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QUESTION PAPER BOOKLET CODE : **A**

Question Paper Booklet No.

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Time allowed : 3 hours

Maximum marks : 100

Total number of questions : 100

Total number of printed pages : 24

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PART – A

1. Choose the correct leading case that defines the Factories Act, 1948 as a social legislation.
 - (A) J.K. Industries *Vs.* Chief Inspector of Factories [(1997) LLJ SC 722]
 - (B) Ravi Shanker Sharma *Vs.* State of Rajasthan [AIR 1993 Raj. 117]
 - (C) H. Bhiwandi Wala *Vs.* State of Bombay [AIR 1962 SC 29]
 - (D) None of the above
2. How many minimum number of workers be employed with the use of power in a factory to consider it as a “Factory” under the Provisions of the Factories Act, 1948 ?
 - (A) Ten
 - (B) Thirty
 - (C) Seven
 - (D) Twenty
3. Explanation of Section 2(m) of the Factories Act, 1948 relates to :
 - (A) Manufacturing process
 - (B) Exhibition of film process
 - (C) Worker
 - (D) Computation of workers
4. Under which of the sections of the Factories Act, 1948 a notice of taking the charge of ‘Occupier’ be given by the Occupier ?
 - (A) Sec. 5
 - (B) Sec. 6
 - (C) Sec. 7
 - (D) Sec. 10
5. Sec. 7B of the Factories Act, 1948 provides :
 - (A) General duties of the occupier
 - (B) General duties of manufacturers
 - (C) Health of workers
 - (D) Dust and fume in factory
6. Penalty for using false certificate of fitness under the Factories Act, 1948 is :
 - (A) Upto two months or fine upto ₹ 1,000 or both
 - (B) Upto six months or fine upto ₹ 5,000 or both
 - (C) Upto two years or fine upto ₹ 10,000 or both
 - (D) Upto three years or fine upto ₹ 5,000 or both

7. Relation of first Schedule of the Factories Act, 1948 is with the :
- (A) Sec. 2(ca)
 - (B) Sec. 2(cb)
 - (C) Sec. 2(c)
 - (D) Sec. 2(d)
8. The famous leading case under the Minimum Wages Act, 1948 *Basti Ram Vs. State of AP* [AIR 1969 AP 227] is related to :
- (A) Revision of minimum wages
 - (B) Fixation of minimum rates of wages
 - (C) Minimum rate of wages
 - (D) Power of Central Government
9. An outworker who prepared goods at his residence under the control and management of his employer and supplies to his employer is under Minimum Wages Act, 1948.
- (A) An employee
 - (B) Not employee
 - (C) Outsider
 - (D) None of the above
10. Sec. 13 of Minimum Wages Act, 1948 is related to :
- (A) Advisory Board
 - (B) Payment of minimum wages
 - (C) Fixing hours for a normal working day
 - (D) None of the above
11. Payment of wages under Minimum Wages Act, 1948 is :
- (A) Not obligatory
 - (B) Obligatory
 - (C) Depend on the income of employer
 - (D) Depend on the choice of employer
12. Offences and penalties is prescribed in Minimum Wages Act, 1948 under :
- (A) Section 22
 - (B) Section 24
 - (C) Section 23
 - (D) Section 21

13. Section 18 of the Minimum of Wages Act, 1948 provides :
- (A) Rate wages for piecework
 - (B) Authority and claim
 - (C) Payment of overtime
 - (D) Maintenance of register and records
14. Select the correct option :
- (A) Payment of Wages Act, 1936 amended in 2000
 - (B) Payment of Wages Act, 1936 amended in 1999
 - (C) Payment of Wages Act, 1936 amended in 2005
 - (D) None of the above
15. Under Payment of Wages Act, 1936 the wage period shall not exceed :
- (A) Two months
 - (B) Fifteen days
 - (C) Thirty-one days
 - (D) One month
16. Object of Payment of Wages Act, 1936 is :
- (A) Eliminate all malpractice
 - (B) Motivation to legal practitioner
 - (C) Include to legal practitioner
 - (D) All of the above
17. Time for recovery of fine under Section 8 of Payment of Wages Act, 1936 is :
- (A) Sixty days
 - (B) Thirty days
 - (C) Ninety days
 - (D) Forty five days
18. Who appoints the Commissioner for workmen's compensation under Payment of Wages Act, 1936 ?
- (A) Central Government
 - (B) Appropriate Government
 - (C) State Government
 - (D) All of the above

