

CHRA LABOR CODE PRACTICE EXAM (SAMPLE)

STUDY GUIDE



Prepare with structure. Pass with confidence



Copyright © 2026 by Examzify - A Kaluba Technologies Inc. product.

ALL RIGHTS RESERVED.

No part of this book may be reproduced or transferred in any form or by any means, graphic, electronic, or mechanical, including photocopying, recording, web distribution, taping, or by any information storage retrieval system, without the written permission of the author.

Notice: Examzify makes every reasonable effort to obtain accurate, complete, and timely information about this product from reliable sources.

SAMPLE

Table of Contents

Copyright	1
Table of Contents	2
Introduction	3
How to Use This Guide	4
Questions	5
Answers	8
Explanations	10
Next Steps	16

SAMPLE

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

SAMPLE

- 1. Who are individuals that may have their earning capacity impaired by age, physical or mental deficiencies, or injuries?**
 - A. Managerial Employees
 - B. Field Personnel
 - C. Handicapped Workers
 - D. Employers
- 2. Dependent children are classified as what type of beneficiaries?**
 - A. Primary beneficiaries
 - B. Secondary beneficiaries
 - C. Non-beneficiaries
 - D. Excluded from dependency status
- 3. Who qualifies as a physician under these definitions?**
 - A. Any healthcare worker
 - B. A doctor of medicine licensed in the Philippines
 - C. A nurse practitioner in good standing
 - D. A medical assistant
- 4. Which act created the Government Service Insurance System?**
 - A. Republic Act Numbered 11161
 - B. Commonwealth Act Numbered 186
 - C. Commonwealth Act Numbered 85
 - D. Republic Act Numbered 90
- 5. What defines an apprenticeable occupation?**
 - A. An occupation requiring less than three months of training
 - B. Any trade requiring more than three months of job training
 - C. Tasks completed entirely in a classroom
 - D. A position that does not require supervision
- 6. What does the tax-exempt employees' compensation program provide?**
 - A. Retirement benefits for employees
 - B. Income benefits for work-connected disability or death
 - C. Loan facilities for employees
 - D. Health insurance for all workers

- 7. Which type of benefit specifically refers to payments made to medical care providers?**
- A. Income benefit
 - B. Compensation
 - C. Medical benefit
 - D. Related benefit
- 8. Which of the following qualifies as a dependent according to the labor code?**
- A. Unmarried children under 25 years of age
 - B. Any relative of the employee
 - C. Legitimate spouse living with the employee
 - D. All of the above
- 9. What must be included in the receipt given to a person charged a fee by an employment agency?**
- A. The name of the agency
 - B. The employment status of the applicant
 - C. The amount paid for the service
 - D. The job title obtained through the agency
- 10. How is the average monthly salary credit determined in the case of the SSS?**
- A. By averaging all monthly wages over a year
 - B. Dividing total monthly salary credits by 60 months
 - C. Calculating the total income over a lifetime
 - D. Analyzing the highest monthly salary of the last 5 years

Answers

SAMPLE

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

SAMPLE

Explanations

SAMPLE

1. Who are individuals that may have their earning capacity impaired by age, physical or mental deficiencies, or injuries?

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

The choice that identifies individuals whose earning capacity may be impaired by age, physical or mental deficiencies, or injuries is indeed handicapped workers. This term encompasses those individuals who may face significant challenges in the workforce due to various conditions that affect their ability to perform certain tasks, thus potentially limiting their employment opportunities and income prospects. Handicapped workers may require specific accommodations or supportive measures to aid them in overcoming barriers that impact their employment. Recognizing this group is essential for implementing fair labor practices and compliance with regulations designed to protect their rights and promote inclusivity in the workplace. The other options do not represent groups specifically characterized by impairments to earning capacity due to age or physical/mental deficiencies. Managerial employees and field personnel generally include individuals who are in positions of authority or physically active roles, respectively, and are not specifically defined by the challenges mentioned in the question. Employers refer to individuals or entities that hire workers, and they don't fit into the category affected by impairments in the same context. Hence, handicapped workers are the most relevant choice in this scenario.

