

# CHRA Labor Code Practice Exam (Sample)

## Study Guide



**Everything you need from our exam experts!**

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# Introduction

Preparing for a certification exam can feel overwhelming, but with the right tools, it becomes an opportunity to build confidence, sharpen your skills, and move one step closer to your goals. At Examzify, we believe that effective exam preparation isn't just about memorization, it's about understanding the material, identifying knowledge gaps, and building the test-taking strategies that lead to success.

This guide was designed to help you do exactly that.

Whether you're preparing for a licensing exam, professional certification, or entry-level qualification, this book offers structured practice to reinforce key concepts. You'll find a wide range of multiple-choice questions, each followed by clear explanations to help you understand not just the right answer, but why it's correct.

The content in this guide is based on real-world exam objectives and aligned with the types of questions and topics commonly found on official tests. It's ideal for learners who want to:

- Practice answering questions under realistic conditions,
- Improve accuracy and speed,
- Review explanations to strengthen weak areas, and
- Approach the exam with greater confidence.

We recommend using this book not as a stand-alone study tool, but alongside other resources like flashcards, textbooks, or hands-on training. For best results, we recommend working through each question, reflecting on the explanation provided, and revisiting the topics that challenge you most.

**Remember:** successful test preparation isn't about getting every question right the first time, it's about learning from your mistakes and improving over time. Stay focused, trust the process, and know that every page you turn brings you closer to success.

Let's begin.

# How to Use This Guide

**This guide is designed to help you study more effectively and approach your exam with confidence. Whether you're reviewing for the first time or doing a final refresh, here's how to get the most out of your Examzify study guide:**

## **1. Start with a Diagnostic Review**

**Skim through the questions to get a sense of what you know and what you need to focus on. Your goal is to identify knowledge gaps early.**

## **2. Study in Short, Focused Sessions**

**Break your study time into manageable blocks (e.g. 30 - 45 minutes). Review a handful of questions, reflect on the explanations.**

## **3. Learn from the Explanations**

**After answering a question, always read the explanation, even if you got it right. It reinforces key points, corrects misunderstandings, and teaches subtle distinctions between similar answers.**

## **4. Track Your Progress**

**Use bookmarks or notes (if reading digitally) to mark difficult questions. Revisit these regularly and track improvements over time.**

## **5. Simulate the Real Exam**

**Once you're comfortable, try taking a full set of questions without pausing. Set a timer and simulate test-day conditions to build confidence and time management skills.**

## **6. Repeat and Review**

**Don't just study once, repetition builds retention. Re-attempt questions after a few days and revisit explanations to reinforce learning. Pair this guide with other Examzify tools like flashcards, and digital practice tests to strengthen your preparation across formats.**

**There's no single right way to study, but consistent, thoughtful effort always wins. Use this guide flexibly, adapt the tips above to fit your pace and learning style. You've got this!**

## Questions

- 1. What is required from the employer regarding the living quarters for the househelper?**
  - A. They must be extravagant and luxurious**
  - B. They should be suitable and sanitary**
  - C. They can be substandard as per the employer's discretion**
  - D. They should be provided only during work hours**
- 2. Which term describes the impact of an industrial or labor dispute on workers' ability to work?**
  - A. Strike**
  - B. Lockout**
  - C. Internal dispute**
  - D. Disciplinary action**
- 3. What condition applies to the transfer of a recruitment license or authority?**
  - A. Free transfer permitted**
  - B. Requires prior approval of the Department of Labor**
  - C. Allowed within companies only**
  - D. No transfer rules apply**
- 4. What aspect of wage includes the value of lodging or other employer-provided facilities?**
  - A. Contractual obligation**
  - B. Fair and reasonable value**
  - C. Commission basis**
  - D. Employee benefit**
- 5. What is the citizenship requirement for companies participating in worker recruitment?**
  - A. International ownership allowed**
  - B. At least 75% Filipino ownership**
  - C. No citizenship requirement**
  - D. Global partnerships permitted**

- 6. Under what condition can payment of wages be delayed according to the labor code?**
- A. Employee request**
  - B. Force majeure circumstances**
  - C. Employer's financial difficulties**
  - D. Company policy changes**
- 7. What benefit type includes payments made directly to employees or their dependents?**
- A. Medical benefit**
  - B. Compensation**
  - C. Income benefit**
  - D. Related benefit**
- 8. What type of personnel usually cannot have their actual hours of work determined with certainty?**
- A. Field Personnel**
  - B. Managerial Employees**
  - C. Domestic Workers**
  - D. Handicapped Workers**
- 9. Which article refers to the retirement age for employees?**
- A. Art. 284**
  - B. Art. 285**
  - C. Art. 286**
  - D. Art. 287**
- 10. How often must wages be paid to employees as per the labor code?**
- A. Once a month**
  - B. Once every two weeks**
  - C. Twice a month, not exceeding sixteen days**
  - D. Weekly**



## **Answers**

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1. B
2. A
3. B
4. B
5. B
6. B
7. C
8. A
9. B
10. C

