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(To be filled in the
OMR Sheet)

प्रश्नपुस्तिका क्रमांक
Question Booklet No.

O.M.R. Serial No.

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प्रश्नपुस्तिका सीरीज
Question Booklet Series

B

B.Com. (Honors) (Fifth Semester)
Examination, February/March-2022
BCHO-501
Industrial Law
(for Regular Students)

Time : 1:30 Hours

Maximum Marks-100

जब तक कहा न जाय, इस प्रश्नपुस्तिका को न खोलें

- निर्देश : —
1. परीक्षार्थी अपने अनुक्रमांक, विषय एवं प्रश्नपुस्तिका की सीरीज का विवरण यथास्थान सही— सही भरे, अन्यथा मूल्यांकन में किसी भी प्रकार की विसंगति की दशा में उसकी जिम्मेदारी स्वयं परीक्षार्थी की होगी।
 2. इस प्रश्नपुस्तिका में 100 प्रश्न हैं, जिनमें से केवल 75 प्रश्नों के उत्तर परीक्षार्थियों द्वारा दिये जाने हैं। प्रत्येक प्रश्न के चार वैकल्पिक उत्तर प्रश्न के नीचे दिये गये हैं। इन चारों में से केवल एक ही उत्तर सही है। जिस उत्तर को आप सही या सबसे उचित समझते हैं, अपने उत्तर पत्रक (O.M.R. ANSWER SHEET) में उसके अक्षर वाले वृत्त को काले या नीले बाल प्वाइंट पेन से पूरा भर दें। यदि किसी परीक्षार्थी द्वारा निर्धारित प्रश्नों से अधिक प्रश्नों के उत्तर दिये जाते हैं तो उसके द्वारा हल किये गये प्रथमतः यथा निर्दिष्ट प्रश्नोत्तरों का ही मूल्यांकन किया जायेगा।
 3. प्रत्येक प्रश्न के अंक समान हैं। आप के जितने उत्तर सही होंगे, उन्हीं के अनुसार अंक प्रदान किये जायेंगे।
 4. सभी उत्तर केवल ओ०एम०आर० उत्तर पत्रक (O.M.R. ANSWER SHEET) पर ही दिये जाने हैं। उत्तर पत्रक में निर्धारित स्थान के अलावा अन्यत्र कहीं पर दिया गया उत्तर मान्य नहीं होगा।
 5. ओ०एम०आर० उत्तर पत्रक (O.M.R. ANSWER SHEET) पर कुछ भी लिखने से पूर्व उसमें दिये गये सभी अनुदेशों को सावधानीपूर्वक पढ़ लिया जाय।
 6. परीक्षा समाप्ति के उपरान्त परीक्षार्थी कक्ष निरीक्षक को अपनी प्रश्नपुस्तिका बुकलेट एवं ओ०एम०आर० शीट पृथक—पृथक उपलब्ध कराने के बाद ही परीक्षा कक्ष से प्रस्थान करें।
 7. निगेटिव मार्किंग नहीं है।

महत्वपूर्ण : — प्रश्नपुस्तिका खोलने पर प्रथमतः जाँच कर देख लें कि प्रश्नपुस्तिका के सभी पृष्ठ भलीभाँति छपे हुए हैं। यदि प्रश्नपुस्तिका में कोई कमी हो, तो कक्ष निरीक्षक को दिखाकर उसी सीरीज की दूसरी प्रश्नपुस्तिका प्राप्त कर लें।

1. Protection of action taken in good faith is provided under which section of Payment of Wages Act, 1936?
 - (A) 22
 - (B) 22A
 - (C) 23
 - (D) 25
2. Choose the correct option that states the type of leave facilities for a worker mentioned in the factories act?
 - (A) Maternity leave
 - (B) Casual leave
 - (C) Annual leave with wages as per factories act
 - (D) National & Festival Holidays
3. Which section of the factories act covers the list of diseases given in the schedule?
 - (A) Section 3
 - (B) Section 25
 - (C) Section 87
 - (D) Section 89
4. Section 76 empowers the state government to make rules for_____.
 - (A) The period of work for all children employed
 - (B) Fitness certificate to work in a factory
 - (C) Canteen facilities
 - (D) Prescribing physical standards to be attained by the young persons for working in factories
5. Where work of the same kind is carried out by two or more sets of workers working during different periods of the day. each of such set is called_____.
 - (A) Relay
 - (B) Shift
 - (C) Group
 - (D) Co-worker

