

FININ2MIN SUMMARY - CHAPTER IN 2 MINUTES

Industrial Relations Code, 2020 — Chapter I - Preliminary

This chapter turns preliminary into an operational control file. It covers Short title, extent and commencement, Definitions; the practical sequence is to classify coverage and event date, apply the provision and mapped Rule, complete the form/register, calculate the entitlement or exposure, and retain evidence for inspection, claim or appeal.

Who is covered Employers, workers, trade unions, negotiating bodies, standing-order establishments and dispute-resolution authorities should classify the industrial establishment and worker population first.	Main obligations / rights • Section 1: Short title, extent and commencement • Section 2: Definitions
Key thresholds / timelines • Use only the threshold, rate and limitation period effective on the event date; verify the Central/State instrument before acting.	Forms / evidence • Applicable form/register, calculation file, approval and acknowledgement evidence • Classification, calculation, approval, acknowledgement and payment/filing proof
Employer risk snapshot Highest practical risks: misclassification, missed filing/notice, unsupported calculation, incomplete records and use of the wrong Central/State instrument.	Employee / worker remedy the substantive protection in this chapter, access to the prescribed authority/forum and a documented remedy within limitation. Confirm authority, limitation and appeal route.
Old law / transition Map the event date and savings position against: Trade Unions Act, 1926; Industrial Employment (Standing Orders) Act, 1946; Industrial Disputes Act, 1947.	Five-point professional checklist • Freeze the event date, establishment, location and person/worker classification. • Identify the controlling section/paragraph, mapped Rule, notification and appropriate Government. • Reperform the calculation or decision test and document every exception or approval. • Complete the prescribed form/register/portal step and retain acknowledgement, payment and communication evidence. • Record the remedy, forum, limitation, appeal path and State variation before sign-off.

Finin2min takeaway: for preliminary, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

Source status: OFFICIAL SOURCE VIEWER / LOCAL ANALYTICAL MAP | Rules: Mapped; exact extracts where retained | Review date: 18 July 2026
Educational and professional reference. Verify the event-date Act/Code, Rules, notifications, State instruments, portal procedure and later judgments before acting.

LABOUR & MANPOWER LAW PUBLICATION SERIES

Industrial Relations Code, 2020 — Chapter I - Preliminary

Industrial Relations Code, 2020 | Detailed statutory, Rule, compliance, remedy and evidence guide.

Review date: 2026-07-18

Authors: CA Nikhil Gupta & Kajri Singh

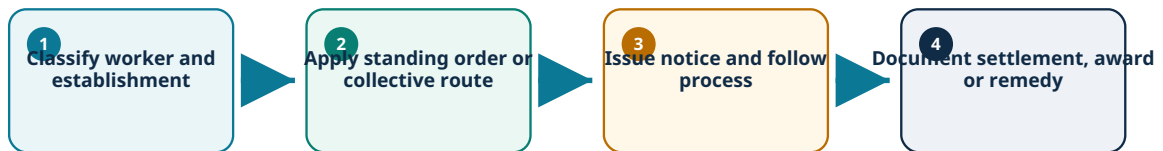
Sections: 1-2

Central Rules mapped: 2

Official source viewer + local analytical map

FININ2MIN LEGAL FLOW

Industrial Relations Code, 2020 — Preliminary

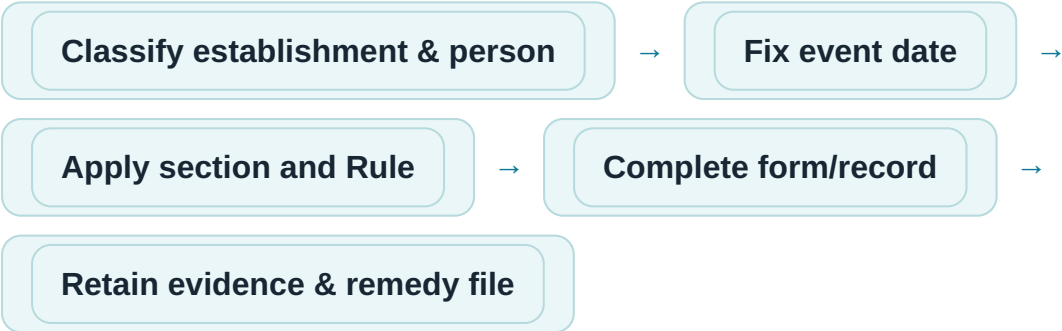


Law → trigger → procedure → evidence. Confirm the operative Central/State instrument on the event date.

Finin2min decision flow — identify the law, complete the statutory process and preserve evidence.

Publication-source status: The chapter contains the complete analytical and Rule-mapping layer. For the four parent Codes, the exact current Act text is displayed through the official India Code PDF/section viewer. It is not re-labelled as locally embedded text where the retained source file is unavailable. This preserves legal honesty while the official text is retained as the controlling source.

Chapter decision flow



Section 1: Short title, extent and commencement

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 1 in the official source. Statutory title: Short title, extent and commencement.

Finin2min clause-by-clause decode

1. Test 1
2. The Code is Act 35 of 2020, extends to India and commenced on 21 November 2025 under the notified commencement instrument.
3. Test 2
4. Historical periods must be tested under the law then in force; section 104 governs transition and savings.
5. Implementation control
6. Trigger
7. Document the fact pattern that activates section 1: short title, extent and commencement.
8. Coverage and jurisdiction
9. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
10. Decision owner

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 1.

Section 2: Definitions

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 2 in the official source. Statutory title: Definitions.

Finin2min clause-by-clause decode

1. Test 1
2. Apply definitions before every coverage, threshold or entitlement test. Critical distinctions include employee versus worker, employer, industry, industrial establishment, fixed-term employment, strike, lay-off, retrenchment and wages.
3. Test 2
4. The worker definition includes a supervisory wage ceiling stated in the Code and excludes persons mainly managerial/administrative; verify the current notified ceiling before classification.
5. Test 3
6. Fixed-term employment requires a written contract and parity of hours, wages, allowances and benefits with comparable permanent workers, subject to the Code.
7. Implementation control
8. Trigger
9. Document the fact pattern that activates section 2: definitions.
10. Coverage and jurisdiction

Applicable Central Rules immediately below the provision

Central Rule 3: Rule 3 — References of certain authorities and officers of industrial establishments under the Code

extracted from the official English notification

3. References of certain authorities and officers of industrial establishments under the Code.— (1) The reference

to the Central Government or the Government of India, in relation to an industrial dispute in respect of a Union territory

without legislature, shall be construed as a reference to the Administrator of such Union territory, for which the

appropriate Government is the Central Government; and the reference to the Chief Labour Commissioner (Central),

Deputy Chief Labour Commissioner (Central), Regional Labour Commissioner (Central) and the Assistant Labour

Commissioner (Central) shall be construed as reference to the respective appropriate authority, appointed in that behalf

by the Administrator of that Union territory.

(2) For the purposes of these rules, with reference to clause (m) of section 2 of the Code, it is hereby specified that—

(a) in relation to an industry, not being an industry referred to in sub clause (ii) thereof, carried on by or under

the authority of a Ministry or Department of the Central Government or a State Government, the officer-in-

charge of the industrial establishment shall be the employer in respect of that establishment; and

(b) in relation to an industry concerning railways, carried on by or under the authority of a Ministry or

Department of the Central Government,—

(i) the General Manager thereof shall be the employer in respect of regular railway servants other than

casual labour in the case of an establishment of a Zonal Railway;

(ii) the Officer-in-charge of the establishment shall be the employer in respect of regular railway

servants other than casual labour in the case of an establishment independent of a Zonal Railway; and

(iii) the District Officer-in-charge or the Divisional Personnel Officer or the Personnel Officer, as the

case may be, shall be the employer in respect of casual labour employed on Zonal Railway or any other

railway establishment independent of a Zonal Railway.

Code concordance

Primary operative section

Section 2

Definitions

Forms and records

No form heading is directly assigned to this rule. Keep the application, notice, order, electronic acknowledgment and register required by the text.

Implementation owner

HR/employee relations with legal review and the authorised signatory specified by the rule.

System control

Create a workflow that blocks completion until every mandatory field, attachment, service method and timeline is satisfied.

Evidence

Preserve the exact filed form, annexures, electronic receipt, delivery proof, hearing material and final order.

Failure consequence

The underlying Code section may create invalidity, compensation, appeal, recovery, unfair-practice or penalty exposure.

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Central Rule 4: Rule 4 — Memorandum of settlement

extracted from the official English notification

4. Memorandum of settlement.— (1) The settlement arrived at in the course of conciliation proceedings or a written agreement between the employer and worker arrived at otherwise than in the course of conciliation proceeding shall be in Form I.

(2) The settlement shall be signed, —

(a) by the employer or by his authorised agent, or where the employer is an incorporated company or other body

corporate, by the agent, manager or other principal officer of such company or such other body corporate; and

(b) on behalf of workers, by any of the following office bearers of Trade Union, namely: —

(i) the President; or

(ii) the Vice-President; or

(iii) the Secretary (including the General Secretary); or

(iv) the Joint Secretary; or

(v) any other office bearer of the Trade Union authorised in this behalf by the President and Secretary of the Union; or

(vi) five representatives of workers duly authorised in this behalf at the meeting of the workers held for the purpose.

(3) In case of an industrial dispute between individual worker and employer, the settlement shall be signed by the employer and the worker concerned.

(4) Where the settlement is arrived at in the course of conciliation proceedings, the conciliation officer shall send a report thereof to the Central Government together with a copy of the memorandum of settlement signed by the parties to the dispute.

(5) Where a settlement is arrived at between an employer and his worker otherwise than in the course of conciliation proceedings, the parties to the settlement shall jointly send a copy thereof electronically or by speed post

to the concerned
Deputy Chief Labour Commissioner (Central) and to the conciliation officer.

(6) The conciliation officer shall file all settlements effected under this rule in respect of industrial disputes in the area within his jurisdiction in the register maintained electronically or otherwise.

(7) The register referred to in sub-rule (6), shall contain the details including serial number, name of the industry, parties to the settlement, date of settlement, remarks and whether settlement was arrived at after the intervention of conciliation officer or by mutual negotiation:

Provided that signature of the conciliation officer on the agreement shall not be necessary where the agreement for settlement is arrived at outside conciliation:

Provided further that nothing in this rule shall prohibit a settlement between a worker or workers or Trade Union and an employer on mutually agreed terms and such settlement may be in a format other than in Form I.

CHAPTER II

BI-PARTITE FORUMS

Code concordance

Primary operative section

Section 2

Definitions

Forms and records

Form I

Memorandum Of Settlement Arrived At In The Course Of Conciliation Proceedings

Implementation owner

HR/employee relations with legal review and the authorised signatory specified by the rule.

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Create a workflow that blocks completion until every mandatory field, attachment, service method and timeline is satisfied.

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Practical example

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Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 3, Rule 4 | Official source: section 2.

Rules, forms, registers, portals and due dates

Rule	Subject	Text/control status
3	Rule 3 — References of certain authorities and officers of industrial establishments under the Code	Exact Gazette extract embedded
4	Rule 4 — Memorandum of settlement	Exact Gazette extract embedded

Forms and registers must be confirmed from the appended 2026 Central Rules and the live portal applicable to the appropriate Government. A form is not treated as current merely because an earlier law used the same number.

Notifications and effective-date history

Control	Required action
Enactment	Record Act number, assent and Gazette publication.
Commencement	Use the provision-specific commencement notification; the four Codes became broadly operative from 21 November 2025 subject to earlier partial commencement and corrigenda.
Central Rules	Read the applicable 2026 Central Rules from their Gazette date and verify subsequent amendments.
State instrument	Check final State Rules, authority notifications, forms and rates where the State is appropriate Government.

Old-law/new-Code concordance

Predecessor law	Transition control
Trade Unions Act, 1926	

Predecessor law	Transition control
	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.
Industrial Employment (Standing Orders) Act, 1946	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.
Industrial Disputes Act, 1947	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.

Practical calculations and control file

Calculation sequence

1. Freeze the employee/worker population and event date.
2. Apply the statutory wage/benefit base and notified threshold.
3. Reconcile attendance, service, payroll and contractor records.
4. Calculate principal amount, interest/damages and any statutory compensation separately.
5. Obtain legal/payroll approval and retain the versioned worksheet.

Three-owner sign-off

- **Employer/HR:** facts, classification, communication and workflow.
- **Employee/worker:** notice, records, nomination/claim and acknowledgement.
- **Professional:** source, formula, forum, limitation and evidence reconciliation.

Binding and highly relevant case-law principles

Older cases are included for principles only. Their continued application must be tested against the current Code wording, repeal-and-savings clause and later judgments.

Decision	Principle and present-use caution
Bangalore Water Supply v. A. Rajappa	The industry test remains an important interpretive starting point, subject to the Code definition and later statutory developments.
Workmen of Firestone Tyre v. Management	Domestic enquiry fairness and the adjudicatory power to examine dismissal remain central principles, subject to the Code and certified standing orders.
Bharat Bank Ltd. v. Employees	Industrial adjudication is specialised statutory adjudication; forum, reference and award provisions must be followed.
Karnal Leather Karamchari Sanghatan v. Liberty Footwear	Settlement and collective-bargaining outcomes require genuine authority, representativeness and statutory compliance.

State-law variation alerts

- Confirm whether the Central or State Government is the appropriate Government.
- Central Rules do not automatically displace valid State Rules, rates, registers, authorities or portal procedures.
- Minimum-wage rates, holidays, working-hours permissions, licences and local welfare obligations require State-specific verification.
- Record Gazette number, effective date and supersession status in the location compliance register.

Finin2min Q&A

Which law and version should be applied?

Use the current text of Industrial Relations Code, 2020, the commencement notification, the applicable Central or State Rules and any later instrument effective on the event date.

How is the appropriate Government identified?

Classify ownership/control, sector, establishment and contractor relationship before selecting the Central or State authority.

Can a company policy override the statutory protection?

No. A policy may improve a benefit or control, but it cannot contract out of a mandatory statutory floor.

What evidence should be retained?

Retain the classification memo, source instrument, form/portal record, calculation, approval, employee communication, acknowledgement and payment or authority proof.

Do the Central Rules apply to every establishment?

No. They govern the Central sphere. State Rules and State notifications must be checked where the State is the appropriate Government.

How should a historical event be tested?

Apply the law and subordinate instrument effective on the event date, then use the repeal-and-savings provision for pending rights and proceedings.

What happens when portal practice conflicts with the statute?

Record the conflict, follow the higher legal instrument, seek authority clarification where necessary and preserve screenshots and correspondence.

Can criminal and monetary consequences arise together?

They may. Separate wages/benefits, interest, damages, civil penalty, prosecution, compounding and director/officer liability.

Is a contractor arrangement enough to shift liability?

No. Principal-employer and contractor liabilities depend on the specific provision and facts; the contract should allocate evidence and recovery without diluting worker rights.

What is the first professional review step?

Freeze the event date and facts, identify the applicable provision, then map Rules, forms, notification status, authority, limitation and evidence.

What is the operational focus of section 1 - Short title, extent and commencement?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 2 - Definitions?

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What is review control 13 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

What is review control 14 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

What is review control 15 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

FININ2MIN SUMMARY - CHAPTER IN 2 MINUTES

Chapter II - Bi-partite forums

This chapter turns bi-partite forums into an operational control file. It covers Works Committee, Grievance Redressal Committee; the practical sequence is to classify coverage and event date, apply the provision and mapped Rule, complete the form/register, calculate the entitlement or exposure, and retain evidence for inspection, claim or appeal.

Who is covered Employers, workers, trade unions, negotiating bodies, standing-order establishments and dispute-resolution authorities should classify the industrial establishment and worker population first.	Main obligations / rights • Section 3: Works Committee • Section 4: Grievance Redressal Committee
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Finin2min takeaway: for bi-partite forums, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

Source status: OFFICIAL SOURCE VIEWER / LOCAL ANALYTICAL MAP | Rules: Mapped; exact extracts where retained | Review date: 18 July 2026
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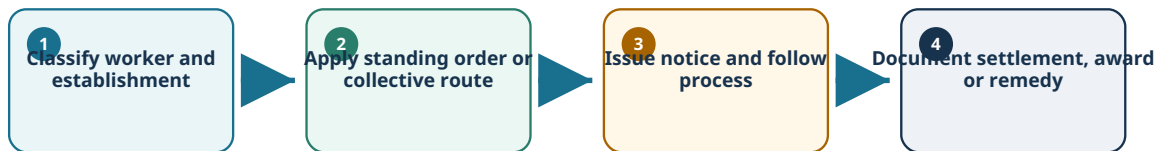
Sections: 3-4

Central Rules mapped: 4

Official source viewer + local analytical map

FININ2MIN LEGAL FLOW

Industrial Relations Code, 2020 — Bi-partite forums

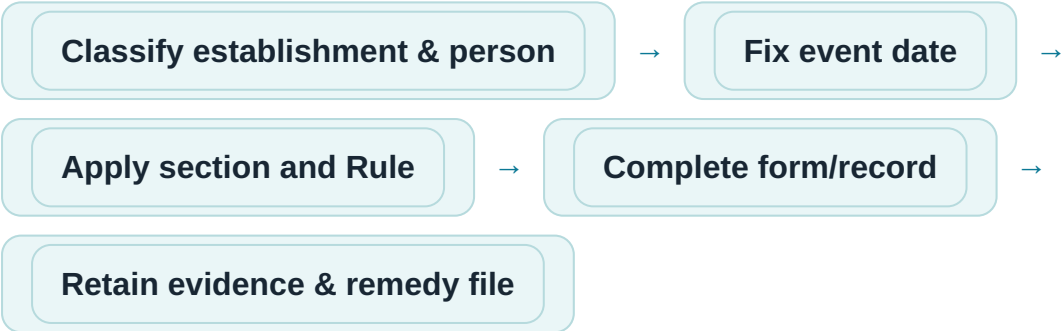


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Chapter decision flow



Section 3: Works Committee

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 3 in the official source. Statutory title: Works Committee.

Finin2min clause-by-clause decode

1. Test 1
2. The appropriate Government may require a Works Committee in an establishment with one hundred or more workers employed, or employed on any day in the preceding twelve months.
3. Test 2
4. Employer and worker representatives must be balanced as the Code requires; worker representatives are selected in consultation with the registered Trade Union, if any.
5. Implementation control
6. Trigger
7. Document the fact pattern that activates section 3: works committee.
8. Coverage and jurisdiction
9. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
10. Decision owner

Applicable Central Rules immediately below the provision

Central Rule 5: Rule 5 — Works Committee and its constitution

extracted from the official English notification

5. Works Committee and its constitution.— (1) Every employer to whom an order made by the Central Government

under sub-section (1) of section 3 of the Code relates, shall forthwith proceed to constitute a Works Committee

(hereinafter in this chapter referred to as the “Committee”) to promote measures for securing and preserving amity and

good relations between the employer and workers and, to that end, to comment upon matters of common interest or

concern, as specified in these rules.

(2) (i) The number of members constituting the Committee shall be fixed so as to afford representation to the various

categories, groups and class of workers engaged in, and to the sections, shops or departments of the industrial establishment.

(ii) The total number of members of the Committee shall not exceed twenty.

(iii) The number of representatives of the workers in the Committee shall not be less than the number of representatives of the employer therein:

Provided that the industrial establishment in which women workers are employed shall have adequate representation of women workers in the Committee and such representation shall not be less than the proportion of women workers to the total workers employed in the industrial establishment.

(3) The representatives of the employer in the Committee shall be nominated by the employer and shall, as far as may be possible, be officials in direct touch with, or associated with the working of the industrial establishment.

(4) Where the workers of the industrial establishment are members of a registered Trade Union or Trade Unions, the employer shall request such registered Trade Union or Trade Unions to inform him in writing as to—

(a) number of the workers who are members of such registered Trade Union or Trade Unions; and

(b) if the employer has reason to believe that the information furnished to him by the registered Trade Union or Trade Unions is false, he may, after informing such registered Trade Union or Trade Unions, refer the matter to the Regional Labour Commissioner (Central), who shall, after hearing the parties, decide the matter and his

decision shall
be final.

(5) On receipt of the information under sub-rule (4), the employer shall provide for the choosing of the worker's representative of the Committee in the following manner, namely:—

(a) in the case of a negotiating union under sub-section (2) or sub-section (3) of section 14 of the Code, such

negotiating union shall nominate the worker's representatives of the Committee;

(b) in the case of the negotiating council under sub-section (4) of section 14 of the Code, every registered Trade

Union representing in the negotiating council shall be nominated in the Committee in proportion to the number of

workers of the industrial establishment who are members of such Trade Union;

(c) where there is no recognised negotiating union or negotiating council referred to in clauses (a) and (b), the

workers of the industrial establishment shall elect amongst themselves the worker's representatives of the

Committee:

Provided that the employer may, deploy an electronic platform for conducting the election process over an

information technology application, online platform or such other platform to enable the election of the representatives

of workers to the Committee under this clause:

Provided further that where a registered Trade Union fails to furnish the information under sub-rule (4) within

one month of the date on which it is so called for, then, such Trade Union shall for the purpose of this rule be treated as

if it did not exist:

Provided also that where any reference has been made by the employer under sub-rule (4), the process of

choosing the worker's representative relating thereto shall be held on receipt of the decision of the concerned Regional

Labour Commissioner (Central).

(6) The employer may, if he thinks fit, direct that the workers shall vote either by groups, sections, shops or departments.

(7) Any worker, of not less than nineteen years of age and with a service of not less than one year in the industrial

establishment may, if nominated as provided in this rule, be a candidate for election as a worker's representative of the

Committee:

Provided that such service qualification shall not apply to the first election in an industrial

establishment which
has been in existence for less than a year.

Explanation. —For the purposes of this sub-rule, a worker who has put in continuous service for not less than one
year in two or more industrial establishments belonging to the same employer shall be deemed to have satisfied the
service qualification specified therein.

(8) All workers who are not less than eighteen years of age and who have put in not less than six months' continuous
service in the industrial establishment shall be entitled to vote in the election of worker's representative of the
Committee.

Explanation.— For the purposes of this sub-rule, a worker who has put in continuous service of not less than six
months in two or more industrial establishments belonging to the same employer shall be deemed to have satisfied the
service qualification specified therein.

(9) (i) The employer shall give a minimum time period of three working days for filing of nomination along with other
requisite details while fixing a date as the closing date for receiving nominations from candidates for election as worker's
representatives of the Committee.

(ii) The date fixed by the employer for holding the election referred to in clause (i) shall not be earlier than three days
and not later than fifteen days after the closing date for receiving nominations.

(iii) The date of election fixed under clause (i) shall be notified seven days in advance and such notice shall specify the
number of seats to be elected and shall be affixed on the notice board or electronic notice board of the industrial
establishment and given adequate publicity amongst the workers.

(10) (i) Every nomination for election as worker's representative of the Committee shall be made on a nomination paper
to be provided by employer and the copies thereof shall be supplied by the employer to the workers requiring them.

(ii) Each nomination paper referred to in clause (i) shall be signed by the candidate to whom it relates and attested by at
least two other voters belonging to the group, section, shop or department, which the candidate seeking election shall
represent, and shall be delivered to the employer.

(11) (i) On the day following the last day fixed for filing nomination papers, the nomination papers shall be scrutinised
by the employer in the presence of the candidates and the attesting persons and those nominations which

are not valid
shall be rejected.

(ii) A nomination paper shall be held to be not valid under clause (i), if—

(a) the candidate nominated is ineligible for being a candidate under sub-rule (7); or

(b) the requirements of sub-rule (10) have not been complied with:

Provided that where a candidate or an attesting person is not able to be present at the time of scrutiny, the candidate may send a duly authorised nominee for this purpose.

(12) Any candidate whose nomination for election has been accepted may withdraw his candidature within forty-eight hours of the completion of scrutiny of the nomination papers.

(13) (i) In case the number of candidates who have been validly nominated for election as worker's representative of the Committee is equal to the number of seats, the candidates as such shall be forthwith declared as duly elected.

(ii) Where, in any industrial establishment, the number of candidates validly nominated for election as worker's representative of the Committee is more than the number of seats allotted to it, voting shall take place on the day fixed for election.

(14) (i) The Committee shall have among its office-bearers, a Chair person, Vice-Chairperson, Secretary and Joint-Secretary.

(ii) The Chairperson of the Committee shall be nominated by the employer from amongst the employer's representatives of the Committee and he shall, as far as possible, be the head of the industrial establishment.

(iii) The Vice-Chairperson shall be elected by the members of the Committee representing the workers, from amongst themselves:

Provided that in the event of equality of votes in the election of the Vice-Chairperson, the matter shall be decided by a draw of lot.

(iv) The Secretary and Joint-Secretary of the Committee shall be elected every year.

(v) The Committee shall elect the Secretary and Joint Secretary and where the Secretary is elected from amongst the representatives of the employers, the Joint Secretary shall be elected from amongst the representatives of the workers and vice versa:

Provided that the post of the Secretary or Joint Secretary, as the case may be, shall not be held by a representative of either the employer or the workers for three consecutive years:

Provided further that the employer's representatives shall not take part in the election of the Secretary or Joint Secretary, as the case may be, and the representatives of the workers shall be entitled to vote in elections for the post of Secretary or Joint Secretary:

Provided also that in the event of equality of votes in an election under this sub-rule, the matter shall be decided by a draw of lot.

(15) (i) The term of office of the members of the Committee other than a member chosen to fill a casual vacancy, shall be three years.

(ii) Every member chosen to fill a casual vacancy shall hold office for the remaining period of the term of his predecessor.

(iii) In case any member fails to attend three consecutive meetings of the Committee without obtaining leave from the Committee, his membership shall be forfeited.

(16) In the event of worker's representative ceasing to be a member under clause (iii) of sub-rule (15) or ceasing to be employed in the industrial establishment or in the event of his resignation, death or otherwise, his successor shall be chosen in accordance with the provisions of this rule for the remaining period of the Committee from the same group to which the member vacating the seat belonged.

(17) The Committee shall have the right to co-opt persons employed in the industrial establishment having particular or special knowledge of a matter under discussion in a consultative capacity and such co-opted member shall not be entitled to vote and shall be present at meetings only for the period during which the particular question is before the Committee.

(18) (i) The Committee may meet as often as necessary but not less often than once in three months.

(ii) The Committee shall at its first meeting regulate its own procedure.

(19) (i) The employer shall provide a place for holding meetings of the Committee and provide all necessary facilities for carrying out the work of the Committee.

(ii) The Committee shall ordinarily meet during working hours of the industrial establishment concerned

on any working day and the representatives of the workers shall be deemed to be on duty while attending the meeting.

(iii) The Secretary of the Committee may with the prior approval of the Chairperson, put up notice regarding the functions of the Committee on the notice board of the industrial establishment.

(20) The employer shall submit the details of the constitution and the functioning of the Committee as a part of unified annual return provided in the rules made in this behalf under the Occupational Safety, Health and Working Condition Code, 2020 (37 of 2020).

(21) The Central Government, or the officer authorised in its behalf, may after making such inquiry as it or he may deem fit, dissolve any Committee at any time, by an order for reasons to be recorded in writing, on being satisfied that the Committee has not been constituted in accordance with the provisions of these rules or that not less than two-thirds of the number of representatives of the workers have without any reasonable justification failed to attend three consecutive meetings of the Committee or that the Committee has, for any other reason, ceased to function:

Provided that where the Committee is dissolved under this sub-rule, the employer may, and if so required by the Central Government or, as the case may be, by such officer, shall take steps to re-constitute the Committee in accordance with these rules.

Code concordance

Primary operative section

Section 3

Works Committee

Other Code provisions expressly referred to in the rule text

Section 14

Recognition of negotiating union or negotiating council

Forms and records

No form heading is directly assigned to this rule. Keep the application, notice, order, electronic acknowledgment and register required by the text.

Implementation owner

HR/employee relations with legal review and the authorised signatory specified by the rule.

System control

Create a workflow that blocks completion until every mandatory field, attachment, service method and timeline is satisfied.

Evidence

Preserve the exact filed form, annexures, electronic receipt, delivery proof, hearing material and final order.

Failure consequence

The underlying Code section may create invalidity, compensation, appeal, recovery, unfair-practice or penalty exposure.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 5 | Official source: section 3.

Section 4: Grievance Redressal Committee

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 4 in the official source. Statutory title: Grievance Redressal Committee.

Finin2min clause-by-clause decode

1. Test 1
2. Every industrial establishment employing twenty or more workers must constitute one or more Grievance Redressal Committees.
3. Test 2
4. The committee may have up to ten members, with adequate representation of women in proportion to women workers.
5. Test 3
6. The grievance route, decision timeline and escalation to conciliation must be tracked through Rules 6 to 8.
7. Implementation control
8. Trigger
9. Document the fact pattern that activates section 4: grievance redressal committee.
10. Coverage and jurisdiction

Applicable Central Rules immediately below the provision

Central Rule 6: Rule 6 — Grievance Redressal Committee

extracted from the official English notification

6. Grievance Redressal Committee.— (1) The Grievance Redressal Committee (hereinafter in this Chapter referred to

as the “Grievance Committee”) in an industrial establishment employing twenty or more workers, shall consist of equal

number of members representing the employer and workers, which shall not exceed ten members.

(2) The representatives of the employer in the Grievance Committee shall be nominated by the employer and

shall, as far as may be possible, be officials in direct touch with or associated with the working of the industrial

establishment, preferably the heads of major departments of the industrial establishment.

(3) The representative of workers of the Grievance Committee shall be chosen in the following manner, namely: —

(a) where there is a negotiating union under sub-section (2) or sub-section (3) of section 14 of the Code, such

negotiating union shall nominate the worker’s representatives of the Grievance Committee;

(b) in the case of a negotiating council under sub-section (4) of section 14 of the Code, every registered Trade

Union representing in the negotiating council shall be nominated in the Grievance Committee in proportion to the

number of workers of the industrial establishment who are members of such Trade Union;

(c) where there is no recognised negotiating union or negotiating council referred to in the clauses (a) and (b),

the workers of the industrial establishment shall choose amongst themselves the worker’s representatives of the

Grievance Committee:

Provided that the employer may, deploy an electronic platform for choosing worker’s representatives under

this clause, over an information technology application, online platform or such other like platform:

Provided further that there shall be adequate representation of women workers in the Grievance Committee

and such representation shall not be less than the proportion of women workers to the total workers employed in

the industrial establishment.

