

UNIT 1

1. The factors which caused variation of minimum wages in India are –

- I. Prices of essential commodities
- II. Paying capacity
- III. Productivity
- IV. Differences in exchange rates.

Select the correct answer form the codes given bellow:

- (A) I only
- (B) IV only
- (C) I, III and IV**
- (D) I, II, III and IV

2. In order to have a uniform wage structure and to reduce the disparity in minimum wages across the country, the concept of National Floor Level Minimum Wage (NFLMW) was mooted. On the basis increase in the Consumer Price Index (Industrial Worker), the Central Government has revised the NFLM from time to time. The present NFLMW –

- (A) Rs.80/-
- (B) Rs.100/-
- (C) Rs.115/-**
- (D) Rs 225/-.

3. Which of the following area, where central government is exclusively competent to enact legislations—

- (A) Trade unions; industrial and labour disputes.
- (B) Social security and social insurance; employment and unemployment.
- (C) Welfare of labour including conditions of work, provident funds, employers' liabilities, workmen's compensation, invalidity and old age pensions and maternity benefits.**
- (D) Regulation of labour and safety in mines and oilfields

4. A premises including precincts thereof is a 'factory' within the meaning of the Factories Act, 1948 where a manufacturing process is being carried on without the aid of power and where the number of workers working is –

- (A) 10 or more workers
- (B) 20 or more workers
- (C) 15 or more workers**
- (D) 50 or more workers.

5. The present wage ceiling per month for the purpose of the Employees' State Insurance Act, 1948 is –

- (A) Rs. 10,000/-
- (B) Rs. 15,000/-
- (C) Rs. 18,000/-
- (D) Rs. 20,000/-**

6. Which Schedule of the Factories Act, 1948 specifies Beryllium poisoning, Anthrax and Arsenic poisoning or its sequelae etc, as notifiable diseases?
 (A) First Schedule
 (B) Second Schedule
 (C) **Third Schedule**
 (D) Fifth Schedule
7. The present wage ceiling per month for the purpose of the Payment of Wages Act, 1936 is —
 (A) Rs. 10,000/-
 (B) Rs. 15,000/-
 (C) Rs. 18,000/-
 (D) **Rs. 20,000/-**
8. As per Payment of Wages Act, 1936, in railway factory or industrial or other establishment upon or in which less than one thousand persons are employed, wages shall be paid before the expiry of the —
 (A) **Seventh day of the month.**
 (B) Tenth Day of the months
 (C) Third Day of the months
 (D) None of the above
9. The Employees' State Insurance Act, 1948 protects the interest of workers in contingencies such as —
 I. Sickness
 II. Maternity,
 III. Temporary or permanent physical disablement,
 IV. Death due to employment injury resulting in loss of wages or earning capacity.
 Select the correct answer from the codes given below:
 (A) I only
 (B) II only
 (C) I, III and IV
 (D) **I, II, III and IV**
10. The verification of membership of unions operating in establishment in central sphere is conducted by Chief Labour Commissioner office under Code of Discipline for the purpose of granting recognition as and when directed by the —
 (A) Ministry of Labour and Employment.
 (B) ESI Corporation
 (C) Labour Tribunal
 (D) **Office Bearer of Trade Union**

UNIT 2

11. As per the provisions contained in Chapter VB of the Industrial Dispute Act, 1947 establishment employing _____ persons or more are required to seek prior permission of Appropriate Government before effecting lay-off, retrenchment and closure.
 (A) 50
 (B) 100
 (C) 250
 (D) **500**

