

Class:- TYBBA

Sub:- Industrial Relation and Labour Law.(402)

Unit 1
Introduction to Industrial Relation

1. The Trade Unions Act came into operation from ____.

- a. 1st June, 1927
- b. 1st May, 1926
- c. 1st June, 1926
- d. None of the above

ANSWER: a.

2. In which year's amendment of the act was the word "Indian" removed?

- a. 1947
- b. 1960
- c. 1964
- d. 1962

ANSWER: c.

3. The act came into force from ____.

- a. 1st June, 1927
- b. 1st April, 1965
- c. 1st May, 1960
- d. 1st April, 1962

ANSWER: b.

4. State true or false

i. The act was enacted with the objective of providing for the registration of trade unions and verification of the membership of trade unions registered so that they may acquire a legal and corporate status.

- a. True
- b. False

ANSWER: a.

5. What is the minimum number of trade union members requires in registering themselves as a union?

- a. 7
- b. 10
- c. 5
- d. 15

ANSWER: a.

6. Which act in Industrial Relations defines the term trade union?

- a. Industrial Trade Resolution, 1962
- b. Industrial Policy, 1991
- c. The trade union and labour relations (consolidation) Act, 1992
- d. The industrial Employment Act, 1946

ANSWER: c.

7. Which section of the act deals with the registration of the trade unions?

- a. Section 8
- b. Section 7
- c. Section 9
- d. Section 10

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ANSWER: a.

8. State true or false.

i. The registrar has the right to cancel the registration of the union if he is satisfied that the certificate has been obtained by fraud or mistake.

- a. True
- b. False

ANSWER: a.

9. Which of the following acts do not apply to the registered trade unions?

- a. The Co-operative Societies Act, 1912
- b. The Societies Registration Act, 1860
- c. The Companies Act, 1956
- d. All of the above

ANSWER: d. All of the above

10. Which of the following is an object on which general funds could be spent as per section 15 of the act?

- a. Payment to buy goods required for the enterprise
- b. Payment of employees in the factory establishment
- c. The payment of expenses for the administration of trade union or any member thereof
- d. All of the above

Answer :- d

11. State true or false

i. A person who has attained the age of 10 years can be a member of a registered trade union subject to any rules of the trade union.

- a. True
- b. False

ANSWER: b.

12. On which of the following grounds an office bearer or executive of the trade union be disqualified?

- A. Has been convicted by the court of any offence involving moral turpitude
- B. Has not attained the age of 18 years
- C. Is not working with any establishment

- a. A & B
- b. A & C
- c. B & C
- d. A, B and C

ANSWER: a.

13. How many member's consent is required to change the name of the registered trade union?

- a. 1/4th of the total members
- b. 3/4th of the total members
- c. Half of the total members
- d. 2/3rd of the total member

ANSWER: d.

14. How many percentage of votes should be recorded when amalgamating 2 or more registered trade unions?

- a. 60%
- b. 50%
- c. 20%
- d. 75%

ANSWER: a.

15. How many members should sign the notice of dissolution?

- a. 5 members and the secretary of the trade union
- b. 10 members and the secretary of the trade union
- c. 20 members and the secretary of the trade union
- d. 7 members and the secretary of the trade union

ANSWER: d.

16. On what grounds can a union refuse to admit a person or expel a member?

- a. Because of goodwill
- b. Because of misconduct
- c. Because of change in job
- d. None of the above

ANSWER: b

17: Who developed the concept of worker participation in management?

- a) Robert Owen
- b) Karl Marx
- c) Paret
- d) Vroom

Ans : c

18 Which one of the following is not the main objective of trade unionism?

- a) To ensure safety of workers
- b) To promote militant activities in organisations
- c) To educate the workers about their rights.
- d) To protect the workers from retrenchment.

Ans:- c

19. - Which one of following is not the main activity of unionism

- a) The morale of workers remain high.
- b) Bargaining power of workers increases.
- c) It develops the feeling of brotherhood among workers.
- d) Hostility amongst the employees decreases.

Ans : d

20:- Which one of the following is an odd statement about trade unionism in India.

- a) It encourages strained employee- employer relations.
- b) it create discipline among workers.
- c) The worker always remain dissatisfied
- d) Bargaining power of workers increases.

Ans:- b

21:- The appellate authority for an industrial dispute is

- a) Labour courts
- b) High Court/ Supreme court
- c) Board of directors
- d) All of above

Ans : b

22:- which of the following is not the characteristics of a mob?

- a) Rationality
- b) Emotionality
- c) Mental Homogeneity
- d) Security in anonymity

Ans :- a

23 Stopping or tend to stopping the employees or employees are doing their work by the workers already an strike is called

- a) Strike
- b) Lockout
- c) Picketing
- d) Gherao

Ans : d

24 Stopping the work in an industry by the employer is called

- a) Strike
- b) Lockout
- c) Picketing
- d) Gherao

Ans :- b

25 The strike done to show sympathy with somebody is called

- a) Stay-in strike
- b) go slow strike
- c) sympathy strike
- d) normal strike

Ans : c

26 :- Protest against somebody by holding banners and stopping work is called

- a) Strike
- b) Lockout
- c) Picketing
- d) Gherao

Ans: c

27 CITU is affiliated to

- a) CPI (M)
- b) CPI
- c) BJP
- d) Congress (1)

Ans : a

28 The central trade union in India is/are

- a. AITUC
- b. INTUC
- c. UTUC
- d. All of the above

Ans : d

29 -Which of the following method had not been given a statutory form in India

- a) Conciliation
- b) Mediation
- c) Voluntary arbitration
- d) Adjudication

Ans : b

30:-Which area Industrial Relations does not cover

- a) Economic development
- b) Role of management, union and government
- c) Collective bargaining
- d) Machinery for resolution of industrial dispute

Ans : a

- 31- The center of Indian Trade Union (CITU) was organized in
- a) 1970
 - b) 1980
 - c) 1948
 - d) 1990

Ans : a

32-Industrial relations cover the following area(s)

- a) Collective bargaining
- b) Labour legislation
- c) Industrial relations training
- d) All of the above

ANSWER: d

33-A course on Industrial relations in its MBA programme was firstly introduced by

- a) IIM Indore
- b) XLRI Jamshedpur
- c) MDI Gurgaon
- d) IIM Bangalore

ANSWER: b

33-Which of the following is not an approach to industrial relations?

