

1. Industrial employment standing orders act is applicable in every industrial establishment where ____ workmen are employed.

- a. 200
- b. 150
- c. 100
- d. 50

ANSWER: (c)

2. An authority who is appointed by the appropriate government by notification in the official Gazette to exercise in such area as may be specified?

- a. Appellate Authority
- b. Certifying officer
- c. Acting officer
- d. None of the above

ANSWER: (a)

3. Section 2 of payment of wages act, 1936 defines _____

- a. Industrial establishment
- b. Wages
- c. Workman
- d. Amendments

ANSWER: (a)

4. What is the time frame in which the employer shall submit 5 copies of the draft standing orders proposed by him for adoption in his industrial establishment?

- a. 1 month from the date on which standing orders act becomes applicable
- b. 12 months from the date on which standing orders act becomes applicable
- c. 18 months from the date on which standing orders act becomes applicable
- d. 6 months from the date on which standing orders act becomes applicable

ANSWER: (d)

5. Which of the following is an additional matter to be provided as per the act relating to all industrial establishments in coal mines?

- A. Transfers

- B. Service certificate
- C. Exhibition and supply of standing orders
- D. Railway travel facilities
- a. Only A
- b. B & C
- c. A & C
- d. All of the above
- e. None of the above

ANSWER: (d)

6. Section 10B in the act deals with _____
- a. Additional matters to be provided in the standing orders relating to all industrial establishments
 - b. Additional matters to be provided in the standing orders relating to all industrial establishments in coal mines
 - c. Prescribed particulars of workmen
 - d. None of the above

ANSWER: (a)

7. As per sub - section 3 of section 5 the standing orders shall come into operation on the expiry of _____ days from the date on which authenticated copies are sent.
- a. 30 days
 - b. 7 days
 - c. 15 days
 - d. 5 days

ANSWER: (a)

8. In which language is the text of the standing orders posted on the notice boards?
- a. English or that is understood by majority of the workmen
 - b. Only English
 - c. Language as understood by the workmen
 - d. None of the above

ANSWER: (a)

9. How many copies have to be submitted to the certifying officer while making any modifications in the standing orders?
- a. 10
 - b. 4
 - c. 5
 - d. 2

ANSWER: (c)

10. Which section takes care of payment of subsistence allowance in standing orders act?
- a. Section 10
 - b. Section 1
 - c. Sub section 1
 - d. Section 10A

ANSWER: (d)

11. What is the rate of wage (in percentage) that an employee gets during the subsistence period in case of delay in the completion of disciplinary proceedings?
- a. 50%
 - b. 75%
 - c. 25%
 - d. 80%

ANSWER: (b)

Reason: 50% wages are given immediately after the date of suspension for the first 90 days of suspension

12. In case of a dispute regarding the suspense allowances, to whom does the employer or the workman refer?
- a. Adjudicator
 - b. Court of enquiry
 - c. Conciliation
 - d. Labour Court

ANSWER: (d)

13. What is the amount of fine paid by the employer wherein he fails to submit the draft standing orders as per section 3?

- a. 5000 Rupees
- b. 200 Rupees
- c. 1000 Rupees
- d. 10000 Rupees

ANSWER: (a)

14. As per section 13, if the employer continues with the offences of non - submission of the draft model standing orders, he pays a fine of _____ Rupees per day.

- a. 5000 + 200 Rupees daily
- b. 200 Rupees
- c. 5000 Rupees
- d. 100 Rupees

ANSWER: (b)

15. Which section deals with sections in which standing orders act is not applicable in certain industrial establishments?

- a. 13
- b. 13B
- c. 13C
- d. 13A

ANSWER: (b)

16. Which amongst the following is/ are the matter to be provided in the standing orders?

- A. Attendance and late coming
 - B. Shift working
 - C. Adequate working conditions
 - D. Water facility
- a. Only A
 - b. Only D
 - c. Both A & B
 - d. Both A & D

ANSWER: (c)

17. Which sections of the Code of Criminal Procedure takes care of the powers of certifying officers and appellate authorities?

