

**FINAL ANSWER KEY**

Paper: 078 - Acts and Rules administered by the Labour Department  
Date of Test 02-05-2023

Question1:-Define the term "adult" 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

Correct Answer:- Option-B

Question2:-According to the provision of Payment of Gratuity Act, 1972 "Retirement" means termination of the service an employee otherwise than on

- A:-Superannuation
- B:-Death
- C:-Dismissal
- D:-Resignation

Correct Answer:- Option-A

Question3:-If no other leave is admissible, extra-ordinary leave shall be granted to the sales promotion employee under Rule \_\_\_\_\_ of the sales Promotion Employees (CS) Rules, 1976

- A:-4(1)
- B:-2(e)
- C:-2(a)
- D:-5(e)

Correct Answer:- Option-B

Question4:-As per the Contract Labour Act and Rules every principle 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

Correct Answer:- Option-A

Question5:-The employer shall display an abstract of the Act and Rules under the Kerala Contract Labour (R&A) Rules \_\_\_\_\_

- A:-Rule 75
- B:-Rule 79
- C:-Rule 81
- D:-Rule 83

Correct Answer:- Option-B

Question6:-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

Correct Answer:- Option-D

Question7:-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

Correct Answer:- Option-B

Question8:-As per the provisions of the Contract Labour (R&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

Correct Answer:- Option-B

Question9:-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

Correct Answer:- Option-B

Question10:-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

Correct Answer:- Option-D

Question11:-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

Correct Answer:- Option-A

Question12:-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

Correct Answer:- Option-D

Question13:-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
- Correct Answer:- Option-C

Question14:-Application for refund of the security deposited by the contractor under rule 24 of the Contract Labour Rules shall be made

- A:-On 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
- Correct Answer:- Option-C

Question15:-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
- Correct Answer:- Option-B

Question16:-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
- Correct Answer:- Option-A

Question17:-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
- Correct Answer:- Option-B

Question18:-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
- Correct Answer:- Option-B

Question19:-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 Act
- D:-Employer means the owner of the establishment and does not include any person responsible to the owner for the supervision and control of the Act
- Correct Answer:- Option-C

Question20:-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
- Correct Answer:- Option-B

Question21:-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
- Correct Answer:- Option-B

Question22:-Who is empowered to cancel the registration to the head load workers under the KHLE Act and Rules

- A:-Assistant Labour Officer
- B:-Deputy Labour Officer
- C:-District Labour Officer
- D:-Appellate Authority
- Correct Answer:- Option-B

Question23:-According to the contract labour (R and A) Act, 1970 and Rules made there under no wage period shall exceed

- A:-One month
- B:-One week
- C:-Fifteen days
- D:-Ten days
- Correct Answer:- Option-A

Question24:-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
- Correct Answer:- Option-A

Question25:-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
- Correct Answer:- Option-A

Question26:-Under what circumstances temporary certificate of Registration and license 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

Correct Answer:- Option-A

Question27:-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

Correct Answer:- Option-B

Question28:-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)

Correct Answer:- Option-A

Question29:-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

Correct Answer:- Option-C

Question30:-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

Correct Answer:- Option-C

Question31:-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

Correct Answer:- Option-C

Question32:-Nothing contained in the KPSA 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

Correct Answer:- Option-C

Question33:-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

Correct Answer:- Option-D

Question34:-Right of employee to receive letter terms of gratuity under any award or agreement or contract with the employer is given in

- A:-Section 2A
- B:-Section 13
- C:-Section 4(5)
- D:-Section 10

Correct Answer:- Option-C

Question35:-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

Correct Answer:- Option-B

Question36:-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

Correct Answer:- Option-D

Question37:-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

Correct Answer:- Option-D

Question38:-Registration of dependents of workers dying in harness shall be done in accordance with Rule \_\_\_\_\_ of the Kerala Head load Workers Rules, 1981

- A:-26 (B)
- B:-26 (C)
- C:-6 E
- D:-6 C

Correct Answer:- Option-A

Question39:-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

Correct Answer:- Option-B

Question40:-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

Correct Answer:- Option-A

Question41:-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

Correct Answer:- Option-C

Question42:-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

Correct Answer:- Option-D

Question43:-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

Correct Answer:- Option-D

Question44:-According to the KHLW Act 1978 no head load 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

Correct Answer:- Option-B

Question45:-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

Correct Answer:- Option-B

Question46:-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

Correct Answer:- Option-B

Question47:-If any employer being required by or under the Equal Remuneration Act, 1976 so to do, omits to or refuses to give any information, he shall be punishable with

A:-Imprisonment only

B:-Fine only

C:-Imprisonment or fine

D:-With both

Correct Answer:- Option-D

Question48:-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 supervisions and control of the establishment

D:-Employer means the owner of the establishment and does not include any person responsible to the owner for supervisions and control of the Act

Correct Answer:- Option-C

Question49:-An employer who contravenes any of the provisions of the Payment of Gratuity Act, shall be punishable with fine which may extend to \_\_\_\_\_ Rupees.

