



PAPERBACK EDITION

Industrial Relations, Labour Codes & Social Security in India for UPSC EPFO APFC Exam 2026

LATEST • SEPTEMBER 2026 EDITION

Based on Previous Patterns with New Labour Codes & Amendments



Industrial
Relations



Labour
Codes



Social
Security



Important Cases
& Current Developments



C R A C K T A R G E T . C O M



Industrial Relations, Labour Codes
&
Social Security
for
UPSC EPFO APFC 2026

Contents

HOW TO USE THIS BOOK This book is designed to be used in layers, not read repeatedly from beginning to end.	6
If Industrial Relations Is New to You	6
For APFC-Focused Preparation	7
For Special Workplace Provisions	7
For Wage and Enforcement Provisions Read Part V for the wage framework on which the other Labour Codes build, together with the provisions relating to:	7
For the ILO and International-Labour-Law Component Read Part VI as the international-law layer supporting the preceding chapters.	7
The Night Before the Examination	7
The Four Close-Outs	8
Chapter 1	24
What UPSC has historically tested	24
What this chapter will make you able to do	24
1.1 What labour is	24
Labour, work, employment, occupation, profession	25
1.2 Why societies regulate labour	25
1.3 The Indian labour force as an examination object	26
1.4 Persons the law cares about	27
Employer	27
Employee and worker — the distinction UPSC will use	27
Gig worker and platform worker	28
Unorganised worker, home-based worker, wage worker	29
1.5 Wages — the definition that now runs through the system	30
A worked illustration	31
1.6 Constitutional anchors the candidate must not invent	31
1.7 Minimum wage, fair wage, living wage	32
1.8 Establishment, industry, factory	32
1.9 Formalisation, appointment letters and fixed-term employment	33
1.10 Three neighbouring subjects	33
1.11 From the APFC desk — why Chapter 1 is not academic	34
UPSC Examiner Lens	35
Common traps	35
What must be memorised	35
One-minute revision	35
Practice questions	36
Chapter 2	40
What UPSC has historically tested	40
What this chapter will make you able to do	40
2.1 What labour legislation is	40
2.2 Objects that keep recurring	41
2.3 Constitutional competence	41

2.4 Forms of labour law	43
2.5 Central law and State law together	44
2.6 Appropriate Government and the Central sphere.....	44
2.7 The four Codes as legislative method	45
Code on Wages, 2019 — four Acts.....	45
Industrial Relations Code, 2020 — three Acts.....	45
Code on Social Security, 2020 — nine Acts	45
OSH Code, 2020 — thirteen Acts	45
Where the project came from.....	46
2.8 What the four Codes did not swallow	46
2.9 Assent is not commencement	47
2.10 Principles of interpretation that actually matter	47
2.11 From the APFC desk	48
UPSC Examiner Lens	48
Common traps	48
What must be memorised	48
One-minute revision	49
Practice questions.....	49
Chapter 3.....	52
What UPSC has historically tested	52
What this chapter will make you able to do	52
3.1 The idea.....	52
3.2 Why the relationship is not only a contract.....	53
3.3 The three actors.....	53
3.4 Frames of reference.....	54
3.5 Objectives of industrial relations	54
3.6 The Indian system in outline.....	55
Plant level.....	55
Industry and national level.....	55
Dispute level.....	55
3.7 Bipartite forums under the IR Code.....	55
Works Committee — section 3	55
Grievance Redressal Committee — section 4	56
3.8 The Indian Labour Conference.....	56
3.9 Approaches that examination notes still recycle.....	57
3.10 What ‘good’ industrial relations means in this exam	57
3.11 From the APFC desk	58
UPSC Examiner Lens	58
Common traps	58
What must be memorised	58
One-minute revision	58
Practice questions.....	59
Chapter 4.....	62

What UPSC has historically tested	62
What this chapter will make you able to do	62
4.1 What labour welfare is.....	62
4.2 Why welfare was legislated	63
4.3 Intra-mural and extra-mural welfare	63
4.4 Principles that still help in an MCQ.....	64
4.5 Theories of labour welfare.....	64
Policing theory.....	64
Philanthropic theory.....	64
Paternalistic or trusteeship theory.....	64
Religious theory.....	65
Placating theory	65
Public-relations theory	65
Functional or efficiency theory	65
Social theory.....	65
4.6 Agencies of labour welfare	66
4.7 Constitutional anchors.....	66
4.8 The ILO and welfare	67
4.9 The statutory story before the Codes	67
4.10 Current law — OSH Code, section 24	68
The numbers, old and new.....	68
4.11 The amenities, one by one.....	69
Drinking water, latrines, cleanliness	69
Washing, bathing, lockers, sitting	69
First aid	70
Canteen	70
Rest rooms and lunch rooms.....	70
Temporary accommodation for building workers	70
4.12 The welfare officer.....	70
4.13 Crèche — two Codes, two wordings.....	71
4.14 Women, night work and welfare	71
4.15 Sectoral welfare the OSH Code swallowed.....	72
4.16 Labour welfare funds and construction boards.....	72
4.17 Welfare is not social security, and neither is industrial relations	72
4.18 How Indian official welfare thinking was built.....	73
4.19 Principal employer and contract labour — who pays for the amenity.....	73
4.20 Voluntary welfare and the boundary with CSR.....	74
4.21 A worked establishment	74
4.22 From the APFC desk	75
UPSC Examiner Lens	75
Common traps	75
What must be memorised	75
Master revision table.....	75
One-minute revision	76

Practice questions.....	76
Chapter 5.....	81
What UPSC has historically tested	81
What this chapter will make you able to do	81
5.1 What labour administration is	81
5.2 The Ministry of Labour and Employment	82
Organisations under the Ministry — the list to memorise.....	82
5.3 Appropriate Government — the administrative hinge.....	83
5.4 Chief Labour Commissioner (Central).....	83
5.5 DGFASLI and DGMS.....	84
5.6 Other Ministry neighbours.....	84
5.7 A short administrative history of EPFO	85
5.8 Employees' State Insurance Corporation.....	85
5.9 EPFO — the organisation the reader is joining.....	86
Central Board — section 4 of the Social Security Code.....	86
Central Provident Fund Commissioner	87
What an APFC actually does.....	87
What the Central Board actually decides.....	87
Field offices	88
Training.....	88
5.10 Inspector-cum-Facilitator.....	88
5.11 Tribunals that sit near this map	89
5.12 State labour administration	89
5.13 International labour administration, briefly	89
5.14 A worked file	89
5.15 From the APFC desk.....	90
UPSC Examiner Lens	90
Common traps	90
What must be memorised	90
Master revision table.....	90
One-minute revision	91
Practice questions.....	91
Chapter 6.....	97
What UPSC has historically tested	97
What this chapter will make you able to do	97
6.1 What a trade union is.....	97
6.2 Why 1926 still matters.....	98
6.3 The Registrar	98
6.4 Criteria for registration — section 6	99
6.5 Rules, application, certificate, cancellation	99
6.6 Recognition — section 14	100
One registered union	100
Several unions — a 51 per cent union	100