6. On what grounds an employee will be disqualified from getting bonus?
- (A) Fraud
 - (B) Riotous or violent behaviour while on the premises
 - (C) Theft, misappropriation or sabotage of any property of the establishment
 - (D) All of the above
7. As per the Payment of Bonus Act, 1965 what is the minimum number of days an employee must have worked in an establishment to be eligible for bonus?
- (A) 240 working days
 - (B) 30 working days
 - (C) 120 working days
 - (D) 45 working days
8. on what grounds an employee will be disqualified from getting bonus?
- (A) Fraud
 - (B) Riotous or violent behaviour while on the premises
 - (C) Theft, misappropriation or sabotage of any property of the establishment
 - (D) All of the above
9. The payment of bonus should be made within a period of _____ months from the close of the accounting year?
- (A) 2 Months
 - (B) 6 Months
 - (C) 8 Months
 - (D) None of the above

10. What is the minimum amount of bonus paid to an employee under payment of Bonus Act, 1965 ?
- (A) 8.83% of the salary or wage earned by the employee
 - (B) 8.5% of the salary or wage earned by the employee
 - (C) 8% of the salary or wage earned by the employee
 - (D) None of the above
11. Which section of Payment of Bonus Act 1965 states about the classes of employees where payment of bonus act is not applicable?
- (A) 16
 - (B) 32
 - (C) 22
 - (D) 30
12. The code on Waged, 2019 replaces which of the following laws?
- (A) The payment of Wages Act, 1936
 - (B) The Minimum Wages Act, 1948
 - (C) Equal Remuneration Act, 1976
 - (D) All of the above
13. Bonus is an ex-gratia payment:
- (A) True
 - (B) False
 - (C) Ambiguous Statement
 - (D) None of these
14. In which year did the government set up the tripartite commission?
- (A) 1951
 - (B) 1972
 - (C) 1961
 - (D) 1965

15. The bonus act is the outcome of the recommendation made by the _____.
(A) State government
(B) Central government
(C) Labour Court
(D) Tripartite commission
16. Which section of Payment of Bonus Act deals with the computation of number of working days?
(A) Section 10
(B) Section 11
(C) Section 13
(D) Section 14
17. If any employee is found guilty of misconduct causing financial loss to the employers, then it is lawful for the employer to deduct the amount of loss from the amount of bonus payable by him to the employee:
(A) True
(B) False
(C) Ambiguous Statement
(D) None of these
18. What is the mode of paying bonus to the employee as specified in the act?
(A) Cash
(B) Cheque
(C) Account transfer
(D) In kind

19. Payment of Bonus Act 1965 is applicable to every factory and to every other establishment where _____workmen are employed on any day during an accounting year.
- (A) 20 or more
 - (B) 10 or more
 - (C) 50 or more
 - (D) 30 or more
20. An employer has the following rights:
- 1. Right to forfeit bonus of an employee, who has been dismissed from service for fraud, riotous or violent behaviour, or theft, misappropriation or sabotage of any property of the establishment.
 - 2. Right to make permissible deduction from the bonus payable to an employee, such as, festival / interim bonus paid and financial loss caused by misconduct of the employee.
 - 3. Right to refer any disputes relating to application or interpretation of any provision of the Act, to the Labour Court or Labour Tribunal.
- (A) 1 & 2
 - (B) 1, 2 & 3
 - (C) 2 & 3
 - (D) 1 & 2
21. When there are no profits or the amount falls short or deficiency for payment of minimum bonus to employees, such deficiency amount should be adjusted to the current accounting year from the Set – On amount which was carried forward in case of excess allocable surplus in the previous year. This is called as:
- (A) Set-On
 - (B) Set-Off
 - (C) Take-On
 - (D) Take-Off

22. The payment of Bonus Act is not applicable to _____ except those operating in competition with similar other private undertakings.
- (A) Public enterprises
 - (B) Private enterprises
 - (C) Factories
 - (D) Banks except RBI and LIC
23. Under the child Labour (Prohibition and Regulation) Act, 1986, a child is one who has not completed age of:
- (A) 18 years
 - (B) 16 years
 - (C) 15 years
 - (D) 14 years
24. As per the child Labour (Prohibition and Regulation) Act, 1986, Week means a period of 7 days beginning at midnight on:
- (A) Sunday
 - (B) Monday
 - (C) Saturday
 - (D) Thursday
25. Which section of the Child Labour (Prohibitions and Regulation) Act, 1986 details out the provisions related to Health and Safety under the Act?
- (A) Section 11
 - (B) Section 12
 - (C) Section 13
 - (D) Section 14