19. The implementation of the Equal Remuneration Act, 1976 is done at :
- (A) Three levels
 - (B) Four levels
 - (C) One level
 - (D) Two levels
20. Section 2(d) of the Equal Remuneration Act, 1976 prescribes that man and woman means male and female human being, respectively :
- (A) Of any age
 - (B) Only Adult
 - (C) Only young
 - (D) Only old
21. Section 7 of the Equal Remuneration Act, 1976 is related to :
- (A) Penalty
 - (B) Maintenance of register
 - (C) Act to have overriding effect
 - (D) Authorities for hearing and deciding claims and complaints
22. The Equal Remuneration Act, 1976 extends to :
- (A) Whole of India except to scheduled tribes areas
 - (B) Whole of India
 - (C) Whole of India except to scheduled areas
 - (D) Whole of India except J & K
23. Who shall establish a corporation to be known as the 'Employees State Insurance Corporation' ?
- (A) Appropriate Government
 - (B) State Government
 - (C) Central and State Government both
 - (D) Central Government
24. The Employees State Insurance Act, 1948 amended in the year :
- (A) 2005
 - (B) 2008
 - (C) 2009
 - (D) 2010

25. Definition of dependent in the Employees State Insurance Act, 1948 given under :
- (A) Section 2(6A)
 - (B) Section 2(8)
 - (C) Section 2(5)
 - (D) Section 2(4)
26. Power of the Standing Committee under the Employees State Insurance Act, 1948 is :
- (A) To control the corporation
 - (B) To check the corporation
 - (C) To administer affairs of corporation
 - (D) To regulate business of the corporation
27. Who will pay contribution in the first instance under Employees State Insurance Act, 1948 ?
- (A) Principal Employer
 - (B) Employee
 - (C) Central Government
 - (D) State Government
28. Under which section of the Employees State Insurance Act, 1948 the benefits to the insured person has been prescribed ?
- (A) Section 41
 - (B) Section 43
 - (C) Section 40
 - (D) Section 46
29. Recovery of contribution under Employees State Insurance Act, 1948 can be made from :
- (A) Employee
 - (B) State Government
 - (C) Central Government
 - (D) Immediate employer
30. Who has the power to exempt any factory/ establishment from the purview of the Employees State Insurance Act, 1948 ?
- (A) High Court
 - (B) Subordinate Court
 - (C) Appropriate Government
 - (D) None of the above

31. Which one of the following is correct about the application of the Employees Provident Funds and Miscellaneous Act, 1952 ?
- (A) Factory engaged in any industry specified in schedule I
- (B) Specified under section 4 of the Act
- (C) Specified under any other law
- (D) Specified under civil law of the country
32. Who is empowered to frame the scheme/s under Employees' Provident Funds and Misc. Provisions Act, 1952 ?
- (A) State Government
- (B) Board of Provident Fund Trustees
- (C) Local Government
- (D) Central Government
33. Priority of payment of contributions over other debts prescribed in Employees Provident Funds and Miscellaneous Provisions Act, 1952 under :
- (A) Section 11
- (B) Section 12
- (C) Section 8(C)
- (D) Section 17
34. Section 17 [A(1)] of the Employees Provident Funds and Miscellaneous Provisions Act, 1952 provides :
- (A) Protection against attachment
- (B) Power to exempt
- (C) Transfer of accounts
- (D) All of the above

