

1. Which of the following is 'industry' under the Industrial Disputes Act, 1947?
- (a) A university **Zoom Out for clarity**
  - (b) An agricultural farm
  - (c) A cooperative housing society
  - (d) All the above
2. 'Industrial dispute' as defined under the Industrial Disputes Act includes:
- (a) Collective disputes only, raised by the union or by substantial number of workmen
  - (b) Individual disputes also, if taken up by the union or by substantial number of workmen
  - (c) Individual disputes also, irrespective of whether it is taken up by the union or substantial number of workmen
  - (d) Individual disputes only
3. The subject matter of an Industrial dispute is:
- (a) Employment or non-employment
  - (b) Terms of employment
  - (c) Conditions of labour
  - (d) All the above
4. Which of the following is NOT an 'Industrial dispute'?
- (a) Claim for compensation for loss of business by an employer
  - (b) Refusal to reinstate an employee dismissed by the employer
  - (c) A dispute relating to regularization of service
  - (d) A claim of an employee who has ceased to be a 'workman'
5. Which of the following statements is NOT correct?
- (a) A dispute to become an industrial dispute, the Union raising it need not be recognized
  - (b) Where a workman dies during the pendency of an industrial dispute, his legal heirs can continue the proceedings
  - (c) Once 'a dispute is referred for adjudication, the presumption is that it is an industrial dispute
  - (d) The principle of *res judicata* is not applicable to proceedings under the ID Act, 1947
6. Which of the following is NOT a ground for 'Lay-Off'?
- (a) Financial stringency
  - (b) Shortage of raw material
  - (c) Accumulation of stocks
  - (d) Breakdown of machinery

7. Which of the following statements is correct with regard to the Industrial Disputes Act, 1947?

(a) Appropriate government in the case of a dispute arising in a Union Territory is the Central Government

(b) Proper test to decide the 'appropriate government' is to see the location of the dispute

(c) In a dispute arising in respect of a unit of a company which is an instrumentality of the Central Government, the appropriate government is the government of the state where that unit is situated and not the Central Government

(d) All the above

8. What is the effect of a contract between the employer and an employee wherein the employee has agreed to work for a salary below the minimum rates of wages fixed as per law?

(a) Voidable at the option of the employee u/s 16 of the Indian Contract Act

(b) Void u/s 25 of the Minimum Wages Act

(c) Unlawful u/s 23 of the Indian Contract Act

(d) Void u/s 10 of the Contract Labour (Regulation and Abolition) Act, 1970

9. The Equal Remuneration Act, 1976 was enacted to give effect to:

(a) Article 14 of the Constitution of India

(b) Article 39 of the Constitution of India

(c) Article 42 of the Constitution of India

(d) Article 51 of the Constitution of India

10. Who among the following is NOT regarded as an 'employee' for the purposes of the Employees' State Insurance Act, 1948?

(a) A part-time worker

(b) Drivers engaged by transporters for particular trips

(c) A member of Indian Air force

(d) A medical representative

11. Which of the following sums is NOT deductible from the gross profits as prior charges in the computation of available surplus under section 6 of the Payment of Bonus Act, 1965?

(a) Depreciation

(b) Rehabilitation charges

(c) Development Rebate

(d) Direct Taxes

12. Which of the following statements is NOT correct?

(a) The right to form association or union is a fundamental right

(b) A trade union has a fundamental right to be recognized

(c) 'Equal pay for equal work' is not a fundamental right

(d) Fundamental rights can be enforced by invoking writ jurisdiction of the Supreme Court or the High Court

13. Which of the following is common to both Lay-Off and Lock out?

(a) Payment of compensation

(b) Penalty imposed on employer

(c) Temporary suspension of contract of employment

(d) All the above

14. Labour adjudicatory agencies are:

(a) Judicial in nature and therefore bound by the Procedural Codes

(b) Quasi-Judicial in nature and therefore bound by the principles of natural justice