12. _____ have been set up under the provisions of Industrial Dispute Act, 1947 for adjudication of industrial disputes in an organisation.
(A) Lok-Adalat
(B) Industrial Tribunal
(C) **Labour Court**
(D) All of the above
13. Payment of Bonus Act, 1965 shall apply to every factory; and every other establishment in which _____ are employed on any day during an accounting year:
(A) 20 or more persons
(B) 25 or more persons
(C) 30 or more persons
(D) **50 or more persons**
14. As per Payment of Bonus Act, 1965, employees drawing salary or wages not exceeding _____ per month in any industry are eligible for bonus.
(A) Rs. 10, 000/-
(B) Rs. 15, 000/-
(C) **Rs. 18, 000/-**
(D) Rs. 20,000/-
15. As per the Employees Pension Scheme, 1995, members on attaining the age of fifty-eight years and having rendered minimum of _____ years of contributory service qualify for superannuation fund.
(A) 5
(B) 10
(C) **15**
(D) 2
16. The term 'same work or work of a similar nature' mentioned in the?
(A) Equal Remuneration Act, 1976
(B) Maternity Benefit Act, 1961
(C) **Industrial Employment (Standing Orders) Act, 1946**
(D) The Child Labour (Prohibition and Regulation) Act, 1986
(E) None of the above
17. Which of the following enactment stipulates for nursing break to a women employee?
(A) Equal Remuneration Act, 1976
(B) **Maternity Benefit Act, 1961**
(C) Apprentices Act, 1961
(D) The Child Labour (Prohibition and Regulation) Act, 1986
18. Award means an interim or a final determination of any industrial dispute are determined by:
(A) Labour Court
(B) Arbitrator
(C) **Both (A) & (b)**
(D) None of the above
19. Which of the following statement is true about the Constitutional Validity of section 10 of the Industrial Dispute Act, 1947?
(A) It is ultra-vires the Constitution
(B) **It is intra-vires the Constitution**
(C) Both (A) & (b)
(D) None of the above
20. The maximum amount of gratuity payable under the Payment of Gratuity Act, 1972 is –
(A) Rs. 5,00,000
(B) Rs. 7,50,000
(C) Rs. 10,50,000
(D) **Rs. 10,00,000**

UNIT 3

21. Bonus must be paid to employees within a period of months from the close of the accounting year.;
- (A) 8
 - (B) 9
 - (C) 12**
 - (D) None of the above.
22. The minimum number of members required for registration of a trade union is- .
- (A) 2
 - (B) 3
 - (C) 7**
 - (D) 10
23. The employer is required to send a report to the Commissioner for workmen's compensation within days of the death or serious injury of the workman.
- (A) 7
 - (B) 8
 - (C) 9**
 - (D) 10
24. As per Schedule to the Child Labour Prohibition and Regulation) Act, 1986, paper making is a.
- (A) Occupation
 - (B) Process
 - (C) Both (A) & (b)**
 - (D) None of the above
25. As per the Labour Laws (Exemption from Furnishing Returns and Maintaining Registers by Certain Establishments) Act, 1988, an employer of any small establishment or very small establishment required to furnish a Core Return in:
- (A) Form A
 - (B) Form B
 - (C) Form C**
 - (D) Form D.
26. Contract Labour (Regulation and Abolition) Act, 1970 applies to every establishment/ contractor in which _____ workmen are employed or were employed on any day of the preceding twelve months as contract labour.
- (A) Ten or more
 - (B) Fifteen
 - (C) Twenty or more**
 - (D) Twenty-five or more
27. The text of the Certified Standing Orders shall be prominently posted by the employer in _____ and in the language understood by the majority of his workmen.
- (A) English**
 - (B) Hindi
 - (C) Devanagiri Script
 - (D) Language specified in 8th Schedule of the Constitution
28. _____ means any trade or occupation or any subject field in engineering or technology or any vocational course which the Central Government, after consultation with the Central Apprenticeship Council, may, by notification in the Official Gazette, specify as a designated trade for the purposes of Apprentices Act, 1961.
- (A) Designated trade
 - (B) Apprenticeship training**
 - (C) Both (A) & (B)

(D) None of the above.

