@1. Is it lawful to reprimand a citizen working under a civil contract for absenteeism?

$A) yes;

$B) yes, with the consent of the trade union;

$C) yes, with the consent of the state labor inspectorate;

$D) no;

$E) if it is provided for in the employment contract;

@2. What means of the method are applied in Part 1 of Article 172 of the Labor Code of the Republic of Tajikistan, which prohibits termination of an employment contract at the initiative of the employer with pregnant women?;

$A) order;

$B) prohibition;

$C) permission;

$D) recommendation;

$E) permissions;

@3. Parties to an employment contract:

$A) the parties to an employment contract are the employer and the employee;

$B) the parties to an employment contract are legal entities and individuals;

$C) the parties to an employment contract are the employer and the employee;

$D) the parties to an employment contract are a legal entity and an employee;

$E) the parties to an employment contract are the employer and the employee;

@4. An employee party to an employment contract may be;

$A) An employee, as a party to an employment contract, may be a citizen who has reached the age of eighteen;

$B) An employee, as a party to an employment contract, may be a citizen who has reached the age of sixteen;

$C) An employee, as a party to a collective agreement, may be a citizen who has reached the age of fifteen;

$D) An employee, as a party to an employment contract, may be a person who has reached the age of fifteen;

$E) A citizen who has reached the age of fifteen may be an employee as a party to an employment agreement (contract);

@5. Can individuals act as employers;

$A) Yes, if registered as individual entrepreneurs;

$B) They cannot;

$C) They can;

$D) If it is established by labor legislation;

$E) If they have the relevant document (patent or certificate;

@6. Various regulatory legal acts containing labor law standards governing labor relations and directly related relations relate to the concept;

$A) laws;

$B) sources of labor law;

$C) by-laws;

$D) legal norms;

$E) legal methods;

@7. The trade union organization or other representatives elected by the employees represent the interests of the employees of the organization in:

$A) conducting collective negotiations, concluding, amending a collective agreement and monitoring its implementation, exercising the right to participate in the management of the organization, as well as considering labor disputes between employees and the employer;

$B) concluding a collective agreement;

$C) conducting collective negotiations, concluding collective agreements and considering labor disputes between employees and the employer;

$D) exercising the right to participate in the management of the organization;

$E) work;

@8. Collective agreements consist of conditions;

$A) normative, obligatory and informational;

$B) obligatory and organizational;

$C) normative, obligatory, organizational;

$D) obligatory and normative;

$E) informational;

@9. Labor legal capacity of an organization (enterprise) arises from the moment of;

$A) adoption of the constituent agreement and charter;

$B) its registration and in the presence of a wage fund;

$C) its registration and approval of the structure of the enterprise;

$D) its registration and opening of a wage account in the bank;

$E) activity;

@10. A non-profit organization on a voluntary basis, uniting employers to represent their interests and protect their members in social partnership with trade unions, government bodies, local governments, is;

$A) a trade union of employers;

$B) a party organization of employers;

$C) a union of entrepreneurs;

$D) an association of employers;

$E) the employers themselves;

@11. The main activity of trade unions is;

$A) performing only representative functions;

$B) performing only protective functions of the social and labor rights and interests of employees - trade union members;

$C) performing the functions of representation and protection of the social and labor rights and interests of employees - trade union members;

$D) performing the functions of representation and protection of the social and labor rights and interests of all employees of the organization;

$E) all answers are debatable;

@12. If no trade union organization unites more than half of the employees, then \_\_\_\_\_\_\_\_\_\_\_ shall determine the trade union organization that is entrusted with forming a representative body;

$A) a general meeting of employees by open vote;

$B) a conference of employees by secret vote;

$C) a general meeting (conference) of employees by secret vote;

$D) primary trade union organizations by mutual agreement;

$E) primary trade union organizations;

@13. The only persons who are trade union representatives are;

$A) the head of the trade union body;

$B) a trade union organizer, trade union group organizer, head of the trade union, association (association) of trade unions;

$C) a trade union group organizer;

$D) a person authorized to represent by the trade union charter;

$E) all answers are disputable;

@14. Representatives of the parties who have received written notice with a proposal to begin collective bargaining are obliged to enter into negotiations within;

$A) 4 days;

$B) two weeks;

$C) 7 days;

$D) 10 days;

$E) 12 days;

@15. If an organization has two or more trade union bodies for collective bargaining, development of a single draft collective agreement and its conclusion, the following shall be formed:

$A) a single representative body;

$B) several representative bodies;

$C) only the representative body of the primary trade union body with a larger membership;

$D) the representative body shall be formed on the principle of proportional representation;

$E) by a representative body;

@16. A collective agreement may be concluded in;

$A) organizations and their separate structural divisions;

$B) organizations of all organizational and legal forms of ownership, their branches, representative offices and separate structural divisions;

$C) organizations of all organizational and legal forms of ownership;

$D) organizations and their branches, representative offices;

$E) organizations;

@17. The effect of the concluded agreement on social partnership shall extend to;

$A) all employers (individuals and legal entities);

$B) members of the employers' association;

$C) individuals;

$D) legal entities;

$E) members of the association;

@18. Control over the implementation of the collective agreement (agreement) is carried out only by;

$A) the labor inspectorate;

$B) trade unions;

$C) the parties to the social partnership and their representatives;

$D) the prosecutor's office;

$E) the court;

@19. The content and structure of the collective agreement is determined by;

$A) the commission for the regulation of social and labor relations;

$B) the employer;

$C) at a general meeting of the staff of employees;

$D) the parties to the collective agreement;

$E) the commission;

@20. In the event of reorganization (merger, accession, division, spin-off, transformation) of the organization, the collective agreement shall remain in effect for;

$A) the entire period of reorganization;

$B) 3 months;

$C) 1 year;

$D) 6 months;

$E) is valid until a new agreement is adopted;

@21. A collective agreement shall be concluded for a period of;

$A) no more than 3 years;

$B) no more than 2 years;

$C) for 6 years;

$D) for 4 years;

$E) the parties determine;

