PROVISIONAL ANSWER KEY

Paper: 110 - Various Acts and Rules KHLWR Date of Test 19-05-2023 Question1:-On which date the Kerala Head Load Workers Act 1978 implemented? A:-01/05/1981 B:-20/05/1981 C:-20/05/1978 D:-01/01/1981 Correct Answer:- Option-B Question2:-Who can employee a head load worker? A:-Head load workers welfare board **B:-Employer** C:-Contractor D:-All of the above Correct Answer:- Option-D Question3:-In the following which is not a head load work? A:-Any article for construction of a building for his own residential purpose B:-Any household articles including furniture in connection with the shifting of a dwelling house of a person C:-Any articles or articles for carrying out any agricultural operations in his land D:-All of the above Correct Answer:- Option-D Question4:-The loading and unloading of delicate products excluded from the head load work by which provision? A:-2(m) B:-2(i) C:-(2k) D:-2(g) Correct Answer:- Option-A Question5:-Choose the conciliation officer appointed under the Kerala Head Load Workers Act 1978 A:-ALO Gr II B:-ALO Gr I C:-Deputy Labour Officer D:-All of the above Correct Answer:- Option-C Question6:-Choose the inspectors notified Section 5 of the Kerala Head Load Workers Act 1978 A:-Inspectors under the labour department B:-Chairman of Kerala Head Load Workers District Board C:-Secretary of Kerala Head Load Workers District Committee D:-All of the above Correct Answer:- Option-A Question7:-What is the required working hour of Head Load Worker? A:-9 hours B:-8 hours C:-10¹/₂ hours D:-12 hours Correct Answer:- Option-B Question8:-According to which provision carrying weightage of Head Load Worker is restricted? A:-Section 13 B:-Section 26 C:-Section 7 D:-Section 31 Correct Answer:- Option-C Question9:-What is the additional wages to be paid for working between 7.00 p.m. and 7.00 a.m. other than wages? A:-1/2 time B:-1½ time C:-2 time D:-No additional wages Correct Answer:- Option-A Question10:-Which is not a disqualification to become a member of Kerala Head Load Workers Welfare Committee? A:-He is or at any time has been adjudged as insolvent B:-He is or has been deemed to be involved of any offence involving moral turpitude C:-Is find to be a lunatic or becomes of unsound mind D:-All of the above Correct Answer:- Option-B Question11:-How many members can be nominated in Kerala head load Workers Welfare Board Committee? A:-Not exceeding 12 B:-Not exceeding 15 C:-Not exceeding 17 D:-Not exceeding 11 Correct Answer:- Option-B Question12:-To whom assistant labour officer sends failure report of disputes under Kerala Head Load Workers Act 1978? A:-Assistant Labour Officer Grade I **B:-District Labour Officer** C:-Deputy Labour Officer D:-Deputy Labour Commissioner Correct Answer:- Option-C Question13:-Who is the appellate authority under Section 21? A:-Regional Joint Labour Commissioner B:-Additional Labour Commissioner C:-District Labour Officer D:-Deputy Labour Commissioner Correct Answer:- Option-D Question14:-By which provision money due to an employer from Head Load Worker can be recovered? A:-Section 38

B:-Section 36 C:-Section 23 D:-Section 20 Correct Answer:- Option-A Question15:-Which authority can initiate Revenue Recovery proceedings for any due to Head load Worker or employer? A:-Inspector **B:-Conciliation officer** C:-Appellate authority D:-Chairman of committee Correct Answer:- Option-C Ouestion16:-Which of the following is not an establishment under Kerala Head Load Workers Act 1978? A:-Sand mining from river B:-Iron and steel market or shops C:-Cloths and cotton markets or shops D:-Ouarries Correct Answer:- Option-A Question 17: According to which provision of Kerala Head Load Workers Act 1978 complaint should he made within 3 months from the date on which alleged commission of the offence comes to the knowledge? A:-Section 33 B:-Section 32 C:-Section 31 D:-Section 27 Correct Answer:- Option-A Question18:-To which authority Head Load Workers can make complaint if any employer pays less than the wages or refuses to pay such wages? A:-IT tribunal **B:-Conciliation