Several unions — no 51 per cent union	100
Duration	100
6.7 Funds — section 15.....	101
6.8 Immunities — sections 16, 17 and 18.....	102
6.9 Members, minors, books	102
6.10 Outsiders — section 23.....	102
6.11 Name, amalgamation, dissolution, returns	103
6.12 Recognition at Central and State level — section 27.....	103
6.13 What recognition does — and does not — do	103
6.14 A worked establishment	104
6.15 From the APFC desk	104
UPSC Examiner Lens	104
Common traps	104
What must be memorised	105
One-minute revision	105
Practice questions.....	105
Chapter 7.....	109
What UPSC has historically tested	109
What this chapter will make you able to do	109
7.1 Industry, worker, establishment.....	109
7.2 Industrial dispute — section 2(q).....	110
7.3 Strike — section 2(zk)	110
7.4 Lock-out — section 2(u).....	111
7.5 Section 62 — when a strike or lock-out may not happen.....	111
7.6 Illegal strikes and lock-outs — sections 63 and 64	112
7.7 Settlement machinery — the map.....	113
Conciliation officer — section 43	113
Voluntary arbitration — section 42.....	113
Industrial Tribunal — section 44	113
National Industrial Tribunal — section 46.....	114
Award	114
7.8 What 1947 furniture the Code left behind	114
7.9 Notice of change — a neighbour	115
7.10 A worked week	115
7.11 From the APFC desk	115
UPSC Examiner Lens	116
Common traps	116
What must be memorised	116
One-minute revision	116
Practice questions.....	116
Chapter 8.....	120
What UPSC has historically tested	120
What this chapter will make you able to do	120

8.1 What standing orders are	120
8.2 Why 1946 still appears in PYQs.....	121
8.3 Application — section 28	121
8.4 Model standing orders — section 29.....	122
8.5 Two paths to a certified text — section 30.....	123
Path one — adopt the model.....	123
Path two — draft and certify.....	123
8.6 The First Schedule — what the rule-book must speak about.....	124
8.7 Fixed-term employment — section 2(o) and the Schedule.....	124
8.8 Operation, posting, duration, modification	125
8.9 Discipline — section 38.....	125
8.10 Appeal, powers, exemption	126
8.11 Notice of change — section 40 and the Third Schedule	126
The Third Schedule — eleven heads	126
8.12 How the chapters fit on one plant	128
8.13 A worked file	128
8.14 From the APFC desk	128
UPSC Examiner Lens	128
Common traps	129
What must be memorised	129
One-minute revision	129
Practice questions.....	129
Chapter 9.....	136
What UPSC has historically tested	136
What this chapter will make you able to do	136
9.1 Three different endings	136
9.2 Continuous service — section 66.....	137
9.3 The two chapters — 50 and 300.....	137
9.4 Lay-off compensation — section 67	138
9.5 Conditions precedent to retrenchment — section 70.....	139
9.6 Last-in-first-out and re-employment — sections 71 and 72.....	139
9.7 Closure — sections 74 and 80.....	139
9.8 Transfer of the establishment.....	140
9.9 The worker re-skilling fund — section 83	140
9.10 Fixed-term expiry is not this chapter's payout	141
9.11 Unfair labour practices — a neighbour.....	141
9.12 A worked establishment	141
9.13 From the APFC desk	142
UPSC Examiner Lens	142
Common traps	142
What must be memorised	142
One-minute revision	142
Practice questions.....	143

Chapter 10.....	148
What UPSC has historically tested	148
What this chapter will make you able to do	148
10.1 What the Social Security Code is.....	148
10.2 The five Social Security Organisations	149
10.3 Establishment, employee, employer	150
10.4 When Chapter III applies.....	151
10.5 The wage ceiling — section 2(89) and S.O. 5109(E).....	152
10.6 The three Schemes — section 15.....	152
10.7 Contribution architecture	153
10.8 Registration of the establishment — section 3.....	154
10.9 Who must be enrolled	154
10.10 What this chapter is not.....	154
10.11 A worked establishment	155
10.12 From the APFC desk	155
UPSC Examiner Lens	155
Common traps	155
What must be memorised	155
One-minute revision	156
Practice questions.....	156
Chapter 11.....	162
What UPSC has historically tested	162
What this chapter will make you able to do	162
11.1 The Scheme and the Code	162
11.2 Universal Account Number	163
11.3 Who becomes a member.....	163
11.4 International workers	164
11.5 The account.....	164
11.6 Nomination	164
11.7 Partial withdrawal — the 25 per cent floor	165
11.8 Full withdrawal.....	166
11.9 Transfer	166
11.10 Employer's Scheme duties	166
11.11 A worked claim	167
11.12 From the APFC desk	167
UPSC Examiner Lens	167
Common traps	167
What must be memorised	168
One-minute revision	168
Practice questions.....	168
Chapter 12.....	174
What UPSC has historically tested	174
What this chapter will make you able to do	174

12.1 Three schemes, three jobs.....	174
12.2 Where the pension money comes from	175
12.3 Ten years, fifty-eight years.....	175
12.4 The formula.....	176
12.5 Early pension and deferred pension	177
12.6 Family pension	177
12.7 Disablement pension	177
12.8 EDLI — death in service, employer only	178
12.9 One death, three payments	178
12.10 From the APFC desk	179
UPSC Examiner Lens	179
Common traps	179
What must be memorised	179
One-minute revision	179
Practice questions.....	179
Chapter 13.....	185
What UPSC has historically tested	185
What this chapter will make you able to do	185
13.1 The map of Chapter XI	185
13.2 The Authorised Officer — section 125.....	186
13.3 The five-year bar	186
13.4 How the inquiry is conducted	187
13.5 Interest — section 127.....	187
13.6 Damages — section 128.....	187
13.7 Two appeals, two doors	188
13.8 Recovery — sections 129 to 132.....	189
13.9 Inspector-cum-Facilitator and the record.....	189
13.10 A worked file	190
13.11 From the APFC desk	190
UPSC Examiner Lens	190
Common traps	190
What must be memorised	190
One-minute revision	191
Practice questions.....	191
Chapter 14.....	195
What UPSC has historically tested	196
What this chapter will make you able to do	196
14.1 Civil file, criminal file	196
14.2 Section 133 — the graded offences.....	197
14.3 Repeat conviction — section 134	197
14.4 Companies — section 135	198
14.5 Cognizance — section 136.....	198
14.6 Prior opportunity — section 137	198