@22. The following may participate in collective negotiations on the preparation, conclusion and amendment of a collective agreement, agreement agreement;

$A) representatives of the employers' association;

$B) strike committee;

$C) representatives of employees and employers;

$D) a collective of employees;

$E) committee;

@23. The entire system of labor legislation norms is;

$A) sources of labor law;

$B) branch of labor law;

$C) science of labor law;

$D) labor law;

$E) system of labor law;

@24. Labor relations and other relations directly related to them are;

$A) concept of labor legal relationship;

$B) subject of labor law;

$C) concept of labor law;

$D) type of social relations;

$E) social relations;

@25. The procedure for drafting a collective agreement and concluding it is determined by;

$A) the parties;

$B) at a general meeting of employees;

$C) representatives of employers;

$D) representatives of employees;

$E) representatives;

@26. Legal relations on the material liability of the parties to the employment contract include;

$A) legal relations on causing property damage to the employer;

$B) legal relations on causing moral harm by the parties to the employment contract to each other;

$C) legal relations on the liability of the employer for harm caused to the employee and on the material liability of the employee for damage caused to the employer;

$D) legal relations on causing property damage to the employee;

$E) legal relations on causing damage to the employer;

@27. Have the right to invite employers who did not participate in the conclusion of the industry agreement to join this agreement;

$A) independent trade unions of the RT;

$B) Government of the RT;

$C) Association of employers;

$D) Head of the republican executive body for labor;

$E) All answers are disputable;

@28. The entry into force of a collective agreement or contract depends on the fact of their notification registration;

$A) depends on the presence of registration with the justice authorities;

$B) does not depend;

$C) depends;

$D) depends on the fulfillment of the registration deadline;

$E) depends on the fulfillment of the deadline;

@29. The subjects of legal relations on supervision and control over compliance with labor legislation are only:

$A) labor inspectorate, trade unions;

$B) court;

$C) prosecutor's office;

$D) labor inspectorate, specialized state inspectorates, trade unions, prosecutor's office;

$E) police;

@30. When the owner of an organization changes, the new owner has the right to terminate the employment contract only;

$A) with the head of the organization and his deputies;

$B) with the head of the organization, his deputies and the chief accountant;

$C) with the head of the organization and the chief accountant;

$D) with the head of the organization;

$E) with the manager;

@31. Changing the content of an employment contract, i.e. its essential terms, with the written consent of the employee, refers to the concept of;

$A) changing essential working conditions;

$B) transfer to another organization;

$C) transfer;

$D) relocation;

$E) changing conditions;

@32. Suspension of an employee from work by the employer is associated;

$A) only with a disciplinary offense;

$B) with preventing the employee from working in cases provided for by the Labor Code;

$C) only with dismissal at the initiative of the employer;

$D) only with the demand of officials to suspend the employee from work;

$E) only with an offense;

@33. An employment contract is subject to termination at the initiative of the employer if the employee is recognized as completely incapacitated in accordance with;

$A) a medical report;

$B) the establishment of disability;

$C) systematic absence from work due to illness;

$D) court decision;

$E) all answers are disputable;

@34. Hiring is formalized;

$A) by concluding an employment contract;

$B) by an order (instruction) of the employer;

$C) by an order of any authorized representative;

$D) by an order of the head of the structural division;

$E) by an order of the representative;

@35. The employee is obliged to begin performing his work duties;

$A) within 7 days after the contract comes into force;

$B) from the day only specified in the employment contract;

$C) only on the second day after signing the contract;

$D) from the day specified in the employment contract, or on the second day after the contract comes into force, if the day of commencement of work was not specified in it;

$E) within 17 days after the contract comes into force;

@36. Is it permissible to dismiss an employee who is on vacation or sick leave at the time of liquidation of the organization?

$A) not permissible;

$B) only permissible for an employee who is on vacation;

$C) permissible;

$D) permissible with mandatory employment;

$E) on vacation;

@37. An additional day off is granted to one of the parents raising a disabled child aged --?

$A) 14 years;

$B) 16 years;

$C) 15 years;

$D) 3 years;

$E) up to eighteen years;

@38. The rights and obligations of the employer in labor relations are exercised;

$A) by an individual who is an employer;

$B) by the governing bodies of a legal entity (organization);

$C) authorized by a legal entity in the manner established by regulatory legal acts, constituent documents of a legal entity (organization) and local regulatory acts;

$D) by the owner (founder) of a legal entity (organization);

$E) by an individual;

@39. A work book of the established form is;

$A) the main document on labor activity and work experience;

$B) a document recording incentives and penalties;

$C) the main document confirming continuity of work experience;

$D) an additional document to the employment contract upon its conclusion;

$E) an additional document;

@40. Absenteeism is considered to be an employee's absence from the workplace without good reason;

$A) more than four consecutive hours during the working day;

$B) the entire working day;

$C) more than four hours (in total) during the working day;

$D) more than three hours during the working day;

$E) four consecutive hours during the working day;

@41. Persons subject to mandatory preliminary medical examination upon conclusion of an employment contract are;

$A) 20 years old;

$B) under 18 years of age;

$C) 21 years old;

$D) 25 years old;

$E) 27 years old;

@42. Persons who have only \_\_\_\_\_\_\_\_ are allowed to engage in teaching activities;

$A) registration at the location of the higher educational institution;

$B) age limit;

$C) reference from the previous place of work;

$D) educational qualification;

$E) qualification;

@43. It is prohibited to refuse to conclude an employment contract with women for the following reasons:

$A) only related to pregnancy or the presence of children;

$B) only related to the presence of minor children;

$C) only related to the presence of minors and adult disabled children in need of assistance;

$D) only related to pregnancy;

$E) only related to the presence of minors;

@44. "Activities of citizens related to the satisfaction of personal and social needs that do not contradict the legislation of the Republic of Tajikistan and bring them earnings, labor income" are;

$A) realization of the right to work;

$B) employment;

$C) work;

$D) employment;

$E) realization of the right;

