

NOTICE

INVITING CLAIMS AND OBJECTION FOR EXAM HELD FOR THE POST OF LABOUR INSPECTOR

The Written Exam for the post of Labour Inspector (Group B, NG) was held on 19.08.2023 and the question paper along with Answer key for the said exam have been uploaded in the e-Recruitment Portal of A&N Administration i.e. <https://erecruitment.andaman.gov.in> and official website of Labour Department i.e. <https://labour.and.in>. In this regard, the candidates who have appeared in the Written Examination for the above post have been advised to go through the answer key and discrepancy found if any, the candidates may submit their Claims and Objection through email: lcdet@and.nic.in from 01.09.2023 to 03.09.2023 indicating their Name and Reg./Roll No. The Claims/ Objections will be accepted till 5:00 PM on 03.09.2023. No Claims/ Objections will be entertained after the expiry of the scheduled date and time.

Labour Commissioner & DET

**DEPARTMENT OF LABOUR, EMPLOYMENT & TRAINING,
A & N ADMINISTRATION
WRITTEN EXAMINATION TO THE POST OF LABOUR INSPECTOR**

Roll No. Of the Candidate

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Signature of the Candidate

Signature and Name of Invigilator

LTI of the Candidate

Time: 2 Hours

Maximum Marks: 100

PART – I
LAW

1. What is the primary reason for enacting the Minimum Wages Act?
- A) To ensure profitability for businesses
 - B) To eliminate competition among employers
 - C) To protect the interests of vulnerable workers
 - D) To encourage migration of labor across regions

ANSWER: ☐

2. Can states set minimum wage rates lower than the rates prescribed by the central government under the Minimum Wages Act?
- A) Yes, if the state government deems it necessary
 - B) No, states cannot set lower rates than those prescribed by the central government
 - C) Only for certain industries
 - D) Yes, but only for unskilled workers

ANSWER: ☐

3. What is the consequence of violating the provisions of the Minimum Wages Act?

- A) Employers are exempt from paying minimum wages
- B) Employers may be fined or imprisoned
- C) Workers are required to work longer hours
- D) Workers are entitled to unpaid leave

ANSWER: ☐

4. Under the Minimum Wages Act, "wages" include:

- A) Only basic salary
- B) Basic salary and dearness allowance
- C) Basic salary, dearness allowance, and overtime pay
- D) Only overtime pay

ANSWER: ☐

5. Which of the following is NOT a part of the minimum wage calculation?

- A) Cost of living
- B) Worker productivity
- C) Employer's financial capacity
- D) Nature of the work

ANSWER: ☐

6. Which authority is responsible for hearing and deciding claims related to deductions and non-payment of wages?

- A) Labor union representatives
- B) Local police
- C) Labor Court or Authorized Officer
- D) Company's management team

ANSWER: ☐

7. In case of the death of an employee, wages due to them shall be paid to:

- A) The employee's family
- B) The employer
- C) The employee's bank account
- D) The labor union

ANSWER: ☐

8. What is the time limit for making a claim under the Act for delayed payment of wages?
- A) 1 month
 - B) 3 months
 - C) 6 months
 - D) 1 year

ANSWER: ☐

9. The Act applies to establishments where the number of employees exceeds:
- A) 5 employees
 - B) 10 employees
 - C) 15 employees
 - D) 20 employees

ANSWER: ☐

10. The Payment of Wages Act, 1936, aims to ensure timely and full payment of wages to employees in order to:
- A) Encourage employees to work overtime
 - B) Promote employer profits
 - C) Prevent unauthorized deductions and unjust withholding of wages
 - D) Standardize wages across all industries

ANSWER: ☐

11. The Building and Other Construction Workers (RE & CS) Act requires employers to provide certain facilities for the welfare of construction workers. Which of the following is NOT one of those facilities?
- A) Canteen
 - B) Rest room
 - C) Crèche
 - D) Parking for private vehicles

ANSWER: ☐

12. The Building and Other Construction Workers (RE & CS) Act mandates that a building or construction worker should not be employed for more than how many hours in a day?
- A) 8 hours
 - B) 10 hours
 - C) 12 hours
 - D) 14 hours

ANSWER: ☐

13. What is the penalty for non-compliance with the provisions of the Building and Other Construction Workers (RE & CS) Act?
- A) Verbal warning
 - B) Fine and imprisonment
 - C) Warning letter to the employer
 - D) Deduction from worker's wages

ANSWER: ☐

14. The Building and Other Construction Workers (RE & CS) Act provides for the appointment of Inspectors. What is their primary role?
- A) Collecting taxes from construction companies
 - B) Issuing building permits
 - C) Ensuring compliance with the Act's provisions

D) Training construction workers

ANSWER: ☐

15. The Building and Other Construction Workers (RE & CS) Act, 1996, aims to improve the conditions of work and provide social security to which category of workers?