- a. 345 & 346
- b. 321 & 322
- c. 350 & 351
- d. None of the above

ANSWER: (a)

18. The interpretation of certified orders is within the jurisdiction of:

- a. Labour Court
- b. Certifying Officer
- c. Workmen
- d. Employer and workmen

ANSWER: (a)

19. The employer of an industrial establishment having 100 or more employees is required to submit draft standing orders within ____ months from the date on which the Industrial Employment (Standing Orders) Act, 1946 becomes applicable.

- a. 3
- b. 6
- c. 9
- d. None of the above

ANSWER: (b)

20. Choose the most appropriate answer from the given options in respect of the following:

From the date on which the Industrial Employment Standing Orders Act, 1947 becomes applicable to an industrial establishment, an employer is required to submit to the Certifying Officer the draft standing orders:

- a. Within 3 months
- b. Within 6 months
- c. Within a month
- d. Immediately on receipt

ANSWER: (b)

21. Choose the most appropriate answer from the given options in respect of the following:

The employer of an establishment to which the Industrial Employment Standing Orders Act, 1946 applies shall submit to the certifying officer draft standing orders proposed by him for adoption in that establishment within _____ from the date on which the Act becomes applicable to the establishment.

- a. 6 months
- b. 4 months
- c. 30 days
- d. 2 months

ANSWER: (a)

22. Re-write the following sentences after filling in the blank spaces with appropriate word/ figure:

The function of a certifying officer or the appellate authority is to adjudicate upon the _____ of the standing orders.

ANSWER: Fairness and reasonableness

23. Write the most appropriate answer from the given options in respect of the following:

The interpretation of certified orders is within the jurisdiction of:

- a. Labor court
- b. Certifying officer
- c. Workmen
- d. Employer and workmen

ANSWER: (a)

24. Write the most appropriate answer from the given options in respect of the following:

Under the Industrial Employment Standing Orders Act, 1946, which of the following documents must be a 'standing order' are in conformity with:

- a. Standard standing orders
- b. Model standing orders
- c. Uniform standing orders
- d. Formal standing orders

ANSWER: (b)

25. Re-write the following sentences after filling in the blank spaces with appropriate word/ figure:

Standing orders shall come into operation on the expiry of _____ from the date on which the authenticated copies are sent to the employer and workers' representative.

- a. 30 days
- b. 45 days
- c. 60 days
- d. None of the above

ANSWER: (a)

26. Re-write the following sentences after filling in the blank spaces with appropriate word/ figure:

Where any workman is suspended by the employer pending investigation or inquiry into complaints or charges misconduct against him, the employer shall pay to such a workman the subsistence allowance at the rate of _____% of the wages which the workman was entitled to, immediately preceding from the date of such suspension, for the first ____ days of suspension.

- a. 50, 90
- b. 60, 45
- c. 90, 60
- d. 90, 50

ANSWER: (a)

27. Section 10 of the Industrial Employment Standing Orders Act, 1946 states that standing orders finally certified under the Act shall not, except on agreement between the employer and the workmen or a trade union or other representative body of the workmen be liable to modification until the expiry of ____ from the date on which the standing orders or the last modifications thereof came into operation.

- a. Three months
- b. Six months
- c. Nine months
- d. Twelve months

ANSWER: (b)

28. Under the Industrial Employment Standing Orders Act, 1946 the function of a certifying officer or the appellate authority is to adjudicate upon the ____ of the provisions of the standing orders.

