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BLOGS

Sectional Test on Code of Social Security, 2020 for CLAT PG

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1. Which of the following categories is not covered under the Code on Social Security, 2020, unless specifically notified by the appropriate government?

a) Platform workers

b) Gig workers

c) Employees in an establishment employing 10 or more persons

d) Self-employed agricultural workers

2. Identify the correct statement with respect to the aggregators' contribution under the Code of Social Security.

a) 10 percent of annual turnover

b) Between 1 to 2 percent of annual turnover

c) 5 per cent

d) Purely voluntary

3. Which of the following benefits is not covered under the Employees' State Insurance?

a) Maternity benefit

b) Old age pension

c) Disablement benefit

d) Medical benefit

4. The threshold for mandatory EPF coverage under the Code is:

a) No threshold

b) 5 employees

c) 10 employees

d) 20 employees

5. Assertion (A): The Code treats gig and platform workers as "employees."

Reason (R): They are eligible for every benefit that regular employees receive.

a) Both A and R are true, and R correctly explains A

b) Both A and R are true, but R does not explain A

c) A is true, but R is false

d) Both A and R are false

6. Which authority has the power to frame social security schemes for gig workers and platform workers?

a) Central Government

b) State Government

c) Both the Central and State Governments

d) Employees' Provident Fund Organisation

7. Which of the following statements are correct regarding gratuity under the Code?

a) Only payable after ten years of service

b) Fixed annually at 30 days' salary

c) Payable with exceptions following five years of continuous service

d) Not applicable to fixed-term employees

8. Which of the following is not included in the Code's definition of "wages" while calculating contributions?

a) Dearness allowance

b) Retaining allowance

c) House rent allowance

d) Basic pay

9. Which of the following funds is created for the welfare of gig and platform workers under the Code?

a) Employees Provident Fund

b) Employees State Insurance Fund

c) Social Security Fund

d) National Pension Scheme

10. Which of the following Acts is not included under the Code of Social Security, 2020?

a) Maternity Benefit Act

b) Payment of Wages Act

c) Payment of Gratuity Act

d) Employees State Insurance Act

11. Which of the following can be a source for the Social Security Fund under the Code?

1) Aggregator Contributions

2) Government grants

3) Corporate donations

a) 1 only

b) 1 and 2 only

c) 2 and 3 only

d) 1, 2, and 3

12. Which of the following statements are correct regarding maternity benefit under the Code?

I. Maternity benefits equal to her average daily income throughout the leave period are available to any female employee who worked for at least 80 days in the 12 months before the expected delivery.
II. Maternity leave can be taken for up to 8 weeks before delivery, with a maximum duration of 26 weeks.
III. A woman is eligible to 12 weeks of maternity benefits starting on the day of adoption or when the child is handed over if she adopts a child younger than three months or is a commissioning mother.

a) I and II only

b) II and III only

c) I and III only

d) All of the above

13. Which of the following statements is INCORRECT?

a) The code consolidates nine central labour laws.

b) Code establishes universal worker registration

c) EPF benefits are automatically paid to gig workers.

d) Digital compliance is made possible by code

14. Assertion (A): The government may extend the EPF provisions to any class of establishment.

Reason (R): The appropriate government is given wide notification powers under the Code.

a) Both A and R are true, and R correctly explains A

b) Both A and R are true, but R does not explain A

c) A is true, but R is false

d) Both A and R are false

15. Which of the following best describes the Code's categorisation of aggregators as contributors?

a) In the conventional master-servant relationship, they are employers.

b) They profit monetarily from gig work

c) They work for the government.

d) They function as trade unions.

Answers

1. (D)
2. (B) According to Section 114 of the Code, the contribution to be paid by the aggregators for the funding shall not exceed two per cent, but not less than one per cent, and it shall not exceed five per cent of the amount paid or payable by an aggregator to gig workers and platform workers.
3. (B) Section 26 of the Code provides the purposes for which the Employees' State Insurance Fund may be expended. Old age pension comes under EPF/Pension Scheme, not ESI.
4. (D)
5. (C) A is True as they are recognised under the Code. But R is false; they do not get full employee benefits (only scheme-based benefits).
6. (A) According to Section 114 of the Code, the Central Government may frame and notify suitable social security schemes for gig workers and platform workers.
7. (C) Section 53 of the Code deals with the payment of gratuity

8. (C) According to Section 2 (88) of the Code, “wages” means all remuneration, whether by way of salaries, allowances or otherwise, payable to a person employed in respect of his employment or of work done in such employment, and includes, (a) basic pay; (b) dearness allowance; and (c) retaining allowance and does not include house rent allowance among others.
9. (C)
10. (B)
11. (B)
12. (D) Section 60 of the Code deals with the right to payment of maternity benefit.
13. (C)
14. (A)
15. (B) Code uses the beneficiary pays principle; aggregators’ profit from labour must contribute.