- a) Unitary approach
- b) Pluralistic approach
- c) Marxist approach
- d) Employee's approach

ANSWER: d

34-Under unitary approach, industrial relation is grounded in

- a) Mutual co-operation
- b) Individual treatment
- c) Team work and shared goals
- d) All of the above

ANSWER: d

35-Pluralistic approach perceives _____ as legitimate representative of employee interests

- a) Trade unions
- b) Management
- c) Board of Directors
- d) None of the above

ANSWER: a

36-In Marxist approach, concerns with wage related disputes are

- a) Primary
- b) Secondary
- c) Tertiary
- d) Not considered

ANSWER: b

37-For the Marxists, all strikes are

- a) Political
- b) Social
- c) Legislative
- d) None of the above

ANSWER: a

38-Which of the following is (are) not acceptable to Marxists?

- a) Enterprise bargaining
- b) Employee participation
- c) Co-operative work culture
- d) All of the above

ANSWER: d

Unit 2

Industrial Disputes Act -1946,Collective Bargaining

1. No person employed in a public utility service shall go on strike in breach of contract within ____ of giving such a notice.

- a. 14 days
- b. 6 weeks
- c. 7 days
- d. None of the above

ANSWER: b.

2. Choose the correct option where no workmen shall go on a strike in breach of contract and no employer of any such workmen shall declare a lock - out during:

- a. The pendency of conciliation proceedings before a board and 7 days after the conclusion of such proceedings
- b. The pendency of proceedings before labour court, tribunal or national tribunal and 2 months, after the conclusion of such proceedings
- c. During any period in which a settlement or award is in operation, in respect of any of the matters covered by the settlement or award
- d. All of the above

ANSWER: d.

3. Section ____ covers the definition of continuous service.

- a. 25B
- b. 25
- c. 25A
- d. 26

ANSWER: a.

4. How many days of service will be termed as continuous service when working in a mine industry?

- a. 190 days
- b. 240 days
- c. 365 days
- d. 180 days

ANSWER: a

5. State true or false.

i. If a workmen is laid "off" for more than 45 days no compensation shall be payable in respect of any period of the lay - off after the expiry of 45 days.

- a. True
- b. False

ANSWER: a.

6. A workmen who is employed in an industrial establishment in the place of another workman whose name is borne on the muster rolls of the establishment is ____

- a. Temporary workmen
- b. Permanent workmen
- c. Badli workmen
- d. None of the above

ANSWER: c.

7. Will a workman be entitled to compensation if he does not present himself for work at the establishment at the appointed time during normal working hours at least once a day?

- a. Yes
- b. No

ANSWER: b.

8. How much compensation does the workman deserve at the time of retrenchment?

- a. Equivalent to 15 days average pay
- b. 6 months
- c. Equivalent to 30 days average pay
- d. None of the above

ANSWER: a.

9. Which section deals with compensation to workmen in case of transfer of undertakings?

- a. Section 25F
- b. Section 25FF
- c. Section 25
- d. Section 25E

ANSWER: b.

10. How many days of notice period is mandatory for a workman who has been in continuous service for more than a year while retrenchment?

- a. 1 month
- b. 2 months
- c. 15 days
- d. 45 days

ANSWER: a.

11. How many days of notice is the employer supposed to give before closing down an establishment as per section 25FFA?

- a. 90 days
- b. 60 days
- c. 30 days
- d. 120 days

ANSWER: b.

12. If an undertaking is closed down on account of unavoidable circumstances, the compensation to be paid to the workman under clause b of section 25F shall not exceed his average pay of ____.

- a. 1 month
- b. 15 days
- c. 60 days
- d. 3 months

ANSWER: d.

13. Which section deals with the prohibitions of lay - offs?

- a. 25M
- b. 25N
- c. 25F
- d. 25

ANSWER: a.

14. What is the penalty faced by an employer if he lays - off or retrenches an employee without prior permission?

- a. Imprisonment for upto a month and a fine of upto 1000 rupees
- b. Imprisonment for upto a month or;
- c. Fine of upto 1000 rupees
- d. All of the above

ANSWER: d.

15. The penalty for closing an undertaking without prior notice is ____.

- a. Imprisonment for upto 6 months or;
- b. Fine upto 5000 rupees
- c. Both imprisonment and fine
- d. All of the above

ANSWER: d.

16. Match the following sections with their penalties.

1. Penalty for committing unfair labour practices ----- A. 27
2. Penalty for other offences ----- B. 25U
3. Penalty for breach of settlement or award----- C. 31
4. Penalty for instigation ----- D. 29
5. Penalty for aiding illegal strikes /lockout ----- E. 28

- a. 1-B, 2-C, 3-D, 4-A, 5-E
- b. 1-C, 2-B, 3-D, 4-E, 5-A
- c. 1-E, 2-A, 3-C, 4-D, 5-B
- d. 1-A, 2-E, 3-D, 4-B, 5-C
- e. 1-D, 2-A, 3-B, 4-C, 5-E

ANSWER: a.

17. State true or false

i. A proceeding under section 33 and section 33A is pending before a Tribunal or National Tribunal can be transferred to a Labour Court.

- a. True
- b. False

ANSWER: a.

18. State true or false

i. No employer shall during the pendency of any such proceeding in respect to an industrial dispute, take any action against any protected workmen concerned in such a dispute.

- a. False
- b. True

ANSWER: b.