(4) The term of the members of the Grievance Committee shall be three years.

(5) Where there is no recognised negotiating union or negotiating council and if any dispute arises

regarding choosing
of the worker's representative to the Grievance Committee, the matter may be referred to the concerned
Regional Labour
Commissioner (Central), who shall, after hearing the parties, decide the matter, whose decision shall be
final.

Code concordance

Primary operative section

Section 4

Grievance Redressal Committee

Other Code provisions expressly referred to in the rule text

Section 14

Recognition of negotiating union or negotiating council

Forms and records

No form heading is directly assigned to this rule. Keep the application, notice, order, electronic
acknowledgment and register required by the text.

Implementation owner

HR/employee relations with legal review and the authorised signatory specified by the rule.

System control

Create a workflow that blocks completion until every mandatory field, attachment, service method and
timeline is satisfied.

Evidence

Preserve the exact filed form, annexures, electronic receipt, delivery proof, hearing material and final
order.

Failure consequence

The underlying Code section may create invalidity, compensation, appeal, recovery, unfair-practice or
penalty exposure.

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Central Rule 7: Rule 7 — Application to Grievance Committee

extracted from the official English notification

7. Application to Grievance Committee.— (1) Any aggrieved worker may file an application stating his grievance before the Grievance Committee, along with name, designation, worker code or token number, department where he is posted, length of his service in years, category of worker, address for correspondence, contact number, details of grievance and the relief sought therefor.

(2) The application referred to in sub-rule (1) may be sent electronically or otherwise.

(3) The application referred to in sub-rule (1) shall be filed within one year from the date on which the cause of action arose.

Code concordance

Primary operative section

Section 4

Grievance Redressal Committee

Forms and records

No form heading is directly assigned to this rule. Keep the application, notice, order, electronic acknowledgment and register required by the text.

Implementation owner

HR/employee relations with legal review and the authorised signatory specified by the rule.

System control

Create a workflow that blocks completion until every mandatory field, attachment, service method and timeline is satisfied.

Evidence

Preserve the exact filed form, annexures, electronic receipt, delivery proof, hearing material and final order.

Failure consequence

The underlying Code section may create invalidity, compensation, appeal, recovery, unfair-practice or penalty exposure.

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Central Rule 8: Rule 8 — Application to conciliation officer

extracted from the official English notification

8. Application to conciliation officer.— Any worker aggrieved by the decision of the Grievance Committee or whose grievance is not resolved by the said Committee within thirty days of receipt of the application, may file an application online on designated portal of the Ministry of Labour and Employment, or by speed post, or in person, within a period of sixty days from the date of the decision of the Grievance Committee or from the date on which the period specified in sub-section (6) of section 4 of the Code expires, as the case may be, to the conciliation officer through the Trade Union, of which he is a member:

Provided that in case of manual receipt of such application through speed post or in person, the conciliation officer shall get the same digitized and enter the particulars of the application in the online mechanism under intimation to the Trade Union and worker.

CHAPTER III

TRADE UNIONS

Code concordance

Primary operative section

Section 4

Grievance Redressal Committee

Forms and records

No form heading is directly assigned to this rule. Keep the application, notice, order, electronic acknowledgment and register required by the text.

Implementation owner

HR/employee relations with legal review and the authorised signatory specified by the rule.

System control

Create a workflow that blocks completion until every mandatory field, attachment, service method and timeline is satisfied.

Evidence

Preserve the exact filed form, annexures, electronic receipt, delivery proof, hearing material and final order.

Failure consequence

The underlying Code section may create invalidity, compensation, appeal, recovery, unfair-practice or penalty exposure.

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Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 6, Rule 7, Rule 8 | Official source: section 4.

Rules, forms, registers, portals and due dates

Rule	Subject	Text/control status
5	Rule 5 — Works Committee and its constitution	Exact Gazette extract embedded
6	Rule 6 — Grievance Redressal Committee	Exact Gazette extract embedded
7	Rule 7 — Application to Grievance Committee	Exact Gazette extract embedded
8	Rule 8 — Application to conciliation officer	Exact Gazette extract embedded

Forms and registers must be confirmed from the appended 2026 Central Rules and the live portal applicable to the appropriate Government. A form is not treated as current merely because an earlier law used the same number.

Notifications and effective-date history

Control	Required action
Enactment	Record Act number, assent and Gazette publication.
Commencement	Use the provision-specific commencement notification; the four Codes became broadly operative from 21 November 2025 subject to earlier partial commencement and corrigenda.
Central Rules	Read the applicable 2026 Central Rules from their Gazette date and verify subsequent amendments.
State instrument	Check final State Rules, authority notifications, forms and rates where the State is appropriate Government.

Old-law/new-Code concordance

Predecessor law	Transition control
Trade Unions Act, 1926	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.
Industrial Employment (Standing Orders) Act, 1946	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.
Industrial Disputes Act, 1947	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.

Practical calculations and control file

Calculation sequence

1. Freeze the employee/worker population and event date.
2. Apply the statutory wage/benefit base and notified threshold.
3. Reconcile attendance, service, payroll and contractor records.
4. Calculate principal amount, interest/damages and any statutory compensation separately.
5. Obtain legal/payroll approval and retain the versioned worksheet.

Three-owner sign-off

- **Employer/HR:** facts, classification, communication and workflow.
- **Employee/worker:** notice, records, nomination/claim and acknowledgement.
- **Professional:** source, formula, forum, limitation and evidence reconciliation.

Binding and highly relevant case-law principles

Older cases are included for principles only. Their continued application must be tested against the current Code wording, repeal-and-savings clause and later judgments.

Decision	Principle and present-use caution
Bangalore Water Supply v. A. Rajappa	The industry test remains an important interpretive starting point, subject to the Code definition and later statutory developments.
Workmen of Firestone Tyre v. Management	Domestic enquiry fairness and the adjudicatory power to examine dismissal remain central principles, subject to the Code and certified standing orders.
Bharat Bank Ltd. v. Employees	Industrial adjudication is specialised statutory adjudication; forum, reference and award provisions must be followed.
Karnal Leather Karamchari Sanghatan v. Liberty Footwear	Settlement and collective-bargaining outcomes require genuine authority, representativeness and statutory compliance.

State-law variation alerts

- Confirm whether the Central or State Government is the appropriate Government.
- Central Rules do not automatically displace valid State Rules, rates, registers, authorities or portal procedures.
- Minimum-wage rates, holidays, working-hours permissions, licences and local welfare obligations require State-specific verification.
- Record Gazette number, effective date and supersession status in the location compliance register.

Finin2min Q&A

Which law and version should be applied?

Use the current text of Industrial Relations Code, 2020, the commencement notification, the applicable Central or State Rules and any later instrument effective on the event date.

How is the appropriate Government identified?

Classify ownership/control, sector, establishment and contractor relationship before selecting the Central or State authority.

Can a company policy override the statutory protection?

No. A policy may improve a benefit or control, but it cannot contract out of a mandatory statutory floor.

What evidence should be retained?

Retain the classification memo, source instrument, form/portal record, calculation, approval, employee communication, acknowledgement and payment or authority proof.

Do the Central Rules apply to every establishment?

No. They govern the Central sphere. State Rules and State notifications must be checked where the State is the appropriate Government.

How should a historical event be tested?

Apply the law and subordinate instrument effective on the event date, then use the repeal-and-savings provision for pending rights and proceedings.

What happens when portal practice conflicts with the statute?

Record the conflict, follow the higher legal instrument, seek authority clarification where necessary and preserve screenshots and correspondence.

Can criminal and monetary consequences arise together?

They may. Separate wages/benefits, interest, damages, civil penalty, prosecution, compounding and director/officer liability.

Is a contractor arrangement enough to shift liability?

No. Principal-employer and contractor liabilities depend on the specific provision and facts; the contract should allocate evidence and recovery without diluting worker rights.

What is the first professional review step?

Freeze the event date and facts, identify the applicable provision, then map Rules, forms, notification status, authority, limitation and evidence.

What is the operational focus of section 3 - Works Committee?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 4 - Grievance Redressal Committee?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is review control 13 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

What is review control 14 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

What is review control 15 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

FININ2MIN SUMMARY - CHAPTER IN 2 MINUTES

Chapter III - Trade unions

This chapter turns trade unions into an operational control file. It covers Registrar of Trade Unions, Criteria for registration, Provisions to be contained in constitution or rules of Trade Union, Application for registration, alteration of name and procedure thereof; the practical sequence is to classify coverage and event date, apply the provision and mapped Rule, complete the form/register, calculate the entitlement or exposure, and retain evidence for inspection, claim or appeal.

Who is covered

Employers, workers, trade unions, negotiating bodies, standing-order establishments and dispute-resolution authorities should classify the industrial establishment and worker population first.

Main obligations / rights

- Section 5: Registrar of Trade Unions
- Section 6: Criteria for registration
- Section 7: Provisions to be contained in constitution or rules of Trade Union
- Section 8: Application for registration, alteration of name and procedure thereof
- Section 9: Registration of Trade Union and cancellation thereof

Key thresholds / timelines

- Use only the threshold, rate and limitation period effective on the event date; verify the Central/State instrument before acting.

Forms / evidence

- Applicable form/register, calculation file, approval and acknowledgement evidence
- Classification, calculation, approval, acknowledgement and payment/filing proof

Employer risk snapshot

Highest practical risks: registration, recognition, negotiating-union or protected-office-bearer errors.

Employee / worker remedy

lawful registration, representation, collective-bargaining protections and access to the prescribed forums. Confirm authority, limitation and appeal route.

Old law / transition

Map the event date and savings position against: Trade Unions Act, 1926; Industrial Employment (Standing Orders) Act, 1946; Industrial Disputes Act, 1947.

Five-point professional checklist

- Freeze the event date, establishment, location and person/worker classification.
- Identify the controlling section/paragraph, mapped Rule, notification and appropriate Government.
- Reperform the calculation or decision test and document every exception or approval.
- Complete the prescribed form/register/portal step and retain acknowledgement, payment and communication evidence.
- Record the remedy, forum, limitation, appeal path and State variation before sign-off.

Finin2min takeaway: for trade unions, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

Source status: OFFICIAL SOURCE VIEWER / LOCAL ANALYTICAL MAP | Rules: Mapped; exact extracts where retained | Review date: 18 July 2026
Educational and professional reference. Verify the event-date Act/Code, Rules, notifications, State instruments, portal procedure and later judgments before acting.

Chapter III - Trade unions

Industrial Relations Code, 2020 | Detailed statutory, Rule, compliance, remedy and evidence guide.

Review date: 2026-07-18

Authors: CA Nikhil Gupta & Kajri Singh

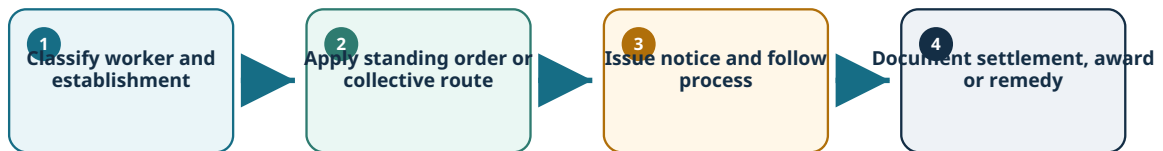
Sections: 5-27

Central Rules mapped: 1

Official source viewer + local analytical map

FININ2MIN LEGAL FLOW

Industrial Relations Code, 2020 — Trade unions

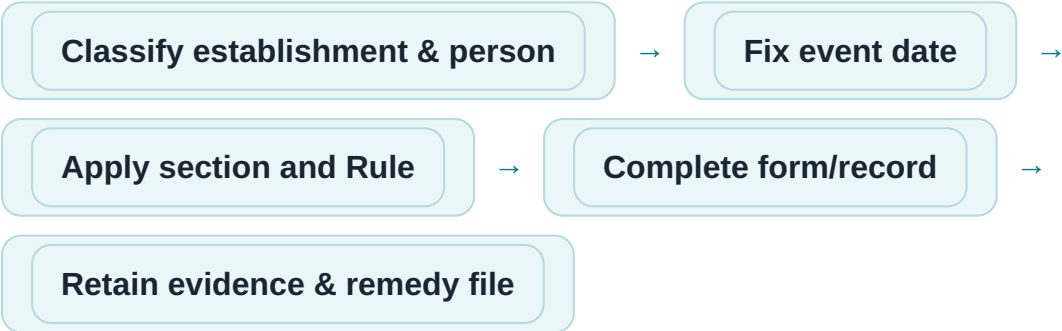


Law → trigger → procedure → evidence. Confirm the operative Central/State instrument on the event date.

Finin2min decision flow — identify the law, complete the statutory process and preserve evidence.

Publication-source status: The chapter contains the complete analytical and Rule-mapping layer. For the four parent Codes, the exact current Act text is displayed through the official India Code PDF/section viewer. It is not re-labelled as locally embedded text where the retained source file is unavailable. This preserves legal honesty while the official text is retained as the controlling source.

Chapter decision flow



Section 5: Registrar of Trade Unions

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 5 in the official source. Statutory title: Registrar of Trade Unions.

Finin2min clause-by-clause decode

1. Test 1
2. The provision regulates registrar of trade unions within the statutory Trade Union framework.
3. Test 2
4. Identify the union, establishment/industry connection, membership base, authorised office-bearers and Registrar/Tribunal jurisdiction before taking action.
5. Test 3
6. Preserve the constitution, membership register, resolutions, notices, filings, acknowledgements, financial records and hearing record.
7. Test 4
8. Failure may affect registration, recognition, governance rights, civil/criminal protection or attract the section 86 penalty pathway.
9. Implementation control
10. Trigger

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 5.

Section 6: Criteria for registration

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 6 in the official source. Statutory title: Criteria for registration.

Finin2min clause-by-clause decode

1. Test 1
2. Registration requires the statutory minimum membership test: at least seven members and the prescribed proportion of workers connected with the establishment or industry.
3. Test 2
4. Membership must continue to satisfy the minimum requirement at the time of application.
5. Implementation control
6. Trigger
7. Document the fact pattern that activates section 6: criteria for registration.
8. Coverage and jurisdiction
9. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
10. Decision owner

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

The establishment creates a trigger ticket when coverage changes, assigns the authorised signatory, uploads the prescribed attachments, captures the acknowledgement and retains a versioned copy of the form, payment and approval.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 6.

Section 7: Provisions to be contained in constitution or rules of Trade Union

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 7 in the official source. Statutory title: Provisions to be contained in constitution or rules of Trade Union.

Finin2min clause-by-clause decode

1. Test 1
2. The union constitution must contain the mandatory matters listed in the section, including objects, use of funds, membership, governance, audit, elections, removal and dissolution.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 7: provisions to be contained in constitution or rules of trade union.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 7.

Section 8: Application for registration, alteration of name and procedure thereof

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 8 in the official source. Statutory title: Application for registration, alteration of name and procedure thereof.

Finin2min clause-by-clause decode

1. Test 1
2. Registration and alteration applications require the prescribed declaration, particulars, rules, asset/liability statement where applicable and authorised signatories.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 8: application for registration, alteration of name and procedure thereof.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

The establishment creates a trigger ticket when coverage changes, assigns the authorised signatory, uploads the prescribed attachments, captures the acknowledgement and retains a versioned copy of the form, payment and approval.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 8.

Section 9: Registration of Trade Union and cancellation thereof

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 9 in the official source. Statutory title: Registration of Trade Union and cancellation thereof.

Finin2min clause-by-clause decode

1. Test 1
2. The Registrar examines the application, may call for further information and issues/cancels registration only through the statutory procedure.
3. Test 2
4. Cancellation risk requires notice and an opportunity to respond; preserve filing and communication evidence.
5. Implementation control
6. Trigger
7. Document the fact pattern that activates section 9: registration of trade union and cancellation thereof.
8. Coverage and jurisdiction
9. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
10. Decision owner

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

The establishment creates a trigger ticket when coverage changes, assigns the authorised signatory, uploads the prescribed attachments, captures the acknowledgement and retains a versioned copy of the form, payment and approval.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 9.

Section 10: Appeal against non-registration or cancellation of registration

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 10 in the official source. Statutory title: Appeal against non-registration or cancellation of registration.

Finin2min clause-by-clause decode

1. Test 1
2. An aggrieved Trade Union may appeal to the Tribunal within the prescribed period and manner.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 10: appeal against non-registration or cancellation of registration.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

The establishment creates a trigger ticket when coverage changes, assigns the authorised signatory, uploads the prescribed attachments, captures the acknowledgement and retains a versioned copy of the form, payment and approval.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 10.

Section 11: Communication to Trade Union and change in its registration particulars

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 11 in the official source. Statutory title: Communication to Trade Union and change in its registration particulars.

Finin2min clause-by-clause decode

1. Test 1
2. The provision regulates communication to trade union and change in its registration particulars within the statutory Trade Union framework.
3. Test 2
4. Identify the union, establishment/industry connection, membership base, authorised office-bearers and Registrar/Tribunal jurisdiction before taking action.
5. Test 3
6. Preserve the constitution, membership register, resolutions, notices, filings, acknowledgements, financial records and hearing record.
7. Test 4
8. Failure may affect registration, recognition, governance rights, civil/criminal protection or attract the section 86 penalty pathway.
9. Implementation control
10. Trigger

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

The establishment creates a trigger ticket when coverage changes, assigns the authorised signatory, uploads the prescribed attachments, captures the acknowledgement and retains a versioned copy of the form, payment and approval.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 11.

Section 12: Incorporation of a registered Trade Union

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 12 in the official source. Statutory title: Incorporation of a registered Trade Union.

Finin2min clause-by-clause decode

1. Test 1
2. The provision regulates incorporation of a registered trade union within the statutory Trade Union framework.
3. Test 2
4. Identify the union, establishment/industry connection, membership base, authorised office-bearers and Registrar/Tribunal jurisdiction before taking action.
5. Test 3
6. Preserve the constitution, membership register, resolutions, notices, filings, acknowledgements, financial records and hearing record.
7. Test 4
8. Failure may affect registration, recognition, governance rights, civil/criminal protection or attract the section 86 penalty pathway.
9. Implementation control
10. Trigger

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 12.

Section 13: Certain Acts not to apply to registered Trade Unions

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 13 in the official source. Statutory title: Certain Acts not to apply to registered Trade Unions.

Finin2min clause-by-clause decode

1. Test 1
2. The provision regulates certain acts not to apply to registered trade unions within the statutory Trade Union framework.
3. Test 2
4. Identify the union, establishment/industry connection, membership base, authorised office-bearers and Registrar/Tribunal jurisdiction before taking action.
5. Test 3
6. Preserve the constitution, membership register, resolutions, notices, filings, acknowledgements, financial records and hearing record.
7. Test 4
8. Failure may affect registration, recognition, governance rights, civil/criminal protection or attract the section 86 penalty pathway.
9. Implementation control
10. Trigger

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 13.

Section 14: Recognition of negotiating union or negotiating council

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 14 in the official source. Statutory title: Recognition of negotiating union or negotiating council.

Finin2min clause-by-clause decode

1. Test 1
2. Where a single registered Trade Union has support of fifty-one per cent or more workers on the muster roll, it is recognised as the sole negotiating union.
3. Test 2
4. Where no union meets fifty-one per cent, a negotiating council is constituted; a union with support of at least twenty per cent receives representation in the statutory manner.
5. Test 3
6. Verification, facilities and tenure must follow Rule 9 and the Code.
7. Implementation control
8. Trigger
9. Document the fact pattern that activates section 14: recognition of negotiating union or negotiating council.
10. Coverage and jurisdiction

Applicable Central Rules immediately below the provision

Central Rule 9: Rule 9 — Manner of recognition of negotiating union or negotiating council

extracted from the official English notification

9. Manner of recognition of negotiating union or negotiating council.-

(1) Matters for negotiation.- The matters pertaining to workers which the negotiating union or the negotiating council,

as the case may be, shall negotiate with the employer of the industrial establishment under sub-section (1) of section 14

of the Code are specified, below: -

- (i) the classification of grades and categories of workers;
- (ii) order passed by an employer under the standing orders applicable in the industrial establishment;
- (iii) the wages of the workers including their wage period, dearness allowance, bonus, increment, customary concession or privileges, compensatory and other allowances;
- (iv) hours of work of the workers, rest days, number of working days in a week, rest intervals, working of shifts;
- (v) leave with wages and holidays;
- (vi) promotion and transfer policy and disciplinary procedures;
- (vii) quarter allotment policy for workers;
- (viii) safety, health and working conditions and related standards;
- (ix) the matters pertaining to conditions of service and terms of employment of the workers which are not covered in the foregoing clauses; and
- (x) any other matter which is agreed between employer of the industrial establishment and negotiating union or negotiating council, as the case may be.

(2) Criteria for recognising single registered Trade Union.- under sub-section (2) of section 14 of the Code.- Where

there is only one registered Trade Union operating in an industrial establishment having its membership not less than

thirty per cent. of the total workers employed in the industrial establishment, the employer of such industrial

establishment shall recognise such Trade Union as the sole negotiating union of the workers.

(3) Manner of verification of membership of Trade Unions under sub-sections (3) and (4) of section 14 of the

Code.- (a) (i) The Central Government shall appoint a verification officer (hereinafter in this chapter, referred to as the

verification officer) for the purpose of verification of membership of the Trade Unions in the industrial establishment

who shall not have any interest with any of the Trade Unions in the industrial establishment, whose membership

verification is to be carried out by him:

Provided that the process for recognition of the negotiating union or the negotiating council, as the case may be, shall commence three months before the expiry of the term of the existing recognition period of the negotiating union or the negotiating council, as the case may be, recognised by the employer under the Code.

(ii) The verification officer may utilise the services of other officers to assist him depending upon the quantum of work of membership verification.

(iii) The verification officer shall carry out the work of membership verification in the industrial establishment within the time as determined by the Central Government.

(b) The employer of the industrial establishment shall bear all the expenses and make arrangements in connection with the verification of membership of Trade Unions under clause (a).

(c) The Trade Unions may submit an application to the employer of the industrial establishment to accord status of negotiating union or the representatives of negotiating council of the workers, as the case may be, on fulfillment of the following conditions namely,-

(i) such Trade Union has a valid registration under the Trade Unions Act, 1926 (16 of 1926) and continuing as such or has the registration under the Industrial Relations Code, 2020 (35 of 2020), as the case may be; and

(ii) the application for recognition by the Trade Union is accompanied with a copy of the registration certificate, a copy of list of members, details of the membership subscription and a copy of latest annual return of the Trade Union submitted to the Registrar of Trade Unions.

(d) (i) In case the negotiating union or negotiating council, is constituted under the Code, the employer of the industrial establishment shall initiate action before expiry of the tenure of negotiating union or negotiating council, sufficiently in advance but not later than three months before the expiry of the tenure of negotiating union or negotiating council, as the case may be.

(ii) The date of reckoning of verification of membership of the Trade Unions shall be fixed by the verification officer for the industrial establishment.

(iii) The employer of the establishment shall forward the documents and records submitted by Trade Unions, to the verification officer.

(iv) On receipt of the documents and records, the verification officer shall scrutinise the records and documents submitted by the Trade Union to ascertain the status of registration of Trade Unions and related matters.

(v) The verification officer shall hold meeting with representatives of employer of industrial establishment and all participating Trade Unions to decide the process of verification of the membership of Trade Unions through secret ballot.

(vi) The employer may, in consultation with the verification officer deploy an electronic process for conducting the election over an information technology application, online platform or like other platform.

(4) Verification of membership through secret ballot.- (a) The verification officer shall convene meeting of representatives of all registered Trade Unions functioning in the industrial establishment sixty days before the date of actual voting to decide -

- (i) the publication of voters list;
- (ii) the date, time, mode of voting, place of voting;
- (iii) the date, time and place of counting; and
- (iv) other modalities relating to secret ballot.

(b) The verification officer shall cause the minutes of the meeting to be prepared and signed by all participating Trade Unions.

(c) All participating Trade Unions shall be allotted symbols in the same meeting.

(d) In case no decision could be taken regarding date, time, mode of voting, place of voting, allotment of symbols, date, time and place of counting and like other matters in the meeting, the decision of the verification officer shall be final and he shall publish the schedule, programme and procedure of such secret ballot election.

(e) All workers whose names are borne on the muster roll of the industrial establishment on the date of reckoning shall be eligible to cast their vote.

(f) The voters list shall be prepared by the employer of the industrial establishment on the basis of names of the workers borne on the muster roll referred to in clause (e) and the voters list shall contain the name, father's name, designation, worker number or identity card number issued by the employer and place of posting of the worker.

(g) The final voter list shall be published by the employer after obtaining the approval of verification officer and be displayed at notice board at the main entrance and also on website, if any, of the industrial establishment within two days of finalisation of the list and a copy of such voters list shall also be sent to the participating Trade

Unions by hand
or by speed post or through electronic mode.

(h) The verification officer shall display the list of the name of the participating Trade Unions with the symbol allotted to them on the notice board at the main entrance and website, if any, of the industrial establishment within two days of finalisation of the list.

(i) The voting and counting of votes shall be held on the date, time and place fixed by the verification officer under the supervision of the verification officer and during the counting, agents of all participating Trade Unions shall be allowed to remain present.

(j) After final counting of votes, the result shall be declared by the verification officer which shall contain the name of all Trade Unions who participated in election, total number of votes polled and the number of votes cast in favour of each of the trade unions which participated in the election.

(5) Verification report.- The verification officer shall submit verification report along with the result sheet to the employer of industrial establishment.

(6) Recognition of Trade Union as negotiating union or constituents of negotiating council.- (a) On the basis of verification report submitted by verification officer, the employer of the industrial establishment shall grant recognition to the Trade Union as a negotiating union or a constituent of negotiating council.

(b) The recognition granted under clause (a), either as negotiating union or the negotiating council shall be valid for three years from the date of recognition or constitution or such further period not exceeding five years, in total, as may be mutually agreed by the employer and the Trade Union, as the case may be.

(7) Facilities provided by industrial establishment.- (a) In an industrial establishment, where there is a negotiating union or negotiating council, as the case may be, the employer of such industrial establishment shall provide the following facilities namely: -

- (i) notice board for the purpose of displaying information relating to activities of the negotiating union or negotiating council;
- (ii) venue and necessary facilities for holding discussions by the negotiating union or negotiating council, as per the schedule and agenda to be settled between employer of the industrial establishment and the negotiating union or negotiating council;
- (iii) venue and necessary facilities for holding discussions amongst the members of the negotiating

union or

constituents of negotiating council;

(iv) entrance of the office bearers of the negotiating union or negotiating council, in the industrial establishment

for the purposes of ascertaining the matters relating to working conditions of the workers;

(v) employer of an industrial establishment, having three hundred or more workers, shall provide suitable office

accommodation with necessary facilities to the negotiating union or negotiating council.

(b) The employer of the industrial establishment shall deduct subscription of the members of the Trade Union on

the basis of the written consent of the worker.

(c) The office bearers of the negotiating union or negotiating council shall be treated on duty while holding

meetings with the employer.

(8) Application for adjudication of dispute before Tribunal.- Where any dispute arises between –

(i) one Trade Union and another; or

(ii) one or more workers who are members of Trade Union and the Trade Union regarding registration,

administration or management or election of office bearers of the Trade Union; or

(iii) one or more workers who are refused admission as members and the Trade Union; or

(iv) where the dispute is in respect of a Trade Union which is a federation of Trade Unions and office

bearer authorised in this behalf by the Trade Union,

the aggrieved worker or the Trade Union, as the case maybe, may make an application in Form-II to the Tribunal having

jurisdiction within a period of one year from the date on which the dispute arises, electronically or by speed post or in person.

CHAPTER IV

STANDING ORDERS

Code concordance

Primary operative section

Section 14

Recognition of negotiating union or negotiating council

Forms and records

No form heading is directly assigned to this rule. Keep the application, notice, order, electronic acknowledgment and register required by the text.

Implementation owner

HR/employee relations with legal review and the authorised signatory specified by the rule.

System control

Create a workflow that blocks completion until every mandatory field, attachment, service method and timeline is satisfied.

Evidence

Preserve the exact filed form, annexures, electronic receipt, delivery proof, hearing material and final order.

Failure consequence

The underlying Code section may create invalidity, compensation, appeal, recovery, unfair-practice or penalty exposure.

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Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 9 | Official source: section 14.

Section 15: Objects of general fund, composition of separate fund and membership fee of Trade Union

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 15 in the official source. Statutory title: Objects of general fund, composition of separate fund and membership fee of Trade Union.

Finin2min clause-by-clause decode

1. Test 1
2. General and political funds must be segregated and used only for permitted objects.
3. Test 2
4. Membership subscription cannot be below the statutory minimum applicable to the member category.
5. Implementation control
6. Trigger
7. Document the fact pattern that activates section 15: objects of general fund, composition of separate fund and membership fee of trade union.
8. Coverage and jurisdiction
9. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
10. Decision owner

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 15.

Section 16: Immunity from civil suit in certain cases

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 16 in the official source. Statutory title: Immunity from civil suit in certain cases.

Finin2min clause-by-clause decode

1. Test 1
2. The section gives specified civil immunity for acts done in contemplation or furtherance of an industrial dispute, but does not immunise violence, crime or conduct outside the statutory scope.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 16: immunity from civil suit in certain cases.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 16.

Section 17: Criminal conspiracy in furtherance of objects of Trade Union

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 17 in the official source. Statutory title: Criminal conspiracy in furtherance of objects of Trade Union.

Finin2min clause-by-clause decode

1. Test 1
2. The limited criminal-conspiracy protection applies only to agreements made in furtherance of legitimate Trade Union objects and does not protect an agreement to commit an offence.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 17: criminal conspiracy in furtherance of objects of trade union.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 17.

Section 18: Enforceability of agreements

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 18 in the official source. Statutory title: Enforceability of agreements.

Finin2min clause-by-clause decode

1. Test 1
2. Agreements between Trade Union members are not unenforceable merely because they restrain trade, subject to the statutory limits.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 18: enforceability of agreements.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 18.

Section 19: Right to inspect books of Trade Union

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 19 in the official source. Statutory title: Right to inspect books of Trade Union.