2. Dependent children are classified as what type of beneficiaries?

- A. Primary beneficiaries
- B. Secondary beneficiaries
- C. Non-beneficiaries
- D. Excluded from dependency status

Dependent children are classified as primary beneficiaries because they are typically the first in line to receive benefits from a policyholder's plan, especially in contexts like life insurance or health insurance. Primary beneficiaries are those designated to receive benefits upon the occurrence of a specified event, such as the death of the policyholder. In many legal and insurance frameworks, dependent children hold a significant place due to their care needs and reliance on the policyholder for financial support. This status recognizes their priority for benefits to ensure they receive necessary support directly associated with the policyholder's responsibilities towards them. Thus, designating them as primary beneficiaries aligns with the fundamental intent of providing financial security to dependents in times of need. The incorrect choices do not fit this context: secondary beneficiaries are named to receive benefits only if the primary beneficiaries cannot; non-beneficiaries would not receive any benefits at all, and being excluded from dependency status contradicts the very definition of dependent children, who inherently rely on their guardians or parents.

3. Who qualifies as a physician under these definitions?

- A. Any healthcare worker
- B. A doctor of medicine licensed in the Philippines**
- C. A nurse practitioner in good standing
- D. A medical assistant

A physician is specifically defined as a doctor of medicine who is licensed to practice medicine within a given jurisdiction, in this case, the Philippines. This definition is important as it ensures that the individual has completed the necessary education and training, as well as passed the required licensure examinations to provide medical care to patients. The distinction of being a doctor of medicine emphasizes that not all healthcare workers, such as nurses or medical assistants, possess the same level of training or authority to diagnose and treat medical conditions. While these other roles are crucial within the healthcare system, they do not carry the designation of physician unless they have met the rigorous standards set for medical doctors.

4. Which act created the Government Service Insurance System?

- A. Republic Act Numbered 11161
- B. Commonwealth Act Numbered 186**
- C. Commonwealth Act Numbered 85
- D. Republic Act Numbered 90

The Government Service Insurance System (GSIS) was established under Commonwealth Act Numbered 186, which was enacted in 1936. This law was significant as it aimed to provide social security benefits to employees of the government, including life insurance, retirement, and other forms of social protection. The GSIS plays a crucial role in ensuring financial security for government employees in the Philippines. Commonwealth Act Numbered 186 specifically laid the groundwork for the operational framework of the GSIS, allowing it to collect contributions and manage funds efficiently to support its members. This act reflects the government's commitment to providing welfare and security to its workers, thus enhancing their well-being. The other acts listed, such as Republic Act Numbered 11161, Commonwealth Act Numbered 85, and Republic Act Numbered 90, do not pertain to the establishment of the GSIS and thus are not relevant to this question. Each of these acts addresses different areas of legislation, but none created the government social security system in the way that Commonwealth Act Numbered 186 did.

5. What defines an apprenticeable occupation?

- A. An occupation requiring less than three months of training
- B. Any trade requiring more than three months of job training**
- C. Tasks completed entirely in a classroom
- D. A position that does not require supervision

An apprenticeable occupation is defined as any trade that typically requires a structured program of training, which usually extends beyond three months and incorporates both on-the-job training and classroom instruction. This definition recognizes that these occupations demand a level of skill and expertise that can only be obtained through a formal training process, where apprentices learn from experienced workers and gain practical experience over an extended period. The inclusion of more than three months of job training acknowledges the complexity and depth of knowledge required in many trades, which cannot be effectively imparted in a brief training period. This duration allows apprentices to develop the necessary competencies and skills to perform their work safely and effectively, aligning with the standards set in various industry sectors. In contrast, the other options fail to capture the essence of what an apprenticeable occupation entails. Specifications like a short duration of training, completion of tasks solely in a classroom setting, or the absence of supervision do not align with the rigor and regulatory standards typically associated with apprenticeship programs. Thus, option B accurately reflects the definition of an apprenticeable occupation by emphasizing the necessary training duration and the balance of on-the-job learning combined with formal education.

6. What does the tax-exempt employees' compensation program provide?

- A. Retirement benefits for employees
- B. Income benefits for work-connected disability or death**
- C. Loan facilities for employees
- D. Health insurance for all workers

The tax-exempt employees' compensation program primarily focuses on providing income benefits for work-connected disabilities or death. This means that if an employee suffers a work-related injury or illness that affects their ability to earn a living, the program compensates them financially to replace their lost income. Additionally, in the sad event of an employee's death due to work-related circumstances, the program can also provide benefits to the dependents or beneficiaries of the employee. This program is essential in ensuring that employees and their families have financial support during difficult times caused by workplace incidents. It serves as a safety net, highlighting the commitment to worker welfare and providing peace of mind that employees will receive assistance if they are unable to work due to conditions arising from their employment. The other options, while potentially beneficial to employees, do not align with the specific purpose of a tax-exempt compensation program focused on addressing work-related injuries and their consequences.