- a. Fairness or reasonableness
- b. Legality
- c. Absoluteness
- d. Clarity

ANSWER: (a)

29. Section 10A of the Industrial Employment Standing Orders Act, 1946 provides that where any workman is suspended by the employer pending investigation or inquiry into complaints or charges of misconduct against him, the employer shall pay to such a workman the subsistence allowance at the rate of ____ of the wages which the workman was entitled to immediately preceding the date of such suspension, for the first ninety days of suspension, and at the rate of ____ of such wages for the remaining period of suspension if the delay in the completion of the disciplinary proceedings against such workman is not directly attributable to the conduct of such workman.

- a. 50%, 90%
- b. 75%, 50%
- c. 50%, 75%
- d. 90%, 75%

ANSWER: (c)

30. Under section 13A of the Industrial Employment Standing Orders Act, 1946 if any question arises as to the application or interpretation of a standing order certified under this Act, any employer or workman or a trade union or other representative body of the workmen may refer the question to any one of the ____ constituted under the ____, and specified for the disposal of such proceeding by the appropriate government by notification in the Official Gazette.

- a. Authority, Industrial Employment Standing Orders Act, 1946
- b. Tribunal, Industrial Employment Standing Orders Act, 1946
- c. Courts, Industrial Employment Standing Orders Act, 1946
- d. Labor Courts, Industrial Employment Standing Orders Act, 1946

ANSWER: (d)

31. The text of the standing orders as finally certified under the Industrial Employment Standing Orders Act, 1946, shall be prominently posted by the employer in _____ and in the language understood by the majority of his workmen on _____ to be maintained for the purpose at the or near the entrance through which the majority of the workmen enter the industrial establishment and in all the departments thereof where the workmen are employed.

- a. Hindi, special board
- b. English, black board
- c. Urdu, sizable board
- d. English, special board

ANSWER: (d)

32. As per the Industrial Employment Standing Orders Act, 1946, Standing Orders shall come into operation-

- a. On the expiry of 15 days from the date on which the authenticated copies are sent to the employer and workers representatives.
- b. On the expiry of 30 days from the date on which the authenticated copies are sent to the employer and workers representatives.
- c. On the expiry of 60 days from the date on which the authenticated copies are sent to the employer and workers representatives.
- d. On the expiry of 6 weeks from the date on which the authenticated copies are sent to the employer and workers representatives.

ANSWER: (b)

33. According to the Industrial Employment Standing Orders Act, 1946 modification of standing orders will not be affected until -

- a. The expiry of 1 month from the date on which the Standing Orders were last modified or certified as the case may be
- b. The expiry of 2 months from the date on which the Standing Orders were last modified or certified as the case may be
- c. The expiry of 3 months from the date on which the Standing Orders were last modified or certified as the case may be
- d. The expiry of 6 months from the date on which the Standing Orders were last modified or certified as the case may be

ANSWER: (d)

34. Which one of the following Acts requires employers in industrial establishments formally to decline conditions of employment under them -

- a. The Apprentice Act, 1961
- b. The Industrial Employment Standing Orders Act, 1946
- c. The Contract Labor Regulation and Abolition Act, 1970
- d. The Equal Remuneration Act, 1976

ANSWER: (b)

35. In terms of Section 10A of the Industrial Employment Standing Orders Act, 1946 where any workman is suspended by the employer pending investigation or inquiry into complaints or charges of misconduct against him, the employer shall pay to such a workman the subsistence allowance, at the rate of ____ percent of the wages which the workman was entitled to immediately preceding the date of such suspension, for the first ninety days of suspension.

- a. 50
- b. 60
- c. 75
- d. 90

ANSWER: (a)

36. According to the Industrial Employment Standing Orders Act, 1946, the subsistence allowance payable to a workman for the first 90 days when he has been suspended pending enquiry against him is -

- a. 28% of the wages
- b. 50% of the wages
- c. 65% of the wages
- d. 75% of the wages

ANSWER: (b)

37. Following are said to be Certifying Officers under section 2(c) of the Industrial Employment Standing Orders Act, 1946:

- i. Labor Inspector
- ii. Labor Commissioner
- iii. Regional Labor Commissioner.

