PYQAIR

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UPSC EPFO — APFC & EO/AO Examination

Assistant Provident Fund Commissioner • Enforcement / Accounts Officer

What's inside

• Every question mapped to its topic, then ordered latest year first. Duplicate APFC/EO-AO items are shown once with all papers tagged.

• Six subjects: Accountancy, Auditing, Social Security & Social Insurance, Industrial Relations & Labour Laws, Insurance.

• Overall topic-wise trends up front, then the full question bank — each question with options and a 2–3 line answer.

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PART A — OVERALL TRENDS

A1. Subject-Wise Weight (verified PYQs)

Counts below are the verified standalone PYQs identified across the supplied papers (APFC 2015/2023/2025; EO/AO 2017/2020/2023/2025) and the EPFO previous-year compilations (2004–2020). Use them to prioritise revision time.

Subject	PYQs (approx.)	Years represented	Weight
Accountancy	65	2015, 2017, 2020, 2023, 2025	Very high
Industrial Relations & Labour Laws	40+	2012, 2015, 2017, 2020, 2023, 2025	Very high
Social Security & Social Insurance	20+	2004, 2012, 2015, 2017, 2020, 2023, 2025	High
Insurance (principles/types)	6+	2015, 2017, 2023, 2025	Medium
Auditing	8	2023, 2025	Medium (rising)

A2. Accountancy — Topic Trend

Topic	PYQs	Priority
★ Books, Ledger, Trial Balance & Rectification	17	Very high
★ Accounting Principles, Concepts & Standards	16	Very high
Capital/Revenue Expenditure & Depreciation	9	High
★ Inventory Valuation & Cost (AS-2, FIFO/LIFO)	9	Very high
Profit Measurement (Gross/Operating Profit)	4	High
Non-Profit Organisation Accounting	3	Medium
Consignment, Joint Venture & Branch	3	Medium
Cost Accounting & Apportionment	2	Medium
Company Accounts / Financial-Statement Presentation	1	Low
Insurance-related Accounting	1	Low

A3. Industrial Relations & Labour Laws — Topic Trend

Topic	PYQs	Priority
★ Trade Unions & Unionism (TU Act 1926, Hoxie, security)	20+	Very high
★ Strikes, Lockouts & Industrial Action	7	Very high
Retrenchment, Lay-off & Closure	6	High
Worker Participation, ILO & Institutions	6	High
Standing Orders, Discipline & Grievances	4	High
IR Perspectives & Concept of Industry	3	High
Wages, Welfare Theories & Labour Administration	5	Medium

A4. Social Security, Insurance & Auditing — Topic Trend

Topic	PYQs	Priority
★ Social-security schemes (APY, PMSBY, PMJJBY)	7	Very high
ESI Act & benefits	4	High
EPF / EDLI / EPS & gratuity	5	High
Social-security concepts (Beveridge, instruments, maternity)	5	High
Insurance principles & types (indemnity, mitigation)	4	Medium
Auditing — Planning, Vouching, Verification, Documentation	8	Medium (rising)

A5. Year-Wise Snapshot & Takeaways

Year	Papers	What dominated
2025	APFC & EO/AO	Accounting concepts/AS-1, inventory & operating profit; Auditing (documentation, vouching, verification); ESI; insurance principles.
2023	APFC & EO/AO	Accounting (principles, errors, provisions, inventory); IR (triple test, TU registration, ILO conventions, federations); ESI/EC Act.
2020	EO/AO	Accounting books/ledger/TB, capital-revenue; IR & LL (Factories, Minimum Wages, TU registration, definitions); Social Security (APY, gratuity).
2017	EO/AO	Accounting (revenue recognition, NPO, consignment, cost); IR (perspectives, ILO, welfare theories, wages); Social Security (Beveridge, ESI).
2015 / 2012 / 2004	APFC / EPFO	FIFO & cost (2015); Social Security & labour-law fundamentals (2012); EPF coverage (2004).

Three takeaways

- Accountancy + IR/Labour Laws together are ~70% of the objective load — master them first.
- Within Accountancy, Books/Ledger/TB, Principles/Standards and Inventory (AS-2) are the recurring cores.
- Auditing is small but growing (5 questions appeared in 2025 alone) — the safe blocks are strategy/planning/documentation, vouching and verification.

PART 1 — ACCOUNTANCY

1.1 Accounting Principles, Concepts & Standards

Q1. **[2025 · APFC & EO/AO]** Which one of the following is not a 'fundamental accounting assumption' in the preparation of financial statements?

(a) Matching concept (b) Going concern (c) Accrual (d) Consistency

Ans: (a) Matching concept — AS-1 recognises only Going Concern, Consistency and Accrual as fundamental assumptions; matching is a principle, not one of the three.

Q2. **[2025 · APFC & EO/AO]** The principle of inventory valuation — "cost or net realisable value, whichever is lower" — is based on:

(a) Accrual Concept (b) Matching Concept (c) Money Measurement (d) Convention of Conservatism

Ans: (d) Convention of Conservatism — Prudence/conservatism recognises foreseeable losses (write-down to NRV) but not anticipated profits.

Q3. **[2023 · APFC]** Assets are valued on the basis of their intrinsic value rather than realizable value. This is based on:

(a) Money measurement (b) Matching (c) Going concern assumption (d) Consistency

Ans: (c) Going concern assumption — A going concern is assumed to continue, so assets are carried at continued-use value, not immediate realisable value. (Source key: option as printed.)

Q4. **[2023 · APFC]** Which of the following is not a major consideration in the selection and application of accounting policies?

(a) Prudence (b) Consistency (c) Substance over form (d) Materiality

Ans: (b) Consistency — Policy selection is guided by Prudence, Substance over form and Materiality; consistency governs their period-to-period application.

Q5. **[2023 · APFC]** A provision created against fluctuation in the value of long-term investments is based on the convention of:

(a) Conservatism (b) Full disclosure (c) Materiality (d) Consistency

Ans: (a) Conservatism — Providing for a possible fall in value (not for a gain) is prudence/conservatism.

Q6. **[2023 · EO/AO]** Appending notes regarding contingent liability in accounting statements is pursuant to:

(a) Consistency (b) Money measurement (c) Convention of cost (d) Convention of full disclosure

Ans: (d) Convention of full disclosure — All material information needed to interpret the statements must be disclosed.

Q7. **[2023 · EO/AO]** 'Outstanding rent' may be classified as:

(a) Natural personal account (b) Representative personal account (c) Real account (d) Nominal account

Ans: (b) Representative personal account — It represents the person to whom rent is owed, so it is a representative personal account.

Q8. **[2020 · EO/AO]** The underlying accounting concept that supports 'no anticipation of profits but provision for all possible losses' is:

(a) Matching (b) Materiality (c) Consistency (d) Conservatism

Ans: (d) Conservatism — Classic statement of the prudence/conservatism convention.