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## **Explanations**

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**1. What is required from the employer regarding the living quarters for the househelper?**

**A. They must be extravagant and luxurious**

**B. They should be suitable and sanitary**

**C. They can be substandard as per the employer's discretion**

**D. They should be provided only during work hours**

The requirement for employers regarding the living quarters for househelpers emphasizes the necessity for these accommodations to be suitable and sanitary. This means that the living conditions must meet basic health and safety standards, ensuring that the househelper has a reasonable environment to live in. Suitable quarters imply that the space should be adequate in size, offer privacy, and be safe from hazards. Sanitary conditions entail cleanliness and the availability of basic amenities to maintain health, such as access to clean water and proper waste disposal. The law aims to protect the well-being of househelpers and recognizes their right to a decent living environment. The other options do not align with the established legal standards for living conditions for househelpers. Suggesting the quarters must be extravagant and luxurious sets an unrealistic expectation that does not reflect labor regulations. Allowing substandard accommodations based on the employer's discretion contradicts the fundamental requirements for ensuring a safe and healthy living space, and indicating that quarters should only be provided during work hours fails to recognize the continuous nature of the househelper's employment and living arrangements.

**2. Which term describes the impact of an industrial or labor dispute on workers' ability to work?**

**A. Strike**

**B. Lockout**

**C. Internal dispute**

**D. Disciplinary action**

The term that best describes the impact of an industrial or labor dispute on workers' ability to work is a strike. A strike occurs when employees collectively stop working in order to express grievances, demand better conditions, or negotiate terms with their employer. This organized cessation of work directly impacts their ability to earn wages and perform their job duties, which makes it a clear representation of the effects of a labor dispute on workers. In contrast, a lockout is initiated by employers to prevent workers from entering the workplace, which also impacts workers' ability to work but is initiated from the employer's side rather than the employees' collective action. Internal disputes typically refer to conflicts within an organization rather than between workers and management, while disciplinary action relates to measures taken against workers for violations of company policy or rules and does not describe a collective impact of a labor dispute. Thus, a strike is the most accurate term associated with the disruption in the workforce due to a labor dispute.

**3. What condition applies to the transfer of a recruitment license or authority?**

**A. Free transfer permitted**

**B. Requires prior approval of the Department of Labor**

**C. Allowed within companies only**

**D. No transfer rules apply**

The transfer of a recruitment license or authority requiring prior approval from the Department of Labor ensures regulatory oversight and maintains standards within the recruitment industry. This condition is in place to prevent potential abuses and ensure that those taking over the license adhere to the same qualifications and operational standards as the original license holder. Furthermore, this requirement helps to uphold the integrity of recruitment practices and protects the rights of job seekers and employers alike. In contrast, the other options suggest a more lenient approach to transferring licenses without the necessary checks and balances, which could lead to inconsistencies in recruitment practices and possible exploitation within the labor market. Maintaining approval processes, therefore, is critical for the stability and reliability of recruitment services.

**4. What aspect of wage includes the value of lodging or other employer-provided facilities?**

**A. Contractual obligation**

**B. Fair and reasonable value**

**C. Commission basis**

**D. Employee benefit**

The aspect of wages that includes the value of lodging or other employer-provided facilities is the fair and reasonable value. This concept recognizes that compensation extends beyond just monetary remuneration; it can also encompass non-cash benefits that have tangible value. Lodging or facilities provided by the employer can significantly enhance an employee's overall compensation package, thus reflecting the importance of evaluating wages in terms of all forms of remuneration. In the context of labor laws and wage determinations, the fair and reasonable value ensures that employees are compensated not only with direct pay but also for essential needs that contribute to their overall livelihood. This can be critical in assessing compliance with minimum wage standards, as these provisions must account for all forms of compensation that the employee receives.

**5. What is the citizenship requirement for companies participating in worker recruitment?**

- A. International ownership allowed**
- B. At least 75% Filipino ownership**
- C. No citizenship requirement**
- D. Global partnerships permitted**

The citizenship requirement for companies participating in worker recruitment is that they must possess at least 75% Filipino ownership. This regulation is primarily established to ensure that the recruitment process is controlled by local entities, which reflects the commitment to prioritize Filipino workers and protect their rights in the labor market. By having a significant majority of local ownership, the law aims to ensure that companies operating in the worker recruitment space align with national interests and adhere to relevant labor laws. This emphasis on Filipino ownership allows the government to maintain oversight and regulation of the recruitment industry, promoting ethical and equitable practices. It serves to safeguard job opportunities for Filipino citizens and supports the economic landscape by keeping control of recruitment organizations within the hands of local stakeholders.

