BLOGS

Sectional Test on the New Labour Codes for CLAT PG

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1. How many labour laws have been consolidated into the four labour codes?

a. 30

b. 29

c. 28

d. 25

2. Out of the four Labour Codes passed by Parliament, which one is INCORRECT?

a. Code on Wages, 2019

b. Industrial Relations Code, 2020

c. Occupational Safety, Health and Working Conditions Code, 2020

d. Code on Social Security, 2019

3. How many previous labour laws are combined into the Code on Wages, 2019?

a. Three

b. Four

c. Six

d. Five

4. Which establishment must provide a crèche facility in accordance with the OSHWC Code, 2020?

a. Establishments with 20 or more employees

b. Establishments with 30 or more female employees

c. Establishments with 50 or more employees

d. Establishments with 100 or more employees

5. Which Code specifically recognises the concept of “fixed-term employment”?

a. Code on Wages, 2019

b. Industrial Relations Code, 2020

c. Occupational Safety, Health and Working Conditions Code, 2020

d. Code on Social Security, 2020

6. Which of the following Acts is covered under the OSHWC Code, 2020?

a. The Payment of Gratuity Act, 1972

b. The Factories Act, 1948

c. The Employees' Compensation Act, 1923

d. The Minimum Wages Act, 1948

7. Which of the following groups is eligible for social security benefits under the Code on Social Security, 2020?

a. Only employees in the organised sector

b. Only employees in the unorganised sector

c. Only platform and freelance workers

d. Platform, gig, organised, and unorganised workers

8. Which of the following best sums up what the Code on Social Security, 2020 refers to as a "gig worker"?

a. An employee hired by a contractor

b. An employee working outside of the conventional employer-employee relationship

c. An employee who works from home

d. A seasonal worker

9. Assertion (A): Fixed-term employees are entitled to the same wage and social security benefits as permanent employees under the Industrial Relations Code, 2020.
Reason (R): According to the Industrial Relations Code, fixed-term employees are not considered "workers."

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. A is false, but R is true

10. Assertion (A): Several industry-specific safety regulations are combined into a common framework by the Occupational Safety, Health and Working Conditions Code, 2020.
Reason (R): The OSHWC Code incorporates the Mines Act of 1952 and the Factories Act of 1948.

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. A is false, but R is true

11. Which of the following Acts does not fall under the Code on Wages, 2019?

a. Equal Remuneration Act

b. Minimum Wages Act

c. Payment of Wages Act

d. Payment of Bonus Act

12. Which of the following is not considered "wages" under the Code on Wages, 2019?

a. Bonus

b. Basic Pay

c. House Rent Allowance

d. Dearness Allowance

13. Which of the following best sums up the legislative idea that underpins the consolidation of labour laws into four codes?

a. Replacing welfare-based labour law with contract law

b. Harmonising, streamlining, and rationalising labour laws

c. Centralising labour laws under the Union List

d. Revocation of governmental authority over labour

14. According to the Code on Social Security, 2020, which of the following best describes the legal situation of unorganised workers?

a. Statutory benefits are guaranteed

b. Only eligible for state-level programs

c. Qualified for welfare programs as notified

d. Not covered at all

15. Which Labour Code permits migrant workers from different states to register themselves on a national portal?

a. Code on Wages, 2019

b. Industrial Relations Code, 2020

c. Occupational Safety, Health and Working Conditions Code, 2020

d. Code on Social Security, 2020

Answers

1. (B)
2. (D) Code on Social Security, 2020 (not 2019)
3. (B)
4. (C)
5. (B)
6. (B)
7. (D)
8. (B)
9. (C)
10. (A)
11. (D)
12. (C)
13. (B)
14. (C)
15. (C)