14 days in year Correct Answer:- Option-D Question 76:-State Govt may make Rules requiring employer of a plantation to provide Educational facilities for Children of Workers where number of workers exceed -A:-25 B:-50 C:-100 D:-None of these Correct Answer:- Option-A Question77:-As per the Plantations Labour Act 1951 creches shall be provided if A:-20 or more women worker employed B:-100 or more women worker employed C:-50 or more women worker employed D:-None of the above Correct Answer:- Option-C Question78:-Provision for canteen is provided in section ____ of Plantations Labour Act 1951 A:-10 B:-11 C:-16 D:-15 Correct Answer:- Option-B Question 79:-Plantations Labour Rules 1959 provides for A:-Garden Hospital **B:-Group Hospital** C:-Garden Hospital and Group Hospital D:-None of the above

Correct Answer:- Option-C Question80: As per the Plantations Labour Rules 1959 every employer shall supply to worker one extra 'Combli' if the plantation situates at an elevation of A:-2000 feet or more above sea level B:-2500 feet or more above sea level C:-3000 feet or more above sea level D:-5000 feet or more above sea level Correct Answer:- Option-B Ouestion81: As per Plantations Labour Rules 1959 every employer shall maintain a register of adult worker in A:-Form 6 B:-Form 7 C:-Form 8 D:-Form 9 Correct Answer:- Option-B Question82:-As per the Plantations Labour Rules 1959 notice of accident shall be sent to A:-Chief Inspector of plantation only B:-Inspector of plantation only C:-Chief Inspector of plantation and Inspector of plantation D:-Employees compensation commissioner Correct Answer:- Option-C Question83: As per the Plantations Labour Rules 1959 employer shall run garden hospital if employing workers A:-500 or more B:-2000 or more C:-1000 or more D:-None of the above Correct Answer:- Option-C Question84:-As per the Plantations Labour Rules 1959 registration fees for plantation having area of 100 hectors and above A:-Rs.1000 B:-Rs.5000 C:-Rs.3000 D:-None of the above Correct Answer:- Option-B Question85:-As per the Plantations Labour Act 1951, the power and function of inspector provided in section _ A:-2 B:-3 C:-4 D:-5 Correct Answer:- Option-D Question86:-Which of the following statements are incorrect about the Plantations Labour Act 1951? (i) In every plantation where is 300 or more workers are ordinarily employed employer shall appoint a welfare officer
(ii) If in any plantation welfare officers are not appointed as required by the rules, the chief Inspector can appoint welfare officer (iii) The chief inspector need not hear the employer before appointing the welfare officer by him A:-(i) incorrect B:-(iii) incorrect C:-(ii) and (iii) are incorrect D:-All are incorrect Correct Answer:- Option-B Question87:-Which of the following statements are correct about plantations Labour Rules 1959? (i) In every plantation employing 150 workers, the employer shall arrange canteen facility for the sale of tea, coffee and snacks to worker.
(ii) Tea, coffee and snacks served in every canteen shall be sold free of cost. A:-(i) only B:-(ii) only C:-(i) and (ii) only D:-(i) and (ii) incorrect Correct Answer:- Option-A Question88:-Which of the following statements are correct about the Plantations Labour Rules 1959? (i) The employer shall provide and maintain a primary school for imparting Primary Education to the children of workers aged between 6 and 12. (ii) The employer may not provide primary school if there is such school under the Government within 2 miles from the worker reside A:-(i) only B:-(ii) only C:-(i) and (ii) are correct D:-None of the above Correct Answer:- Option-C Question89:-As per the plantations Labour Rules 1959, every employer shall lime wash the houses provided to the workers at lanes in every A:-2 years B:-1 year C:-3 years D:-4 years Correct Answer:- Option-B Question90:-Which of the following statements are correct about the Plantation Labour Rules? (i) The employer shall take steps to prevent or deter the commission of acts of sexual harassment (ii) Where the conduct of sexual harassment amounts to a specific offense Under the Indian Penal Code or under any other Law the employer can settle such offence A:-(i) only B:-(i) and (ii) are correct C:-(ii) only D:-(i) and (ii) are incorrect Correct Answer:- Option-A Question91:-As per the Plantations Labour Act 1951, an Inspectors have the power A:-To photograph any non - adult worker B:-Examine the crops grown in any plantation C:-To require an employer to send any return or information relations to the provision of the Plantations Labour Act 1951 D:-All of the Above Correct Answer:- Option-D Question 92:-As per the Plantations Labour Act 1951, crèches shall be provided for children up to the age of

A:-10 years B:-6 years C:-5 years D:-7 years Correct Answer:- Option-B Question93:-As per Plantations Labour Act 1951, housing facility shall be provided to a worker who shall be in continuous service of A:-12 months B:-3 months C:-6 months D:-With immediate effect after joining Correct Answer:- Option-C Question94: As per the Plantations Labour Act 1951 which of the following statement are correct. (i) Inspector should make complaint before any court within three months of alleged commission of offence came to his knowledge (ii) Inspector should make a complaint before any court within three months of the date which the offence have been committed A:-(i) only B:-(ii) only C:-(i) and (ii) only D:-(i) and (ii) are incorrect Correct Answer:- Option-A Question95:-The application for registration of plantations shall be in form A:-19 B:-17 C:-20 D:-21 Correct Answer:- Option-B Question96:-Application for compensation for death or injury caused to any plantation worker as a result of collapse of a house provided by the employer shall be submitted within A:-6 months B:-12 months C:-3 months D:-1 month Correct Answer:- Option-A Question97: In Motor Transport Workers Act 1961 the time from the moment a transport vehicle starts functioning at the beginning of working day until the moment when the transport vehicle ceases to function at the end of the working day known as A:-Journey time B:-Normal time C:-Running time D:-None of the above Correct Answer:- Option-C Question98:-In a Motor Transport undertaking, the employer shall provide to a driver A:-Uniform free of cost B:-Rain coat free of cost C:-Uniform and rain coats free of cost D:-Uniform with cost Correct Answer:- Option-C Question99:-In a Motor Transport Vehicle, a first-aid box shall be provided as per ____ schedule A:-I B:-II C:-III D:-None of the Above Correct Answer:- Option-C Question100: The employer of a Motor Transport undertaking shall provide canteen if the number of worker call on duty every day is -A:-100 or more B:-200 or more C:-50 or more D:-20 or more Correct Answer:- Option-A