@45. The employer has the right to dismiss the employee if he provides, when concluding the employment contract, \_\_\_\_\_\_\_\_\_\_\_\_\_;

$A) only false information;

$B) false documents and information;

$C) false information about registration;

$D) only false documents;

$E) false information;

@46. For a gross single violation of labor duties, the employer may dismiss from the persons listed below only;

$A) the head (branch, representative office);

$B) the head of the organization and the chief accountant;

$C) the head of the organization (branch, representative office) and his deputies;

$D) the head of any structural division;

$E) the head;

@47. By agreement of the parties, an employment contract may be terminated if it was concluded;

$A) only for an indefinite period;

$B) only for a fixed period in the Far North regions;

$C) for an indefinite period and fixed-term;

$D) for good reasons, fixed-term;

$E) regardless of the terms of the employment contract;

@48. To terminate an employment contract with an employee on the initiative of the employer, it is necessary;

$A) violation of labor discipline;

$B) the consent of the trade union committee is required; $C) the presence of grounds stipulated by the Labor Code;

$D) the presence of grounds stipulated by the Labor Code for dismissal and compliance with the dismissal procedure established by law;

$E) the presence of grounds stipulated by the Labor Code;

@49. All positions of scientific and pedagogical workers in a higher educational institution are filled under an employment contract concluded for a period of;

$A) 5 years;

$B) up to five years;

$C) at least 5 years;

$D) up to three years;

$E) for a specified period of at least one year;

@50. When concluding an employment contract for the first time, the work record book is issued;

$A) by social security authorities;

$B) by the employee;

$C) by labor and employment authorities;

$D) by the employer;

$E) by the employee and the employer;

@51. When applying for a job through a competition, the following documents must be provided;

$A) passport, work record book, diploma, references;

$B) passport, work record book;

$C) passport and diploma of higher education;

$D) work record book, references;

$E) all answers are debatable;

@52. A fixed-term employment contract may be concluded on the initiative of:

$A) the organization's labor protection committee (commission);

$B) the employer or employee;

$C) employment service agencies;

$D) federal labor inspectorate agencies;

$E) all answers are debatable;

@53. This definition: "A method of influence that stimulates a subject of law to such behavior that corresponds to his will" characterizes the concept;

$A) persuasion;

$B) punishment;

$C) encouragement;

$D) coercion;

$E) appointment;

@54. Persons under 18 years of age for night work;

$A) are involved with their consent from 10 p.m. to 00 a.m.;

$B) are not involved;

$C) are involved from 10 p.m. to 00 a.m.;

$D) are involved to perform light work;

$E) are involved;

@55. The normative act that formulates the basic labor rights and responsibilities of employees is;

$A) List of technical rules;

$B) Labor Code of the RT;

$C) Constitution of the RT;

$D) Charter of the enterprise (institution, organization);

$E) Instruction;

@56. The daily routine and shift schedule are established for;

$A) month;

$B) year;

$C) any period;

$D) quarter;

$E) day;

@57. The employee's duties that ensure the implementation of the labor function are related to the duties;

$A) which are designed to ensure the appropriate behavior of the employee;

$B) stimulating a certain quality of behavior of employees;

$C) of a general nature;

$D) ensuring the correct application of the law;

$E) correct application;

@58. The functions of the employer in the field of substantive labor law are of \_\_\_\_\_\_\_ nature;

$A) significant;

$B) convincing;

$C) powerful;

$D) incomplete;

$E) complete;

@59. The highest supervision over the application of labor legislation is carried out by:

$A) the enterprise administration;

$B) trade unions;

$C) tax inspectorates;

$D) the Prosecutor's Office of the RT and the labor inspectorate;

$E) all answers are debatable;

@60. This definition: "A body of a labor collective, elected by its general meeting and resolving workers' disputes with the administration" refers to the concept of;

$A) LTS;

$B) jurisdictional body;

$C) trade union;

$D) public court;

$E) all answers are debatable;

@61. When applying to the court for claims arising from labor relations, workers are exempt from legal costs to the state;

$A) not always;

$B) always;

$C) only in cases of recovery of wages;

$D) only in cases of reinstatement at work;

$E) all answers are debatable;

@62. The subjects of legal relations on supervision and control over compliance with labor legislation are only;

$A) labor inspectorate, trade unions;

$B) Court;

$C) The prosecutor's office;

$D) the labor inspectorate, specialized state inspectorates, trade unions, the prosecutor's office;

$E) Police;

@63. In the event of reorganization (merger, accession, division, spin-off, transformation) of an organization, the collective agreement shall remain in effect for;

$A) 3 months;

$B) the entire period of reorganization;

$C) 6 months;

$D) 1 year;

$E) all answers are disputable;

@64. Employers (government organizations and institutions financed from the relevant budgets) are represented in partnership agreements by;

$A) executive authorities of the constituent entities of the RT;

$B) executive authorities and local governments;

$C) associations of employers;

$D) commissions for the regulation of social and labor relations;

$E) all answers are disputable;

@65. In the event of liquidation of an organization, the collective agreement shall remain in effect for;

$A) 1 year;

$B) 3 months;

$C) the entire period of liquidation;

$D) 6 months;

$E) all answers are debatable;

@66. Representatives of the parties who have received written notice of a proposal to begin collective bargaining are required to enter into negotiations within;

$A) two weeks;

$B) 7 days;

$C) 4 days;

$D) 10 days;

$E) all answers are disputable;

@67. The entire system of labor legislation norms is;

$A) the science of labor law;

$B) labor law;

$C) sources of labor law;

$D) a branch of labor law;

$E) all answers are debatable;

@68. Trade union representatives are only;

$A) trade union group organizer;

$B) head of the trade union body;

$C) trade union organizer, trade union group organizer, head of the trade union, association of trade unions;

$D) a person authorized to represent by the trade union charter;

$E) all answers are debatable;

@69. The entry into force of a collective agreement or contract depends on the fact of their notification registration;

$A) depends;

$B) depends on the presence of registration with the justice authorities;

$C) depends on the fulfillment of the registration period;

$D) does not depend;

$E) all answers are debatable;

@70. Can participants in collective bargaining be free to choose issues of regulation of social and labor relations?