14.7 Compounding — section 138.....	199
14.8 What this chapter is not.....	200
14.9 A worked complaint.....	200
14.10 From the APFC desk.....	200
UPSC Examiner Lens	200
Common traps	200
What must be memorised	201
One-minute revision	201
Practice questions.....	201
Chapter 15.....	206
What UPSC has historically tested	206
What this chapter will make you able to do	206
15.1 Chapter IV is not Chapter III.....	206
15.2 When Chapter IV applies	207
15.3 Who is an insured person	207
15.4 The wage ceiling — say only what has been notified	208
15.5 Contribution — section 29 and Rule 19.....	208
15.6 Six benefits — section 32.....	209
15.7 The Corporation	209
15.8 Assessment and appeal, restated for this chapter	210
15.9 A worked establishment	210
15.10 From the APFC desk.....	210
UPSC Examiner Lens	210
Common traps	210
What must be memorised	211
One-minute revision	211
Practice questions.....	211
Chapter 16.....	216
16.1 Where Chapter V applies	216
16.2 When gratuity becomes payable — section 53(1).....	216
16.3 The formula — section 53(2)	217
16.4 The cap.....	217
16.5 Forfeiture and nomination.....	218
16.6 Compulsory insurance and the controlling authority	218
16.7 A worked comparison	218
16.8 From the APFC desk.....	218
UPSC Examiner Lens	218
Common traps	219
What must be memorised	219
One-minute revision	219
Practice questions.....	219
Chapter 17.....	223

17.1 Two chapters, one woman.....	223
17.2 The 80-day gate — section 60(2)	223
17.3 The weeks — section 60(3) and (4).....	224
17.4 The rate.....	224
17.5 Medical bonus, nursing, crèche	225
17.6 Prohibitions — sections 59 and 68	225
17.7 From the APFC desk	225
UPSC Examiner Lens	225
Common traps	226
What must be memorised	226
One-minute revision	226
Practice questions.....	226
Chapter 18.....	230
18.1 When the employer is liable — section 74	230
18.2 Occupational disease	231
18.3 The ESI bar	231
18.4 The amount — section 76.....	231
18.5 Notice, claim, competent authority.....	232
18.6 A worked file	232
18.7 From the APFC desk	233
UPSC Examiner Lens	233
Common traps	233
What must be memorised	233
One-minute revision	233
Practice questions.....	233
Chapter 19.....	238
19.1 The problem the chapter is written to name.....	238
19.2 Theory: why the unorganised sector exists	238
19.2.1 Dualism and the missing contract	238
19.2.2 ILO floors, not ILO conventions alone	239
19.2.3 Tripartism without a workplace	239
19.3 The three definitions that must not be collapsed	239
19.4 Registration — sixteen years and a self-declaration	240
19.5 Schemes for unorganised workers.....	240
19.6 Schemes for gig and platform workers — section 114	240
19.7 The Social Security Fund — section 141	241
19.8 The Boards	241
19.9 Building workers — the cess that survived.....	242
19.10 Case law the examiner can still set	242
19.10.1 The unorganised floor before the Code	242
19.10.2 Migrant workers	242
19.10.3 Gig workers in court	242
19.11 What this chapter is not.....	243

19.12 From the APFC desk	243
UPSC Examiner Lens	243
Common traps	244
What must be memorised	244
One-minute revision	244
Practice questions — 30	244
Chapter 20.....	254
20.1 Why organisations first	254
20.2 Theory: trusteeship, inspection and the CAG	254
20.2.1 The fund as a trust.....	254
20.2.2 From inspector-raj to inspection scheme.....	254
20.2.3 Public audit as constitutional hygiene.....	255
20.3 The four organisations	255
20.4 The Central Board — section 4	255
20.5 The Corporation — section 5	256
20.6 The National and State Boards — sections 6 and 7	256
20.7 Finance and accounts — Chapter X	256
20.8 The Inspector-cum-Facilitator — section 122.....	257
20.9 Public servants and good-faith protection.....	257
20.10 Case law the examiner can still set	258
20.10.1 The Fund is not the employer's money	258
20.10.2 Natural justice at the door	258
20.10.3 Inspection is not a fishing expedition.....	258
20.10.4 CAG and Parliament	258
20.11 A day on the APFC desk	259
UPSC Examiner Lens	259
Common traps	259
What must be memorised	259
One-minute revision	259
Practice questions — 30	259
Chapter 21.....	269
21.1 What the Code swallowed	269
21.2 Theory: the safe workplace as a constitutional floor.....	269
21.3 Establishment and factory — two gates	270
21.4 Duties, occupier and the right to a safe workplace	270
21.5 Hours, overtime, women at night.....	271
21.6 Welfare thresholds	271
21.7 Contract labour — Chapter XI Part I	271
21.7.1 The absorption myth	272
21.8 Inter-State migrant workers	272
21.9 Registration and the Inspector-cum-Facilitator	272
21.10 Case law the examiner can still set	272
21.11 The hinge with EPFO	272

Social security means public or mandated pooling of risks the wage-earner cannot efficiently bear alone: old age, invalidity, death, employment injury, sickness, maternity, unemployment in limited designs. That is the Social Security Code, and it is the professional home of EPFO.

Industrial relations means the rules of the relationship: combination, bargaining, dispute, discipline, termination. That is the Industrial Relations Code.

The four Codes roughly respect the division. The Wages Code is the price of labour. The IR Code is the politics of labour. The Social Security Code is the insurance of labour. The OSH Code is the body of labour. The official syllabus heading — ‘Industrial Relations, Labour Laws and Social Security in India’ — is therefore not three names for one subject. It is three neighbouring subjects that share definitions and fight over thresholds.

Idea	Typical content	Current Central home
Labour welfare	Canteen, crèche, washing, first aid, housing in some industries	Mostly OSH Code
Social security	PF, pension, insurance, gratuity, maternity, employment injury, unorganised/gig schemes	Social Security Code
Industrial relations	Union, standing orders, strike, lay-off, tribunal	IR Code
Wages	Floor wage, minimum wage, payment, deduction, bonus, equal pay	Code on Wages

1.11 From the APFC desk — why Chapter 1 is not academic

An establishment writes to the regional office. It employs forty persons on the shop floor, six supervisors drawing ₹22,000 each, two managers, and a roster of weekend delivery partners engaged through an application owned by a related company. The letter asks four questions: who must be given an appointment letter; on what figure provident-fund contribution is to be computed; whether the delivery partners are employees for Chapter III; and whether a dismissed supervisor may raise an industrial dispute.

The answers are all in this chapter. Appointment letters follow the Code policy of formalisation and reach workers who are employed, not every person who once opened the application. Contribution is computed on ‘wages’ as defined — inclusions, exclusions, fifty-per-cent add-back — and then limited, where the scheme so provides, by the notified wage ceiling. The ceiling is not the definition. The delivery partners are gig workers and, if the application is an online platform, platform workers. That status opens section 114. It does not, without more, open Chapter III. The supervisor at ₹22,000 sits above the IR Code’s ₹18,000 supervisory line

and is employed in a supervisory capacity; he is ordinarily not a ‘worker’ for an industrial dispute, though he remains an ‘employee’ for payment of wages. Mix those four answers and the file becomes an avoidable appeal.