(c) Administrative in nature and therefore free to devise their own procedure

(d) None of the above

15. Who among the following is NOT an employer under the provisions of the Minimum Wages Act, 1948?

(a) A person who employs one or more employees in a non-scheduled employment

(b) A person who engages workers through a contractor

(c) A person named as manager of a fact

(d) All the above

16. It is only after getting registered under the provisions of the Trade Unions Act, 1926, that:

(a) A Trade Union becomes a separate legal entity

(b) A Trade Union can avail immunity from civil and criminal proceedings under the provisions of the Trade Unions Act

(c) A Trade Union becomes entitled to represent its members

(d) All the above

17. Which of the following statements is NOT correct with regard to deductions from wages as per the provisions of the Payment of Wages Act, 1936?

(a) Withholding of payment of wages for whatever reason is deduction

(b) Deduction for damage or loss caused to the employer due to negligence of employed person shall not exceed actual loss to the employer

(c) Deduction of salary for unauthorized absence for part of the day is not illegal

(d) Before making deduction for unauthorized absence, employed person should be heard

18. Who is an 'Adolescent' under the Factories Act, 1948?

(a) Who has completed 17 years of age

(b) Who is below 18 years of age

(c) Who has completed 15 years but below 18 years of age

(d) None of the above

19. Which of the following is a weapon in the hands of the employer against collective bargaining?

(a) Lay-off (b) Lock-out

(c) Both the above

(d) None of the above

20. The general prohibition of strikes and Lock-outs contained under section 23 of the Industrial Disputes Act, 1947 is applicable to:

(a) Public utility services

(b) Non-utility services

(c) Both (a) and (b)

(d) None of the above

21. The person who has ultimate control over the affairs of a factory under the Factories Act, 1948 is called:

(a) Manager (b) Occupier

(c) Chairman (d) Managing Director

22. Who can apply to the certifying officer for modification of the standing orders under the Industrial Employment (Standing Orders) Act, 1946?

(a) An employer (b) A workman

(c) A trade union (d) All the above

23. Which of the following distinguishes 'closure' from 'Lock-out'?

(a) Severance of employer-employee relationship

(b) Not only the place of business but the business itself is closed

(c) Imposition of penalty

(d) All the above

24. What is the legal position, as a result of strike, of 'GHERAO', which means

physical blockade by encirclement of a target, which usually may be the managerial staff?

- (a) Legally valid
- (b) Legal but not justifiable
- (c) Illegal strike
- (d) Not at all a form of strike but offence punishable under the Indian Penal Code

25. What is the extent of binding effect of a 'settlement' agreement arrived at between the employer and the majority union in the course of conciliation proceedings under the Industrial Disputes Act, 1947?

- (a) Binds the parties to the agreement
- (b) Binds the parties to the agreement and those who were summoned to appear in the proceedings as parties to the dispute
- (c) Binds all persons who are employed in the establishment to which the dispute relates including the members of the minority union who objected to the settlement
- (d) A settlement arrived at in the course of conciliation proceedings will have no binding effect

26. Which of the following is NOT correct with regard to Public Utility Services?

- (a) Public Utility Services may be carried on by private companies
- (b) Any section of an industrial establishment on the working of which the safety of the establishment and its workmen depends is a public utility service
- (c) The management is entitled to a hearing before declaration of service in a particular industry as a public utility service
- (d) Postal service is a public utility service

27. A change in the conditions of service applicable to any workman in respect of any matter specified in the fourth schedule to the Industrial Disputes Act, 1947 effected without serving notice w/s 9A is:

- (a) Illegal
- (b) Unjustifiable
- (c) Improper
- (d) Legal

28. Minimum wages is fixed under the Minimum Wages Act, 1948 on the basis of:

- (a) Cost Inflation Index
- (b) Consumer Price Index
- (c) Cost of Living Index
- (d) None of the above