Which of the following is correct?

- a. Only i and ii

- b. Only ii and iii
- c. Only i and iii
- d. All of the above

ANSWER: (b)

38. Certified standing orders become part of the statutory and not contractual terms and conditions of service and are binding on both the employer and the employees. This view was expressed by the Court in the matter of -

- a. Mohan Raj vs. Regional Provident Fund Commissioner
- b. Bihar State Electricity Board vs. Their Workmen
- c. Derby Textiles Ltd vs. Karmachari and Shramik Union
- d. All of the above.

ANSWER: (c)

39. The object of the Industrial Employment Standing Orders Act, 1946 is to have uniform standing orders in respect of matters enumerated in the schedule to the Act, applicable to all workers irrespective of their time of appointment. This has been observed by the Supreme Court of India in -

- a. Raj Ratna Sethi vs. Ashok Bhasin
- b. Barauni Refinery Pragatisheel Parishad vs. Indian Oil Corporation Ltd.
- c. State of Uttar Pradesh vs. Arun Kumar Singh
- d. None of the above

ANSWER: (b)

40. In an appeal against the order of the Certifying Officer under section 6 of the Industrial Employment Standing Orders Act, 1946, the appellate authority can -

- a. Set aside the orders of certifying officer
- b. Remand the matter to the certifying officer for fresh consideration
- c. Both a and b
- d. Neither a nor b

ANSWER: (d)

41. The Industrial Employment Standing Orders Act, 1946 extends to the whole of India and applies to every industrial establishment wherein ____ or more workmen are employed or were employed on any day during the preceding ____ months.

- a. 50, 6
- b. 75, 9

- c. 100, 12
- d. 200, 3

ANSWER: (c)

42. Which of the following statements is incorrect regarding the certification of draft standing orders under the Industrial Employment Standing Orders Act, 1946?

- a. The employee of an establishment is required to submit to the Certifying Officer, three copies of the draft standing orders proposed by him for adoption in their establishments.
- b. The draft standing orders must be in conformity with the model standing orders.
- c. Employers of the industrial establishments of similar nature may submit a joint draft of standing orders.
- d. Standing orders shall be certifiable if they are otherwise in conformity with the provisions of the Act.

ANSWER: (a)

43. Under the Industrial Employment Standing Orders Act, 1946, the Appellate Authority has no power to set aside the order of the Certifying Officer. This was held in case of-

- a. Khadi Gram Udyog Sangh vs. Jit Ram
- b. Barauni Refinery Pragatisheel Parishad vs. Indian Oil Corporation Ltd
- c. Derby Textiles Ltd vs. Karmachari and Shramik Union
- d. Indian Iron and Steel Co. Ltd. vs. Ninth Industrial Tribunal

ANSWER: (a)

44. Which of the following are objects of the Industrial Employment Standing Orders Act, 1946?

- i. To enforce uniformity in the conditions of service under different employers in different industrial establishments.
- ii. The employer, once having made the conditions of employment known to his employed workmen, cannot change them to their detriment.
- iii. With the express or written conditions of employment, it is open for the prospective worker to accept them and join the industrial establishment.
- iv. For maintaining industrial peace and continued productivity, significance of the written express conditions of employment cannot be minimized.

Select the correct answer from the options given below-

- a. i and ii

- b. ii and iii
- c. iii and iv
- d. All of the above

ANSWER: (d)

45. As per Section 3 of the Industrial Employment Standing Orders Act, 1946 from the date on which the Act becomes applicable, the employer of an establishment shall submit to the Certifying Officer five copies of the draft standing orders proposed by him for adoption in that establishment within:

- a. 2 months
- b. 3 months
- c. 6 months
- d. 9 months

ANSWER: (c)

46. Under the provisions of Industrial Employment Standing Orders Act, 1946, where there are two categories of workers, daily rated and monthly rated but the Certified Standing Orders are in respect of daily rated workmen only, then which standing orders can be applied to monthly rated workmen?