$A) within the framework established by law;

$B) no;

$C) yes;

$D) by mutual agreement;

$E) all answers are debatable;

@71. Collective negotiations on the preparation, conclusion and amendment of a collective agreement, agreement agreement may be attended by;

$A) representatives of the employers' association;

$B) representatives of employees and employers;

$C) strike committee;

$D) a collective of employees;

$E) all answers are debatable;

@72. The content and structure of a collective agreement is determined;

$A) by the commission for the regulation of social and labor relations;

$B) at a general meeting of the collective of employees;

$C) by the employer;

$D) by the parties to the collective agreement;

$E) all answers are debatable;

@73. The right to conduct collective bargaining on behalf of workers is granted only to:

$A) a body authorized by workers to be their representative;

$B) trade unions;

$C) trade unions, other representative bodies authorized by workers;

$D) a strike committee;

$E) all answers are disputable;

@74. Can participants in collective bargaining be free to choose issues for regulating social and labor relations?

$A) within the framework established by law;

$B) no;

$C) yes;

$D) by mutual agreement;

$E) all answers are debatable;

@75. The following are recognized as unemployed:

$A) citizens recognized as disabled;

$B) citizens who have reached the age of fifteen;

$C) women who have reached the age of fifty, men — sixty;

$D) citizens registered with the employment service authorities for the purpose of finding suitable work, looking for work and ready to start it;

$E) citizens registered with the employment service authorities for the purpose of finding suitable work, looking for work and ready to start it, who have reached the age of sixteen;

@76. Citizens have the right to appeal decisions, actions or inactions of employment service bodies and their officials to:

$A) a higher employment service body;

$B) a court;

$C) a higher employment service body, as well as to the LCC;

$D) a court or the LCC;

$E) a higher employment service body, as well as to the court;

@77. The minimum and maximum amounts of unemployment benefits are determined by;

$A) the law on employment of the population;

$B) the resolution of the Government of the Republic of Tajikistan;

$C) the resolution;

$D) the law on promoting employment of the population;

$E) the law on employment of the population and promotion;

@78. The minimum amount of unemployment benefits is;

$A) the minimum wage established by law;

$B) the subsistence minimum of the working-age population;

$C) 50% of the subsistence minimum of the working-age population;

$D) a specific amount of money established in a certain manner by law;

$E) the minimum wage established by the President of the Republic of Tajikistan;

@79. The following conditions are mandatory for inclusion in an employment contract;

$A) the place and date of conclusion of the employment contract;

$B) the last name, first name, patronymic name of the employee;

$C) date of commencement of work;

$D) terms of remuneration of the employee;

$E) about the probationary period;

@80. If any information was not included in the employment contract when concluding it, the employment contract must be supplemented with the missing information, which;

$A) is included directly in the text of the employment contract;

$B) is defined by an appendix to the employment contract;

$C) is determined by a separate agreement of the parties concluded in writing;

$D) the terms of remuneration of the employee are indicated;

$E) is determined by a separate agreement of the parties concluded in writing;

@81. An employment contract shall enter into force;

$A) from the date of issuance of the order on hiring;

$B) from the date determined by the parties to the employment contract;

$C) from the date of its signing by the parties to the employment contract;

$D) from the date of actual admission of the employee to work with the knowledge or on the instructions of the employer or his representative, regardless of the date of signing the employment contract by the parties;

$E) from the date of issuance of the order on hiring;

@82. When applying for a part-time job, the following documents must be presented:

$A) passport or other identity document;

$B) copy of work record book;

$C) diploma or other document on education or professional training;

$D) extract from work record book;

$E) certified copies of diploma or other document on education or professional training, if special knowledge is required to perform the work certified copy of work record book;

@83. Transfer to another job is;

$A) changing the time-based wage system to a piecework wage system;

$B) cancellation of the part-time work regime and transfer of the employee to normal working hours;

$C) assigning the labor economist to perform the duties of an economist for contractual and claims work;

$D) changing the terms of the employment contract;

$E) moving the workshop where the employee works from the city of Dushanbe to the territory of the Gissar district;

@84. What is the maximum period for temporary transfer of an employee to another job by agreement of the parties;

$A) one month; ;

$B) up to one year;

$C) up to one and a half years;

$D) the period is not limited;

$E) up to one month;

@85. Minors include employees aged;

$A) up to 14 years;

$B) up to 16 years;

$C) up to 18 years old;

$D) up to 13 years old;

$E) up to 17 years old;

@86. What is called absenteeism?

$A) absence from work for 4 hours;

$B) absence from work for 1 hour;

$C) absence from work for 8 hours;

$D) absence from work for 5 hours;

$E) absence from work during the working day for more than 3 hours;

@87. Is the actual admission of an employee to work considered the conclusion of an employment contract?

$A) yes;

$B) no;

$C) it depends on the type of employment contract;

$D) it depends on the type of employment contract;

$E) it depends on the term of the employment contract;

@88. Which normative act is not a source of labor law?

$A) Constitution of the RT;

$B) Labor Code of the RT;

$C) Court decision on labor issue;

$D) Decree of the President on labor issues;

$E) Laws of the RT;

@89. Specify situations that are related to labor relations;

$A) the teacher was late for the lecture;

$B) the hero of the day was late for the celebration;

$C) the boss was late for the meeting;

$D) the passenger was late for the train;

$E) the customer was late for the opening of the store;

@90. In what situation are labor law provisions applied?