35. What are the minimum working days for getting bonus under Payment of Bonus Act, 1965 ?
- (A) 45 days
(B) 30 days
(C) 50 days
(D) 60 days
36. Payment of Bonus Act, 1965 extends to :
- (A) The whole of India except J & K
(B) All the employees of State Government
(C) All the employees of Central Government
(D) The whole of India
37. Section 32 of the Payment of Bonus Act, 1965 provides that :
- (A) Application of the Act
(B) Computation of gross profits
(C) Act shall not apply to certain classes of employee
(D) None of the above
38. Under the Payment of Bonus Act, 1965 employee means :
- (A) Any person (other than an apprentice) employed in any industry
(B) Only officers of the industry
(C) All the temporary employees
(D) All of the above
39. Subsistence allowance given during suspension period under the Payment of Bonus Act, 1965 is considered as :
- (A) Wages
(B) Not wages
(C) Depends on the employer to consider it wages
(D) Depends on the state government to consider it wages

40. Adjustment of customary or interim bonus prescribed in Payment of Bonus Act, 1965 under :
- (A) Section 16
 - (B) Section 15
 - (C) Section 14
 - (D) Section 17
41. Section 36 of Payment of Bonus Act, 1965 is related to :
- (A) Power of exemption
 - (B) Recovery of bonus
 - (C) Time limit for payment of bonus
 - (D) Deduction of certain amounts from bonus
42. The Payment of Gratuity (Amendment) Act, 2010 came into force on :
- (A) 20th May, 2011
 - (B) 1st May, 2012
 - (C) 10th May, 2010
 - (D) 24th May, 2010
43. In which Section of the Payment of Gratuity Act, 1972 provides that a shop or establishment to which the Act has become applicable once, continues to be governed by it, even if the number of persons employed therein at any time after it has become so applicable falls below ten ?
- (A) Section 4
 - (B) Section 5
 - (C) Section 3(A)
 - (D) Section 3
44. Where the first appeal can be filed against the order of controlling authority for payment of gratuity under Payment of Gratuity Act, 1972 ?
- (A) High Court
 - (B) Subordinate Court
 - (C) Supreme Court
 - (D) Appropriate Government

45. What is period of payment of gratuity after due date ?
- (A) Sixty days
- (B) Thirty days
- (C) Forty days
- (D) Ninety days
46. Select the correct option regarding gratuity :
- (A) It cannot be attached in execution of decree passed by any Court of law in India
- (B) It can be attached in execution of decree passed by High Court of State
- (C) It can be attached in execution of decree passed by Supreme Court
- (D) It can be attached in execution of decree passed by any Court of law in India
47. When did Workmen's Compensation (Amendment) Act, 2009 come into force ?
- (A) 18th February, 2010
- (B) 18th March, 2010
- (C) 18th January, 2010
- (D) 18th April, 2010
48. Under Employees' Compensation Act, 1923 total disablement classified into :
- (A) Temporary total disablement and permanent total disablement
- (B) Permanent disablement
- (C) No disability
- (D) None of the above
49. When is employer not liable for compensation under Employees Compensation Act, 1923 ?
- (A) Injury caused in the course of employment
- (B) Injury does not result in disablement for a period exceeding 72 hours
- (C) Relation of injury is in employment
- (D) Injury takes place at a time and place when he was doing his master's job