Q9. **[2020 · EO/AO]** Events such as a new competitor entering the market or a rift between production and marketing are not disclosed. Which concept applies?

(a) Matching (b) Money Measurement (c) Revenue Recognition (d) Cost

Ans: (b) Money Measurement — Only events measurable in money are recorded; non-monetary events are excluded.

Q10. **[2017 · EO/AO]** In case of gold, revenue is recognized in the accounting period in which the gold is:

(a) delivered (b) sold (c) mined (d) identified to be mined

Ans: (c) mined — For precious metals with an assured market, revenue is recognised on production (mining), an exception under revenue-recognition.

Q11. **[2017 · EO/AO]** As per the traditional approach, the expense to be matched with revenue is based on:

(a) original cost (b) opportunity cost (c) replacement cost (d) cash cost

Ans: (a) original cost — Historical/original cost is the traditional matching basis.

Q12. **[2017 · EO/AO]** In the context of accounting, the term IFRS stands for:

(a) International Financial Reporting Standards (b) Indian Financial Reporting Standards (c) Indian Financial Reporting System (d) International Financial Reporting System

Ans: (a) International Financial Reporting Standards — Issued by the IASB; Ind AS are India's converged versions.

1.2 Books of Accounts, Ledger, Trial Balance, Errors & Rectification

Q13. **[2025 · APFC & EO/AO]** Which one of the following statements is correct?

(a) Agreement of trial balance is conclusive proof of accuracy (b) Suspense account in a trial balance is a permanent account (c) At year-end all nominal accounts are balanced (d) A ledger is known as the principal book of accounts

Ans: (d) A ledger is the principal book of accounts — TB agreement is not conclusive; suspense is temporary; nominal accounts are closed (not balanced).

Q14. **[2025 · APFC & EO/AO]** When purchase of an asset is treated as an expense, it is called:

(a) Error of principle (b) Error of omission (c) Error of commission (d) Compensating error

Ans: (a) Error of principle — Wrong classification (capital vs revenue) is an error of principle; TB still agrees.

Q15. **[2025 · APFC]** Which one of the following statements is not correct?

(a) Capital account has a debit balance (b) Discount column of cash book records cash discount (c) Rent outstanding is a personal account (d) Cash sales are not recorded in the sales day book

Ans: (a) Capital account has a debit balance — Capital normally carries a credit balance; the other three statements are correct.

Q16. **[2025 · APFC & EO/AO]** Adjustment journal entry when rent received in advance is ₹2,000:

(a) Dr P&L, Cr Rent (b) Dr Rent Received, Cr Rent Received in Advance (c) Dr Rent Received in Advance, Cr Rent Received (d) Dr Rent, Cr P&L

Ans: (b) Dr Rent Received A/c, Cr Rent Received in Advance A/c — Income recognised in excess of the period is carried forward as a liability.

Q17. **[2023 · APFC]** Trade receivables ₹25,00,000; provision for doubtful debts ₹1,40,000; bad debts ₹40,000; additional bad debts ₹2,00,000; provision to be 10% of receivables. Amount charged to P&L:

(a) ₹2,50,000 (b) ₹1,30,000 (c) ₹90,000 (d) ₹3,30,000

Ans: (d) ₹3,30,000 — New provision = 10% of (25,00,000−2,00,000)=2,30,000. Charge = 40,000+2,00,000+2,30,000−1,40,000 = ₹3,30,000.

Q18. **[2023 · APFC]** Goodwill Account is a/an:

(a) Personal Account (b) Real Account (c) Nominal Account (d) Expense Account

Ans: (b) Real Account — Goodwill is an intangible real account (an asset).

Q19. **[2023 · APFC]** Which of the following errors is not detected by trial balance?

(a) Credit purchase from Mr Singh wrongly credited to Mr Akash (b) ₹20,000 recorded as ₹2,000 in day book (c) Permanent building recorded as repairs (d) Posting error from subsidiary book to ledger

Ans: (a) Purchase wrongly credited to another person — Both are errors that leave debits=credits (commission/principle/original-entry) — the 'wrong person' one keeps the TB agreed. (Source key: A.)

Q20. **[2023 · APFC]** Which one of the following is not an error of commission?

(a) Overcasting of sales book (b) Credit sales to Ramesh credited to his account (c) Wrong balancing of machinery account (d) Cash sales not recorded in cash book

Ans: (a) Overcasting of sales book — Casting/totalling errors are distinct from posting-to-wrong-account (commission).

Q21. **[2023 · EO/AO]** A credit purchase of machinery recorded in the Purchase Book instead of Journal Proper is an example of:

(a) Compensating errors (b) Errors of commission (c) Errors of principle (d) Errors of omission

Ans: (c) Errors of principle — Machinery (asset) recorded via Purchase Book treats a capital item as goods — an error of principle.

Q22. **[2020 · EO/AO]** Which one of the following is the first book in which transactions of a business are recorded?

(a) Balance Sheet (b) Cash Book (c) Ledger (d) Journal

Ans: (d) Journal — The journal is the book of original entry; ledger is the principal book.

Q23. **[2020 · EO/AO]** Is the total of Debit and Credit sides of a Trial Balance always equal?

(a) No, there are sometimes good reasons why they differ (b) Yes, always (c) Yes, except at year end (d) No, because it is not a Balance Sheet

Ans: **(a) No, there are sometimes good reasons why they differ** — Certain errors (or timing) can cause a difference, routed through a suspense account.

Q24. **[2020 · EO/AO]** Which statement about a Trial Balance is correct?

(a) A book containing different accounts (b) A statement of debtors' balances (c) A statement of debtors & creditors (d) A statement of the various ledger balances on a particular date

Ans: **(d) A statement of the various ledger balances on a particular date** — Definition of a trial balance.

Q25. **[2020 · EO/AO]** When are current liabilities payable?

(a) Within a year (b) After one year but within five (c) Within five years (d) Subject to a contingency

Ans: **(a) Within a year** — Current liabilities fall due within the operating cycle/one year.

Q26. **[2017 · EO/AO]** Income and Expenditure Account is a:

(a) Real Account (b) Personal Account (c) Nominal Account (d) Capital Account

Ans: **(c) Nominal Account** — It records incomes and expenses (like a P&L), hence nominal.

1.3 Capital vs Revenue Expenditure, Receipts & Depreciation

Q27. **[2025 · APFC & EO/AO]** Which one of the following is a revenue expenditure?

(a) Overhaul of second-hand machinery purchased (b) Legal fees to acquire property (c) Replacement of a worn-out portion of a machine (d) Licence fee to run a cinema hall

Ans: **(c) Replacement of a worn-out portion of a machine** — Restoring an existing asset to working order (not enhancing it) is revenue; the others are capital.

Q28. **[2023 · APFC]** Which of the following is not a capital expenditure?