29. Under what circumstances can an employee challenge the order of transfer passed against him?

- (a) On the ground of inconvenience
- (b) On the ground of *malafides*
- (c) On the ground of non observance of principles of natural justice
- (d) All the above

30. Who among the following is a 'workman' under the provisions of the Industrial Disputes Act, 1947?

- (a) An advocate conducting cases for a company
- (b) An engineer employed by a company
- (c) Personnel manager of a company
- (d) District sales representative of a company

31. An appeal against an order u/s 15 of the Payment of Wages Act, 1936 rejecting a claim arising out of deductions from wages has to be preferred:

- (a) Before the District Court within 30 days from the date of order
- (b) Before the High Court within 30 days from the date of order
- (c) Before the District Court within 90 days from the date of order
- (d) Before the High Court within 90 days from the date of order

32. Under which of the following circumstances, a workman is NOT entitled to get Lay-Off compensation from the employer?

- (a) If he refuses to accept an alternative employment with same wages under the same employer within a distance of 5 miles
- (b) If he does not present himself at the establishment, at least once a day during normal working hours
- (c) If such Laying-off is due to a strike by workmen in another part of the establishment
- (d) All the above

33. Who among the following is NOT an 'employee' for purposes of the Payment of Bonus Act, 1965?

- (a) Apprentices
- (b) Probationers
- (c) Part-time employees
- (d) All the above

34. The Royal Commission on Labour in India was appointed in the year:

- (a) 1909
- (b) 1929
- (c) 1881
- (d) 1891

35. Which of the following is a 'factory' under the Factories Act, 1948?
- (a) A mine under the Mines Act, 1952
  - (b) A mobile unit belonging to the armed forces of the Union
  - (c) The publication and press department of a University
  - (d) A railway running shed
36. Which of the following cannot be a valid justification for not paying compensation for delayed payment of wages?
- (a) Bonafide dispute as to the amount payable to the employed person
  - (b) Emergency preventing the employer from making prompt payment
  - (c) Failure of the employed person to apply for payment
  - (d) Stringent financial difficulties of the employer
37. The Industrial Disputes Act, 1947 provides for dispute resolution through:
- (a) Voluntary negotiation
  - (b) Conciliation
  - (c) Adjudication
  - (d) All the above
38. A certificate of registration issued in the name of a Trade Union by the Registrar:
- (a) Is conclusive proof of the factum of registration
  - (b) Can be withdrawn on the application of the Trade Union
  - (c) Can be cancelled if the Registrar is satisfied that the Union ceased to have the requisite number of members
  - (d) All the above
39. The punishment provided under the Factories Act, 1948 for using a false certificate of fitness is upto:
- (a) One month's imprisonment or fine up to hundred rupees or both
  - (b) Two month's imprisonment or fine up to ten thousand rupees or both
  - (c) Six months' imprisonment or fine up to ten thousand rupees or both
  - (d) One year's imprisonment or fine up to ten thousand rupees or both
40. Apart from pay and allowances, what is the second most common reason for employees to join a trade union?
- (a) Group solidarity
  - (b) Friendship
  - (c) Political reasons
  - (d) None of the above

41. The Industrial Employment (Standing Orders) Act, 1946 applies to:
- (a) Industrial establishments employing 10 or more employees
  - (b) Industrial establishments employing 50 or more employees
  - (c) Industrial establishments employing 100 or more employees
  - (d) All industrial establishments
42. Which of the following comes within the definition of 'strike' under section 2 (q) of the Industrial Disputes Act, 1947?
- (a) Pen down or tool down strike
  - (b) Hunger strike
  - (c) Go-slow strike
  - (d) Work-to-rule strike .
43. Where an industrial dispute relates to a matter specified in the second schedule to the ID act, 1947, the appropriate government may refer it to:
- (a) The Labour court
  - (b) The District court
  - (c) The High court
  - (d) The Supreme court
44. Which of the following statements is NOT correct with regard to a 'reference' under the Industrial Disputes Act, 1947?
- (a) A reference can be made only after initiating conciliation proceedings
  - (b) A reference can neither be withdrawn, nor cancelled or superseded
  - (c) Government has no power to decide on the merits of the reference
  - (d) The government is not bound to refer belated claims
45. Every employee shall be entitled to be paid 'bonus' by his employer in accordance with the provisions of the Payment of Bonus Act, 1965, if he has worked in the establishment:
- (a) For not less than 90 working days in that year
  - (b) For not less than 60 working days in that year
  - (c) For not less than 30 working days in that year
  - (d) For at least one day in that year
46. Which of the following is NOT correct with regard to 'retrenchment'?
- (a) Termination of temporary worker on ground of surplus labour is retrenchment
  - (b) Discharge of probationer amounts to retrenchment
  - (c) Termination as a result of non-



