

CHRA LABOR CODE PRACTICE EXAM (SAMPLE)

STUDY GUIDE



SAMPLE STUDY GUIDE WITH LIMITED QUESTIONS

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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

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- 1. What is the role of the Commission as defined in the labor code?**
 - A. To oversee labor unions
 - B. To regulate employee benefits
 - C. To handle disputes between employers and employees
 - D. To ensure compliance with labor laws
- 2. What defines a labor organization under the labor code?**
 - A. Any organization of employers
 - B. An association of employees for collective bargaining
 - C. A union of management personnel
 - D. A group of independent contractors
- 3. What role does conciliation play in labor disputes?**
 - A. It is a binding legal requirement
 - B. It offers a platform for negotiation
 - C. It serves as a public forum for grievances
 - D. It is not relevant to the dispute resolution process
- 4. What defines a private recruitment entity?**
 - A. One that charges fees from workers or employers
 - B. One that operates without charging any fees
 - C. A government agency managing employment
 - D. An international placement service
- 5. Which amount is considered excess in benefit calculations defined by the Republic Act and Presidential Decree?**
 - A. Two Thousand Pesos
 - B. Three Thousand Pesos
 - C. One Thousand Pesos
 - D. Five Thousand Pesos
- 6. At what minimum age can children be employed under specific conditions?**
 - A. Thirteen (13) years
 - B. Fifteen (15) years
 - C. Seventeen (17) years
 - D. Nineteen (19) years

- 7. Which system is established under Republic Act No. 1161?**
- A. Social Security System
 - B. Government Service Insurance System
 - C. Employees' Compensation System
 - D. Retirement Benefits System
- 8. How are statements made during conciliation proceedings treated?**
- A. As admissible evidence in court
 - B. As confidential but not privileged
 - C. As privileged communication
 - D. As public record
- 9. Which article refers to the retirement age for employees?**
- A. Art. 284
 - B. Art. 285
 - C. Art. 286
 - D. Art. 287
- 10. Which type of benefit specifically refers to payments made to medical care providers?**
- A. Income benefit
 - B. Compensation
 - C. Medical benefit
 - D. Related benefit

Answers

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

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Explanations

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1. What is the role of the Commission as defined in the labor code?

- A. To oversee labor unions
- B. To regulate employee benefits
- C. To handle disputes between employers and employees**
- D. To ensure compliance with labor laws

The role of the Commission as defined in the labor code principally focuses on handling disputes between employers and employees. This function is crucial as it helps maintain a fair and just work environment, enabling both parties to seek resolutions for conflicts that arise in the workplace. The Commission serves as a mediator and, when necessary, an adjudicator, ensuring that both employers and employees adhere to the regulations laid out in labor laws. While overseeing labor unions, regulating employee benefits, and ensuring compliance with labor laws are integral parts of labor relations, the primary function highlighted here is the resolution of disputes. The Commission's ability to resolve conflicts is essential for fostering a workplace atmosphere based on mutual respect and understanding, thereby promoting a more productive workforce and reducing the likelihood of labor strikes or unrest. In essence, the Commission is the key body that facilitates direct dealings between the two sides, allowing for the establishment of fair practices and the enforcement of legal standards in employment relations.

2. What defines a labor organization under the labor code?

- A. Any organization of employers
- B. An association of employees for collective bargaining**
- C. A union of management personnel
- D. A group of independent contractors

A labor organization is specifically defined as an association of employees for the purpose of collective bargaining. This definition emphasizes the role of the organization in representing the interests of employees in negotiations with employers regarding wages, working conditions, and other employment terms. The collective bargaining process is a fundamental aspect of labor relations, allowing workers to unite and advocate for their rights and interests more effectively than they could as individuals. The other options do not align with this definition. Organizations of employers or unions of management personnel are focused on representing employer interests rather than those of employees. Similarly, a group of independent contractors, who are typically self-employed, does not fit the definition of a labor organization under the labor code aimed at facilitating employee representation and collective action in the workplace. This distinction is crucial for understanding labor relations and the protections afforded to employees under the law.

3. What role does conciliation play in labor disputes?

- A. It is a binding legal requirement
- B. It offers a platform for negotiation**
- C. It serves as a public forum for grievances
- D. It is not relevant to the dispute resolution process

Conciliation plays a vital role in labor disputes by providing a platform for negotiation between the involved parties. This process is characterized by the voluntary participation of both employers and employees or their representatives, allowing them to openly discuss their differences. A neutral third party, often a conciliator, assists in facilitating discussions to help the parties reach a mutually acceptable agreement. This approach is beneficial because it encourages communication and collaboration, which can lead to an amicable resolution without escalating to formal legal proceedings. By fostering dialogue, conciliation aims to maintain relationships and find practical solutions that both sides can agree upon, rather than having a resolution imposed upon them. In contrast, the other options highlight misunderstandings about conciliation's nature and function. For instance, it is not a binding legal requirement, but rather a voluntary process. Additionally, while it might address grievances, it is not a public forum intended for that purpose. Finally, conciliation is highly relevant to the dispute resolution process, often serving as a first step before potentially moving on to more formal resolution mechanisms if the negotiation attempts fail.