A:-Twenty thousand

B:-Five thousand

C:-Ten thousand

D:-Two thousand

Correct Answer:- Option-A

Question50:-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

Correct Answer:- Option-C

Question51:-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

Correct Answer:- Option-C

Question52:-The employer who shall arrange to pay the amount of Gratuity within \_\_\_\_\_ from the date it becomes payable to the employee

A:-Sixty days

B:-Three months

C:-Fifteen days

D:-Thirty days

Correct Answer:- Option-D

Question53:-On termination of employment, the contractor shall issue to the workmen a service certificate from \_\_\_\_\_ Under the CL (R&A) Rules, 1974.

- A:-XV
- B:-XIV
- C:-XII
- D:-XVI

Correct Answer:- Option-A

Question54:-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

Correct Answer:- Option-A

Question55:-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

Correct Answer:- Option-B

Question56:-Register of agricultural workers shall be maintained by the \_\_\_\_\_ as mentioned in section 35(3) of KAW Act, 1974

- A:-Register
- B:-Inspector
- C:-Executive Authority
- D:-Labour Officer

Correct Answer:- Option-C

Question57:-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

Correct Answer:- Option-A

Question58:-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

Correct Answer:- Option-C

Question59:-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

Correct Answer:- Option-C

Question60:-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

Correct Answer:- Option-A

Question61:-No person shall be nominated as a member of the Board established under the provisions of the Kerala Head load 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

Correct Answer:- Option-B

Question62:-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:-B

Correct Answer:- Option-A

Question63:-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:-Establishment

Correct Answer:- Option-A

Question64:-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

Correct Answer:- Option-B

Question65:-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

Correct Answer:- Option-C

Question66:-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

Correct Answer:- Option-D

Question67:-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

Correct Answer:- Option-C

Question68:-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

Correct Answer:- Option-D

Question69:-As per the "Kerala Agricultural Workers" Rules, 1975 an application under Rule 20(1) shall be made in \_\_\_\_\_

- A:-Form 2
- B:-Form 4
- C:-Form 5
- D:-Form 6

Correct Answer:- Option-D

Question70:-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:-Permanent worker

Correct Answer:- Option-B

Question71:-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

Correct Answer:- Option-B

Question72:-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

Correct Answer:- Option-C

Question73:-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

Correct Answer:- Option-A

Question74:-According to the KHLW Act and Rules the Assistant Labour Officer shall prepare a register of head load workers in:

- A:-Form IV
- B:-Form V
- C:-Form IX
- D:-Form I

Correct Answer:- Option-A

Question75:-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

Correct Answer:- Option-A

Question76:-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

Correct Answer:- Option-B

Question77:-Who is the registering authority for the purpose of the Kerala Head load Workers Act, 1978

- A:-Asst. Labour Officer Grade II
- B:-Deputy Labour Officer
- C:-Deputy Labour Commissioner
- D:-Convener

Correct Answer:- Option-A

Question78:-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

Correct Answer:- Option-C

Question79:-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

Correct Answer:- Option-C

Question80:-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

Correct Answer:- Option-D

Question81:-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

Correct Answer:- Option-B

Question82:-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

Correct Answer:- Option-C

Question83:-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

Correct Answer:- Option-A

Question84:-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

Correct Answer:- Option-B

Question85:-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

Correct Answer:- Option-A

Question86:-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

Correct Answer:- Option-B

Question87:-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

Correct Answer:- Option-A

Question88:-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

Correct Answer:- Option-D

Question89:-Appellate Authority under Section 7 of The Equal Remuneration Act, 1976 is

A:-Deputy Labour Commissioner

B:-Regional Joint Labour Commissioner

C:-Chief inspector of Plantations

D:-Labour Commissioner

Correct Answer:- Option-B

Question90:-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

Correct Answer:- Option-C

Question91:-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:-120 days

Correct Answer:- Option-A

Question92:-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

Correct Answer:- Option-B

Question93:-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

Correct Answer:- Option-B

Question94:-Mention the section empowering the Government to make rules to carry out the purpose of the Kerala Head load workers Act, 1978.

- A:-43(1)
- B:-41
- C:-36(1)
- D:-38

Correct Answer:- Option-A

Question95:-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

Correct Answer:- Option-C

Question96:-Where any money is due to an employer by a head load worker under a decision referred to in section 22 of the Kerala Head load 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

Correct Answer:- Option-D

Question97:-According to the Kerala head load Workers Act, 1978 family includes

- A:-Parents
- B:-Children
- C:-Widow
- D:-Unmarried daughter

Correct Answer:- Option-D

Question98:-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

Correct Answer:- Option-D

Question99:-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)

Correct Answer:- Option-D

Question100:-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)

Correct Answer:- Option-C