UPSC Examiner Lens

From this chapter a paper-setter can write four kinds of question without leaving the first twelve pages of the book. A two-statement question on worker versus employee. A matching question on gig worker, platform worker and unorganised worker. A conceptual question on whether social security is a Fundamental Right (it is not a free-standing fundamental right by that name; it is anchored in Directive Principles and implemented by statute). A wages question that looks like arithmetic and is in fact section 2(y).

A future paper can also ask the Bangalore Water Supply triple test and then ask whether charitable institutions are industry under the IR Code. The Code’s express exclusion is the current-law answer. The 1978 judgment remains the PYQ answer.

Common traps

Treating every person who works for a company as its employee. Treating the EPF wage ceiling as the definition of wages. The ceiling limits contribution; the definition decides the base. Treating organised sector as ‘government sector’. Treating gig work as illegal until a scheme is notified. Treating ILO membership as ratification of every Convention. Using ‘workman’ as if it were still the principal statutory word in a 2026 current-law question.

What must be memorised

The employee / worker split across the Wages Code and the IR Code. The ₹18,000 supervisory ceiling in section 2(zr) of the IR Code, until a different amount is notified. The three-part wages definition and the fifty-per-cent add-back. The fifteen-per-cent kind cap. Gig worker, platform worker, platform worker — sections 2(35), 2(60), 2(61) of the Social Security Code. Aggregator contribution band: not less than one per cent and not more than two per cent of turnover, capped at five per cent of payouts to gig and platform workers. Industry under section 2(p) with the charitable, sovereign and domestic exclusions. The difference between welfare, social security and industrial relations.

One-minute revision

Labour law regulates dependent work, not all work. Definitions decide coverage. Worker and employee are not identical across the Codes. Wages have a statutory inclusion list, an exclusion list, a fifty-per-cent anti-avoidance rule and a fifteen-per-cent kind cap. Gig and platform workers are named so that schemes can be written; they are not thereby provident-fund

employees. Welfare, social security and industrial relations are related and distinct. ‘Workman’ is historical vocabulary. ‘Worker’ is the IR Code word.

Practice questions

Q. 1 Moderate

With reference to the four Labour Codes, consider the following statements:

1. The expression “wages” is built on a common architecture across the Codes, including a rule that returns excess exclusions to wages.
2. A person employed mainly in a managerial capacity is excluded from the category of “employee” for all purposes of the Code on Wages, 2019.

Which of the statements given above is/are correct?

- A. 1 only B. 2 only C. Both 1 and 2 D. Neither 1 nor 2

Answer: A

Statement 1 is the design of the reform. Section 2(y) of the Wages Code, and the parallel clauses in the other Codes, use inclusions, exclusions and the fifty-per-cent add-back so that contribution and bonus bases do not wander. Statement 2 overreaches. Section 2(k) of the Wages Code includes managerial and administrative work inside “employee”. The IR Code’s “worker” is the definition that ordinarily excludes the manager. Option B inverts the distinction. Option C accepts the inversion. Option D throws away the one solid proposition.

Concept tested. Employee / worker split. **UPSC trap.** Manager = never an employee.

Memory hook. Wages Code pays employees. IR Code disputes with workers.

Q. 2 Difficult

A digital intermediary matches customers with two-wheeler riders who use their own vehicles, log in at will, and are paid per delivery. Under the Code on Social Security, 2020, the rider is best described as:

- A. An employee of every customer
- B. A platform worker, and therefore automatically an employee for Chapter III provident-fund purposes
- C. A platform worker, and a gig worker, for whom the Code enables social-security schemes, without that status by itself creating EPF membership
- D. Outside the Code, because the vehicle is self-owned

Answer: C

Ownership of the vehicle is irrelevant to sections 2(35), 2(60) and 2(61). Automatic EPF membership does not follow from the platform-worker definition; Chapter III still turns on employee, establishment and notification. Option A confuses a consumer contract with employment. Option B is the attractive modern-sounding error. Option D invents an exclusion the Code does not write.

Concept tested. Gig / platform status versus EPF employee. **APFC perspective.** Coverage and recovery still need a statutory addressee.

Q. 3 Foundational

Labour welfare and social security differ primarily in that:

- A. Welfare is statutory and social security is only moral
- B. Welfare is typically amenity-and-facility oriented, while social security pools named life-cycle and employment risks
- C. Welfare applies only to women and social security only to men
- D. Social security is administered only by State governments

Answer: B

A is false because both fields are statutory. C is invented. D ignores EPFO, ESIC and Central schemes. B is the working distinction used throughout this book.

Q. 4 Difficult

Consider the following statements regarding “industry” under the Industrial Relations Code, 2020:

1. Profit motive is a necessary condition for an activity to be an industry.
2. Institutions wholly or substantially engaged in charitable, social or philanthropic service are expressly excluded from the definition.

Which of the statements given above is/are correct?

- A. 1 only B. 2 only C. Both 1 and 2 D. Neither 1 nor 2

Answer: B

Section 2(p) states that an activity may be industry whether or not it is carried on with a motive to make gain or profit. Statement 1 is therefore false. Statement 2 restates an express exclusion in the same clause. The Bangalore Water Supply triple test remains the language of older papers; it is not a licence to ignore the Code’s exclusions.

Concept tested. IR Code s. 2(p). **Old Act alert.** Do not answer a current-law industry question solely from 1978 case law.

Q. 5 Moderate

Under the Code on Wages, 2019, if the excluded components specified in the definition of wages exceed one-half of all remuneration:

- A. The entire remuneration ceases to be wages
- B. Only basic pay is treated as wages
- C. The amount of the excess is deemed remuneration and added to wages
- D. The employer may elect which half to treat as wages

Answer: C

This is the first proviso to section 2(y). Options A, B and D have no basis in the clause. The Central Government may notify a percentage other than one-half; until it does, one-half is the figure.

Q. 6 Moderate

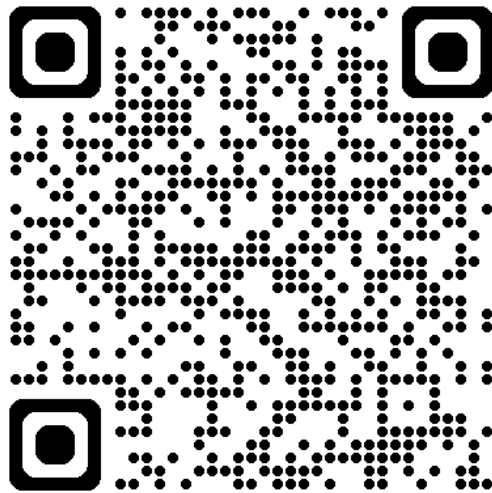
Which one of the following sequences correctly arranges the wage concepts from the statutory floor to the constitutional aspiration?