26. As per the Child Labour (Prohibition and Regulation) Act, a child should not be permitted to work between:
- (A) 8 PM; 7 AM
 - (B) 7PM; 8 AM
 - (C) 6PM; 7 AM
 - (D) 5PM; 9 AM
27. Which is the year for “The Declaration of the Right of Child”?
- (A) 1967
 - (B) 1962
 - (C) 1960
 - (D) 1959
28. Which section of The Child Labour (Prohibition and Regulation) Act, 1986 defines the term “Child”?
- (A) Section 1
 - (B) Section 2 (i)
 - (C) Section 2 (ii)
 - (D) Section 2 (iii)
29. As per The Child Labour (Prohibition and Regulation) Act, 1986, Day means a period of 24 hours beginning at:
- (A) Morning 8 AM
 - (B) Noon
 - (C) Evening 4 PM
 - (D) Midnight
30. Which of the following legislation apply to unorganized sector workers in India?
- (A) Minimum Wages Act
 - (B) Child Labour (Prohibition and Regulation) Act, 1986
 - (C) Contract Laobur (Regulation and Abolition) Act 1970
 - (D) All of the aobve

31. The Child Labour (Prohibition and Regulation) Act, 1986 is an example of:
- (A) Regulative Labour Legislation
 - (B) Protective Labour Legislation
 - (C) Social Security Legislation
 - (D) Welfare Legislation
32. A break of at least _____ shall be given to a child as per section for Hours and Period of Work under the act.
- (A) 30 minutes
 - (B) 1 hour
 - (C) 2 hours
 - (D) 3 hours
33. Which section of The Child Labour (Prohibition and Regulation) Act, 1986 details about the Hours and Period of Work?
- (A) Section 7
 - (B) Section 8
 - (C) Section 9
 - (D) Section 10
34. The name of which of the following legislations has been recently changed?
- (A) Workmen's Compensation Act
 - (B) Employees' State Insurance Act
 - (C) Maternity Benefit Act
 - (D) Payment of Gratuity Act

35. If there is willful removal or disregard by the workman of any safety guard or other device which he knew to have been provided for the purpose of securing safety of workman:
- (A) Employer is liable to pay compensation
 - (B) Employer is not liable to pay compensation
 - (C) Appropriate government is liable to pay compensation
 - (D) The Trade Union is liable to pay compensation
36. Under Workmen's Compensation Act, 1923, which of the following are considered as dependent of deceased workman for the purpose of paying compensating?
- (i) A minor brother or an unmarried sister or a widowed sister
 - (ii) A widowed daughter-in-law
 - (iii) A minor child of a pre-deceased son
 - (iv) A minor child of pre-deceased daughter where no parent of the child is alive
 - (v) A paternal grandparent if no parent of the workman is alive
- (A) i, ii & v
 - (B) i, ii, iii & iv
 - (C) i, ii, iii & v
 - (D) i, ii, iii, iv & v
37. Which one of the following is not a machinery for settlement of Industrial Disputes under the Industrial Disputes Act, 1947?
- (A) Conciliation Officer
 - (B) Board of Conciliation
 - (C) Collective Bargaining
 - (D) Labour Court

38. Under which Schedule of the Industrial Disputes Act, 1947 Public Utility Services have been listed out?
- (A) 1st Schedule
 - (B) 2nd Schedule
 - (C) 3rd Schedule
 - (D) 4th Schedule
39. First come last go and last come first go' is the principle of_____.
- (A) Lay - off
 - (B) Closure
 - (C) Retrenchment
 - (D) Dismissal
40. Which of the following is machinery for settlement of industrial disputes?
- (A) Indian Labour Conference
 - (B) Joint Management Council
 - (C) Industrial Tribunal
 - (D) Standing Labour Committees
41. Grievance Handling Machinery is given in_____.
- (A) Industrial Disputes Act
 - (B) Factories Act
 - (C) Both (A) and (B)
 - (D) None of the above
42. List of unfair labour practices on the part of the trade unions and employers was included in_____.
- (A) Factories Act
 - (B) Industrial Dispute Act
 - (C) Trade union Act
 - (D) None of the above