Finin2min clause-by-clause decode

1. Test 1
2. Members and office-bearers have inspection rights over account books and the member register subject to the union rules and Code.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 19: right to inspect books of trade union.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 19.

Section 20: Rights of minor to membership of Trade Union

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 20 in the official source. Statutory title: Rights of minor to membership of Trade Union.

Finin2min clause-by-clause decode

1. Test 1
2. A person who has attained fourteen years may be a union member, subject to union rules; office-bearing eligibility is governed separately.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 20: rights of minor to membership of trade union.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 20.

Section 21: Disqualification of office-bearers of Trade Unions

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 21 in the official source. Statutory title: Disqualification of office-bearers of Trade Unions.

Finin2min clause-by-clause decode

1. Test 1
2. Disqualifications include the statutory age and conviction criteria; maintain declarations and periodic eligibility checks for office-bearers.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 21: disqualification of office-bearers of trade unions.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 21.

Section 22: Adjudication of disputes of Trade Unions

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 22 in the official source. Statutory title: Adjudication of disputes of Trade Unions.

Finin2min clause-by-clause decode

1. Test 1
2. Trade Union disputes specified by the section are adjudicated by the Tribunal on the prescribed application route.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 22: adjudication of disputes of trade unions.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 22.

Section 23: Proportion of office-bearers to be connected with industry

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 23 in the official source. Statutory title: Proportion of office-bearers to be connected with industry.

Finin2min clause-by-clause decode

1. Test 1
2. The required proportion of office-bearers must be actually engaged or employed in the connected industry, subject to the organised/unorganised-sector rules and exemptions.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 23: proportion of office-bearers to be connected with industry.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 23.

Section 24: Change of name, amalgamation, notice of change and its effect

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 24 in the official source. Statutory title: Change of name, amalgamation, notice of change and its effect.

Finin2min clause-by-clause decode

1. Test 1
2. Change of name and amalgamation require member consent thresholds, notices and Registrar filings; the transaction does not automatically dissolve legal rights or liabilities.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 24: change of name, amalgamation, notice of change and its effect.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 24.

Section 25: Dissolution

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 25 in the official source. Statutory title: Dissolution.

Finin2min clause-by-clause decode

1. Test 1
2. Dissolution must be notified and funds distributed under the registered rules or Registrar process.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 25: dissolution.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 25.

Section 26: Annual returns

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 26 in the official source. Statutory title: Annual returns.

Finin2min clause-by-clause decode

1. Test 1
2. Annual returns must be filed by the prescribed date in the prescribed form with audited financial and governance particulars.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 26: annual returns.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

The establishment creates a trigger ticket when coverage changes, assigns the authorised signatory, uploads the prescribed attachments, captures the acknowledgement and retains a versioned copy of the form, payment and approval.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 26.

Section 27: Recognition of Trade Unions at Central and State level

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 27 in the official source. Statutory title: Recognition of Trade Unions at Central and State level.

Finin2min clause-by-clause decode

1. Test 1
2. Central and State recognition of unions/federations is separate from establishment-level negotiating recognition under section 14.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 27: recognition of trade unions at central and state level.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 27.

Rules, forms, registers, portals and due dates

Rule	Subject	Text/control status
9	Rule 9 — Manner of recognition of negotiating union or negotiating council	Exact Gazette extract embedded

Forms and registers must be confirmed from the appended 2026 Central Rules and the live portal applicable to the appropriate Government. A form is not treated as current merely because an earlier law used the same number.

Notifications and effective-date history

Control	Required action
Enactment	Record Act number, assent and Gazette publication.
Commencement	Use the provision-specific commencement notification; the four Codes became broadly operative from 21 November 2025 subject to earlier partial commencement and corrigenda.
Central Rules	Read the applicable 2026 Central Rules from their Gazette date and verify subsequent amendments.
State instrument	Check final State Rules, authority notifications, forms and rates where the State is appropriate Government.

Old-law/new-Code concordance

Predecessor law	Transition control
Trade Unions Act, 1926	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.

Predecessor law	Transition control
Industrial Employment (Standing Orders) Act, 1946	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.
Industrial Disputes Act, 1947	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.

Practical calculations and control file

Calculation sequence

1. Freeze the employee/worker population and event date.
2. Apply the statutory wage/benefit base and notified threshold.
3. Reconcile attendance, service, payroll and contractor records.
4. Calculate principal amount, interest/damages and any statutory compensation separately.
5. Obtain legal/payroll approval and retain the versioned worksheet.

Three-owner sign-off

- **Employer/HR:** facts, classification, communication and workflow.
- **Employee/worker:** notice, records, nomination/claim and acknowledgement.
- **Professional:** source, formula, forum, limitation and evidence reconciliation.

Binding and highly relevant case-law principles

Older cases are included for principles only. Their continued application must be tested against the current Code wording, repeal-and-savings clause and later judgments.

Decision	Principle and present-use caution
Bangalore Water Supply v. A. Rajappa	The industry test remains an important interpretive starting point, subject to the Code definition and later statutory developments.
Workmen of Firestone Tyre v. Management	Domestic enquiry fairness and the adjudicatory power to examine dismissal remain central principles, subject to the Code and certified standing orders.
Bharat Bank Ltd. v. Employees	Industrial adjudication is specialised statutory adjudication; forum, reference and award provisions must be followed.
Karnal Leather Karamchari Sanghatan v. Liberty Footwear	Settlement and collective-bargaining outcomes require genuine authority, representativeness and statutory compliance.

State-law variation alerts

- Confirm whether the Central or State Government is the appropriate Government.
- Central Rules do not automatically displace valid State Rules, rates, registers, authorities or portal procedures.
- Minimum-wage rates, holidays, working-hours permissions, licences and local welfare obligations require State-specific verification.
- Record Gazette number, effective date and supersession status in the location compliance register.

Finin2min Q&A

Which law and version should be applied?

Use the current text of Industrial Relations Code, 2020, the commencement notification, the applicable Central or State Rules and any later instrument effective on the event date.

How is the appropriate Government identified?

Classify ownership/control, sector, establishment and contractor relationship before selecting the Central or State authority.

Can a company policy override the statutory protection?

No. A policy may improve a benefit or control, but it cannot contract out of a mandatory statutory floor.

What evidence should be retained?

Retain the classification memo, source instrument, form/portal record, calculation, approval, employee communication, acknowledgement and payment or authority proof.

Do the Central Rules apply to every establishment?

No. They govern the Central sphere. State Rules and State notifications must be checked where the State is the appropriate Government.

How should a historical event be tested?

Apply the law and subordinate instrument effective on the event date, then use the repeal-and-savings provision for pending rights and proceedings.

What happens when portal practice conflicts with the statute?

Record the conflict, follow the higher legal instrument, seek authority clarification where necessary and preserve screenshots and correspondence.

Can criminal and monetary consequences arise together?

They may. Separate wages/benefits, interest, damages, civil penalty, prosecution, compounding and director/officer liability.

Is a contractor arrangement enough to shift liability?

No. Principal-employer and contractor liabilities depend on the specific provision and facts; the contract should allocate evidence and recovery without diluting worker rights.

What is the first professional review step?

Freeze the event date and facts, identify the applicable provision, then map Rules, forms, notification status, authority, limitation and evidence.

What is the operational focus of section 5 - Registrar of Trade Unions?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 6 - Criteria for registration?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 7 - Provisions to be contained in constitution or rules of Trade Union?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 8 - Application for registration, alteration of name and procedure thereof?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 9 - Registration of Trade Union and cancellation thereof?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 10 - Appeal against non-registration or cancellation of registration?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 11 - Communication to Trade Union and change in its registration particulars?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 12 - Incorporation of a registered Trade Union?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

finin2min.com | Labour & Manpower Law Publication Series | Educational and professional reference | Review date 2026-07-18 | Verify event-date law before acting.

FININ2MIN SUMMARY - CHAPTER IN 2 MINUTES

Chapter IV - Standing orders

This chapter turns standing orders into an operational control file. It covers Application of this Chapter, Making of model standing orders by Central Government and temporary application, Preparation of draft standing orders by employer and procedure for certification, Certifying officers and appellate authority to have powers of civil court; the practical sequence is to classify coverage and event date, apply the provision and mapped Rule, complete the form/register, calculate the entitlement or exposure, and retain evidence for inspection, claim or appeal.

Who is covered

Employers, workers, trade unions, negotiating bodies, standing-order establishments and dispute-resolution authorities should classify the industrial establishment and worker population first.

Main obligations / rights

- Section 28: Application of this Chapter
- Section 29: Making of model standing orders by Central Government and temporary application
- Section 30: Preparation of draft standing orders by employer and procedure for certification
- Section 31: Certifying officers and appellate authority to have powers of civil court
- Section 32: Appeals

Key thresholds / timelines

- Use only the threshold, rate and limitation period effective on the event date; verify the Central/State instrument before acting.

Forms / evidence

- Register
- Notice
- Classification, calculation, approval, acknowledgement and payment/filing proof

Employer risk snapshot

Highest practical risks: failure to certify, communicate or consistently apply standing orders.

Employee / worker remedy

the substantive protection in this chapter, access to the prescribed authority/forum and a documented remedy within limitation. Confirm authority, limitation and appeal route.

Old law / transition

Map the event date and savings position against: Trade Unions Act, 1926; Industrial Employment (Standing Orders) Act, 1946; Industrial Disputes Act, 1947.

Five-point professional checklist

- Freeze the event date, establishment, location and person/worker classification.
- Identify the controlling section/paragraph, mapped Rule, notification and appropriate Government.
- Reperform the calculation or decision test and document every exception or approval.
- Complete the prescribed form/register/portal step and retain acknowledgement, payment and communication evidence.
- Record the remedy, forum, limitation, appeal path and State variation before sign-off.

Finin2min takeaway: for standing orders, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

Source status: OFFICIAL SOURCE VIEWER / LOCAL ANALYTICAL MAP | Rules: Mapped; exact extracts where retained | Review date: 18 July 2026
Educational and professional reference. Verify the event-date Act/Code, Rules, notifications, State instruments, portal procedure and later judgments before acting.

Chapter IV - Standing orders

Industrial Relations Code, 2020 | Detailed statutory, Rule, compliance, remedy and evidence guide.

Review date: 2026-07-18

Authors: CA Nikhil Gupta & Kajri Singh

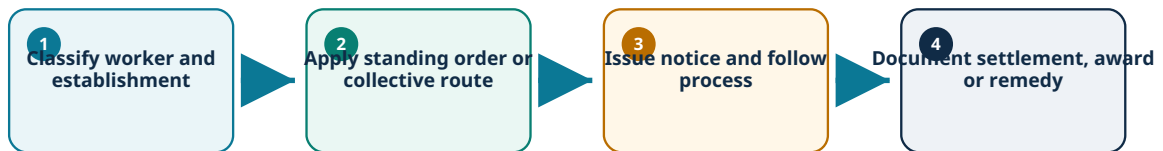
Sections: 28-39

Central Rules mapped: 9

Official source viewer + local analytical map

FININ2MIN LEGAL FLOW

Industrial Relations Code, 2020 — Standing orders

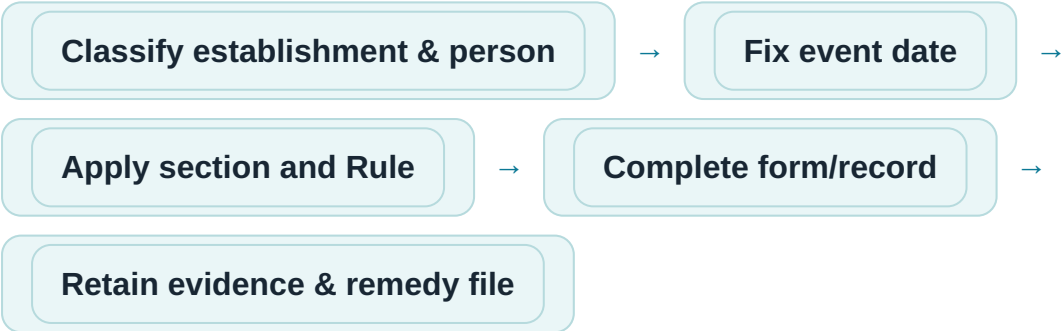


Law → trigger → procedure → evidence. Confirm the operative Central/State instrument on the event date.

Finin2min decision flow — identify the law, complete the statutory process and preserve evidence.

Publication-source status: The chapter contains the complete analytical and Rule-mapping layer. For the four parent Codes, the exact current Act text is displayed through the official India Code PDF/section viewer. It is not re-labelled as locally embedded text where the retained source file is unavailable. This preserves legal honesty while the official text is retained as the controlling source.

Chapter decision flow



Section 28: Application of this Chapter

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 28 in the official source. Statutory title: Application of this Chapter.

Finin2min clause-by-clause decode

1. Test 1
2. Chapter IV applies to an industrial establishment with three hundred or more workers employed, or employed on any day in the preceding twelve months, unless a different number is notified.
3. Test 2
4. Count establishment coverage consistently, including relevant units and worker categories.
5. Implementation control
6. Trigger
7. Document the fact pattern that activates section 28: application of this chapter.
8. Coverage and jurisdiction
9. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
10. Decision owner

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 28.

Section 29: Making of model standing orders by Central Government and temporary application

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 29 in the official source. Statutory title: Making of model standing orders by Central Government and temporary application.

Finin2min clause-by-clause decode

1. Test 1
2. The Central Government issues model standing orders for matters in the First Schedule.
3. Test 2
4. Until certified standing orders operate, model standing orders apply in the manner stated by the Code.
5. Test 3
6. The 2026 Model Standing Orders contain separate schedules for mining, manufacturing and service sectors.
7. Implementation control
8. Trigger
9. Document the fact pattern that activates section 29: making of model standing orders by central government and temporary application.
10. Coverage and jurisdiction

Applicable Central Rules immediately below the provision

Central Rule 10: Rule 10 — Model Standing Orders

extracted from the official English notification

10. Model Standing Orders. - The Model Standing Orders for the purposes of the Code in respect of industrial establishments in mine sector, manufacturing sector and service sector shall be those set out under the Model Standing Orders, 2026.

Forwarding of information to certifying officer.— (1) In case the employer adopts the Model Standing Orders of the Central Government referred to in section 29 of the Code with respect to matters relevant to his industrial establishment or undertaking, the employer shall inform the concerned certifying officer electronically or in person or by speed post, the specific date from which the provisions of the Model Standing Orders have been adopted.

(2) The Model Standing Order adopted under sub-rule (1) shall apply to the industrial establishment and to all its units.

(3) On receipt of information under sub-rule (1), the certifying officer shall enter the details of the industrial establishment which has adopted the Model Standing Order in the register specified in rule 17.

(4) Where the certifying officer observes that the industrial establishment, which has informed adoption of Model Standing Orders is engaged in activities other than for which Model Standing Orders have been adopted, he may, within a period of thirty days from such receipt of information of Model Standing Orders so adopted, direct such employer to include or adopt certain provisions which are relevant to his industrial establishment and indicate those relevant provisions to comply the same within a period of thirty days from the date of the receipt of such direction and send a compliance report in respect of those provisions only which the certifying officer has so directed to get included.

(5) If no observation is made by the certifying officer within a period of thirty days of the receipt of the information specified in sub-rule (1), the Model Standing Order shall be deemed to have been certified by the certifying officer.

(6) The provisions of the Model Standing Orders adopted in accordance with the provisions of these rules shall come in force with effect from the date specified in sub-rule (1).

(7) The certifying officer shall not raise any observation, if the industrial establishment is engaged in

activities which
are wholly covered by the activities of the industrial establishment to which the standing orders apply.

Code concordance

Primary operative section

Section 29

Making of model standing orders by Central Government and temporary application

Forms and records

No form heading is directly assigned to this rule. Keep the application, notice, order, electronic acknowledgment and register required by the text.

Implementation owner

HR/employee relations with legal review and the authorised signatory specified by the rule.

System control

Create a workflow that blocks completion until every mandatory field, attachment, service method and timeline is satisfied.

Evidence

Preserve the exact filed form, annexures, electronic receipt, delivery proof, hearing material and final order.

Failure consequence

The underlying Code section may create invalidity, compensation, appeal, recovery, unfair-practice or penalty exposure.

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Practical example

Before changing employment status, the employer maps headcount, worker category, service, notice, permission, compensation and re-employment obligations. The decision is held until the legal, HR and finance evidence files reconcile.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 10 | Official source: section 29.

Section 30: Preparation of draft standing orders by employer and procedure for certification

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 30 in the official source. Statutory title: Preparation of draft standing orders by employer and procedure for certification.

Finin2min clause-by-clause decode

1. Test 1
2. An employer within coverage must prepare draft standing orders within six months from commencement, consult the union/negotiating body and submit them to the certifying officer.
3. Test 2
4. Adoption of the relevant model standing orders is deemed certification, subject to notice to and observations of the certifying officer.
5. Test 3
6. The draft must cover every applicable First Schedule matter; certification procedure, objections, hearing, authentication and deemed certification are controlled by this section and Rules 11 to 14.
7. Implementation control
8. Trigger
9. Document the fact pattern that activates section 30: preparation of draft standing orders by employer and procedure for certification.
10. Coverage and jurisdiction

Applicable Central Rules immediately below the provision

Central Rule 11: Rule 11 — Choosing of representatives of workers for issuing notice where there is no Trade Union

extracted from the official English notification

11. Choosing of representatives of workers for issuing notice where there is no Trade Union.— (1) Where there is

no Trade Union in the industrial establishment or undertaking, the certifying officer shall call a meeting of the workers

to choose their representatives, to whom shall, upon their being chosen, issue notice along with a copy of the standing

order or modification, as the case may be, in the language spoken and understood by the majority of the workers,

requiring comments or suggestions, if any, which the workers may desire to make to the draft standing orders to be

submitted within fifteen days from the date of receipt of such notice.

(2) The Trade Union or negotiating union or constituent of negotiating council shall be given a copy of the draft

standing orders or modification, as the case may be, in the language spoken and understood by the majority of the

workers, for seeking their comments or suggestions, if any, within fifteen days from the date of the receipt of the notice

in this rule.

Code concordance

Primary operative section

Section 30

Preparation of draft standing orders by employer and procedure for certification

Forms and records

No form heading is directly assigned to this rule. Keep the application, notice, order, electronic acknowledgment and register required by the text.

Implementation owner

HR/employee relations with legal review and the authorised signatory specified by the rule.

System control

Create a workflow that blocks completion until every mandatory field, attachment, service method and timeline is satisfied.

Evidence

Preserve the exact filed form, annexures, electronic receipt, delivery proof, hearing material and final order.

Failure consequence

The underlying Code section may create invalidity, compensation, appeal, recovery, unfair-practice or penalty exposure.

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Central Rule 12: Rule 12 — Authentication of certified standing order

extracted from the official English notification

12. Authentication of certified standing order.— The certified standing orders or the modifications in the standing orders shall be authenticated by the certifying officer and shall be sent electronically and a hard copy thereof by speed post, within seven days from the date of such authentication to the employer and all the registered Trade Unions or chosen representative of workers:

Provided that there shall not be any requirement of authentication under this rule in cases of deemed

certification under sub-section (3) of section 30 of the Code and in cases where the employer has certified adoption of Model Standing Orders.

Code concordance

Primary operative section

Section 30

Preparation of draft standing orders by employer and procedure for certification

Forms and records

No form heading is directly assigned to this rule. Keep the application, notice, order, electronic acknowledgment and register required by the text.

Implementation owner

HR/employee relations with legal review and the authorised signatory specified by the rule.

System control

Create a workflow that blocks completion until every mandatory field, attachment, service method and timeline is satisfied.

Evidence

Preserve the exact filed form, annexures, electronic receipt, delivery proof, hearing material and final order.

Failure consequence

The underlying Code section may create invalidity, compensation, appeal, recovery, unfair-practice or penalty exposure.

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Central Rule 13: Rule 13 — Statement to accompany draft standing orders

extracted from the official English notification

13. Statement to accompany draft standing orders.- (1) The draft standing order shall be accompanied with a statement containing, the name of the industrial establishment or undertaking concerned, address, e-mail address,

contact number and the strength and details of workers employed therein including particulars of Trade Unions, if any, to which such workers belong.

(2) The draft modification in an existing standing order shall be accompanied with a statement containing the particulars of such standing order which is proposed to be modified along with a tabular statement containing details of each of the provision of that standing order in force and the proposed modification therein and reasons therefor.

(3) The statement referred to in sub-rules (1) and (2) shall be signed by a person authorised by the industrial establishment or undertaking.

(4) The Model Standing Orders, if modified, shall also apply to all the units of the industrial establishment or undertaking.

Code concordance

Primary operative section

Section 30

Preparation of draft standing orders by employer and procedure for certification

Forms and records

No form heading is directly assigned to this rule. Keep the application, notice, order, electronic acknowledgment and register required by the text.

Implementation owner

HR/employee relations with legal review and the authorised signatory specified by the rule.

System control

Create a workflow that blocks completion until every mandatory field, attachment, service method and timeline is satisfied.

Evidence

Preserve the exact filed form, annexures, electronic receipt, delivery proof, hearing material and final order.

Failure consequence

The underlying Code section may create invalidity, compensation, appeal, recovery, unfair-practice or penalty exposure.

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Central Rule 14: Rule 14 — Conditions for submission of draft standing orders in similar establishment

extracted from the official English notification

14. Conditions for submission of draft standing orders in similar establishment.— In case of group of employers engaged in similar industrial establishments, they may, after consultation with the concerned Trade Union, submit a joint draft of standing order under section 30 of the Code and the provisions of these rules shall apply:

Provided that the joint draft of standing orders, in cases of group of employers engaged in similar industrial establishments, shall be drafted and submitted to the Additional Chief Labour Commissioner (Central), who shall, in consultation with the concerned certifying officers, certify such joint draft standing orders, after recording reasons therefor:

Provided further that the certifying officer shall give notice to the concerned parties and provide reasonable opportunity of being heard before certifying the standing orders.

Code concordance

Primary operative section

Section 30

Preparation of draft standing orders by employer and procedure for certification

Forms and records

No form heading is directly assigned to this rule. Keep the application, notice, order, electronic acknowledgment and register required by the text.

Implementation owner

HR/employee relations with legal review and the authorised signatory specified by the rule.

System control

Create a workflow that blocks completion until every mandatory field, attachment, service method and timeline is satisfied.

Evidence

Preserve the exact filed form, annexures, electronic receipt, delivery proof, hearing material and final order.

Failure consequence

The underlying Code section may create invalidity, compensation, appeal, recovery, unfair-practice or penalty exposure.

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Practical example

Before changing employment status, the employer maps headcount, worker category, service, notice, permission, compensation and re-employment obligations. The decision is held until the legal, HR and finance evidence files reconcile.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 11, Rule 12, Rule 13, Rule 14 | Official source: section 30.

Section 31: Certifying officers and appellate authority to have powers of civil court

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 31 in the official source. Statutory title: Certifying officers and appellate authority to have powers of civil court.

Finin2min clause-by-clause decode

1. Test 1
2. Certifying officers and appellate authorities have specified civil-court powers for evidence, oaths, attendance and document production.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 31: certifying officers and appellate authority to have powers of civil court.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 31.

Section 32: Appeals

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 32 in the official source. Statutory title: Appeals.

Finin2min clause-by-clause decode

1. Test 1
2. A statutory appeal lies within sixty days from receipt of the certifying officer's order; Rule 15 governs disposal and the notified appellate authority must be used.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 32: appeals.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

Central Rule 15: Rule 15 — Disposal of appeal

extracted from the official English notification

15. Disposal of appeal.— (1) An employer or Trade Union or the negotiating union or negotiating council, or where there is no negotiating union or negotiating council in an industrial establishment or undertaking, any union or such representative body of the workers of the industrial establishment or undertaking, may prefer an appeal against the order of the certifying officer made under sub-section (5) of section 30 of the Code within sixty days of the receipt of such order, and for that purpose draw up a memorandum of appeal in a tabular form stating therein the provisions of the standing orders which are required to be altered or modified or deleted or added along with the reasons therefor, and file it electronically or in person with the appellate authority.

(2) The appellate authority shall fix a date for the hearing of the appeal and direct notice thereof to be given, —

(a) where the appeal is filed by the employer, to Trade Union or the negotiating union or negotiating council, as the

case may be, or where there is no negotiating union or negotiating council in an industrial establishment or

undertaking, any union or such representative body of the workers of the industrial establishment or undertaking;

(b) where the appeal is filed by a Trade Union or the negotiating union or negotiating council, to the employer and

the negotiating union or the negotiating council or all other Trade Unions of the workers of the industrial

establishment, as the case may be, or where there is no negotiating union or negotiating council in an industrial

establishment or undertaking, any union or such representative body of the workers of the industrial establishment

or undertaking; and

(c) where the appeal is filed by a representative body of the workers, to the employer and other Trade Unions of

the workers of the industrial establishment, or where there is no trade union of the workers in an industrial

establishment or undertaking, any other worker who joins as a party to the appeal.

(3) The appellant shall furnish each of the respondents with a copy of the memorandum of appeal referred to in sub-rule

(1).

(4) The appellate authority may, at any stage of the proceeding call for any evidence, if it considers necessary for the

disposal of the appeal.

(5) On the date fixed under sub-rule (2) for the hearing of the appeal, the appellate authority shall take such evidence as

it considers relevant, if produced, and after hearing the parties, dispose of the appeal.

Code concordance

Primary operative section

Section 32

Appeals

Other Code provisions expressly referred to in the rule text

Section 30

Preparation of draft standing orders by employer and procedure for certification

Forms and records

No form heading is directly assigned to this rule. Keep the application, notice, order, electronic acknowledgment and register required by the text.

Implementation owner

HR/employee relations with legal review and the authorised signatory specified by the rule.

System control

Create a workflow that blocks completion until every mandatory field, attachment, service method and timeline is satisfied.

Evidence

Preserve the exact filed form, annexures, electronic receipt, delivery proof, hearing material and final order.

Failure consequence

The underlying Code section may create invalidity, compensation, appeal, recovery, unfair-practice or penalty exposure.

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Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 15 | Official source: section 32.

Section 33: Date of operation of standing orders and its availability

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 33 in the official source. Statutory title: Date of operation of standing orders and its availability.

Finin2min clause-by-clause decode

1. Test 1
2. Absent an appeal, certified standing orders operate after thirty days from authenticated copies; after appeal, the Code specifies a seven-day period from communication of the appellate order.
3. Test 2
4. The employer must make the final text available in the prescribed language and manner.
5. Implementation control
6. Trigger
7. Document the fact pattern that activates section 33: date of operation of standing orders and its availability.
8. Coverage and jurisdiction
9. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
10. Decision owner

Applicable Central Rules immediately below the provision

Central Rule 16: Rule 16 — Serving of order and text of standing orders

extracted from the official English notification

16. Serving of order and text of standing orders. - (1) The order of the appellate authority shall be served electronically or otherwise within three days of the disposal of appeal to the employer or Trade Union or the negotiating

union or negotiating council or any union or representative body of the workers, as the case may be, by whom the appeal has been filed.

(2) The text of the standing orders as finally certified or deemed to have been certified or adopted model standing orders under this Chapter, shall be maintained by the employer in Hindi, English and local language.

(3) The certified standing orders shall be displayed in legible manner by the employer on the special board to be maintained for the purpose at the entrance or near the entrance of the industrial establishment through which majority of workers enter and may also be posted on the designated portal/website, if any, of such industrial establishment.

Code concordance

Primary operative section

Section 33

Date of operation of standing orders and its availability

Forms and records

No form heading is directly assigned to this rule. Keep the application, notice, order, electronic acknowledgment and register required by the text.

Implementation owner

HR/employee relations with legal review and the authorised signatory specified by the rule.

System control

Create a workflow that blocks completion until every mandatory field, attachment, service method and timeline is satisfied.

Evidence

Preserve the exact filed form, annexures, electronic receipt, delivery proof, hearing material and final order.

Failure consequence

The underlying Code section may create invalidity, compensation, appeal, recovery, unfair-practice or penalty exposure.

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Practical example

Before changing employment status, the employer maps headcount, worker category, service, notice, permission, compensation and re-employment obligations. The decision is held until the legal, HR and finance evidence files reconcile.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 16 | Official source: section 33.

Section 34: Register of standing orders

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 34 in the official source. Statutory title: Register of standing orders.

Finin2min clause-by-clause decode

1. Test 1
2. The certifying officer maintains the register and supplies copies on the prescribed fee; Rule 17 provides the register architecture.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 34: register of standing orders.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

Central Rule 17: Rule 17 — Register of standing orders

extracted from the official English notification

17. Register of standing orders.— (1) The certifying officer shall maintain electronically, a register in Form-III of

all finally certified standing orders or deemed to have been certified or adopted Model Standing Orders, of all the

concerned industrial establishments, which shall contain details of –

- (a) the unique number assigned to each standing order;
- (b) the name of industrial establishment;
- (c) the nature of industrial establishment;
- (d) the date of certification or deemed certification or date of adoption of Model Standing Orders

by each

establishment or undertaking;

- (e) the areas of operation of the industrial establishment; and

(f) such other details as may be relevant and helpful in retrieving the standing orders and create a data base

of such of all standing orders.

(2) The certifying officer shall furnish a copy of the certified standing orders or deemed certified standing orders

referred to in sub-rule (1) to any person applying therefor, on payment of two rupees per page of the certified standing

orders or deemed certified standing orders, as the case may be.

(3) The payment of fee for getting certified standing orders may also be made electronically.

Code concordance

Primary operative section

Section 34

Register of standing orders

Forms and records

Form III

See Rule 17

Implementation owner

HR/employee relations with legal review and the authorised signatory specified by the rule.

System control

Create a workflow that blocks completion until every mandatory field, attachment, service method and timeline is satisfied.

Evidence

Preserve the exact filed form, annexures, electronic receipt, delivery proof, hearing material and final order.

Failure consequence

The underlying Code section may create invalidity, compensation, appeal, recovery, unfair-practice or penalty exposure.

Practical example

Before changing employment status, the employer maps headcount, worker category, service, notice, permission, compensation and re-employment obligations. The decision is held until the legal, HR and finance evidence files reconcile.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 17 | Official source: section 34.