$A) Ivan Ivanovich applied for a job;

$B) Sergei Sergeevich filed an application for divorce with the registry office;

$C) Maria Petrovna adopted her orphaned nephew;

$D) Svetlana Viktorovna made a will;

$E) yes, in special cases provided for by the Labor Code;

@91. The following are recognized as unemployed:

$A) citizens recognized as disabled;

$B) citizens who have reached the age of fifteen;

$C) women who have reached the age of fifty, men - sixty years;

$D) citizens registered with the employment service authorities for the purpose of finding suitable work, looking for work and ready to start it, who have reached the age of fifteen;

$E) citizens registered with the employment service authorities for the purpose of finding suitable work, looking for work and ready to start it, who have reached the age of 16;

@92. Various normative legal acts containing labor law standards regulating labor relations and relations directly related to them refer to the concept of;

$A) laws;

$B) sources of labor law;

$C) by-laws;

$D) legal norms;

$E) legal methods;

@93. Collective agreements consist of conditions;

$A) normative, obligatory and informational;

$B) obligatory and organizational;

$C) normative, obligatory, organizational;

$D) obligatory and normative;

$E) informational;

@94. The labor legal capacity of an organization (enterprise) arises from the moment of;

$A) adoption of the constituent agreement and charter;

$B) its registration;

$C) its registration and approval of the structure of the enterprise;

$D) its registration and opening of a wage account in the bank;

$E) activity;

@95. The main activity of trade unions is;

$A) performing only representative functions;

$B) performing only protective functions of the social and labor rights and interests of employees - trade union members;

$C) performing functions of representation and protection of the social and labor rights and interests of employees - trade union members;

$D) performing functions of representation and protection of the social and labor rights and interests of all employees of the organization;

$E) all answers are debatable;

@96. If no trade union organization unites more than half of the employees, then \_\_\_\_\_\_\_\_\_\_\_ determines the trade union organization that is entrusted with forming a representative body;

$A) a general meeting of employees by open vote;

$B) a conference of employees by secret vote;

$C) a general meeting (conference) of employees by secret vote;

$D) primary trade union organizations by agreement among themselves;

$E) primary trade union organizations;

@97. The only persons who are trade union representatives are;

$A) the head of the trade union body;

$B) a trade union organizer, trade union group organizer, head of the trade union, association (association) of trade unions;

$C) a trade union group organizer;

$D) a person authorized to represent by the trade union charter;

$E) all answers are disputable;

@98. Representatives of the parties who have received written notice of a proposal to begin collective bargaining are required to enter into negotiations within;

$A) 4 days;

$B) two weeks;

$C) 7 days;

$D) 10 days;

$E) 12 days;

@99. Labor relations (based on an employment contract) as a result of selection through a competition to fill the relevant position arise if;

$A) if the person who has won the competition to fill a certain position has passed the probationary period;

$B) there is a court decision to hold a competition and conclude an employment contract;

$C) there is a labor inspectorate resolution to hold a competition to fill the relevant position;

$D) the law, other regulatory legal act, or charter (regulations) of the organization defines the list of positions to be filled through a competition and the procedure for election to positions;

$E) the law;

@100. If an organization has two or more trade union bodies for collective bargaining, development of a single draft collective agreement and its conclusion, the following is formed:

$A) a single representative body;

$B) several representative bodies;

$C) only the representative body of the primary trade union body with the largest membership;

$D) the representative body is formed on the principle of proportional representation;

$E) a representative body;

@101. A collective agreement may be concluded in;

$A) organizations and their separate structural divisions;

$B) organizations of all organizational and legal forms of ownership, their branches, representative offices and separate structural divisions;

$C) organizations of all organizational and legal forms of ownership;

$D) organizations and their branches, representative offices;

$E) organizations;

@102. The effect of the concluded agreement on social partnership extends to \_\_\_\_\_\_\_\_\_\_\_\_;

$A) all employers (individuals and legal entities);

$B) members of the association of employers;

$C) individuals;

$D) legal entities;

$E) members of the association;

@103. Control over the implementation of the collective agreement (agreement) is carried out only;

$A) the labor inspectorate;

$B) trade unions;

$C) the parties to the social partnership and their representatives;

$D) the prosecutor's office;

$E) the court;

@104. The content and structure of a collective agreement are determined by;

$A) the commission for the regulation of social and labor relations;

$B) the employer;

$C) at a general meeting of the staff;

$D) the parties to the collective agreement;

$E) the commission;

@105. The concept of "An integral social and labor association with organizational unity, common management bodies, operating within the framework of a state, private, cooperative or public enterprise (organization)" is;

$A) a work collective;

$B) a trade union;

$C) the employer's administration;

$D) a staff of employees;

$E) the administration;

@106. The definition "A set of labor law norms regulating certain types of homogeneous relations that constitute the subject of individual labor law institutions" refers to the concept;

$A) the general part of labor law;

$B) the special part of labor law;

$C) sources of labor law;

$D) the system of labor law;

$E) methods of labor law;

@107. In the event of reorganization (merger, accession, division, separation, transformation) of an organization, the collective agreement remains in effect for;

$A) the entire period of reorganization;

$B) 3 months;

$C) 1 year;

$D) 6 months;

$E) 2 months;

@108. A collective agreement is concluded for a period of;

$A) no more than 3 years;

$B) no more than 2 years;

$C) 6 years;

$D) 4 years;

$E) the parties determine;

@109. Collective negotiations on the preparation, conclusion and amendment of a collective agreement, agreement agreement may be attended by;

$A) representatives of the employers' association;

$B) strike committee;

$C) representatives of employees and employers;

$D) a collective of employees;

$E) committee;

@110. The entire system of labor legislation is;

$A) sources of labor law;

$B) branch of labor law;

$C) science of labor law;

$D) labor law;

$E) the system of labor law;

@111. Labor relations and other relations directly related to them are;

$A) the concept of labor relations;

$B) the subject of labor law;

$C) the concept of labor law;

$D) a type of social relations;

$E) social relations;

@112. Persons participating in collective negotiations, preparation of a draft collective agreement, agreement;

$A) are released from their main job for up to 6 months with retention of average wages;

$B) are released from their main job for the entire duration of negotiations until the conclusion of a collective agreement with retention of average wages;

$C) are released from their main job for a period of no more than 3 months with retention of average wages;

$D) are not released from their main job;

$E) are released from their main job;

@113. The system of relationships between employees (representatives of employees), employers (representatives of employers), government bodies, local governments, aimed at ensuring the coordination of the interests of employees and employers on issues of regulating labor relations and relations directly related to them - this is a concept;