19. What should be the percentage of "protected workmen" of the total number of workmen employed in any establishment?

- a. 1%
- b. 5%
- c. 10%
- d. 15%

ANSWER: a.

20. The _____ can make rules for the distribution of protected workman among various trade unions.

- a. Central government
- b. State authority
- c. Appropriate government
- d. Conciliation officer

ANSWER: c.

21. A workmen who is a member of the executive or other office bearer of a registered trade union connected with the establishment is _____

- a. Badli workmen
- b. Conciliation officer
- c. Skilled labour
- d. Protected workmen

ANSWER: d.

22. A workmen who is a member of the executive or other office bearer of a registered trade union connected with the establishment is _____

- a. Badli workmen
- b. Conciliation officer
- c. Skilled labour
- d. Protected workmen

ANSWER: d.

23. Which section in the act deals with recovery of money due from an employer?

- a. 33C
- b. 33
- c. 33A
- d. 33B

r

ANSWER: a.

24. State true or false

i. Section 38 deals with the delegation of powers.

- a. True
- b. False

ANSWER: b.

25. Choose the correct option that declares the industry to be public utility services under sub - clause VI of clause N of section 2

- A. India Security Press
- B. Banking Company
- C. Defense establishment
- D. Insurance Company

- a. A, B & C
- b. B & C
- c. A & D
- d. B & D

ANSWER: a.

26. Which of the option is a matter mentioned in the jurisdiction of labour courts?

- a. Withdrawal of any customary concession or privilege
- b. Application and interpretation of standing orders
- c. Illegality or otherwise of a strike or lock out
- d. All of the above

ANSWER: d.

27. Which of the options is a matter mentioned in the jurisdiction of labour courts?

- a. The propriety or legality of an order passed by an employer under the standing orders
- b. Discharge or dismissal of workmen including reinstatement of, or grant of relief to, workmen wrongfully dismissed
- c. All matters other than those specified in the Third Schedule
- d. Leave with wages and holidays

ANSWER: d.

28. Condition of service for change of which notice is to be given; is mentioned in which section of the act?

- a. Section 9A
- b. Section 7A
- c. Section 7
- d. Section 2a

ANSWER: a.

29. Which of these is an unfair labour practice on part of the workmen?

- a. To recruit workman during a strike which is not illegal
- b. To discharge or dismiss workmen
- c. Indulging in coercive activities against certification of a bargaining representative
- d. To indulge in acts of force or violence

ANSWER: c.

30. Which of these is an unfair labour practice on part of the employer?

- a. To incite or indulge in willful damage to employer property connected with the industry
- b. To advise or actively support or instigate any strike deemed to be illegal
- c. For a recognized union to refuse to bargain collectively in good faith with the employer
- d. None of the above

ANSWER: d.

31. _____ and _____ are regarded as equivalent terms referring to essentially the same kind of third party intervention in promoting voluntary settlement of disputes.

- a. Mediation and Conciliation
- b. Conciliation and Arbitration
- c. Mediation and Court of Enquiry
- d. None of the above

ANSWER: a.

32. As per which professor the distinction between mediation and conciliation is hair - splitting?

- a. Prof. Foxwell
- b. Prof. Pigou
- c. Prof. Davey
- d. All of the above

ANSWER: c

33. Which of the settlement machinery implies a stronger form of intervention and a mediator may be permitted to offer to the parties proposals for settlement?

- a. Conciliation
- b. Adjudication
- c. Arbitration
- d. Mediation
- e. Court of enquiry

ANSWER: d.

34. The mediator has been described as a confidential _____ and an industrial diplomat.

- a. Peace - maker
- b. Messenger
- c. Adviser
- d. None of the above

ANSWER: c.

35. State true or false.

- i. The mediator imposes his will and judgement on both the disputing parties.
- a. True
b. False

ANSWER: b.

36. _____ can be described as - the practice by which the services of a neutral third - party are used in a dispute as a means of helping the disputing parties to reduce the extent of their differences and to arrive at an amicable settlement.

- a. Arbitration
b. Mediation
c. Adjudication
d. Conciliation

ANSWER: d.

37. Which are the three kinds of mediators according to professor Pigou?

- A. The eminent outsider
B. The non - governmental board
C. The board connected with some part of the governmental system of the country
D. Voluntary conciliation
E. Compulsory conciliation
- a. A, B and C
b. C, D and E
c. A, C and D
d. B, C and E

ANSWER: a.

38. Which are the two methods on which a conciliator relies on to resolve the disputes between two parties?

- a. Cognition and Influence
- b. Reasoning and Persuasion
- c. Rationale and Coaxing
- d. Motivation and Leadership

ANSWER: b.

39. Which are the unique and essential characteristics of the conciliation process?

- a. Flexibility, informality and simplicity
- b. Blase, clumsy and decisive
- c. Candid, conceited and dismayed
- d. Fierce, intrepid and meticulous

ANSWER: a.

40. State true or false

- i. Under section 4 of the Industrial Disputes Act, it is the government in India who appoints a conciliation officer for a specific area or even for a specific industry.
 - a. True
 - b. False

ANSWER: a.

Unit 3

Industrial Disputes Act 1946 & Factory act 1948

1. _____ and _____ are the two attributes which every conciliator should possess.

- a. Independence and impartiality
- b. Technicality and suspicion
- c. Persuasion and perceiving
- d. Conviction and arduous

ANSWER: a.

1. Choose the odd man out.

- a. Safety valve
- b. Adviser
- c. Face saver
- d. Friendly personality

ANSWER: d.

3. Which of these is one of the phases in the sequence of the conciliation process

- A. Emergency of appropriate mood for settlement of compromise
 - B. The hard posture phase
 - C. Outlet for feelings
-
- a. Only A & C
 - b. Only B
 - c. Only A & B
 - d. Only B & C

ANSWER: c.

