

# 327

QUESTION PAPER BOOKLET CODE : **A**

Question Paper Booklet No.

--

Roll No. :

--	--	--	--	--	--

Time allowed : 3 hours

Maximum marks : 100

Total number of questions : 100

Total number of printed pages : 24

**Instructions :**

1. Candidates should use blue/black ball point pen ONLY to fill-in all the required information in OMR Answer Sheet and this Question Paper Booklet.
2. OMR Answer Sheet cannot be taken out from the Examination Hall by the examinees and the same is required to be properly handed over to the Invigilator/Supervisory staff on duty and acknowledgement be obtained for doing so on the Admit Card before leaving the Examination Hall.
3. Candidates are required to correctly fill-in the Question Paper Booklet Code and the Question Paper Booklet No. (as mentioned on the top of this booklet) in the OMR Answer Sheet, as the same will be taken as final for result computation. Institute shall not undertake any responsibility for making correction(s) at later stage.
4. This Question Paper Booklet contains 100 questions. All questions are compulsory and carry ONE mark each. There will be negative marking for wrong answers in the ratio of 1 : 4, *i.e.*, deduction of 1 mark for every four wrong answers.
5. Seal of this Question Paper Booklet MUST NOT be opened before the specified time of examination.
6. Immediately on opening of Question Paper Booklet, candidates should ensure that it contains 100 questions in total and none of its page is missing/misprinted. In case of any discrepancy, the booklet shall be replaced at once.
7. Each question is followed by four alternative answers marked as A, B, C and D. For answering the questions including those requiring filling-in the blank spaces, candidates shall choose one most appropriate answer to each question and mark the same in the OMR Answer Sheet by darkening the appropriate circle only in the manner as prescribed in the OMR Answer Sheet.
8. Darkening of more than one circle corresponding to any question or overwriting/cutting any answer(s) shall be taken as wrong answer for computation of result. Ticking/marking/writing of answer(s) in the Question Paper Booklet shall not be considered in any circumstance for award of marks. The Institute shall neither entertain any claim nor be liable to respond to any of the query in the aforesaid matter.
9. Rough work, if any, should be done only on the space provided in this Question Paper Booklet.
10. The Copyright of this Question Paper Booklet and Multiple Choice Questions (MCQs) contained therein solely vests with the Institute.

.....  
(SIGNATURE OF CANDIDATE)

**327**

**: 2 :**

## PART – A

1. Factory is defined in the Factories Act, 1948 :
  - (A) Section 2 (m)
  - (B) Section 2 (n)
  - (C) Section 2 (k)
  - (D) Section 2 (i)
2. Which of the following is not an essential element of a factory ?
  - (A) There electronic data processing units are installed
  - (B) There must be ten or, more workers where the manufacturing process is being carried on with the aid of power
  - (C) There must be manufacturing process being carried on at the premises
  - (D) There must be a premises
3. The Factories Act, 1948 imposes which of the following obligations upon the employer in regard to his workers :
  - (A) Health
  - (B) Safety
  - (C) Welfare
  - (D) All of the above
4. As per the Factories Act, 1948, “Child” means a person who has not completed his ..... year of age.
  - (A) Fourteenth
  - (B) Fifteenth
  - (C) Seventeenth
  - (D) Eighteenth
5. The Trade Union Act, 1926 also regulates the relationship between :
  - (A) Workman’s and employers
  - (B) Workman’s and workman’s
  - (C) Employers and Employers
  - (D) All of the above
6. Section 11 of the Trade Union Act, 1926 is related to :
  - (A) Registration
  - (B) Collecting bargaining
  - (C) Crime
  - (D) Appeal

