BLOGS

Sectional Test on Code on Wages, 2019 for CLAT PG

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1. Which of the following Acts is not consolidated into the Code on Wages, 2019? a) Equal Remuneration Act

b) Payment of Wages Act

c) Payment of Bonus Act

d) Payment of Gratuity Act **2. Which of the following is not excluded from the Code on Wages' definition of "wages"?** a) House rent allowance

b) Conveyance allowance

c) Statutory bonus

d) Basic pay **3. Which of the following authorities hears claims regarding non-payment or short payment of wages under the Code?** a) Labour Court

b) Authority appointed by appropriate government

c) Appellate Authority

d) Inspector cum Facilitator **4. Assertion (A): The Code unifies four wage-related labour statutes.**

Reason (R): Simplifying and universalising wage protection is the objective of 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 **5. Which of the following does not fall under the Authority's powers under Section 45 of the Code?** a) Direct payment of due wages

b) Impose penalty/compensation

c) Order reinstatement after dismissal

d) Entertain group claims **6. An appeal from the order of the authority lies to:** a) Labour Court

b) High Court

c) Appellate Authority notified by appropriate Government

d) Central Government **7. Which of the following statements are correct regarding the time**

limit of payment of wages under the Code? a) On a daily basis, at the end of the shift

b) On a weekly basis, on the last working day of the week,

c) On a monthly basis, before the expiry of the seventh day of the succeeding month **Choose the correct answer:**

a) a and b only

b) b and c only

c) a and c only

d) All of the above **8. The Inspector under the earlier Acts is now designated under the Code as:** a) Labour Enforcement Officer

b) Compliance Officer

c) Inspector-cum-Facilitator

d) Wage Controller **9. The Code gives the appropriate government the authority to determine how many hours make up a normal workday. Under the Code, overtime is payable at:** a) The same rate

b) Twice the normal rate

c) 1.5 times the normal rate

d) Triple rate **10. Which of the following will be added back to wages if it exceeds 50% of total remuneration under the Code?** a) Bonus and commission

b) Allowances and benefits

c) Employer's PF contribution

d) Gratuity **11. Equal remuneration for men and women who perform the same work is mandated under:** a) Article 14 of the Constitution

b) Factories Act

c) Code on Wages

d) Industrial Relation Code **12. In accordance with the Code, wages must be paid in:** a) Cash only

b) By cheque only

c) In cash, by electronic mode, or by cheque

d) Only through bank transfer **13. If a state government's minimum wage, which is fixed earlier, is less than the floor wage, then:** a) They remain valid

b) They must be revised upward to at least the floor wage

c) They automatically lapse

d) The Central Government will directly fix wages **14. Assertion (A): Regardless of the wage**

ceiling, all employees are covered under the Code on Wages.

Reason (R): Prior wage regulations only applied to scheduled employment and wage limits. 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. Under Section 45 of the Code, which of the following disputes can be raised before the Authority?** a) Non-payment of minimum wages

b) Wrongful deductions

c) Bonus payment

d) Illegal termination **Choose the correct answer:** a) a and b only

b) a, b, and c only

c) b and d only

d) All of the above **Answers** (D) The Code on Wages, 2019, consolidates 4 Acts, namely, the Equal Remuneration Act, 1976, the Minimum Wages Act, 1948, the Payment of Bonus Act, 1965, and the Payment of Wages Act, 1936. (D) According to Section 2(y) of the Code, “wages” include (i) basic pay; (ii) dearness allowance; and (iii) retaining allowance. (B) Section 45 of the Code provides for the appropriate government to appoint authorities to hear claims under the Code. (A) (C) Order reinstatement comes under the domain of the Industrial Relations Code. (C) Section 49 of the Code deals with appeals. (D) Section 17 of the Code deals with the Time limit for payment of wages. The employer shall pay or cause to be paid wages to the employees, engaged on— (i) daily basis, at the end of the shift; (ii) weekly basis, on the last working day of the week, that is to say, before the weekly holiday; (iii) fortnightly basis, before the end of the second day after the end of the fortnight; (iv) monthly basis, before the expiry of the seventh day of the succeeding month. (C) (B) Under Section 14 of the Code, Wages for overtime work shall not be less than twice the normal rate of wages. (A) Under Section 2(y), which defines “wages”, while calculating wages, certain components are excluded (like allowances, HRA, bonus, etc.). If the excluded components exceed 50% of total remuneration, the excess shall be added back to wages. (C) The Equal Remuneration Act is consolidated into the Code on wages. (C) Section 15 of the Code provides the mode of payment of wages to be in current coin or currency notes, by cheque, or by crediting the wages in the bank account of the employee, or by electronic mode. (A) Section 9 of the Code provides the power of the Central Government to fix the floor wage. If the minimum rates of wages fixed by the appropriate Government earlier are more than the floor wage, then the appropriate Government shall not reduce such minimum rates of wages fixed by it earlier. (A)

(B)