- A. Living wage — fair wage — minimum wage
- B. Fair wage — living wage — floor wage
- C. Floor wage — minimum wage — living wage
- D. Minimum wage — floor wage — fair wage

Answer: C

The floor wage is the Central bottom below which a State minimum wage may not be notified. The minimum wage is what the appropriate Government fixes and the employer pays. The living wage is the Article 43 aspiration. Fair wage sits, in the 1948 Committee's scheme, between minimum and living wage, so it is not required for option C to be the only defensible sequence among those listed. A reverses the ladder. B starts too high and omits the statutory floor that a worker actually receives. D puts the floor above the minimum, which is the opposite of the Code design.

Concept tested. Wage triad plus floor wage. **UPSC trap.** Treating floor wage as a payment to the worker.



Practice questions

Q. 1 Foundational

Tripartism in industrial relations refers to:

- A. The three organs of the International Labour Organization
- B. Joint consultation among government, employers and workers
- C. The Union List, the State List and the Concurrent List
- D. Conciliation, arbitration and adjudication

Answer: B

A confuses tripartism with the ILO's institutional three, and even that is inexact because the Office is not tripartite. C is constitutional law. D is the dispute-settlement trio. B is the definition.

Concept tested. Tripartism. **UPSC trap.** ILO organs = tripartism.

Q. 2 Moderate

With reference to the Industrial Relations Code, 2020, consider the following statements:

1. Every industrial establishment employing one hundred or more workers must constitute a Works Committee.
2. Every industrial establishment employing twenty or more workers shall have a Grievance Redressal Committee.

Which of the statements given above is/are correct?

- A. 1 only B. 2 only C. Both 1 and 2 D. Neither 1 nor 2

Answer: B

Section 3 makes the Works Committee depend on a general or special order of the appropriate Government. Section 4 uses 'shall' at twenty workers. Statement 1 overstates the duty.

Concept tested. Ss. 3 and 4. **Numbers.** 100 by order; 20 by mandate.

Q. 3 Moderate

The maximum number of members of a Grievance Redressal Committee under the IR Code is:

- A. 5 B. 8 C. 10 D. No statutory maximum

Answer: C

Section 4(4) caps the Committee at ten, with women's representation not less than their proportion in the establishment. Equal sides sit under that cap.

Concept tested. GRC composition.

Q. 4 Difficult

Which of the following best describes the official design of Indian industrial relations?

- A. Unitarist, because the Codes speak of ease of doing business
- B. Pluralist, because conflict is institutionalised through committees, conciliation and tribunals
- C. Radical, because the Constitution is socialist
- D. Gandhian, because trusteeship is a Directive Principle

Answer: B

A takes a political slogan for a theory of the firm. C misreads both the Constitution and the radical frame. D invents a DPSP. The machinery of the IR Code — bipartite forums, conciliation, tribunals — is pluralist even where strike-notice rules look unitarist in ambition.

Concept tested. Frames of reference. **Trap.** Ease of doing business = unitarism.

Q. 5 Foundational

The Indian Labour Conference is:

- A. A National Industrial Tribunal under the IR Code
- B. The Indian session of the International Labour Conference
- C. The apex tripartite consultative body on labour in the Ministry of Labour and Employment
- D. A bipartite works committee at national level

Answer: C

A confuses consultation with adjudication. B confuses two institutions that share initials in loose speech — the International Labour Conference is also abbreviated ILC. D misstates both level and composition. The first Indian session was in 1942.

Concept tested. ILC. **Trap.** Two ILCs.

Q. 6 Moderate

In Dunlop's industrial relations system, the 'web of rules' is:

- A. The Constitution of India
- B. The output of the system — standing orders, awards, statutes, customs

C. The informal work-group described by Elton Mayo

D. The ideology that the three actors must share

Answer: B

Actors, contexts, ideology and the web of rules are the four parts of the skeleton. Ideology is the shared idea; the web of rules is what the system produces. A is too narrow. C is human relations. D mislabels ideology.

Concept tested. Dunlop skeleton.

+ P A R T I · F O U N D A T I O N S

Chapter 4

Labour Welfare

Amenities, agencies, theories — and the OSH Code that now houses the statutory list

WHY THIS TOPIC MATTERS FOR EPFO / APFC Older EPFO syllabi listed labour welfare as a heading of its own. The OSH Code now houses most intra-mural statutory welfare. The heading remains because UPSC still asks the concept, the theories and the thresholds — and because a canteen is not a provident fund.

What UPSC has historically tested

The meaning of labour welfare; intra-mural versus extra-mural; the eight theories, especially functional, policing and trusteeship; agencies of welfare; constitutional Articles 42 and 43; Factories Act thresholds for canteen, crèche and welfare officer; and the distinction between welfare and social security. A 2026 paper can ask the same questions in OSH Code numbers: canteen at 100, crèche at more than 50 workers, welfare officer at 250.

What this chapter will make you able to do

Define welfare without calling it charity and without calling it social security. Recite the eight theories in one line each. Map the agencies. Place the statutory list under section 24 of the OSH Code. Keep the old Factories Act thresholds for PYQs and the new thresholds for current law. Separate the Social Security Code crèche from the OSH Code crèche. See why an APFC must know this chapter without administering a canteen.

4.1 What labour welfare is

Labour welfare refers to services, amenities and facilities — statutory or voluntary — that improve the conditions under which a person works and lives as a worker, beyond the bare wage. The International Labour Organization has described labour welfare as services and amenities provided to workers in addition to wages, for their betterment. Indian official usage has always been wider than a factory canteen. It has included housing, medical aid, education of children, recreation, cooperative credit and, in some industries, the entire life of a plantation or a mine colony.

Two limits keep the definition usable. First, welfare is not the wage. A living wage is a wage question; a crèche is a welfare question. Second, welfare is not social security. Social security pools named life-cycle and employment risks through contribution or tax. Welfare is an amenity or a service around work. Confusing the two is the most expensive error in this

chapter, because the four Codes themselves separate them: amenities live mainly in the OSH Code; risk-pooling lives in the Social Security Code.

The Committee on Labour Welfare (1969), often cited in older notes, treated welfare as covering working conditions and the living conditions of workers and their families. That breadth is useful as history. For the 2026 examination the operational definition is narrower and statutory: what section 24 of the OSH Code requires the employer to provide and maintain, plus what the Social Security Code requires in the name of maternity-related crèche, plus what State labour-welfare funds and construction-worker boards still do.

