

Question Bank – Labour Laws

Q1. The payment of compensation to railway employees by the railway administration for injury by accident is governed by:

- a) The Employees Compensation Act, 1923
- b) The payment of Wages Act, 1936
- c) Rights of Persons with Disabilities Act, 2016
- d) The Workmen Compensation Act, 1986

Ans: a) The Employees Compensation Act, 1923

Q2. Which of the following statements is/are INCORRECT regarding Employees Compensation Act, 1923?

- i) Compensation is payable for accidents arising out of and in the course of employment.
- ii) Compensation is payable for injuries resulting due to influence of drink or drug.
- iii) Compensation is payable for partial disablement for a period up to 3 days.
- iv) There must be a casual relationship between the accident and the employment.

- a) ii)
- b) iii)
- c) ii) & iii)
- d) i) & iv)

Ans: c) ii) & iii)

Q3. The amount of compensation under Employees Compensation Act, 1923 depends on

- a) Age of railway servant on the date of accident
- b) Wages of the railway servant drawn in the preceding one year from the date of accident
- c) Nature of injury
- d) All the above

Ans: d) All the above

Q4. The minimum amount of compensation payable under Employees Compensation Act, 1923 in case of death of a railway servant due to accident is Rs _____.

- a) Rs 80,000/-
- b) Rs 90,000/-
- c) Rs 1,40,000/-
- d) Rs 1,20,000/-

Ans: d) Rs 1,20,000/-

Q5. The minimum amount of compensation payable under Employees Compensation Act, 1923 in case of total permanent disablement of a railway servant due to accident is Rs _____.

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- a) Rs 80,000/-
- b) Rs 90,000/-
- c) Rs 1,40,000/-
- d) Rs 1,20,000/-

Ans: c) Rs 1,40,000/-

Q6. The employer shall not be liable to pay such compensation under Employees Compensation Act, 1923 in the following cases:

- i) For injuries that does not result in total or partial disablement for a period exceeding 3 days.
- ii) For injuries (not resulting in death) resulting due to influence of drink or drug.
- iii) For willful disobedience of order for securing security.
- iv) Willful removal of safety devices.

Which of the above statements is INCORRECT?

- a) i)
- b) ii)
- c) iii) & iv)
- d) None of the above.

Ans: d) None of the above.

Q7. Compensation under Employees Compensation Act, 1923 shall be paid within

- a) three months from the date of accident
- b) one month from the date of accident
- c) 01 year from the date of accident
- d) No time limit

Ans: b) one month from the date of accident

Q8. If the employer fails to pay compensation within the stipulated time limit, the Commissioner for Employees Compensation may

- a) Impose simple interest @ 12% per annum OR at such higher rate not exceeding the maximum of the lending rates of any scheduled Commercial Bank.
- b) Impose penalty not exceeding 50% of the amount of compensation.
- c) May impose both (a) and (b)
- d) Cannot impose any penalty

Ans: c) May impose both (a) and (b)

Q9. A Railway servant was killed in a bus accident during the course of employment. His family members may claim compensation under

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- a) The Motor Vehicle Act
- b) The Employees Compensation Act, 1923
- c) Both (a) and (b)
- d) Either under (a) OR under (b)

Ans: d) Either under (a) OR under (b)

Q10. In case of death of a railway servant due to accidents arising out of and in the course of employment, compensation will be paid to the dependents as defined in

- a) The Railway Servants (Pass) Rules, 1986
- b) The Railway Services (Pension) Rules, 1993
- c) The Employees Compensation Act 1923
- d) None of these

Ans: c) The Employees Compensation Act 1923

Q11. Any claim for payment of compensation under The Employees Compensation Act 1923, the Commissioner shall dispose the matter relating to compensation within a period of _____ from the date of reference and intimate the decision in respect thereof within the said period to the employee.

- a) three months
- b) six months
- c) eight months
- d) One year

Ans: a) three months

Q12. Schedule II of the Employees Compensation Act 1923 deals with

- a) Age factor for calculating the amount of compensation
- b) List of persons who are included in the definition of 'Employee'
- c) List of occupational diseases
- d) List of injuries Deemed to Result in Permanent Total Disablement

Ans: b) List of persons who are included in the definition of 'Employee'

Q13. According to Code on Wages, 2019 wage period for payment of wages cannot be more than _____.