A) Skilled artisans only

B) Unskilled laborers only

C) Building and construction workers

D) Architects and engineers

ANSWER: ☐

16. What is the time limit for an employee to claim gratuity from the date it becomes payable?

A) 1 month

B) 3 months

C) 6 months

D) 1 year

ANSWER: ☐

17. In case of the death of an employee, gratuity is payable to:

A) The employer

B) The employee's spouse and children

C) The labor union

D) The employee's nominated charity

ANSWER: ☐

18. The Payment of Gratuity Act mandates that employers must get the gratuity amount insured with the Life Insurance Corporation (LIC) or approved insurance company if the workforce exceeds how many employees?

A) 10 employees

- B) 20 employees
- C) 50 employees
- D) 100 employees

ANSWER: ☐

19. Can an employee waive their right to receive gratuity under the Payment of Gratuity Act?
- A) Yes, if the employee signs a waiver agreement
 - B) No, gratuity cannot be waived
 - C) Yes, only with the consent of the employer
 - D) Yes, only after the employee has received gratuity for the first time

ANSWER: ☐

20. The Payment of Gratuity Act, 1972, is applicable to employees working in:
- A) All industries and establishments
 - B) Only large corporations
 - C) Government offices
 - D) Information technology (IT) sector

ANSWER: ☐

21. Who is responsible for administering and enforcing the provisions of the Payment of Bonus Act?
- A) Labor unions
 - B) Employers' association
 - C) Local police
 - D) Controlling Authority appointed by the government

ANSWER: ☐

22. What is the time limit for an employee to claim bonus from the date it becomes payable?
- A) 1 month

B) 3 months

C) 6 months

D) 1 year

ANSWER: ☐

23. Can an employer set off any amount payable as bonus against an amount already paid as interim bonus?

A) Yes, only with the consent of the employee

B) Yes, without any restrictions

C) No, bonus cannot be set off against interim bonus

D) Yes, but only if the employer's profits have decreased

ANSWER: ☐

24. The Act requires employers to maintain certain records and submit annual returns to the appropriate authority. Who is responsible for approving these returns?

A) Labor Court

B) Central government

C) Local municipality

D) Employees' Welfare Committee

ANSWER: ☐

25. The Payment of Bonus Act, 1965, is applicable to establishments where how many employees are employed on any day during an accounting year?

A) 5 employees

B) 10 employees

C) 20 employees

D) 50 employees

ANSWER: ☐

26. The Child Labour (Prohibition and Regulation) Act prescribes penalties for violations, which can include imprisonment and fines. What is the maximum imprisonment term under the Act?
- A) 1 year
 - B) 2 years
 - C) 3 years
 - D) 5 years

ANSWER: ☐

27. Which body is responsible for the rehabilitation of rescued child laborers under the Child Labour (Prohibition and Regulation) Act?
- A) National Human Rights Commission
 - B) Ministry of Education
 - C) National Child Labour Project
 - D) State Social Welfare Board

ANSWER: ☐

28. The Child Labour (Prohibition and Regulation) Act also mandates that appropriate rules be made for the proper implementation of its provisions. Who has the authority to make these rules?
- A) The President of India
 - B) The Supreme Court
 - C) The central and state governments
 - D) International organizations

ANSWER: ☐

29. The Child Labour (Prohibition and Regulation) Act, 1986, aligns with the principles of which international convention?
- A) Convention on the Rights of the Child
 - B) Geneva Convention

C) International Labour Organization Convention

D) Kyoto Protocol

ANSWER: ☐

30. The primary objective of The Child Labour (Prohibition and Regulation) Act, 1986, is to protect children from:

A) Physical exercise

B) Labor exploitation and ensure their right to education and development

C) Parental control

D) Competitive sports activities

ANSWER: ☐

31. The Motor Transport Workers Act requires employers to provide rest intervals and daily and weekly hours of work for motor transport workers. What is the minimum duration of the weekly rest interval?