43. Which of the following is an illegal industrial action as per law?
- (A) Mutual Insurance
 - (B) Collective Bargaining
 - (C) Lock out
 - (D) Gherao
44. Under the Industrial Disputes Act, which of the following cannot be considered as an industrial dispute?
- (A) When employer fails to keep his verbal promises
 - (B) When closure is a pretence
 - (C) When demand made for alteration of conditions of service of employees in a cooperative society
 - (D) When the lock-out is in disguise of closure
45. The ongoing globalization in India requires drastic changes under which of the labour legislations?
- (A) The Factories Act
 - (B) The Employees' State Insurance Act
 - (C) The Industrial Disputed Act
 - (D) The Employees' Provident Funds Act.
46. If there are _____ number of employees in a factory, then the employer has to provide a canteen.
- (A) 250
 - (B) 510
 - (C) 320
 - (D) 100

47. If a company has _____ number of employees, then the appointment of a safety officer is mandatory under the factories act.
- (A) 500
 - (B) 100
 - (C) 1000
 - (D) 10000
48. From the below mentioned options, which of the following is not mentioned under the welfare provision in the factories act?
- (A) Canteen
 - (B) Creches
 - (C) Drinking water
 - (D) First aid
49. Which section of the factory act covers the topic annual leave with wages?
- (A) Section 27
 - (B) Section 5
 - (C) Section 86
 - (D) Section 79
50. If there are 100 workers in a factory, then one seat is allotted to how many workers:
- (A) 25
 - (B) 50
 - (C) 100
 - (D) 75

51. In which year did the Industrial Dispute Act come into operation?
- (A) 1947
 - (B) 1949
 - (C) 1953
 - (D) 1963
52. Before the industrial disputes act was implemented in the year 1947, which act took care of the industrial disputes?
- (A) Trade Disputes Act, 1929
 - (B) Royal Commission on Labour, 1934
 - (C) Labour Management Relations Act, 1947
 - (D) None of the above
53. Choose the correct objective of the Industrial Disputes Act:
- (A) To prevent illegal strikes
 - (B) To promote measures for securing and preserving good relations between the employers and the employees
 - (C) To provide relief to workmen in matters of lay – offs, retrenchment, wrongful dismissals
 - (D) All of the above
54. On which date did the industrial disputes act, 1947 received assent and came in the statute Book?
- (A) 1st April, 1947
 - (B) 23rd April, 1936
 - (C) 28th April, 1937
 - (D) 11th March, 1947

55. _____ means an interim or a final determination of any industrial dispute or of any question relating thereto by any labour court.
- (A) Banking Company
 - (B) Closure
 - (C) Award
 - (D) Conciliation Proceeding
56. Which section in the industrial disputes act discusses about the disqualifications of the presiding officers of labour courts?
- (A) 7A
 - (B) 7B
 - (C) 7C
 - (D) 8
57. Which section deals with payment of wages to workman pending proceedings in higher courts in the act?
- (A) 17B
 - (B) 17
 - (C) 17A
 - (D) All of the above
58. As per section _____ a conciliation proceeding shall be deemed to have commenced on the date on which a strike or lock – out is received by the conciliation officer:
- (A) 20
 - (B) 18
 - (C) 22
 - (D) 19

59. No person employed in a public utility service shall go on strike in breach of contract within _____ of giving such a notice.
- (A) 14 days
 - (B) 6 weeks
 - (C) 7 days
 - (D) None of the above
60. Choose the correct option where no workmen shall go on strike in breach of contract and no employer of any such workmen shall declare a lock – out during:
- (A) The pendency of conciliation proceedings before a board and 7 days after the conclusion of such proceedings
 - (B) The pendency of proceedings before labour court, tribunal or national tribunal and 2 months, after the conclusion of such proceedings.
 - (C) During any period in which a settlement or award is in operation, in respect of any of the matters covered by the settlement or a award
 - (D) All of the above
61. Will a workman be entitled to compensation if he does not present himself for work at the establishment at the appointed time during normal working hours at least once a day?
- (A) Yes
 - (B) No
 - (C) Ambiguous
 - (D) None of the above
62. How much compensation does the workmen deserve at the time of retrenchment?
- (A) Equivalent to 15 days average pay
 - (B) 6 months
 - (C) Equivalent to 30 days average pay
 - (D) None of the above