renewal of the contract of employment is retrenchment

(d) When retrenchment is held bad, the worker is entitled to back wages

47. The term 'sabbatical' is connected with:

- (a) Paternity leave
- (b) Maternity leave
- (c) Paid leave for study
- (d) Quarantine leave

48. The Minimum Wages Act, 1948 is applicable to any employment in a state if it employs:

- (a) 100 or more employees
- (b) 500 or more employees
- (c) 1000 or more employees
- (d) 5000 or more employees

49. Donation to a candidate at elections to the State Legislative Assembly can be made by a registered Trade Union out of:

- (a) Its General Fund
- (b) Its Political Fund
- (c) A registered Trade Union cannot make political donations
- (d) Political donations can be made by members of the Union personally

50. Duty to fence dangerous parts of the machinery in a factory is:

- (a) Absolute
- (b) Qualified with some exceptions
- (c) Discretionary on the part of the manager
- (d) Discretionary on the part of the occupier

51. A 'strike' declared in consequence of an illegal 'Lock-out' is:

- (a) Legal and justified
- (b) Legal but unjustified
- (c) Illegal but justified
- (d) Illegal and unjustified

52. The duty of the Registrar to register a Trade Union fulfilling the requirements of the Trade Unions Act is:

- (a) Mandatory
- (b) Discretionary
- (c) Quasi judicial in nature
- (d) (a) and (c) above

53. The earliest legislative measure in India in the field of labour welfare activities was:

- (a) The Apprentices Act
- (b) The Fatal Accidents Act
- (c) The Trade Unions Act
- (d) The Payment of Wages Act

54. In an industrial establishment, a dispute arises as to the date of birth of a workman for the purpose of retirement on superannuation. Which of the following is the proper forum for initiating legal proceedings?

- (a) Civil Court having jurisdiction
- (b) Labour Court
- (c) Administrative Tribunal
- (d) High Court

55. Which of the following statements is NOT correct with regard to imposition of fine as per the provisions of the Payment of Wages Act, 1936?

- (a) Fine imposed in any wage period shall not exceed 3% of the wages payable
- (b) No fine shall be imposed on an employed person under 15 years of age
- (c) Imposition of fine does not require the observance of principles of natural justice
- (d) Fine shall not be recovered in installments

56. The Workmen's Compensation (Amendment) Act was enacted in the year 2009 with the object, *inter alia*, of making the act gender neutral. The act is now called:

- (a) The Employee's Compensation Act
- (b) The Workers' Compensation Act
- (c) The Industrial Accidents Act
- (d) The Workers Accidents and Compensation Act

57. The office bearers of a registered Trade Union can claim immunity:

- (a) Against criminal conspiracy in respect of agreement entered into for purposes of the trade union specified u/s 15 of the Trade Unions Act
- (b) From transfer so as not to affect their union activities
- (c) Both (a) and (b)
- (d) Office bearers of a registered Trade Union cannot claim any immunity on that ground

58. Who is responsible for payment to the employees in a factory under the Payment of Wages Act, 1936?

- (a) Accounts Manager of the factory
- (b) Manager nominated u/s 7 (f) of the Factories Act
- (c) Occupier as defined u/s 2 (n) of the Factories Act
- (d) Owner of the factory