$A) labor law system;

$B) agreement;

$C) collective agreement;

$D) social partnership;

$E) type of social relations;

@114. The procedure for drafting a collective agreement and concluding it is determined by;

$A) the parties;

$B) at a general meeting of employees;

$C) representatives of employers;

$D) representatives of employees;

$E) representatives;

@115. Legal relations on the material liability of the parties to an employment contract include;

$A) legal relations on causing property damage to the employer;

$B) legal relations on causing moral harm by the parties to an employment contract to each other;

$C) legal relations on the liability of the employer for harm caused to the employee and on the material liability of the employee for damage caused to the employer;

$D) legal relations on causing property damage to the employee;

$E) legal relations on causing damage to the employer;

@116. Have the right to invite employers who did not participate in the conclusion of the industry agreement to join this agreement;

$A) independent trade unions of the RT;

$B) Government of the RT;

$C) association of employers;

$D) head of the republican executive body for labor;

$E) all answers are disputable;

@117. Entry into force of a collective agreement or contract depends on the fact of their notification registration;

$A) depends on the presence of registration with the justice authorities;

$B) does not depend;

$C) depends;

$D) depends on the fulfillment of the registration term;

$E) depends on the fulfillment of the term;

@118. Legal relations between a citizen employed by the employment service and an employer must arise without fail on the basis of;

$A) from the moment the employer sends information about the release of employees to the employment authorities;

$B) conclusion of an employment contract with a citizen who directly applied to the employer;

$C) direction of the employment service issued on account of the established quota, and conclusion of an employment contract;

$D) directions from the employment service;

$E) from the moment of dispatch by the employer;

@119. The subjects of legal relations on supervision and control over compliance with labor legislation are only;

$A) labor inspectorate, trade unions;

$B) Court;

$C) Prosecutor's office;

$D) labor inspectorate, specialized state inspectorates, trade unions, prosecutor's office;

$E) Police;

@120. The rights and obligations of the employer in labor relations are exercised;

$A) by an individual who is an employer;

$B) by the governing bodies of a legal entity (organization);

$C) authorized by a legal entity in the manner established by regulatory legal acts, constituent documents of a legal entity (organization) and local regulatory acts;

$D) by the owner (founder) of a legal entity (organization);

$E) by an individual;

@121. The subjects of legal relations on supervision and control over compliance with labor legislation are only;

$A) labor inspectorate, trade unions;

$B) court;

$C) prosecutor's office;

$D) labor inspectorate, specialized state inspectorates, trade unions, prosecutor's office;

$E) police;

@122. When the owner of an organization changes, the new owner has the right to terminate the employment contract only;

$A) with the head of the organization and his deputies;

$B) with the head of the organization, his deputies and the chief accountant;

$C) with the head of the organization and the chief accountant;

$D) with the head of the organization;

$E) with the manager;

@123. Transfer of an employee without changing the labor function is possible: 1) in the same organization to another workplace; 2) to another structural division in another locality; 3) to another structural division of the organization in the same locality; 4) assignment of work on another mechanism, unit;

$A) 1, 4;

$B) 1, 3, 4;

$C) 1, 3;

$D) 1, 2, 4;

$E) 1356;

@124. Changing the content of an employment contract, i.e. its essential terms, with the written consent of the employee, refers to the concept;

$A) change of essential working conditions;

$B) transfer to another organization;

$C) transfer;

$D) relocation;

$E) change of conditions;

@125. Suspension of an employee from work by the employer is associated;

$A) only with a disciplinary offense;

$B) with non-admission to work of the employee in cases stipulated by the Labor Code;

$C) only with dismissal at the initiative of the employer;

$D) only with the demand of officials to suspend the employee from work;

$E) only with an offense;

@126. Hiring is formalized;

$A) by concluding an employment contract;

$B) by an order (instruction) of the employer;

$C) by an order of any authorized representative;

$D) by an order of the head of the structural division;

$E) by an order of the representative;

@127. The employee is obliged to begin performing his/her work duties;

$A) within 7 days after the contract comes into force;

$B) from the day specified in the employment contract only;

$C) only on the second day after signing the contract;

$D) from the day specified in the employment contract, or on the second day after the contract comes into force, if the day of commencement of work was not specified in it;

$E) within 17 days after the contract comes into force;

@128. Is it permissible to dismiss an employee on vacation or sick leave at the time of liquidation of the organization;

$A) not permissible;

$B) permissible only for an employee on vacation;

$C) permissible;

$D) permissible with mandatory employment;

$E) on vacation;

@129. A work record book of the established form is;

$A) the main document on work activity and work experience;

$B) a document recording incentives and penalties;

$C) the main document confirming the continuity of work experience;

$D) an additional document to the employment contract when concluding it;

$E) an additional document;

@130. Absenteeism is considered to be an employee's absence from the workplace without good reason;

$A) more than four consecutive hours during the working day;

$B) the entire working day;

$C) more than four hours (in total) during the working day;

$D) more than three hours during the working day;

$E) four consecutive hours during the working day;

@131. Persons subject to mandatory preliminary medical examination when concluding an employment contract are;

$A) 20 years old;

$B) under 18 years of age;

$C) 21 years old;

$D) 25 years old;

$E) 27 years old;

@132. Persons who have only \_\_\_\_\_\_ are allowed to engage in teaching activities;

$A) registration at the location of the higher educational institution;

$B) age limit;

$C) a reference from the previous place of work;

$D) educational qualification;

$E) qualification;

@133. It is prohibited to refuse to conclude an employment contract with women for the following reasons:

$A) only related to pregnancy or the presence of children;

$B) only related to the presence of minor children;

$C) only related to the presence of minors and adult disabled children in need of assistance;

$D) only related to pregnancy;

$E) only related to the presence of minors;

@134. "Activities of citizens related to the satisfaction of personal and social needs that do not contradict the legislation of the RT and bring them earnings, labor income" are;

$A) implementation of the right to work;

$B) employment;

$C) work;

$D) employment;