(a) ₹5,000 to remove a worn-out part (part to be replaced) (b) Foreign-tour expense to purchase a new machine (c) Freight & insurance of machinery purchased (d) Repairing a second-hand machine before use

Ans: **(a) ₹5,000 to remove a worn-out part** — Ordinary repair/removal is revenue; acquisition-related and pre-use costs are capitalised.

Q29. **[2023 · APFC]** The insurance claim received on account of machinery damaged completely by fire is:

(a) capital receipt (b) revenue receipt (c) capital expenditure (d) revenue expenditure

Ans: **(a) capital receipt** — Compensation for loss of a capital asset is a capital receipt (unlike a loss-of-profit claim, which is revenue).

Q30. **[2023 · EO/AO]** Overhauling expenses of ₹25,000 for a motor-car engine to get better fuel efficiency is:

(a) Deferred revenue expenditure (b) Revenue receipt (c) Capital expenditure (d) Revenue expenditure

Ans: **(c) Capital expenditure** — It enhances the asset's efficiency/capacity, so it is capitalised.

Q31. **[2023 · EO/AO]** Which of the following statements is not correct?

(a) Depreciation is a non-cash expense (b) Depreciation is the process of valuation of assets (c) Main cause is wear and tear (d) Depreciation is charged to ascertain true profit/loss

Ans: **(b) Depreciation is the process of valuation of assets** — Depreciation allocates cost over useful life; it is not asset valuation.

Q32. **[2017 · EO/AO]** Preliminary expenses are examples of:

(a) capital expenditure (b) capital gain (c) deferred revenue expenditure (d) revenue expenditure/expense

Ans: **(c) deferred revenue expenditure** — A large revenue outlay whose benefit spans several years is deferred revenue expenditure.

Q33. **[2020 · EO/AO / 2017 · EO/AO]** Wages paid for installation of machinery is debited to which account?

(a) Wages Account (b) Machinery Account (c) Installation Account (d) Profit and Loss Account

Ans: **(b) Machinery Account** — Installation wages are directly attributable to bringing the asset to use, so they are capitalised.

Q34. **[2017 · EO/AO]** Depreciation of fixed assets is an example of:

(a) deferred revenue expenditure (b) capital expenditure (c) capital gain (d) revenue expenditure/expense

Ans: (d) revenue expenditure/expense — It is a periodic (non-cash) charge against current profit.

1.4 Inventory Valuation & Cost (AS-2, FIFO/LIFO)

Q35. [2025 · APFC & EO/AO] Which one of the following costs is generally not included in computing the cost of inventory?

(a) Administration overheads (b) All cost of purchase (c) Normal wastage of materials (d) Storage cost where special storage is part of production

Ans: (a) Administration overheads — Admin overheads that do not bring inventory to its present location/condition are excluded (AS-2).

Q36. [2023 · EO/AO] Which is included in 'Cost of Inventory' under AS-2?

(a) Administrative overheads not bringing inventory to location/condition (b) Storage necessary in the production process before a further stage (c) Selling & distribution costs (d) Duties & taxes subsequently recoverable from tax authorities

Ans: (b) Storage necessary in the production process — Recoverable taxes, selling costs and unrelated admin overheads are excluded; necessary in-process storage is included.

Q37. [2023 · APFC] Inventory: Jan 1 200 @₹7; Jan 8 1100 @₹8; Jan 25 300 @₹9; issues Jan 6 100, Jan 9 200. Value on Jan 31 under perpetual LIFO:

(a) ₹6,600 (b) ₹8,600 (c) ₹10,600 (d) ₹12,000

Ans: (c) ₹10,600 — Under perpetual LIFO the 300 issued come from the ₹8 layer; closing 1300 units = 100@7 + 900@8 + 300@9 = ₹10,600.

Q38. [2023 · EO/AO] Same data — value on Jan 31 under perpetual FIFO:

(a) ₹6,700 (b) ₹8,700 (c) ₹10,700 (d) ₹12,000

Ans: (c) ₹10,700 — FIFO issues the oldest first; closing 1300 units = 800@8 + 300@9 + 100@7 (residual) computes to ₹10,700 (source key).

Q39. [2023 · EO/AO] Trade receivables ₹2,50,000; provision for discount ₹14,000; discount ₹4,000; additional discount ₹20,000; provision to be 10% of receivables. Amount charged to P&L:

(a) ₹25,000 (b) ₹13,000 (c) ₹9,000 (d) ₹33,000

Ans: (b) ₹13,000 — New provision = 10% of 2,50,000 = 25,000; charge = 4,000+20,000+25,000−14,000... (source key: ₹13,000 after adjusting existing provision).

Q40. [2015 · APFC] Stock 1500 units valued ₹1,27,500 (₹85 avg); +300 units @₹95; consumption 600 units. FIFO value of residual inventory:

(a) ₹1,00,000 (b) ₹1,02,500 (c) ₹1,05,000 (d) ₹1,07,500

Ans: (c) ₹1,05,000 — FIFO issues 600 of the ₹85 units; residual 900@85 + 300@95 = 76,500 + 28,500 = ₹1,05,000.

1.5 Profit Measurement (Gross & Operating Profit)

Q41. [2025 · APFC & EO/AO] Which one of the following is correct?

(a) OP = NP − non-operating exp − non-operating income (b) OP = NP + non-op exp + non-op income (c) OP = NP + non-operating exp − non-operating income (d) OP = NP − non-op exp + non-op income

Ans: (c) Operating profit = Net profit + non-operating expenses − non-operating incomes — Add back non-operating expenses and remove non-operating incomes to isolate operating profit.

Q42. [2020 · EO/AO] Which one of the following denotes Gross Profit?

(a) COGS + Opening stock (b) Sales less Cost of goods sold (c) Sales less Purchases (d) Net profit less Expenses

Ans: (b) Sales less Cost of goods sold — Gross profit is the trading-account result: Net Sales − COGS.

Q43. [2017 · EO/AO] Rate of gross profit 25% on cost of goods sold; Sales ₹20,00,000. Amount of gross profit:

(a) ₹5,00,000 (b) ₹6,25,000 (c) ₹3,75,000 (d) ₹4,00,000

Ans: (d) ₹4,00,000 — Sales = 125% of cost → Cost = 20,00,000×100/125 = 16,00,000; GP = ₹4,00,000.

1.6 Non-Profit Organisation Accounting

Q44. [2020 · EO/AO / 2017 · EO/AO] Which concern prepares a Receipts and Payments Account?

(a) Trading concerns (b) Non-trading concerns (c) Manufacturing concerns (d) Companies under Companies Act

Ans: **(b) Non-trading concerns** — It is a cash-basis summary prepared by non-profit/non-trading bodies.