Section 35: Duration and modification of standing orders

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 35 in the official source. Statutory title: Duration and modification of standing orders.

Finin2min clause-by-clause decode

1. Test 1
2. Certified standing orders generally cannot be modified for six months unless the parties agree; later modification follows the certification route.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 35: duration and modification of standing orders.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

Central Rule 18: Rule 18 — Application for modification of standing orders

extracted from the official English notification

18. Application for modification of standing orders.— (1) The application for modification of existing standing orders shall be submitted electronically or in person or by speed post.

(2) The application specified in sub-rule (1) shall contain the particulars of such standing orders which are proposed to be modified along with a tabular statement containing details of each of the relevant provisions of standing order in force and proposed modifications therein, reasons thereof and the details of registered Trade Unions operating therein.

(3) The statement mentioned in sub-rule (2) shall be signed by a person authorised by the industrial establishment or undertaking or workers or a Trade Union or other representative body of the workers, as the case may be, who has submitted such application for modification.

CHAPTER V

NOTICE OF CHANGE

Code concordance

Primary operative section

Section 35

Duration and modification of standing orders

Forms and records

No form heading is directly assigned to this rule. Keep the application, notice, order, electronic acknowledgment and register required by the text.

Implementation owner

HR/employee relations with legal review and the authorised signatory specified by the rule.

System control

Create a workflow that blocks completion until every mandatory field, attachment, service method and timeline is satisfied.

Evidence

Preserve the exact filed form, annexures, electronic receipt, delivery proof, hearing material and final order.

Failure consequence

The underlying Code section may create invalidity, compensation, appeal, recovery, unfair-practice or penalty exposure.

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Practical example

Before changing employment status, the employer maps headcount, worker category, service, notice, permission, compensation and re-employment obligations. The decision is held until the legal, HR and finance evidence files reconcile.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 18 | Official source: section 35.

Section 36: Oral evidence in contradiction of standing orders not admissible

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 36 in the official source. Statutory title: Oral evidence in contradiction of standing orders not admissible.

Finin2min clause-by-clause decode

1. Test 1
2. Oral evidence cannot be used to add to, vary or contradict finally certified standing orders.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 36: oral evidence in contradiction of standing orders not admissible.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

Before changing employment status, the employer maps headcount, worker category, service, notice, permission, compensation and re-employment obligations. The decision is held until the legal, HR and finance evidence files reconcile.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 36.

Section 37: Interpretation, etc., of standing orders

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 37 in the official source. Statutory title: Interpretation, etc., of standing orders.

Finin2min clause-by-clause decode

1. Test 1
2. Questions about application or interpretation of certified standing orders are decided through the statutory Tribunal route.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 37: interpretation, etc., of standing orders.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

Before changing employment status, the employer maps headcount, worker category, service, notice, permission, compensation and re-employment obligations. The decision is held until the legal, HR and finance evidence files reconcile.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 37.

Section 38: Time limit for completing disciplinary proceedings and liability to pay subsistence allowance

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 38 in the official source. Statutory title: Time limit for completing disciplinary proceedings and liability to pay subsistence allowance.

Finin2min clause-by-clause decode

1. Test 1
2. Disciplinary investigation and enquiry should ordinarily be completed within ninety days.
3. Test 2
4. Subsistence allowance is fifty per cent of last-drawn wages for the first ninety days and seventy-five per cent thereafter where delay is not attributable to the worker.
5. Test 3
6. Standing orders, natural justice and the proposed-penalty process must operate together.
7. Implementation control
8. Trigger
9. Document the fact pattern that activates section 38: time limit for completing disciplinary proceedings and liability to pay subsistence allowance.
10. Coverage and jurisdiction

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 38.

Section 39: Power to exempt

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 39 in the official source. Statutory title: Power to exempt.

Finin2min clause-by-clause decode

1. Test 1
2. The provision governs power to exempt under the standing-order certification and service-rule framework.
3. Test 2
4. Test the three-hundred-worker coverage threshold, appropriate Government, applicable model order, certified text and effective date.
5. Test 3
6. Align appointment terms, HR policies, disciplinary action and employee communications with the final standing orders; contradictory oral practice is unsafe.
7. Test 4
8. Preserve drafts, consultation minutes, filing receipt, objections, hearing record, authenticated order, display proof and modification history.
9. Implementation control
10. Trigger

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 39.

Rules, forms, registers, portals and due dates

Rule	Subject	Text/control status
10	Rule 10 — Model Standing Orders	Exact Gazette extract embedded
11	Rule 11 — Choosing of representatives of workers for issuing notice where there is no Trade Union	Exact Gazette extract embedded
12	Rule 12 — Authentication of certified standing order	Exact Gazette extract embedded
13	Rule 13 — Statement to accompany draft standing orders	Exact Gazette extract embedded
14	Rule 14 — Conditions for submission of draft standing orders in similar establishment	Exact Gazette extract embedded
15	Rule 15 — Disposal of appeal	Exact Gazette extract embedded
16	Rule 16 — Serving of order and text of standing orders	Exact Gazette extract embedded
17	Rule 17 — Register of standing orders	Exact Gazette extract embedded
18	Rule 18 — Application for modification of standing orders	Exact Gazette extract embedded

Forms and registers must be confirmed from the appended 2026 Central Rules and the live portal applicable to the appropriate Government. A form is not treated as current merely because an earlier law used the same number.

Notifications and effective-date history

Control	Required action
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Enactment	Record Act number, assent and Gazette publication.
Commencement	Use the provision-specific commencement notification; the four Codes became broadly operative from 21 November 2025 subject to earlier partial commencement and corrigenda.
Central Rules	Read the applicable 2026 Central Rules from their Gazette date and verify subsequent amendments.
State instrument	Check final State Rules, authority notifications, forms and rates where the State is appropriate Government.

Old-law/new-Code concordance

Predecessor law	Transition control
Trade Unions Act, 1926	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.
Industrial Employment (Standing Orders) Act, 1946	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.
Industrial Disputes Act, 1947	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.

Practical calculations and control file

Calculation sequence

1. Freeze the employee/worker population and event date.
2. Apply the statutory wage/benefit base and notified threshold.
3. Reconcile attendance, service, payroll and contractor records.
4. Calculate principal amount, interest/damages and any statutory compensation separately.
5. Obtain legal/payroll approval and retain the versioned worksheet.

Three-owner sign-off

- **Employer/HR:** facts, classification, communication and workflow.
- **Employee/worker:** notice, records, nomination/claim and acknowledgement.
- **Professional:** source, formula, forum, limitation and evidence reconciliation.

Binding and highly relevant case-law principles

Older cases are included for principles only. Their continued application must be tested against the current Code wording, repeal-and-savings clause and later judgments.

Decision	Principle and present-use caution
Bangalore Water Supply v. A. Rajappa	The industry test remains an important interpretive starting point, subject to the Code definition and later statutory developments.
Workmen of Firestone Tyre v. Management	Domestic enquiry fairness and the adjudicatory power to examine dismissal remain central principles, subject to the Code and certified standing orders.
Bharat Bank Ltd. v. Employees	Industrial adjudication is specialised statutory adjudication; forum, reference and award provisions must be followed.
Karnal Leather Karamchari Sanghatan v. Liberty Footwear	Settlement and collective-bargaining outcomes require genuine authority, representativeness and statutory compliance.

State-law variation alerts

- Confirm whether the Central or State Government is the appropriate Government.
- Central Rules do not automatically displace valid State Rules, rates, registers, authorities or portal procedures.
- Minimum-wage rates, holidays, working-hours permissions, licences and local welfare obligations require State-specific verification.
- Record Gazette number, effective date and supersession status in the location compliance register.

Finin2min Q&A

Which law and version should be applied?

Use the current text of Industrial Relations Code, 2020, the commencement notification, the applicable Central or State Rules and any later instrument effective on the event date.

How is the appropriate Government identified?

Classify ownership/control, sector, establishment and contractor relationship before selecting the Central or State authority.

Can a company policy override the statutory protection?

No. A policy may improve a benefit or control, but it cannot contract out of a mandatory statutory floor.

What evidence should be retained?

Retain the classification memo, source instrument, form/portal record, calculation, approval, employee communication, acknowledgement and payment or authority proof.

Do the Central Rules apply to every establishment?

No. They govern the Central sphere. State Rules and State notifications must be checked where the State is the appropriate Government.

How should a historical event be tested?

Apply the law and subordinate instrument effective on the event date, then use the repeal-and-savings provision for pending rights and proceedings.

What happens when portal practice conflicts with the statute?

Record the conflict, follow the higher legal instrument, seek authority clarification where necessary and preserve screenshots and correspondence.

Can criminal and monetary consequences arise together?

They may. Separate wages/benefits, interest, damages, civil penalty, prosecution, compounding and director/officer liability.

Is a contractor arrangement enough to shift liability?

No. Principal-employer and contractor liabilities depend on the specific provision and facts; the contract should allocate evidence and recovery without diluting worker rights.

What is the first professional review step?

Freeze the event date and facts, identify the applicable provision, then map Rules, forms, notification status, authority, limitation and evidence.

What is the operational focus of section 28 - Application of this Chapter?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 29 - Making of model standing orders by Central Government and temporary application?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 30 - Preparation of draft standing orders by employer and procedure for certification?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 31 - Certifying officers and appellate authority to have powers of civil court?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 32 - Appeals?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 33 - Date of operation of standing orders and its availability?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 34 - Register of standing orders?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 35 - Duration and modification of standing orders?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

finin2min.com | Labour & Manpower Law Publication Series | Educational and professional reference | Review date 2026-07-18 | Verify event-date law before acting.

FININ2MIN SUMMARY - CHAPTER IN 2 MINUTES

Chapter V - Notice of change

This chapter turns notice of change into an operational control file. It covers Notice of change, Power of appropriate Government to exempt; the practical sequence is to classify coverage and event date, apply the provision and mapped Rule, complete the form/register, calculate the entitlement or exposure, and retain evidence for inspection, claim or appeal.

Who is covered

Employers, workers, trade unions, negotiating bodies, standing-order establishments and dispute-resolution authorities should classify the industrial establishment and worker population first.

Key thresholds / timelines

- Use only the threshold, rate and limitation period effective on the event date; verify the Central/State instrument before acting.

Employer risk snapshot

Highest practical risks: misclassification, missed filing/notice, unsupported calculation, incomplete records and use of the wrong Central/State instrument.

Old law / transition

Map the event date and savings position against: Trade Unions Act, 1926; Industrial Employment (Standing Orders) Act, 1946; Industrial Disputes Act, 1947.

Main obligations / rights

- Section 40: Notice of change
- Section 41: Power of appropriate Government to exempt

Forms / evidence

- Notice
- Classification, calculation, approval, acknowledgement and payment/filing proof

Employee / worker remedy

the substantive protection in this chapter, access to the prescribed authority/forum and a documented remedy within limitation. Confirm authority, limitation and appeal route.

Five-point professional checklist

- Freeze the event date, establishment, location and person/worker classification.
- Identify the controlling section/paragraph, mapped Rule, notification and appropriate Government.
- Reperform the calculation or decision test and document every exception or approval.
- Complete the prescribed form/register/portal step and retain acknowledgement, payment and communication evidence.
- Record the remedy, forum, limitation, appeal path and State variation before sign-off.

Finin2min takeaway: for notice of change, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

Source status: OFFICIAL SOURCE VIEWER / LOCAL ANALYTICAL MAP | Rules: Mapped; exact extracts where retained | Review date: 18 July 2026
Educational and professional reference. Verify the event-date Act/Code, Rules, notifications, State instruments, portal procedure and later judgments before acting.

Chapter V - Notice of change

Industrial Relations Code, 2020 | Detailed statutory, Rule, compliance, remedy and evidence guide.

Review date: 2026-07-18

Authors: CA Nikhil Gupta & Kajri Singh

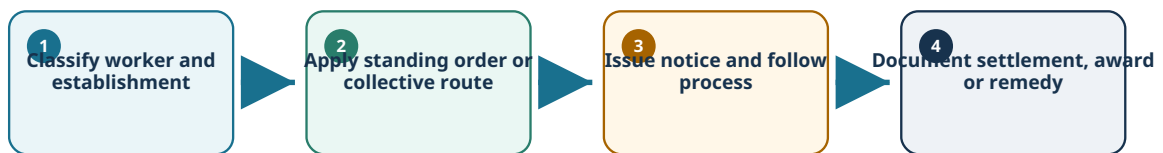
Sections: 40-41

Central Rules mapped: 1

[Official source viewer + local analytical map](#)

FININ2MIN LEGAL FLOW

Industrial Relations Code, 2020 — Notice of change

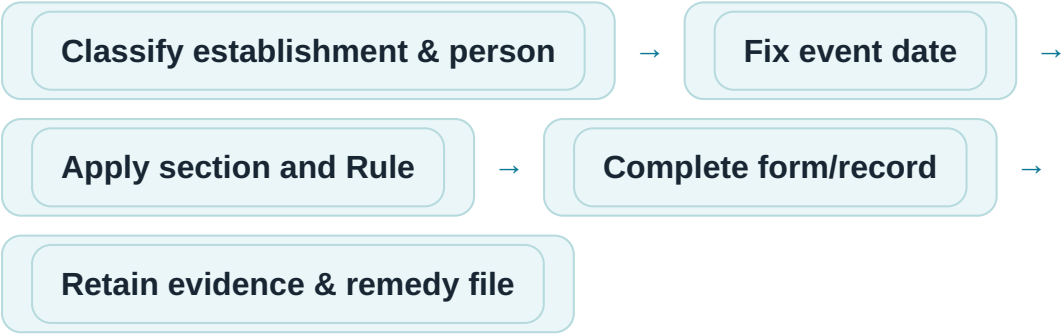


Law → trigger → procedure → evidence. Confirm the operative Central/State instrument on the event date.

Finin2min decision flow — identify the law, complete the statutory process and preserve evidence.

Publication-source status: The chapter contains the complete analytical and Rule-mapping layer. For the four parent Codes, the exact current Act text is displayed through the official India Code PDF/section viewer. It is not re-labelled as locally embedded text where the retained source file is unavailable. This preserves legal honesty while the official text is retained as the controlling source.

Chapter decision flow



Section 40: Notice of change

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 40 in the official source. Statutory title: Notice of change.

Finin2min clause-by-clause decode

1. Test 1
2. A change to a Third Schedule service condition generally requires twenty-one days' notice in the prescribed manner before effect.
3. Test 2
4. The section contains exceptions for settlements, awards, Government orders, emergent shift changes and other stated cases.
5. Implementation control
6. Trigger
7. Document the fact pattern that activates section 40: notice of change.
8. Coverage and jurisdiction
9. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
10. Decision owner

Applicable Central Rules immediately below the provision

Central Rule 19: Rule 19 — Notice for change

extracted from the official English notification

19. Notice for change.— (1) Any employer intending to effect any change in the conditions of service applicable to any worker in respect of any matter specified in the Third Schedule to the Code, shall give notice in Form-IV electronically or by speed post or in person, to such workers likely to be affected by such change and shall also upload such notice on the designated portal, if any, of the industrial establishment.

(2) The notice mentioned in sub-rule (1) shall be displayed conspicuously by the employer on the notice board or on the electronic notice board at the main entrance of the industrial establishment:

Provided that when there is a registered Trade Union or registered Trade Unions or a negotiating union or negotiating council relating to the concerned industrial establishment, a copy of such notice shall also be served in the

manner specified in sub-rule (1) on the secretary of such Trade Union or each of the secretaries of such Trade Unions, or secretary of the negotiating union or constituent of negotiating council, as the case may be.

CHAPTER VI

VOLUNTARY REFERENCE OF DISPUTES TO ARBITRATION

Code concordance

Primary operative section

Section 40

Notice of change

Forms and records

Form IV

See Rule 19

Implementation owner

HR/employee relations with legal review and the authorised signatory specified by the rule.

System control

Create a workflow that blocks completion until every mandatory field, attachment, service method and timeline is satisfied.

Evidence

Preserve the exact filed form, annexures, electronic receipt, delivery proof, hearing material and final order.

Failure consequence

The underlying Code section may create invalidity, compensation, appeal, recovery, unfair-practice or penalty exposure.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 19 | Official source: section 40.

Section 41: Power of appropriate Government to exempt

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 41 in the official source. Statutory title: Power of appropriate Government to exempt.

Finin2min clause-by-clause decode

1. Test 1
2. The provision creates the legal rule for power of appropriate government to exempt.
3. Test 2
4. Identify the actor, trigger, appropriate Government, prescribed manner and effective date before implementation.
5. Test 3
6. Keep contemporaneous approvals, notices, registers, filings, acknowledgements and decision evidence.
7. Test 4
8. Use the linked rules, notification and remedy route; unresolved classification or jurisdiction questions require professional review.
9. Implementation control
10. Trigger

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 41.

Rules, forms, registers, portals and due dates

Rule	Subject	Text/control status
19	Rule 19 — Notice for change	Exact Gazette extract embedded

Forms and registers must be confirmed from the appended 2026 Central Rules and the live portal applicable to the appropriate Government. A form is not treated as current merely because an earlier law used the same number.

Notifications and effective-date history

Control	Required action
Enactment	Record Act number, assent and Gazette publication.
Commencement	Use the provision-specific commencement notification; the four Codes became broadly operative from 21 November 2025 subject to earlier partial commencement and corrigenda.
Central Rules	Read the applicable 2026 Central Rules from their Gazette date and verify subsequent amendments.
State instrument	Check final State Rules, authority notifications, forms and rates where the State is appropriate Government.

Old-law/new-Code concordance

Predecessor law	Transition control
Trade Unions Act, 1926	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.
Industrial Employment (Standing Orders) Act, 1946	

Predecessor law	Transition control
	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.
Industrial Disputes Act, 1947	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.

Practical calculations and control file

Calculation sequence

1. Freeze the employee/worker population and event date.
2. Apply the statutory wage/benefit base and notified threshold.
3. Reconcile attendance, service, payroll and contractor records.
4. Calculate principal amount, interest/damages and any statutory compensation separately.
5. Obtain legal/payroll approval and retain the versioned worksheet.

Three-owner sign-off

- **Employer/HR:** facts, classification, communication and workflow.
- **Employee/worker:** notice, records, nomination/claim and acknowledgement.
- **Professional:** source, formula, forum, limitation and evidence reconciliation.

Binding and highly relevant case-law principles

Older cases are included for principles only. Their continued application must be tested against the current Code wording, repeal-and-savings clause and later judgments.

Decision	Principle and present-use caution
Bangalore Water Supply v. A. Rajappa	The industry test remains an important interpretive starting point, subject to the Code definition and later statutory developments.
Workmen of Firestone Tyre v. Management	Domestic enquiry fairness and the adjudicatory power to examine dismissal remain central principles, subject to the Code and certified standing orders.
Bharat Bank Ltd. v. Employees	Industrial adjudication is specialised statutory adjudication; forum, reference and award provisions must be followed.
Karnal Leather Karamchari Sanghatan v. Liberty Footwear	Settlement and collective-bargaining outcomes require genuine authority, representativeness and statutory compliance.

State-law variation alerts

- Confirm whether the Central or State Government is the appropriate Government.
- Central Rules do not automatically displace valid State Rules, rates, registers, authorities or portal procedures.
- Minimum-wage rates, holidays, working-hours permissions, licences and local welfare obligations require State-specific verification.
- Record Gazette number, effective date and supersession status in the location compliance register.

Finin2min Q&A

Which law and version should be applied?

Use the current text of Industrial Relations Code, 2020, the commencement notification, the applicable Central or State Rules and any later instrument effective on the event date.

How is the appropriate Government identified?

Classify ownership/control, sector, establishment and contractor relationship before selecting the Central or State authority.

Can a company policy override the statutory protection?

No. A policy may improve a benefit or control, but it cannot contract out of a mandatory statutory floor.

What evidence should be retained?

Retain the classification memo, source instrument, form/portal record, calculation, approval, employee communication, acknowledgement and payment or authority proof.

Do the Central Rules apply to every establishment?

No. They govern the Central sphere. State Rules and State notifications must be checked where the State is the appropriate Government.

How should a historical event be tested?

Apply the law and subordinate instrument effective on the event date, then use the repeal-and-savings provision for pending rights and proceedings.

What happens when portal practice conflicts with the statute?

Record the conflict, follow the higher legal instrument, seek authority clarification where necessary and preserve screenshots and correspondence.

Can criminal and monetary consequences arise together?

They may. Separate wages/benefits, interest, damages, civil penalty, prosecution, compounding and director/officer liability.

Is a contractor arrangement enough to shift liability?

No. Principal-employer and contractor liabilities depend on the specific provision and facts; the contract should allocate evidence and recovery without diluting worker rights.

What is the first professional review step?

Freeze the event date and facts, identify the applicable provision, then map Rules, forms, notification status, authority, limitation and evidence.

What is the operational focus of section 40 - Notice of change?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 41 - Power of appropriate Government to exempt?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is review control 13 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

What is review control 14 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

What is review control 15 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

FININ2MIN SUMMARY - CHAPTER IN 2 MINUTES

Chapter VI - Voluntary arbitration

This chapter turns voluntary arbitration into an operational control file. It covers Voluntary reference of disputes to arbitration; the practical sequence is to classify coverage and event date, apply the provision and mapped Rule, complete the form/register, calculate the entitlement or exposure, and retain evidence for inspection, claim or appeal.

Who is covered Employers, workers, trade unions, negotiating bodies, standing-order establishments and dispute-resolution authorities should classify the industrial establishment and worker population first.	Main obligations / rights • Section 42: Voluntary reference of disputes to arbitration
Key thresholds / timelines • Use only the threshold, rate and limitation period effective on the event date; verify the Central/State instrument before acting.	Forms / evidence • Applicable form/register, calculation file, approval and acknowledgement evidence • Classification, calculation, approval, acknowledgement and payment/filing proof
Employer risk snapshot Highest practical risks: misclassification, missed filing/notice, unsupported calculation, incomplete records and use of the wrong Central/State instrument.	Employee / worker remedy the substantive protection in this chapter, access to the prescribed authority/forum and a documented remedy within limitation. Confirm authority, limitation and appeal route.
Old law / transition Map the event date and savings position against: Trade Unions Act, 1926; Industrial Employment (Standing Orders) Act, 1946; Industrial Disputes Act, 1947.	Five-point professional checklist • Freeze the event date, establishment, location and person/worker classification. • Identify the controlling section/paragraph, mapped Rule, notification and appropriate Government. • Reperform the calculation or decision test and document every exception or approval. • Complete the prescribed form/register/portal step and retain acknowledgement, payment and communication evidence. • Record the remedy, forum, limitation, appeal path and State variation before sign-off.

Finin2min takeaway: for voluntary arbitration, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

Source status: OFFICIAL SOURCE VIEWER / LOCAL ANALYTICAL MAP | Rules: Mapped; exact extracts where retained | Review date: 18 July 2026
Educational and professional reference. Verify the event-date Act/Code, Rules, notifications, State instruments, portal procedure and later judgments before acting.

Chapter VI - Voluntary arbitration

Industrial Relations Code, 2020 | Detailed statutory, Rule, compliance, remedy and evidence guide.

Review date: 2026-07-18

Authors: CA Nikhil Gupta & Kajri Singh

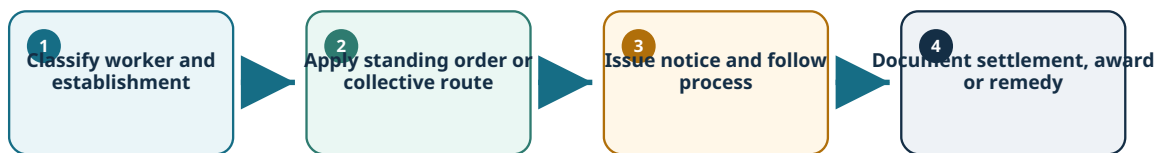
Sections: 42-42

Central Rules mapped: 3

Official source viewer + local analytical map

FININ2MIN LEGAL FLOW

Industrial Relations Code, 2020 — Voluntary arbitration

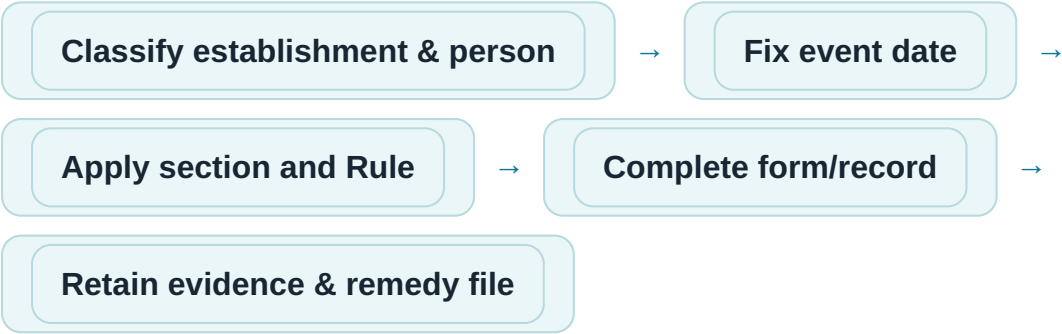


Law → trigger → procedure → evidence. Confirm the operative Central/State instrument on the event date.

Finin2min decision flow — identify the law, complete the statutory process and preserve evidence.

Publication-source status: The chapter contains the complete analytical and Rule-mapping layer. For the four parent Codes, the exact current Act text is displayed through the official India Code PDF/section viewer. It is not re-labelled as locally embedded text where the retained source file is unavailable. This preserves legal honesty while the official text is retained as the controlling source.

Chapter decision flow



Section 42: Voluntary reference of disputes to arbitration

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 42 in the official source. Statutory title: Voluntary reference of disputes to arbitration.

Finin2min clause-by-clause decode

1. Test 1
2. A present or apprehended industrial dispute may be referred by written agreement to arbitration before reference to a Tribunal.
3. Test 2
4. The agreement, worker representation, Government notification and award process must follow Rules 20 to 22.
5. Implementation control
6. Trigger
7. Document the fact pattern that activates section 42: voluntary reference of disputes to arbitration.
8. Coverage and jurisdiction
9. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
10. Decision owner

Applicable Central Rules immediately below the provision

Central Rule 20: Rule 20 — Form of arbitration agreement and manner of signing by parties

extracted from the official English notification

20. Form of arbitration agreement and manner of signing by parties — (1) The employer and workers may agree

to refer any industrial dispute to arbitration by entering into an arbitration agreement in Form- V.

(2) The arbitration agreement referred to in sub-rule (1) shall be signed by the parties to the said agreement and it shall be accompanied by the consent, either in writing or electronically, of arbitrator or arbitrators.

(3) The arbitration agreement referred to in sub-rule (1) shall be signed, -

(i) in case of an employer, by the employer himself, or when the employer is an incorporated company

or other body corporate, by the agent, manager or other officer of the company or corporation authorised for such purpose;

(ii) in the case of workers, by the officer of the registered Trade Union authorised in this behalf or by five

representatives of the workers duly authorised in this behalf at a meeting of the concerned workers held for such purpose; and

(iii) in the case of an individual worker, by such worker himself or by an officer of the registered Trade Union,

of which the worker is a member, or by another worker in the same establishment duly authorised by him in this behalf.

Explanation.— For the purposes of this rule, the term “officer”,—

(a) in case of an association of the employers, means any officer of such association of the employers

authorised for such purpose; and

(b) in case of a registered Trade Union, means any of the following officers of such Trade Union authorised

for such purpose, namely:—

(i) the President; or

(ii) the Vice-President; or

(iii) the Secretary (including the General Secretary); or

(iv) a Joint Secretary; or

(v) any other officer of such Trade Union authorised in this behalf by the President and

Secretary of

such Trade Union.

Code concordance

Primary operative section

Section 42

Voluntary reference of disputes to arbitration

Forms and records

Form V

See Rule 20

Implementation owner

HR/employee relations with legal review and the authorised signatory specified by the rule.

System control

Create a workflow that blocks completion until every mandatory field, attachment, service method and timeline is satisfied.

Evidence

Preserve the exact filed form, annexures, electronic receipt, delivery proof, hearing material and final order.

Failure consequence

The underlying Code section may create invalidity, compensation, appeal, recovery, unfair-practice or penalty exposure.

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Central Rule 21: Rule 21 — Issuing of notification

extracted from the official English notification

21. Issuing of notification.- Where an industrial dispute has been referred to arbitration and the Central Government is satisfied that the persons making the reference represent the majority of each party, it shall issue a notification in this behalf and upload it on the website of the Ministry of Labour and Employment for the information of the employers and workers who are not parties to the arbitration agreement but are concerned in the dispute so that they may present their case before the arbitrator or arbitrators appointed for such purpose.

Code concordance

Primary operative section

Section 42

Voluntary reference of disputes to arbitration

Forms and records

No form heading is directly assigned to this rule. Keep the application, notice, order, electronic acknowledgment and register required by the text.

Implementation owner

HR/employee relations with legal review and the authorised signatory specified by the rule.

System control

Create a workflow that blocks completion until every mandatory field, attachment, service method and timeline is satisfied.

Evidence

Preserve the exact filed form, annexures, electronic receipt, delivery proof, hearing material and final order.

Failure consequence

The underlying Code section may create invalidity, compensation, appeal, recovery, unfair-practice or penalty exposure.

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Central Rule 22: Rule 22 — Choosing of representatives of workers where there is no Trade Union

extracted from the official English notification

22. Choosing of representatives of workers where there is no Trade Union.— Where there is no Trade Union to

present the case before the arbitrator or arbitrators, the representative of workers shall be chosen by a resolution passed

by the majority of concerned workers in Form- VI authorising to represent the case and the workers shall be bound by

the acts of their representatives who have been so chosen to represent before the arbitrator or arbitrators, as the case

may be.

CHAPTER VII

MECHANISM FOR RESOLUTION OF INDUSTRIAL DISPUTES

Code concordance

Primary operative section

Section 42

Voluntary reference of disputes to arbitration

Forms and records

No form heading is directly assigned to this rule. Keep the application, notice, order, electronic acknowledgment and register required by the text.

Implementation owner

HR/employee relations with legal review and the authorised signatory specified by the rule.

System control

Create a workflow that blocks completion until every mandatory field, attachment, service method and timeline is satisfied.