4.2 Why welfare was legislated

Early factory inspectors in Bombay and Calcutta discovered that voluntary philanthropy followed profits and vanished with them. A good year produced a dispensary. A bad year produced nothing. Statute made a floor. The Factories Act, 1948 became the mother statute of intra-mural welfare in independent India. Plantations, mines, motor transport, beedi and construction acquired their own lists because the factory list did not travel.

Legislation had three official reasons. Workers lacked the bargaining power to demand a canteen. Employers who provided amenities were undercut by those who did not. The State had already written Directive Principles that made humane conditions of work a public aim. The OSH Code gathers the scattered lists so that a canteen obligation does not depend on the accident of which old Act applied. Consolidation here is not a slogan. It is the point of Chapter VI of that Code.

4.3 Intra-mural and extra-mural welfare

Intra-mural welfare is inside the establishment or at the workplace: drinking water, latrines, washing, bathing and lockers, sitting arrangements, first aid, canteen, crèche, rest rooms, ambulance room, welfare officer. Extra-mural welfare is outside the workplace: housing, recreation clubs, education of children, cooperative stores, community health, transport to work in some industries. The statutory core of the OSH Code is intra-mural. Extra-mural welfare has always depended more on the employer's willingness, on unions, on State welfare boards and on cess-financed construction boards.

A matching question that puts housing in the same statutory basket as a first-aid box is sloppy. Housing of building workers is an OSH Code rule-making head; factory housing was never a universal Factories Act duty in the same way as drinking water. Precision is the whole subject.

Kind	Where it happens	Typical items	Current Central home
------	------------------	---------------	----------------------

Intra-mural	Inside the establishment	Water, latrines, washing, canteen, crèche, first aid, welfare officer	OSH Code s. 24; SS Code s. 67 for maternity crèche
Extra-mural	Outside the workplace	Housing, recreation, children's education, cooperatives	Mixed: some OSH rules, State funds, BOCW boards, voluntary

4.4 Principles that still help in an MCQ

Welfare should be a right where statute so provides, not a gift that can be withdrawn after a good appraisal. It should not be offered as a substitute for a living wage. A canteen does not excuse an illegal deduction. It should be administered with worker participation if it is not to be resented as paternalism — which is why works committees and canteen-managing committees appear in the older factory rules. It should be adequate, accessible and separate where dignity so requires: washing and bathing facilities for men, women and, under the OSH Code, transgender employees. It should be enforced. An unenforced welfare section is a theory of labour welfare, not welfare.

4.5 Theories of labour welfare

UPSC has asked these theories by name. They are not philosophies of history. They are one-line answers to the question: why does anyone provide a canteen? Eight names circulate in the Indian syllabus. Learn the name, the motive, and one counter.

Policing theory

The employer will exploit if left alone. The State acts as a policeman and compels a minimum of amenities, punishing the non-complier. Statutory welfare under the OSH Code is policing theory enacted. The counter is that a floor enforced by inspection is not the same thing as a culture of welfare.

Philanthropic theory

The employer provides amenities out of pity — affection for mankind. Robert Owen is the stock illustration. The counter is that pity is not a duty and does not survive a slump.

Paternalistic or trusteeship theory

The employer holds property and profit in trust for the workers and for society. Gandhi's trusteeship is the Indian name for this idea. The counter is that a trustee who cannot be called to account is only a well-spoken owner. The IR Code is not a trusteeship statute.

Religious theory

Welfare is an investment in the next life, or an atonement for this one. Some employers have built temples and schools from that motive. The counter is obvious: a Republic cannot rest labour conditions on private theology.

Placating theory

Welfare is offered to buy peace — to placate a restless workforce or a union. A bonus-eve canteen renovation is often this theory in paint. The counter is that purchased peace lasts until the next demand.

Public-relations theory

Welfare is advertising. A photographed crèche is an instrument of goodwill with customers, government and recruits. The counter is that a photographed crèche may be locked on the day the inspector is not expected.

Functional or efficiency theory

Welfare is provided because it makes the worker more efficient. A fed, washed, first-aided worker produces more. This is the theory UPSC has treated as the ‘also known as efficiency theory’ answer. The counter is that efficiency is an employer’s reason; it is not the worker’s whole claim.

Social theory

The factory is a social institution. Welfare is owed because industry lives inside a society and must return something to it. The Directive Principles are this theory in constitutional clothes.

Theory	Motive in one line	Examination hook
Policing	State compels a floor	OSH Code s. 24 is this theory enacted
Philanthropic	Pity	Owen; vanishes with profits
Trusteeship paternalistic	/ Employer as guardian	Gandhi; not the IR Code
Religious	Investment or atonement	Private theology
Placating	Buy industrial peace	Bonus-eve renovation
Public relations	Goodwill and image	Photographed crèche
Functional / efficiency	Better output	UPSC’s favourite alias

Social	Industry owes society	Articles 42 and 43
--------	-----------------------	--------------------

EXAMINER'S FAVOURITE

Functional theory is also called efficiency theory. Trusteeship theory is also called paternalistic theory. A statement that policing theory and functional theory are the same is false: one is compulsion by the State, the other is self-interest of the firm.

4.6 Agencies of labour welfare

Four agencies appear in every standard account. The employer provides statutory amenities and, sometimes, extra-mural schemes. The State legislates, inspects, runs employment exchanges and employment services, and finances certain funds. Trade unions run schools, cooperatives and, historically, some medical schemes; they also bargain for amenities the statute does not mention. Voluntary organisations — social-service societies, industry associations, some corporate foundations — fill gaps the other three leave. A fifth agency, in construction, is the cess-financed welfare board. After commencement that architecture lives, in Central law, inside the Social Security Code rather than as a free-standing 1996 pair of Acts.

The examination use of the list is simple. Statutory intra-mural welfare is an employer duty enforced by the State. Extra-mural welfare is a mixed economy. EPFO is not an agency of labour welfare in this classification. It is an agency of social security. Putting EPFO in a 'welfare agencies' matching column is a category error.

4.7 Constitutional anchors

Article 42 directs the State to make provision for just and humane conditions of work and for maternity relief. Article 43 directs the State to endeavour to secure, by suitable legislation or economic organisation or in any other way, to all workers a living wage, conditions of work ensuring a decent standard of life and full enjoyment of leisure and social and cultural opportunities. Article 39(e) and (f) speak of the health of workers and of children. Article 43A, the Forty-second Amendment's contribution, speaks of worker participation — relevant because welfare administered without workers becomes paternalism.

None of these Articles opens a canteen. They explain why Parliament wrote section 24. A statement that a worker has a fundamental right to a factory canteen under Article 21 is an advocate's flourish, not a UPSC answer. The right, where it exists, is statutory.

LEGAL DISTINCTION

Article 42 is the welfare-and-maternity Article. Article 43 is the living-wage Article. Article 41 is the public-assistance Article and belongs more to social security than to the canteen. Mixing 41 and 42 is a common polity-crossing error.