59. In organizing industrial action, a Trade Union is encouraging its members to break their contractual obligation to attend work. This action is:

- (a) Unlawful (b) Unjustifiable  
(c) Such that employer can sue the Union for loss of earnings  
(d) Protected by union immunity

60. The statutory minimum bonus to be paid by an employer in respect of an accounting year is:

- (a) 8.33% of salary or wages earned during the year or Rs.100 whichever is higher  
(b) 20% of salary or wages earned during the year or Rs.1000 whichever is higher  
(c) 7.5% of salary or wages earned during the year or Rs.100 whichever is higher  
(d) 18.3% of salary or wages earned during the year or Rs.1000 whichever is higher

61. Which of the following is not a 'change in the conditions of service' for the purposes of break section 9 A of the Industrial Disputes Act, 1947?

- (a) Change in weekly holidays  
(b) Withdrawal of medical benefits  
(c) Reduction in the number of eligible leaves  
(d) Retrenchment due to closure of business

62. Termination of services of an employee by an authority subordinate to the appointing authority is:

- (a) Illegal  
(b) Improper but ratifiable by appointing authority  
(c) Improper and not ratifiable by appointing authority  
(d) Legal

63. Can an employee withdraw his offer of retirement or resignation?

- (a) Can be withdrawn only with consent of the employer  
(b) Can be withdrawn before it is accepted by the employer  
(c) Can be withdrawn at any time before attaining the age of retirement  
(d) Cannot be withdrawn

64. Which of the following statements is NOT correct with regard to the Industrial Employment (Standing Orders) Act, 1946?

- (a) Certified standing orders bind those appointed after the date of certification also  
(b) Terms of standing orders prevail over corresponding terms in the contract of service

(c) A duty is cast upon the certifying officer to see that the standing orders contain fair and reasonable terms

(d) Misconducts mentioned in the standing orders are not exhaustive

65. Under the provisions of the Industrial Disputes Act, 1947, workers participation in management is intended to be established statutorily through the institution of:

(a) Works committee

(b) Board of conciliation

(c) Industrial relations committee

(d) All the above

66. Which of the following statements is NOT correct?

(a) Labour Court has jurisdiction to give direction for reinstatement without back wages

(b) Labour Court can interfere only when punishment is disproportionate to proved guilt

(c) Even though the Labour Court is seized of the jurisdiction on the basis of the reference, it can be taken away by subsequent act of parties

(d) An award by the presiding officer of a Labour Court whose appointment is defective is null and void

67. The authority competent to fix minimum rates of wages under the Minimum Wages Act, 1948 is:

(a) The National Commission on Labour

(b) The Appropriate Government

(c) The Central Advisory Board

(d) The Competent Authority

68. Section 41G of the Factories Act, 1948 provides for:

(a) Fencing of machineries

(b) Workers' participation in safety management

(c) Constitution of site appraisal committees

(d) Precautions regarding the use of portable electric light

69. Under section 49 of the Factories Act, 1948. Welfare Officers are to be appointed in every factory in which:

(a) 100 or more workers are employed

(b) 500 or more workers are employed

(c) 750 or more workers are employed

(d) 1000 or more workers are employed

70. From an order of the Workmen's Compensation Commissioner, appeal lies to:

- (a) The District Court
- (b) The Appellate Tribunal
- (c) The Labour Court
- (d) The High Court

71. The government may refuse to make a 'reference' under the Industrial Disputes Act, 1947:

- (a) If the claim is very stale
- (b) If the claim is inconsistent with any agreement
- (c) If the person concerned is not a workman
- (d) All the above