$E) implementation of the right;

@135. The employer has the right to dismiss an employee if he provides, upon conclusion of an employment contract, \_\_\_\_\_\_\_\_\_\_\_\_\_;

$A) only false information;

$B) false documents and information;

$C) false information about registration;

$D) only false documents;

$E) false information;

@136. The head of an organization, his deputy and chief accountant may be dismissed for making an unreasonable decision only if the decision entailed;

$A) power outage;

$B) a significant reduction in the number or staff of employees; $C) violation of the safety of property, its illegal use or other damage to the property of the organization;

$D) for a single gross violation of labor legislation;

$E) significant reduction in numbers;

@137. All positions of research and teaching staff in a higher education institution are filled under an employment contract concluded for a period of;

$A) 5 years;

$B) up to five years;

$C) not less than 5 years;

$D) up to three years;

$E) for a specified period of not less than one year;

@138. When concluding an employment contract for the first time, the work record book is issued;

$A) by social security authorities;

$B) by the employee;

$C) by labor and employment authorities;

$D) by the employer;

$E) by the employee and the employer;

@139. When applying for a job through a competition, the following documents must be provided;

$A) passport, work record book, diploma, references;

$B) passport, work record book;

$C) passport and diploma of higher education;

$D) work record book, references;

$E) all answers are disputable;

@140. A fixed-term employment contract may be concluded on the initiative of;

$A) the organization's labor protection committee (commission);

$B) the employer or employee;

$C) employment service agencies;

$D) federal labor inspectorate agencies;

$E) all answers are debatable;

@141. This definition: "A method of influence that stimulates a legal entity to behave in a manner consistent with its will" characterizes the concept;

$A) persuasion;

$B) punishment;

$C) encouragement;

$D) coercion;

$E) appointment;

@142. Persons under 18 years of age for night work;

$A) are involved with their consent from 10 p.m. to 12 a.m.;

$B) are not involved;

$C) are involved from 10 p.m. to 12 a.m.;

$D) are involved to perform light work;

$E) are attracted;

@143. This definition: "Specification of the terms of payment contained in legislation, collective agreements and contracts, applicable to a specific labor relationship" refers to the concept;

$A) state wage standardization;

$B) collective-bargaining regulation of wages;

$C) contractual regulation of wages;

$D) individual-bargaining regulation of wages;

$E) collective-bargaining regulation of wages;

@144. The functions of the employer in the field of substantive labor law are of \_\_\_\_\_\_\_ nature;

$A) significant;

$B) convincing;

$C) imperious;

$D) incomplete;

$E) complete;

@145. Is it lawful to impose a reprimand for absenteeism on a citizen working under a civil law contract?

$A) yes;

$B) yes, with the consent of the trade union;

$C) yes, with the consent of the state labor inspectorate;

$D) no;

$E) if it is provided for in the employment contract;

@146. What means of the method is applied in Part 1 of Article 172 of the Labor Code of the RT, which prohibits termination of an employment contract at the initiative of the employer with pregnant women?;

$A) order;

$B) prohibition;

$C) permission;

$D) recommendation;

$E) permits;

@147. Parties to an employment contract

$A) the parties to an employment contract are the employer and the employee;

$B) the parties to an employment contract are legal entities and individuals;

$C) the parties to an employment contract are the employer and the employee;

$D) the parties to an employment contract are the legal entity and the employee;

$E) the parties to an employment contract are the employer and the employee;

@148. An employee party to an employment contract may be;

$A) An employee, as a party to an employment contract, may be a citizen who has reached the age of eighteen;

$B) An employee, as a party to an employment contract, may be a citizen who has reached the age of sixteen;

$C) An employee, as a party to a collective agreement, may be a citizen who has reached the age of fifteen; $D) A person who has reached the age of fifteen may be a party to an employment contract;

$E) A citizen who has reached the age of fifteen may be a party to an employment contract;

@149. Can individuals act as employers;

$A) Yes, if registered as individual entrepreneurs;

$B) They cannot;

$C) They can;

$D) If it is established by labor legislation;

$E) If they have the appropriate document (patent or certificate;

@150. Various regulatory legal acts containing labor law standards governing labor relations and directly related relations relate to the concept;

$A) laws;

$B) sources of labor law;

$C) by-laws;

$D) legal norms;

$E) legal methods;

@151. A trade union organization or other representatives elected by employees represent the interests of the organization's employees during;

$A) collective bargaining, conclusion, amendment of a collective agreement and monitoring its implementation, exercise of the right to participate in the management of the organization, as well as consideration of labor disputes of employees with the employer; $B) concluding a collective agreement;

$C) conducting collective negotiations, concluding collective agreements and considering labor disputes between employees and the employer;

$D) exercising the right to participate in the management of the organization;

$E) work;

@152. Collective agreements consist of conditions;

$A) normative, obligatory and informational;

$B) obligatory and organizational;

$C) normative, obligatory, organizational;

$D) obligatory and normative;

$E) informational;

@153. Labor legal capacity of an organization (enterprise) arises from the moment of;

$A) adoption of the constituent agreement and charter;

$B) its registration and in the presence of a wage fund;

$C) its registration and approval of the structure of the enterprise;

$D) its registration and opening of a wage account in the bank;

$E) activity;

@154. A non-profit organization on a voluntary basis, uniting employers to represent their interests and protect their members in social partnership with trade unions, government bodies, local governments, is;

$A) a trade union of employers;

$B) a party organization of employers; $C) a union of entrepreneurs;

$D) an association of employers;

$E) the employers themselves;

@155. The main activity of trade unions is;

$A) performing only representative functions;

$B) performing only protective functions of the social and labor rights and interests of employees - trade union members;

$C) performing the functions of representation and protection of the social and labor rights and interests of employees - trade union members;

$D) performing the functions of representation and protection of the social and labor rights and interests of all employees of the organization;

$E) all answers are debatable;

@156. If no trade union organization unites more than half of the employees, then \_\_\_\_\_\_\_\_\_\_\_ determines the trade union organization that is entrusted with forming a representative body;