4. Which amongst these is a technique used by the conciliator?

- a. Searching for accommodation
- b. Being adamant
- c. Listening attentively
- d. Unbiased

ANSWER: c.

5. What kind of pressures do the disputing parties face from the conciliator?

- a. Personal
- b. Social
- c. Political
- d. Economic
- e. All of the above

ANSWER: e.

6. _____ is a process in which a dispute is submitted to an impartial outsider who makes a decision which is usually binding on both the parties.

- a. Arbitration
- b. Adjudication
- c. Court of enquiry
- d. None of the above

ANSWER: a.

7. What is the main objective of arbitration as per the Industrial Disputes Act?

- a. Securing an award
- b. Dominance
- c. Adjudication
- d. Binding of the award on the parties

ANSWER: c.

8. Arbitration is a _____ process, while mediation has a _____ tinge.

- a. Legal and statutory
- b. Lawful and constitutional
- c. Legitimate and compromising
- d. Judicial and legislative

ANSWER: d.

9. Which are the two traits on which the award of an arbitrator rests on?

- a. Compromise and liberty
- b. Fair play and impartiality
- c. Equity and Justice
- d. All of the above

ANSWER: c.

10. The decision of the arbitrator should be based on which approach?

- a. Quasi - judicial
- b. Split the difference
- c. Judicial
- d. Non "judicial

ANSWER: b.

11. In which of these countries has arbitration been a popular way to resolve conflicts?

- A. USA
 - B. New Zealand
 - C. India
 - D. UK
-
- a. A & B
 - b. C & D
 - c. None of the above
 - d. All of the above

ANSWER: a.

12. The procedure is relatively _____ when compared to that in ordinary courts or labour tribunals.

- a. Expeditious
- b. Compromising
- c. Binding
- d. Delayed

ANSWER: a.

13. State true or false.

i. Arbitration is formal in character and is an expensive form of settlement.

- a. True
- b. False

ANSWER: b.

14. Choose the odd man out.

- a. Judgement is often arbitrary and ill - advised as the arbitrators are not well - versed in the economic and technical aspects of industry.
- b. Arbitration deprives labour of its right to go on strike because of the provision in the agreement
- c. Delay often occurs in arriving at the award and settlement of disputes leading to a morale breakdown of the employees
- d. Arbitration is based on the consent of both parties

ANSWER: d.

15. When the two contending parties are unable to compose their differences by themselves or with the help of the mediator or conciliator, agree to submit the dispute to impartial authority whose decision they are ready to accept is called _____

- a. Voluntary arbitration
- b. Voluntary Mediation
- c. Compulsory arbitration
- d. Compulsory Mediation

ANSWER: a.

.16 Which of the following is an essential element in voluntary arbitration?

- a. Subsequent attendance of witnesses and investigations
- b. Industries of strategic importance are involved
- c. Country is passing through grave economic crisis
- d. All of the above

ANSWER: a.

17 What is the main drawback of compulsory arbitration?

- a. Compulsory implication of award
- b. Non - compromising
- c. It deprives both the parties of their very important and fundamental rights
- d. None of the above

ANSWER: c.

18. Which of these is a condition for which compulsory arbitration is imposed on the disputing parties?

- a. When an industrial dispute is apprehended
- b. Disputing parties fail to arrive at a settlement by a voluntary method
- c. The issue of the dispute should be mentioned in the arbitration agreement
- d. All of the above

ANSWER: b.

19. Which of the following is a quality which should be present in a successful arbitrator?

- a. High integrity
- b. Knowledge of collective bargaining
- c. Understanding of complexities of labour & management relationship
- d. All of the above

ANSWER: d. All of the above

20. Which are the departments from where a qualified arbitrator be hired?

- a. Legal profession
- b. Government servants
- c. Psychologists
- d. All of the above

ANSWER: d.

21. With the advocacy of _____ voluntary arbitration came into prominence for resolving industrial disputes.

- a. Bombay Industrial Disputes Act
- b. Mahatma Gandhi
- c. V. V. Giri
- d. None of the above

ANSWER: b.

22. _____ reiterated the faith of the parties in voluntary arbitration.

- a. The code of discipline (1958)
- b. Indian Labour Conference (1962)
- c. ILO
- d. Industrial Disputes Act

ANSWER: a.

23. The need for a wide acceptance of voluntary arbitration was reiterated by _____.

- a. National Tribunal
- b. Court of Enquiry
- c. Indian Labour Conference (1962)
- d. ILO

ANSWER: c.

24. The importance of adjudication has been emphasised by the _____.

- a. Government
- b. Civil Court
- c. Supreme Court
- d. None of the above

ANSWER: c.

25 The adjudication machinery has to consider not only the demands of _____ justice but also the claims of national economy.

- a. Economic
- b. Social
- c. Freedom of contract
- d. None of the above

ANSWER: b.

26. _____ involves intervention in the dispute by a third party appointed by the government for the purpose of deciding the nature of final settlement.

- a. Adjudication
- b. National Tribunal
- c. Arbitration
- d. None of the above

ANSWER: a.

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

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

ANSWER: d.

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

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

ANSWER: b.

29. State true or false.

i. Royal Commission on Labour was against voluntary arbitration.

- a. True
- b. False

ANSWER: b.

30 _____ has criticised compulsory arbitration on four main grounds.

- a. Alexander Frey
- b. V.V. Giri
- c. Mahatma Gandhi
- d. American Labour Movement

ANSWER: a.

31. 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

ANSWER: a.

32. State true or false.

i. Submitting the award to the appropriate government as soon as practicable on the conclusion of the proceedings is a duty of the labour court.

- a. True
- b. False

ANSWER: a.

33. Which of these matters are specified in the third schedule of the industrial disputes act?

- A. Classification of grades
- B. Rationalisation
- C. Application and interpretation of standing orders
- D. Withdrawal of any customary concession or privilege

- a. A & B
- b. A, B & D
- c. B, C & D
- d. A, B, C & D

ANSWER: a.

