

Answer Key

1. B – It must engage in a manufacturing process with 10+ workers using power.
2. B – The occupier has the general duty to ensure worker health, safety, and welfare.
3. C – Canteen is mandatory for factories with 250+ workers.
4. B – Women can work only between 6 A.M. and 7 P.M.
5. C – Minimum half an hour rest after 5 hours of continuous work.
6. B – Safety Officer mandatory in factories with 1000+ workers (or if State notifies hazardous process).
7. B – Hoists and lifts must be examined every 6 months.
8. B – Child can work max 4½ hours/day in two non-overlapping shifts.
9. C – Overtime is paid at twice the ordinary rate of wages.
10. A – A welfare officer must be appointed in every factory with 500+ workers.
11. B — The Act’s core purpose is to give unions legal personality and protections (e.g., immunities), not to set safety norms, wages, or create courts.
12. B — Registration needs at least 7 applicants and a membership base of 10% of the workforce or 100 workers (whichever is less) in the concerned establishment/industry.
13. A — The Registrar of Trade Unions is the designated registering authority.
14. C — On registration, a union becomes a separate legal entity (can own property, enter contracts, sue and be sued).
15. B — 15 years is the minimum age to be a member (office-bearers generally must be 18+).
16. C — A political fund is optional and must be built from separate, voluntary contributions; it cannot be drawn from the general fund.
17. B — Registered unions have civil immunity for acts done in contemplation or furtherance of a trade dispute (not a shield for violence or crimes).
18. C — Running a commercial business for profit distribution is not a legitimate object; unions exist to protect/advance members’ employment interests and welfare.
19. A — An under-18 (e.g., 17-year-old) cannot be an office-bearer; others listed can, subject to eligibility and insider-percentage rules.
20. B — Registration grants corporate capacity (hold property, contract, sue/be sued). It does not auto-recognize the union with the employer, nor remove accounting duties.
21. C — 9 hrs/day & 48 hrs/week (above ground).
Mines permit a longer daily spread above ground (9 hours), but the weekly cap stays at 48 hours.
22. B — 8 hrs/day (below ground).
Underground work has a stricter daily limit (8 hours) due to higher risk and fatigue.

23. B — Work below ground must run by a system of shifts.
Shifts are arranged so that a worker's spread does not exceed the daily maximum.
24. B — Overtime at twice the ordinary rate.
Whether the excess is over the daily or weekly limit, premium is 2× the normal rate.
25. C. The Act covers home-based, self-employed, and wage workers in the unorganised sector; it does not confine coverage to only agricultural labourers or regular employees of registered companies.
26. B. The Act's core aim is to provide a national framework of social security schemes for unorganised workers and to set up National/State Social Security Boards to recommend and monitor these schemes.
27. C — Periodic medical exams at intervals not exceeding 5 years (general case).
Baseline PME cycle is 5 years; shorter intervals may apply for specific risks/age groups via rules.
28. B — Primary responsibility lies with the owner and agent (manager has operational duties too).
Law fixes overarching compliance on owner/agent; manager handles day-to-day implementation.
29. B — Leave with wages in the subsequent year after a completed calendar year's service.
On completing a calendar year, a worker earns paid leave entitlement for the following year.
30. A. Dock Labour Board is a tripartite/quadripartite body usually comprising representatives of the Central Government, State Government, employers, and dock workers, ensuring balanced regulation of employment and welfare in dock areas.
31. D — Coverage typically kicks in at 20+ employees (for notified establishments); smaller units can seek voluntary coverage.
32. A — EPF base is basic wages + DA (+ retaining allowance, if any); other allowances may be excluded unless they are universally/ordinarily paid.
33. C — A new joiner with PF wage > ₹15,000 and no prior EPF membership is an excluded employee by default; can be enrolled with mutual consent.
34. B — Standard rate is 12% + 12% (employee + employer).
35. D — The 10% rate applies only to government-notified categories/conditions (not by employee request alone).
36. A — Employer's 8.33% goes to EPS, but only up to ₹15,000 wage (max ₹1,250/month); the balance 3.67% flows into EPF.
37. C — EDLI maximum benefit is ₹7 lakh (subject to prevailing notifications).
38. B — Contributions for a month are generally due by the 15th of the next month.
39. D — UAN ensures portability; transfer/continue instead of withdrawing on job change.
40. A — Full withdrawal is allowed on retirement or 2 months' unemployment; otherwise, partial advances cover specified purposes (housing, illness, education, etc.).
41. A — The Act generally covers persons drawing wages up to a notified monthly ceiling (commonly asked as ₹24,000) in specified establishments; above that, coverage shifts to other laws/arrangements.
42. B — The wage period must not exceed one month; employers can keep it shorter, but never longer.