72. Which of the following statements is NOT correct?

- (a) Labour adjudicatory agencies cannot enlarge the scope of reference
- (b) Labour adjudicatory agencies cannot avoid or relinquish jurisdiction
- (c) Government has no power to abolish a duly constituted Labour court in so far as pending references are concerned
- (d) Labour adjudicatory agencies can take fresh evidence under section 11A of the Industrial Disputes Act, 1947 in relation to the matter of discharge or dismissal

73. Where a workman is suspended by the employer pending inquiry into charges of misconduct against him:

- (a) The employee is entitled to subsistence allowance which cannot be recovered
- (b) The employee is entitled to subsistence allowance which can be recovered on finding him guilty of the charges
- (c) Payment of subsistence allowance is discretionary
- (d) The employee is not entitled to subsistence allowance

74. If a workman while doing his employer's work undertakes to do something which is not ordinarily called upon to do and which involves extra dangers, he cannot hold his employer liable for risks arising there from. This doctrine as firmly established by the Supreme Court in various cases is called:

- (a) Doctrine of Contributory negligence
- (b) Doctrine of Notional Extension
- (c) Doctrine of Leave and License
- (d) Doctrine of Added Peril

75. A registered Trade Union can change its name:

- (a) With the consent of not less than two-thirds of total members of the Union and subject to section 25 of the Trade Unions Act, 1926
- (b) With the consent of majority of total members of the Union and subject to section 25 of the Trade Unions Act, 1926
- (c) With the consent of all the office

bearers of the Union and subject to section 25 of the Trade Unions Act, 1926

(d) A registered Trade union cannot change its name after registration

76. The first Indian Factories Act was enacted in the year:

(a) 1881 (b) 1891 (c) 1911 (d) 1920

77. The duty of a Conciliation Officer under the Industrial Disputes Act, 1947 is:

- (a) Judicial in nature
- (b) Quasi-judicial in nature
- (c) Administrative in nature
- (d) Ministerial in nature

78. For contravention of any of the provisions of the Factories Act, 1948 the occupier and manager of the factory shall be liable for punishment upto:

- (a) Six months' imprisonment or fine upto ten thousand rupees or both
- (b) One years' imprisonment or fine upto one lakh rupees or both
- (c) Two years' imprisonment or fine upto one lakh rupees or both
- (d) Seven years' imprisonment or fine upto five lakh rupees or both

79. Treating employees as people or as economic resources is:

- (a) A choice all managers have to make
- (b) A matter of luck
- (c) Mutually exclusive
- (d) A question of balance

80. Who among the following is NOT disqualified from receiving 'bonus' under the provisions of the Payment of Bonus Act, 1965?

- (a) A bus conductor dismissed from service for having found guilty of misappropriation
- (b) A workman dismissed from service for violent behaviour while on the premises of factory
- (c) An employee dismissed from service for disorderly behaviour on the premises of factory
- (d) An employee dismissed from service for having found guilty of fraud

81. Why is 'procedural justice' important in the context of management of 'misconduct'?

- (a) It reflects on the integrity of the managing personnel
- (b) To create a sense of fairness in the mind of the delinquent employee
- (c) To protect managers
- (d) It reflects on the values and attitudes of management

82. If any question arises as to the application or interpretation of a certified standing order, it may be referred

to:

- (a) The Appellate Authority
- (b) The specified Labour Court
- (c) The District Court
- (d) The High Court

83. Which of the following statements is NOT correct?

- (a) Minimum wages must be paid by the employer notwithstanding want of financial capacity
- (b) No procedure is prescribed in the Minimum Wages Act for the Advisory Board to function. It can devise its own procedure.
- (c) Minimum Wages Act is applicable to both permanent employees as well as casual workers
- (d) Wages less than the minimum rates of wages can be paid on the ground of less performance or less output

84. Section 40B of the Factories Act, 1948 provides for the appointment of:

- (a) Manager
- (b) Safety officer
- (c) Security officer
- (d) Welfare officer

85. Which of the following statements is correct with regard to the Industrial Disputes (Amendment) Act, 2010?

- (a) Provides for direct access for the workman to the Labour Court or Tribunal in case of dispute arising out of section 2A without a reference by appropriate government
- (b) Wage ceiling prescribed for supervisors in the definition of workman has been raised
- (c) Definition of appropriate government has been amplified
- (d) All the above