- a) 1 month
- b) 40 days
- c) 45 days

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d) 60 days

Ans: a) 1 month {Sec 17(1)}

Q14. Where an employee has been removed/dismissed/retrenched/resigned from service or became unemployed due to closure of the establishment, the wages payable to him shall be paid within _____ working days.

- a) Three
- b) Two
- c) Seven
- d) Five

Ans: b) Two

Q15. Which of the following statements are is/are INCORRECT according to Code on Wages, 2019?

- a) The Code ensures timely payment of wages to employees covered by the Code
- b) The Code ensures payment of wages without any arbitrary deductions to employees covered by the Code
- c) The Central Government is responsible for enforcement of the Code in Railways, Mines, Oilfields, major Ports, Air transport services, telecommunications, banking and insurance company.
- d) With the written authorization of the employed person, the wages may be paid either by crediting the wages in his bank account or by electronic mode.

Ans: d) With the written authorization of the employed person, the wages may be paid either by crediting the wages in his bank account or by electronic mode.

Q16. The total amount of fine which may be imposed in any one wage period on any employee shall not exceed an amount equal to ____ of the wages payable to him in respect of that wage period.

- a) 5%
- b) 1%
- c) 3%
- d) 10%

Ans: c) 3%

Q17. Which of the following is NOT TRUE about the payment of wages according to Code on Wages, 2019?

- a) The employer shall pay the wages to the employee before the end of the second day after the end of fortnight if engaged on fortnightly basis

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- b) The employer shall pay the wages to the employee before the expiry of the tenth day if engaged on monthly basis
- c) The employer shall pay the wages to the employee at the end of the shift if engaged on daily basis
- d) The employer shall pay the wages to the employee on the last working day if engaged on weekly basis

Ans: b) The employer shall pay the wages to the employee before the expiry of the tenth day if engaged on monthly basis

Q18. According to the Code on Wages, 2019, the total amount of deductions which may be made in any wage period from the wages of an employee shall not exceed

- i) 50% of such wages
- ii) 60% of such wages
- iii) 75% of such wages in case where such deductions are wholly or partly made for payments to cooperative societies
- iv) Where the total authorized deductions exceed 50% of the wages, the excess may be recovered in such manner, as may be prescribed.

Which of the above statements is/are INCORRECT?

- a) i) & ii)
- b) ii) & iii)
- c) iii) & iv)
- d) iv) & i)

Ans: b) ii) & iii)

Q19. According to the Code on Wages, 2019, which of the following shall not be deemed to be deduction from the wages of an employee?

- i) Any loss of wages due to withholding of increment or promotion.
- ii) Deduction for house building Advance
- iii) Any loss of wages due to reduction to a lower post or time scale.
- iv) Deduction for fines imposed on him.

- a) i)
- b) iii)
- c) i) & iii)
- d) ii) & iv)

Ans: c) i) & iii)

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Q20. Which of the following deductions may be made with the written authorization of the employee under Section 18(2) of Code on Wages, 2019,?

- a) Deductions for loan made from any fund constituted for the welfare of labour
- b) Deductions made for payment of the fees and contribution payable by him for the membership of any Trade Union registered under the Trade union Act, 1926.
- c) Deductions for house accommodation supplied by the employer
- d) Deductions made for contribution to the Prime Minister's National Relief Fund.

Ans: b) & d)

Q21. Which of the following Acts has/have been repealed after enactment of the Code on Wages, 2019?

- i) The Payment of Wages Act, 1936
- ii) The Minimum Wages Act, 1948
- iii) The Payment of Bonus Act, 1965
- iv) The Equal Remuneration Act, 1976

- a) i) & ii)
- b) iii) & iv)
- c) All the above
- d) ii) & iii)

Ans: c) All the above

Q22. What are the general duties of an occupier?

- i) Maintenance of Plant and system of work in factory are safe, without risk to health
- ii) Ensure safety and absence of risks to health in use, handling, storage and transport of articles and substances
- iii) Specifying the area
- iv) Defining the local mean time ordinarily deserved therein.