7. Under the Trade Union Act, 1926, a separate fund for political purposes is provided :
- (A) Section 15  
(B) Section 16  
(C) Section 17  
(D) Section 18
8. In which section of the Trade Union Act, 1926 the 'Trade Union' is defined ?
- (A) Section 2(e)  
(B) Section 2(h)  
(C) Section 3  
(D) Section 4
9. The purpose of the Industrial Disputes Act, 1947 is :
- (A) To hire Industrial workers  
(B) Investigation and Settlement of Industrial Disputes  
(C) Giving guideline to the Government  
(D) Shut down Industrial activity
10. Who is not the Authority in the Industrial Disputes Act, 1947 ?
- (A) Conciliation officer  
(B) Boards of Conciliation  
(C) Labour Court  
(D) Session Court
11. Under the Industrial Dispute Act, 1947 the National Tribunal shall consist of :
- (A) One person  
(B) Five persons  
(C) Two persons  
(D) Ten persons
12. Industry is defined under :
- (A) Section 2 (a) of the Industrial Disputes Act, 1947  
(B) Section 2 (j) of the Industrial Disputes Act, 1947  
(C) Section 2 (K) of the Factories Act, 1948  
(D) Section 2 (n) of the Trade Union Act, 1926

13. Which of the following Sections of Industrial Disputes Act, 1947 impose restrictions on the Commencement of Strike ?

- (A) Section 22
- (B) Section 23
- (C) Section 22, 23
- (D) Section 22, 23, 24

14. Under which Schedule of Industrial Disputes Act, 1947 Public Utility Services have been listed out ?

- (A) First Schedule
- (B) Second Schedule
- (C) Fourth Schedule
- (D) Third Schedule

15. Under Workmen's Compensation Act, 1923, which of the following are considered as dependent of deceased workman for the purpose of paying compensation ?

- (i) A minor brother or an unmarried sister or a widowed sister
- (ii) A widowed daughter-in-law
- (iii) A minor child of a pre-deceased son
- (iv) A minor child of a pre-deceased daughter where no parent of the child is alive
- (v) A paternal grandparent if no parent of the workman is alive

- (A) (i), (ii) and (v)
- (B) (i), (ii), (iii) and (iv)
- (C) (i), (ii), (iii) and (v)
- (D) (i), (ii), (iii), (iv) and (v)

16. The Industrial Employment (Standing Orders) Act, 1946 applies to every establishment employing :
- (A) 100 or more workmen
- (B) 150 or more workmen
- (C) 100 or more workmen on any day during preceding 12 months
- (D) 150 or more workmen on any day during preceding 12 months
17. The appeal on the certified standing orders may be preferred within ..... days before the appellate authority.
- (A) 15
- (B) 30
- (C) 60
- (D) 90
18. The objections, which the workmen may desire to make to the draft standing orders to be submitted to the certifying officer within ..... days from the receipt of draft standing order from the certifying officer.
- (A) 12
- (B) 15
- (C) 9
- (D) 20
19. The principle of 'equal pay for equal work' is contained in which Articles of the Indian Constitution ?
- (A) Article 10
- (B) Article 36
- (C) Article 39
- (D) Article 44

20. Which of the following is not included under the definition of wages given under the Payment of Wages Act, 1936 ?
- (A) Basic Wage  
(B) Dearness Allowance  
(C) Remuneration for overtime work  
(D) Gratuity
21. Which of the following is not a method for fixing Minimum Wages under the Minimum Wages Act, 1948 ?
- (A) Bargaining Method  
(B) Notification Method  
(C) Committee Method  
(D) None of the above
22. The Minimum Wages Act, 1948 has .....
- (A) One schedule covering different types of industries  
(B) One schedule covering different types of industries, shops and establishments  
(C) One schedule covering shops and establishments  
(D) Two schedule covering industries, establishments and agriculture
23. Under Minimum Wages Act, 1948 Government may, by notification in the official Gazette, appoint an Authority to hear and decide claim except :
- (A) Any Commissioner for worker's Compensation  
(B) Any officer of Central Government exercising functions as Labour Commissioner  
(C) Employer of Company  
(D) Any officer of State Government not below the rank of Labour Commissioner
24. Which Article of the Indian Constitution is related to Maternity Benefit Act, 1961 ?
- (A) Article 40  
(B) Article 42  
(C) Article 39  
(D) Article 47