Evidence

Preserve the exact filed form, annexures, electronic receipt, delivery proof, hearing material and final order.

Failure consequence

The underlying Code section may create invalidity, compensation, appeal, recovery, unfair-practice or penalty exposure.

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Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 20, Rule 21, Rule 22 | Official source: section 42.

Rules, forms, registers, portals and due dates

Rule	Subject	Text/control status
20	Rule 20 — Form of arbitration agreement and manner of signing by parties	Exact Gazette extract embedded
21	Rule 21 — Issuing of notification	Exact Gazette extract embedded
22	Rule 22 — Choosing of representatives of workers where there is no Trade Union	Exact Gazette extract embedded

Forms and registers must be confirmed from the appended 2026 Central Rules and the live portal applicable to the appropriate Government. A form is not treated as current merely because an earlier law used the same number.

Notifications and effective-date history

Control	Required action
Enactment	Record Act number, assent and Gazette publication.
Commencement	Use the provision-specific commencement notification; the four Codes became broadly operative from 21 November 2025 subject to earlier partial commencement and corrigenda.
Central Rules	Read the applicable 2026 Central Rules from their Gazette date and verify subsequent amendments.
State instrument	Check final State Rules, authority notifications, forms and rates where the State is appropriate Government.

Old-law/new-Code concordance

Predecessor law	Transition control
Trade Unions Act, 1926	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.
Industrial Employment (Standing Orders) Act, 1946	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.
Industrial Disputes Act, 1947	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.

Practical calculations and control file

Calculation sequence

1. Freeze the employee/worker population and event date.
2. Apply the statutory wage/benefit base and notified threshold.
3. Reconcile attendance, service, payroll and contractor records.
4. Calculate principal amount, interest/damages and any statutory compensation separately.
5. Obtain legal/payroll approval and retain the versioned worksheet.

Three-owner sign-off

- **Employer/HR:** facts, classification, communication and workflow.
- **Employee/worker:** notice, records, nomination/claim and acknowledgement.
- **Professional:** source, formula, forum, limitation and evidence reconciliation.

Binding and highly relevant case-law principles

Older cases are included for principles only. Their continued application must be tested against the current Code wording, repeal-and-savings clause and later judgments.

Decision	Principle and present-use caution
Bangalore Water Supply v. A. Rajappa	The industry test remains an important interpretive starting point, subject to the Code definition and later statutory developments.
Workmen of Firestone Tyre v. Management	Domestic enquiry fairness and the adjudicatory power to examine dismissal remain central principles, subject to the Code and certified standing orders.
Bharat Bank Ltd. v. Employees	Industrial adjudication is specialised statutory adjudication; forum, reference and award provisions must be followed.
Karnal Leather Karamchari Sanghatan v. Liberty Footwear	Settlement and collective-bargaining outcomes require genuine authority, representativeness and statutory compliance.

State-law variation alerts

- Confirm whether the Central or State Government is the appropriate Government.
- Central Rules do not automatically displace valid State Rules, rates, registers, authorities or portal procedures.
- Minimum-wage rates, holidays, working-hours permissions, licences and local welfare obligations require State-specific verification.
- Record Gazette number, effective date and supersession status in the location compliance register.

Finin2min Q&A

Which law and version should be applied?

Use the current text of Industrial Relations Code, 2020, the commencement notification, the applicable Central or State Rules and any later instrument effective on the event date.

How is the appropriate Government identified?

Classify ownership/control, sector, establishment and contractor relationship before selecting the Central or State authority.

Can a company policy override the statutory protection?

No. A policy may improve a benefit or control, but it cannot contract out of a mandatory statutory floor.

What evidence should be retained?

Retain the classification memo, source instrument, form/portal record, calculation, approval, employee communication, acknowledgement and payment or authority proof.

Do the Central Rules apply to every establishment?

No. They govern the Central sphere. State Rules and State notifications must be checked where the State is the appropriate Government.

How should a historical event be tested?

Apply the law and subordinate instrument effective on the event date, then use the repeal-and-savings provision for pending rights and proceedings.

What happens when portal practice conflicts with the statute?

Record the conflict, follow the higher legal instrument, seek authority clarification where necessary and preserve screenshots and correspondence.

Can criminal and monetary consequences arise together?

They may. Separate wages/benefits, interest, damages, civil penalty, prosecution, compounding and director/officer liability.

Is a contractor arrangement enough to shift liability?

No. Principal-employer and contractor liabilities depend on the specific provision and facts; the contract should allocate evidence and recovery without diluting worker rights.

What is the first professional review step?

Freeze the event date and facts, identify the applicable provision, then map Rules, forms, notification status, authority, limitation and evidence.

What is the operational focus of section 42 - Voluntary reference of disputes to arbitration?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is review control 12 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

What is review control 13 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

What is review control 14 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

What is review control 15 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

FININ2MIN SUMMARY - CHAPTER IN 2 MINUTES

Chapter VII - Industrial dispute resolution

This chapter turns industrial dispute resolution into an operational control file. It covers Conciliation officers, Industrial Tribunal, Finality of constitution of Tribunal, National Industrial Tribunal; the practical sequence is to classify coverage and event date, apply the provision and mapped Rule, complete the form/register, calculate the entitlement or exposure, and retain evidence for inspection, claim or appeal.

Who is covered

Employers, workers, trade unions, negotiating bodies, standing-order establishments and dispute-resolution authorities should classify the industrial establishment and worker population first.

Main obligations / rights

- Section 43: Conciliation officers
- Section 44: Industrial Tribunal
- Section 45: Finality of constitution of Tribunal
- Section 46: National Industrial Tribunal
- Section 47: Decision of Tribunal or National Industrial Tribunal

Key thresholds / timelines

- Use only the threshold, rate and limitation period effective on the event date; verify the Central/State instrument before acting.

Forms / evidence

- Applicable form/register, calculation file, approval and acknowledgement evidence
- Classification, calculation, approval, acknowledgement and payment/filing proof

Employer risk snapshot

Highest practical risks: misclassification, missed filing/notice, unsupported calculation, incomplete records and use of the wrong Central/State instrument.

Employee / worker remedy

the substantive protection in this chapter, access to the prescribed authority/forum and a documented remedy within limitation. Confirm authority, limitation and appeal route.

Old law / transition

Map the event date and savings position against: Trade Unions Act, 1926; Industrial Employment (Standing Orders) Act, 1946; Industrial Disputes Act, 1947.

Five-point professional checklist

- Freeze the event date, establishment, location and person/worker classification.
- Identify the controlling section/paragraph, mapped Rule, notification and appropriate Government.
- Reperform the calculation or decision test and document every exception or approval.
- Complete the prescribed form/register/portal step and retain acknowledgement, payment and communication evidence.
- Record the remedy, forum, limitation, appeal path and State variation before sign-off.

Finin2min takeaway: for industrial dispute resolution, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

Source status: OFFICIAL SOURCE VIEWER / LOCAL ANALYTICAL MAP | Rules: Mapped; exact extracts where retained | Review date: 18 July 2026
Educational and professional reference. Verify the event-date Act/Code, Rules, notifications, State instruments, portal procedure and later judgments before acting.

Chapter VII - Industrial dispute resolution

Industrial Relations Code, 2020 | Detailed statutory, Rule, compliance, remedy and evidence guide.

Review date: 2026-07-18

Authors: CA Nikhil Gupta & Kajri Singh

Sections: 43-61

Central Rules mapped: 6

[Official source viewer + local analytical map](#)

FININ2MIN LEGAL FLOW

Industrial Relations Code, 2020 — Industrial dispute resolution

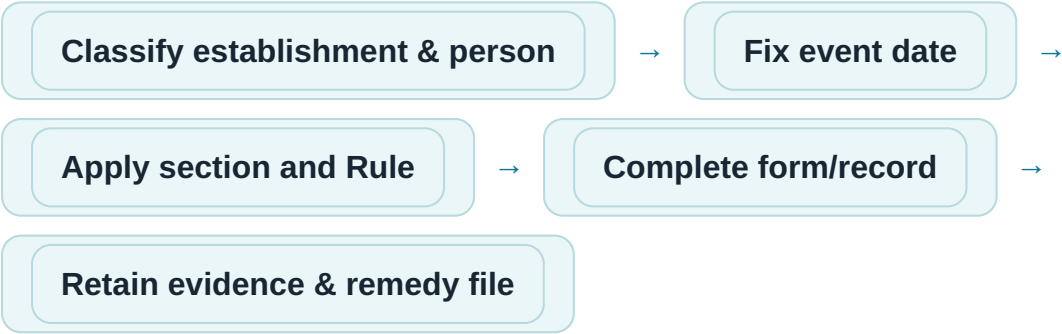


Law → trigger → procedure → evidence. Confirm the operative Central/State instrument on the event date.

Finin2min decision flow — identify the law, complete the statutory process and preserve evidence.

Publication-source status: The chapter contains the complete analytical and Rule-mapping layer. For the four parent Codes, the exact current Act text is displayed through the official India Code PDF/section viewer. It is not re-labelled as locally embedded text where the retained source file is unavailable. This preserves legal honesty while the official text is retained as the controlling source.

Chapter decision flow



Section 43: Conciliation officers

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 43 in the official source. Statutory title: Conciliation officers.

Finin2min clause-by-clause decode

1. Test 1
2. The appropriate Government appoints conciliation officers for specified areas or industries; a 2026 notification identifies Central-sphere officers and jurisdiction.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 43: conciliation officers.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 43.

Section 44: Industrial Tribunal

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 44 in the official source. Statutory title: Industrial Tribunal.

Finin2min clause-by-clause decode

1. Test 1
2. Industrial Tribunals have Judicial and Administrative Members; bench composition depends on the nature of the proceeding.
3. Test 2
4. Tribunal constitution and bench allocation arise from the Code and appointment notifications; procedural powers are primarily in section 49. Do not confuse the recovery, strike or retrenchment rules with Tribunal constitution.
5. Implementation control
6. Trigger
7. Document the fact pattern that activates section 44: industrial tribunal.
8. Coverage and jurisdiction
9. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
10. Decision owner

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 44.

Section 45: Finality of constitution of Tribunal

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 45 in the official source. Statutory title: Finality of constitution of Tribunal.

Finin2min clause-by-clause decode

1. Test 1
2. The provision establishes a procedural or remedial rule for finality of constitution of tribunal.
3. Test 2
4. Classify the dispute, identify the competent forum, calculate limitation/notice periods and preserve service of every filing.
5. Test 3
6. Maintain pleadings, evidence, conciliation minutes, settlements, orders, awards and implementation proof.
7. Test 4
8. Use the appeal, recovery, enforcement or higher-court route specified by the Code; do not substitute an internal grievance process for a statutory remedy.
9. Implementation control
10. Trigger

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 45.

Section 46: National Industrial Tribunal

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 46 in the official source. Statutory title: National Industrial Tribunal.

Finin2min clause-by-clause decode

1. Test 1
2. The Central Government may constitute National Industrial Tribunals for disputes involving national importance or establishments in more than one State.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 46: national industrial tribunal.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 46.

Section 47: Decision of Tribunal or National Industrial Tribunal

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 47 in the official source. Statutory title: Decision of Tribunal or National Industrial Tribunal.

Finin2min clause-by-clause decode

1. Test 1
2. The provision establishes a procedural or remedial rule for decision of tribunal or national industrial tribunal.
3. Test 2
4. Classify the dispute, identify the competent forum, calculate limitation/notice periods and preserve service of every filing.
5. Test 3
6. Maintain pleadings, evidence, conciliation minutes, settlements, orders, awards and implementation proof.
7. Test 4
8. Use the appeal, recovery, enforcement or higher-court route specified by the Code; do not substitute an internal grievance process for a statutory remedy.
9. Implementation control
10. Trigger

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 47.

Section 48: Disqualifications for members of Tribunal and National Industrial Tribunal

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 48 in the official source. Statutory title: Disqualifications for members of Tribunal and National Industrial Tribunal.

Finin2min clause-by-clause decode

1. Test 1
2. The provision establishes a procedural or remedial rule for disqualifications for members of tribunal and national industrial tribunal.
3. Test 2
4. Classify the dispute, identify the competent forum, calculate limitation/notice periods and preserve service of every filing.
5. Test 3
6. Maintain pleadings, evidence, conciliation minutes, settlements, orders, awards and implementation proof.
7. Test 4
8. Use the appeal, recovery, enforcement or higher-court route specified by the Code; do not substitute an internal grievance process for a statutory remedy.
9. Implementation control
10. Trigger

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 48.

Section 49: Procedure and powers of arbitrator, conciliation officer, Tribunal and National Industrial Tribunal

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 49 in the official source. Statutory title: Procedure and powers of arbitrator, conciliation officer, Tribunal and National Industrial Tribunal.

Finin2min clause-by-clause decode

1. Test 1
2. Arbitrators, conciliation officers and Tribunals exercise statutory procedural powers; procedural fairness, records, evidence and representation are essential.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 49: procedure and powers of arbitrator, conciliation officer, tribunal and national industrial tribunal.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

Central Rule 45: Rule 45 — Expenses of witness

extracted from the official English notification

45. Expenses of witness.— Every person who attends or otherwise appears on receipt of a summon as a witness before any proceeding, shall be entitled to an allowance for the expenses on the same rates as applicable to witnesses in a civil court in the State where such enquiry, adjudication or arbitration, as the case may be, is being conducted.

Code concordance

Primary operative section

Section 49

Procedure and powers of arbitrator, conciliation officer, Tribunal and National Industrial Tribunal

Forms and records

No form heading is directly assigned to this rule. Keep the application, notice, order, electronic acknowledgment and register required by the text.

Implementation owner

HR/employee relations with legal review and the authorised signatory specified by the rule.

System control

Create a workflow that blocks completion until every mandatory field, attachment, service method and timeline is satisfied.

Evidence

Preserve the exact filed form, annexures, electronic receipt, delivery proof, hearing material and final order.

Failure consequence

The underlying Code section may create invalidity, compensation, appeal, recovery, unfair-practice or penalty exposure.

[← Previous](#)

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Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 45 | Official source: section 49.

Section 50: Powers of Tribunal and National Industrial Tribunal to give appropriate relief in case of discharge or dismissal of worker

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 50 in the official source. Statutory title: Powers of Tribunal and National Industrial Tribunal to give appropriate relief in case of discharge or dismissal of worker.

Finin2min clause-by-clause decode

1. Test 1
2. In discharge or dismissal disputes, the Tribunal/National Tribunal can set aside the action, reinstate, modify punishment or grant other relief after testing the record.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 50: powers of tribunal and national industrial tribunal to give appropriate relief in case of discharge or dismissal of worker.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

Before changing employment status, the employer maps headcount, worker category, service, notice, permission, compensation and re-employment obligations. The decision is held until the legal, HR and finance evidence files reconcile.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 50.

Section 51: Transfer of pending cases

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 51 in the official source. Statutory title: Transfer of pending cases.

Finin2min clause-by-clause decode

1. Test 1
2. The provision establishes a procedural or remedial rule for transfer of pending cases.
3. Test 2
4. Classify the dispute, identify the competent forum, calculate limitation/notice periods and preserve service of every filing.
5. Test 3
6. Maintain pleadings, evidence, conciliation minutes, settlements, orders, awards and implementation proof.
7. Test 4
8. Use the appeal, recovery, enforcement or higher-court route specified by the Code; do not substitute an internal grievance process for a statutory remedy.
9. Implementation control
10. Trigger

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 51.

Section 52: Adjustment of services of presiding officers under repealed Act

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 52 in the official source. Statutory title: Adjustment of services of presiding officers under repealed Act.

Finin2min clause-by-clause decode

1. Test 1
2. The provision establishes a procedural or remedial rule for adjustment of services of presiding officers under repealed act.
3. Test 2
4. Classify the dispute, identify the competent forum, calculate limitation/notice periods and preserve service of every filing.
5. Test 3
6. Maintain pleadings, evidence, conciliation minutes, settlements, orders, awards and implementation proof.
7. Test 4
8. Use the appeal, recovery, enforcement or higher-court route specified by the Code; do not substitute an internal grievance process for a statutory remedy.
9. Implementation control
10. Trigger

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 52.

Section 53: Conciliation and adjudication of dispute

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 53 in the official source. Statutory title: Conciliation and adjudication of dispute.

Finin2min clause-by-clause decode

1. Test 1
2. Conciliation and adjudication timelines and the route for individual termination disputes must be diarised from the date of the dispute and conciliation application.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 53: conciliation and adjudication of dispute.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

Central Rule 23: Rule 23 — Conciliation proceedings

extracted from the official English notification

23. Conciliation proceedings — (1) Where the conciliation officer receives any—

- (a) notice of a strike or lockout given under rule 25 or rule 26; or
- (b) application in respect of an existing industrial dispute; or
- (c) information regarding apprehension of an industrial dispute,

such officer shall—

- (i) in case of clause (a), enter the details on the designated portal and hold conciliation proceedings and
inform the concerned parties the date of sitting for such purpose;
- (ii) in case of clause (b), enter the details on the designated portal and examine the application and if such
dispute pertains to the jurisdiction of State Government, transfer the application to the concerned
authority or otherwise proceed with the application and hold the conciliation in respect thereof;
and
- (iii) in case of clause (c), enter the details on the designated portal and issue fresh notice to the parties
concerned declaring his intention to commence conciliation proceedings.

(2) The employer's representative and the worker's representative shall, on receipt of the notice referred to in sub-rule

(1), submit their respective statements in respect of the said dispute in the first meeting of the conciliation proceedings.

(3) The conciliation officer shall, without delay, ascertain the facts and circumstances relating to the dispute and enquire into all matters affecting the merits and right settlement thereof and hold conciliation proceedings between the parties to the dispute and may do all such things as he thinks fit for the purpose of inducing the parties to come to a fair and amicable settlement of the dispute.

(4) If no settlement is arrived at in the conciliation proceedings referred to in sub-rule (3), the conciliation officer shall, within seven days from the date on which the conciliation proceedings are concluded, upload a report on designated portal of the Ministry of Labour and Employment and forward a copy thereof electronically or by speed post or in person to the parties to the dispute and to the Central Government.

(5) The report shall be made accessible to the parties concerned on the said designated portal by the Ministry of Labour

and Employment.

(6) If settlement of the dispute or of any of the matters in dispute is arrived at in the course of the conciliation proceedings, the conciliation officer shall, apart from submitting a report to the Central Government or an officer duly authorised in this behalf by that Government along with a memorandum of the settlements signed by the parties to the dispute, also upload such report and memorandum of settlement on the designated portal of the Ministry of Labour and Employment.

(7) All evidences before the conciliation officer, except the documentary evidence, shall be filed in the form of an affidavit and the parties to the dispute shall also file the application or, as the case may be, file reply or rejoinder thereof in the form of an affidavit.

(8) The report referred to in sub-rule (4) shall, inter alia, contain the submissions of the employer, worker or Trade Union, as the case may be, involved in the dispute and it shall also contain the efforts made by the conciliation officer to bring the parties to an amicable settlement, reasons for refusal of the parties to resolve the dispute and the conclusion arrived at by the conciliation officer.

(9) Where any dispute is not settled during the conciliation proceeding, the concerned party may make an application in Form II before the Tribunal electronically or by speed post or by speed post with value added services-Registration or POD (Proof of Delivery), within ninety days from the date of the report under sub-rule (5).

Code concordance

Primary operative section

Section 53

Conciliation and adjudication of dispute

Forms and records

No form heading is directly assigned to this rule. Keep the application, notice, order, electronic acknowledgment and register required by the text.

Implementation owner

HR/employee relations with legal review and the authorised signatory specified by the rule.

System control

Create a workflow that blocks completion until every mandatory field, attachment, service method and timeline is satisfied.

Evidence

Preserve the exact filed form, annexures, electronic receipt, delivery proof, hearing material and final order.

Failure consequence

The underlying Code section may create invalidity, compensation, appeal, recovery, unfair-practice or penalty exposure.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 23 | Official source: section 53.

Section 54: Reference to and functions of National Industrial Tribunal

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 54 in the official source. Statutory title: Reference to and functions of National Industrial Tribunal.

Finin2min clause-by-clause decode

1. Test 1
2. The provision establishes a procedural or remedial rule for reference to and functions of national industrial tribunal.
3. Test 2
4. Classify the dispute, identify the competent forum, calculate limitation/notice periods and preserve service of every filing.
5. Test 3
6. Maintain pleadings, evidence, conciliation minutes, settlements, orders, awards and implementation proof.
7. Test 4
8. Use the appeal, recovery, enforcement or higher-court route specified by the Code; do not substitute an internal grievance process for a statutory remedy.
9. Implementation control
10. Trigger

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 54.

Section 55: Form of award, its communication and commencement

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 55 in the official source. Statutory title: Form of award, its communication and commencement.

Finin2min clause-by-clause decode

1. Test 1
2. Awards must be in writing, signed and communicated; enforceability and commencement follow the Code rather than the date parties first receive an informal copy.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 55: form of award, its communication and commencement.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 55.

Section 56: Payment of full wages to worker pending proceedings in higher Courts

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 56 in the official source. Statutory title: Payment of full wages to worker pending proceedings in higher Courts.

Finin2min clause-by-clause decode

1. Test 1
2. Where reinstatement is challenged in a High Court or Supreme Court, the employer may have to pay full last-drawn wages during pendency if the statutory conditions are met.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 56: payment of full wages to worker pending proceedings in higher courts.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A payroll team tests the employee category, wage period, notified rate, permitted exclusions and documentary proof before releasing payroll. It records the calculation, approval, bank output and wage slip so that every disputed limb can be reconstructed.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 56.

Section 57: Persons on whom settlements and awards are binding

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 57 in the official source. Statutory title: Persons on whom settlements and awards are binding.

Finin2min clause-by-clause decode

1. Test 1
2. A settlement outside conciliation binds its parties; a conciliation settlement and an enforceable award bind the wider statutory classes stated in the section.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 57: persons on whom settlements and awards are binding.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 57.

Section 58: Period of operation of settlements and awards

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 58 in the official source. Statutory title: Period of operation of settlements and awards.

Finin2min clause-by-clause decode

1. Test 1
2. Settlements and awards operate for their stated/statutory periods and continue until properly terminated as the section provides.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 58: period of operation of settlements and awards.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 58.

Section 59: Recovery of money due from employer

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 59 in the official source. Statutory title: Recovery of money due from employer.

Finin2min clause-by-clause decode

1. Test 1
2. Money due under a settlement, award or specified statutory source may be recovered through the appropriate Government and recovery-certificate route.
3. Test 2
4. A Central notification delegates specified recovery-certificate power to Regional Labour Commissioners.
5. Implementation control
6. Trigger
7. Document the fact pattern that activates section 59: recovery of money due from employer.
8. Coverage and jurisdiction
9. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
10. Decision owner

Applicable Central Rules immediately below the provision

Central Rule 24: Rule 24 — Application for recovery of dues

extracted from the official English notification

24. Application for recovery of dues.— (1) Where any money is due from an employer to a worker or a group of workers under a settlement or an award or under the provisions of Chapter IX or Chapter X of the Code, the worker or the group of workers, as the case may be, may apply in Form -VII for the recovery of such money due:

Provided that in the case of a person authorised in writing by the worker, or in the case of the death of the worker, the assignee or heir of the deceased worker shall make the application in Form VIII.

(2) Where any worker or a group of workers is entitled to receive from the employer any money or any benefit which is capable of being computed in terms of money, the worker or the group of workers, as the case may be, may apply to the Tribunal having jurisdiction in Form IX for the determination of the amount due or, as the case may be, the amount at which such benefit should be computed and such Tribunal shall decide the application within a period not exceeding three months from the date on which the application is filed:

Provided that in the case of the death of a worker referred to in this sub-rule, the application shall be made in Form X by the assignee or heir of the deceased worker.

CHAPTER VIII

STRIKES AND LOCK-OUTS

Code concordance

Primary operative section

Section 59

Recovery of money due from employer

Forms and records

Form VII

See Rule 24

Form VIII

See Rule 24

Form IX

See Rule 24

Form X

Application Under Section 59(2) Of The Industrial Relations Code, 2020 By Assignee/

Implementation owner

HR/employee relations with legal review and the authorised signatory specified by the rule.

System control

Create a workflow that blocks completion until every mandatory field, attachment, service method and

timeline is satisfied.

Evidence

Preserve the exact filed form, annexures, electronic receipt, delivery proof, hearing material and final order.

Failure consequence

The underlying Code section may create invalidity, compensation, appeal, recovery, unfair-practice or penalty exposure.

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Central Rule 48: Rule 48 — Appointment of Commissioner

extracted from the official English notification

48. Appointment of Commissioner.- For the purposes of computing the money value of a benefit referred to in sub-

section (2) of section 59 of the Code, the Tribunal may appoint —

(a) person with experience in the particular industry, trade, business or field encompassing the question referred to

in sub-section (2) of the said section; or

(b) person who had been a judge of a civil court; or

(c) stipendiary magistrate; or

(d) Registrar or Secretary of a Tribunal constituted under any Central Act or a Tribunal or a National Industrial

Tribunal constituted under the Code.

Code concordance

Primary operative section

Section 59

Recovery of money due from employer

Forms and records

No form heading is directly assigned to this rule. Keep the application, notice, order, electronic acknowledgment and register required by the text.

Implementation owner

HR/employee relations with legal review and the authorised signatory specified by the rule.

System control

Create a workflow that blocks completion until every mandatory field, attachment, service method and timeline is satisfied.

Evidence

Preserve the exact filed form, annexures, electronic receipt, delivery proof, hearing material and final order.

Failure consequence

The underlying Code section may create invalidity, compensation, appeal, recovery, unfair-practice or penalty exposure.

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Central Rule 49: Rule 49 — Fee for Commissioner, etc

extracted from the official English notification

49. Fee for Commissioner, etc.- (1) The Tribunal shall, after consultation with the parties, estimate the probable duration of enquiry by the Commissioner referred to in rule 48 and fix the fee and other incidental expenses incurred.

(2) The Tribunal shall direct the payment of fee and other incidental expenses to the Commissioner, within specified time, by such party or parties and in such proportion, as it may deem fit.

(3) The Commissioner shall not submit his report until the receipt of deposit of fee referred to in sub-rule (2) is filed before the Tribunal:

Provided that the Tribunal may, for reasons to be recorded in writing, direct that any further sum or sums be deposited within such time or extend the time for depositing and by such parties as it may deem fit.

(4) The Tribunal may, at any time, for reasons to be recorded in writing, vary the amount of the fee.

(5) The Tribunal may direct that the fee shall be disbursed to the Commissioner in such instalments and on such date as it may deem fit.

(6) The undisbursed balance, if any, of the sum deposited under this rule shall be refunded to the respective party or parties who deposited the sum in the same proportion as that in which it was deposited.

Code concordance

Primary operative section

Section 59

Recovery of money due from employer

Forms and records

No form heading is directly assigned to this rule. Keep the application, notice, order, electronic acknowledgment and register required by the text.

Implementation owner

HR/employee relations with legal review and the authorised signatory specified by the rule.

System control

Create a workflow that blocks completion until every mandatory field, attachment, service method and timeline is satisfied.

Evidence

Preserve the exact filed form, annexures, electronic receipt, delivery proof, hearing material and final order.

Failure consequence

The underlying Code section may create invalidity, compensation, appeal, recovery, unfair-practice or penalty exposure.

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Central Rule 50: Rule 50 — Time for submission of report

extracted from the official English notification

50. Time for submission of report.- (1) Every order for the appointment of Commissioner shall indicate a date,

allowing sufficient time for the Commissioner to submit the report.

(2) If, for any reason the Commissioner anticipates that the date fixed for the submission of his report is likely to be

exceeded, the commissioner shall apply, before the expiry of the said date, for extension of time setting forth grounds

thereof and the Tribunal shall, after consideration, pass suitable orders on such application:

Provided that the Tribunal may, if it deems fit for sufficient cause, grant extension of time where no application

for such extension has been received from the Commissioner.

SCHEDULE

Code concordance

Primary operative section

Section 59

Recovery of money due from employer

Forms and records

No form heading is directly assigned to this rule. Keep the application, notice, order, electronic acknowledgment and register required by the text.

Implementation owner

HR/employee relations with legal review and the authorised signatory specified by the rule.

System control

Create a workflow that blocks completion until every mandatory field, attachment, service method and timeline is satisfied.

Evidence

Preserve the exact filed form, annexures, electronic receipt, delivery proof, hearing material and final order.

Failure consequence

The underlying Code section may create invalidity, compensation, appeal, recovery, unfair-practice or penalty exposure.

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Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 24, Rule 48, Rule 49, Rule 50 | Official source: section 59.

Section 60: Commencement and conclusion of proceedings

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 60 in the official source. Statutory title: Commencement and conclusion of proceedings.

Finin2min clause-by-clause decode

1. Test 1
2. The provision establishes a procedural or remedial rule for commencement and conclusion of proceedings.
3. Test 2
4. Classify the dispute, identify the competent forum, calculate limitation/notice periods and preserve service of every filing.
5. Test 3
6. Maintain pleadings, evidence, conciliation minutes, settlements, orders, awards and implementation proof.
7. Test 4
8. Use the appeal, recovery, enforcement or higher-court route specified by the Code; do not substitute an internal grievance process for a statutory remedy.
9. Implementation control
10. Trigger

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 60.

Section 61: Certain matters to be kept confidential

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 61 in the official source. Statutory title: Certain matters to be kept confidential.

Finin2min clause-by-clause decode

1. Test 1
2. The provision establishes a procedural or remedial rule for certain matters to be kept confidential.
3. Test 2
4. Classify the dispute, identify the competent forum, calculate limitation/notice periods and preserve service of every filing.
5. Test 3
6. Maintain pleadings, evidence, conciliation minutes, settlements, orders, awards and implementation proof.
7. Test 4
8. Use the appeal, recovery, enforcement or higher-court route specified by the Code; do not substitute an internal grievance process for a statutory remedy.
9. Implementation control
10. Trigger

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 61.