- a. Standard standing orders
- b. Uniform standing orders
- c. Model standing orders
- d. Certified standing orders

ANSWER: (c)

47. Section 13A of the Industrial Employment Standing Orders Act, 1946 provides that the question relating to application or interpretation of a standing order certified under this Act can be referred by any employer or workman or a trade union or other representative body of the workmen to any:

- a. Civil court having jurisdiction
- b. High court of the concerned state where the establishment is situated
- c. Labor court constituted under the Industrial Disputes Act, 1947
- d. District court having the jurisdiction

ANSWER: (c)

48. As per Section 5 of the Industrial Employment Standing Orders Act, 1946, the certified standing orders upon certification, will be sent by the Certifying Officer to both the employer and the employees association within:

- a. 7 days
- b. 15 days
- c. 21 days
- d. 30 days

ANSWER: (a)

49. As per Section 2(11), Industrial or other establishment means any:

- a. Inland vessel mechanically propelled
- b. Plantation
- c. Oil field
- d. All of the above

ANSWER: (d)

50. Which of the following is not included in the definition of "Industrial Establishment" under the Industrial Employment Standing Orders Act, 1946?

- a. An industrial establishment defined by section 2(11) of the Payment of Wages Act, 1936
- b. A factory as defined by section 2(m) of the Factories Act, 1948
- c. An institution established as statutory body under an Act of Parliament
- d. A railway as defined by section 2(4) of the Indian Railways Act, 1890

ANSWER: (c)

51. Where any workman is suspended by the employer pending investigation or inquiry into complaints or charges or misconduct against him, the employer shall be liable to pay the workman subsistence allowance for the first 90 days at the rate of:

- a. 25% of the wages
- b. 50% of the wages
- c. 75% of the wages
- d. No wages to be paid

ANSWER: (b)

52. Any employer or workman can challenge an order given by the Certifying Officer and may file an appeal before the appellate authority:

- a. Within 10 days from the date on which copies of the order are sent to the employer or worker's representatives
- b. Within 15 days from the date on which copies of the order are sent to the employer or worker's representatives
- c. Within 20 days from the date on which copies of the order are sent to the employer or worker's representatives
- d. Within 30 days from the date on which copies of the order are sent to the employer or worker's representatives

ANSWER: (d)

53. Under the Industrial Employment Standing Orders Act, 1946, the draft standing order is to be submitted within:

- a. Two years from the date on which the Act is applicable in 5 copies
- b. One year from the date on which the Act is applicable in 5 copies
- c. Six months from the date on which the Act is applicable in 5 copies
- d. Six months from the date on which the Act is applicable in 10 copies

ANSWER: (c)

54. As per Schedule of the Industrial Employment Standing Orders Act, 1946, the additional matters to be provided in standing orders may be:

- a. Age retirement
- b. Secrecy
- c. Transfer
- d. All of the above

ANSWER: (a)

55. The appeal on the certified standing orders may be preferred within ____ days before the appellate authority.

- a. 60
- b. 30
- c. 15
- d. 90

ANSWER: (b)

56. If any workman is suspended by the employer, the employer shall pay to such workman subsistence allowance at the rate of ____ percent of the wages which the

workman was entitled to immediately preceding the date of such suspension for the first ninety days of suspension.

- a. 75%
- b. 50%
- c. 60%
- d. 70%

ANSWER: (c)

57. The interpretation of certified standing orders is within the jurisdiction of:

- a. Labor court
- b. Certifying Officer
- c. Workmen
- d. Employer and workmen

ANSWER: (a)

58. According to the Industrial Employment Standing Orders Act, 1946 the function of a certifying officer or the appellate authority is to adjudicate upon the _____ of the standing orders.