63. How many days of notice period is mandatory for a workman who has been in continuous service for more than a year while retrenchment?
- (A) 1 month
 - (B) 2 month
 - (C) 15 days
 - (D) 45 days
64. Which section deals with the prohibitions of lay-offs?
- (A) 25 M
 - (B) 25 N
 - (C) 25 F
 - (D) 25
65. The penalty for closing an undertaking without prior notice is_____.
- (A) Imprisonment for upto 6 month or;
 - (B) Fine upto 5000 rupees
 - (C) Both imprisonment and fine
 - (D) All of the above
66. What should be the percentage of “protected workmen” of the total number of workmen employed in any establishment?
- (A) 1%
 - (B) 5%
 - (C) 10%
 - (D) 15%
67. Who is an adult as per Factories Act, 1948?
- (A) Who has completed 18 years of age
 - (B) Who is less than 18 years
 - (C) Who is more than 14 years
 - (D) Who is more than 15 years

68. A person who has ultimate control over the affairs of the factory under Factories Act, 1948 is called:
- (A) Occupier
 - (B) Manager
 - (C) Chairman
 - (D) Managing director
69. The space for every worker employed in the factory after the commencement of factories Act, 1948 should be _____ cubic meters.
- (A) 9.9
 - (B) 10.2
 - (C) 14.2
 - (D) 13.2
70. The provision for cooling water during hot weather should be made by the organization if it employs _____ or more employees.
- (A) 200
 - (B) 250
 - (C) 300
 - (D) 150
71. On what date did factories act come into force?
- (A) 23rd September, 1948
 - (B) 1st April, 1949
 - (C) 4th April, 1949
 - (D) 12th September, 1948

72. Which section of the Industrial Disputes Act 1947 lays down the duties of conciliating officer?
- (A) 11
 - (B) 12
 - (C) 13
 - (D) 14
73. 'Strike' has been defined under section:
- (A) 2(q) of Industrial Disputes Act, 1947
 - (B) 2(a) of Industrial Disputes Act, 1947
 - (C) 2(g) of Industrial Disputes Act, 1947
 - (D) None of the above
74. Industry is defined under section:
- (A) 2(a)
 - (B) 2(b)
 - (C) 2(c)
 - (D) 2(j)
75. Industry means:
- (A) Any business
 - (B) Any trade
 - (C) Any avocation of workmen
 - (D) All of the above
76. The principal objects of the Industrial Disputes Act, 1947 has been analyzed by the Supreme Court in:
- (A) Tata Memorial hospital Workers Union V. Tata Memorial Centre
 - (B) Monogram Mills Ltd, v. State of Gujarat
 - (C) K.V.S. Ram v. Bangalore Metropolitan Transport Corporation
 - (D) Workmen of Dimakuchi Teav. Management of Dimakuchi Tea Estate

77. What are the general duties of an Occupier under Factories Act?
- (a) Maintenance of a plant and system of work in factory are safe, without risks to health.
 - (b) Ensure safety and absence of risks to health in, use, handling, storage and transport of articles and substances.
 - (c) Specifying the area.
 - (d) Defining the local mean time ordinarily observed therein.
- (A) (a)
- (B) (b)
- (C) Only (a) & (b)
- (D) All of the above
78. Section 2 (k) of Factories Act defines _____.
- (A) Factory
 - (B) Manufacturing process
 - (C) Worker
 - (D) Occupants
79. Strike is the legitimate weapon in the hands of:
- (A) The workmen
 - (B) The employer
 - (C) Both employers and workmen
 - (D) None of the above
80. "Unfair labour practice" means any of the practices specified in:
- (A) The Fifth Schedule
 - (B) The sixth Schedule
 - (C) Seventh Schedule
 - (D) None of the above