25. Section 21 of the Maternity Benefit Act, 1961 deals with :
- (A) Penalty for violation of the Act by the employer
- (B) Cognizance of offences
- (C) Registers
- (D) All of the above
26. Under the Maternity Benefit Act, 1961 woman who returns to duty after delivery, shall be allowed in the course of her daily work two additional breaks (Nursing break) until the child attains the age of :
- (A) 9 Months
- (B) 12 Months
- (C) 15 Months
- (D) 17 Months
27. Under Section 25 of the Employees State Insurance Act, 1948 Employees State Insurance Corporation is empowered to appoint authorities well equipped with powers and functions. Which of the following are such authorities ?
- (A) Regional Boards
- (B) Local Committees
- (C) Regional and Local Medical Benefit Councils
- (D) All of the above
28. An employee is eligible to get bonus under the Payment of Bonus Act, 1965 if he had worked for not less than ..... days in the preceding year.
- (A) 30
- (B) 160
- (C) 190
- (D) 240



29. Under the Payment of Bonus Act, 1965 bonus should be paid in cash within -..... months from the close of the accounting year.
- (A) 03  
(B) 06  
(C) 08  
(D) 12
30. The minimum bonus which an employee is required to pay even if he suffers losses during the accounting year or there is no allocable surplus, is ..... % of the salary or wages during the accounting year.
- (A) 6.33%  
(B) 8.33%  
(C) 9.00%  
(D) 10.00%
31. Which of the following Section of Payment of Gratuity Act, 1972 deals with recovery of gratuity ?
- (A) Section 08  
(B) Section 09  
(C) Section 10  
(D) Section 11
32. What is the qualifying service to claim gratuity ?
- (A) 05 Years  
(B) 10 Years  
(C) 15 Years  
(D) None of the above
33. Payment of Gratuity Act, 1972 is applicable to every shop or, establishment within the meaning of any law for the time being in force in relation to shops and establishment in a state, in which ..... persons are or were employed on any day in the preceding 12 months.
- (A) 10 or more  
(B) 15 or more  
(C) 20 or more  
(D) 25 or more

34. Under the Contract Labour (Regulation and Abolition) Act, 1970 the Chairman of the State Advisory Contract Labour Board is appointed by :
- (A) The Governor of the state
  - (B) The State Government
  - (C) The Employers of the establishments by a secret ballot
  - (D) The Labour Commissioner of the state
35. As per Contract Labour (Regulation and Abolition) Act, 1970 what is the minimum number of contract labourers ordinarily to be employed by a contractor so that the employer must provide canteen ?
- (A) 100
  - (B) 150
  - (C) 250
  - (D) 500
36. The Contract Labour (Regulation and Abolition) Act, 1970 excludes from the definition of 'Contractor' one who :
- (A) Undertakes to produce a given result for an establishment through Contract Labour.
  - (B) Supplies Contract Labour for any work of the establishment
  - (C) Supplies goods and article for manufacture to an establishment
  - (D) Subcontractor
37. No court shall take cognizance of an offence under the Contract Labour (Regulation and Abolition) Act, 1970, except on a complaint by or with the previous sanction in writing of :
- (A) Appropriate Government
  - (B) Labour Commissioner
  - (C) The Inspector
  - (D) An officer not below the rank of class one gazetted officer of the government

38. Part III of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 deals with :
- (A) Technical Advisory Committee
  - (B) Child Labour and Adolescent Labour Rehabilitation Fund
  - (C) Regulation of Conditions of work
  - (D) Power to amend the schedule
39. As per the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 in which of the following types of occupations, a child can be employed ?
- (A) Automobile workshops and garages
  - (B) Audio-Visual entertainment
  - (C) Transport of passengers, goods or mails by railways
  - (D) Restaurants, hotels, motels, tea-shops
40. Which one of the following is the maximum spread over of the daily hours of work including interval for rest, time spent in waiting for work under the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 ?
- (A) Three hours
  - (B) Four hours
  - (C) Five hours
  - (D) Six hours
41. According to section 2(d) of the Labour Laws (Simplification of Procedure for Furnishing Returns and Maintaining Registers by Certain Establishment) Act, 1988, which of the following is not the subject of the first schedule ?
- (A) Apprentices Act, 1961
  - (B) The Weekly Holidays Act, 1942
  - (C) The Factories Act, 1948
  - (D) The Equal Remuneration Act, 1976