- a. Proper display and posting
- b. Reasonableness and fairness
- c. Monetary value
- d. Occupier

ANSWER: (b)

59. The Industrial Employment Standing Orders Act, 1946 was applicable in all industrial establishments wherein _____ Workmen are employed or were employed on any day during the preceding twelve months.

- a. 10 or more
- b. 20 or more
- c. 50 or more
- d. 100 or more

ANSWER: (d)

60. The appropriate government may after giving notice of not less than _____, by notification in the official gazette, extend the provisions of the Industrial Employment Standing Orders Act, 1946 to any industrial establishment employing such number of persons (less than 100) as may be prescribed.

- a. 1 month
- b. 2 months
- c. 3 months
- d. 4 months

ANSWER: (b)

61. Section 14 provides that the _____ may by notification in the official gazette exempt conditionally or unconditionally any industrial establishment or class of industrial establishments from all or any of the provisions of the Industrial Employment Standing Orders Act, 1946.

- a. Central Board
- b. State Board
- c. Appropriate government
- d. Labor court

ANSWER: (c)

62. _____ means in respect of industrial establishments under the control of the Central Government or a Railway administration or in a major port, mine or oilfield, the Central Government, and in all other cases, the State Government as per the Industrial Employment Standing Orders Act, 1946.

- a. Adjudicating authority
- b. Appropriate government
- c. Inspector
- d. Collector

ANSWER: (b)

63. Central Government is the appropriate government as per the provisions of the Industrial Employment Standing Orders Act, 1946 for establishments under the control of, except

- a. Central Government
- b. Railway administration
- c. Major port, mine or oilfield
- d. State Government

ANSWER: (d)

64. According to section 2(c) of the Industrial Employment Standing Orders Act, 1946, _____ means a Labor Commissioner or a Regional Labor Commissioner, and

includes any other officer appointed by the appropriate government by notification in the official gazette, to perform all or any of the functions of a Certifying Officer under this Act.

- a. Adjudicating officer
- b. Occupier
- c. Auditor
- d. Certifying Officer

ANSWER: (d)

65. According to the provisions of the Industrial Employment Standing Orders Act, 1946, Employers include:

- a. A manager so named under section 7(1)(f) of the Factories Act, 1948
- b. The head of the department of any authority appointed by the government in any industrial establishment under its control
- c. Any person responsible to the owner for the supervision and control of any other industrial establishment which is not under the control of the Government
- d. All of the above

ANSWER: (d)

66. According to the provisions of the Industrial Employment Standing Orders Act, 1946, Establishment includes:

- a. An industrial establishment defined by section 2(ii) of the Payment of Wages Act, 1936
- b. A factory as defined by section 2(m) of the Factories Act, 1948
- c. A railway as defined by section 2(4) of the Indian Railways Act, 1890
- d. All of the above

ANSWER: (d)

67. The employer of establishment shall submit to the Certifying Officer five copies of the draft standing orders proposed by him for adoption in the establishment within ____ of the Industrial Employment Standing Orders Act, 1946 becomes applicable

- a. One month
- b. Two months
- c. Three months
- d. Six months

ANSWER: (d)

68. Which of the following documents must a standing order be in conformity with as per the Industrial Employment Standing Orders Act, 1946?

- a. Standard standing orders
- b. Model standing orders
- c. Uniform standing orders
- d. Form standing orders

ANSWER: (b)

69. Which of the following is not a part of the procedure to be followed by the Certifying Officer as per the provisions of the Industrial Employment Standing Orders Act, 1946?

- a. Receiving a draft standing order from the employer
- b. Forward draft standing order to the trade union or Workmen
- c. Receiving objections of Workmen without giving an opportunity of being heard to them
- d. Certify standing orders

ANSWER: (c)

70. Which of the following is correct in view of the Industrial Employment Standing Orders Act, 1946?

- a. Workmen are not entitled to apply for modifications of the Standing Orders
- b. A copy of the certified standing orders won't be furnished on the payment of the prescribed fees.
- c. A copy of the certified standing orders will be sent by the Certifying Officer to both the employer as well as the employees association
- d. Certifying Officer shall not provide an opportunity of being heard to the workmen or the employer in relation to objections/ charges.