43. B — If < 1,000 employees, wages for a month must be paid by the 7th of the following month.
44. C — If $\geq 1,000$ employees, monthly wages must be paid by the 10th of the following month
45. A — On dismissal/termination, wages due must be paid within two working days.
46. D — Deductions for amenities/services are allowed only if the worker has accepted them and they are authorized/prescribed by the appropriate government. This keeps deductions consensual and regulated.
47. C — Total deductions in a wage period shall not ordinarily exceed 50% of wages payable.
48. D — Where deductions include payments to a co-operative society, the maximum may go up to 75% of wages payable.
49. A — Fines must relate to pre-notified acts/omissions, follow due process, and are capped in amount and recovery period (cannot be arbitrary or recovered after an excessive delay).
50. B — Payment may be made in cash or by cheque/bank transfer (as permitted/consented/notified); it's not restricted to cash only or to digital wallets alone.
51. B — 3 days.
No compensation is payable when the injury does not cause total/partial disablement exceeding 3 days.
52. B — 50% of monthly wages \times relevant factor (or statutory minimum, whichever is higher).
For death, compensation = 50% of monthly wages \times age-based factor, subject to the statutory minimum.
53. C — 60% of monthly wages \times relevant factor (or statutory minimum, whichever is higher).
For permanent total disablement, compensation = 60% of monthly wages \times age-based factor, subject to the statutory minimum.
54. B — 25% of monthly wages (half-monthly).
For temporary disablement, half-monthly compensation is 25% of monthly wages.
55. C — 16th day from disablement.
First half-monthly payment falls due on the 16th day; thereafter every half-month while disability lasts.
56. C — 60 days.
Appeal to the High Court is ordinarily within 60 days (delay may be condoned on sufficient cause).
57. C — 12% p.a. simple interest (minimum).
On delayed payment (beyond one month of due date), simple interest $\geq 12\%$ p.a. is payable.
58. D — Up to 50% of amount due (penalty).
For unjustified delay, the Commissioner may impose penalty up to 50% of the amount due (in addition to interest).
59. D — ₹15,000 (deemed monthly wage ceiling).
If actual wages exceed the notified ceiling, monthly wages are deemed ₹15,000 for computation (as per the latest central notification).
60. B — 2 years (limitation).
Claims are generally to be filed within 2 years of the accident/death (special rules apply for occupational disease, etc.).