34. How many central government industrial tribunals cum labour courts in India?

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

ANSWER: d.

Unit 3

Factories Act- 1948

1. In which year did factories act come into force?

- a. 23rd September, 1948
- b. 1st April, 1949
- c. 4th April, 1949
- d. 12th September, 1948

ANSWER: b.

2. How many days in advance does the occupier of a factory premises gives notice of occupancy to the chief inspector?

- a. 15 days
- b. 20 days
- c. 10 days
- d. 25 days

ANSWER: a.

3. What are the general duties of an Occupier?

- A. Maintenance of a plant and system of work in factory are safe, without risks to health.
- B. Ensure safety and absence of risks to health in, use, handling, storage and transport of articles and substances.
- C. Specifying the area
- D. Defining the local mean time ordinarily deserved therein.

- a. D
- b. C
- c. Only A & B
- d. All of the above

ANSWER: c.

4. Which provisions regarding health are mentioned in the sections 11 to 20 in factories act?

- A. Cleanliness
 - B. Dust and fumes
 - C. Ventilation and temperature
 - D. Disposal of wastes
-
- a. Only B & C
 - b. Only A & D
 - c. None of the above
 - d. All of the above

ANSWER: d.

5. As per the factories act, after how many years should the factory premises be painted and refurbished?

- a. 5 years
- b. 2 years
- c. 10 years
- d. Annually

ANSWER: a

6. As per section 2 in 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

ANSWER: d.

7. Section 2(g) under the act defines _____

- a. Factory
- b. Manufacturing process
- c. Worker
- d. Occupants

ANSWER: b.

8. Match the following

1. Approval, licensing and registration of factories ----a.) Section 18
2. Arrangements for drinking water ----- b.) Section 35
3. Maintenance of buildings ----- c.) Section 6
4. Protection of eyes ----- d.) Section 40A

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

ANSWER: a.

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

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

ANSWER: a.

10. Which of the following diseases is not mentioned in the section 89 of factories act?

- a. Anthrax
- b. Asbestosis
- c. Phosphorus
- d. Pneumonia

ANSWER: d.

11. As per section 94, a person who repeats an offence, he shall be punishable with an imprisonment for a term which may extend upto _____ years and fine which shall not be less than 10,000 Rs but which may extend upto _____ or both.

- a. 3 years/ 2,00,000 Rs
- b. 5 years/ 1,20,000 Rs
- c. 2 years/ 2,50,000 Rs
- d. 4 years/ 3,00,000 Rs

ANSWER: a

12. If a company has _____ number of employees, then the appointment of a safety officer is mandatory under the factories act.

- a. 500
- b. 100
- c. 1000
- d. 10000

ANSWER: c.

13. Which of the following is an obligation of the employer as mentioned in the factories act?

- A. Provide all benefits and facilities to the workers regarding annual leave, weekly holidays, and extra wages for overtime, washing, first aid, canteens, crèches, rest and lunch rooms.
 - B. Applicable to all workers
 - C. To prevent haphazard growth of factories through the provisions related to the approval of plans before the creation of a factory.
 - D. To ensure adequate safety measures and to promote the health and welfare of the workers employed in factories.
- a. Only C
 - b. Only A
 - c. B, C and D
 - d. All of the above

ANSWER: b.

14. Fitness certificate granted under "sub section 2" of the act is valid for how many months?

- a. 10 months
- b. 24 months
- c. 6 months
- d. 12 months

ANSWER: d.

15. From the below mentioned options, which of the following is not mentioned under the welfare provision in the factories act?

- a. Canteen
- b. Creches
- c. Drinking water
- d. First aid

ANSWER: c.

16. Which section of the act covers the topic annual leave with wages?

- a. Section 27
- b. Section 5
- c. Section 86
- d. Section 79

ANSWER: d.

17. How many hours in a week can an adult work as per factories act?

- a. 9 hours
- b. 56 hours
- c. 34 hours
- d. 48 hours

ANSWER: d.

18. State true or false for the below given statement.

i. Under sub section 2A, the state government by notification in the gazette can appoint only one of each, i.e. chief inspector, joint chief inspectors, inspectors and deputy chief inspectors.

- a. True
- b. False

ANSWER: b.

19. If there are 100 workers in a factory, then one seat is allotted to how many workers

- a. 25
- b. 50
- c. 100
- d. 75

ANSWER: a

20. Section 99 of factories act deals with which of the following options?

- a. Appeal
- b. Penalty for permitting double employment of a child
- c. Display of notice
- d. Penalty for obstructing inspectors

ANSWER: b.

21. Choose the correct option that states the type of leave facilities for a worker mentioned in the factories act?

- a. Maternity leave
- b. Casual leave
- c. Annual leave with wages as per factories act
- d. National & Festival Holidays

ANSWER: c.

22. State true or false for the below mentioned statement.

- i. A young person between 15 to 18 years of age is not allowed to work on any dangerous machine.
- a. True
 - b. False

ANSWER: b

23. What is the maximum amount of fees to be paid for licensing process?

- a. 5 years
- b. 1 year
- c. 3 years
- d. 7 years

ANSWER: a.

24. Which section of the factories act covers the list of diseases given in the schedule?

- a. Section 3
- b. Section 25
- c. Section 87
- d. Section 89

ANSWER: d.

25. Under section 106, a complaint must be filed within ____ months of the date when the commission of the offence came to the knowledge of an inspector.

- a. 6 months
- b. 3 months
- c. 1 months
- d. 12 months

ANSWER: b.

26. Section 76 empowers the state government to make rules for _____

- a. The period of work for all children employed
- b. Fitness certificate to work in a factory
- c. Canteen facilities
- d. Prescribing physical standards to be attained by the young persons for working in factories

ANSWER: d.

27. Which of the below mentioned provisions come under safety provisions?

- a. Lighting
- b. CrÃ“che
- c. Self â€“ acting machinery
- d. Ventilation and Temperature

ANSWER: c.