29. As per Employees' Compensation Act, 1923, in case of permanent total disablement, the minimum amount of compensation payable to an employee is _____.
- (A) Rs. 90,000/-
(B) Rs. 1, 00,000/-
(C) Rs. 1, 20,000/-
(D) Rs. 1, 40,000/-
30. The Contract Labour (Regulation and Abolition) Act, 1970 shall not apply to establishments in which work is of _____
- (A) An intermittent or casual nature
(B) Permanent work
(C) Both (A) & (B)
(D) None of the above.

UNIT 4

31. Violation of the Child Labour (Prohibition & Regulation) Act, 1986 shall be punishable with imprisonment for a term not be less than _____.
- (A) one month
(B) three months
(C) six months
(D) one year.
32. Under the Apprentices Act, 1961, Apprentice entitled for casual leave for the maximum period of _____ days in a year.
- (A) 12
(B) 10
(C) 15
(D) 45
33. The appropriate government shall revise the minimum rates of wages under the Minimum Wages Act, 1948 at least once in every _____
- (A) 2 years
(B) 3 years
(C) 4 years
(D) 5 years.
34. Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 does not apply in relation to vacancies in any employment –
- (A) in domestic service;
(B) to do unskilled office work;
(C) connected with the staff of Parliament
(D) All of the above.
35. The rate of employers' contributions in the ESI Scheme is _____% .
- (A) 4.75,
(B) 1.65
(C) 1.75
(D) 5.75

36. The first Factories Act was enacted in
(A) 1881
(B) 1895
(C) **1897**
(D) 1885
37. Who is an adult as per Factories Act, 1948?
(A) Who has completed 18 years of age
(B) Who is less than 18 years
(C) **Who is more than 14 years**
(D) Who is more than 15 years
38. A person who has ultimate control over the affairs of the factory under Factories Act, 1948 is called as _____
(A) Occupier
(B) Manager
(C) Chairman
(D) **Managing Director.**
39. The space for every worker employed in the Factory after the commencement of Factories Act, 1948 should be _____ Cubic Meters.
(A) 9.9
(B) 10.2
(C) **14.2**
(D) 13.2
40. The provision for cooling water during hot weather should be made by the organization if it employees _____ or more employees.
(A) 200
(B) 250
(C) **300**
(D) 150

UNIT 5

41. Who is an Adolescent as per Factories Act, 1948?
(A) Who has completed 17 years of age?
(B) who is less than 18 years
(C) **who has completed 15 years but less than 18 years.**
(D) None of these
42. Which one of the following is not Welfare provision under Factories Act, 1948
(A) Canteen
(B) Crèches
(C) **Alcoholic Beverage**
(D) Drinking Water.
43. First Aid Boxes is to be provided for _____ of persons
(A) 125
(B) 135
(C) **150**
(D) 160

44. Safety Officers are to be appointed if Organization is engaging_____ or more employees.

(A) 1000

(B) 2000

(C) 500

(D) 750

45. Canteen is to be provided if engaging Employees more than_____ persons.

(A) 250

(B) 230

(C) 300

(D) 275

46. Leave with wages is allowed for employees if they work for_____ days in a month.
(A) 15
(B) 25
(C) 20
(D) 28
47. Welfare Officers are to be appointed if Organization is engaging_____ or more employees.
(A) 500
(B) 250
(C) 600
(D) 750
48. The Ambulance Room is to be provided If engaging employees more than_____
(A) 400
(B) 350
(C) 500
(D) 450
49. Crèche is to be provided if_____ or More lady employees are engaged.
(A) 25
(B) 32
(C) 30
(D) 40
50. The term Sabbatical is connected with
(A) Paid leave for study
(B) Paternity leave
(C) Maternity leave
(D) Quarantine leave

UNIT 1

51. Section 2 (K) of the Factories Act 1947 Says about
52. If the factory employs more than 1000 Workers, they should appoint qualified _____ to carry out the prescribed duties
53. For contravention of provisions of Factories Act or Rules, the occupier shall be liable for punishment up to
54. If any employee found violating the section 20 of Factories Act 1947 shall be fined up to
55. Section 41- G of the Factories Act 1948 says about
56. Who is responsible for payment to a person employed by him in a Factory under the Payment of wages Act 1936
57. The occupier of a Factory has to submit the document on or before _____ of every year to renew a license for a factory.
58. The renewal application for a license submitted by a factory after December 31st of every year shall pay the fine amount.
59. Where _____ or more workers are employed in a factory, then there shall be a Safety Committee in the factory.
60. A general manager of a factory can be appointed as an Inspector of factories under the Factories Act, 1948.