42. Which section of Apprentices Act, 1961 related to provisions for “Apprentices contract” ?
- (A) Section 2 (d)  
(B) Section 4  
(C) Section 2 (c)  
(D) Section 25
43. Which Section of the Employment Exchange (Compulsory Notification of Vacancies) Act, 1959 has provision for “Right to access to Records or Documents ?
- (A) Section 04  
(B) Section 05  
(C) Section 06  
(D) Section 07
44. What type of vacancies are not applicable as per Employment Exchange (Compulsory Notification of Vacancies) Act, 1959 ?
- (A) Agriculture  
(B) Horticulture  
(C) Domestic Service  
(D) All of the above
45. The provision of “No discrimination to be made while recruiting men and women workers” is from which section of the Equal Remuneration Act, 1976 ?
- (A) Section 04  
(B) Section 05  
(C) Section 06  
(D) Section 07

46. Which section of the Equal Remuneration Act, 1976 defines 'Remuneration' ?
- (A) Section 2 (a)  
(B) Section 2 (d)  
(C) Section 2 (h)  
(D) Section 2 (g)
47. Under Employees Provident Funds and Miscellaneous Provisions Act, 1952 "Insurance Fund" means .....
- (A) Medical Insurance Fund  
(B) Deposit Linked Insurance Scheme  
(C) Unit Linked Insurance Plan  
(D) Employees Group Accident Insurance
48. Which section provides power to exempt under Employees Provident Funds and Miscellaneous Provisions Act, 1952 ?
- (A) Section 17  
(B) Section 17 (A)  
(C) Section 17 (B)  
(D) Section 18
49. Employees Provident Fund and Miscellaneous Provisions Act, 1952 is applied to establishments employing, not less than :
- (A) 10 employees  
(B) 20 employees  
(C) 50 employees  
(D) 100 employees
50. Under the Employees' Compensation Act, 1923 if there is 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.
- (A) Employer is liable to pay Compensation  
(B) Employer is not liable to pay Compensation  
(C) Appropriate Government is liable to pay Compensation  
(D) The Trade Union is liable to pay Compensation

51. Compensation is defined under ..... of the Employees' Compensation Act, 1923.
- (A) Section 2 (1-a)  
(B) Section 2 (1-b)  
(C) Section 2 (1-c)  
(D) Section 2 (1-d)
52. Under Employees' Compensation Act, 1923 employer shall not be liable to pay compensation in respect of any injury which does not result in the total or partial disablement of the workman for a period exceeding ..... days.
- (A) 2  
(B) 3  
(C) 5  
(D) 7
53. Commissioner means a commissioner for Wrokmens' Compensation appointed under .....
- (A) Section 20  
(B) Section 21  
(C) Section 22  
(D) Section 23
54. Fixation of wage period is covered under ..... of Payment of Wages Act, 1936.
- (A) Section 04  
(B) Section 05  
(C) Section 14  
(D) Section 15
55. Under Factories Act, 1948 an adult means a person who has completed a certain age :
- (A) Fifteenth years  
(B) Sixteenth years  
(C) Eighteenth years  
(D) Nineteen years

56. The age for being eligible as an adolescent under the Child Labour (Prohibition and Regulation) Act, 1986 upto :
- (A) 12 Years  
(B) 14 Years  
(C) 16 Years  
(D) 18 Years
57. The Industrial Disputes Act, 1947 provides for a Working Committee under :
- (A) Section 03  
(B) Section 05  
(C) Section 08  
(D) Section 11
58. 'Health and Safety' is provided under the Factories Act, 1948 :
- (A) Chapter 3 and 4  
(B) Chapter 4 and 5  
(C) Chapter 6  
(D) All of the above
59. Under the Industrial Disputes Act, 1947 Industry means :
- (A) Business, Trade  
(B) Undertaking, Manufacture  
(C) Manufacture or calling of employers  
(D) All of the above
60. Strike may be called by :
- (A) The Employer  
(B) The Magistrate  
(C) The Workmen  
(D) The Conciliation Officer
61. 'Lockout' is defined under :
- (A) The Trade Union Act, 1926  
(B) The Industrial Disputes Act, 1947  
(C) The Lockout Act, 1985  
(D) The Factories Act, 1948