28. Choose the correct option that states the duties of a certifying surgeon as per section 10(4) of the factories act.

- A. Examination and certification of young persons
 - B. Examination of persons working in factories engaged in dangerous occupations as may be specified in the act.
 - C. Exercising of medical supervision as may be prescribed for any factory or class where young persons are or are about to be employed in any work which is likely to cause injury to their health.
- a. Only A
 - b. Only B & C
 - c. None of the above
 - d. All of the above

ANSWER: d

29. Fill in the blanks to complete the following statement.

- i. Where work of the same kind is carried out by two or more sets of workers working during different periods of the day, each of such set is called _____.
- a. Relay
 - b. Shift
 - c. Group
 - d. Co- worker

ANSWER: a

30. In cubic meters how much space is allotted to each worker after the commencement of factories act?

- a. 9.5
- b. 10
- c. 14.2
- d. 12.4

ANSWER: c.

Unit 4

Minimum Wages Act 1948

1. Statutory Minimum wage is fixed under
- (a) Payment of Wages Act, 1936
 - (b) Equal Remuneration Act, 1976
 - (c) Workmen's Compensation Act, 1923
 - (d) Minimum Wages Act, 1948

ans d:

2. Under the Minimum Wages Act, 1948 the appropriate government shall fix the minimum rates of wages payable to the employees employed in an employment specified in

- (a) Schedule I part I
- (b) Schedule I part II
- (c) Schedule I, Part I, II and the employments and added under section 27
- (d) Schedule I and II

Ans : c

3. Which of the following is not a method for fixing Minimum Wages under the Minimum Wages Act, 1948?

- (a) Notification Method
- (b) Committee Method
- (c) Bargaining Method
- (d) None of the above

Ans : c

4. The minimum wages as fixed under the Minimum Wages Act, 1948 must be revised at least once in

- (a) 2 years
- (b) 3 years
- (c) 5 years
- (d) No mention under the Act

Ans : c

5. 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 schedules covering industrial establishments and agriculture.

Ans : d

6. Which one of the following is not based on the principle of welfare?

- (a) Mica Mines Labour Welfare Funds Act
- (b) Iron Ore Mines Labour Welfare Funds Act
- (c) Minimum Wages Act
- (d) Dock Workers (Safety, Health, Welfare) Act

Ans : c

7. Which of the following legislations apply to unorganized sector workers in India?

- (a) Minimum Wages Act
- (b) Child Labour (Prohibition and Regulation) Act, 1986
- (c) Contract Labour (Regulation and Abolition) Act 1970
- (d) All of the above

Ans : d

8. Under the Minimum Wages Act, which of the following cannot be appointed by the appropriate government by notification under the official gazette for deciding claims arising out of payment of less than the minimum rates of wages?

- (a) Any commissioner for Workmen's compensation
- (b) Any officers of the Central Government exercising functions as a Labour Commissioner for any region
- (c) Any officer of the State Government not below the rank of Labour Commissioner
- (d) Any officer not less than the rank of District Magistrate

Ans : d

9. What are the methods mentioned in Section 5 of the Minimum Wages Act, 1948 for fixation/revision of minimum wages.

- (a) Committee method
- (b) Notification method.
- (c) Voting method
- (d) Both (a) & (b)

Ans : d

10. In order to protect the minimum wages against inflation, the Central Government has made the provision of Variable Dearness Allowance (VDA) linked to ----- .

- (a) Wholesale Price Index Number for Industrial Workers (WPI – IW)
- (b) Consumer Price Index Number for Industrial Workers (CPI – IW)
- (c) Consumer Price Index Number for all Urban Consumers (CPI-UC)
- (d) Wholesale Price Index Number for all Urban Consumers (WPI-UC)

Ans : d

11. Which of the following are the responsibilities of Central Advisory Board.

- (a) Advising the Central and State Governments in the matters of the fixation of minimum rates of wages
- (b) Advising the Central and State Governments in the matters of the revision of minimum rates of wages
- (c) Co-ordinate the work of State Advisory Boards
- (d) All the above

Ans : d

12.The Central Advisory Board shall consist of the following members nominated by the Central Government

- (a) The employers
- (b) The employees
- (c) Independent persons
- (d) All the above

Ans : d

13. If an employee works on any day on which he was employed for a period less than the requisite number of hours constituting a normal working day, he shall be entitled to receive wages

- (a) for a full normal working day
- (b) for the hours he had worked
- (c) for a half working day
- (d) None of the above

Ans : a

14.To provide guidelines for wage structures in the country, a tripartite Committee Viz., "The Committee on Fair Wage" was constituted on ----- .

- (a) 1946
- (b) 1948
- (c) 1964
- (d) 1950

Ans : b

15.Under this act, the appropriate Governments have the power to notify any employment where ----- number of employees are working in 'schedule of employment' to fix the rates of minimum wages

- (a) 500 or more
- (b) 100 or more
- (c) 1000 or more
- (d) 250 or more

Ans : c

Unit 4

Payment of Wages Act 1936

1. In which year was the first suggestion for the legislation in the act made?

- a. 1934
- b. 1925
- c. 1936
- d. 1937

ANSWER: b.

2. The first suggestion for legislation in the act was made by a private member's bill called _____.

- a. Legislative Bill
- b. Wages Bill
- c. Weekly Payment Bill
- d. None of the above

ANSWER: c

3. Choose the correct date and year on which payment of wages act was passed?

- a. 23rd April, 1936
- b. 28th March, 1937
- c. 25th April, 1937
- d. 27th April, 1936

ANSWER: a.

4. In which year did the payment of wages act come into force?

- a. 23rd April, 1925
- b. 28th March, 1940
- c. 23rd April, 1936
- d. 28th March, 1937

ANSWER: d

5. The power is vested in the _____ to make the act applicable to payment of wages to any class of persons employed in any establishment or class of establishments specified in section 2(h) by giving 3 month's notice to that effect.