A) 12 hours

B) 24 hours

C) 36 hours

D) 48 hours

ANSWER: ☐

32. The Motor Transport Workers Act mandates the provision of which welfare facilities for motor transport workers?

A) Rest room and canteen

B) Swimming pool and gym

C) Yoga classes only

D) Game room and movie theater

ANSWER: ☐

33. In case of an accident resulting in death or bodily injury of a motor transport worker, who is responsible for providing compensation to the worker or their dependents?

- A) Employers
- B) Co-workers
- C) Labor unions
- D) Local authorities

ANSWER: ☐

34. The Motor Transport Workers Act requires every motor transport undertaking to be registered with which authority?

- A) Labor Court
- B) Appropriate Government
- C) Ministry of Transport
- D) Regional Labor Office

ANSWER: ☐

35. The primary objective of The Motor Transport Workers Act, 1961, is to ensure the welfare and provide better working conditions for:

- A) Vehicle manufacturers
- B) Passengers using motor transport services
- C) Motor transport workers
- D) Road construction workers

ANSWER: ☐

36. The Equal Remuneration Act prohibits discrimination in recruitment, promotion, and other conditions of service based on gender. Which article of the Indian Constitution deals with this concept of non-discrimination?

- A) Article 14
- B) Article 15
- C) Article 19
- D) Article 21

ANSWER: ☐

37. Can employers reduce the wages of one gender to bring them in line with the wages of another gender under The Equal Remuneration Act?
- A) Yes, if approved by the Labor Court
 - B) Yes, with the consent of both genders
 - C) No, wages cannot be reduced for this purpose
 - D) Yes, but only with the approval of the President

ANSWER: ☐

38. What is the penalty for contravention of the provisions of The Equal Remuneration Act, 1976?
- A) Verbal warning
 - B) Fine and imprisonment
 - C) Written warning
 - D) Deduction from employee wages

ANSWER: ☐

39. The Equal Remuneration Act also empowers the appropriate government to appoint which authorities to hear and decide complaints under the Act?
- A) Labor unions
 - B) Local police
 - C) Women's Welfare Committee
 - D) Conciliation Officers and Labor Courts

ANSWER: ☐

40. The primary objective of The Equal Remuneration Act, 1976, is to ensure that men and women receive:
- A) The same amount of wages for any work they perform
 - B) Equal pay for equal work or work of a similar nature

- C) Extra pay for overtime work
- D) Bonuses based on performance

ANSWER: ☐

41. The Factories Act requires factories to provide proper ventilation, clean drinking water, and adequate lighting. These provisions are related to the health and:
- A) Safety of workers
 - B) Welfare of workers
 - C) Efficiency of machinery
 - D) Energy conservation

ANSWER: ☐

42. Who is responsible for the enforcement of the provisions of The Factories Act, 1948, at the state level?
- A) Central Government
 - B) Local municipality
 - C) State Government
 - D) Employers' association

ANSWER: ☐

43. The Factories Act mandates that factories employing a certain number of workers must have a qualified "safety officer." What is the minimum number of workers for this requirement?
- A) 10 workers
 - B) 100 workers
 - C) 500 workers
 - D) 1000 workers

ANSWER: ☐

44. What is the purpose of the annual submission of the "Factory Return" under The Factories Act, 1948?

- A) Tax calculation for factories
- B) Assessment of worker productivity
- C) Ensuring compliance with the Act's provisions
- D) Environmental impact assessment

ANSWER: ☐

45. The primary objective of The Factories Act, 1948, is to ensure the health, safety, and welfare of workers and prevent:

- A) Factory closures
- B) Industrial accidents and occupational hazards
- C) Unauthorized labor unions
- D) Overtime work

ANSWER: ☐

46. The Factories Act mandates that establishments employing 50 or more employees must provide a creche facility if they employ more than how many women?