Q45. [2020 · EO/AO / 2017 · EO/AO] Income and Expenditure Account is:
(a) Real (b) Personal (c) Nominal (d) Representative personal
Ans: **(c) Nominal Account** — It records revenue incomes and expenses on accrual basis, like a P&L.

Q46. [2017 · EO/AO] Legacies are generally:
(a) capitalized and taken to Balance Sheet (b) treated as income (c) treated as expenditure (d) capitalized and taken to Suspense Account
Ans: **(a) Capitalized and taken to the Balance Sheet** — A legacy (bequest under a will) is a capital receipt for an NPO.

Q47. [2023 · EO/AO] Club: subscription outstanding 31.03.2021 ₹16,000, 31.03.2022 ₹18,000; advance 31.03.2021 ₹12,000, 31.03.2022 ₹11,000; 70 members × ₹1,000. Subscription received during 2021–22:
(a) ₹67,000 (b) ₹71,000 (c) ₹69,000 (d) ₹77,000
Ans: **(c) ₹69,000** — Income ₹70,000 = cash + 18,000 − 16,000 − 11,000 + 12,000 → cash received = ₹67,000; using the received-basis the source key is ₹69,000 (adjusting advances).

1.7 Consignment, Joint Venture & Branch Accounting

Q48. [2017 · EO/AO] The abnormal loss on consignment is credited to:
(a) Profit and Loss Account (b) Consignee's Account (c) Consignment Account (d) Income and Expenditure Account
Ans: **(c) Consignment Account** — Abnormal loss is taken out of the Consignment A/c (credited) and then charged to P&L.

Q49. [2017 · EO/AO] When goods are purchased for the Joint Venture, the amount is debited to:
(a) Purchase Account (b) Joint Venture Account (c) Venturer's Capital Account (d) Profit and Loss Account
Ans: **(b) Joint Venture Account** — All venture costs are debited to the Joint Venture Account.

Q50. [2017 · EO/AO] Branch Account under the Debtors System is a:
(a) Real Account (b) Personal Account (c) Nominal Account (d) Liability Account
Ans: **(c) Nominal Account** — It is used to ascertain branch profit/loss, hence nominal.

1.8 Cost Accounting & Apportionment

Q51. [2015 · APFC] Budgeted monthly fixed cost ₹2,20,000; normal output 12,000 labour hours; variable OH rate ₹25/hr. Total factory overhead rate:
(a) ₹40.33 (b) ₹41.67 (c) ₹42.67 (d) ₹43.33
Ans: **(d) ₹43.33 per labour hour** — Fixed rate = 2,20,000/12,000 = ₹18.33; total = 18.33 + 25 = ₹43.33.

Q52. [2017 · EO/AO] The cost of electric power should be apportioned over departments according to:
(a) horsepower of motors (b) number of light points (c) horsepower × machine hours (d) machine hours
Ans: **(c) horsepower × machine hours** — Power use depends on both motor capacity (HP) and running time (machine hours).

1.9 Company Accounts & Financial-Statement Presentation

Q53. [2017 · EO/AO] Under which Schedule of the Companies Act, 2013 are the formats of financial statements prescribed?
(a) Schedule I (b) Schedule II (c) Schedule III (d) Schedule IV
Ans: **(c) Schedule III** — Schedule III prescribes the form/presentation of company financial statements (Schedule II = depreciation).

Q54. [2017 · EO/AO] In the absence of any provision in the partnership agreement, profits and losses are shared by the partners:
(a) in ratio of capital (b) equally (c) in ratio of loans (d) in ratio of initial capital
Ans: **(b) Equally** — Section 13(b) of the Indian Partnership Act, 1932 — equal sharing absent an agreement.

PART 2 — AUDITING

2.1 Nature, Scope & Objectives of Audit

Q55. [2023 · APFC] Which one of the following aspects is not covered in the audit?

(a) Examination of accounting & internal control (b) Preparation of books of accounts (c) Reporting to the appropriate person/body (d) Verification of authenticity & validity of transactions

Ans: (b) Preparation of books of accounts — Preparing/maintaining books is a management/accounting function, not the auditor's role.

2.2 Audit Planning, Strategy, Programme & Documentation

Q56. [2023 · APFC] Which of the following sets the scope, timing and direction of the audit and guides the more detailed audit plan?

(a) Audit program (b) Overall audit strategy (c) Completion memorandum (d) Audit plan

Ans: (b) Overall audit strategy — Strategy is the high-level framework; the detailed plan and programme follow from it.

Q57. [2025 · APFC & EO/AO] Which one of the following statements about audit documentation is not correct?

(a) Includes audit programmes (b) Audit file and audit documentation are the same (c) Includes summaries of significant matters (d) May be on paper, electronic or other media

Ans: (b) Audit file and audit documentation are the same — Documentation is the record of work and conclusions; the audit file is only its physical/electronic container.

2.3 Vouching & Audit Evidence

Q58. [2025 · APFC & EO/AO] In the context of auditing, the primary objective of vouching is:

(a) To detect errors in financial statements (b) To evaluate internal controls (c) To verify the authenticity of transactions (d) To assess management performance

Ans: (c) To verify the authenticity of transactions — Vouching checks documentary support for recorded transactions.

2.4 Verification of Assets

Q59. [2025 · APFC & EO/AO] Which one of the following is not an objective of verification in auditing?

(a) Checking the historical accuracy of accounts (b) Verification of existence of assets (c) Verification of valuation of assets (d) Verification of authority of acquisition of assets

Ans: (d) Verification of the authority of acquisition of assets — Verification tests existence, valuation and ownership — not the 'authority' of acquisition.

PART 3 — SOCIAL SECURITY & SOCIAL INSURANCE

3.1 Social-Security Schemes (APY, PMSBY, PMJJBY)

Q60. [2020 · EPFO] What is the minimum and maximum age at which a subscriber can join the Atal Pension Yojana?

(a) 21 and 58 years (b) 18 and 40 years (c) 18 and 50 years (d) 21 and 60 years

Ans: **(b) 18 and 40 years** — APY (launched 09.05.2015, PFRDA) is open to bank-account holders aged 18–40; pension from age 60.

Q61. [2017 · EPFO] Which one of the following statements is not correct for Atal Pension Yojana?

(a) Guaranteed pension ₹1,000–₹5,000/month (b) Minimum pension guaranteed by Govt of India (c) Govt co-contributes 50% or ₹1,000 p.a., whichever lower (d) Applicable to all citizens of India aged above 40 years

Ans: **(d) Applicable to citizens aged above 40 years** — APY eligibility is 18–40 years, not 'above 40'.

Q62. [2015 · APFC] Consider APY statements: (1) age 18–40; (2) pension only after 60; (3) spouse continues after death; (4) no nominee permitted. Which are correct?

(a) 3 and 4 (b) 1, 3 and 4 (c) 1, 2 and 3 (d) 1, 2, 3 and 4

Ans: **(c) 1, 2 and 3** — A nominee IS permitted, so statement 4 is wrong.

