

EXECUTIVE PROGRAMME
INDUSTRIAL, LABOUR & GENERAL LAWS
SAMPLE TEST PAPERS

(This test paper is for practice and self study only and not to be sent to the Institute)

Time allowed: 3 hours

Maximum marks : 100

[Attempt all questions. Each question carries 1 mark. There is no negative mark for incorrect answers.]

PART-A

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 of increase in the Consumer Price Index (Industrial Worker), the Central Government has revised the NFLMW 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' lia-bility, 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 wherein 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 form the codes given bellow:

- (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
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) 20
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
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.
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
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
51. Section 2 (K) of the Factories Act 1947 Says about
- (A) Manufacturing Process
 - (B) Factory
 - (C) Worker
 - (D) None of these
52. 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) Security officer
 - (D) None of these

53. For contravention of provisions of Factories Act or Rules, the occupier shall be liable for punishment up to
- (A) 2 years or fine up to Rs.1,00,000 or both
 - (B) 6 months or fine up to 10,000 or both
 - (C) 3 years or fine 10,000 or both
 - (D) None of these
54. If any employee found violating the section 20 of Factories Act 1947 shall be fined up to
- (A) Rs. 10
 - (B) Rs. 5
 - (C) Rs. 15
 - (D) Rs.20
55. Section 41- G of the Factories Act 1948 says about
- (A) Fencing of machineries
 - (B) Facing of machineries
 - (C) Work on near machinery in motion
 - (D) Workers participation in safety mgt.
56. Who is responsible for payment to a person employed by him in a Factory under the Payment of wages Act 1936
- (A) Accounts Manager
 - (B) HR manager
 - (C) Manager
 - (D) Owner
57. The occupier of a Factory has to submit the document on or before_____ of every year to renewal of a license for a factory.
- (A) 31st October of every year.
 - (B) 30th June of every year
 - (C) 31st March of every year
 - (D) 31st December of every year
58. The renewal application for a license submitted by a factory after December 31st of the every year shall pay the fine amount.
- (A) 10 % of the license fee
 - (B) 20% of the license fee
 - (C) 30 % of the license fee
 - (D) none of these.
59. Where_____or more workers are employed in a factory, then there shall be a Safety Committee in the factory.
- (A) 100 or more workers

- (B) 150 or more workers
 - (C) 200 or more workers
 - (D) 250 or more workers
60. A general manager of a factory can be appointed as an Inspector of factory under the Factories Act, 1948.
- (A) True
 - (B) False
 - (C) Depend on the Organizational Structure of the company
 - (D) None of the above
61. The Factories employing more than 1000 workers are required to submit their plan for approval to
- (A) Deputy Chief Inspector of Factories
 - (B) Joint Chief Inspector of Factories
 - (C) Chief Inspector of Factories
 - (D) Additional Chief Inspector of Factories.
62. A weekly holiday was introduced in the Factories for the first time in the year——.
- (A) 1948
 - (B) 1931
 - (C) 1926
 - (D) 1923
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.
- (A) Once in 5 Year
 - (B) Once in 2 Year
 - (C) Once in 3 Year
 - (D) Once in a Year.
64. To close down a factory, the occupier has to give—— days notice to the authorities.
- (A) 30 Days
 - (B) 60 Days
 - (C) 90 Days
 - (D) 14 Days
65. The annual return under the Factories Act shall be submitted to Inspector of Factories on or before
.....
- (A) 31st January
 - (B) 31st December
 - (C) 30th April
 - (D) 31st March

66. The number of elected workers in the canteen managing committee shall not be more than—— or less than——
- (A) more than 5 or less than 2
 - (B) more than 20 or less than 10
 - (C) more than 15 or less than 10
 - (D) more than 10 or less than 5
67. Designated trade defined under
- (A) Equal Remuneration Act, 1976
 - (B) Contract Labour (Regulation and Abolition) Act, 1970
 - (C) Apprentices Act, 1961
 - (D) Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959
68. Loss of a hand and foot of an employee due to accident Employees' Compensation Act, 1923 treated as
- (A) Permanent Total Disablement
 - (B) Permanent Partial Disablement
 - (C) Neither Permanent Total Disablement nor Partial Disablement
 - (D) None of the above
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:
- (A) Executive
 - (B) Office Bearer
 - (C) Registered Office
 - (D) Trade Union
70. Every woman entitled to maternity benefit under the the Maternity Benefit Act, 1961 shall also be entitled to receive from her employer
- (A) Medical bonus
 - (B) Leave for miscarriage
 - (C) Leave with wages for tubectomy operation
 - (D) All of the above

PART-B

71. Which of the following language not included in the 8th Schedule of the Indian Constitution?
- (A) English
 - (B) Hindi
 - (C) Bengali
 - (D) Punjabi

72. The Indian Constitution refers to minorities based on;
- (A) Religion or Language
 - (B) Region or Culture
 - (C) State or Region
 - (D) Culture or Cast
73. Who among the following hold(s) office during pleasure of the president of India?
- 1. The Governor of the State
 - 2. The Chief Election Commissioner
 - 3. The Comptroller and Auditor General of India
 - 4. The Attorney General of India
- Select the correct answer form the codes given bellow:
- (A) 1 only
 - (B) 1 and 4
 - (C) 1, 3 and 4
 - (D) 1, 2, 3 and 4
74. Preamble of the Constitution of Indian is ;
- (A) Part of the Constitution
 - (B) Prelogue of the Constitution
 - (C) Not a part of the Constitution
 - (D) None of the above
75. Summary trials will apply to such offences not punishable with imprisonment for a term exceeding :
- (i) Two years
 - (ii) One year
 - (iii) Two months
 - (iv) Three months
76. Indian Law of Torts is based on:
- (A) USA Law of Torts
 - (B) Australia Law of Torts
 - (C) England Law of Torts
 - (D) Latin Law of Torts
77. Which of the following conditions are required for the principle of res judicata to suits as applied by courts vide section 11 of the Code of Civil Procedure, 1908 —
- (A) The matter directly and substantially arise in former and later suits
 - (B) The former suit has not been decided
 - (C) The said suit has not been heard and decided
 - (D) All the above are required for the application of res judicata.