- A) 5 women
- B) 10 women
- C) 15 women
- D) 20 women

ANSWER: ☐

47. During her maternity leave, a woman is entitled to receive her full wages, which include:

- A) Basic salary only
- B) Basic salary and dearness allowance
- C) Basic salary and house rent allowance
- D) Basic salary and overtime pay

ANSWER: ☐

48. The Factories Act prohibits the dismissal of a woman during or on account of her absence due to maternity leave. For how long is this protection provided?
- A) 4 weeks
 - B) 6 weeks
 - C) 8 weeks
 - D) 12 weeks

ANSWER: ☐

49. In case of any dispute related to maternity benefits, the Factories Act provides for the appointment of:
- A) Labor unions
 - B) Labor Court
 - C) Family members
 - D) Conciliation Officer

ANSWER: ☐

50. The primary objective of The Maternity Benefit Act, 1961, is to ensure that women workers are provided with certain benefits and protection during their:
- A) Marriage
 - B) Childbirth and pregnancy
 - C) Retirement
 - D) Illness

ANSWER: ☐

51. The Trade Union Act specifies the conditions under which a trade union can be canceled or deemed to have ceased to exist. Which authority is responsible for such cancellations?
- A) Ministry of Labor
 - B) Labor Court
 - C) Registrar of Trade Unions

D) Local municipality

ANSWER: ☐

52. Can a person under the age of 15 become a member of a trade union under the Trade Union Act?

A) Yes, with parental consent

B) Yes, without any restrictions

C) No, the minimum age is 15 years

D) No, the minimum age is 18 years

ANSWER: ☐

53. The Trade Union Act permits trade unions to establish a "political fund" for certain purposes. How is membership to this fund regulated?

A) Voluntary membership

B) Mandatory membership for all trade union members

C) Mandatory membership for only skilled workers

D) Membership determined by the central government

ANSWER: ☐

54. The Trade Union Act allows trade unions to take legal action on behalf of their members. What is this legal action called?

A) Strike

B) Boycott

C) Collective bargaining

D) Civil suit

ANSWER: ☐

55. The primary objective of The Trade Union Act, 1926, is to provide recognition and legal status to trade unions, thereby facilitating their role in protecting the rights and promoting the welfare of:

A) Business owners

- B) Government officials
- C) Workers and employees
- D) Religious institutions

ANSWER: ☐

56. Who is responsible for enforcing the provisions of The Code of Wages, 2019 and taking action against violations?

- A) Local police
- B) District Magistrate
- C) Wage Inspectors
- D) Employers' association

ANSWER: ☐

57. Which authority is responsible for making rules for carrying out the provisions of The Code of Wages, 2019?

- A) State government
- B) Central government
- C) Employers' association
- D) Trade unions

ANSWER: ☐

58. Which legislation did The Code of Wages, 2019 replace to consolidate wage-related laws in India?

- A) Minimum Wages Act, 1948
- B) Payment of Wages Act, 1936
- C) Employees' Compensation Act, 1923
- D) Industrial Disputes Act, 1947

ANSWER: ☐

59. What does The Code of Wages, 2019 mandate regarding the employment of adolescents in hazardous occupations?
- A) Complete ban on employing adolescents
 - B) Employment of adolescents only with parental consent
 - C) Employment of adolescents allowed with certain conditions and safeguards
 - D) Employment of adolescents only during school vacations

ANSWER: ☐

60. Which organization is responsible for conducting inspections and ensuring compliance with The Code of Wages, 2019?
- A) Human Rights Commission
 - B) Labor Welfare Board
 - C) Wage Inspection Authority
 - D) Industrial Disputes Tribunal

ANSWER: ☐

61. According to The Industrial Relations Code, 2020, what percentage of workers must consent to a strike before it is considered legal?
- A) 10%
 - B) 20%
 - C) 30%
 - D) 50%

ANSWER: ☐

62. What does The Industrial Relations Code, 2020 mandate regarding the provision of gratuity for workers?
- A) Gratuity is optional for employers to provide
 - B) Employers must provide gratuity only to permanent workers
 - C) Employers must provide gratuity to all workers, including fixed-term employees

D) Gratuity is no longer required to be provided by employers

ANSWER:

☐

63. Under The Industrial Relations Code, 2020, which authority is responsible for settling disputes related to unfair labour practices?

