BLOGS

Sectional Test on the Industrial Relations Code, 2020 for CLAT PG

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1. How many central labour laws were repealed and unified by the Industrial Relations Code, 2020?

a) 3

b) 4

c) 5

d) 6

2. The Industrial Relations Code, 2020, does not repeal which of the following Acts?

a) Industrial Disputes Act, 1947

b) Trade Union Act, 1926

c) Industrial Employment (Standing Orders) Act, 1946

d) Factories Act, 1948

3. The Industrial Relations Code, 2020 states that an employer may close down a business without the government's consent if it has less than:

a) 50 workers

b) 100 workers

c) 150 workers

d) 300 workers

4. How many employees must support a trade union for it to be acknowledged as the sole negotiating union in an industry?

a) 35 per cent

b) 40 per cent

c) 51 per cent

d) 65 per cent

5. To which of the following authorities can an industrial dispute be referred under the Industrial Relations Code?

a) Conciliation officer

b) Board of Conciliation

c) Labour Court

d) All of the above

6. Under the Industrial Relations Code, 2020, an application for lay-off/ retrenchment in certain cases will require:

a) Prior notice

b) Approval of the government

c) No approval

d) Both A and B

7. Which of the following statements is true regarding the conciliation proceedings under the Industrial Relations Code, 2020?

a) Begin only after filing in Court

b) Be compulsory before adjudication

c) Not be conducted in case of public utilities

d) Be optional

8. How many members must a trade union have for registration under the Industrial Relations Code, 2020?

a) 5

b) 7

c) 10

d) 12

9. According to the Code, no strike or lock-out shall be legal unless a strike notice of ____ days is given.

a) 14 days

b) 30 days

c) 40 days

d) 60 days

10. In the public interest, which authority has the authority to give an exception from the regulations on layoffs, retrenchment, and closure?

a) Labour Court

b) State Government

c) Central Government

d) Both the Central and State Governments

11. Assertion (A): According to the Industrial Relations Code, layoffs, retrenchments, and closures in specific establishments must be approved by the government beforehand.
Reason (R): The Code seeks to strike a balance between employee job security and managerial authority.

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

12. Assertion (A): All establishments need workers to give 14 days' notice before going on strike.
Reason (R): Both public and non-public utility strikes must give notice 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

13. Assertion (A): Only businesses with 300 or more employees are subject to the Standing Orders under the Code.
Reason (R): To promote ease of doing business, smaller establishments are exempted.

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

14. According to the Code, which of the following establishments must create standing orders?

a) Every industrial establishment

b) Establishments with 100 or more workers

c) Establishments with 300 or more workers

d) Establishments notified by the Tribunal

15. Under the Industrial Relations Code, which of the following strikes is illegal?

a) Strike during conciliation

b) Strike without notice

c) Strike after expiry of settlement

Choose the correct answer:

a and b only

b and c only

a and c only

All of the above

Answers

1. (A) The Code consolidates the three existing laws i.e. Industrial Disputes Act 1947, Trade Unions Act 1926, and Industrial Employment (Standing Orders) Act 1946
2. (D)
3. (D) As per Section 77 of the Code, Industrial establishments employing 300 or more workers must obtain prior permission of the appropriate government before closure.
4. (C) 51 per cent or more workers as per the Section 14 of the Code.
5. (D)
6. (D) According to Sections 78 and 79 of the Code, both prior notice and approval of the government are required.
7. (B) According to Section 53 of the Code, conciliation is compulsory pre-adjudication.
8. (B) Under Section 6 of the Code, at least 10% of workers or 100 workers, whichever is less subject to a minimum of 7 members

9. (D) According to Section 62 of the Code, sixty days' notice is necessary.
10. (D) Power to exempt by the appropriate government is provided under Section 96 of the Code.
11. (A) Chapter X mandates permission for larger establishmentshaving more than 300 workers. This restriction exists specifically to protect workmen. Hence, R explains A.
12. (C) Notice of sixty days is necessary, not 14. However, R is true as the Code expanded the notice requirement to all establishments.
13. (A)
14. (C) According to Section 28 of the Code, the provisions relating to standing orders shall apply to every industrial establishment wherein three hundred or more than three hundred workers are employed, or were employed on any day of the preceding twelve months.
15. (A)