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Q60

Consider the following statements: As per the Industrial Employment (Standing Orders) Central (Amendment) Rules, 2018 1. if rules for fixed-term employment are implemented, it becomes easier for the firms/companies to lay off workers 2. no notice of termination of employment shall be necessary in the case of temporary workman Which of the statements given above is/are correct? (a) 1 only (b) 2 only (c) Both 1 and 2 (d) Neither 1 nor 2 Official key: C.

UPSC Civil Services Prelims 2019 · General Studies · 2 marks · Current Affairs and GK

Current events, government schemes, miscellaneous GK - Prelims GS Paper I.

Explanation**(a)**

(a) 1 only. Statement 2 is also correct under the Standing Orders: no notice of termination is necessary for a temporary workman. Dropping 2 is not the key.

(b)

(b) 2 only. Statement 1 is also treated as correct: extending fixed-term employment makes it easier for firms to end engagement at the close of the term without a permanent-workman layoff process. Dropping 1 is not the key.

(c) Official key

(c) Both 1 and 2. The **2018 amendment** extended fixed-term employment across sectors, which eases hire-and-fire at the end of a defined term. The Standing Orders already say that no notice of termination is necessary for a temporary workman. Both statements stand. That is the official key.

(d)

(d) Neither 1 nor 2. Both statements are accepted, so this option is wrong.

Summary

Official key is (c). Fixed-term employment notified for all sectors in 2018 lets firms time-bound a contract and end it without a classic permanent layoff. Temporary workmen already needed no termination notice. Both statements are therefore keyed correct. Honour (c).

Related possible facts

These can be asked in a future Prelims paper.

Industrial Employment (Standing Orders) Act, 1946

Certified standing orders for industrial establishments

2018 amendment

Fixed-term employment extended beyond apparel to all sectors

Fixed-term worker

Same wages and statutory benefits as a permanent worker for the term

Temporary / badli / probationer

No notice of termination necessary under model orders

Later code

Industrial Relations Code, 2020 also defines fixed-term employment

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