officer** C:-Labour Court D:-Authority under the Minimum Wages Act 1948 Correct Answer:- Option-B Question19:-Within how many days the claim under Section 11 of Kerala Head Load Workers Act 1978 to be filed? A:-90 days B:-60 days C:-30 days D:-15 days Correct Answer:- Option-C Question20:-What is the term of office of the member in a board? A:-5 B:-3 C:-2 D:-4 Correct Answer:- Option-B Question21:-In which form registering authority shall issue for calling objection from employer or contractor or chairman of local committee? A:-Form IX B:-Form X C:-Form V D:-Form XI Correct Answer:- Option-B Question22:-What is the fee for duplicate identity card? A:-Rs. 100 B:-Rs. 75 C:-Rs. 50 D:-Rs. 25 Correct Answer:- Option-D Question 23:-According to which provision of the Kerala Head Load Workers Act/rules/scheme 1983 the Head Load Worker shall submit application for registration under the scheme? A:-Section 26C B:-Para 6B C:-Para 6A D:-Section 24 Correct Answer:- Option-C Question24:-What is the fine for delay for the employer or contractors for not submitting applications for registration with the committee? A:-Rs. 5 per day B:-Rs. 10 per day C:-Rs. 100 per day D:-Rs. 25 per day Correct Answer:- Option-A Question25:-Who has the power to determine number of Head Load Workers in a scheme area? A:-Chairman **B:-Committee** C:-Convener D:-District Labour Officer Correct Answer:- Option-B Question 26:-To whom shall employer intimate the number of Head load Workers required by him? A:-Convener B:-Pool Leader C:-Chairman D:-Committee Correct Answer:- Option-A Question27:-On which all grounds a Head load Worker can be removed from the rolls of the committee? A:-Continuously absent without sufficient reason B:-Has not earned wages through committee for period of 60 days C:-Has not earned wages for at least 90 days continuously in a year D:-All the above Correct Answer:- Option-D Question28:-What is percentage of contributions of wages towards accident relief fund?

A:-27% B:-2%
C:-1.5%
D:-25%
Correct Answer:- Option-B
Question 29:-What is the percentage of penalty per month for nonpayment of additional welfare levy by employer?
A:-25% B:-2%
C:-1.5%
D:-3%
Correct Answer:- Option-C
Question30:-What percentage of total wages of Head Load Worker should be credited to his account for payment of terminal benefit?
A:-27% B:-2%
C:-11%
D:-7%
Correct Answer:- Option-C
Question31:-If a worker found guilty of misconduct of indiscipline what punishments can be awarded?
A:-Warning in writing B:-Suspension of work for not less than 7 days but not more than 30 days
C:-Cancellation of registration of Head Load Worker
D:-All of the above
Correct Answer:- Option-D
Question32:-A Head Load Worker is employed in a non pool area which welfare scheme will be applicable to him? A:-Head Load Worker (Attached Group) Welfare Scheme 1995
B:-The Kerala Head Load Workers Scheme 1983
C:-Head Load Worker (Scattered Group) Welfare Scheme 1999
D:-All of the above
Correct Answer:- Option-C
Question33:-On which date Head Load Workers (Scattered Group) 1999 Welfares Scheme implemented? A:-02/10/1999
B:-02/10/2002
C:-01/10/1995
D:-02/10/1998
Correct Answer:- Option-B Question34:-What is the registration fee for enrolling in Head Load Workers (Scattered Group) Welfare Scheme 1999?
A:-Rs. 40
B:-Rs. 10
C:-Rs. 20
D:-Rs. 30
Correct Answer:- Option-B Question35:-Whether the employer using the scattered Head Load Worker are liable topay contribution annually to the schemes?
A:-Employer liable to pay contribution
B:-Employer using attached worker liable to pay contribution
C:-No employer using scattered is not liable to pay contribution
D:-Employer using pool workers are only liable to pay levy Correct Answer:- Option-A
Question 36:-What is the amount of annual contribution by a D & O licensee towards Head Load Workers (Scattered Group) Welfare Scheme?
A:-Rs. 60
B:-Rs. 50
C:-Rs. 90
D:-Rs. 120 Correct Answer:- Option-A
Question37:-What is the marriage financial assistance given for the marriage of `2^(nd)` daughter of member Head Load Worker (Scattered Group)
Welfare Scheme?