UNIT 2

61. The Factories employing more than 1000 workers are required to submit their plan for approval to
62. A weekly holiday was introduced in the Factories for the first time in the year _____.
63. Under the Section 41A of the Factories Act, the Site Appraisal Committee shall be constituted once in _____ year under the chairmanship of Chief Inspector of Factories.
64. To close down a factory, the occupier has to give _____ days notice to the authorities.
65. The annual return under the Factories Act shall be submitted to Inspector of Factories on or before
66. The number of elected workers in the canteen managing committee shall not be more than _____ or less than _____
67. Designated trade defined under
68. Loss of a hand and foot of an employee due to accident Employees' Compensation Act, 1923 treated as
69. The body, by whatever name called, to which the management of the affairs of a trade union is entrusted under Trade Union Act, 1926 means:
70. Every woman entitled to maternity benefit under the Maternity Benefit Act, 1961 shall also be entitled to receive from her employer

UNIT 3

71. Which of the following languages are not included in the 8th Schedule of the Indian Constitution?
72. The Indian Constitution refers to minorities based on;
73. Who among the following holds office during the pleasure of the President of India?
74. Preamble of the Constitution of India is ;
75. Summary trials will apply to such offences not punishable with imprisonment for a term exceeding :
76. Indian Law of Torts is based on:
77. Which of the following conditions are required for the principle of res judicata to apply to suits as applied by courts vide section 11 of the Code of Civil Procedure, 1908 —
78. Under law of torts, exception to the strict liability is —
79. Jus scriptum means:
80. What remedies are available to a defendant, if an ex-parte decree is passed against him?

UNIT 4

81. Principle of Estoppel is based on:
82. Under the Limitation Act, 1963, a suit for compensation for wrongful seizure of movable property under legal process required to be filed within _____ year from the date of the seizure.
83. Essential characteristic of an injunction are:
Select the correct answer form the codes given bellow:
84. “Interpretation or construction is the process by which the Courts seek to ascertain the meaning of the legislature through the medium of the authoritative forms in which it is expressed” was said by:
85. Where life or liberty of a person is involved, the Public Information Officer (PIO) is bound to provide information under the Right to Information Act, 2005 within _____ :
86. As per the Limitation Act, 1963, the period of limitation relating to suits of immovable property to redeem or recover the possession of property mortgaged is — .
87. A person against whom a decree has been passed or an order capable of execution has been made is called
88. As per the Indian Evidence Act, 1872, a witness cannot be compelled to give evidence relating to —
89. is a written statement of the deponent on oath duly affirmed before any court or any Magistrate or any Oath Commissioner appointed by the Court or before the Notary Public.
90. Under the Specific Relief Act, 1963, recovering possession of property is a —

UNIT 5

91. Rule of ejusdem generis shall apply when —
92. An arbitral award —
93. Investigation and inquiry as per the Code of Criminal Procedure, 1973 are —
94. Place of arbitration is important for the determination of the rules applicable to substance of dispute, and recourse against the
95. The term ‘sufficient cause’ has not been defined in the Limitation Act, 1963. It depends on the of each case.

96. In the interpretation of statutes, an important role is played as an internal aid by :
97. Under the law of limitation, suits can be filed within three years in cases relating to :
98. The right of review has been conferred by the Code of Civil Procedure, 1908. It provides that any person considering himself aggrieved by a decree or order may apply for a review of judgement to the —
99. The term 'cognizance' means —
100. Extension of time limit under the Limitation Act, 1963 on showing sufficient cause may be granted for —

UNIT 1

1. Explain the objectives of factories act, 1948?
2. Explain about approval in factories act,1948?
3. State the Procedures for getting licensing for factories under factories act,1948?
4. Describe workmen's compensation?
5. State the objectives of workmen's compensation act, 1947?
6. Write about employers liability for compensation under workmen's compensation act,1947
7. Explain distribution of compensation under workmen's compensation?
8. Illustrate industrial dispute ?
9. State the objectives of industrial dispute act,1948?
10. Discuss about strikes in brief?