$A) a general meeting of employees by open vote;

$B) a conference of employees by secret vote;

$C) a general meeting (conference) of employees by secret vote;

$D) primary trade union organizations by agreement among themselves;

$E) primary trade union organizations;

@157. The only persons who are trade union representatives are;

$A) the head of the trade union body;

$B) a trade union organizer, trade union group organizer, head of the trade union, association (association) of trade unions;

$C) a trade union group organizer;

$D) a person authorized to represent by the trade union charter;

$E) all answers are disputable;

@158. Representatives of the parties who have received written notice of a proposal to begin collective bargaining are required to enter into negotiations within;

$A) 4 days;

$B) two weeks;

$C) 7 days;

$D) 10 days;

$E) 12 days;

@159. Labor relations (based on an employment contract) as a result of selection by competition to fill the relevant position arise if;

$A) if the person selected by competition to fill a specific position has passed the probationary period;

$B) there is a court decision to hold a competition and conclude an employment contract;

$C) there is a labor inspectorate resolution to hold a competition to fill the relevant position;

$D) the law, other regulatory legal act, or charter (regulations) of the organization defines the list of positions to be filled by competition and the procedure for selection to positions;

$E) the law;

@160. If an organization has two or more trade union bodies for collective bargaining, development of a single draft collective agreement and its conclusion, the following shall be formed:

$A) a single representative body;

$B) several representative bodies;

$C) only the representative body of the primary trade union body with a larger membership;

$D) the representative body shall be formed on the principle of proportional representation;

$E) a representative body;

@161. A collective agreement may be concluded in;

$A) organizations and their separate structural divisions;

$B) organizations of all organizational and legal forms of ownership, their branches, representative offices and separate structural divisions;

$C) organizations of all organizational and legal forms of ownership;

$D) organizations and their branches, representative offices;

$E) organizations;

@162. The effect of the concluded agreement on social partnership shall extend to \_\_\_\_\_\_\_\_\_\_\_\_;

$A) all employers (individuals and legal entities);

$B) members of the employers' association;

$C) individuals;

$D) legal entities;

$E) members of the association;

@163. Control over the implementation of the collective agreement (agreement) is carried out only by;

$A) the labor inspectorate;

$B) trade unions;

$C) the parties to social partnership and their representatives;

$D) the prosecutor's office;

$E) the court;

@164. The content and structure of a collective agreement shall be determined by;

$A) the commission for the regulation of social and labor relations;

$B) the employer;

$C) at a general meeting of the staff;

$D) the parties to the collective agreement;

$E) the commission;

@165. The concept of "An integral social and labor association with organizational unity, common management bodies, operating within the framework of a state, private, cooperative or public enterprise (organization)" is;

$A) a work collective;

$B) a trade union;

$C) the employer's administration;

$D) a staff of employees;

$E) the administration;

@166. Legal relations between a citizen employed by the employment service and the employer must arise without fail on the basis of;

$A) from the moment the employer sends information about the release of workers to the employment service;

$B) conclusion of an employment contract with a citizen who directly applied to the employer;

$C) direction of the employment service agency, issued against the established quota, and conclusion of an employment contract;

$D) direction of the employment service agency;

$E) from the moment of dispatch of the employer;

@167. The definition "A set of labor law norms regulating certain types of homogeneous relations that constitute the subject of individual labor law institutions" refers to the concept;

$A) the general part of labor law;

$B) the special part of labor law;

$C) sources of labor law;

$D) the system of labor law;

$E) methods of labor law;

@168. In the event of reorganization (merger, accession, division, spin-off, transformation) of an organization, the collective agreement remains in effect for;

$A) the entire period of reorganization;

$B) 3 months;

$C) 1 year;

$D) 6 months;

$E) 2 months;

@169. A collective agreement is concluded for a period of;

$A) no more than 3 years;

$B) no more than 2 years;

$C) for 6 years;

$D) for 4 years;

$E) the parties determine;

@170. Collective negotiations on the preparation, conclusion and amendment of a collective agreement, agreement agreement may be attended by;

$A) representatives of the employers' association;

$B) strike committee;

$C) representatives of employees and employers;

$D) a collective of employees;

$E) committee;

@171. The entire system of labor legislation norms is;

$A) sources of labor law;

$B) branch of labor law;

$C) science of labor law;

$D) labor law;

$E) the system of labor law;

@172. Labor relations in the social organization of labor and other relations directly related to them are:

$A) the concept of labor legal relations;

$B) the subject of labor law;

$C) the concept of labor law;

$D) a type of social relations;

$E) social relations;

@173. Persons participating in collective negotiations, preparation of a draft collective agreement, agreement;

$A) are released from their main job for up to 6 months with retention of average wages;

$B) are released from their main job for the entire duration of negotiations until the conclusion of a collective agreement with retention of average wages;

$C) are released from their main job for a period of no more than 3 months with retention of average wages;

$D) are not released from their main job;

$E) are released from their main job;

@174. The procedure for drafting a collective agreement and concluding it is determined by;

$A) the parties;

$B) at a general meeting of employees;

$C) representatives of employers;

$D) representatives of employees;

$E) representatives;

@175. Legal relations on the material liability of the parties to an employment contract include;

$A) legal relations on causing property damage to the employer;

$B) legal relations on causing moral harm by the parties to an employment contract to each other;

$C) legal relations on the liability of the employer for harm caused to the employee and on the material liability of the employee for damage caused to the employer;

$D) legal relations on causing property damage to the employee;

$E) legal relations on causing damage to the employer;

@176. Have the right to invite employers who did not participate in the conclusion of the industry agreement to join this agreement;

$A) independent trade unions of the RT;

$B) Government of the RT;

$C) association of employers;

$D) head of the republican executive body for labor;

$E) all answers are disputable;

@177. The entry into force of a collective agreement or contract depends on the fact of their notification registration;

$A) depends on the presence of registration with the justice authorities;

$B) does not depend;

$C) depends;

$D) depends on the fulfillment of the registration deadline;

$E) depends on the fulfillment of the deadline;