4.8 The ILO and welfare

The ILO's Constitution and its Philadelphia Declaration treat humane conditions of work as an international aim. A cluster of Conventions and Recommendations deal with hours, weekly rest, occupational safety, welfare facilities and workers' housing. Welfare Facilities Recommendation, 1956 (No. 102) is the document older notes mention when they want an international list: feeding facilities, seats, rest rooms, recreation, transport. Occupational Health Services Convention, 1985 (No. 161) sits closer to the first-aid and medical-examination end of the same list. India is not bound by a Convention it has not ratified. Membership of the ILO does not enact a canteen. The domestic statute does.

Two examination sentences follow. First, a Recommendation is not a Convention. A Recommendation guides; a ratified Convention binds as a matter of international obligation and, where transforming legislation exists, as domestic law. Second, quoting Recommendation No. 102 in an Indian canteen dispute does not replace section 24. Part VI of this book treats ratification with the NORMLEX record in hand. This chapter needs the distinction, not the full list.

4.9 The statutory story before the Codes

The Factories Act, 1948 was the syllabus statute for intra-mural welfare for seventy years. Its welfare chapter required drinking water, latrines and urinals, washing, sitting, first-aid appliances, and then, at specified counts, a canteen, a rest-room or lunch-room, a crèche and a welfare officer. Those counts became muscle memory for a generation of candidates.

Under the 1948 Act, a canteen was required where 250 or more workers were ordinarily employed. A crèche was required where 30 or more women workers were ordinarily employed. A welfare officer was required in a factory ordinarily employing 500 or more workers. First-aid boxes were required in every factory, with an ambulance room at a higher count. Those numbers remain the language of every pre-2025 PYQ.

Sectoral Acts copied the idea with local variation. The Mines Act, 1952 and its rules built a heavier medical-examination and welfare-officer structure. The Plantations Labour Act, 1951 went further into housing, medical care and education because a plantation is a place of work and a place of life. The Contract Labour Act, 1970 put welfare facilities on the principal employer if the contractor failed. The Building and Other Construction Workers Act, 1996 combined on-site amenities with a cess-financed board. The OSH Code is what happens when those lists are asked to live in one chapter.

OLD ACT ALERT

A 2023 question that says ‘canteen at 250’ is a Factories Act question. A 2026 current-law question that says ‘canteen at 250’ is wrong. The OSH Code’s canteen line is 100 workers including contract labour. Do not export the 1948 memory into a Code paper.

4.10 Current law — OSH Code, section 24

Chapter VI of the Occupational Safety, Health and Working Conditions Code, 2020 is the Central home of statutory intra-mural welfare. Section 24 requires the employer to provide and maintain, in every establishment, such welfare facilities as the Central Government may prescribe, and then names a list that the Rules thicken.

The named list includes: adequate and suitable washing facilities for male and female employees separately; bathing places and locker rooms for male, female and transgender employees separately; a place for keeping clothing not worn during working hours and for drying wet clothing; sitting arrangements for employees obliged to work standing; a canteen in an establishment where one hundred or more workers, including contract labour, are ordinarily employed; in mines, medical examination before employment and at intervals; adequate first-aid boxes or cupboards, readily accessible during working hours; and any other welfare measure the Central Government considers required for a decent standard of life.

The same section empowers rules on shelters, rest rooms and lunch rooms; on the appointment of a welfare officer in every factory, mine or plantation wherein two hundred and fifty or more workers are ordinarily employed; on temporary living accommodation, free of charge and near the site, for building workers; on the principal employer’s duty to pay the contractor the cost of that accommodation; and on a crèche, with suitable rooms for children under six, at a suitable location, in establishments wherein more than fifty workers are ordinarily employed. Common or pooled crèches are contemplated.

Three drafting points decide marks. First, the canteen count includes contract labour. An establishment that keeps twenty employees and ninety contract workers on site is inside the line. Second, the crèche count is ‘workers’, not ‘women workers’. The old 30-women trigger is gone. Third, transgender employees are named for bathing and locker rooms. A statement that the OSH Code welfare list is ‘the Factories Act copied forward’ is therefore false in three places at once.

The numbers, old and new

Amenity	Factories Act, 1948	OSH Code, 2020 / Central Rules
---------	---------------------	--------------------------------

Canteen	250 or more workers	100 or more workers, including contract labour
Crèche	30 or more women workers	More than 50 workers (children under 6)
Welfare officer	500 or more workers (factory)	250 or more workers in factory, mine or plantation
First-aid boxes	Every factory	Named in s. 24; every covered establishment as prescribed
Rest / lunch room	150 or more in the old Act's common teaching	Factory or mine employing more than 50, as prescribed
Washing / bathing	Separate for sexes	Separate for male, female and transgender (bathing/lockers)

NUMBERS TO MEMORISE

100 — canteen, including contract labour.

More than 50 workers — OSH crèche; also rest/lunch room line in the Rules for factory and mine.

50 or more employees — Social Security Code s. 67 crèche (note: employees, not workers).

250 — welfare officer in factory, mine or plantation.

1948 memory: 250 / 30 women / 500. Keep it only for PYQs.

4.11 The amenities, one by one

Drinking water, latrines, cleanliness

These are the oldest factory duties and now sit in the health-and-working-conditions chapter as well as in the welfare rules. Water must be wholesome and convenient. Latrines and urinals must be separate for men and women, clean, and sufficient. Cleanliness and disposal of wastes are employer duties. They are not glamorous. They are the floor beneath the floor.

Washing, bathing, lockers, sitting

Washing facilities must be separate for male and female employees. Bathing places and locker rooms must be separate for male, female and transgender employees. Clothing not worn at work, and wet clothing, must have a place. Employees who work standing must have sitting

A. Gig workers are employees B. Non-payment of minimum wages is forced labour under Article 23

C. Aggregators are factories D. e-SHRAM is unconstitutional

Answer: B

1982. The unorganised floor is constitutional before it is statutory.

Case law. Article 23 and minimum wages.

Q. 18 Difficult

Uber BV v Aslam in the UK Supreme Court:

A. Is binding Indian law that every rider is an employee under Chapter III

B. Is a foreign contrast: the UK treated drivers as ‘workers’; the Indian Code named gig workers so as to keep them outside the employee definition and build a levy-and-scheme structure instead

C. Raised India’s EPF ceiling D. Repealed the Seventh Schedule

Answer: B

Use it in an essay as contrast. Do not apply it as if it were a Delhi High Court ratio.

Theory / comparison. India chose a different drafting strategy.

Q. 19 Moderate

The IFAT litigation before the Supreme Court is significant because the Court indicated that:

A. Aggregators need not register anyone B. Social-security rights cannot be denied merely as a ‘policy decision’ if a statutory regime already provides for them

C. Chapter III automatically covers every rider D. Section 114 is unconstitutional

Answer: B

The judicial shadow over the word ‘may’ in section 114.