- a) iv)
- b) iii)
- c) Only i) & ii)
- d) All the above

Ans: c) Only i) & ii)

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Q23. As per the Factories Act, after how many years should the factory premises be painted and refurbished?

- a) Five years
- b) Two years
- c) Ten years
- d) Annually

Ans: a) Five years

Q24. As per Section 2 of the Factories Act, who will be called as an adult?

- a) A person who has completed 21 years of age
- b) A person who is less than 19 years of age
- c) A person who has completed 24 years of age
- d) A person who has completed 18 years of age

Ans: d) A person who has completed 18 years of age

Q25. If there are _____ numbers of employees, then the employer has to provide a canteen

- a) 250
- b) 510
- c) 320
- d) 100

Ans: a) 250

Q26. As per the Factories Act, s ‘**child**’ means a person who has not completed his _____ year of age

- a) 14th
- b) 15th
- c) 18th
- d) 21st

Ans: b) 15th

Q27. The Factory Act 1948 defines factory as “factory” any premises including the precincts hereof whereon _____ or more workers are working, or were working on any day of the preceding twelve months, and in any part of which a manufacturing process is being carried on with the aid of power.

- a) Ten
- b) Fifteen
- c) Twenty

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d) Twenty-five

Ans: a) Ten

Q28. The Factories Act 1948 impose statutory obligation on the Railway Administrations to provide and maintain canteens in Railway Establishments, which are governed by the Factories Act and employ more than 250 persons. The provision of canteen in all other Railway Establishments is provided under:

- a) The Railway Act, 1989
- b) Employee's Compensation Act, 1923
- c) Organized Workers Social Security Act, 2008
- d) None of the above

Ans: d) None of the above

Q29. An adult worker cannot normally be asked to work for more than ____ hours a day subject to 48 hrs restriction in a week, unless it is necessary to facilitate the change of shift.

- a) 8
- b) 9
- c) 12
- d) 10

Ans: b) 9

Q30. No women shall be employed in any factory between 7 P.M. and 6 A.M. However, the State Govt may vary the above limits but no such variation shall authorize the employment of any woman between the hours of ____ and ____.

- a) 11 P.M. and 5 A.M.
- b) 9 P.M. and 5 A.M.
- c) 10 P.M. and 5 A.M.
- d) 8 P.M. and 5 A.M.

Ans: c) 10 P.M. and 5 A.M.

Q31. No child who has not completed his _____ year shall be required or allowed to work in any factory.

- a) 14th
- b) 15th
- c) 18th
- d) 21st

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Ans: a) 14th

Q32. First-aid boxes or cupboards equipped with the prescribed contents shall be provided and maintained in charge of a trained person who holds a certificate in first-aid treatment recognised by the State Government and who shall always be readily available during the working hours of the factory, at the rate of one such box or cupboard for every ____ workers ordinarily employed at any one time in the factory.

- a) 250
- b) 150
- c) 300
- d) 200

Ans: b) 150

Q33. An ambulance room of the prescribed size, containing the prescribed equipment and in the charge of such medical and nursing staff as may be prescribed shall be provided in every factory wherein _____workers are ordinarily employed and those facilities shall always be made readily available during the working hours of the factory.

- a) Five hundred
- b) More than five hundred
- c) More than four hundred
- d) Three hundred

Ans: b) More than five hundred

Q34. In every factory wherein _____workers are ordinarily employed there shall be provided and maintained a Creche for the use of children under the age of six years of such women. Such rooms shall provide adequate accommodation, furniture, shall be adequately lighted and ventilated, shall be maintained in a clean and sanitary condition and shall be under the charge of women trained in the care of children and infants.

- a) Thirty women
- b) More than fifty women
- c) More than thirty women
- d) One hundred

Ans: c) More than thirty women

Q35. In terms of Minimum Wages Act, which of the following is NOT a category of workers?

- a) Semi-skilled
- b) Skilled
- c) Highly Skilled
- d) Expert

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Ans: d) Expert

Q36. The minimum rate of wages on time work basis may be fixed in accordance with any one or more of the following wage periods, namely:-

- i) By the hour; or
- ii) By the day; or
- iii) By the week; or
- iv) By the month

Which of the above is INCORRECT?