**6. Under what condition can payment of wages be delayed according to the labor code?**

- A. Employee request**
- B. Force majeure circumstances**
- C. Employer's financial difficulties**
- D. Company policy changes**

The labor code stipulates that payment of wages can be delayed specifically under force majeure circumstances. Force majeure refers to unforeseeable events that prevent a party from fulfilling a contractual obligation, such as natural disasters, acts of war, or other extreme situations that are beyond the control of the employer. In this context, if a company is faced with such uncontrollable events, they may have legitimate grounds for delaying wage payments without violating labor laws. On the other hand, employee requests for delayed payment is not acknowledged by the labor code as a valid reason for withholding wages. Similarly, an employer's financial difficulties do not qualify as force majeure and are generally expected to be managed without affecting employees' rights to timely payment. Lastly, changes in company policy are typically not sufficient grounds to justify the postponement of wage payments, as labor laws prioritize the timely compensation of employees regardless of internal policy adjustments. Therefore, among the given options, force majeure circumstances are the only legitimate reason accepted by the labor code for delaying wage payments.

**7. What benefit type includes payments made directly to employees or their dependents?**

- A. Medical benefit**
- B. Compensation**
- C. Income benefit**
- D. Related benefit**

The benefit type that includes payments made directly to employees or their dependents is typically classified as an income benefit. Income benefits are designed to provide financial support to individuals following events such as disability, retirement, or other conditions that may impact their ability to earn an income. These payments are intended to help cover living expenses, ensuring that employees and their families have a source of income when they cannot work or have reduced earnings. Income benefits can include various forms of compensation, such as disability payments, unemployment benefits, and other direct cash payments designed to support the individual during periods of financial hardship. This direct provision of funds is a key characteristic of income benefits, as they are specifically aimed at replacing lost income and supporting the welfare of the employees or their dependents. In contrast, medical benefits focus on covering healthcare-related expenses, such as doctor visits or hospital stays, rather than providing direct payments to individuals. Compensation typically refers to payments made for work-related injuries or losses, while related benefits might encompass ancillary support services but do not directly involve payments to the employee or dependents in the way income benefits are structured.

**8. What type of personnel usually cannot have their actual hours of work determined with certainty?**

- A. Field Personnel**
- B. Managerial Employees**
- C. Domestic Workers**
- D. Handicapped Workers**

Field personnel typically cannot have their actual hours of work determined with certainty due to the nature of their job roles, which often involve working outside the confines of a traditional office or fixed workspace. These employees may be engaged in tasks that require travel, irregular hours, and unpredictable schedules, making it difficult to track the exact time spent on work-related activities. Their responsibilities often entail onsite or remote work where activities can fluctuate based on varying circumstances, such as weather, client demands, or project requirements. In contrast, managerial employees usually have more structured work hours defined by their organization, as their roles often involve strategy, planning, and decision-making that take place within a standard working framework. Domestic workers, while they may have variability in their tasks and hours, typically have a clearer understanding of their shifts and responsibilities as laid out in employment agreements. Handicapped workers, depending on their job roles and environments, may also have defined hours similar to any other employee type. Thus, field personnel's roles inherently involve a level of unpredictability and variability that makes it challenging to ascertain their exact work hours consistently.

**9. Which article refers to the retirement age for employees?**

- A. Art. 284
- B. Art. 285**
- C. Art. 286
- D. Art. 287

The article that refers to the retirement age for employees is Article 285. This article outlines the conditions under which an employee may retire and specifies the age threshold for mandatory retirement in line with labor regulations. In many labor codes, the age of retirement is established to ensure that employees can transition out of the workforce at a defined point, typically around the age of 60 or 65. Understanding Article 285 is essential for both employers and employees, as it defines the rights and obligations regarding retirement, including any provisions for early retirement or extensions, as well as the calculations for retirement benefits. This clarity ensures compliance with labor laws and helps in the planning of workforce transitions.

**10. How often must wages be paid to employees as per the labor code?**

- A. Once a month
- B. Once every two weeks
- C. Twice a month, not exceeding sixteen days**
- D. Weekly

Wages must be paid to employees at least twice a month, not exceeding sixteen days apart, as per the labor code. This requirement is established to ensure that employees receive their earnings regularly and can manage their personal financial obligations effectively. This bi-monthly pay schedule helps maintain the financial stability of workers, allowing them to cover their expenses in a timely manner. The stipulation of not exceeding sixteen days is critical to ensuring that employees are not left without remuneration for extended periods, which could create financial hardship. This regulation creates a standard for payment frequency that balances the needs of employees for regular income with the operational considerations of employers. Other options may suggest varying frequencies for payment, but they do not align with the labor code's specific mandate for the timing of wage payments, which emphasizes the importance of regular and timely remuneration to support workers' economic well-being.



## Next Steps

**Congratulations on reaching the final section of this guide. You've taken a meaningful step toward passing your certification exam and advancing your career.**

**As you continue preparing, remember that consistent practice, review, and self-reflection are key to success. Make time to revisit difficult topics, simulate exam conditions, and track your progress along the way.**

**If you need help, have suggestions, or want to share feedback, we'd love to hear from you. Reach out to our team at [hello@examzify.com](mailto:hello@examzify.com).**

**Or visit your dedicated course page for more study tools and resources:**

**<https://chralaborcode.examzify.com>**

**We wish you the very best on your exam journey. You've got this!**