62. 'Workman' is defined under :
- (A) Section 2 (s) Industrial Disputes Act, 1947
  - (B) Section 2 (m) Industrial Disputes Act, 1947
  - (C) Section 2 (n) Industrial Disputes Act, 1947
  - (D) Section 2 (d) Industrial Disputes Act, 1947
63. Which of the following matter is not required to be provided under the Industrial Employment (Standing Orders) Act, 1946 ?
- (A) Classification of workmen
  - (B) Shift working
  - (C) Attendance and late coming
  - (D) Rate of wages
64. What is limitation period for filing appeal before Appellate Tribunal against order of Certifying Officer under the Industrial Employment (Standing Orders) Act, 1946 ?
- (A) 14 days
  - (B) 30 days
  - (C) 60 days
  - (D) 45 days
65. Under the second schedule of the Labour Laws (Exemption from Furnishing Returns and Maintaining Registers by Certain Establishments) Act, 1988 From-I deals with :
- (A) Annual Return
  - (B) Register of persons employed-cum-employment card
  - (C) Muster roll-cum-wage register
  - (D) All of the above



66. Under the Labour Laws (Exemption from Furnishing Returns and Maintaining Registers by Certain Establishments) Act, 1988 Very Small Establishment means an establishment in which not more than ..... persons are employed.
- (A) 9  
(B) 10  
(C) 12  
(D) 15
67. If the factory employs more than 1000 workers, they should appoint qualified ..... to carry out the prescribed duties.
- (A) Safety officer  
(B) Welfare officer  
(C) Medical officer  
(D) None of the above
68. Under the Payment of Wages Act, 1936 wages means :
- (A) Remuneration of which the persons employed is entitled in respect of overtime work  
(B) Remuneration of payable under any award or settlement between parties  
(C) Additional remuneration payable under terms of employment  
(D) All of the above
69. Fixing or, Revising Minimum Rates wages under section 3 of the Minimum Wages Act, 1948 minimum rates of wages may be fixed by .....
- (A) The hours  
(B) The days  
(C) The months  
(D) All of the above
70. Which section of the Maternity Benefit Act, 1961 states the conditions for eligibility of benefits ?
- (A) Section 05  
(B) Section 08  
(C) Section 10  
(D) Section 18

## PART – B

71. Which of the following is a fact ?
- (A) That there are certain objects arranged in certain order in a certain place
- (B) That a man heard or saw something
- (C) That a man said certain words
- (D) All of the above
72. The Concept of Fundamental rights was borrowed from the :
- (A) British Constitution
- (B) US Constitution
- (C) Australian Constitution
- (D) Canadian Constitution
73. Which Constitutional amendment is known as mini Constitution ?
- (A) 31st Amendment
- (B) 42nd Amendment
- (C) 44th Amendment
- (D) 91st Amendment
74. The concept of 'equal protection of laws' enshrined under Article 14 of the Indian Constitution finds its root from the :
- (A) British Constitution
- (B) American Constitution
- (C) German Constitution
- (D) Australian Constitution
75. As per Article 77 of the Indian Constitution all executive actions of the Government of India shall be expressed to be taken in the name of the :
- (A) Government of India
- (B) Union of India
- (C) President
- (D) Prime Minister

76. What is the minimum number of Judges who are to sit for the purpose of deciding any case involving substantial question of law as to the interpretation of the Constitution ?

- (A) 3 Judges bench
- (B) 5 Judges bench
- (C) 7 Judges bench
- (D) 9 Judges bench

77. In which Article the doctrine of 'Due Process of Law' is included ?

- (A) Article 13
- (B) Article 14
- (C) Article 21
- (D) Article 256

78. The 'Rule of Law' means :

- (1) Supremacy of the Judiciary
- (2) Supremacy of the law
- (3) Equality before the law
- (4) Supremacy of the Parliament

Select the correct answer using the codes given below :

- (A) (1) and (3)
- (B) (3) and (4)
- (C) (2) and (4)
- (D) (2) and (3)