ANSWER: (d)

71. Within how many days, an appeal can be filed with the appellate authority against the order of Certifying Officer as per the Industrial Employment Standing Orders Act, 1946?

- a. 7 days
- b. 15 days
- c. 30 days
- d. 60 days

ANSWER: (c)

72. The appellate authority shall send copies of modified standing orders to the employer and the workers representative within _____ as per the Industrial Employment Standing Orders Act, 1946.

- a. 7 days
- b. 15 days
- c. 21 days
- d. 30 days

ANSWER: (a)

73. Which of the following is not the power of an appellate authority in relation to an appeal as per the Industrial Employment Standing Orders Act, 1946?

- a. Confirm the standing order
- b. Amend the standing order
- c. Set aside the standing order
- d. None of the above

ANSWER: (c)

74. Standing orders shall come into operation on the expiry of _____ days from the date on which the authenticated copies are sent to the employer and the workers' representative in case there's no appeal as per the Industrial Employment Standing Orders Act, 1946.

- a. 7
- b. 15
- c. 21
- d. 30

ANSWER: (d)

75. Where an appeal has been preferred, standing orders will become effective on the expiry of _____ days from the date on which copies of the order of the appellate authority are sent to the employer and workmen's representative.

- a. 7
- b. 14
- c. 21
- d. 30

ANSWER: (a)

76. The text of the certified standing orders under the Industrial Employment Standing Orders Act, 1946 shall be prominently _____ by the employer in English and in the language understood by the majority of his workmen.

- a. Posted
- b. Dictated
- c. Read
- d. Remembered

ANSWER: (a)

77. An employer can modify the standing orders even if they are certified under this Act if there is agreement between, except

- a. The employer and the workmen
- b. The employer and the trade union
- c. The employer and the other representative body of Workmen
- d. The employer and the Certifying Officer

ANSWER: (d)

78. Which of the following statements are incorrect in view of the Industrial Employment Standing Orders Act, 1946?

- a. Workmen are entitled to apply for modification of the Standing Orders
- b. There's no time limit for making modification application
- c. The standing orders shall be effective after the expiry of 6 months from certification
- d. The application for modification in standing orders shall be submitted to the Trade Union

ANSWER: (d)

79. Where any workman is suspended by the employer pending investigation or inquiry into the complaints or charges of misconduct against him, the employer shall pay to such a workman the subsistence allowance at the rate of _____ for the first ninety days.

- a. 50% of the wages
- b. 25% of the wages
- c. 75% of the wages
- d. 100% of the wages

ANSWER: (a)

80. How much subsistence allowance is payable to a workman after 90 days of enquiry when he has been suspended pending an inquiry against him?

- a. 50% of the wages
- b. 25% of the wages
- c. 75% of the wages
- d. 100% of the wages

ANSWER: (c)

81. Any dispute regarding the subsistence allowance may be referred by the workman or the employer to the _____ constituted under the Industrial Disputes Act, 1947.

- a. Tribunal
- b. Labor court
- c. Ministry of Corporate Affairs
- d. Inspector

ANSWER: (b)

82. Where there are two categories of workers, daily rated and monthly rated but the certified standing orders are in respect of daily rated workmen only, then _____ can be applied to monthly rated workmen.

- a. Standard standing orders
- b. Model standing orders
- c. Uniform standing orders
- d. Form standing orders

ANSWER: (b)

83. From the date on which the Industrial Employment Standing Orders Act, 1946 becomes applicable to an establishment, an employer is required to submit to the Certifying Officer the draft standing orders:.

- a. Within 3 months
- b. Within 6 months
- c. Within a month
- d. Immediately on receipt

ANSWER: (b)