Q63. [2017 · EPFO] Annual premium of the Pradhan Mantri Suraksha Bima Yojana (PMSBY) for accident/disability cover up to ₹2,00,000:

(a) ₹100 (b) ₹50 (c) ₹20 (d) ₹12

Ans: **(c) ₹20** — PMSBY is a low-premium accident-insurance scheme (premium revised to ₹20 p.a.); ages 18–70.

Q64. [2015 · APFC] Statements on PMSBY: (1) for all account holders up to 60; (2) life insurance cover; (3) accident insurance cover; (4) covers death & permanent disability due to accident. Which are correct?

(a) 1 and 2 (b) 3 and 4 (c) 2 and 3 (d) 1 and 4

Ans: **(b) 3 and 4** — PMSBY is accident (not life) insurance covering accidental death and permanent disability.

Q65. [2015 · EPFO] Consider statements on Pradhan Mantri Jeevan Jyoti Bima Yojana (PMJJBY): (1) for all adults above 18; (2) premium via auto-debit; (3) insured worth decided by account holder; (4) amount paid to family on death. Which are correct?

(a) 1 and 3 (b) 1 and 4 (c) 2 and 4 (d) 2 and 3

Ans: **(c) 2 and 4** — PMJJBY is life insurance (₹2 lakh), ages 18–50, premium auto-debited; cover is fixed (not chosen), so 1 & 3 are wrong.

3.2 Employees' State Insurance (ESI)

Q66. [2025 · APFC] Wages ₹20,000/month — contributions to the ESI Scheme (ESI Act, 1948):

(a) Employer ₹350; Employee ₹950 (b) Employer ₹650; Employee ₹150 (c) Employer ₹950; Employee ₹350 (d) Employer ₹150; Employee ₹650

Ans: **(b) Employer ₹650; Employee ₹150** — Employer 3.25% and employee 0.75% of ₹20,000.

Q67. [2025 · APFC] Which one of the following is not a benefit under the ESI Act, 1948?

(a) Sickness benefit (b) Maternity benefit (c) Disablement benefit (d) Health benefit

Ans: **(d) Health benefit** — 'Health benefit' is not a defined ESI benefit; medical/sickness/maternity/disablement/dependants' are.

Q68. [2023 · APFC] Any question relating to disablement shall be determined by which authority under the ESI Act, 1948?

(a) Insurance Medical Practitioner (b) Social Security Officer (c) Medical Board (d) Medical Appeal Tribunal

Ans: **(c) Medical Board** — Disablement questions are decided by the Medical Board.

Q69. [2017 · EPFO] For the first time in India, medical benefit as a non-cash benefit was provided under:

(a) ESI Act, 1948 (b) Factories Act, 1948 (c) Maternity Benefit Act, 1961 (d) Mines Act, 1952

Ans: **(a) ESI Act, 1948** — ESI first introduced non-cash medical benefit to industrial workers.

Q70. **[2015 · EPFO]** ESI Act, 1948 covers: (1) factories/establishments with 10+ employees; (2) comprehensive medical care to employees & families; (3) cash benefits in sickness & maternity; (4) monthly payments on death/disablement. Which are correct?

(a) 1, 2 and 3 (b) 1, 2 and 4 (c) 3 and 4 (d) 1, 2, 3 and 4

Ans: (d) 1, 2, 3 and 4 — All four are ESI features.

3.3 EPF / EDLI / EPS & Gratuity

Q71. **[2025 · APFC]** Which one of the following is not a currently existing Scheme under the EPF & MP Act, 1952?

(a) EPF Scheme, 1952 (b) EDLI Scheme, 1976 (c) Employees' Pension Scheme, 1995 (d) Employees' Family Pension Scheme, 1971

Ans: (d) Employees' Family Pension Scheme, 1971 — The 1971 Family Pension Scheme was replaced by EPS 1995.

Q72. **[2012 · EPFO]** Which of the following is NOT covered by the EPF & MP Act, 1952?

(a) Pension (b) Provident Fund (c) Deposit Linked Insurance (d) Injury Compensations

Ans: (d) Injury Compensations — PF, pension and EDLI are covered; injury compensation is under the EC/ESI Acts.

Q73. **[2004 · EPFO]** Consider: (1) members of EPF & exempted PFs are eligible for EDLI; (2) EPS 1995 was introduced for industrial workers; (3) EPF & MP Act coverage is restricted to establishments employing 20+. Which are correct?

(a) 1 and 2 (b) 1, 2 and 3 (c) 1 and 3 (d) 3 only

Ans: (a) 1 and 2 — Statements 1 and 2 are correct as stated in the source key.

Q74. **[2020 · EPFO / 2012 · EPFO]** What is the maximum amount of gratuity payable under the Payment of Gratuity Act, 1972?

(a) ₹5,00,000 (b) ₹10,00,000 (c) ₹15,00,000 (d) ₹20,00,000

Ans: (d) ₹20,00,000 (2020) / ₹10,00,000 (as keyed in 2012) — The tax-free ceiling was ₹10 lakh earlier and raised to ₹20 lakh in 2018 — answer depends on the year of the paper.

3.4 Social-Security Concepts, Maternity & Instruments

Q75. **[2017 · EPFO]** "Everyone as a member of the society has the right to social security…realization through national efforts and international cooperation…" expresses social security in:

(a) Universal Declaration of Human Rights (b) Philadelphia Declaration of the ILO (c) Report of the First National Commission on Labour (d) Directive Principles of State Policy

Ans: (a) Universal Declaration of Human Rights — This is UDHR Article 22.

Q76. **[2017 · EPFO]** Correct set of contingencies identified by William Beveridge in his comprehensive social-security scheme:

(a) Want, disease, ignorance, squalor and idleness (b) Want, sickness, disability, squalor and idleness (c) Want, disease, old age, squalor and unemployment (d) Disease, invalidity, old age, unemployment and ignorance

Ans: (a) Want, disease, ignorance, squalor and idleness — Beveridge's 'five giants'.

Q77. **[2015 · APFC]** Social security may provide cash benefits to persons faced with: (1) sickness & disability; (2) unemployment; (3) crop failure; (4) loss of the marital partner. Correct codes:

(a) 1, 2 and 3 (b) 1, 2 and 4 (c) 3 and 4 (d) 1, 2, 3 and 4

Ans: (b) 1, 2 and 4 — Crop failure is not a social-security cash-benefit contingency.

Q78. **[2015 · APFC]** Instruments of providing social security in India — from Income Tax, EPF, General Sales Tax, LIC, NPS, Postal PF:

(a) 1, 2, 3 and 4 (b) 2, 3, 4 and 5 (c) 2, 4, 5 and 6 (d) 3, 4, 5 and 6

Ans: (c) EPF, LIC, NPS and Postal PF — Taxes are not social-security instruments.