A) Labour Welfare Board

B) Industrial Disputes Tribunal

C) Labour Court

D) Labour Relations Commission

ANSWER:

☐

64. How does The Industrial Relations Code, 2020 address the issue of strikes in public utility services?

A) Strikes are completely prohibited in public utility services

B) Strikes are allowed, but workers must provide a longer notice period

C) Strikes are allowed, but workers must provide a shorter notice period

D) Strikes are allowed without any notice period

ANSWER:

☐

65. What provision does The Industrial Relations Code, 2020 introduce regarding fixed-term employment contracts?

A) Fixed-term contracts are not recognized under the code

B) Fixed-term contracts are allowed, but only for managerial positions

C) Fixed-term contracts are allowed for all types of employment

D) Fixed-term contracts are allowed, but only for a maximum of 2 years

ANSWER:

☐

66. According to The Code on Social Security, 2020, who is eligible to receive maternity benefits?

A) Only female workers in the organized sector

- B) Only female workers in the unorganized sector
- C) All female workers, including those in the organized and unorganized sectors
- D) Only female workers with more than two children

ANSWER: ☐

67. What is the primary objective of the Employee State Insurance (ESI) scheme under The Code on Social Security, 2020?

- A) To provide retirement benefits to workers
- B) To provide health and medical benefits to workers
- C) To provide unemployment benefits to workers
- D) To provide housing benefits to workers

ANSWER: ☐

68. What provision does The Code on Social Security, 2020 introduce regarding gig workers and platform workers?

- A) They are not covered under the code
- B) They are entitled to all social security benefits under the code
- C) They are entitled to some social security benefits under the code
- D) They are entitled to pension benefits only

ANSWER: ☐

69. Under the Code on Social Security, 2020, what is the mechanism for financing social security schemes?

- A) Completely funded by the central government
- B) A combination of contributions from workers, employers, and the central government
- C) Funded by employers only
- D) Funded by trade unions

ANSWER: ☐

70. What provision does The Code on Social Security, 2020 make regarding gratuity for workers?

- A) Gratuity is no longer required to be provided by employers
- B) Employers must provide gratuity only to permanent workers
- C) Employers must provide gratuity to all workers, including fixed-term employees
- D) Gratuity is optional for employers to provide

ANSWER: ☐

71. According to The Occupational Safety, Health and Working Conditions Code, 2020, who is responsible for ensuring the safety and health of workers in establishments?

- A) Local police
- B) District Magistrate
- C) Employers
- D) Trade unions

ANSWER: ☐

72. What provision does The Occupational Safety, Health and Working Conditions Code, 2020 introduce regarding hazardous work for adolescents?

- A) Complete ban on employing adolescents in hazardous work
- B) Employment of adolescents in hazardous work is allowed with certain conditions and safeguards
- C) Adolescents are not allowed to work at all
- D) Employment of adolescents in hazardous work is allowed without any restrictions

ANSWER: ☐

73. Under The Occupational Safety, Health and Working Conditions Code, 2020, which authority is responsible for conducting inspections and enforcing compliance with safety and health regulations?

- A) Labor Welfare Board
- B) Safety and Health Inspection Authority

C) District Magistrate

D) Trade unions

ANSWER: ☐

74. What provision does The Occupational Safety, Health and Working Conditions Code, 2020 introduce regarding fixed-term employment contracts?

A) Fixed-term contracts are not recognized under the code

B) Fixed-term contracts are allowed, but only for managerial positions

C) Fixed-term contracts are allowed for all types of employment

D) Fixed-term contracts are allowed, but only for a maximum of 2 years

ANSWER: ☐

75. Under The Occupational Safety, Health and Working Conditions Code, 2020, what is the maximum number of hours of overtime work that a worker can undertake in a quarter?

A) 50 hours

B) 75 hours

C) 100 hours

D) 125 hours

ANSWER: ☐

76. Adult under A&N Islands Shops and Establishment Regulation, 2004 means a person who has completed his:

A) Eighteenth year of age

B) Sixteenth year of age

C) Twentieth year of age

D) Twenty-one year of age

ANSWER: ☐

77. Which of the following section define 'Workman' under Interstate Migrant Workers (RE & CS) Act, 1979?

A) Sec 2(1) (a)

B) Sec 2(1) (g)

C) Sec 2(1) (j)

D) Sec 2(1) (k)

ANSWER:

☐

78. Under the Interstate Migrant Workers (RE & CS) Act, 1979, who of the following cannot be considered as 'Workman'?

A) Who is employed mainly in a managerial or administration capacity

B) Who, being employed in a supervisory capacity, draws wages exceeding five hundred rupees per mensem, or exercises, either by the nature of the duties attached to the office or by reason of the powers vested in him, functions mainly of a managerial nature

C) Both (a) & (b)

D) None of the above

ANSWER:

☐

79. No Court shall take cognizance of an offence under the Contract Labour (R & A) Act, 1970, except on a complaint by or with the previous sanction in writing of:

A) The Appropriate Government

B) The Labour Commissioner

C) The Inspector

D) An officer not below the rank of Class One Gazetted Officer of the Government

ANSWER:

☐

80. What is the minimum number of employees for which a canteen needs to be present, as per the Contract Labour (R & A) Act, 1970?