81. Which of the following diseases is not mentioned in the section 89 of factories act?
- (A) Anthrax
 - (B) Asbestosis
 - (C) Phosphorus
 - (D) Pneumonia
82. The first suggestion for legislation in regard to payment of wages was made in the year:
- (A) 1920
 - (B) 1935
 - (C) 1925
 - (D) 1947
83. The first suggestion for legislation in regard to payment of wages made by a private members bill called _____.
- (A) Legislative Bill
 - (B) Wages Bill
 - (C) Weekly Payment Bill
 - (D) None of the above
84. The recommendation of _____ formed the basis of the payment of wages Act, 1936 in India.
- (A) Royal Commission on Labour
 - (B) Labour Law Organization
 - (C) International labour organization
 - (D) None of the above
85. What is the maximum wage period for the payment of wages?
- (A) 1 month
 - (B) 40 days
 - (C) 45 days
 - (D) 60 days

86. In any factory or industrial establishment where less than 1000 employees are employed the wages shall be paid before the expiry of the _____ day.
- (A) 10th day
 - (B) 2nd day
 - (C) 7th day
 - (D) None of the above
87. Which of these deductions under section 7 of payment of wages act is not authorized?
- (A) Deduction for Fines
 - (B) Deduction for payment of Income tax
 - (C) Deduction for Payment of insurance
 - (D) Deduction for payment of uniform and property
88. Which section of the payment of wages Act 1936 covers deduction for damage or loss?
- (A) Section 10
 - (B) Section 9
 - (C) Section 12
 - (D) Section 7
89. Which section takes care of payment of undisbursed wages in case of death of employed person?
- (A) Section 25A
 - (B) Section 25
 - (C) Section 26
 - (D) Section 22A

90. Which provisions regarding health are mentioned in the section 11 to 20 in factories act?
- (a) Cleanliness
 - (b) Dust and fumes
 - (c) Ventilation and temperature
 - (d) Disposal of wastes
 - (A) Only (b) & (c)
 - (B) Only (a) & (d)
 - (C) None of the above
 - (D) All of the above
91. As per the factories act, after how many years should the factory premises be painted and revarnished?
- (A) 5 years
 - (B) 2 years
 - (C) 10 years
 - (D) Annually
92. Which section of Industrial Disputes Act, 1947 deals with payment of wages to workman pending proceedings in higher courts in the act?
- (A) 17B
 - (B) 17
 - (C) 17A
 - (D) All of the above
93. “The regulation contemplated by the Payment of Wages Act, 1936 are of two kinds i.e., about the date of the payment of wages and about deductions from wages whether as fine or otherwise.” The statement is:
- (A) True
 - (B) False
 - (C) Partly true
 - (D) None of the above

94. The definition of “employed person” under section 2 (ia) of Payment of Wages Act, 1936 includes:
- (A) Legal representative of the deceased employed person
 - (B) Doesn’t include legal representative of the deceased employed person
 - (C) Both (A) and (B)
 - (D) None Of the above
95. The term wages under payment of Wages Act, 1936 does not include:
- (A) The value of any house accommodation
 - (B) Any contribution paid by the employed to any pension or provident fund
 - (C) Any gratuity payable on the termination of employment
 - (D) All of the above
96. Responsibility of employer for payment of wages is provided under which section of payment of Wages Act, 1936?
- (A) 5
 - (B) 7
 - (C) 3
 - (D) 10
97. “An employed person shall be deemed to be absent from his place of work, if he, though present in person, refused to carry out his work in pursuance of a stay – in-strike or any other cause which is not reasonable in the circumstances.” The statement is:
- (A) True
 - (B) False
 - (C) Sometimes true
 - (D) None of the above

98. Section 13A of Payment of Wages Act, 1936 deals with:
- (A) Appointment of Inspectors
 - (B) Maintenance of registers and records
 - (C) Appropriate government
 - (D) None of the above
99. An inspector while exercising his powers under Payment of Wages Act, 1936 may:
- (A) Make examination and inquiry to ascertain whether the provisions of the act are being observed
 - (B) Supervise the payment of wages to persons employed
 - (C) Both (A) and (B)
 - (D) None of the above
100. Under Payment of Wages Act, 1936, no direction for the payment of compensation shall be made in the case of delayed wages if the authority is satisfied that the delay was due to:
- (A) A bona fide error or bona fide dispute as to the amount payable to the employed person
 - (B) The occurrence of an emergency, or the existence of exceptional circumstances, the person responsible for the payment of the wages was unable, in spite of exercising reasonable diligence
 - (C) The failure of the employed person to apply for or accept payment
 - (D) All of the above

Rough Work / रफ कार्य

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