Q79. **[2015 · EPFO]** The Maternity Benefit Act, 1961 (as tested then) provides how many weeks' wages during the maternity period?

(a) 11 weeks (b) 12 weeks (c) 13 weeks (d) 14 weeks

Ans: (b) 12 weeks — Pre-2017 the entitlement was 12 weeks; the 2017 amendment raised it to 26 weeks.

Q80. **[2015 · EPFO]** What are the disadvantages of the Provident Fund scheme? (1) insufficient funds for early-life risks; (2) inflation erodes real value of savings; (3) it generates forced saving for national development.

(a) 1 and 2 only (b) 1 and 3 only (c) 2 and 3 only (d) 1, 2 and 3

Ans: **(a) 1 and 2 only** — Forced saving usable for development is an advantage, not a disadvantage.

Q81. **[2012 · EPFO]** Which of the following legislations is comprehensive social-security legislation?

(a) Maternity Benefits Act (b) Employees' State Insurance Act (c) Employees' Compensation Act (d) EPF & MP Act

Ans: **(b) Employees' State Insurance Act** — ESI covers sickness, maternity, disablement and death — the most comprehensive social-insurance cover.

PART 4 — INDUSTRIAL RELATIONS & LABOUR LAWS

4.1 Trade Unions & Unionism (Trade Unions Act, 1926)

Q82. [2023 · APFC] Five unions in an establishment of 1,100 workmen — A:100, B:370, C:110, D:275, E:80. Which can be registered under the Trade Unions Act, 1926?

(a) All (b) A, B, C and D only (c) B, C and D only (d) B and D only

Ans: (c) Unions B, C and D only — A union must have 10% or 100 members, whichever less, subject to a minimum of 7; here the effective bar is 100 members — B(370), C(110), D(275) qualify.

Q83. [2023 · APFC] Registration of trade unions of workers under the Trade Unions Act, 1926 is:

(a) optional (b) compulsory (c) optional for non-public-utility services (d) compulsory for public-utility services

Ans: (a) Optional — Registration is voluntary but confers legal status and privileges.

Q84. [2020 · EPFO] What is the minimum number of members required for registration of a Trade Union?

(a) 2 (b) 3 (c) 7 (d) 10

Ans: (c) 7 members — Under s.4 (as amended 2001), at least 7 workmen engaged in the establishment must apply.

Q85. [2020 · EPFO] Which disputes are trade disputes under the Trade Unions Act, 1926 — (1) employment; (2) non-employment; (3) conditions of labour?

(a) 1 only (b) 2 and 3 only (c) 1, 2 and 3 (d) 1 and 3 only

Ans: (c) 1, 2 and 3 — 'Trade dispute' covers employment, non-employment and terms/conditions of labour.

Q86. [2017 · EPFO] Which one of the following is an exception from the five functional types of unionism identified by Robert Hoxie?

(a) Business Unionism (b) Predatory Unionism (c) Revolutionary Unionism (d) Evolutionary Unionism

Ans: (d) Evolutionary Unionism — Hoxie's five are business, revolutionary, predatory, uplift/friendly and dependent unionism.

Q87. [2017 · EPFO] A union whose membership may cover workers in many industries, employment and crafts is a:

(a) industrial union (b) general union (c) craft union (d) region-cum-industry union

Ans: (b) General union — Craft = one skill; industrial = one industry; general = across many industries/crafts.

Q88. [2017 · EPFO] Which one of the following is not a trade-union security measure?

(a) Closed shop (b) Agency shop (c) Open shop (d) Union shop

Ans: (c) Open shop system — Open shop imposes no membership requirement, so it is not a union-security arrangement.

Q89. [EPFO] What is a 'yellow-dog contract'?

(a) Union informs employer of a rival union's strike (b) Worker agrees not to join a union during employment (c) A faction acts as whistle-blower (d) Employer promotes a pocket union

Ans: (b) Worker agrees not to join a union during employment — An anti-union employment condition (outlawed in the USA by the Norris–LaGuardia Act, 1932).

Q90. [EPFO] Ordinarily, the minimum age to become a member of a registered trade union (Trade Unions Act, 1926):

(a) 14 years (b) 15 years (c) 16 years (d) 18 years

Ans: (b) 15 years — Minimum membership age is 15; an office-bearer must be 18+.

Q91. [EPFO] Maximum aggregate fine for a trade union's continuous failure to submit returns under the Act:

(a) ₹50 (b) ₹100 (c) ₹150 (d) ₹200

Ans: (c) ₹150 (source key) — Default penalty plus a continuing daily fine, capped in the aggregate as per the source key.

Q92. [EPFO] Under which Acts is the registration of a Trade Union void (Societies Registration 1860 / Co-operative Societies 1912 / Companies Act)?

(a) 1 and 3 only (b) 3 only (c) 1, 2 and 3 (d) 1 and 2 only

Ans: (a) 1 and 3 only (source key) — A registered trade union is not to be registered under those general Acts; the Act lists Societies, Co-operative Societies and Companies Acts as inapplicable.

Q93. **[2023 · APFC]** Correct sequence of formation of central trade-union federations (earliest to latest): INTUC, AITUC, SEWA, UTUC, CITU, BMS.

(a) 2,1,4,6,5,3 (b) 2,1,3,4,6,5 (c) 1,2,5,4,3,6 (d) 1,3,2,4,5,6

Ans: **(a) AITUC → INTUC → UTUC → BMS → CITU → SEWA** — 1920 AITUC, 1947 INTUC, 1949 UTUC, 1955 BMS, 1970 CITU, 1972 SEWA.

4.2 IR Perspectives & Concept of Industry

Q94. **[2025 · APFC]** In which judgment did the Supreme Court lay down the 'Triple Test' for the definition of 'industry' under the Industrial Disputes Act, 1947?

(a) — (b) Bangalore Water Supply & Sewerage Board v. R. Rajappa (c) — (d) —

Ans: **(b) Bangalore Water Supply & Sewerage Board v. R. Rajappa (1978)** — Triple test = systematic activity + employer-employee cooperation + production of goods/services; profit motive is not decisive.

Q95. **[2017 · EPFO]** Which perspective of industrial relations assumes both parties strive for economic (wages) as well as political (control) power?

(a) Pluralistic (b) Unitary (c) Radical (d) Trusteeship

Ans: **(a) Pluralistic perspective** — The pluralist view sees the firm as a coalition of legitimate interest-groups exercising economic and political power.

Q96. **[2020 · EPFO]** What is a 'controlled industry'?

(a) Control declared expedient by a Central Act in public interest (b) by a State Act (c) by Municipal Rules (d) by a State Act (Central)

Ans: **(a) Any industry whose control by the Union is declared, by a Central Act, expedient in the public interest** — Definition under s.2 of the Industrial Disputes Act, 1947.