7. Which type of benefit specifically refers to payments made to medical care providers?

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

The correct choice refers to the specific payments made to medical care providers, signifying that this type of benefit is designed to cover healthcare expenses incurred by an individual as a result of a workplace injury or illness. Medical benefits typically encompass costs such as doctor visits, hospital stays, medications, surgeries, and rehabilitation services. These payments are essential in ensuring that injured workers receive the necessary medical treatment to facilitate their recovery and return to work. Understanding this concept is fundamental in labor law and workers' compensation, as it delineates the responsibilities of employers and insurance providers to manage and support the health and recovery of employees. The other types of benefits mentioned do not specifically address payments for medical care, thus clarifying the unique nature and purpose of medical benefits within the broader context of worker compensation programs.

8. Which of the following qualifies as a dependent according to the labor code?

- A. Unmarried children under 25 years of age
- B. Any relative of the employee
- C. Legitimate spouse living with the employee**
- D. All of the above

The definition of a dependent in the context of labor code typically focuses on individuals who rely on the employee for financial support and are recognized by the legal framework that governs benefits and entitlements. In this scenario, a legitimate spouse living with the employee meets the qualifications of a dependent because they are often explicitly recognized under various labor laws and benefit programs, allowing them access to health benefits, retirement benefits, and other privileges provided by the employer. While unmarried children under 25 years of age may be considered dependents under certain benefits programs, this can vary by jurisdiction, and not all labor code definitions include them uniformly. Furthermore, referring to 'any relative of the employee' is too broad and not typically recognized as a qualifying status under labor codes, since dependents usually refer to immediate family or specifically defined categories. Thus, identifying a legitimate spouse living with the employee as a dependent aligns with the standard definitions found in employment and labor regulations, cementing their status as an eligible dependent for benefits.

9. What must be included in the receipt given to a person charged a fee by an employment agency?

- A. The name of the agency
- B. The employment status of the applicant
- C. The amount paid for the service**
- D. The job title obtained through the agency

The correct choice emphasizes the necessity of including the amount paid for the service in the receipt issued by an employment agency. This requirement is crucial because it provides transparency and accountability regarding the fees charged. By detailing the specific cost associated with the services rendered, the receipt serves as a formal record for both the client and the agency. This fosters trust in the transaction process, ensuring that clients know exactly what they are being charged for and can reference the amount if any disputes arise later. Including the fee amount also aligns with regulatory standards that govern employment agencies, which often mandate that clients receive clear documentation of their financial transactions. This is intended to protect consumers from potential exploitation by making clear the financial commitments they are making. While other elements like the agency's name are important for identification, and job-related details can be relevant for the client's experience, the specific amount paid is the most critical information to ensure the integrity of the financial transaction.

10. How is the average monthly salary credit determined in the case of the SSS?

- A. By averaging all monthly wages over a year
- B. Dividing total monthly salary credits by 60 months**
- C. Calculating the total income over a lifetime
- D. Analyzing the highest monthly salary of the last 5 years

The average monthly salary credit in the context of the Social Security System (SSS) is determined by dividing the total monthly salary credits by a specified number of months, which is 60 months in this case. This method ensures that the average reflects the individual's contributions over a substantial period, thereby providing a more accurate representation of their earning capacity while also complying with the formula set forth by the SSS regulations. This calculation helps in establishing a fair basis for the benefits that a member might receive, ensuring that these benefits align with their earnings during their contribution period. The use of the last 60 months is significant as it smoothes out fluctuations in monthly earnings and averages out anomalies due to short-term variations in income. Other methods mentioned, such as averaging all monthly wages over a year or calculating total income over a lifetime, do not directly correspond to the SSS's calculation process and may not accurately reflect the member's contribution history within the framework established for benefit calculation. Similarly, analyzing the highest monthly salary of the last 5 years does not provide a complete picture of the contributions made over time and would introduce potential bias toward recent earnings rather than a more balanced view over a longer duration. Thus, dividing total monthly salary credits by 60 months is the correct

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.

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!

SAMPLE