50. Jurisdiction of civil court under Employees Compensation Act, 1923 :
- (A) is not barred
 - (B) Depends on the choice of parties
 - (C) Depends on the discretion of civil court
 - (D) is Barred
51. Workman is defined in Contract Labour (Regulation and Prevention) Act, 1970 under :
- (A) Section 2
 - (B) Section 2[(1) (i)]
 - (C) Section 2(3)
 - (D) Section 2(4) (i)
52. Who has the power to constitute Central Advisory Board under the Contract Labour (Regulation and Abolition) Act, 1970 ?
- (A) State Government
 - (B) Central Government
 - (C) Local Government
 - (D) Appropriate Government
53. Who will be the licensing officer under the Contract Labour (Regulation and Abolition) Act, 1970 ?
- (A) Any officer of any establishment
 - (B) Employer of the establishment
 - (C) Appropriate government to appoint gazetted officer
 - (D) Judiciary have power to appoint gazetted officer
54. Which Section of Contract Labour (Regulation and Abolition) Act, 1970 provides that code of criminal procedure shall apply in search and seizure ?
- (A) Section 26
 - (B) Section 28(3)
 - (C) Section 28(4)
 - (D) Section 27

55. In contravention of any of the provisions of Contract Labour (Regulation and Abolition) Act, 1970 or any rule made thereunder for which no penalty is elsewhere provided, is punishable under :
- (A) Section 24
 - (B) Section 23
 - (C) Section 22
 - (D) Section 25
56. What is period of maternity benefits to women employee under the Maternity Benefit Act, 1961 ?
- (A) 20 weeks
 - (B) 26 weeks
 - (C) 24 weeks
 - (D) 28 weeks
57. Employment of or work by women is prohibited during certain period is prescribed in Maternity Benefit Act, 1961 under :
- (A) Section 5
 - (B) Section 3
 - (C) Section 7
 - (D) Section 4
58. What is meaning of “nursing breaks” under Maternity Benefit Act, 1961 ?
- (A) Two breaks daily to woman worker until child attains the age of ten months
 - (B) Two breaks daily to woman worker until child attains the age of fifteen months
 - (C) Three breaks daily to woman
 - (D) One break daily to woman worker upto two years age of child

59. How many minimum number of women employees are required in an establishment for the facility of 'Creche' be provided by the employer to the women employees under the Maternity Benefit Act, 1961 ?
- (A) 60 or more
(B) 40 or more
(C) 30 or more
(D) 50 or more
60. What is the meaning of child under the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 ?
- (A) Who has not completed eighteen years
(B) Who has not completed fourteenth years of age
(C) Who has not completed sixteen years
(D) Who has not completed twelve years
61. How many minimum number of workmen are required to be employed for the application of the Industrial Employment (Standing Orders) Act, 1946 in the establishment ?
- (A) 200 or more
(B) 500 or more
(C) 1,000 or more
(D) 100 or more
62. When will Standing Order come into first time operation from the date on which the authenticated copies are sent to employer and workers representatives ?
- (A) Expiry of 40 days
(B) Expiry of 30 days
(C) Expiry of 60 days
(D) Expiry of 45 days

63. Under the Industrial Disputes Act, 1947 in which one of the following cases, Supreme Court held that 'malis' of the garden of the company shall be workman ?
- (A) JK Cotton Spinning and Weaving Mills Co. Ltd. *Vs* LAT [AIR 1964 SC 737]
- (B) Burma Shell Oil Storages Distributing Co. of India *Vs*. Burma Shell Management Staff Association [AIR 1971 SC 922]
- (C) Sunderamlal *Vs*. Government of Goa [AIR 1988 SC 1700]
- (D) All of the above
64. Work-to-rule under Industrial Dispute Act, 1947 is a :
- (A) Kind of lockout
- (B) Not a strike
- (C) Tool down strike
- (D) None of the above
65. What is the meaning of small establishment under The Labour Laws (Simplification of Procedure for Furnishing Returns and Maintaining Registers by Certain Establishment) Act, 1988 ?
- (A) Where not less than ten and not more than forty persons are employed or were employed on any day of preceding twelve months
- (B) Where not less than twenty and not more than fifty persons are employed or were employed on any day of preceding twelve months
- (C) Where not less than thirty and not more than sixty persons are employed or were employed on any day of preceding twelve months
- (D) Where not less than one hundred and not more than five hundred persons are employed or were employed on any day of preceding twelve months