4.3 Strikes, Lockouts & Industrial Action

Q97. **[2025 · APFC]** Which industry is not a public-utility service under the First Schedule of the Industrial Disputes Act, 1947?

(a) Chemical Fertilizer Industry (b) Pyrites Mining (c) Alumina & Aluminium manufacture (d) Tea Plantation

Ans: **(d) Tea Plantation** — Tea plantation is not listed as a public-utility service.

Q98. **[2025 · APFC]** The six-week strike/lock-out notice under the Industrial Disputes Act, 1947 applies to: (1) workmen in public-utility service before strike; (2) employers in PUS before lock-out; (3) workmen in any service before strike.

(a) 3 only (b) 2 only (c) 1 and 2 (d) 1 only

Ans: **(c) 1 and 2** — The PUS notice rule binds both workmen (before strike) and employers (before lock-out).

Q99. **[EPFO]** What is a 'wild-cat' strike?

(a) Strike with union support and notice (b) Sudden strike by a group without notice or union consent (c) Strike without a strike ballot (d) Strike by non-unionised workers with notice

Ans: **(b) A sudden strike by a group of workers without formal notice or union consent** — 'Wildcat' = unauthorised, spur-of-the-moment stoppage.

Q100. **[EPFO]** Which one of the following is a 'jurisdictional strike'?

(a) Two unions strike over office space (b) Two unions strike over the same registered name (c) Two unions claim to represent the same workers and strike over recognition (d) Two unions strike over a common seal

Ans: **(c) Two unions claiming to represent the same workers strike over recognition** — A jurisdictional/inter-union dispute over representation rights.

Q101. **[EPFO]** Which action does not qualify as 'strike' under Section 2(q) of the Industrial Disputes Act, 1947?

(a) Pen Down (b) Stay In (c) Go Slow (d) Tool Down

Ans: **(b) Stay In (source key)** — The source key treats 'stay-in' as outside s.2(q) among the listed options.

4.4 Retrenchment, Lay-off & Closure

Q102. **[2020 · EPFO]** Match — A Closure, B Workmen, C Strike, D Lockout with 1 permanent closing, 2 person doing manual work, 3 temporary closing by management, 4 cessation of work by employees.

(a) A-1 B-2 C-4 D-3 (b) A-3 B-4 C-2 D-1 (c) A-1 B-4 C-2 D-3 (d) A-3 B-2 C-4 D-1

Ans: (a) A-1, B-2, C-4, D-3 — Closure = permanent closing; Workmen = person doing manual work; Strike = cessation by employees; Lockout = temporary closing by management.

Q103. [EPFO] Under the Industrial Disputes Act, 1947, which is retrenchment?

(a) Voluntary retirement (b) Termination otherwise than as disciplinary punishment (c) Termination on ill-health (d) Termination on non-renewal of contract

Ans: (b) Termination otherwise than as punishment by way of disciplinary action — Retrenchment excludes VRS, superannuation, ill-health termination and contract non-renewal.

Q104. [EPFO] If no communication is received on an application for permission to retrench, after what period is permission deemed granted?

(a) 90 days (b) 45 days (c) 30 days (d) 60 days

Ans: (d) 60 days — Deemed permission after 60 days of government silence (Chapter V-B).

Q105. [EPFO] Rate of lay-off compensation under the Industrial Disputes Act, 1947:

(a) 50% of basic wages and DA (b) 15% (c) 40% (d) 25%

Ans: (a) 50% of basic wages and DA — Lay-off compensation is 50% of (basic + DA), for up to 45 days a year.

Q106. [EPFO] Temporary closing down and permanent closing down of a place of employment are respectively:

(a) Strike and closure (b) Lay-off and lock-out (c) Lock-out and Closure (d) Closure and lock-out

Ans: (c) Lock-out and Closure — Lock-out = temporary; closure = permanent.

Q107. [EPFO] To which establishment do the lay-off provisions of Chapter V-B NOT apply?

(a) Plantations (b) Mines (c) Hotels (d) Factories

Ans: (c) Hotels (source key) — Chapter V-B applies to specified establishments (factories, mines, plantations) of the requisite size; hotels are excluded per the source key.

Q108. [EPFO] Chapter V-B of the Industrial Disputes Act, 1947 applies to establishments employing:

(a) not less than 100 workers (b) less than 100 (c) of seasonal character (d) intermittent work

Ans: (a) Not less than 100 workers — The special prior-permission chapter (legacy) applied at 100+ workers; the IR Code raises this to 300.

4.5 Standing Orders, Discipline & Grievances

Q109. [2017 · EPFO] Questions on application/interpretation of a certified standing order (Standing Orders Act, 1946) may be referred to:

(a) Industrial Tribunal (b) Labour Commissioner (c) Labour Court (d) Industrial Employment Court

Ans: (c) Labour Court — Interpretation of a certified standing order goes to the Labour Court, whose decision is final.

Q110. [EPFO] If an aggrieved employee is not satisfied with the enquiry proceedings, he may ask for:

(a) ‘ex-parte’ enquiry (b) ‘de-novo’ enquiry (c) legal enquiry (d) domestic enquiry

Ans: (b) ‘De-novo’ enquiry — A fresh (de-novo) enquiry may be sought where the earlier enquiry was defective.

Q111. [EPFO] In disciplinary action, the principles of natural justice gave rise to which procedural safeguard?

(a) Charge-sheet (b) Punishment without enquiry (c) Disproportionate punishment (d) First information report

Ans: (a) Charge-sheet — A charge-sheet (notice of allegations) flows from ‘audi alteram partem’.

Q112. [EPFO] ‘Audi alteram partem’ is associated with:

(a) Strikes (b) Disciplinary action (c) Trade Union (d) Closure

Ans: (b) Disciplinary action — ‘Hear the other side’ — the fair-hearing rule in disciplinary proceedings.

4.6 Worker Participation, ILO & Institutions

Q113. [2017 · EPFO] Works Committee, Safety Committee and Canteen Management Committee are examples of:

(a) workers’ participation in management (b) workers’ education schemes (c) workers’ cooperatives (d) workers’ suggestion schemes

Ans: (a) Workers’ participation in management — Joint bipartite bodies through which workers share in workplace decisions.

Q114. **[2012 · EPFO / 2017 · EPFO]** Workers' participation in management is provided under / incorporated in:

(a) Article 39A (b) Article 43A (c) Article 42 (d) Article 43B

Ans: (b) Article 43A of the Constitution — Art. 43A (DPSP, 42nd Amendment 1976); Art. 43B relates to co-operative societies.

Q115. **[2017 · EPFO]** Which one of the following is not part of the aims and purposes of the ILO as per the Philadelphia Declaration?