A:-Rs. 1000
B:-No benefit C:-Rs. 1500
D:-Rs. 2500
Correct Answer:- Option-A
Question38:-What is the financial assistance given when a dependent of the member of Head Load Workers (Scattered Group) Welfare Scheme die?
A:-Rs. 500
B:-Rs. 1000 C:-Rs. 1500
D:-Rs. 2000
Correct Answer:- Option-A
Question 39:-Family pension amount for Head Load Workers (Scattered Group) Welfare Scheme member is?
A:-Rs. 500 B:-Rs. 2500
C:-Rs. 1000
D:-Rs. 100
Correct Answer:- Option-D
Question40:-The employees who are not liable to pay contribution to Head Load Workers (Scattered Group) Welfare Scheme?
A:-Employer having D $\&$ O licencce B:-Employer registered under Kerala Shops and Commercial Act 1960
C:-Employer registered under the Kerala Head Load Workers Welfare Scheme 1983
D:-All of the above
Correct Answer:- Option-C
Question41:-In which form the acceptance or denial of registration of Head Load Worker (Scattered Group) Welfare Scheme to be send to Head Load
Worker? A:-Form 4
B:-Form 3
C:-Form 7
D:-Form 2
Correct Answer:- Option-B

Question42:-Term of committee member is _____ years from the date of nomination. A:-1 Year B:-2 Year C:-3 Year D:-5 Year Correct Answer:- Option-B Ouestion43: is the advance amount to be deposited with the committee by employer. A:-Rs. 1000 B:-Approximate amount under Minimum Wages Notification C:-Approximate amount equivalent to the wages payable by him for a week D:-Rs. 15000 Correct Answer:- Option-C Question44:-What percentage of total wages should be paid by committee to the board for Head Load Workers Welfare fund? A:-11% B:-7% C:-5% D:-2% Correct Answer:- Option-D Question45:-Who shall authenticate orders for and on the behalf of the committee? A:-Chairman B:-Convener C:-Chief executive officer D:-Secretary Correct Answer:- Option-A Ouestion 46:-Who has authority to cancel the registration under the Kerala Head Load Workers Scheme 1983? A:-Committee B:-Convener C:-Chairman D:-Chief executive officer Correct Answer:- Option-C Question47:-Who shall arrange the medical examination of Head Load Worker under Kerala Head Load Workers Scheme 1983? A:-Employer B:-Committee C:-Convener D:-Chef executive officer Correct Answer:- Option-B Question48: Which provision prohibit representation of legal practitioner in any conciliation proceedings under Kerala Head Load Workers Act 1978? A:-Section 31 B:-Section 21 C:-Section 23 D:-Section 18 Correct Answer:- Option-C Question49:-Within _____ period from the date of receipt of appeal the appellate authority shall issue order. A:-30 days B:-60 days C:-4 weeks D:-2 weeks Correct Answer:- Option-D Question50:-What is the function of the committee? A:-To pool the head load workers who are not employed under any contractor or employer B:-To arrange and regulate employment to such Head Load Workers and to pay them wages C:-To take disciplinary action against them whenever necessary D:-All of the above Correct Answer:- Option-D Question51:-The application for voluntary retirement under Kerala Head Load Worker's (Pension and Revised Terminal Benefits) Regulations 1997 shall be submitted at least months in advance to the Chief Executive Officer through the Chairman. A:-6 B:-4 C:-8 D:-12 Correct Answer:- Option-B Ouestion 52:-By which amendment the Workmen's Compensation Act 1923, name changed to the Employee's Compensation Act 1923. A:-2003 B:-2009 C:-2010 D:-2017 Correct Answer:- Option-B Question 53: Which is the provision in Employees Compensation Act 1923 which states that the employer should inform the employee of his rights to compensation under this Act? A:-Section 17A B:-Section 3 C:-Section 4A D:-Section 10 Correct Answer:- Option-A Question 54:-What is the fine for non submission of return under Employees Compensation Act 1923? A:-Rs. 5,000 B:-Not less than Rs. 10,000 but may extend to 1 lakh C:-Not less than Rs. 50,000 which may extend to 1 lakh D:-Which may extend to Rs. 5,000 Correct Answer:- Option-C Question 55: The Civil Court does not have jurisdiction to settle or decide under Employees Compensation Act 1923. If so what is the provision? A:-Section 32 B:-Section 26 C:-Section 22 D:-Section 19

