



UPSC EPFO 2025 APFC & EO/AO IR and Labour Laws Questions

IR and Labour Laws

Q1. Consider the following statements in reference to the Payment of Wages Act, 1936:

1. Wages may be paid in current coins.
2. Wage period can be fixed for weekly payment.
3. Wages are to be paid before the expiry of the seventh day after the last day of the wage period in establishments employing more than 1000 persons.

Which of the statements given above is/are correct?

- A. 1 and 2 only
- B. 1 only
- C. 2 only
- D. 1, 2 and 3

Q2. Which of the following deductions from wages can be made under the Payment of Wages Act, 1936?

1. Deductions for amenities and services supplied by the employer
2. Deductions for recovery of advances
3. Deductions for payments to co-operative societies

Select the answer using the codes given below:

- A. 1 only
- B. 2 and 3 only
- C. 1 and 3 only
- D. 1, 2 and 3

Q3. In which one of the following judgments did the Supreme Court lay down the 'Triple test' in respect of the definition of 'industry' under the Industrial Disputes Act, 1947?

- A. State of Bombay v. the Hospital Mazdoor Sabha, AIR 1960 SC 610
- B. Bangalore Water Supply and Sewerage Board v. R. Rajappa, AIR 1978 SC 548
- C. State of U.P. v. Jai Bir Singh, (2005)5 SCC 1
- D. M/s Bharti Airtel Limited v. A.S. Raghavendra [Civil Appeal No. 5187 of 2023]

Q4. Which one of the following industries is not a public utility service under the First Schedule of the Industrial Disputes Act, 1947?

- A. Chemical Fertilizer Industry
- B. Pyrites Mining
- C. Manufacturing of Alumina and Aluminium
- D. Tea Plantation

Q5. The mandate of giving a notice of six weeks as provided under the Industrial Disputes Act, 1947 is/are applicable to which of the following categories of people?

1. Workmen employed in public utility service, before going for a strike
2. Employers carrying out public utility service, before declaring lock-out
3. Workmen employed in any service, before going for a strike

Select the answer using the codes given below:

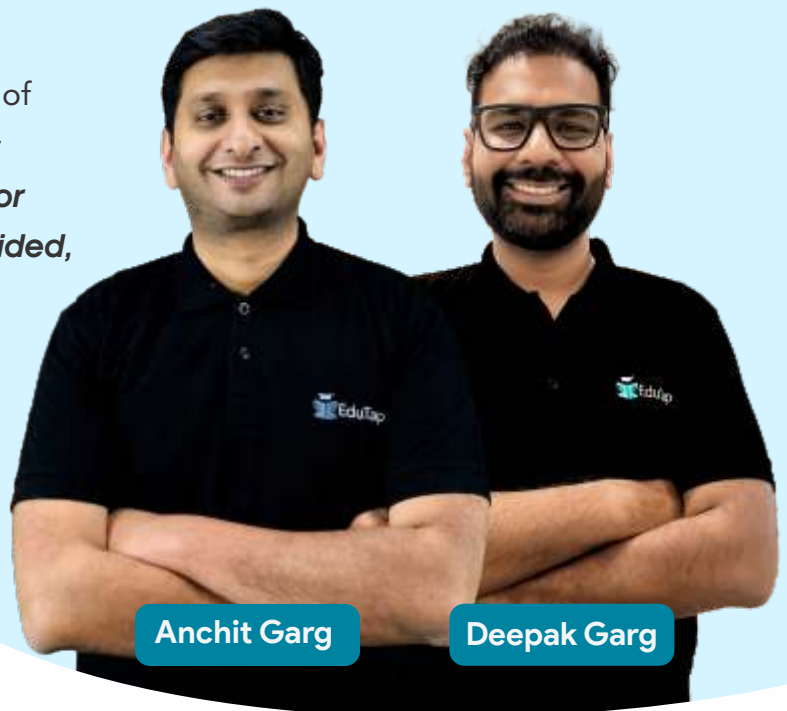
- A. 3 only
- B. 2 only
- C. 1 and 2
- D. 1 only

Q6. Which one of the following is not a right provided to a registered Trade Union under Chapter III of the Trade Unions Act, 1926?

- A. Constitution of a separate fund for political purposes
- B. Giving membership to a person aged 17 years
- C. Committing a tortious act in contemplation of a trade dispute, by an agent of the Trade Union, without the knowledge of the executive of Trade Union
- D. Making changes in the employment contract through an act done in contemplation of a trade dispute

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