(a) Labour is not a commodity (b) Freedom of expression & association essential to progress (c) Poverty anywhere is a danger to prosperity everywhere (d) The war against want is solely the responsibility of government

Ans: (d) The war against want is solely the government's responsibility — The Declaration calls for concerted international effort by governments, workers and employers — not government alone.

Q116. **[2023 · APFC]** Which core ILO convention has not been ratified by India — C29 (Forced Labour), C100 (Equal Remuneration), C87 (Freedom of Association), C111 (Discrimination)?

(a) C29 (b) C100 (c) C87 (d) C111

Ans: (c) Convention No. 87 (Freedom of Association) — India has not ratified C87 and C98; it has ratified C29, C100, C105, C111, C138, C182.

Q117. **[2017 · EPFO]** The process in which representatives of workmen and employer are brought before a third person who facilitates a mutually satisfactory agreement through mediation is:

(a) Arbitration (b) Adjudication (c) Conciliation (d) Collective negotiation

Ans: (c) Conciliation — A facilitator (not a decision-maker) assists the parties toward settlement.

Q118. **[2017 · EPFO]** Which one of the following is statutory machinery functioning at the central level?

(a) Central Implementation & Evaluation Committee (b) Central Board for Workers' Education (c) Standing Labour Committee (d) Employees' State Insurance Corporation

Ans: (d) Employees' State Insurance Corporation — ESIC (under the ESI Act) is a statutory body operating in the central sphere (source key).

4.7 Wages, Welfare Theories & Labour Administration

Q119. **[2020 · EPFO]** What is the maximum number of hours in a week an adult worker is allowed to work (Factories Act, 1948)?

(a) 35 (b) 40 (c) 45 (d) 48

Ans: (d) 48 hours — s.51 — max 48 hours/week (and ≤9 hours/day).

Q120. **[2020 · EPFO]** Maximum period within which the government shall revise the minimum rates of wages under the Minimum Wages Act, 1948:

(a) 2 years (b) 3 years (c) 4 years (d) 5 years

Ans: (d) 5 years — Minimum wages must be reviewed/revised at intervals not exceeding 5 years.

Q121. **[2020 · EPFO]** Who is an 'Adolescent' as per the Factories Act, 1948?

(a) Completed 15 but below 18 (b) Below 18 (c) Completed 14 but below 18 (d) Completed 16 but below 18

Ans: (a) Completed 15 years but below 18 — Child < 14; adolescent 15–<18 (with a fitness certificate).

Q122. **[2017 · EPFO]** The assumption that 'man is selfish and self-centred and always tries to achieve his own ends even at the cost of others' explains which theory of labour welfare?

(a) Placating (b) Police(ing) (c) Religious (d) Philanthropic

Ans: (b) Policing theory — The policing theory sees the State as a policeman preventing exploitation by a self-interested employer.

Q123. **[2017 · EPFO]** Dr. Aykroyd's formula is associated with determination of:

(a) fair wage (b) minimum wage (c) living wage (d) real wage

Ans: (b) Minimum wage — Aykroyd's nutrition-based formula underpins the need-based minimum wage.

Q124. **[2017 · EPFO]** Who can be appointed Chairman of the Central Advisory Board under the Minimum Wages Act, 1948?

(a) One of the independent members (b) An employers' representative (c) An employees' representative (d) A Central Government functionary

Ans: **(a) One of the independent members of the Board** — The Chairman is appointed from among the independent members.

Q125. **[2017 · EPFO]** Which one of the following explains the 'citizen concept' of labour?

(a) Labour is regarded as operating organisations (b) Labour is affected by demand & supply (c) Labour has a right to be consulted on its terms and conditions of work (d) Labour is a cog in the machine

Ans: **(c) Labour has a right to be consulted on the terms and conditions under which it works** — The citizen concept gives labour a democratic voice in decisions affecting it.

Q126. **[2012 · EPFO]** In which Act is housing facility a statutory provision?

(a) Plantations Labour Act, 1951 (b) Factories Act, 1948 (c) Mines Act, 1952 (d) None

Ans: **(a) Plantations Labour Act, 1951** — The Plantations Labour Act imposes a duty to provide housing (and creche/medical) facilities.

Q127. **[2012 · EPFO]** Which statement about the Workmen's Compensation Act, 1923 is true?

(a) It is not social-security legislation (b) Renamed the Employee's Compensation Act in 2009 (c) It provides maximum compensation on death (d) It does not cover occupational diseases

Ans: **(b) It was renamed the Employee's Compensation Act in 2009** — The 1923 Act was renamed by the 2009 amendment.

Q128. **[2012 · EPFO]** Match Board committees with chairpersons — First NCL 1969 / Wage Board for Working Journalists 2009 / Second NCL 2002 / Index Review Committee 2009 with G.K. Chadha, Ravindra Verma, P.B. Gajendragadkar, G.R. Majithia.

(a) A-3 B-4 C-2 D-1 (b) A-1 B-4 C-2 D-3 (c) A-3 B-2 C-4 D-1 (d) A-1 B-2 C-4 D-3

Ans: **(a) First NCL–Gajendragadkar, Wage Board–Majithia, Second NCL–Ravindra Verma, Index Review–G.K. Chadha** — Standard chairperson pairings.

PART 5 — INSURANCE (PRINCIPLES, TYPES & INSURANCE ACCOUNTING)

5.1 Principles & Types of Insurance

Q129. [2025 · APFC] The principle stating that it is the duty of the insured to take reasonable steps to minimise the loss or damage is:

(a) Subrogation (b) Utmost Good Faith (c) Cooperation (d) Mitigation

Ans: (d) Principle of Mitigation — The insured must act to minimise the loss, as a prudent uninsured person would.

Q130. [2025 · APFC] Which one of the following is not a contract of indemnity?

(a) Fire Insurance (b) Life Insurance (c) Marine Insurance (d) Motor Insurance

Ans: (b) Contract of Life Insurance — Life insurance is a benefit/assurance contract (life has no measurable money value); the others are indemnity contracts.

5.2 Insurance-Linked Accounting

Q131. [2017 · EO/AO] Compute the sum insurable — date of fire 01.03.2016; turnover 01.03.2015–29.02.2016 ₹88,00,000; agreed GP ratio 20%; special-circumstances clause +10% turnover.

(a) ₹19,36,000 (b) ₹48,40,000 (c) ₹10,32,000 (d) ₹24,20,000

Ans: (a) ₹19,36,000 — Adjusted turnover ₹88,00,000 × 110% = ₹96,80,000; × 20% GP = ₹19,36,000.

Q132. [2023 · APFC] The insurance claim received on account of machinery damaged completely by fire is:

(a) capital receipt (b) revenue receipt (c) capital expenditure (d) revenue expenditure

Ans: (a) Capital receipt — Compensation for a lost capital asset is capital in nature (contrast: a loss-of-profit claim is revenue).

— End of EPFO PYQ Edge —