Correct Answer:- Option-D Question56:-Claim for compensation can be claimed before which commissioner where A:-The accident took place which resulted an injury B:-The workmen or in case of his death, the dependent claiming the compensation resides C:-The employer has his registered office D:-All of the above Correct Answer:- Option-D Question57: When a workman enters into an agreement to relinquish his right of compensation for personal injury to what extend agreement is valid? A:-Agreement is fully valid B:-To the proportion of his rights relinquishment C:-Null and void D:-To the proportion of his right protected Correct Answer:- Option-C Question58: By which provision Employees Compensation Act 1923 is applicable to the person who are recruited by companies registered in India and working abroad? A:-Section 15A B:-Section 15B C:-Section 15 D:-Section 14 Correct Answer:- Option-B Question59:-Within what period claim under Employees Compensation Act 1923 should be raised if the news of the ship lost or deemed to be lost reaches? A:-12 months B:-18 months C:-6 months D:-24 months Correct Answer:- Option-B Question60:-According to which provision principal employer is liable to pay compensation to contract employee? A:-Section 12 B:-Section 14A C:-Section 10 D:-Section 9 Correct Answer:- Option-A Question61:-Whether the payment made by employer directly in respect of workmen whose injury has resulted in death shall be deemed to be payment of compensation? A:-Yes, it is a compensation B:-To the proportion of compensation paid C:-Balance can be claimed D:-Not a compensation Correct Answer:- Option-D Question62:-Who can become a member of Head Load Workers (Attached Group) Welfare Scheme 1995? A:-Employees whose name is maintained in register of employment and wages is form V B:-Employee who is a member of the Kerala Head Load Workers Scheme 1983 C:-Employee who has an identity card in Form C D:-All of the above employees Correct Answer:- Option-A Question63:-How much is the application fee for employees joining Head Load Workers (Attached group) Welfare Scheme? A:-Rs. 10 B:-Rs. 5 C:-Rs. 15 D:-Rs. 25 Correct Answer:- Option-B Question64:-What is the monthly contribution employer under Head Load Workers (Attached Group) Welfare Scheme? A:-Rs. 5 B:-Rs. 10 C:-Rs. 15 D:-Rs. 25 Correct Answer:- Option-C Question65:-How much is the registration fee for the employer for registration in Head Load Workers (Attached Group) Welfare Scheme? A:-Rs. 25 B:-Rs. 15 C:-Rs. 5 D:-Rs. 10 Correct Answer:- Option-A Question66:-According to which provision the registration certificate issued to the employer under Head Load Workers (Attached Group) Welfare Scheme? A:-Paragraph 7 B:-Paragraph 5 C:-Paragraph 6 D:-Paragraph 8 Correct Answer:- Option-D Question67:-In the following who is the inspector under Head Load Workers (Attached Group) Welfare Scheme? A:-Assistant Labour Officer Grade II B:-District Labour Officer C:-Committee chairman D:-All the above Correct Answer:- Option-C Question68:-What is the provision for revenue recovery for non payment of dues to the board under Head Load Workers (Attached Group) Welfare Scheme? A:-Section 36 B:-Paragraph 10 C:-Paragraph 5 D:-Section 11 Correct Answer:- Option-A

Question69:-What is the minimum qualifying service for getting pension? A:-6 years B:-10 years C:-2 years D:-12 years Correct Answer:- Option-A Question70:-Up to how many years the family pension under Head Load Workers (Attached Group) Welfare Scheme will receive? A:-5 years B:-7 years C:-9 vears D:-10 years Correct Answer:- Option-B Question71:-Under what conditions membership will be terminated under Head Load Workers (Attached Group) Welfare Scheme? A:-When employer temporarily closes establishment B:-When an employee is suspended C:-Superannuation after completion of 60 years D:-All of the above Correct Answer:- Option-C Question 72:-The compensation under Employees Compensation Act 1923 for death due to injury is amount equal to _____% of the monthly wages of the deceased workmen multiplied by relevant factor. A:-80% B:-75% C:-50% D:-60% Correct Answer:- Option-C Question 73:-Within what period commissioner shall dispose of the matter relating to compensation under Employees Compensation Act 1923? A:-12 months B:-3 months C:-6 months D:-9 months Correct Answer:- Option-B Question74: The employer is not liable in respect of any injury not resulting