Ans: iii) By the week;

Q37. For the purpose of fixation of minimum rate of wages, the appropriate Government shall primarily take into account

- i) The skill of workers
- ii) The geographical area
- iii) The arduousness of work and
- iv) The age of worker

Which of the above is INCORRECT?

Ans: iv) The age of worker

Q38. In fixing minimum rate of wages for the first time or in revising minimum rate of wages, the appropriate Government shall either

- i) Appoint as many committees as it considers necessary to hold enquiries and recommend in respect of such fixation or revision, as the case be; or
- ii) By notification publish its proposals for the information of persons likely to be affected thereby and
- iii) Specify a date not less than two months from the date of notification on which the proposals shall be taken into consideration.
- iv) After considering the recommendations and/or representations received within the specified date, the appropriate Government shall by notification fix/revise the minimum rates of wages.

Which of the above statements is INCORRECT?

- a) i)
- b) ii) & iii)
- c) iv)
- d) None of the above

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Ans: d) None of the above

Q39. Which of the following statements regarding constitution of Committee for fixing/revising minimum rate of wages is/are INCORRECT?

The Committee appointed by the appropriate Government for fixing/revising the minimum rate of wages shall consist of persons-

- i) Representing employers;
- ii) Representing employees which shall be equal in number of the members representing employers
- iii) Independent persons, not exceeding one-third of the total members of the committee
- iv) Representing appropriate Government

- a) i)
- b) ii) & iii)
- c) iv)
- d) None of the above

Ans: c) iv)

Q40. The appropriate Government shall review or revise minimum rate of wages ordinarily at an interval not exceeding ____ years.

- a) 3 years
- b) 5 years
- c) 1 year
- d) 6 months

Ans: b) 5 years

Q41. Which of the following statements regarding fixing of floor wages is/are INCORRECT?

- i) The Central Government shall fix 'floor wages', which may be different for different geographical areas, taking into account minimum living standards of a worker
- ii) The minimum rate of wages fixed by the appropriate Government shall not be less than the floor wages
- iii) The Central Government may obtain the advice of Central Advisory Board before fixing the floor wages
- iv) The Central Government may consult State Governments before fixing the floor wages

- a) i)
- b) ii)
- c) iii) & iv)
- d) None of the above

Ans: d) None of the above

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Q42. Where the minimum rate of wages have been fixed under the 'Code on Wages, 2019', the appropriate Government may-

- a) Fix the number of hours of work which shall constitute a normal working day inclusive of one or more specified intervals;
- b) Provide a day of rest on every period of seven days which shall be allowed to all employees or to any specified class of employees and for the payment of remuneration in respect of such days of rest;
- c) Provide for payment of work on a day of rest at a rate not less than the overtime rate;
- d) The rate of overtime shall not be less than one and half times the normal rate of wages.

Ans: d) The rate of overtime shall not be less than one and half times the normal rate of wages.

Q43. According to Section 13(3) of Code on Wages, 2019, the employment of an employee is said to be essentially intermittent-

- i) When it is declared to be so by the appropriate Government.
- ii) When the daily hours of duty of the employee normally include periods of inaction aggregating to fifty per cent or more in a tour of twelve hours duty.
- iii) The daily hours of duty of the employee normally include the periods of inaction during which the employee may be on duty but is not called upon to display either physical activity or sustained attention.
- iv) The period of inaction aggregates to 6 hours or more during 12 hours duty including one period of one hour or 2 periods of half an hour of inaction.

Which of the above statements are INCORRECT?

- a) i) & iii)
- b) ii) & iv)
- c) i) & ii)
- d) iii) & iv)

Ans: b) ii) & iv)

Q44. The name "Child Labour (Prohibition and Regulation) Act, 1986," was changed to "Child and Adolescent Labour (Prohibition and Regulation) Act, 1986," in the year ____

- a) 2014
- b) 2016
- c) 2015
- d) 2018

Ans: b) 2016

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Q45. Under the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986, a child means a person who has not completed his _____ years of age or such age as may be specified in the Right of Children to Free and Compulsory Education Act, 2009, whichever is more.