Rules, forms, registers, portals and due dates

Rule	Subject	Text/control status
45	Rule 45 — Expenses of witness	Exact Gazette extract embedded
23	Rule 23 — Conciliation proceedings	Exact Gazette extract embedded
24	Rule 24 — Application for recovery of dues	Exact Gazette extract embedded
48	Rule 48 — Appointment of Commissioner	Exact Gazette extract embedded
49	Rule 49 — Fee for Commissioner, etc	Exact Gazette extract embedded
50	Rule 50 — Time for submission of report	Exact Gazette extract embedded

Forms and registers must be confirmed from the appended 2026 Central Rules and the live portal applicable to the appropriate Government. A form is not treated as current merely because an earlier law used the same number.

Notifications and effective-date history

Control	Required action
Enactment	Record Act number, assent and Gazette publication.
Commencement	Use the provision-specific commencement notification; the four Codes became broadly operative from 21 November 2025 subject to earlier partial commencement and corrigenda.
Central Rules	Read the applicable 2026 Central Rules from their Gazette date and verify subsequent amendments.
State instrument	Check final State Rules, authority notifications, forms and rates where the State is appropriate Government.

Old-law/new-Code concordance

Predecessor law	Transition control
Trade Unions Act, 1926	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.
Industrial Employment (Standing Orders) Act, 1946	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.
Industrial Disputes Act, 1947	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.

Practical calculations and control file

Calculation sequence

1. Freeze the employee/worker population and event date.
2. Apply the statutory wage/benefit base and notified threshold.
3. Reconcile attendance, service, payroll and contractor records.
4. Calculate principal amount, interest/damages and any statutory compensation separately.
5. Obtain legal/payroll approval and retain the versioned worksheet.

Three-owner sign-off

- **Employer/HR:** facts, classification, communication and workflow.
- **Employee/worker:** notice, records, nomination/claim and acknowledgement.
- **Professional:** source, formula, forum, limitation and evidence reconciliation.

Binding and highly relevant case-law principles

Older cases are included for principles only. Their continued application must be tested against the current Code wording, repeal-and-savings clause and later judgments.

Decision	Principle and present-use caution
Bangalore Water Supply v. A. Rajappa	The industry test remains an important interpretive starting point, subject to the Code definition and later statutory developments.
Workmen of Firestone Tyre v. Management	Domestic enquiry fairness and the adjudicatory power to examine dismissal remain central principles, subject to the Code and certified standing orders.
Bharat Bank Ltd. v. Employees	Industrial adjudication is specialised statutory adjudication; forum, reference and award provisions must be followed.
Karnal Leather Karamchari Sanghatan v. Liberty Footwear	Settlement and collective-bargaining outcomes require genuine authority, representativeness and statutory compliance.

State-law variation alerts

- Confirm whether the Central or State Government is the appropriate Government.
- Central Rules do not automatically displace valid State Rules, rates, registers, authorities or portal procedures.
- Minimum-wage rates, holidays, working-hours permissions, licences and local welfare obligations require State-specific verification.
- Record Gazette number, effective date and supersession status in the location compliance register.

Finin2min Q&A

Which law and version should be applied?

Use the current text of Industrial Relations Code, 2020, the commencement notification, the applicable Central or State Rules and any later instrument effective on the event date.

How is the appropriate Government identified?

Classify ownership/control, sector, establishment and contractor relationship before selecting the Central or State authority.

Can a company policy override the statutory protection?

No. A policy may improve a benefit or control, but it cannot contract out of a mandatory statutory floor.

What evidence should be retained?

Retain the classification memo, source instrument, form/portal record, calculation, approval, employee communication, acknowledgement and payment or authority proof.

Do the Central Rules apply to every establishment?

No. They govern the Central sphere. State Rules and State notifications must be checked where the State is the appropriate Government.

How should a historical event be tested?

Apply the law and subordinate instrument effective on the event date, then use the repeal-and-savings provision for pending rights and proceedings.

What happens when portal practice conflicts with the statute?

Record the conflict, follow the higher legal instrument, seek authority clarification where necessary and preserve screenshots and correspondence.

Can criminal and monetary consequences arise together?

They may. Separate wages/benefits, interest, damages, civil penalty, prosecution, compounding and director/officer liability.

Is a contractor arrangement enough to shift liability?

No. Principal-employer and contractor liabilities depend on the specific provision and facts; the contract should allocate evidence and recovery without diluting worker rights.

What is the first professional review step?

Freeze the event date and facts, identify the applicable provision, then map Rules, forms, notification status, authority, limitation and evidence.

What is the operational focus of section 43 - Conciliation officers?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 44 - Industrial Tribunal?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 45 - Finality of constitution of Tribunal?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 46 - National Industrial Tribunal?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 47 - Decision of Tribunal or National Industrial Tribunal?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 48 - Disqualifications for members of Tribunal and National Industrial Tribunal?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 49 - Procedure and powers of arbitrator, conciliation officer, Tribunal and National Industrial Tribunal?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 50 - Powers of Tribunal and National Industrial Tribunal to give appropriate relief in case of discharge or dismissal of worker?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

FININ2MIN SUMMARY - CHAPTER IN 2 MINUTES

Chapter VIII - Strikes and lock-outs

This chapter turns strikes and lock-outs into an operational control file. It covers Prohibition of strikes and lock-outs, Illegal strikes and lock-outs, Prohibition of financial aid to illegal strikes or lock-outs; the practical sequence is to classify coverage and event date, apply the provision and mapped Rule, complete the form/register, calculate the entitlement or exposure, and retain evidence for inspection, claim or appeal.

Who is covered Employers, workers, trade unions, negotiating bodies, standing-order establishments and dispute-resolution authorities should classify the industrial establishment and worker population first.	Main obligations / rights • Section 62: Prohibition of strikes and lock-outs • Section 63: Illegal strikes and lock-outs • Section 64: Prohibition of financial aid to illegal strikes or lock-outs
Key thresholds / timelines • Use only the threshold, rate and limitation period effective on the event date; verify the Central/State instrument before acting.	Forms / evidence • Notice • Classification, calculation, approval, acknowledgement and payment/filing proof
Employer risk snapshot Highest practical risks: incorrect notice, prohibited-period or disciplinary-response handling.	Employee / worker remedy clarity on notice/prohibited periods, protection against unlawful retaliation and access to dispute-resolution forums. Confirm authority, limitation and appeal route.
Old law / transition Map the event date and savings position against: Trade Unions Act, 1926; Industrial Employment (Standing Orders) Act, 1946; Industrial Disputes Act, 1947.	Five-point professional checklist • Freeze the event date, establishment, location and person/worker classification. • Identify the controlling section/paragraph, mapped Rule, notification and appropriate Government. • Reperform the calculation or decision test and document every exception or approval. • Complete the prescribed form/register/portal step and retain acknowledgement, payment and communication evidence. • Record the remedy, forum, limitation, appeal path and State variation before sign-off.

Finin2min takeaway: for strikes and lock-outs, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

Source status: OFFICIAL SOURCE VIEWER / LOCAL ANALYTICAL MAP | Rules: Mapped; exact extracts where retained | Review date: 18 July 2026
Educational and professional reference. Verify the event-date Act/Code, Rules, notifications, State instruments, portal procedure and later judgments before acting.

Chapter VIII - Strikes and lock-outs

Industrial Relations Code, 2020 | Detailed statutory, Rule, compliance, remedy and evidence guide.

Review date: 2026-07-18

Authors: CA Nikhil Gupta & Kajri Singh

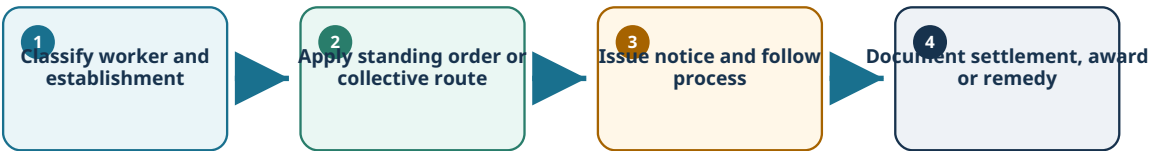
Sections: 62-64

Central Rules mapped: 2

Official source viewer + local analytical map

FININ2MIN LEGAL FLOW

Industrial Relations Code, 2020 — Strikes and lock-outs

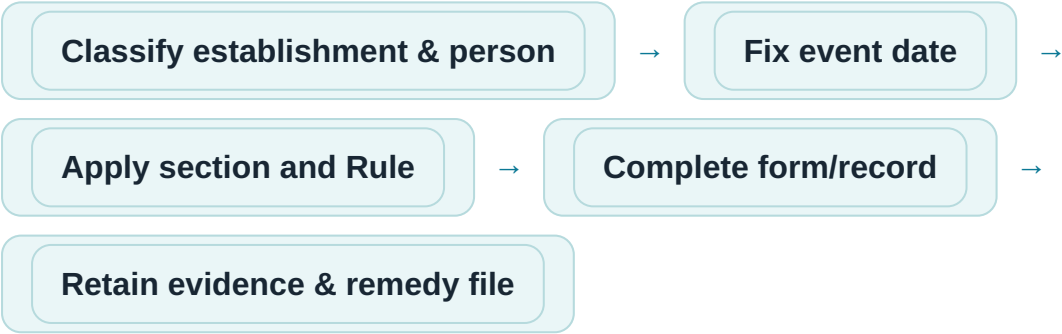


Law → trigger → procedure → evidence. Confirm the operative Central/State instrument on the event date.

Finin2min decision flow — identify the law, complete the statutory process and preserve evidence.

Publication-source status: The chapter contains the complete analytical and Rule-mapping layer. For the four parent Codes, the exact current Act text is displayed through the official India Code PDF/section viewer. It is not re-labelled as locally embedded text where the retained source file is unavailable. This preserves legal honesty while the official text is retained as the controlling source.

Chapter decision flow



Section 62: Prohibition of strikes and lock-outs

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 62 in the official source. Statutory title: Prohibition of strikes and lock-outs.

Finin2min clause-by-clause decode

1. Test 1
2. No worker may strike, and no employer may lock out, without notice within sixty days before the action and within fourteen days of giving notice.
3. Test 2
4. The Code also prohibits action before the date stated in notice and during specified conciliation, Tribunal, arbitration, settlement and award periods.
5. Test 3
6. Rules 25 and 26 prescribe strike and lock-out notices, recipients, service and reporting through Forms XI and XII.
7. Implementation control
8. Trigger
9. Document the fact pattern that activates section 62: prohibition of strikes and lock-outs.
10. Coverage and jurisdiction

Applicable Central Rules immediately below the provision

Central Rule 25: Rule 25 — Notice of strike, person or persons to whom notice be given and manner of giving such notice

extracted from the official English notification

25. Notice of strike, person or persons to whom notice be given and manner of giving such notice.— (1)

The notice

of strike referred to in sub-section (1) of section 62 of the Code shall be given in Form-XI, to the employer of an

industrial establishment , which shall be duly signed by the Secretary of the concerned registered Trade Union or where

there is no registered Trade Union, by five elected representatives of the workers giving the notice relating to the

concerned industrial establishment, endorsing the copy thereof electronically or by speed post to the concerned

conciliation officer, Chief Labour Commissioner (Central) and the Secretary, Ministry of Labour and Employment.

(2) The date of receipt of the notice referred to in sub-rule (1) shall be the date of receiving the notice for the purposes

of clause (a) of sub-section (1) of section 62 of the Code.

(3) If the employer of an industrial establishment receives any notice of strike from any person employed, then the

employer shall, within five days from the date of receiving of such notice, intimate the same electronically to the

concerned conciliation officer and Chief Labour Commissioner (Central).

Code concordance

Primary operative section

Section 62

Prohibition of strikes and lock-outs

Forms and records

Form XI

See Rule 25

Implementation owner

HR/employee relations with legal review and the authorised signatory specified by the rule.

System control

Create a workflow that blocks completion until every mandatory field, attachment, service method and timeline is satisfied.

Evidence

Preserve the exact filed form, annexures, electronic receipt, delivery proof, hearing material and final order.

Failure consequence

The underlying Code section may create invalidity, compensation, appeal, recovery, unfair-practice or penalty exposure.

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Central Rule 26: Rule 26 — Notice of lock-out and authority

extracted from the official English notification

26. Notice of lock-out and authority.— (1) The notice of lock-out referred to in sub-section (2) of section 62 shall be given in Form-XII by the employer of an industrial establishment to the Secretary of every registered Trade Union relating to such industrial establishment by speed post or electronically, endorsing a copy thereof to the concerned conciliation officer, Chief Labour Commissioner (Central) and the Secretary, Ministry of Labour and Employment electronically.

(2) The notice referred to in sub-rule (1) shall be displayed conspicuously by the employer on the notice board or on electronic board at the main entrance to the industrial establishment and a copy of the said notice may also be posted on the designated portal, if any, of such industrial establishment and the date of receipt of such notice by the conciliation officer shall be the date of receiving the notice for the purposes of clause (a) of sub-rule (1) of rule 23.

(3) If the employer gives to any person employed by him a notice of lock-out, he shall, within five days from the date of such notice, inform electronically the same to the concerned conciliation officer and the Chief Labour Commissioner (Central).

CHAPTER IX

LAY-OFF, RETRENCHMENT AND CLOSURE

Code concordance

Primary operative section

Section 62

Prohibition of strikes and lock-outs

Forms and records

Form XII

See Rule 26

Implementation owner

HR/employee relations with legal review and the authorised signatory specified by the rule.

System control

Create a workflow that blocks completion until every mandatory field, attachment, service method and timeline is satisfied.

Evidence

Preserve the exact filed form, annexures, electronic receipt, delivery proof, hearing material and final order.

Failure consequence

The underlying Code section may create invalidity, compensation, appeal, recovery, unfair-practice or

penalty exposure.

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Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 25, Rule 26 | Official source: section 62.

Section 63: Illegal strikes and lock-outs

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 63 in the official source. Statutory title: Illegal strikes and lock-outs.

Finin2min clause-by-clause decode

1. Test 1
2. A strike or lock-out is illegal when commenced or continued contrary to section 62 or an applicable prohibition/order, subject to the statutory continuation rules.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 63: illegal strikes and lock-outs.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 63.

Section 64: Prohibition of financial aid to illegal strikes or lock-outs

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 64 in the official source. Statutory title: Prohibition of financial aid to illegal strikes or lock-outs.

Finin2min clause-by-clause decode

1. Test 1
2. Knowingly providing financial aid in direct furtherance of an illegal strike or lock-out is prohibited.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 64: prohibition of financial aid to illegal strikes or lock-outs.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 64.

Rules, forms, registers, portals and due dates

Rule	Subject	Text/control status
25	Rule 25 — Notice of strike, person or persons to whom notice be given and manner of giving such notice	Exact Gazette extract embedded
26	Rule 26 — Notice of lock-out and authority	Exact Gazette extract embedded

Forms and registers must be confirmed from the appended 2026 Central Rules and the live portal applicable to the appropriate Government. A form is not treated as current merely because an earlier law used the same number.

Notifications and effective-date history

Control	Required action
Enactment	Record Act number, assent and Gazette publication.
Commencement	Use the provision-specific commencement notification; the four Codes became broadly operative from 21 November 2025 subject to earlier partial commencement and corrigenda.
Central Rules	Read the applicable 2026 Central Rules from their Gazette date and verify subsequent amendments.
State instrument	Check final State Rules, authority notifications, forms and rates where the State is appropriate Government.

Old-law/new-Code concordance

Predecessor law	Transition control
Trade Unions Act, 1926	

Predecessor law	Transition control
	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.
Industrial Employment (Standing Orders) Act, 1946	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.
Industrial Disputes Act, 1947	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.

Practical calculations and control file

Calculation sequence

1. Freeze the employee/worker population and event date.
2. Apply the statutory wage/benefit base and notified threshold.
3. Reconcile attendance, service, payroll and contractor records.
4. Calculate principal amount, interest/damages and any statutory compensation separately.
5. Obtain legal/payroll approval and retain the versioned worksheet.

Three-owner sign-off

- **Employer/HR:** facts, classification, communication and workflow.
- **Employee/worker:** notice, records, nomination/claim and acknowledgement.
- **Professional:** source, formula, forum, limitation and evidence reconciliation.

Binding and highly relevant case-law principles

Older cases are included for principles only. Their continued application must be tested against the current Code wording, repeal-and-savings clause and later judgments.

Decision	Principle and present-use caution
Bangalore Water Supply v. A. Rajappa	The industry test remains an important interpretive starting point, subject to the Code definition and later statutory developments.
Workmen of Firestone Tyre v. Management	Domestic enquiry fairness and the adjudicatory power to examine dismissal remain central principles, subject to the Code and certified standing orders.
Bharat Bank Ltd. v. Employees	Industrial adjudication is specialised statutory adjudication; forum, reference and award provisions must be followed.
Karnal Leather Karamchari Sanghatan v. Liberty Footwear	Settlement and collective-bargaining outcomes require genuine authority, representativeness and statutory compliance.

State-law variation alerts

- Confirm whether the Central or State Government is the appropriate Government.
- Central Rules do not automatically displace valid State Rules, rates, registers, authorities or portal procedures.
- Minimum-wage rates, holidays, working-hours permissions, licences and local welfare obligations require State-specific verification.
- Record Gazette number, effective date and supersession status in the location compliance register.

Finin2min Q&A

Which law and version should be applied?

Use the current text of Industrial Relations Code, 2020, the commencement notification, the applicable Central or State Rules and any later instrument effective on the event date.

How is the appropriate Government identified?

Classify ownership/control, sector, establishment and contractor relationship before selecting the Central or State authority.

Can a company policy override the statutory protection?

No. A policy may improve a benefit or control, but it cannot contract out of a mandatory statutory floor.

What evidence should be retained?

Retain the classification memo, source instrument, form/portal record, calculation, approval, employee communication, acknowledgement and payment or authority proof.

Do the Central Rules apply to every establishment?

No. They govern the Central sphere. State Rules and State notifications must be checked where the State is the appropriate Government.

How should a historical event be tested?

Apply the law and subordinate instrument effective on the event date, then use the repeal-and-savings provision for pending rights and proceedings.

What happens when portal practice conflicts with the statute?

Record the conflict, follow the higher legal instrument, seek authority clarification where necessary and preserve screenshots and correspondence.

Can criminal and monetary consequences arise together?

They may. Separate wages/benefits, interest, damages, civil penalty, prosecution, compounding and director/officer liability.

Is a contractor arrangement enough to shift liability?

No. Principal-employer and contractor liabilities depend on the specific provision and facts; the contract should allocate evidence and recovery without diluting worker rights.

What is the first professional review step?

Freeze the event date and facts, identify the applicable provision, then map Rules, forms, notification status, authority, limitation and evidence.

What is the operational focus of section 62 - Prohibition of strikes and lock-outs?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 63 - Illegal strikes and lock-outs?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 64 - Prohibition of financial aid to illegal strikes or lock-outs?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is review control 14 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

What is review control 15 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

FININ2MIN SUMMARY - CHAPTER IN 2 MINUTES

Chapter IX - Lay-off, retrenchment and closure

This chapter turns lay-off, retrenchment and closure into an operational control file. It covers Application of sections 67 to 69, Definition of continuous service, Rights of workers laid-off for compensation, etc, Duty of an employer to maintain muster rolls of workers; the practical sequence is to classify coverage and event date, apply the provision and mapped Rule, complete the form/register, calculate the entitlement or exposure, and retain evidence for inspection, claim or appeal.

Who is covered Employers, workers, trade unions, negotiating bodies, standing-order establishments and dispute-resolution authorities should classify the industrial establishment and worker population first.	Main obligations / rights • Section 65: Application of sections 67 to 69 • Section 66: Definition of continuous service • Section 67: Rights of workers laid-off for compensation, etc • Section 68: Duty of an employer to maintain muster rolls of workers • Section 69: Workers not entitled for compensation in certain cases
Key thresholds / timelines • Use only the threshold, rate and limitation period effective on the event date; verify the Central/State instrument before acting.	Forms / evidence • Notice • Classification, calculation, approval, acknowledgement and payment/filing proof
Employer risk snapshot Highest practical risks: incorrect threshold, notice, compensation, permission or seniority procedure.	Employee / worker remedy notice, compensation, re-employment preference and challenge before the competent forum where conditions are breached. Confirm authority, limitation and appeal route.
Old law / transition Map the event date and savings position against: Trade Unions Act, 1926; Industrial Employment (Standing Orders) Act, 1946; Industrial Disputes Act, 1947.	Five-point professional checklist • Freeze the event date, establishment, location and person/worker classification. • Identify the controlling section/paragraph, mapped Rule, notification and appropriate Government. • Reperform the calculation or decision test and document every exception or approval. • Complete the prescribed form/register/portal step and retain acknowledgement, payment and communication evidence. • Record the remedy, forum, limitation, appeal path and State variation before sign-off.

Finin2min takeaway: for lay-off, retrenchment and closure, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

Source status: OFFICIAL SOURCE VIEWER / LOCAL ANALYTICAL MAP | Rules: Mapped; exact extracts where retained | Review date: 18 July 2026
Educational and professional reference. Verify the event-date Act/Code, Rules, notifications, State instruments, portal procedure and later judgments before acting.

LABOUR & MANPOWER LAW PUBLICATION SERIES

Chapter IX - Lay-off, retrenchment and closure

Industrial Relations Code, 2020 | Detailed statutory, Rule, compliance, remedy and evidence guide.

Review date: 2026-07-18

Authors: CA Nikhil Gupta & Kajri Singh

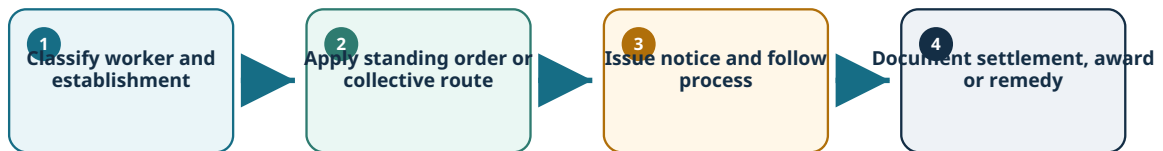
Sections: 65-76

Central Rules mapped: 3

[Official source viewer + local analytical map](#)

FININ2MIN LEGAL FLOW

Industrial Relations Code, 2020 — Lay-off, retrenchment and closure

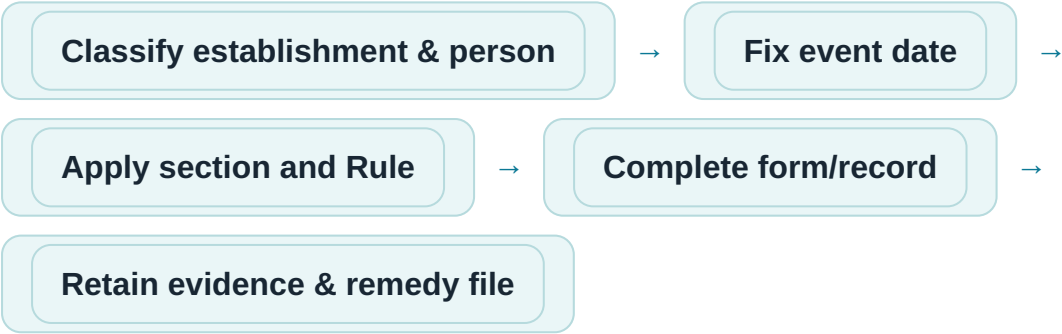


Law → trigger → procedure → evidence. Confirm the operative Central/State instrument on the event date.

Finin2min decision flow — identify the law, complete the statutory process and preserve evidence.

Publication-source status: The chapter contains the complete analytical and Rule-mapping layer. For the four parent Codes, the exact current Act text is displayed through the official India Code PDF/section viewer. It is not re-labelled as locally embedded text where the retained source file is unavailable. This preserves legal honesty while the official text is retained as the controlling source.

Chapter decision flow



Section 65: Application of sections 67 to 69

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 65 in the official source. Statutory title: Application of sections 67 to 69.

Finin2min clause-by-clause decode

1. Test 1
2. Sections 67 to 69 apply to establishments within Chapter IX except the stated seasonal/intermittent and other exclusions.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 65: application of sections 67 to 69.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 65.

Section 66: Definition of continuous service

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 66 in the official source. Statutory title: Definition of continuous service.

Finin2min clause-by-clause decode

1. Test 1
2. Continuous service includes uninterrupted service and specified deemed-service calculations based on actual days worked and protected interruptions.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 66: definition of continuous service.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
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- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 66.

Section 67: Rights of workers laid-off for compensation, etc

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 67 in the official source. Statutory title: Rights of workers laid-off for compensation, etc.

Finin2min clause-by-clause decode

1. Test 1
2. An eligible laid-off worker is generally entitled to compensation equal to fifty per cent of basic wages and dearness allowance for lay-off days, subject to the forty-five-day framework and exceptions.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 67: rights of workers laid-off for compensation, etc.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 67.

Section 68: Duty of an employer to maintain muster rolls of workers

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 68 in the official source. Statutory title: Duty of an employer to maintain muster rolls of workers.

Finin2min clause-by-clause decode

1. Test 1
2. The employer must maintain muster rolls and allow workers who present themselves for work to mark attendance during lay-off.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 68: duty of an employer to maintain muster rolls of workers.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 68.

Section 69: Workers not entitled for compensation in certain cases

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 69 in the official source. Statutory title: Workers not entitled for compensation in certain cases.

Finin2min clause-by-clause decode

1. Test 1
2. Compensation may be unavailable where suitable alternative employment is refused, the worker does not present for work, or lay-off is due to strike/slowdown in another part, subject to the exact conditions.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 69: workers not entitled for compensation in certain cases.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 69.

Section 70: Conditions precedent to retrenchment of workers

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 70 in the official source. Statutory title: Conditions precedent to retrenchment of workers.

Finin2min clause-by-clause decode

1. Test 1
2. General retrenchment requires one month's written notice or pay in lieu, retrenchment compensation of fifteen days' average pay for every completed year or part over six months, and notice to the specified Government authority.
3. Test 2
4. The 2026 notification specifies the Central-sphere notice authority; Rule 27 and Form XIII govern service of retrenchment notice.
5. Implementation control
6. Trigger
7. Document the fact pattern that activates section 70: conditions precedent to retrenchment of workers.
8. Coverage and jurisdiction
9. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
10. Decision owner

Applicable Central Rules immediately below the provision

Central Rule 27: Rule 27 — Service of notice before retrenchment

extracted from the official English notification

27. Service of notice before retrenchment.— If an employer desires to retrench any worker employed in his industrial

establishment who has been in continuous service for not less than one year, such employer shall serve prior notice of

retrenchment in Form-XIII to the Central Government and to the concerned Deputy Chief Labour Commissioner

(Central) through e-mail or speed post, in the following manner, namely, —

(a) where prior notice is given to a worker under clause (a) of section 70 of the Code, notice of such retrenchment

shall be served within three days from the date on which such notice is served on the worker;

(b) where no prior notice is given to the worker under clause (a) of section 70 of the Code, and he is paid one

month's wages in lieu thereof, notice of such retrenchment shall be sent within three days from the date on

which such wages are paid; and

(c) where retrenchment is carried out under an agreement, which specifies a date for the termination of service,

notice of such retrenchment shall be sent so as to reach the Central Government and a copy thereof to the

Deputy Chief Labour Commissioner (Central), at least one month before such date:

Provided that if the date of termination of service agreed upon is within thirty days of the agreement, the notice

of retrenchment shall be sent to Central Government along with a copy thereof to the Deputy Chief Labour

Commissioner (Central) concerned within three days of the agreement.

Code concordance

Primary operative section

Section 70

Conditions precedent to retrenchment of workers

Forms and records

No form heading is directly assigned to this rule. Keep the application, notice, order, electronic acknowledgment and register required by the text.

Implementation owner

HR/employee relations with legal review and the authorised signatory specified by the rule.

System control

Create a workflow that blocks completion until every mandatory field, attachment, service method and timeline is satisfied.

Evidence

Preserve the exact filed form, annexures, electronic receipt, delivery proof, hearing material and final order.

Failure consequence

The underlying Code section may create invalidity, compensation, appeal, recovery, unfair-practice or penalty exposure.

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Practical example

Before changing employment status, the employer maps headcount, worker category, service, notice, permission, compensation and re-employment obligations. The decision is held until the legal, HR and finance evidence files reconcile.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 27 | Official source: section 70.

Section 71: Procedure for retrenchment

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 71 in the official source. Statutory title: Procedure for retrenchment.

Finin2min clause-by-clause decode

1. Test 1
2. The ordinarily applicable selection principle is last-in-first-out within the worker category unless recorded reasons justify departure.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 71: procedure for retrenchment.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

Before changing employment status, the employer maps headcount, worker category, service, notice, permission, compensation and re-employment obligations. The decision is held until the legal, HR and finance evidence files reconcile.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 71.

Section 72: Re-employment of retrenched worker

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 72 in the official source. Statutory title: Re-employment of retrenched worker.

Finin2min clause-by-clause decode

1. Test 1
2. Retrenched workers who offer themselves must receive the statutory preference when the employer proposes fresh recruitment.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 72: re-employment of retrenched worker.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

Central Rule 28: Rule 28 — Re-employment to retrenched workers

extracted from the official English notification

28. Re-employment to retrenched workers.— (1) The employer shall prepare a list of all workers in the particular category from which retrenchment is contemplated, arranged according to the seniority of their service in that category and cause a copy thereof to be pasted on a notice board in a conspicuous place in the premises of the industrial establishment, at least seven days before the actual date of retrenchment.

(2) When any vacancy occurs in an industrial establishment and there are workers of such industrial establishment retrenched within one year prior to the proposal for filling such vacancies, the employer of such industrial establishment shall, if such workers are citizens of India and have given their willingness for employment, give them preference over other on the basis of their seniority.

(3) The employer shall arrange for the display on the notice board in a conspicuous place in the premises of the industrial establishment the details of vacancies, at least fifteen days before the date on which such vacancies are to be filled and shall also give information of those vacancies by speed post or through e-mail to all the retrenched workers eligible to be considered, on the latest address or e-mail given by each of them at the time of retrenchment or at any time thereafter:

Provided that when the number of such vacancies is less than the number of retrenched workers, it shall be sufficient, if the information is given by the employer individually to the senior most retrenched workers in the list referred to in sub-rule (1) and the number of such senior-most workers being double the number of such vacancies:

Provided further that where duration of the vacancy is of less than one month there shall be no obligation on the employer to inform of such vacancy:

Provided also, that if a retrenched worker without sufficient cause being shown in writing to the employer, does not offer himself for re-employment on the date or dates specified in the information sent to him under this sub-rule, the employer shall not inform such worker of the vacancies that may be filled on any subsequent occasion.