death or permanent total disablement caused by an accident which directly attributed to? A:-The workman have been at the time therefore under the influence of drinks or drugs B:-The willful disobedience of the workman to an order expressly given, or to a rule expressly framed, for the purpose of securing the safety of workman C:-The willful removal or disregard by the workman of any safety guard or other device which he knew to have been provided for the purpose of securing safety of workman D:-All of the above Correct Answer:- Option-D Question 75: What is the Quantum of amount to be paid by the employer towards the funeral expenses of workman under Employees Compensation Act 1923? A:-Not less than Rs. 2,500 B:-Not less than Rs. 5.000 C:-Not less than Rs. 10,000 D:-Not less than Rs. 7,500 Correct Answer:- Option-B Question 76: According to which provision of employees compensation Act 1923 employees are liable to get reimbursed the actual medical expenditure incurred by them for treatment of injuries caused during the course of employment? A:-Section 3(2) (a) B:-Section 4(2) (a) C:-Section 10(1) (b) D:-Section 14(A) (3) Correct Answer:- Option-B Question77:-What is the interest for default in paying of compensation under the Employees Compensation Act 1923? A:-12% B:-8% C:-10% D:-7.5% Correct Answer:- Option-A Question 78: Within how many days report of fatal accident or serious bodily injury to be send to the commissioner under Employees Compensation Act 1923? A:-1 month B:-14 days C:-7 days D:-1 day Correct Answer:- Option-C Question 79:-To become commissioner for employees compensation from State Judicial Service how many years of experience required? A:-7 years B:-10 years C:-5 years D:-2 years Correct Answer:- Option-C Question 80:-To which court the appeal from commissioner under Employees Compensation Act 1923 lies? A:-Supreme Court B:-High Court C:-District Court D:-Chief Judicial Magistrate Correct Answer:- Option-B Question81:-What is the period of limitation under Employees Compensation Act 1923 for appeal from the order of commissioner A:-60 days B:-30 davs C:-90 days D:-180 days Correct Answer:- Option-A

Question82:-Fine and damages recovered from the head load worker and employer are contributed to which scheme or fund? A:-Head Load Worker (Scattered Group) Welfare Scheme B:-Head Load Worker (Attached Group) Welfare Scheme C:-Kerala Head Load Worker General Welfare Fund D:-Head Load Workers Scheme Correct Answer:- Option-C Question83:-Which of the following is not an objective of Kerala Head Load Workers (General Welfare Fund) Regulation 1987? A:-Drinking Water B:-Rest Shelter C:-Educational Facilities for Adults D:-Medical Claim Insurance Correct Answer:- Option-D Question84:-To whom are all the Kerala Head Load Workers (General Welfare Fund) Regulations 1987 is applicable? A:-Workers registered under Head Load Workers (Scattered Group) Welfare Scheme B:-Workers registered under Head Load Workers (Attached Group) Welfare Scheme C:-Workers registered under Kerala Head Load workers (Regulation of Employment And Welfare Scheme 1983) D:-All of the above Correct Answer:- Option-C Ouestion85: What are the Health Measures covered under Kerala Head Load Workers (General Welfare Fund) Regulations 1987? Financial Assistance to the workers in case of hospitalization in any Government Medical Institutions Providing Artificial Limbs to worker who are permanently or partially disabled Financial Assistance to the workers is acute distress due to prolonged illness or other 3. causes 4 Financial Assistance to the workers those who undergo family planning operations A:-1,3,4 B:-1,2,3 C:-1,2,4 D:-All of the above Correct Answer:- Option-D Question86: The Kerala Head Load Worker (Award of Scholarship) plan 1989 is applicable to the children of Head Load Worker registered under the A:-Kerala Head Load Worker (Regulation of Employment and Welfare) Scheme 1983 B:-Head Load Worker (Attached Group) Welfare Scheme 1995 C:-Head Load Worker (Scattered Group) Welfare Scheme 1999 D:-All of the above Correct Answer:- Option-A Question87: What is the amount per worker, each committee should contribute every month to the Head Load Welfare Fund? A:-Rupees 10 B:-Rupee 1 . C:-2% D:-1% Correct Answer:- Option-B