86. Article 23 of the Constitution of India provides for:

- (a) Just and humane conditions of work
- (b) Prohibition of employment of children in factories
- (c) Equality of opportunity in matters of public employment
- (d) Prohibition of traffic in human

beings and forced labour

87. As per the standards formulated by ILO, the labour welfare facilities include:

- (a) Intra-mural facilities only
- (b) Extra-mural facilities only
- (c) Both intra-mural and extra-mural facilities
- (d) None of the above

88. The 'Paternalistic approach' to labour welfare is also known as:

- (a) The Placating theory of labour welfare
- (b) The Philanthropic theory of labour welfare
- (c) The Policing theory of labour welfare
- (d) The Trusteeship theory of labour welfare

89. Collective bargaining agreements are:

- (a) Enforceable under section 18 of the Industrial Disputes Act
- (b) Voidable under section 15 of the Indian Contract Act
- (c) Enforceable under section 18 of the Trade Unions Act
- (d) Not enforceable under section 23 of the Indian Contract Act

90. Which of the following is competent, under the Constitution of India, to legislate on matters relating to labour welfare including conditions of work?

- (a) The Union Parliament
- (b) The State Legislatures
- (c) Both (a) and (b)
- (d) None of the above

91. 'Industrial dispute' is a dispute between:

- (a) Employer and workmen
- (b) Workmen and workmen
- (c) Employers and employers
- (d) All the above

92. The first Trade Disputes Act in India was enacted in the year:

- (a) 1901 (b) 1910 (c) 1920 (d) 1929

93. The procedure contemplated under section 5 of the Minimum Wages Act, 1948 for fixing or revising minimum wages is:

- (a) Quasi-judicial in nature
- (b) Administrative in nature
- (c) Legislative in nature



(d) Ministerial in nature

94. If a woman works in any other establishment after she has been permitted by her employer to absent herself under section 6 of the Maternity Benefit Act, 1961 for any period during such authorized absence:

(a) Her service shall be terminated

(b) She shall forfeit her claim to the maternity benefit for such period

(c) Appropriate disciplinary action will be taken against her

(d) None of the above actions can be taken against her

95. The International Labour Organization (ILO) was formed in the year

(a) 1919 (b) 1929 (c) 1945 (d) 1881

96. Which of the following is NOT 'manufacturing process' for purposes of the Factories Act, 1948?

(a) Activities of electricians

(b) Exhibiting film

(c) Preparation of Ayurvedic medicines carried out in a pharmacy

(d) Packing of articles for sale

97. 'Bonus' for purposes of the Payment of Bonus Act, 1965 means:

(a) Profit bonus

(b) Customary bonus

(c) Contractual bonus

(d) All the above

98. Under the Equal Remuneration Act, 1976, discriminating women in the matter of recruitment, in cases where the Act is applicable:

(a) Is an offence punishable with fine only

(b) Is an offence punishable with imprisonment

(c) Entitles the woman to claim compensation

(d) Discrimination is dealt with under the Constitution and the Act provides for equal remuneration for equal work

99. Which of the following is covered by the definition of 'wages' under section 2 (vi) of the Payment of Wages Act, 1936?

(a) Bonus payable as a result of an Award of the Industrial Tribunal

(b) Compensation under section 25FF of the Industrial Disputes Act

(c) Maternity benefit

(d) Value of a house accommodation 100. Which of the following statements is NOT correct with regard to the Employees' State Insurance Act, 1948?

(a) The Act applies to a cooperative society employing 20 of the members in its shop

(b) The Act applies to government factories

(c) The Act applies to all factories employing 10 or more persons

(d) The Act applies to a club which has a kitchen rendering catering services to its members