A) 50

B) 100

C) 150

D) 200

ANSWER: ☐

PART – II
GENERAL KNOWLEDGE

81. Which country gifted the 'Statue of Liberty' to the USA in 1886?

A) France

B) Canada

C) Brazil

D) India

ANSWER: ☐

82. Which team won the 100th Anniversary Spanish Hockey Federation – International Tournament in July 2023?

A) England

B) Spain

C) India

D) Germany

ANSWER: ☐

83. Which city hosted the Special Olympics World Games 2023?

A) Berlin, Germany

B) Delhi, India

C) London, United Kingdom

D) Tokyo, Japan

ANSWER: ☐

84. What is full form of EPFO?

A) Effective Pension Fund Operation

B) Essential Pension Fund Organization

C) Economic and Profitable Fund Office

D) Employees Provident Fund Organisation

ANSWER: ☐

85. Who won the Bal Sahitya Puraskar 2023 in the Hindi language category?

A) Eknath Avhad

B) Suryanath Singh

C) Vishakha Vishwanath

D) Sudha Murthy

ANSWER: ☐

86. International Olympic Day is observed on which date every year?

A) 21st June

B) 19th June

C) 7th June

D) 23rd June

ANSWER: ☐

87. Andaman and Nicobar islands judiciary falls under the supervision of which of the following?

A) A circuit bench of the Bombay High Court at Port Blair

B) A circuit bench of the Madras High Court at Port Blair

C) A circuit bench of the Calcutta High Court at Port Blair

D) A circuit bench of the Kerala High Court at Port Blair

ANSWER: ☐

88. Which of the following is the launch vehicle for Chandrayaan-3?

A) GSLV Mark III

B) PSLV

C) Chandrayaan-2

D) None of the above

ANSWER: ☐

89. Which waterway separates the Andaman Islands from the Nicobar Islands?

A) Strait of Malacca

B) Bab-el-Mandeb

C) Palk Strait

D) Ten Degree Channel

ANSWER: ☐

90. Which of the following is the erstwhile name of Swaraj Dweep in Andaman & Nicobar Islands?

A) Ross Island

B) Neil Island

C) Havelock Island

D) Viper Island

ANSWER: ☐

91. The land-attack version of which missile was test-fired in the Andaman and Nicobar?

A) Prithvi - III

B) Dhanush

C) Agni - III

D) Brahmos

ANSWER: ☐

92. Which island contains the only active volcano in South Asia?

A) Barren Island

B) Smith Island

C) Neil Island

D) Narcondam Island

ANSWER: ☐

93. _____ Independence Day is celebrated in year 2023.

A) 74th

B) 75th

C) 76th

D) 77th

ANSWER: ☐

94. Who has been appointed as the acting Chairman of National Green Tribunal (NGT)?

A) Anish Dayal Singh

B) Sheo Kumar Singh

C) Pankaj Kumar Singh

D) Sujoy Kumar Singh

ANSWER: ☐

95. What is the objective of the 'Swachh Mashaal March' under the Swachhotsav 2023 campaign?

A) To promote the use of single-use plastic items

B) To spread awareness about the importance of composting

C) To encourage open defecation

D) To spread awareness about the idea of a Garbage Free City

ANSWER: ☐

96. Who won the gold medal in the 75kg category at the 2023 World Women's Boxing Championship?

A) Nikhat Zareen

- B) Nguyen Thi Tam
- C) Lovlina Borgohain
- D) Caitlin Anne Parker

ANSWER: ☐

97. In which country the 4th edition of SAFF U-20 Women's Championship 2023 was held?

- A) Bangladesh
- B) India
- C) Afghanistan
- D) Nepal

ANSWER: ☐

98. Which country will be the theme country of the Madrid International Book Fair in 2025?

- A) Spain
- B) India
- C) Germany
- D) Japan

ANSWER: ☐

99. Which country is hosting the Asian Cup Football 2023 Tournament?

- A) Indonesia
- B) Nepal
- C) Qatar
- D) England

ANSWER: ☐

100. Which one is the smallest ocean in the world?

- A) Indian
- B) Pacific

C) Atlantic

D) Arctic

ANSWER: ☐

**DEPARTMENT OF LABOUR, EMPLOYMENT & TRAINING,
A & N ADMINISTRATION**

WRITTEN EXAMINATION TO THE POST OF LABOUR INSPECTOR

on

19.08.2023 (Saturday)