(4) As soon as the provisions of sub-rule (3) are complied, the employer shall also inform the negotiating

union or the constituent of negotiating council or Trade Unions connected with the industrial establishment, of the number of vacancies to be filled and names of the retrenched workers to whom information has been sent under that sub-rule:

Provided that the provisions of this sub-rule shall not be complied with by the employer in any case where information is sent to every worker mentioned in the list prepared under sub-rule (1).

Code concordance

Primary operative section

Section 72

Re-employment of retrenched worker

Forms and records

No form heading is directly assigned to this rule. Keep the application, notice, order, electronic acknowledgment and register required by the text.

Implementation owner

HR/employee relations with legal review and the authorised signatory specified by the rule.

System control

Create a workflow that blocks completion until every mandatory field, attachment, service method and timeline is satisfied.

Evidence

Preserve the exact filed form, annexures, electronic receipt, delivery proof, hearing material and final order.

Failure consequence

The underlying Code section may create invalidity, compensation, appeal, recovery, unfair-practice or penalty exposure.

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Practical example

Before changing employment status, the employer maps headcount, worker category, service, notice, permission, compensation and re-employment obligations. The decision is held until the legal, HR and finance evidence files reconcile.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 28 | Official source: section 72.

Section 73: Compensation to workers in case of transfer of establishment

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 73 in the official source. Statutory title: Compensation to workers in case of transfer of establishment.

Finin2min clause-by-clause decode

1. Test 1
2. Transfer of ownership/management may trigger notice and compensation unless continuity, terms and successor liability satisfy all statutory conditions.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 73: compensation to workers in case of transfer of establishment.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 73.

Section 74: Sixty days' notice to be given of intention to close down any undertaking

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 74 in the official source. Statutory title: Sixty days' notice to be given of intention to close down any undertaking.

Finin2min clause-by-clause decode

1. Test 1
2. An employer intending to close an undertaking must generally give sixty days' notice to the appropriate Government, subject to statutory exclusions.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 74: sixty days' notice to be given of intention to close down any undertaking.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

Central Rule 29: Rule 29 — Service of notice for intended closure

extracted from the official English notification

29. Service of notice for intended closure.- (1) If an employer intends to close down an industrial establishment, the employer shall give notice in Form-XIII at least sixty days before the date of intended closure to the Central Government and a copy thereof to the concerned Deputy Chief Labour Commissioner (Central) by e-mail or speed post.

(2) A copy of the notice referred to in sub-rule (1) shall also be sent to the registered Trade Unions or authorised representatives of workers, as the case may be, operating in the Industrial establishments.

CHAPTER X

SPECIAL PROVISIONS RELATING TO LAY-OFF, RETRENCHMENT AND CLOSURE IN CERTAIN

ESTABLISHMENTS

Code concordance

Primary operative section

Section 74

Sixty days' notice to be given of intention to close down any undertaking

Forms and records

No form heading is directly assigned to this rule. Keep the application, notice, order, electronic acknowledgment and register required by the text.

Implementation owner

HR/employee relations with legal review and the authorised signatory specified by the rule.

System control

Create a workflow that blocks completion until every mandatory field, attachment, service method and timeline is satisfied.

Evidence

Preserve the exact filed form, annexures, electronic receipt, delivery proof, hearing material and final order.

Failure consequence

The underlying Code section may create invalidity, compensation, appeal, recovery, unfair-practice or penalty exposure.

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Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 29 | Official source: section 74.

Section 75: Compensation to workers in case of closing down of undertakings

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 75 in the official source. Statutory title: Compensation to workers in case of closing down of undertakings.

Finin2min clause-by-clause decode

1. Test 1
2. Closure compensation generally follows the retrenchment-compensation measure; unavoidable circumstances beyond the employer's control receive only the limited treatment stated in the section.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 75: compensation to workers in case of closing down of undertakings.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 75.

Section 76: Effect of laws inconsistent with this Chapter

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 76 in the official source. Statutory title: Effect of laws inconsistent with this Chapter.

Finin2min clause-by-clause decode

1. Test 1
2. The provision governs effect of laws inconsistent with this chapter in the restructuring and employment-continuity framework.
3. Test 2
4. Determine establishment threshold, worker status, continuous service, correct chapter, prior-notice/permission route and compensation base.
5. Test 3
6. Preserve board approval, commercial rationale, workforce data, selection matrix, Government filings, service proof, compensation calculation and bank evidence.
7. Test 4
8. A defective process can invalidate the action or create compensation, reinstatement, penalty and unfair-labour-practice exposure.
9. Implementation control
10. Trigger

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 76.

Rules, forms, registers, portals and due dates

Rule	Subject	Text/control status
27	Rule 27 — Service of notice before retrenchment	Exact Gazette extract embedded
28	Rule 28 — Re-employment to retrenched workers	Exact Gazette extract embedded
29	Rule 29 — Service of notice for intended closure	Exact Gazette extract embedded

Forms and registers must be confirmed from the appended 2026 Central Rules and the live portal applicable to the appropriate Government. A form is not treated as current merely because an earlier law used the same number.

Notifications and effective-date history

Control	Required action
Enactment	Record Act number, assent and Gazette publication.
Commencement	Use the provision-specific commencement notification; the four Codes became broadly operative from 21 November 2025 subject to earlier partial commencement and corrigenda.
Central Rules	Read the applicable 2026 Central Rules from their Gazette date and verify subsequent amendments.
State instrument	Check final State Rules, authority notifications, forms and rates where the State is appropriate Government.

Old-law/new-Code concordance

Predecessor law	Transition control
Trade Unions Act, 1926	

Predecessor law	Transition control
	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.
Industrial Employment (Standing Orders) Act, 1946	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.
Industrial Disputes Act, 1947	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.

Practical calculations and control file

Calculation sequence

1. Freeze the employee/worker population and event date.
2. Apply the statutory wage/benefit base and notified threshold.
3. Reconcile attendance, service, payroll and contractor records.
4. Calculate principal amount, interest/damages and any statutory compensation separately.
5. Obtain legal/payroll approval and retain the versioned worksheet.

Three-owner sign-off

- **Employer/HR:** facts, classification, communication and workflow.
- **Employee/worker:** notice, records, nomination/claim and acknowledgement.
- **Professional:** source, formula, forum, limitation and evidence reconciliation.

Binding and highly relevant case-law principles

Older cases are included for principles only. Their continued application must be tested against the current Code wording, repeal-and-savings clause and later judgments.

Decision	Principle and present-use caution
Bangalore Water Supply v. A. Rajappa	The industry test remains an important interpretive starting point, subject to the Code definition and later statutory developments.
Workmen of Firestone Tyre v. Management	Domestic enquiry fairness and the adjudicatory power to examine dismissal remain central principles, subject to the Code and certified standing orders.
Bharat Bank Ltd. v. Employees	Industrial adjudication is specialised statutory adjudication; forum, reference and award provisions must be followed.
Karnal Leather Karamchari Sanghatan v. Liberty Footwear	Settlement and collective-bargaining outcomes require genuine authority, representativeness and statutory compliance.

State-law variation alerts

- Confirm whether the Central or State Government is the appropriate Government.
- Central Rules do not automatically displace valid State Rules, rates, registers, authorities or portal procedures.
- Minimum-wage rates, holidays, working-hours permissions, licences and local welfare obligations require State-specific verification.
- Record Gazette number, effective date and supersession status in the location compliance register.

Finin2min Q&A

Which law and version should be applied?

Use the current text of Industrial Relations Code, 2020, the commencement notification, the applicable Central or State Rules and any later instrument effective on the event date.

How is the appropriate Government identified?

Classify ownership/control, sector, establishment and contractor relationship before selecting the Central or State authority.

Can a company policy override the statutory protection?

No. A policy may improve a benefit or control, but it cannot contract out of a mandatory statutory floor.

What evidence should be retained?

Retain the classification memo, source instrument, form/portal record, calculation, approval, employee communication, acknowledgement and payment or authority proof.

Do the Central Rules apply to every establishment?

No. They govern the Central sphere. State Rules and State notifications must be checked where the State is the appropriate Government.

How should a historical event be tested?

Apply the law and subordinate instrument effective on the event date, then use the repeal-and-savings provision for pending rights and proceedings.

What happens when portal practice conflicts with the statute?

Record the conflict, follow the higher legal instrument, seek authority clarification where necessary and preserve screenshots and correspondence.

Can criminal and monetary consequences arise together?

They may. Separate wages/benefits, interest, damages, civil penalty, prosecution, compounding and director/officer liability.

Is a contractor arrangement enough to shift liability?

No. Principal-employer and contractor liabilities depend on the specific provision and facts; the contract should allocate evidence and recovery without diluting worker rights.

What is the first professional review step?

Freeze the event date and facts, identify the applicable provision, then map Rules, forms, notification status, authority, limitation and evidence.

What is the operational focus of section 65 - Application of sections 67 to 69?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 66 - Definition of continuous service?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 67 - Rights of workers laid-off for compensation, etc?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 68 - Duty of an employer to maintain muster rolls of workers?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 69 - Workers not entitled for compensation in certain cases?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 70 - Conditions precedent to retrenchment of workers?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 71 - Procedure for retrenchment?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 72 - Re-employment of retrenched worker?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

FININ2MIN SUMMARY - CHAPTER IN 2 MINUTES

Chapter X - Special threshold establishments

This chapter turns special threshold establishments into an operational control file. It covers Application of this Chapter, Prohibition of lay-off, Conditions precedent to retrenchment of workers to which Chapter X applies, Procedure for closing down an industrial establishment; the practical sequence is to classify coverage and event date, apply the provision and mapped Rule, complete the form/register, calculate the entitlement or exposure, and retain evidence for inspection, claim or appeal.

Who is covered Employers, workers, trade unions, negotiating bodies, standing-order establishments and dispute-resolution authorities should classify the industrial establishment and worker population first.	Main obligations / rights • Section 77: Application of this Chapter • Section 78: Prohibition of lay-off • Section 79: Conditions precedent to retrenchment of workers to which Chapter X applies • Section 80: Procedure for closing down an industrial establishment • Section 81: Duty of an employer to maintain muster rolls of workers
Key thresholds / timelines • Use only the threshold, rate and limitation period effective on the event date; verify the Central/State instrument before acting.	Forms / evidence • Applicable form/register, calculation file, approval and acknowledgement evidence • Classification, calculation, approval, acknowledgement and payment/filing proof
Employer risk snapshot Highest practical risks: misclassification, missed filing/notice, unsupported calculation, incomplete records and use of the wrong Central/State instrument.	Employee / worker remedy the substantive protection in this chapter, access to the prescribed authority/forum and a documented remedy within limitation. Confirm authority, limitation and appeal route.
Old law / transition Map the event date and savings position against: Trade Unions Act, 1926; Industrial Employment (Standing Orders) Act, 1946; Industrial Disputes Act, 1947.	Five-point professional checklist • Freeze the event date, establishment, location and person/worker classification. • Identify the controlling section/paragraph, mapped Rule, notification and appropriate Government. • Reperform the calculation or decision test and document every exception or approval. • Complete the prescribed form/register/portal step and retain acknowledgement, payment and communication evidence. • Record the remedy, forum, limitation, appeal path and State variation before sign-off.

Finin2min takeaway: for special threshold establishments, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

Source status: OFFICIAL SOURCE VIEWER / LOCAL ANALYTICAL MAP | Rules: Mapped; exact extracts where retained | Review date: 18 July 2026
Educational and professional reference. Verify the event-date Act/Code, Rules, notifications, State instruments, portal procedure and later judgments before acting.

Chapter X - Special threshold establishments

Industrial Relations Code, 2020 | Detailed statutory, Rule, compliance, remedy and evidence guide.

Review date: 2026-07-18

Authors: CA Nikhil Gupta & Kajri Singh

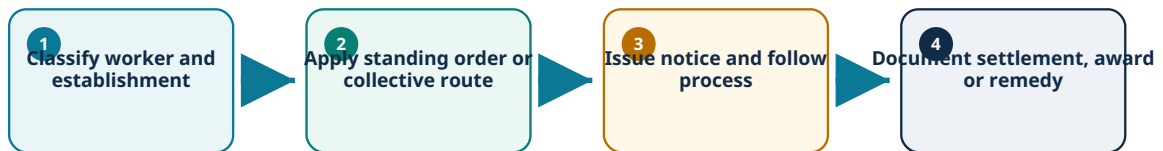
Sections: 77-82

Central Rules mapped: 7

[Official source viewer + local analytical map](#)

FININ2MIN LEGAL FLOW

Industrial Relations Code, 2020 — Special threshold establishments

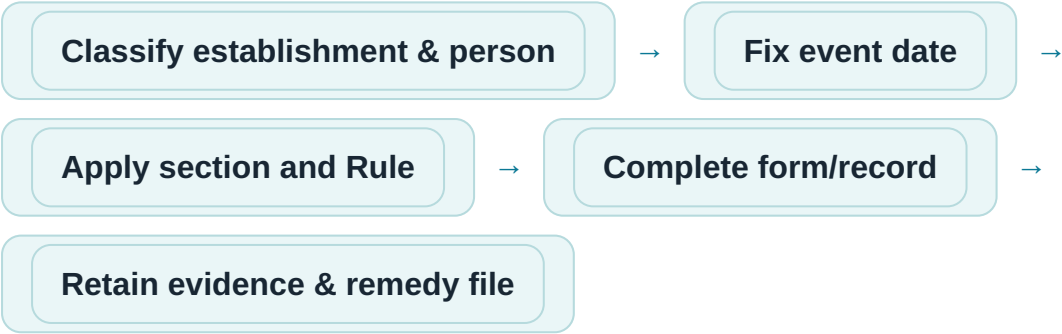


Law → trigger → procedure → evidence. Confirm the operative Central/State instrument on the event date.

Finin2min decision flow — identify the law, complete the statutory process and preserve evidence.

Publication-source status: The chapter contains the complete analytical and Rule-mapping layer. For the four parent Codes, the exact current Act text is displayed through the official India Code PDF/section viewer. It is not re-labelled as locally embedded text where the retained source file is unavailable. This preserves legal honesty while the official text is retained as the controlling source.

Chapter decision flow



Section 77: Application of this Chapter

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 77 in the official source. Statutory title: Application of this Chapter.

Finin2min clause-by-clause decode

1. Test 1
2. Chapter X applies to specified industrial establishments with at least three hundred workers on average per working day in the preceding twelve months, or another notified threshold.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 77: application of this chapter.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 77.

Section 78: Prohibition of lay-off

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 78 in the official source. Statutory title: Prohibition of lay-off.

Finin2min clause-by-clause decode

1. Test 1
2. Chapter X establishments generally need prior permission for lay-off, except the statutory shortage/natural calamity and mine exceptions; application, hearing and deemed-permission rules apply.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 78: prohibition of lay-off.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

Central Rule 30: Rule 30 — Application for intended lay-off and manner of serving copy of such application to workers

extracted from the official English notification

30. Application for intended lay-off and manner of serving copy of such application to workers.– (1) An application shall be made by the employer in Form-XIV to the Central Government seeking permission for lay-off of a worker stating clearly therein the reasons for the intended lay-off and a copy of such application shall be served simultaneously to the worker concerned, electronically or in person or by speed post.

(2) The application referred to in sub-rule (1) shall also be displayed conspicuously by the employer on the notice board or on electronic board at the main entrance of the industrial establishment.

Code concordance

Primary operative section

Section 78

Prohibition of lay-off

Forms and records

No form heading is directly assigned to this rule. Keep the application, notice, order, electronic acknowledgment and register required by the text.

Implementation owner

HR/employee relations with legal review and the authorised signatory specified by the rule.

System control

Create a workflow that blocks completion until every mandatory field, attachment, service method and timeline is satisfied.

Evidence

Preserve the exact filed form, annexures, electronic receipt, delivery proof, hearing material and final order.

Failure consequence

The underlying Code section may create invalidity, compensation, appeal, recovery, unfair-practice or penalty exposure.

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Central Rule 31: Rule 31 — Application to continue lay-off

extracted from the official English notification

31. Application to continue lay-off.— The employer shall, in case of an industrial establishment being a mine, where the workers other than badli workers or casual workers have been laid-off for reasons of fire, flood or excess of inflammable gas or explosion, within a period of thirty days from the date of commencement of such lay-off, make an application in Form-XIV to the Central Government electronically and by speed post with a copy to the concerned Deputy Chief Labour Commissioner (Central) for permission to continue the lay-off—

- (a) specifying the number of days;
- (b) specifying the number of workers to be laid off;
- (c) the total number of workers employed in the industrial establishment;
- (d) the date of lay-off; and
- (e) the reasons for continuation of such lay-off.

Code concordance

Primary operative section

Section 78

Prohibition of lay-off

Forms and records

No form heading is directly assigned to this rule. Keep the application, notice, order, electronic acknowledgment and register required by the text.

Implementation owner

HR/employee relations with legal review and the authorised signatory specified by the rule.

System control

Create a workflow that blocks completion until every mandatory field, attachment, service method and timeline is satisfied.

Evidence

Preserve the exact filed form, annexures, electronic receipt, delivery proof, hearing material and final order.

Failure consequence

The underlying Code section may create invalidity, compensation, appeal, recovery, unfair-practice or penalty exposure.

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Central Rule 32: Rule 32 — Review of order

extracted from the official English notification

32. Review of order.— (1) The Central Government may, either on its own motion or on an application made by the

employer or any worker, review its order granting or refusing to grant permission for the lay-off.

(2) The employer or any worker concerned, along with the order referred to in sub-rule (1), may make an application

within thirty days from the date on which the order is made to the Central Government for reviewing the order and that

Government shall, within two months from the date on which the application is made, dispose of the same after

providing the concerned parties, an opportunity of being heard.

(3) Where the Central Government decides to review the order referred to in sub-rule (1) on its own motion, it may take

necessary steps within one month from the date on which the order is made and after providing the concerned parties

an opportunity of being heard, dispose of such review within a period of two months from the date on which such

decision is taken.

Code concordance

Primary operative section

Section 78

Prohibition of lay-off

Forms and records

No form heading is directly assigned to this rule. Keep the application, notice, order, electronic acknowledgment and register required by the text.

Implementation owner

HR/employee relations with legal review and the authorised signatory specified by the rule.

System control

Create a workflow that blocks completion until every mandatory field, attachment, service method and timeline is satisfied.

Evidence

Preserve the exact filed form, annexures, electronic receipt, delivery proof, hearing material and final order.

Failure consequence

The underlying Code section may create invalidity, compensation, appeal, recovery, unfair-practice or penalty exposure.

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Practical example

Before changing employment status, the employer maps headcount, worker category, service, notice, permission, compensation and re-employment obligations. The decision is held until the legal, HR and finance evidence files reconcile.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 30, Rule 31, Rule 32 | Official source: section 78.

Section 79: Conditions precedent to retrenchment of workers to which Chapter X applies

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 79 in the official source. Statutory title: Conditions precedent to retrenchment of workers to which Chapter X applies.

Finin2min clause-by-clause decode

1. Test 1
2. Retrenchment under Chapter X requires three months' notice or pay and prior Government permission through the prescribed application.
3. Test 2
4. Permission is judged on genuineness, adequacy of reasons, worker interests and other relevant factors; no decision within the statutory period may trigger deemed permission.
5. Implementation control
6. Trigger
7. Document the fact pattern that activates section 79: conditions precedent to retrenchment of workers to which chapter x applies.
8. Coverage and jurisdiction
9. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
10. Decision owner

Applicable Central Rules immediately below the provision

Central Rule 33: Rule 33 — Application for intended retrenchment and manner of serving copy of such application to workers

extracted from the official English notification

33. Application for intended retrenchment and manner of serving copy of such application to workers.–

(1) An

application shall be made in Form- XIV by the employer to the Central Government electronically, stating clearly the reasons for the intended retrenchment therein and a copy of such application shall be sent to the concerned workers electronically, or in person, or by speed post.

(2) The application referred to in sub-rule (1) shall also be displayed conspicuously by the employer on a notice board

or on electronic board at the main entrance to the industrial establishment.

Code concordance

Primary operative section

Section 79

Conditions precedent to retrenchment of workers to which Chapter X applies

Forms and records

No form heading is directly assigned to this rule. Keep the application, notice, order, electronic acknowledgment and register required by the text.

Implementation owner

HR/employee relations with legal review and the authorised signatory specified by the rule.

System control

Create a workflow that blocks completion until every mandatory field, attachment, service method and timeline is satisfied.

Evidence

Preserve the exact filed form, annexures, electronic receipt, delivery proof, hearing material and final order.

Failure consequence

The underlying Code section may create invalidity, compensation, appeal, recovery, unfair-practice or penalty exposure.

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Central Rule 34: Rule 34 — Review of order

extracted from the official English notification

34. Review of order.— (1) The Central Government may, either on its own motion or on an application made by the employer or any worker, review its order granting or refusing to grant permission for the retrenchment.

(2) The employer or any worker concerned, along with the order referred to in sub-rule (1), may make an application within thirty days from the date on which such order is made, to the Central Government for reviewing that order and that Government shall within a period of two months from the date on which such application is made, dispose of the application after providing the concerned parties an opportunity of being heard.

(3) Where the Central Government decides to review the order referred to in sub-rule (1), on its own motion, it may take necessary steps within one month from the date on which such order is made and after providing the concerned parties an opportunity of being heard, dispose of such review within a period of two months from the date on which such decision is taken.

Code concordance

Primary operative section

Section 79

Conditions precedent to retrenchment of workers to which Chapter X applies

Forms and records

No form heading is directly assigned to this rule. Keep the application, notice, order, electronic acknowledgment and register required by the text.

Implementation owner

HR/employee relations with legal review and the authorised signatory specified by the rule.

System control

Create a workflow that blocks completion until every mandatory field, attachment, service method and timeline is satisfied.

Evidence

Preserve the exact filed form, annexures, electronic receipt, delivery proof, hearing material and final order.

Failure consequence

The underlying Code section may create invalidity, compensation, appeal, recovery, unfair-practice or penalty exposure.

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Practical example

Before changing employment status, the employer maps headcount, worker category, service, notice, permission, compensation and re-employment obligations. The decision is held until the legal, HR and finance evidence files reconcile.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 33, Rule 34 | Official source: section 79.

Section 80: Procedure for closing down an industrial establishment

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 80 in the official source. Statutory title: Procedure for closing down an industrial establishment.

Finin2min clause-by-clause decode

1. Test 1
2. Closure of a Chapter X establishment requires an application for prior permission at least ninety days before intended closure, subject to the Code's process and exceptions.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 80: procedure for closing down an industrial establishment.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

Central Rule 35: Rule 35 — Application for intended closing of industrial establishment and manner of serving copy of application to representatives of workers

extracted from the official English notification

35. Application for intended closing of industrial establishment and manner of serving copy of application to representatives of workers.— An employer who intends to close down an industrial establishment, to which the provisions of Chapter X of the Code apply, shall apply in Form XIV to the Central Government electronically for prior permission, at least ninety days before the date on which the intended closure is to become effective, stating clearly therein the reasons for such intended closure of the industrial establishment and simultaneously a copy of such application shall also be sent to the representatives of the workers electronically and in person, or by speed post.

Code concordance

Primary operative section

Section 80

Procedure for closing down an industrial establishment

Forms and records

No form heading is directly assigned to this rule. Keep the application, notice, order, electronic acknowledgment and register required by the text.

Implementation owner

HR/employee relations with legal review and the authorised signatory specified by the rule.

System control

Create a workflow that blocks completion until every mandatory field, attachment, service method and timeline is satisfied.

Evidence

Preserve the exact filed form, annexures, electronic receipt, delivery proof, hearing material and final order.

Failure consequence

The underlying Code section may create invalidity, compensation, appeal, recovery, unfair-practice or penalty exposure.

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Central Rule 36: Rule 36 — Review of order

extracted from the official English notification

36. Review of order.— (1) The Central Government may, either on its own motion or on an application made by the employer or any worker, review its order granting or refusing to grant permission for the closing down of an industrial establishment.

(2) The employer or any worker concerned may make an application along with the order referred to in sub-rule (1), within thirty days from the date on which such order is made, to the Central Government for reviewing that order and that Government shall, within two months from the date on which such application is made, dispose of that application after providing the concerned parties an opportunity of being heard.

(3) Where the Central Government decides to review the order referred to in sub-rule (1) on its own motion, it may take necessary steps within one month from the date on which the order is made, and after providing the concerned parties an opportunity of being heard, dispose of such review within a period of two months from the date on which such decision is taken.

CHAPTER XI

WORKER RE-SKILLING FUND

Code concordance

Primary operative section

Section 80

Procedure for closing down an industrial establishment

Forms and records

No form heading is directly assigned to this rule. Keep the application, notice, order, electronic acknowledgment and register required by the text.

Implementation owner

HR/employee relations with legal review and the authorised signatory specified by the rule.

System control

Create a workflow that blocks completion until every mandatory field, attachment, service method and timeline is satisfied.

Evidence

Preserve the exact filed form, annexures, electronic receipt, delivery proof, hearing material and final order.

Failure consequence

The underlying Code section may create invalidity, compensation, appeal, recovery, unfair-practice or penalty exposure.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 35, Rule 36 | Official source: section 80.

Section 81: Duty of an employer to maintain muster rolls of workers

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 81 in the official source. Statutory title: Duty of an employer to maintain muster rolls of workers.

Finin2min clause-by-clause decode

1. Test 1
2. Covered establishments must maintain muster rolls even when prior-permission provisions are engaged.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 81: duty of an employer to maintain muster rolls of workers.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 81.

Section 82: Certain provisions of Chapter IX to apply to industrial establishment to which this

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 82 in the official source. Statutory title: Certain provisions of Chapter IX to apply to industrial establishment to which this.

Finin2min clause-by-clause decode

1. Test 1
2. Specified Chapter IX provisions apply to Chapter X establishments, avoiding duplication of compensation and re-employment rules.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 82: certain provisions of chapter ix to apply to industrial establishment to which this.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 82.

Rules, forms, registers, portals and due dates

Rule	Subject	Text/control status
30	Rule 30 — Application for intended lay-off and manner of serving copy of such application to workers	Exact Gazette extract embedded
31	Rule 31 — Application to continue lay-off	Exact Gazette extract embedded
32	Rule 32 — Review of order	Exact Gazette extract embedded
33	Rule 33 — Application for intended retrenchment and manner of serving copy of such application to workers	Exact Gazette extract embedded
34	Rule 34 — Review of order	Exact Gazette extract embedded
35	Rule 35 — Application for intended closing of industrial establishment and manner of serving copy of application to representatives of workers	Exact Gazette extract embedded
36	Rule 36 — Review of order	Exact Gazette extract embedded

Forms and registers must be confirmed from the appended 2026 Central Rules and the live portal applicable to the appropriate Government. A form is not treated as current merely because an earlier law used the same number.

Notifications and effective-date history

Control	Required action
Enactment	Record Act number, assent and Gazette publication.
Commencement	

	Use the provision-specific commencement notification; the four Codes became broadly operative from 21 November 2025 subject to earlier partial commencement and corrigenda.
Central Rules	Read the applicable 2026 Central Rules from their Gazette date and verify subsequent amendments.
State instrument	Check final State Rules, authority notifications, forms and rates where the State is appropriate Government.

Old-law/new-Code concordance

Predecessor law	Transition control
Trade Unions Act, 1926	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.
Industrial Employment (Standing Orders) Act, 1946	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.
Industrial Disputes Act, 1947	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.

Practical calculations and control file

Calculation sequence

1. Freeze the employee/worker population and event date.
2. Apply the statutory wage/benefit base and notified threshold.
3. Reconcile attendance, service, payroll and contractor records.
4. Calculate principal amount, interest/damages and any statutory compensation separately.
5. Obtain legal/payroll approval and retain the versioned worksheet.

Three-owner sign-off

- **Employer/HR:** facts, classification, communication and workflow.
- **Employee/worker:** notice, records, nomination/claim and acknowledgement.
- **Professional:** source, formula, forum, limitation and evidence reconciliation.

Binding and highly relevant case-law principles

Older cases are included for principles only. Their continued application must be tested against the current Code wording, repeal-and-savings clause and later judgments.

Decision	Principle and present-use caution
Bangalore Water Supply v. A. Rajappa	The industry test remains an important interpretive starting point, subject to the Code definition and later statutory developments.
Workmen of Firestone Tyre v. Management	Domestic enquiry fairness and the adjudicatory power to examine dismissal remain central principles, subject to the Code and certified standing orders.
Bharat Bank Ltd. v. Employees	Industrial adjudication is specialised statutory adjudication; forum, reference and award provisions must be followed.
Karnal Leather Karamchari Sanghatan v. Liberty Footwear	Settlement and collective-bargaining outcomes require genuine authority, representativeness and statutory compliance.

State-law variation alerts

- Confirm whether the Central or State Government is the appropriate Government.
- Central Rules do not automatically displace valid State Rules, rates, registers, authorities or portal procedures.
- Minimum-wage rates, holidays, working-hours permissions, licences and local welfare obligations require State-specific verification.
- Record Gazette number, effective date and supersession status in the location compliance register.

Finin2min Q&A

Which law and version should be applied?

Use the current text of Industrial Relations Code, 2020, the commencement notification, the applicable Central or State Rules and any later instrument effective on the event date.

How is the appropriate Government identified?

Classify ownership/control, sector, establishment and contractor relationship before selecting the Central or State authority.

Can a company policy override the statutory protection?

No. A policy may improve a benefit or control, but it cannot contract out of a mandatory statutory floor.

What evidence should be retained?

Retain the classification memo, source instrument, form/portal record, calculation, approval, employee communication, acknowledgement and payment or authority proof.

Do the Central Rules apply to every establishment?

No. They govern the Central sphere. State Rules and State notifications must be checked where the State is the appropriate Government.

How should a historical event be tested?

Apply the law and subordinate instrument effective on the event date, then use the repeal-and-savings provision for pending rights and proceedings.

What happens when portal practice conflicts with the statute?

Record the conflict, follow the higher legal instrument, seek authority clarification where necessary and preserve screenshots and correspondence.