- a. Central Government
- b. Acting Government
- c. State Government
- d. Judicial Court

ANSWER: c.

6. State true or false.

- i. In a factory if a person has been named as manager of the factory under the clause (f) of sub section 1 of section 7 of the factories act, he is responsible to make the payments of the employees.
- a. True
 - b. False

ANSWER: a.

7. What is the maximum wage period for the payment of wages?

- a. 1 month
- b. 40 days
- c. 45 days
- d. 60 days

ANSWER: a.

8. In any factory or industrial establishment where less than 1000 employees are employed the wages shall be paid before the expiry of the ____ day.

- a. 10th day
- b. 2nd day
- c. 7th day
- d. None of the above

ANSWER: c

9. Which of these deductions under section 7 of payment of wages act is not authorised?

- a. Deduction for Fines
- b. Deduction for payment of Income tax
- c. Deduction for Payment of insurance
- d. Deduction for payment of uniform and property

ANSWER: d.

10. What is the maximum limit of fine to be imposed on an employee?

- a. Should not exceed an amount equal to 5% of the wages payable
- b. Should not exceed an amount equal to 1% of the wages payable
- c. Should not exceed an amount equal to 3% of the wages payable
- d. Should not exceed an amount equal to 10% of the wages payable

ANSWER: c.

11. Which section of the act covers deduction for damage or loss?

- a. Section 10
- b. Section 9
- c. Section 12
- d. Section 7

ANSWER: a.

12. Match the following deductions with their respective sections

- 1. Deduction for recovery of loans ----- A. Section 12 A
- 2. Deduction from wages ----- B. Section 9
- 3. Deduction for services rendered ----- C. Section 7
- 4. Deductions from absence of duty ----- D. Section 11

- a. 1-a, 2-c, 3-d, 4-b
- b. 1-c, 2-a, 3-b, 4-d
- c. 1-b, 2-d, 3-c, 4-a
- d. 1-d, 2-a, 3-b, 4-c

ANSWER: a.

13. A single application may be presented under section ___ on behalf or in respect of any number of employed persons.

- a. Sub section 3 of section 15
- b. Section 15
- c. Section 14
- d. Section 10

ANSWER: b.

4. What is the penalty for those who contravene the provision of section 4 sub section (4) of section 5 or 10 or 25?

- a. 500 Rupees
- b. 5000 Rupees
- c. Upto 500 Rupees
- d. None of the above

ANSWER: c.

15. Which section takes care of payment of undisbursed wages in case of death of employed person?

- a. Section 25A
- b. Section 25
- c. Section 26
- d. Section 22A

ANSWER: a.

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Unit 5

The Trade Unions Act-1926

1. The Trade Unions Act came into operation from _____.

- a. 1st June, 1927
- b. 1st May, 1926
- c. 1st June, 1926
- d. None of the above

ANSWER: a.

2. In which year's amendment of the act was the word "Indian" removed?

- a. 1947
- b. 1960
- c. 1964
- d. 1962

ANSWER: c.

3. The act came into force from _____.

- a. 1st June, 1927
- b. 1st April, 1965
- c. 1st May, 1960
- d. 1st April, 1962

ANSWER: b.

4. State true or false

i. The act was enacted with the objective of providing for the registration of trade unions and verification of the membership of trade unions registered so that they may acquire a legal and corporate status.

- a. True
- b. False

ANSWER: a.

5. What is the minimum number of trade union members requires in registering themselves as a union?

- a. 7
- b. 10
- c. 5
- d. 15

ANSWER: a

6. Which act in Industrial Relations defines the term trade union?

- a. Industrial Trade Resolution, 1962
- b. Industrial Policy, 1991
- c. The trade union and labour relations (consolidation) Act, 1992
- d. The industrial Employment Act, 1946

ANSWER: c.

7. Which section of the act deals with the registration of the trade unions?

- a. Section 8
- b. Section 7
- c. Section 9
- d. Section 10

ANSWER: a.

8. State true or false.

- i. The registrar has the right to cancel the registration of the union if he is satisfied that the certificate has been obtained by fraud or mistake.
 - a. True
 - b. False

ANSWER: a.

9. Which of the following acts do not apply to the registered trade unions?

- a. The Co-operative Societies Act, 1912
- b. The Societies Registration Act, 1860
- c. The Companies Act, 1956
- d. All of the above

ANSWER: d.

10. Which of the following is an object on which general funds could be spent as per section 15 of the act?

- a. Payment to buy goods required for the enterprise
- b. Payment of employees in the factory establishment
- c. The payment of expenses for the administration of trade union or any member thereof
- d. All of the above

ANSWER: c.

11. State true or false

- i. A person who has attained the age of 10 years can be a member of a registered trade union subject to any rules of the trade union.
 - a. True
 - b. False

ANSWER: b

12. On which of the following grounds an office bearer or executive of the trade union be disqualified?

- A. Has been convicted by the court of any offence involving moral turpitude
 - B. Has not attained the age of 18 years
 - C. Is not working with any establishment
- a. A & B
 - b. A & C
 - c. B & C
 - d. A, B and C

ANSWER: a.

13. How many member's consent is required to change the name of the registered trade union?

- a. 1/4th of the total members
- b. 3/4th of the total members
- c. Half of the total members
- d. 2/3rd of the total member

ANSWER: d.

14. How many percentage of votes should be recorded when amalgamating 2 or more registered trade unions?

- a. 60%
- b. 50%
- c. 20%
- d. 75%

ANSWER: a.

15. How many members should sign the notice of dissolution?

- a. 5 members and the secretary of the trade union
- b. 10 members and the secretary of the trade union
- c. 20 members and the secretary of the trade union
- d. 7 members and the secretary of the trade union

ANSWER: d.