61. B — 20 persons (applicability threshold).
The Act generally applies to establishments employing 20 or more persons.
62. B — 30 working days (eligibility).
An employee must have worked ≥ 30 days in the accounting year to be eligible.
63. C — 8.33% of wages (minimum bonus).
Minimum annual bonus is 8.33% of wages (or the minimum amount, whichever is higher).
64. D — 20% (maximum bonus).
Maximum annual bonus is 20% of wages, subject to allocable surplus and set-on/set-off.
65. D — ₹21,000/month (eligibility wage ceiling).
Employees drawing wages up to ₹21,000 p.m. are eligible (as currently notified).
66. C — ₹7,000 or minimum wage (whichever is higher) (calculation ceiling).
For calculation purposes, salary/wage is capped at ₹7,000 or notified minimum wage for the scheduled employment, whichever is higher.
67. C — 4 accounting years (set-on/set-off carry forward).
Excess/deficit allocable surplus can be carried forward for up to four accounting years.
68. C — 8 months from close of accounting year (payment timeline).
Bonus is to be paid within 8 months of the year-end (extendable if the government so allows).
69. B — ₹100 (minimum amount of bonus).
Where 8.33% works out to a very low amount, the minimum ₹100 rule applies (higher figure governs).
70. D - The Act restricts recovery of fines to within 90 days from the date of imposition; beyond this window, recovery is not permitted.
71. D — Fewer than 1,000 persons (statewide) in the scheduled employment.
If persons employed in a scheduled employment are $< 1,000$ in the whole State, the government may refrain from fixing rates.
72. D — 5 years (max interval for revision).
Minimum wages must be reviewed/revise at intervals not exceeding 5 years.
73. C — 4 kinds (time rate, piece rate, guaranteed time rate, overtime rate).
The Act contemplates four kinds of minimum rates.
74. C — 7 days (one day of rest in 7).
Provision must ensure one day of rest in every period of seven days.
75. B — 6 months (limitation to file claim).
Claims for short-payment/non-payment ordinarily within 6 months (Authority may condone delay).
76. D — Up to $10\times$ the shortfall (compensation).
The Authority may award compensation up to ten times the amount of the shortfall.
77. B — ₹10 per head (alternate per-head cap in a consolidated application).
Where a single consolidated application covers multiple workers, an alternate per-head cap of ₹10 applies (note: local rules can vary; check applicable State rules).
78. B — Up to 6 months' imprisonment (central text).
Paying less than minimum wage can attract imprisonment up to 6 months and/or fine (States may enhance via amendments).

79. B — Not less than 2 months (objection period after proposals).
When proposals are notified, the date for considering objections must be ≥ 2 months from notification.
80. C — On expiry of 3 months from issue (unless otherwise specified).
Unless the notification states otherwise, revised rates come into force after 3 months from the date of issue.
81. C — 20 or more.
The Act generally applies when 20+ contract workers were employed on any day of the preceding 12 months.
82. B — Registration of the establishment.
The principal employer must get the establishment registered before engaging contract labour.
83. B — Licence from the licensing officer.
A contractor must obtain a licence under the Act prior to deployment.
84. C — Prohibited.
If an establishment required to register has not registered, employing contract labour is barred.
85. B — Principal employer pays, can recover from contractor.
On contractor's default in timely wage payment, the principal employer must pay and then recover.
86. C — 100 or more, for a specified continuous period.
A canteen becomes mandatory where ≥ 100 contract workers are ordinarily employed over a continuous period (as prescribed).
87. C — One first-aid box per 150 workers (or part thereof).
First-aid facilities must be provided at ≥ 1 box/150 contract workers.
88. A — When workers are required to halt at night.
Rest-rooms/shelters are to be provided where workers stay overnight for the work.
89. C — One month (maximum).
The wage period for contract workers shall not exceed one month.
90. A — Representative of the principal employer.
A principal employer's representative must be present at wage disbursement for authentication.
91. B — 5 or more.
The Act typically applies where ≥ 5 inter-state migrant workmen were employed on any day of the preceding 12 months.
92. A — Registration of the establishment.
The principal employer must obtain registration under this Act before engagement.
93. B — Licence under this Act.
A contractor recruiting in one State for work in another must hold a licence from the licensing authority.
94. C — 50% of monthly wages or ₹75, whichever is higher.
Displacement allowance at recruitment is half a month's wages or ₹75, whichever is higher.
95. B — To-and-fro fare plus wages for the journey period.
Journey allowance covers return fare and wages for travel days.
96. B — Suitable residential accommodation and medical facilities.
Contractors must provide accommodation and medical facilities (and other prescribed amenities).
97. B — Same as local workers and not less than minimum wage.
Pay parity with local workers for similar work; cannot be below minimum wage.
98. B — Passbook with wage, duration, displacement & journey allowance details.
Each workman must receive a passbook carrying key employment/allowance particulars.
99. C — Contractor; in default, principal employer.
Contractor is primarily responsible for timely wages; on default, principal employer must ensure payment.
100. B — Principal employer (with right to recover).
If the contractor fails to provide required amenities, the principal employer must provide them and may recover costs.