78. Under law of torts, exception to the strict liability is —
- (A) Inevitable accident
 - (B) Inevitable mistake
 - (C) Consent of the plaintiff
 - (D) All of the above.
79. Jus scriptum means:
- (A) Written Law.
 - (B) Unwritten law
 - (C) Customary Law
 - (D) None of the above
80. What remedies are available to a defendant, if an ex-parte decree is passed against him?
- (A) He may file an appeal against the ex-parte decree under Section 96 of the C.P.C.
 - (B) He may file an application for review of the judgement.
 - (C) He may apply for setting aside the ex-parte decree
 - (D) All of the above
81. Principle of Estoppel is based on:
- (A) the maxim 'allegans contraria non est audiendus'
 - (B) Rule of evidence
 - (C) Both (A) & (B)
 - (D) None of the above
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.
- (A) One year
 - (B) Two years
 - (C) Three years
 - (D) Four years
83. Essential characteristic of an injunction are:
1. It is a judicial process
 2. It is to restrain or to prevent
 3. Wrongful act
 4. Final Order of the Court

Select the correct answer form the codes given bellow:

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

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:
- (A) Salmond
 - (B) Maxwell
 - (C) Crawford
 - (D) Lone Fuller
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 _____ :
- (A) 30 days
 - (B) 35 days
 - (C) 24 hours
 - (D) 48 hours
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 —
- (A) 3 years
 - (B) 12 years
 - (C) 20 years
 - (D) 30 years.
87. A person against whom a decree has been passed or an order capable of execution has been made is called
- (A) Lender
 - (B) Judgement debtor
 - (C) Legal representative of the debtor
 - (D) Any of the above.
88. As per the Indian Evidence Act, 1872, a witness cannot be compelled to give evidence relating to —
- (A) Official communications
 - (B) Affairs of the State
 - (C) Communications during marriage
 - (D) All the above.
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.
- (A) An affidavit
 - (B) Summon
 - (C) Warrant
 - (D) None of the above
90. Under the Specific Relief Act, 1963, recovering possession of property is a —

- (A) Specific relief
 - (B) Preventive relief
 - (C) Either (a) or (b)
 - (D) None of the above.
91. Rule of ejusdem generis shall apply when –
- (A) The statute contains an enumeration by specific words
 - (B) The members of the enumeration constitute a class
 - (C) The class is not exhausted by the enumeration
 - (D) All the above.
92. An arbitral award –
- (A) must be in writing
 - (B) may be an oral decision
 - (C) either (A) or (B) depending upon the circumstances of the case
 - (D) must be in writing and made on a stamp paper of prescribed value.
93. Investigation and inquiry as per the Code of Criminal Procedure, 1973 are –
- (A) The same
 - (B) Different
 - (C) Depend upon the circumstances
 - (D) None of the above.
94. Place of arbitration is important for the determination of the rules applicable to substance of dispute, and recourse against the
- (A) Award
 - (B) Arbitration
 - (C) Conciliation
 - (D) Mediation
95. The term 'sufficient cause' has not been defined in the Limitation Act, 1963. It depends on the of each case.
- (A) Circumstances
 - (B) History
 - (C) Time
 - (D) None of the above
96. In the interpretation of statutes, an important role is played as an internal aid by :
- (A) Schedules
 - (B) Preamble
 - (C) Heading
 - (D) All the above.

97. Under the law of limitation, suits can be filed within three years in cases relating to :
- (A) Seamen's wages
 - (B) Hire of animals
 - (C) Price of goods sold and delivered
 - (D) All the above.
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 —
- (A) Appellate Court
 - (B) High Court
 - (C) District Court concerned
 - (D) Court which passed the decree or order.
99. The term 'cognizance' means —
- (A) A crime
 - (B) Custody without warrant
 - (C) Arousing judicial notice
 - (D) Custody with warrant.
100. Extension of time limit under the Limitation Act, 1963 on showing sufficient cause may be granted for —
- (A) Filing a suit
 - (B) Filing an application for execution of a decree
 - (C) An appeal in a labour court
 - (D) None of the above.

ANSWERS**PART-A**

1. D
2. C
3. D
4. D
5. B
6. C
7. C
8. A
9. D
10. A
11. B
12. C
13. A
14. A
15. B
16. A
17. B
18. C
19. B
20. D
21. A
22. C
23. A
24. B
25. A
26. C
27. A
28. A
29. A
30. A
31. B
32. A
33. D
34. D

35. A
36. A
37. A
38. A
39. C
40. B
41. C
42. C
43. C
44. A
45. A
46. C
47. A
48. C
49. C
50. A
51. A
52. A
53. A
54. B
55. D
56. C
57. A
58. B
59. D
60. B
61. C
62. D
63. A
64. B
65. A
66. A
67. C
68. A
69. A
70. D

PART B

71. A
72. A
73. D
74. A
75. A
76. C
77. A
78. C
79. A
80. A
81. C
82. A
83. C
84. A
85. D
86. D
87. B
88. D
89. A
90. A
91. D
92. D
93. B
94. A
95. A
96. D
97. D
98. D
99. C
100. D