4. What defines a private recruitment entity?

- A. One that charges fees from workers or employers
- B. One that operates without charging any fees**
- C. A government agency managing employment
- D. An international placement service

A private recruitment entity is typically defined as one that operates with the goal of facilitating employment placements for individuals, and it commonly does so by charging fees to employers or job seekers. The essence of a private recruitment entity is its engagement in recruitment activities that are profit-driven, which entails charging fees for the services it offers. Choosing the option that states a private recruitment entity operates without charging any fees would not align with the common understanding of what characterizes such organizations. Private recruitment firms usually provide services such as candidate sourcing, screening, and other employment-related assistance, which they monetize by charging fees. In contrast to a private recruitment entity, a government agency managing employment focuses on public employment services, often funded by governmental resources, which may not involve charging fees directly to job seekers or employers. The option mentioning an international placement service is more specific and does not encompass the broader definition of private recruitment entities. Therefore, the defining characteristic of a private recruitment entity is indeed that it usually involves a fee-based model when facilitating employment opportunities.

5. Which amount is considered excess in benefit calculations defined by the Republic Act and Presidential Decree?

- A. Two Thousand Pesos
- B. Three Thousand Pesos**
- C. One Thousand Pesos
- D. Five Thousand Pesos

In the context of the labor laws defined by the Republic Act and Presidential Decree, the term "excess" in benefit calculations typically refers to an amount that exceeds a predefined limit set by legislation. The specific figure that represents this excess often relates to the allowable benefits that an employee can receive without incurring additional tax liabilities or without violating certain regulations regarding employer contributions and employee compensation. Selecting an amount of Three Thousand Pesos reflects an understanding of designated limits within those labor laws, indicating that benefits exceeding this amount may not be compliant with the legislation's framework. It's essential for employers and employees to be aware of such limits to ensure compliance and to avoid disputes regarding benefit calculations. The other amounts listed, while relevant within different contexts, do not align with the established figures acknowledged in the Republic Act and Presidential Decree, making Three Thousand Pesos the correct choice in this instance.

6. At what minimum age can children be employed under specific conditions?

- A. Thirteen (13) years
- B. Fifteen (15) years**
- C. Seventeen (17) years
- D. Nineteen (19) years

The minimum age at which children can be employed under specific conditions is set at fifteen (15) years. This is based on labor laws that acknowledge the need for protection of minors while allowing them to engage in work that does not interfere with their education or wellbeing. At this age, youths are typically allowed to take on certain types of employment, provided it adheres to the regulations concerning working hours, types of jobs, and conditions to ensure their health and safety. Generally, this approach reflects a balance between providing young individuals with opportunities for work experience while safeguarding their rights and ensuring they are not exposed to hazardous conditions or excessive hours that could impede their development and education. Younger ages, like thirteen, may permit limited work under very specific circumstances, often related to informal or family businesses, and may come with stricter restrictions. Therefore, fifteen serves as a commonly recognized legal threshold for more widespread employment opportunities.

7. Which system is established under Republic Act No. 1161?

- A. Social Security System**
- B. Government Service Insurance System
- C. Employees' Compensation System
- D. Retirement Benefits System

The Social Security System (SSS) is the correct answer because Republic Act No. 1161, enacted in 1954, specifically created this program to provide social security benefits to private sector employees in the Philippines. The SSS was designed to offer financial assistance to members in times of need, such as during sickness, maternity, disability, retirement, and death. It aims to ensure that workers have access to social protections and basic economic security, making it a crucial component of the country's social safety net. In contrast, the other options pertain to different systems. The Government Service Insurance System (GSIS), for example, serves a different demographic, specifically government employees, and is governed by a separate set of laws. The Employees' Compensation System operates under a distinct framework that provides benefits specific to work-related injuries and illnesses. The Retirement Benefits System is also typically part of specific employer policies rather than being established by Republic Act No. 1161. Therefore, the unique mandate and foundation of the Social Security System under Republic Act No. 1161 clearly identify it as the correct answer.

8. How are statements made during conciliation proceedings treated?

- A. As admissible evidence in court
- B. As confidential but not privileged
- C. As privileged communication**
- D. As public record

In conciliation proceedings, statements made by the parties involved are treated as privileged communication. This means that anything discussed or communicated during the conciliation process cannot be used as evidence in court or disclosed outside of the proceedings. The purpose of this privilege is to encourage open and honest dialogue between parties to facilitate resolution and settlement without the fear that their statements might later be used against them if the matter proceeds to litigation. This privilege helps maintain the integrity of the conciliation process, allowing for a more collaborative approach to dispute resolution. In contrast, statements being admissible evidence in court would undermine the confidentiality that is integral to these proceedings. Similarly, classifying the information as confidential but not privileged would allow for possible disclosure in certain situations, which could discourage frank discussions. Lastly, treating statements as a public record would negate any expectation of privacy and confidentiality, counteracting the very nature of conciliation aimed at resolving disputes amicably. Thus, the recognition of statements as privileged communication is essential for preserving the effectiveness and confidentiality of the conciliation process.

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. 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.

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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:

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

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