Case law. Statute first, policy second.

Q. 20 Foundational

ILO Recommendation No. 202 (2012) concerns:

A. Maritime labour only B. National social protection floors — basic guarantees not confined to employees

C. Only factory canteens D. The 50 per cent wages rule

Answer: B

Chapter IX is the Indian statutory echo. R204 (2015) is the formalisation companion.

Theory. Floors, not only conventions.

Q. 21 Moderate

A delivery partner of a Seventh Schedule food aggregator, with no other employment:

- A. Must be given a UAN and 12% EPF B. Is a platform worker / gig worker for Chapter IX, not an employee for Chapter III merely by riding
C. Is a working journalist D. Is a seasonal factory worker

Answer: B

The APFC-desk question. Open Chapter IX. Do not open 125.

Application. Partner ≠ employee.

Q. 22 Difficult

A 40-employee IT firm employs 35 staff above the Chapter III wage ceiling and 5 below it. The 35:

- A. Are outside Chapter III membership and may fall within the second limb of section 2(86) as unorganised workers
B. Are automatically gig workers C. Must still contribute 12% D. Are building workers

Answer: A

Establishment covered does not mean every head on the rolls is a member. The ceiling carves persons out of III and, potentially, into IX.

Trap. Second limb of 2(86).

Q. 23 Foundational

Building workers' welfare continues, under the Code, principally through:

- A. The Central Board of Trustees B. State Building and Other Construction Workers' Welfare Boards and the cess architecture (s. 7)
C. EDLI D. The IR Code Works Committee

Answer: B

Do not pour a construction cess into an aggregator return.

Institution. s. 7 Boards.

Q. 24 Moderate

Annual turnover for section 114(4) excludes:

- A. All revenue B. Tax, levy and cess paid or payable to the Central Government
C. Only GST on food D. Salary of directors

Answer: B

The explanation to section 114(4). Do not levy on the tax component.

Numbers. Turnover net of Union tax/levy/cess.

Q. 25 Foundational

e-SHRAM registration:

- A. Is membership of the EPF Scheme B. Is a registration spine for unorganised workers; it is not, by itself, a Chapter III account
C. Replaces ESI D. Is a standing order

Answer: B

Portal ≠ provident fund.

Trap. Do not convert e-SHRAM into a UAN.

Q. 26 Moderate

Delayed payment of a notified aggregator contribution, under the Rules, attracts interest at:

- A. 12% per annum like s. 127 B. 1% for every month or part of a month from the due date
C. 25% pre-deposit D. No interest

Answer: B

One per cent a month is the Rules figure. Do not recycle 7Q.

Numbers. 1% a month.

Q. 27 Difficult

A gig workers' association wants recognition as the sole negotiating union in an aggregator under IR Code section 14. The clean first objection is:

- A. That section 14 never applies to anyone B. That the aggregator is not, without more, the 'employer' of gig workers whom section 2(35) places outside the traditional employment relationship
C. That only 7 members can form a union D. That strikes are banned forever

Answer: B

Registration of a union under IR Code s. 6 is a different question from a negotiating-union ballot against an employer. Status first.

Read savings narrowly.

Federal fact. Saving ≠ undercut.

Q. 20 Moderate

A nationalised bank's clerical staff, for minimum wages, look to:

- A. The municipal MW B. The Central Government as appropriate Government C. The plantation Board D. The journalist Wage Board

Answer: B

Banking is central sphere.

Application. Bank = Centre.

Q. 21 Foundational

Committees of the Central Advisory Board:

- A. Are forbidden B. May be constituted by the Board C. Replace the CPFC D. Try offences

Answer: B

Committees and sub-committees are contemplated.

Institution. Committees allowed.

Q. 22 Moderate

Equal remuneration (Chapter 24) and one-third women on the Board:

- A. Are the same rule B. Are a rights rule and a composition rule respectively
C. Both gazette the floor D. Both assess PF

Answer: B

Do not collapse a Board seat into a pay right.

Concept tested. Two rules.

Q. 23 Foundational

The Chairperson is:

- A. Always the Union Labour Minister B. An independent member appointed as Chair C. Always a State Labour Minister D. The CAG

Answer: B

Independent Chair. The Minister is not the section 42 Chair by office.

Institution. Independent, not Minister-ex-officio.

Q. 24 Difficult

A correct APFC-desk sentence is:

- A. The Advisory Board's minutes revise S.O. 5109(E) B. Name the sphere first; apply that Government's MW; compute Chapter III on the SS Code's own wages and ceiling
- C. State MW always overrides Central sphere D. Floor wage is 12%

Answer: B

Sphere, then rate, then PF on a different definition.

Hinge. Four sentences.

Q. 25 Foundational

Tripartism on the Board means, in working language:

- A. Three Codes B. Government-nominated seating of employers, employees and independents C. Three shifts D. Three Inspectors

Answer: B

Government constitutes; the two social partners sit equal; independents cap at one-third.

Theory. Tripartite Board.

Q. 26 Moderate

Five State representatives on the Central Board exist to:

- A. Let States repeal the Code B. Feed State experience into Central advice on MW and women's employment
- C. Appoint APFCs D. Compound s. 54 offences

Answer: B

Voice, not veto.

Institution. State voice at Centre.

Q. 27 Foundational

The 1958 Working Journalists Wage Board:

- A. Is the Central Advisory Board B. Is repealed machinery; section 42 is not its continuation
- C. Fixes the EPF ceiling D. Sits in every State automatically

Answer: B

Chapter 23 already buried that Board. Do not resurrect it here.

Map. 1958 ≠ 42.

Q. 28 Moderate

A shop of 15 workers in a State, not a central establishment, takes its Wages-Code Inspector from:

- A. Always DGFASLI B. The State Government as appropriate Government C. The Central Board of Trustees D. The plantation inspectorate

Answer: B

Residual field is the State.

Application. State shop, State Inspector.

Q. 29 Foundational

Section 42 of the Code on Wages lives in:

- A. Chapter III of the SS Code B. The Wages Code's Advisory-Board chapter C. The IR Code D. The OSH mines chapter

Answer: B

Cite the Code on the question paper.

Map. Wages Code s. 42.

Q. 30 Difficult

The clean federal sentence of this book is:

- A. Labour is exclusively Union B. Concurrent competence, Central Codes occupying their field, appropriate Government allocating administration, a Central floor no State undercuts
C. States may ignore all four Codes D. EPFO is the appropriate Government for every Code

Answer: B

Entries 22–24, Article 254, section 9, section 42. Part V ends on that sentence.

Synthesis. The map of four Codes.

Equal partners, a capped independent bench, five States, one-third women. The Board advises. The Government notifies. The Centre floors. The Inspector follows the sphere. That is the last chapter of the Wages Code, and the federal sentence of the book so far.