- a) 15
- b) 14
- c) 18
- d) 21

Ans: b) 14

Q46. Employment of children is prohibited in occupations and processes mentioned in-

- a) Schedule of Code on Wages
- b) Schedule of Child Labour (Prohibition and Regulation) Act
- c) Schedule of Right of Children to Free and Compulsory Education Act
- d) Schedule-II of Child Labour (Prohibition and Regulation) Act

Ans: b) Schedule of Child Labour (Prohibition and Regulation) Act

Q47. A child shall not be required to work more than _____ hours at a stretch.

- a) 4
- b) 3
- c) 5
- d) 2

Ans: b) 3

Q48. The total duty hours of a child, including the rest period, shall not exceed _____ hours per day.

- a) 5
- b) 7
- c) 6
- d) 4

Ans: c) 6

Q49. No child shall be permitted or required to work between _____

- a) 6 P.M. and 8 A.M.
- b) 7 P.M. and 7 A.M.
- c) 7 P.M. and 8 A.M.
- d) 8 P.M. and 8 A.M.

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Ans: c) 7 P.M. and 8 A.M.

Q50. Adolescent means a person who Has completed his 14th year of age but has not completed his ____ year.

- a) 21
- b) 18
- c) 16
- d) 17

Ans: b) 18

Q51. No adolescent shall be employed or permitted to work in any of the ____ occupations or processes set forth in the Schedule.

- a) Dangerous
- b) Hazardous
- c) Unhealthy
- d) Unsafe

Ans: b) Hazardous

Q52. Whoever employs any child or permit any child/adolescent to work in contraventions of section 3/3A shall be punishable with imprisonment for a term which shall not be less than six months but which may extend to ____years or with fine which shall not be less than twenty thousand rupees but which may extend to ____ thousand rupees, or with both.

- a) 2, 50
- b) 3, 50
- c) 5, 40
- d) 5, 50

Ans: a) 2, 50

Q53. Whoever, having been convicted of an offence under Section 3 or Section 3A commits a like offence afterwards, he shall be punishable with imprisonment for a term which shall not be less than one year but which may extend to ____years.,

- a) 2
- b) 3
- c) 4
- d) 5

Ans: b) 3

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Q54. In which year did the Industrial Disputes Act come into operation?

- a) 1947
- b) 1949
- c) 1953
- d) 1963

Ans: a) 1947

Q55. To which settlement machinery can the central government refer the disputes under rule 81-A?

- a) Conciliation
- b) Arbitration
- c) Adjudicator
- d) Supreme Court

Ans: c) Adjudicator

Q56. Before the Industrial Disputes Act was implemented in the year 1947, which act took care of the industrial disputes?

- a) Trade Disputes Act, 1929
- b) Royal Commission on Labour, 1934
- c) Labour Management Relations Act, 1947
- d) None of the above

Ans: a) Trade Disputes Act, 1929

Q57. The bill passing Rule 81-A has made two new institutions for the prevention and settlement of industrial disputes, i.e. Work Committees and _____

- a) Industrial Tribunal
- b) Commission on Labour
- c) Arbitration
- d) Adjudication

Ans: a) Industrial Tribunal

Q58. The industrial peace is secured through voluntary _____ and compulsory _____.

- a) Compromise and Arbitration
- b) Adjudication and Arbitration
- c) Negotiation and Adjudication

Ans: c) Negotiation and Adjudication

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Q59. Choose the correct objective of the Industrial Disputes Act.

- a) To prevent illegal strike
- b) To promote measures for securing and preserving good relations between the employers and the employees
- c) To provide relief to workmen in matters of lay offs, retrenchment, wrongful dismissals
- d) All of the above

Ans: d) All of the above

Q60. Industrial Disputes Act was first amended in the year _____

- a) 1929
- b) 1946
- c) 1947
- d) 1949

Ans: d) 1949

Q61. Power has been given to _____ to require Works Committee to be constituted in every industrial establishment employing 100 workmen or more.

- a) Appropriate Government
- b) State Government
- c) High Court
- d) Board of Conciliation

Ans: a) Appropriate Government

Q62. Which permanent settlement machinery has been mentioned in the act accountable for the speedy and amicable settlement of industrial disputes?