79. In which of the following Articles the principle of collective responsibility has been incorporated ?

- (A) Article 53
- (B) Article 74
- (C) Article 75
- (D) Article 105

80. “Constitution of State Information Commission” is under section ..... of the Right to Information Act, 2005.
- (A) 13  
(B) 14  
(C) 15  
(D) 16
81. Chapter ..... of the Right to Information Act, 2005 related to powers and functions of the Information commissions, appeal and penalties.
- (A) 4  
(B) 5  
(C) 6  
(D) 4 and 6
82. According to section 24 of the Right to Information Act, 2005 which is not a subject of the second schedule :
- (A) Intelligence Bureau  
(B) Narcotics Control Bureau  
(C) Border Security Force  
(D) Court
83. Under the Right to Information Act, 2005 the members of Central Information Commission are appointed by a committee. Who shall be the Chairman of this Committee ?
- (A) President of India  
(B) Prime Minister of India  
(C) The leader of opposition in the Parliament  
(D) Any designated member of the Parliament
84. The Rule of ‘Strict Liability’ was propounded by :
- (A) Justice Blackburn  
(B) Lord Devlin  
(C) Lord Atkin  
(D) Justice hold

85. The maxim 'damnum sine injuria' means :
- (A) damage without infringement of legal right
- (B) damage with infringement of legal right
- (C) infringement of legal right without damage
- (D) All of the above
86. A Confession under section 164 of Criminal Procedure Code, 1973 can be recorded by the :
- (A) Metropolitan/Judicial magistrate
- (B) Executive Magistrate
- (C) Police officer whom the power of a magistrate has been conferred
- (D) Either (A) or (B)
87. The Code of Criminal Procedure, 1973 was made effective from :
- (A) 1st March, 1975
- (B) 15th November, 1973
- (C) 26th January, 1973
- (D) 1st April, 1974
88. .... of Criminal Procedure Code, 1973 deals with power of courts.
- (A) Chapter II
- (B) Chapter III
- (C) Chapter IV
- (D) Chapter V
89. When a Court issues a warrant for the arrest of a suspected person, it must ensure :
- (A) The number of sureties
- (B) The amount in which the sureties are bound
- (C) The time and date at which the accused person is required to attend the court
- (D) All of the above

90. In case of a suspect concealing himself to avoid arrest, the court can issue :
- (A) An order of attachment
  - (B) An order of proclamation
  - (C) An order of publication of warrant
  - (D) All of the above
91. The Principle of 'Res Judicata' is dealt under section of Civil Procedure Code, 1908 :
- (A) Section 9
  - (B) Section 10
  - (C) Section 11
  - (D) Section 12
92. Under the Civil Procedure Code, 1908 a caveat shall not remain in force after the expiry of :
- (A) 30 days
  - (B) 60 days
  - (C) 90 days
  - (D) 180 days
93. The definition of 'Judgement debtor' given in section ..... of Code of Civil Procedure 1908.
- (A) Section 2(11)
  - (B) Section 2(13)
  - (C) Section 2(10)
  - (D) Section 2(12)
94. Which provision under the Civil Procedure Code, 1908 deals with substituted service of summons upon the defendant ?
- (A) Order 5 Rule 19A
  - (B) Order 5 Rule 19
  - (C) Order 5 Rule 20
  - (D) Order 5 Rule 21
95. Which of the following Article of Indian Constitution represent the Doctrine of Eclipse ?
- (A) Article 13(1)
  - (B) Article 14(1)
  - (C) Article 15(1)
  - (D) Article 16(2)

96. Which of the following case propounded the Doctrine of Prospective Overruling ?
- (A) I.C. Golaknath *Vs.* State of Punjab  
AIR 1957 S.C. (1643)
- (B) Sageer Ahmad *Vs.* State of Uttar Pradesh AIR 1955 SC (278)
- (C) Shambhoo Nath *Vs.* State of Ajmer  
AIR 1956 SC (404)
- (D) Abdul Lateef *Vs.* Abadi Bagam AIR 1934 SC (188)
97. Which of the following is used as external aid to the interpretation of statutes ?
- (A) Proviso
- (B) Illustrations
- (C) Exception Clauses
- (D) Dictionaries
98. “Better for a thing to have an effect than to be maid void” concept is :
- (A) Generalia speci libus non-dergent
- (B) Reddendo Singula Singulis
- (C) Jus decere and jus dare
- (D) Utres megis valeat quan pereat
99. Preventive Relief under the Specific Relief Act, 1963 is given under :
- (A) Sections 31-40
- (B) Sections 35-42
- (C) Sections 36-42
- (D) Sections 35-45
100. India that is Bharat, shall be a :
- (A) Federation of states
- (B) Quasi federal
- (C) Union of states
- (D) Unitary state of a special type

**327**

: 24 :

**Space for Rough Work**