Question88:-When a Head Load Worker is met with an accident under what scheme financial assistance is given? A:-Kerala Head Load Workers (Family Welfare) Scheme 1987 B:-Kerala Head Load Workers (General Welfare fund) Regulations 1987 C:-Head Load Workers (Group Insurance) Scheme 1987 D:-Kerala Head Load Workers (Medical Reimbursement) Regulations 1997 Correct Answer:- Option-A Question89:-What is the Quantum of financial assistance given had load worker who met with an accident which cause totally and permanently disablement? A:-Rupees 50,000 B:-Rupees 10,000 C:-Rupees 1,000 D:-Rupees 15,000 Correct Answer:- Option-B Question90:-What is the interpretation of total and permanent disability? A:-Disability to walk B:-Bed ridden C:-Disability to perform loading and unloading work D:-Disability to do daily routine Correct Answer:- Option-C Question91:-What is the monthly premium contribution for death cover group insurance scheme? A:-Rs. 8.4 B:-Rs. 4.2 C:-Rs. 10 D:-Rs. 100 Correct Answer:- Option-B Question92:-What are the condition for getting pension under Kerala Head Load Workers (Pension and Revised Terminal Benefits) Regulations 1997. 1. Head Load Workers to be registered under scheme Head Load workers should have minimum qualifying service for not less than 6 years Head Load workers having less than 120 attendances in all the year Head Load Worker's earned wages through committee for not less than 160 days for every 3. 4. completed year A:-1,2,4 B:-2,3,4 C:-1,3,4 D:-1,2,3 Correct Answer:- Option-A Question93: It shall be the duty of Finance Officer and the _____ to see the claims of workers under Kerala Head Load Workers (Pension and Revised erminal Benefits) Regulations 1997 are processed. A:-Chairman **B:-Secretary** C:-CEO D:-Convener Correct Answer:- Option-B

Question94:-In a year more than how many days of attendance is required for counting eligible months for pension?
A:-160
B:-120
C:-180
D:-240
Correct Answer:- Option-A
Question95:-For getting claim under Kerala Head Load Workers (Medical Reimbursement) Regulations 1997. What are the conditions?
A:-He should be member of Kerala Head Load Worker Scheme 1983
B:-Annually he should have attendance for more than 160 days and earned wages
C:-He should have made contribution to Kerala head load workers (General Welfare Fund) Regulations 1987
D:-All of the above
Correct Answer:- Option-D
Question96:-A Head Load Workers to get loan and financial assistance under Kerala Head Load Workers (Foreign Employment Assistance) Plan 1995
for how much year he has to work under a committee?
A:-3 years
B:-5 years
C:-10 years
D:-7 years
Correct Answer:- Option-B
Ouestion97:-Which is not a condition for obtaining loan and financial assistance under Kerala Head Load Workers (Foreign Employment Assistance)
Plan 19952
A:-He should have worked for more than 180 days in a pool
B:-He should have paid all the amount due to the board updately
C:-He should have worked for a minimum 160 days in a pool
D:-He should submit along with the application name of foreign country, foreign establishment name and address, and attested copies of
passport and NOC
Correct Answer:- Option-C
Question98: What is the grant amount paid to the head load worker for family planning surgery under Kerala Head Load workers (Family Planning
Assistance) Plan 1997.
A:-Rs. 5,000
B:-Rs. 2,750
C:-Rs. 1,750
D:-Rs. 1,250
Correct Answer:- Option-D
Question99:-By which plan head Load workers get financial Assistance from board, for calamities?
A:-Kerala Head Load workers (Distress Relief) Plan 1990
B:-Kerala Head Load Workers (Calamities Relief) Plan 1997
C:-Kerala Head Load Workers (Foreign Employment Assistance) Plan 1995
D:-Kerala Head Load Workers (Family Planning Assistance) Plan 1997
Correct Answer:- Option-B
Question100: What are the condition for getting loan under Kerala Head Load Workers (Consumer Advance) Plan 1994?
1. Head Load Workers registered under Kerala Head Load Workers Scheme 1983
2. Having served for more than one year under a committee
3. The Head Load Workers should not have any dues towards loans under this plan
4. Annually Head Load Workers should have worked and obtained wages for not less than
160 days
A:-1,2,3
B:-1,2,4

B:-1,2,4 C:-1,3,4 D:-2,3,4 Correct Answer:- Option-A