66. What is the meaning of establishment in private sector under the Employment Exchanges (Compulsory Notification of Vacancies) Act 1959 ?
- (A) Which is not public sector and where twenty five or more persons are employed
- (B) Which is not public sector and where twenty or more persons are employed
- (C) Which is not public sector and where ten or more persons are employed
- (D) Which is not public sector and where five or more persons are employed
67. Employment Exchange (Compulsory Notification of Vacancies) Act, 1959 is not to apply in one of the following matter :
- (A) In public sector
- (B) In all the private sectors
- (C) In domestic services
- (D) None of the above
68. Apprentices Act, 1961 applies in :
- (A) Private sector only
- (B) Public sector only
- (C) Private and public sector both
- (D) None of the above
69. Definition of apprentice is provided in Apprenticeship Act, 1961 under :
- (A) Section 2(aa)
- (B) Section 2(ab)
- (C) Section 2(ac)
- (D) Section 2(ad)
70. 'Labour' is a subject matter in the :
- (A) State list of Constitution
- (B) Union list of Constitution
- (C) Residuary power of Parliament
- (D) Concurrent list of Constitution

PART – B

71. How many parts are there in the Constitution of India ?
- (A) 21 Parts
(B) 22 Parts
(C) 24 Parts
(D) 23 Parts
72. Legal sovereignty is vested in :
- (A) The people of India
(B) The political leaders
(C) Constitution of India
(D) Government of India
73. When political philosophers began to think that man by birth had certain rights which were universal and inalienable and he could not be deprived of them ?
- (A) 18th Century
(B) 16th Century
(C) 19th Century
(D) 17th Century
74. By which amendment of the Constitution right to property is removed from the fundamental rights ?
- (A) 42nd amendment 1976
(B) 45th amendment 1980
(C) 44th amendment 1978
(D) 51st amendment 1984
75. Which one of the following Articles gives the teeth to the fundamental rights ?
- (A) Article 12
(B) Article 13
(C) Article 31
(D) Article 25

76. Which one of the following Articles of the Constitution condemns discrimination not only the substantive law but by a law of procedure ?
- (A) Article 14
(B) Article 19
(C) Article 22
(D) Article 27
77. Cricket Association of Bengal *Vs.* Ministry of Information and Broadcasting (Government of India) AIR 1995 SC 1236 is related to :
- (A) Equality of opportunity in matters of public employment
(B) Prohibition of discrimination on grounds of religion
(C) Abolition of titles
(D) Right to freedom of speech and expression
78. Article 21A was introduced by which Indian Constitutional Amendment ?
- (A) Eighty second amendment
(B) Eighty fourth amendment
(C) Eighty seventh amendment
(D) Eighty sixth amendment
79. Article 25 of the Constitution begins a group of provisions ensuring equality of all religions thereby promoting :
- (A) Sovereignty
(B) Socialistic
(C) Secularism
(D) All of the above

80. Executive power of the Union shall be vested in the :
- (A) Prime Minister of India
(B) President of India
(C) Council of Ministers
(D) None of the above
81. Who said that interpretation 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 ?
- (A) Austin
(B) Holland
(C) Salmond
(D) Chipmangray
82. Who said that a statute has been defined as “the will of the legislature” ?
- (A) Bourier Law Dictionary
(B) Denning LJ
(C) Crawford
(D) Maxwell
83. In which of the following cases court said that “interpretation should not be given which would make other provisions redundant”.
- (A) Nand Prakash Vohra *Vs.* State of HP
AIR 2000 HP 65
(B) Sarbajit Rick Singh *Vs.* Union of India
(2008)2 SCC 417
(C) State of HP *Vs.* Pawan Kumar (2005)
4 SCALE 1
(D) Umed Singh *Vs.* Raj Singh AIR 1975
SC 43

84. “*Ejusdem Generis*” means :

- (A) Express mention of one thing implies the exclusion of another
- (B) Of the same kind of species
- (C) It is known by its associates
- (D) The best way to give meaning to a document