ANSWER KEY

QN. SL. NO.	ANSWER (MCQ)
PART - I	
1.	C) To protect the interests of vulnerable workers
2.	B) No, states cannot set lower rates than those prescribed by the central government
3.	B) Employers may be fined or imprisoned
4.	B) Basic salary and dearness allowance
5.	C) Employer's financial capacity
6.	C) Labor Court or Authorized Officer
7.	A) The employee's family
8.	B) 3 months
9.	C) 15 employees
10.	C) Prevent unauthorized deductions and unjust withholding of wages
11.	D) Parking for private vehicles
12.	C) 12 hours
13.	B) Fine and imprisonment
14.	C) Ensuring compliance with the Act's provisions
15.	C) Building and construction workers
16.	C) 6 months
17.	B) The employee's spouse and children
18.	B) 20 employees
19.	B) No, gratuity cannot be waived
20.	A) All industries and establishments
21.	D) Controlling Authority appointed by the government
22.	C) 6 months
23.	C) No, bonus cannot be set off against interim bonus
24.	B) Central government
25.	C) 20 employees
26.	B) 2 years
27.	C) National Child Labour Project
28.	C) The central and state governments
29.	C) International Labour Organization Convention
30.	B) Labor exploitation and ensure their right to education and development

31.	B) 24 hours
32.	A) Rest room and canteen
33.	A) Employers
34.	B) Appropriate Government
35.	C) Motor transport workers
36.	B) Article 15
37.	C) No, wages cannot be reduced for this purpose
38.	B) Fine and imprisonment
39.	D) Conciliation Officers and Labor Courts
40.	B) Equal pay for equal work or work of a similar nature
41.	B) Welfare of workers
42.	C) State Government
43.	B) 100 workers
44.	C) Ensuring compliance with the Act's provisions
45.	B) Industrial accidents and occupational hazards
46.	B) 10 women
47.	B) Basic salary and dearness allowance
48.	D) 12 weeks
49.	D) Conciliation Officer
50.	B) Childbirth and pregnancy
51.	C) Registrar of Trade Unions
52.	C) No, the minimum age is 15 years
53.	A) Voluntary membership
54.	D) Civil suit
55.	C) Workers and employees
56.	C) Wage Inspectors
57.	B) Central government
58.	A) Minimum Wages Act, 1948 & B) Payment of Wages Act, 1936
59.	C) Employment of adolescents allowed with certain conditions and safeguards
60.	C) Wage Inspection Authority
61.	C) 30%
62.	C) Employers must provide gratuity to all workers, including fixed-term employees
63.	C) Labor Court
64.	B) Strikes are allowed, but workers must provide a longer notice period
65.	C) Fixed-term contracts are allowed for all types of employment
66.	C) All female workers, including those in the organized and unorganized sectors
67.	B) To provide health and medical benefits to workers
68.	C) They are entitled to some social security benefits under the code
69.	B) A combination of contributions from workers, employers, and the central government
70.	C) Employers must provide gratuity to all workers, including fixed-

	term employees
71.	C) Employers
72.	B) Employment of adolescents in hazardous work is allowed with certain conditions and safeguards
73.	B) Safety and Health Inspection Authority
74.	C) Fixed-term contracts are allowed for all types of employment
75.	D) 125 hours
76.	A) Eighteenth year of age
77.	C) Sec 2(1) (j)
78.	C) Both (a) & (b)
79.	C) The Inspector
80.	B) 100
PART - II	
81.	A) France
82.	C) India
83.	A) Berlin, Germany
84.	D) Employees Provident Fund Organisation
85.	B) Suryanath Singh
86.	D) 23 rd June
87.	C) A circuit bench of the Calcutta High Court at Port Blair
88.	A) GSLV Mark III
89.	D) Ten Degree Channel
90.	C) Havelock Island
91.	D) Brahmos
92.	A) Barren Island
93.	D) 77 th
94.	B) Sheo Kumar Singh
95.	D) To spread awareness about the idea of a Garbage Free City
96.	C) Lovlina Borgohain
97.	A) Bangladesh
98.	B) India
99.	C) Qatar
100.	D) Arctic