UNIT 2

11. Write a short notes on lockouts?
12. Write a short note on layoff?
13. Write a short note on retrenchment?
14. Explain the transfer and closure in industrial dispute act?
15. Write a short note on unfair labour practices ?
16. Illustrate the employee state insurance?
17. State the objectives of employee state insurance ?
18. Write a short on employee state insurance corporation?
19. Explain about standing committee?
20. Explain about medical benefit council?

UNIT 3

21. Write about provision relating to contribution?
22. Explain EPF?
23. Write a short note on Gratuity?
24. Write a note on payment of wages act?
25. State the objectives of payment of wages act?
26. Explain the responsibilities in payment of wages act?
27. Write a short note on minimum wages act?
28. State the objectives of minimum wages act?
29. Describe the procedure for fixing?
30. Write a short note on payment of bonus act?

UNIT 4

31. Write the objectives of payment of bonus act?
32. Write a short note on applicability in payment of bonus act?
33. Write a short note on minimum bonus?
34. Write a short note on maximum bonus?
35. Write a short note on set on?
36. Describe The Effect Of Collective Agreements In Time?
37. Discuss The Effect Of A Collective Agreement With Respect To Persons?
38. Explain Familiarisation With A Collective Agreement?
39. Explain Approval Of A Collective Agreement?

40. Discuss the Consequences Of A Probation Period?

UNIT 5

41. Illustrate the Specification Of A Probation Period?

42. Explain The Invalidity Of An Employment Contract?

43. Discuss the Consequences Of Failure To Comply With The Written Form?

44. Explain Indian Labour Market?

45. What Are Substantive Agreements?

46. Explain the Major Factors Motivate Employees To Join Trade Union?

47. Illustrate Distributive Bargaining

48. Explain Expedited Arbitration?

49. Explain The Characteristic Features Of Collective Bargaining?

50. Describe Collective Bargaining?

UNIT 1

1. Explain manufacturing and Work as per factories act?
2. Write about enforcement factories act?
3. Explain the definition and description of laws that govern workers compensation in India?
4. Explain about approval in factories act, 1948?
5. Describe the Procedures for registration of factories under factories act, 1948?

UNIT 2

6. Illustrate
 - a) Provision relating to health?
 - b) Provision relating to safety?
 - c) Provision relating to welfare measures?
7. Explain The Prohibition Of Differential Treatment When Establishing Employment Legal Relationships?
8. Describe The Documents Necessary For Preparing An Employment Contract?
9. Explain About Health Examination?
10. State the Basis And Scope Of Civil Liability Of Employees?

UNIT 3

11. Explain the Representation Of Employees?
12. Explain What Are The Main Objectives Of Industrial Relations System?
13. Explain Who Can Go On Strike Or Be Locked Out?
14. Explain How Does Collective Bargaining Begin?. Explain What Is Strike? What Are Its Various Types? What Are Its Major Causes?
15. State the Importance Of Collective Bargaining To Employers?

UNIT 4

16. Explain Shift And Relay?
17. Explain Shift And Relay
18. Explain The Various Parties Involved In Ir System?
19. Difference Between Pm And Hr
20. Illustrate Unitary Approach

UNIT 5

21. Explain the duties of Conciliation And Mediation Officers
22. Explain Effect Of Laws Regulating Employment Legal Relationships With Respect To Persons
23. Explain The Principle Of Equal Rights
24. Explain The Law Applicable To Contracts Of Employment And Employment Legal Relationships?
25. State the Content And Form Of Collective Agreements