- a) Adjudication
- b) Conciliation
- c) Arbitration
- d) Appropriate Government

Ans: b) Conciliation

Q63. _____ means an interim or a final determination of any industrial dispute or of any question relating thereto by any labour court.

- a) Banking Company
- b) Closure
- c) Award

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d) Conciliation Proceeding

Ans: c) Award

Q64. How many members does a conciliation board consists of as per the appropriate government?

- a) Chairman and 2 or 4 other members
- b) Chairman and 1 more member
- c) Chairman and 5 or 64 other members
- d) Chairman and 10 other members

Ans: a) Chairman and 2 or 4 other members

Q65. A person shall not be appointed as the presiding officer of a labour court unless he has been the presiding officer under any provincial or state act for not less than _____ years.

- a) 2
- b) 10
- c) 5
- d) 15

Ans: c) 5

Q66. How many persons shall a national tribunal consist of which is to be appointed by the central government?

- a) 1
- b) 2
- c) 3
- d) 4

Ans: a) 1

Q67. What is the time period in which all the awards of the arbitration are to be published from the date of its receipt by the appropriate government?

- a) 30 days
- b) 15 days
- c) 7 days
- d) 1 day

Ans: 30 days

Q68. If any declaration has been made in relation to any award under the provision to sub-section (1), the appropriate government or the central government within _____ days from the

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date of publication of the award under section 17, make an order rejecting or modifying the award.,

- a) 6 months
- b) 3 months
- c) 90 days
- d) 1 year

Ans: c) 90 days

Q69. If the date of operation is not mentioned in the awards, then according to sub-section 1 or 3 when is the award put into effect?

- a) One month after the date of enforcement
- b) On the date of enforcement
- c) One week after the date of enforcement
- d) None of the above

Ans: b) On the date of enforcement

Q70. Which section deals with payment of wages to workman pending proceedings in higher courts in the Industrial Disputes Act?

- a) 17B
- b) 17
- c) 17A
- d) All of the above

Ans: a) 17B

Q71. The arbitration award shall remain in operation for a period of _____ as mentioned in the Industrial Disputes Act.

- a) 1 year
- b) 6 months
- c) 24 months
- d) None of the above

Ans: a) 1 year

Q72. As per section _____ a conciliation proceeding shall be deemed to have commenced on the date on which a strike or lock-out is received by the conciliation officer.

- a) 20
- b) 18
- c) 22

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d) 19

Ans: c) 22

Q73. Which of these is a three tier system of adjudication?

- i) National Tribunal
- ii) Labour Court
- iii) Court of Enquiry
- a) i) & iii)
- b) ii) & iii)
- c) i) & ii)
- d) i), ii) & iii)

Ans: c) i) & ii)

Q74. A Labour Court shall consist of one person who has been a District Judge for a period of not less than ____ years.

- a) 3 years
- b) 7 years
- c) 5 years
- d) 10 years

Ans: a) 3 years

Q75. How many central government industrial tribunals cum labour courts are there in India?

- a) 10
- b) 9
- c) 15
- d) 12

Ans: d) 12

Q76. In which year was the central industrial Relations Machinery set up?

- a) 1945
- b) 1956
- c) 1965
- d) 1972

Ans: a) 1945

Q77. Which is the ultimate legal remedy for the settlement of an unresolved dispute?

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- a) Court of enquiry
- b) Adjudication
- c) Arbitration
- d) National Tribunal

Ans: b) Adjudication

Q78. Who is the deciding authority to put the resolving matter into adjudication?

- a) Disputing parties
- b) Conciliator
- c) Trade Union
- d) Government

Ans: d) Government

Q79. What is the age limit for engagement of unreserved candidates as Act Apprentices for training on Railways?

- a) Candidates should have completed 18 years of age and should not have completed 25 years as on the cut-off date for receiving application
- b) Candidates should have completed 15 years of age and should not have completed 24 years as on the cut-off date for receiving application
- c) Candidates should have completed 15 years of age and should not have completed 28 years as on the cut-off date for receiving application
- d) Candidates should have completed 18 years of age and should not have completed 28 years as on the cut-off date for receiving application

Ans: b) Candidates should have completed 15 years of age and should not have completed 24 years as on the cut-off date for receiving application