85. Proviso of the section of the Interpretation of Statutes Act is the part of :

- (A) External Aids of Interpretation
- (B) The Primary Rule of Interpretation
- (C) Internal Aids in Interpretation
- (D) None of the above

86. Contracts which can be specifically enforced under Specific Relief Act, 1963 under :

- (A) Section 8
- (B) Section 9
- (C) Section 10
- (D) Section 11

87. ‘A’ is a trustee of land with power of lease it for 7 years. He enters into a contract with ‘B’ to grant a lease of the land for 7 years, with a covenant to renew the lease at the expiry of the term. What will be the status of this contract for the purpose of enforcement under the Provisions of Specific Relief Act, 1963 ?

- (A) It can be enforced
- (B) Contract cannot be specifically enforced
- (C) Neither (A) nor (B) is correct
- (D) Depends on the fact of the case

88. Which one of the following is not the exception of rule of strict liability defined under law relating to torts ?
- (A) Damage due to natural use of the land
(B) Consent of the plaintiff
(C) Liability for inevitable accident
(D) Statutory authority
89. Which one of the following is correct for the purpose of limitation under the Provisions of the Limitation Act, 1963 ?
- (A) Limitation bars rights
(B) Limitation bars remedy
(C) Limitation bars claim
(D) Limitation bars everything
90. Which of the following section of the Limitation Act, 1963 states the time which shall be excluded in computing the time of limitation in legal proceedings ?
- (A) Section 13
(B) Section 12
(C) Section 14
(D) Section 15
91. The term evidence is defined in the Indian Evidence Act, 1872 under :
- (A) Section 2
(B) Section 1
(C) Section 4
(D) Section 3

92. Select the correct option under Law of Evidence :
- (A) Estoppel applies in statutory provisions
 - (B) There is no estoppel against statutes
 - (C) Estoppel always applies in non-legal cases
 - (D) Estoppel is a principle of morality
93. Where is it prescribed that “Civil Procedure means body of law concerned with the methods, procedures and practices used in civil litigation” ?
- (A) Law Lexicon
 - (B) Legal Dictionary
 - (C) Black’s Law dictionary 6th edition
 - (D) Legal Glossary 2nd edition
94. The term ‘Order’ prescribed in Code of Civil Procedure 1908 under :
- (A) Section 2(10)
 - (B) Section 2(9)
 - (C) Section 2(13)
 - (D) Section 2(14)
95. Choose the correct answer under the Code of Criminal Procedure, 1973.
- (A) Inquiry under Cr.PC is different from trial
 - (B) Inquiry and investigation is same
 - (C) Inquiry and trial is same
 - (D) No provision for inquiry under criminal law

96. Limitation of time period for taking cognizance of certain offences under the Code of Criminal Procedure, 1973 has been prescribed under :

- (A) Chapter XXXVI
- (B) Chapter XXX
- (C) Chapter XXXIV
- (D) Chapter XXIV

97. Public Authority is defined in Right to Information Act, 2005 under :

- (A) Section 2(f)
- (B) Section 2(a)
- (C) Section 2(h)
- (D) Section 2(b)

98. 'A', a warehouse-keeper, is charged with the delivery of certain goods to Z, which B takes out of A's possession. Advise, who can sue in this case ?

Choose the correct answer :

- (A) Z can sue to B
- (B) B can sue to A
- (C) A can sue to B
- (D) None of the above can sue

99. Article 25 of the Constitution of India gives right to :

- (A) Prohibition of employment of children
- (B) Right to freedom of religion
- (C) Right to travel within the territory of India
- (D) Right to protection of life and liberty

100. Which of the following sections of Code of Civil Procedure, 1908 defines 'Res Judicata' ?

- (A) Sec. 10
- (B) Sec. 11
- (C) Sec. 12
- (D) Sec. 13

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Space for Rough Work