16. On what grounds can a union refuse to admit a person or expel a member?

- a. Because of goodwill
- b. Because of misconduct
- c. Because of change in job
- d. None of the above

r

ANSWER: b.

17. Trade unions are the principal schools in which the workers learn the lesson of _____ and _____.

- a. Spirit of combination and class - consciousness
- b. Social evils and exploitation
- c. Self - reliance and solidarity
- d. None of the above

ANSWER: c.

18. In which year did the labour movement start in India?

- a. 1875
- b. 1918
- c. 1939
- d. 1945

ANSWER: a.

18. State true or false.

i. Labour movement is "by the worker" whereas the trade union movement is "for the worker"

- a. True
- b. False

ANSWER: b

19. In which year did the trade union movement start in India?

- a. 1975
- b. 1939
- c. 1935
- d. 1918

ANSWER: d.

20. The trade union movement were at a disadvantage in an age when the _____ held the field.

- a. Rege committee
- b. First world war
- c. Doctrine of Laissez faire
- d. None of the above

ANSWER: c.

21. In how many periods can you divide the growth and development of trade union movement in India?

- a. 5
- b. 6
- c. 3
- d. 8

ANSWER: b.

22. Which 2 Indian Humanitarians who themselves were factory workers drew the government's attention towards unhappy working conditions of labourers in 1875 and 1884?

- a. Sorabjee Shapurji Bengali & N.M. Lokhandey
- b. S.N. Banerjee & Punekar
- c. Lokamanya Tilak & Mill owners associations
- d. None of the above

ANSWER: a.

23. Match the following periods of trade unions with respective years

- 1. Second world war ----- A. 1939 - 1945
- 2. Post - independence period ---- B. 1947 - to date
- 3. Social welfare period ----- C. 1918 - 1924
- 4. Early trade union period ----- D. 1875 - 1918
- 5. Left wing trade unionism period --- E. 1924 - 1934
- 6. Trade unions' unity period ----- F. 1935 - 1938

- a. 1-a, 2-b, 3-d, 4-c, 5-e, 6-f
- b. 1-b, 2-a, 3-c, 4-e, 5-d, 6-f
- c. 1-c, 2-a, 3-b, 4-d, 5-e, 6-f
- d. 1-b, 2-c, 3-f, 4-e, 5-a, 6-d

ANSWER: a.

24. Which year saw the history of modern industrialism in India?

- a. 1918
- b. 1875
- c. 1850
- d. 1904

ANSWER: c.

25. Who formed Bombay Millhands Association and in which year?

- a. Sorabjee shapurjee Bengali in 1980
- b. N.M Lokhandey in 1890
- c. Social Service League in 1910
- d. None of the above

ANSWER: b.

26. What was the name of the newspaper published for the working class?

- a. Svadesh Vatsal
- b. Dinbandhu
- c. Indian spectator
- d. Sind Times

ANSWER: b.

27. From the below mentioned options which of the organisation was formed during the period 1879 – 1881?

- a. British Indian Association
- b. Satyashodhak Samaj
- c. Theosophical society in Madras
- d. Union of Calcutta

ANSWER: a.

28. Which were the two main factors responsible for the slow and steady growth of the movement?

- A. Slow and gradual proletarianisation
- B. Weakness and disability of the Indian working class
- C. Illiteracy amongst the Indian working class

- a. A & C
- b. B & C
- c. A, B & C
- d. A & B

ANSWER: d.

29. Why were most of the organisations unstable and loose in nature?

- a. They lacked unity
- b. They lacked definite aims and constitution
- c. They lacked support from the acting government
- d. None of the above

ANSWER: b.

30. State true or false

i. The early leadership was provided by 3 types of people namely, the intellectuals, careerists and politicians and nationalists.

- a. True
- b. False

ANSWER: a.

31. Which year marked the regulation period under the social welfare period?

- a. 1875 - 1891
- b. 1891 - 1917
- c. 1917 - 1919
- d. None of the above

ANSWER: a.

32. I. L. O was established in the year ____.

- a. 1917
- b. 1918
- c. 1924
- d. 1919

ANSWER: d.

33. Who initiated the textile labour association and in which year?

- a. Lokmanya Tilak in 1921
- b. Mahatma Gandhi in 1920
- c. B.P. Wadia in 1920
- d. Annie Besant in 1920

ANSWER: b.

34. What is the full form of AITUF?

- a. All International Trade Union Federation
- b. All India Trade Union Forum
- c. All India Trade Union Federation
- d. None of the above

ANSWER: c

35. In which year did the Second World War break out?

- a. 1939
- b. 1945
- c. 1947
- d. 1937

ANSWER: a

36. In which year was the Indian National Trade Union Congress formed?

- a. 1947
- b. 1950
- c. 1948
- d. 1935

ANSWER: c.

37. State true or false

i. All India Trade Union Congress was established in December 1948.

- a. True
- b. False

ANSWER: b.

38. Which of these politicians attended the All India Trade Union Congress Meet?

- a. Annie Besant
- b. Motilal Nehru
- c. Vallabh Bhai Patel
- d. All of the above

ANSWER: d.

39. In which city did the United Trade Union Committee meet again to form a new union under the name of United Trade Union Congress?

- a. Calcutta
- b. Bombay
- c. Delhi
- d. Coimbatore

ANSWER: a.

40. Match the following Trade unions with their correct objectives

- 1. To establish just industrial relations ----- A. Bhartiya Mazdoor Sangh
- 2. To establish a socialist state in India----- B. United Trade Union Congress
- 3. To bring about unity in the trade union movement--- C. All - India Trade Union Congress
- 4. The right to strike----- D. The Indian National Trade Union Congress

- a. 1-d, 2-c, 3-b, 4-a
- b. 1-c, 2-b, 3-d, 4-a
- c. 1-d, 2-c, 3-a, 4-b
- d. 1-a, 2-b, 3-c, 4-d

ANSWER: a.

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