Can criminal and monetary consequences arise together?

They may. Separate wages/benefits, interest, damages, civil penalty, prosecution, compounding and director/officer liability.

Is a contractor arrangement enough to shift liability?

No. Principal-employer and contractor liabilities depend on the specific provision and facts; the contract should allocate evidence and recovery without diluting worker rights.

What is the first professional review step?

Freeze the event date and facts, identify the applicable provision, then map Rules, forms, notification status, authority, limitation and evidence.

What is the operational focus of section 77 - Application of this Chapter?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 78 - Prohibition of lay-off?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 79 - Conditions precedent to retrenchment of workers to which Chapter X applies?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 80 - Procedure for closing down an industrial establishment?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 81 - Duty of an employer to maintain muster rolls of workers?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 82 - Certain provisions of Chapter IX to apply to industrial establishment to which this?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is review control 17 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

What is review control 18 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

FININ2MIN SUMMARY - CHAPTER IN 2 MINUTES

Chapter XI - Worker re-skilling fund

This chapter turns worker re-skilling fund into an operational control file. It covers Worker re-skilling fund; the practical sequence is to classify coverage and event date, apply the provision and mapped Rule, complete the form/register, calculate the entitlement or exposure, and retain evidence for inspection, claim or appeal.

Who is covered Employers, workers, trade unions, negotiating bodies, standing-order establishments and dispute-resolution authorities should classify the industrial establishment and worker population first.	Main obligations / rights • Section 83: Worker re-skilling fund
Key thresholds / timelines • Use only the threshold, rate and limitation period effective on the event date; verify the Central/State instrument before acting.	Forms / evidence • Applicable form/register, calculation file, approval and acknowledgement evidence • Classification, calculation, approval, acknowledgement and payment/filing proof
Employer risk snapshot Highest practical risks: misclassification, missed filing/notice, unsupported calculation, incomplete records and use of the wrong Central/State instrument.	Employee / worker remedy the substantive protection in this chapter, access to the prescribed authority/forum and a documented remedy within limitation. Confirm authority, limitation and appeal route.
Old law / transition Map the event date and savings position against: Trade Unions Act, 1926; Industrial Employment (Standing Orders) Act, 1946; Industrial Disputes Act, 1947.	Five-point professional checklist • Freeze the event date, establishment, location and person/worker classification. • Identify the controlling section/paragraph, mapped Rule, notification and appropriate Government. • Reperform the calculation or decision test and document every exception or approval. • Complete the prescribed form/register/portal step and retain acknowledgement, payment and communication evidence. • Record the remedy, forum, limitation, appeal path and State variation before sign-off.

Finin2min takeaway: for worker re-skilling fund, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

Source status: OFFICIAL SOURCE VIEWER / LOCAL ANALYTICAL MAP | Rules: Mapped; exact extracts where retained | Review date: 18 July 2026
Educational and professional reference. Verify the event-date Act/Code, Rules, notifications, State instruments, portal procedure and later judgments before acting.

Chapter XI - Worker re-skilling fund

Industrial Relations Code, 2020 | Detailed statutory, Rule, compliance, remedy and evidence guide.

Review date: 2026-07-18

Authors: CA Nikhil Gupta & Kajri Singh

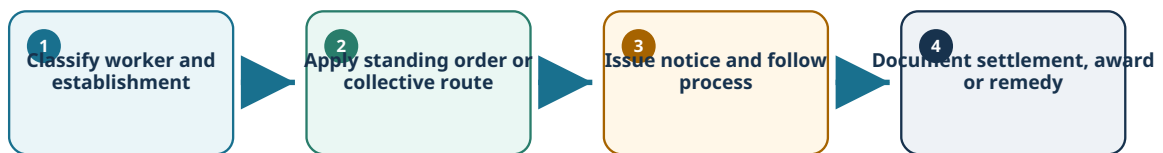
Sections: 83-83

Central Rules mapped: 1

[Official source viewer + local analytical map](#)

FININ2MIN LEGAL FLOW

Industrial Relations Code, 2020 — Worker re-skilling fund

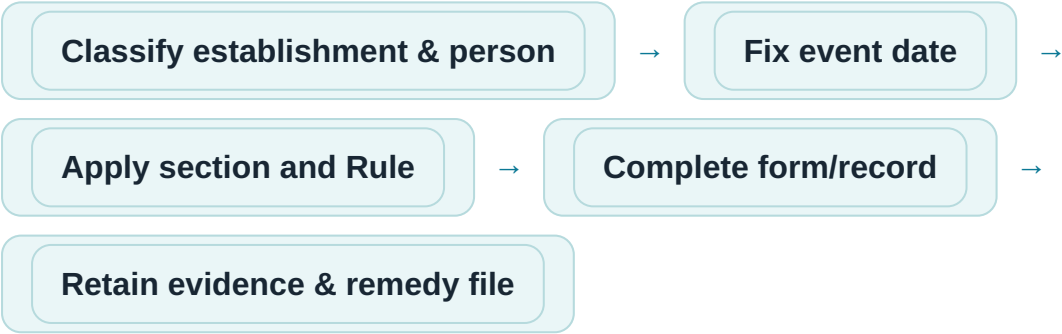


Law → trigger → procedure → evidence. Confirm the operative Central/State instrument on the event date.

Finin2min decision flow — identify the law, complete the statutory process and preserve evidence.

Publication-source status: The chapter contains the complete analytical and Rule-mapping layer. For the four parent Codes, the exact current Act text is displayed through the official India Code PDF/section viewer. It is not re-labelled as locally embedded text where the retained source file is unavailable. This preserves legal honesty while the official text is retained as the controlling source.

Chapter decision flow



Section 83: Worker re-skilling fund

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 83 in the official source. Statutory title: Worker re-skilling fund.

Finin2min clause-by-clause decode

1. Test 1
2. The employer contribution to the worker re-skilling fund is equal to fifteen days' wages last drawn by each retrenched worker or another notified number of days.
3. Test 2
4. The fund amount is to be credited to the retrenched worker within forty-five days in the prescribed manner.
5. Test 3
6. A 2026 notification establishes the Central worker re-skilling fund; Rule 37 governs payment, worker details and transfer administration.
7. Implementation control
8. Trigger
9. Document the fact pattern that activates section 83: worker re-skilling fund.
10. Coverage and jurisdiction

Applicable Central Rules immediately below the provision

Central Rule 37: Rule 37 — Worker re-skilling fund

extracted from the official English notification

37. Worker re-skilling fund.— (1) Every employer who has retrenched a worker in industrial establishment, shall, within ten days from the date of such retrenchment, electronically transfer an amount equivalent to fifteen days of last drawn wages of such retrenched worker or workers in the fund (name of the account) shall be displayed on the website of the Ministry of Labour and Employment and Chief Labour Commissioner (Central) to be maintained by the Chief Labour Commissioner (Central) or the office of the Deputy Chief Labour Commissioner(Central) or the office of the Regional Labour Commissioner (Central) or the office of the Assistant Labour Commissioner(Central), as the case may be.

(2) The fund so received under sub-rule (1) shall be transferred by the office of the Chief Labour Commissioner (Central) or the office of the Deputy Chief Labour Commissioner (Central) or the office of the Regional Labour Commissioner (Central) or the office of the Assistant Labour Commissioner (Central), electronically to each of the retrenched worker account within forty-five days of retrenchment to enable them to utilise that amount for his re-skilling.

(3) The employer shall also submit the list containing the name of the retrenched worker, the amount equivalent to fifteen days of wages last drawn by such retrenched worker along with his bank account details, to the office of the Chief Labour Commissioner (Central) or the office of the Deputy Chief Labour Commissioner (Central) or the office of the Regional Labour Commissioner (Central) or the office of the Assistant Labour Commissioner(Central), as the case may be.

CHAPTER XII

OFFENCES AND PENALTIES

Code concordance

Primary operative section

Section 83

Worker re-skilling fund

Forms and records

No form heading is directly assigned to this rule. Keep the application, notice, order, electronic acknowledgment and register required by the text.

Implementation owner

HR/employee relations with legal review and the authorised signatory specified by the rule.

System control

Create a workflow that blocks completion until every mandatory field, attachment, service method and timeline is satisfied.

Evidence

Preserve the exact filed form, annexures, electronic receipt, delivery proof, hearing material and final order.

Failure consequence

The underlying Code section may create invalidity, compensation, appeal, recovery, unfair-practice or penalty exposure.

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Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 37 | Official source: section 83.

Rules, forms, registers, portals and due dates

Rule	Subject	Text/control status
37	Rule 37 — Worker re-skilling fund	Exact Gazette extract embedded

Forms and registers must be confirmed from the appended 2026 Central Rules and the live portal applicable to the appropriate Government. A form is not treated as current merely because an earlier law used the same number.

Notifications and effective-date history

Control	Required action
Enactment	Record Act number, assent and Gazette publication.
Commencement	Use the provision-specific commencement notification; the four Codes became broadly operative from 21 November 2025 subject to earlier partial commencement and corrigenda.
Central Rules	Read the applicable 2026 Central Rules from their Gazette date and verify subsequent amendments.
State instrument	Check final State Rules, authority notifications, forms and rates where the State is appropriate Government.

Old-law/new-Code concordance

Predecessor law	Transition control
Trade Unions Act, 1926	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.
Industrial Employment (Standing Orders) Act, 1946	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.
Industrial Disputes Act, 1947	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.

Practical calculations and control file

Calculation sequence

1. Freeze the employee/worker population and event date.
2. Apply the statutory wage/benefit base and notified threshold.
3. Reconcile attendance, service, payroll and contractor records.
4. Calculate principal amount, interest/damages and any statutory compensation separately.
5. Obtain legal/payroll approval and retain the versioned worksheet.

Three-owner sign-off

- **Employer/HR:** facts, classification, communication and workflow.
- **Employee/worker:** notice, records, nomination/claim and acknowledgement.
- **Professional:** source, formula, forum, limitation and evidence reconciliation.

Binding and highly relevant case-law principles

Older cases are included for principles only. Their continued application must be tested against the current Code wording, repeal-and-savings clause and later judgments.

Decision	Principle and present-use caution
Bangalore Water Supply v. A. Rajappa	The industry test remains an important interpretive starting point, subject to the Code definition and later statutory developments.
Workmen of Firestone Tyre v. Management	Domestic enquiry fairness and the adjudicatory power to examine dismissal remain central principles, subject to the Code and certified standing orders.
Bharat Bank Ltd. v. Employees	Industrial adjudication is specialised statutory adjudication; forum, reference and award provisions must be followed.
Karnal Leather Karamchari Sanghatan v. Liberty Footwear	Settlement and collective-bargaining outcomes require genuine authority, representativeness and statutory compliance.

State-law variation alerts

- Confirm whether the Central or State Government is the appropriate Government.
- Central Rules do not automatically displace valid State Rules, rates, registers, authorities or portal procedures.
- Minimum-wage rates, holidays, working-hours permissions, licences and local welfare obligations require State-specific verification.
- Record Gazette number, effective date and supersession status in the location compliance register.

Finin2min Q&A

Which law and version should be applied?

Use the current text of Industrial Relations Code, 2020, the commencement notification, the applicable Central or State Rules and any later instrument effective on the event date.

How is the appropriate Government identified?

Classify ownership/control, sector, establishment and contractor relationship before selecting the Central or State authority.

Can a company policy override the statutory protection?

No. A policy may improve a benefit or control, but it cannot contract out of a mandatory statutory floor.

What evidence should be retained?

Retain the classification memo, source instrument, form/portal record, calculation, approval, employee communication, acknowledgement and payment or authority proof.

Do the Central Rules apply to every establishment?

No. They govern the Central sphere. State Rules and State notifications must be checked where the State is the appropriate Government.

How should a historical event be tested?

Apply the law and subordinate instrument effective on the event date, then use the repeal-and-savings provision for pending rights and proceedings.

What happens when portal practice conflicts with the statute?

Record the conflict, follow the higher legal instrument, seek authority clarification where necessary and preserve screenshots and correspondence.

Can criminal and monetary consequences arise together?

They may. Separate wages/benefits, interest, damages, civil penalty, prosecution, compounding and director/officer liability.

Is a contractor arrangement enough to shift liability?

No. Principal-employer and contractor liabilities depend on the specific provision and facts; the contract should allocate evidence and recovery without diluting worker rights.

What is the first professional review step?

Freeze the event date and facts, identify the applicable provision, then map Rules, forms, notification status, authority, limitation and evidence.

What is the operational focus of section 83 - Worker re-skilling fund?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is review control 12 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

What is review control 13 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

What is review control 14 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

What is review control 15 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

FININ2MIN SUMMARY - CHAPTER IN 2 MINUTES

Chapter XII - Unfair labour practices

This chapter turns unfair labour practices into an operational control file. It covers Prohibition of unfair labour practice; the practical sequence is to classify coverage and event date, apply the provision and mapped Rule, complete the form/register, calculate the entitlement or exposure, and retain evidence for inspection, claim or appeal.

Who is covered

Employers, workers, trade unions, negotiating bodies, standing-order establishments and dispute-resolution authorities should classify the industrial establishment and worker population first.

Main obligations / rights

- Section 84: Prohibition of unfair labour practice

Key thresholds / timelines

- Use only the threshold, rate and limitation period effective on the event date; verify the Central/State instrument before acting.

Forms / evidence

- Applicable form/register, calculation file, approval and acknowledgement evidence
- Classification, calculation, approval, acknowledgement and payment/filing proof

Employer risk snapshot

Highest practical risks: misclassification, missed filing/notice, unsupported calculation, incomplete records and use of the wrong Central/State instrument.

Employee / worker remedy

the substantive protection in this chapter, access to the prescribed authority/forum and a documented remedy within limitation. Confirm authority, limitation and appeal route.

Old law / transition

Map the event date and savings position against: Trade Unions Act, 1926; Industrial Employment (Standing Orders) Act, 1946; Industrial Disputes Act, 1947.

Five-point professional checklist

- Freeze the event date, establishment, location and person/worker classification.
- Identify the controlling section/paragraph, mapped Rule, notification and appropriate Government.
- Reperform the calculation or decision test and document every exception or approval.
- Complete the prescribed form/register/portal step and retain acknowledgement, payment and communication evidence.
- Record the remedy, forum, limitation, appeal path and State variation before sign-off.

Finin2min takeaway: for unfair labour practices, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

Source status: OFFICIAL SOURCE VIEWER / LOCAL ANALYTICAL MAP | Rules: Mapped; exact extracts where retained | Review date: 18 July 2026
Educational and professional reference. Verify the event-date Act/Code, Rules, notifications, State instruments, portal procedure and later judgments before acting.

Chapter XII - Unfair labour practices

Industrial Relations Code, 2020 | Detailed statutory, Rule, compliance, remedy and evidence guide.

Review date: 2026-07-18

Authors: CA Nikhil Gupta & Kajri Singh

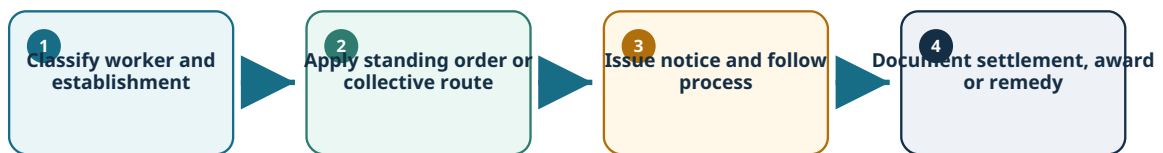
Sections: 84-84

Central Rules mapped: 0

[Official source viewer + local analytical map](#)

FININ2MIN LEGAL FLOW

Industrial Relations Code, 2020 — Unfair labour practices

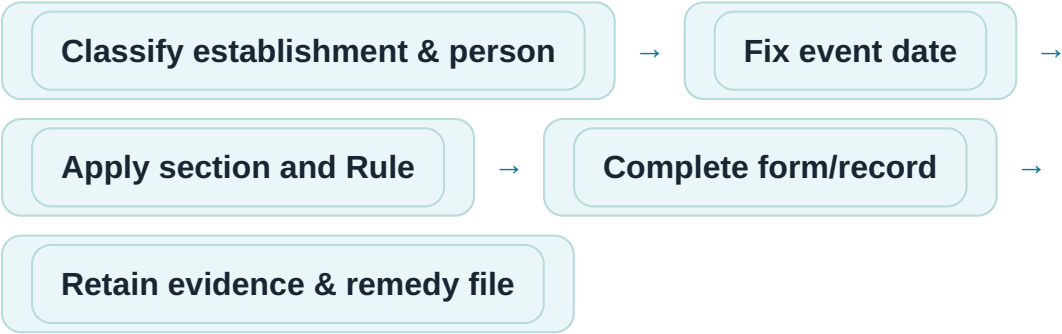


Law → trigger → procedure → evidence. Confirm the operative Central/State instrument on the event date.

Finin2min decision flow — identify the law, complete the statutory process and preserve evidence.

Publication-source status: The chapter contains the complete analytical and Rule-mapping layer. For the four parent Codes, the exact current Act text is displayed through the official India Code PDF/section viewer. It is not re-labelled as locally embedded text where the retained source file is unavailable. This preserves legal honesty while the official text is retained as the controlling source.

Chapter decision flow



Section 84: Prohibition of unfair labour practice

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 84 in the official source. Statutory title: Prohibition of unfair labour practice.

Finin2min clause-by-clause decode

1. Test 1
2. Employers, employer unions, workers and worker unions must not commit practices listed in the Second Schedule.
3. Test 2
4. Domestic enquiry, union recognition, transfers, contract labour, strike conduct and collective bargaining decisions should be checked against the schedule.
5. Implementation control
6. Trigger
7. Document the fact pattern that activates section 84: prohibition of unfair labour practice.
8. Coverage and jurisdiction
9. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
10. Decision owner

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 84.

Rules, forms, registers, portals and due dates

Rule	Subject	Text/control status
No directly mapped Central Rule; check general and State instruments.		

Forms and registers must be confirmed from the appended 2026 Central Rules and the live portal applicable to the appropriate Government. A form is not treated as current merely because an earlier law used the same number.

Notifications and effective-date history

Control	Required action
Enactment	Record Act number, assent and Gazette publication.
Commencement	Use the provision-specific commencement notification; the four Codes became broadly operative from 21 November 2025 subject to earlier partial commencement and corrigenda.
Central Rules	Read the applicable 2026 Central Rules from their Gazette date and verify subsequent amendments.
State instrument	Check final State Rules, authority notifications, forms and rates where the State is appropriate Government.

Old-law/new-Code concordance

Predecessor law	Transition control
Trade Unions Act, 1926	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.
Industrial Employment (Standing Orders) Act, 1946	

Predecessor law	Transition control
	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.
Industrial Disputes Act, 1947	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.

Practical calculations and control file

Calculation sequence

1. Freeze the employee/worker population and event date.
2. Apply the statutory wage/benefit base and notified threshold.
3. Reconcile attendance, service, payroll and contractor records.
4. Calculate principal amount, interest/damages and any statutory compensation separately.
5. Obtain legal/payroll approval and retain the versioned worksheet.

Three-owner sign-off

- **Employer/HR:** facts, classification, communication and workflow.
- **Employee/worker:** notice, records, nomination/claim and acknowledgement.
- **Professional:** source, formula, forum, limitation and evidence reconciliation.

Binding and highly relevant case-law principles

Older cases are included for principles only. Their continued application must be tested against the current Code wording, repeal-and-savings clause and later judgments.

Decision	Principle and present-use caution
Bangalore Water Supply v. A. Rajappa	The industry test remains an important interpretive starting point, subject to the Code definition and later statutory developments.
Workmen of Firestone Tyre v. Management	Domestic enquiry fairness and the adjudicatory power to examine dismissal remain central principles, subject to the Code and certified standing orders.
Bharat Bank Ltd. v. Employees	Industrial adjudication is specialised statutory adjudication; forum, reference and award provisions must be followed.
Karnal Leather Karamchari Sanghatan v. Liberty Footwear	Settlement and collective-bargaining outcomes require genuine authority, representativeness and statutory compliance.

State-law variation alerts

- Confirm whether the Central or State Government is the appropriate Government.
- Central Rules do not automatically displace valid State Rules, rates, registers, authorities or portal procedures.
- Minimum-wage rates, holidays, working-hours permissions, licences and local welfare obligations require State-specific verification.
- Record Gazette number, effective date and supersession status in the location compliance register.

Finin2min Q&A

Which law and version should be applied?

Use the current text of Industrial Relations Code, 2020, the commencement notification, the applicable Central or State Rules and any later instrument effective on the event date.

How is the appropriate Government identified?

Classify ownership/control, sector, establishment and contractor relationship before selecting the Central or State authority.

Can a company policy override the statutory protection?

No. A policy may improve a benefit or control, but it cannot contract out of a mandatory statutory floor.

What evidence should be retained?

Retain the classification memo, source instrument, form/portal record, calculation, approval, employee communication, acknowledgement and payment or authority proof.

Do the Central Rules apply to every establishment?

No. They govern the Central sphere. State Rules and State notifications must be checked where the State is the appropriate Government.

How should a historical event be tested?

Apply the law and subordinate instrument effective on the event date, then use the repeal-and-savings provision for pending rights and proceedings.

What happens when portal practice conflicts with the statute?

Record the conflict, follow the higher legal instrument, seek authority clarification where necessary and preserve screenshots and correspondence.

Can criminal and monetary consequences arise together?

They may. Separate wages/benefits, interest, damages, civil penalty, prosecution, compounding and director/officer liability.

Is a contractor arrangement enough to shift liability?

No. Principal-employer and contractor liabilities depend on the specific provision and facts; the contract should allocate evidence and recovery without diluting worker rights.

What is the first professional review step?

Freeze the event date and facts, identify the applicable provision, then map Rules, forms, notification status, authority, limitation and evidence.

What is the operational focus of section 84 - Prohibition of unfair labour practice?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is review control 12 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

What is review control 13 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

What is review control 14 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

What is review control 15 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

FININ2MIN SUMMARY - CHAPTER IN 2 MINUTES

Chapter XIII - Offences and penalties

This chapter turns offences and penalties into an operational control file. It covers Power of officers of appropriate Government to impose penalty in certain cases, Penalties, Cognizance of offences, Offences by companies; the practical sequence is to classify coverage and event date, apply the provision and mapped Rule, complete the form/register, calculate the entitlement or exposure, and retain evidence for inspection, claim or appeal.

Who is covered

Employers, workers, trade unions, negotiating bodies, standing-order establishments and dispute-resolution authorities should classify the industrial establishment and worker population first.

Main obligations / rights

- Section 85: Power of officers of appropriate Government to impose penalty in certain cases
- Section 86: Penalties
- Section 87: Cognizance of offences
- Section 88: Offences by companies
- Section 89: Composition of offences

Key thresholds / timelines

- Use only the threshold, rate and limitation period effective on the event date; verify the Central/State instrument before acting.

Forms / evidence

- Applicable form/register, calculation file, approval and acknowledgement evidence
- Classification, calculation, approval, acknowledgement and payment/filing proof

Employer risk snapshot

Highest practical risks: failure to separate monetary liability, prosecution, compounding and officer-in-default exposure.

Employee / worker remedy

access to the competent authority/court and protection against unsupported recovery or prosecution. Confirm authority, limitation and appeal route.

Old law / transition

Map the event date and savings position against: Trade Unions Act, 1926; Industrial Employment (Standing Orders) Act, 1946; Industrial Disputes Act, 1947.

Five-point professional checklist

- Freeze the event date, establishment, location and person/worker classification.
- Identify the controlling section/paragraph, mapped Rule, notification and appropriate Government.
- Reperform the calculation or decision test and document every exception or approval.
- Complete the prescribed form/register/portal step and retain acknowledgement, payment and communication evidence.
- Record the remedy, forum, limitation, appeal path and State variation before sign-off.

Finin2min takeaway: for offences and penalties, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

Source status: OFFICIAL SOURCE VIEWER / LOCAL ANALYTICAL MAP | Rules: Mapped; exact extracts where retained | Review date: 18 July 2026
Educational and professional reference. Verify the event-date Act/Code, Rules, notifications, State instruments, portal procedure and later judgments before acting.

Chapter XIII - Offences and penalties

Industrial Relations Code, 2020 | Detailed statutory, Rule, compliance, remedy and evidence guide.

Review date: 2026-07-18

Authors: CA Nikhil Gupta & Kajri Singh

Sections: 85-89

Central Rules mapped: 2

[Official source viewer + local analytical map](#)

FININ2MIN LEGAL FLOW

Industrial Relations Code, 2020 — Offences and penalties

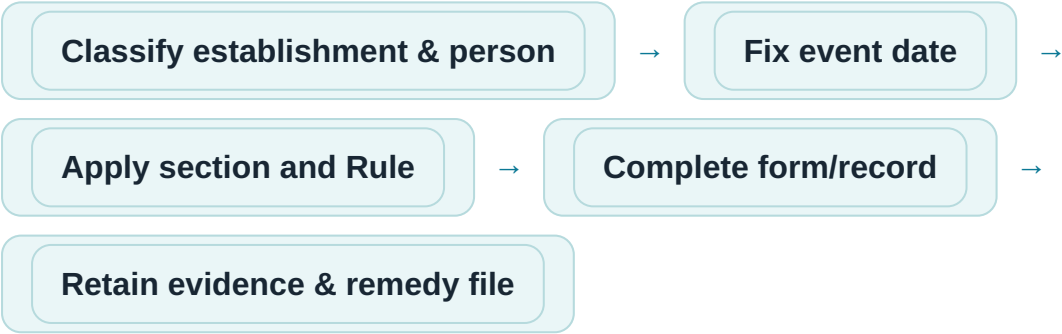


Law → trigger → procedure → evidence. Confirm the operative Central/State instrument on the event date.

Finin2min decision flow — identify the law, complete the statutory process and preserve evidence.

Publication-source status: The chapter contains the complete analytical and Rule-mapping layer. For the four parent Codes, the exact current Act text is displayed through the official India Code PDF/section viewer. It is not re-labelled as locally embedded text where the retained source file is unavailable. This preserves legal honesty while the official text is retained as the controlling source.

Chapter decision flow



Section 85: Power of officers of appropriate Government to impose penalty in certain cases

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 85 in the official source. Statutory title: Power of officers of appropriate Government to impose penalty in certain cases.

Finin2min clause-by-clause decode

1. Test 1
2. Designated officers may conduct inquiry and impose specified monetary penalties after giving a reasonable opportunity of hearing.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 85: power of officers of appropriate government to impose penalty in certain cases.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

Central Rule 44: Rule 44 — Enquiry

extracted from the official English notification

44. Enquiry.— (1) On receipt of a complaint of an offence committed under sub-sections (3), (5), (7), (8), (9), (10), (11)

and (20) of section 86 and sub-section (7) of section 89, the complaint shall be enquired into by an officer not below the

rank of Under Secretary to the Government of India, appointed by the Central Government for such purpose under sub-

section (1) of section 85 (hereinafter referred to as the “enquiry officer”).

(2) On receipt of the complaint, the enquiry officer shall call upon the person or persons through notice to be sent

electronically, or by speed post and upload a copy of the same on the designated portal of the Ministry of Labour and

Employment, to appear before him on a specified date together with all relevant documents and witnesses, if any, and

shall inform the complainant of the date so specified.

(3) Where a party so desires, he may request in writing to the enquiry officer to issue notice in the enquiry only by post

and also in cases where the enquiry officer feels that no electronic means of communication are available to the parties

concerned, he may send such notice by speed post.

(4) In case the person to whom notice has been issued under sub-rule (2), the person or his representative fails to appear

on the specified date, the enquiry officer may proceed to hear and determine the complaint ex-parte.

(5) In case the complainant fails to appear on the specified date without any information to the enquiry officer on two

consecutive dates, the enquiry officer may dismiss the complaint:

Provided that not more than three adjournments may be given on the joint application by the complainant and the opposite party:

Provided further that the enquiry officer shall at his discretion permit hearing the parties or any of the party, as the case may be, through video conferencing.

(6) The authorisation to appear on behalf of any person under sub-section (2) of section 85 of the Code shall be given

by a certificate or electronic certificate, as the case may be, which shall be presented to the enquiry officer during the

hearing of the complaint and shall form part of the record.

(7) Any person who intends to appear in the proceeding on behalf of the complainant shall present before the enquiry officer and submit a brief statement in writing explaining the reason for his appearance.

(8) The enquiry officer shall record an order on the statement referred to in sub-rule (7) permitting the person referred to in that sub-rule to appear in the proceeding on behalf of the complainant, and in the case of refusing such permission, the enquiry officer shall include reasons for the same and incorporate it in the record.

(9) The complaint or other documents relevant to the complaint may be presented in person to the enquiry officer at any time during hours fixed by the enquiry officer or may be sent to him electronically or by speed post and the opposite party shall have the right to reply to the complaint and such other documents.

(10) The enquiry officer shall endorse or cause to be endorsed on each document, the date of its presentation or receipt, as the case may be, and if the documents are submitted electronically, no such endorsement shall be necessary.

(11) The enquiry officer may refuse to entertain a complaint, if considers that the complaint is incomplete and may request the complainant to rectify the defects within the time specified for such purpose:

Provided that if the enquiry officer observes that it is not possible to rectify the defects in the complaint, he may at once return such complaint indicating the defects.

(12) Where the complaint is presented after rectification of the defects, the date of such re-presentation shall be deemed to be the date of presentation for the purpose of sub-section (1) of section 85 of the code.

(13) The enquiry officer may, after giving the complainant an opportunity of being heard, refuse to entertain a complaint, if satisfied for reasons to be recorded in writing, that—

(a) the complainant is not entitled to present the complaint; or

(b) the complainant has filed the complaint beyond six months from the date on which the offence complained is committed;

(c) the complainant fails to comply with the directions given by the enquiry officer under sub-section (2) of section 85 of the Code.

(14) The enquiry officer shall, in all cases mention the particulars at the time of passing of order containing the details, such as, the date of complaint, name and address of the complainant, name and address of the opposite party or opposite

parties, section-wise details of the offence committed, plea of the opposite party, findings and brief statement of the evidence taken including cross examination, reasons and penalty imposed with his signature, date and place.

(15) The enquiry officer shall, in respect of the procedure be guided by the provisions of the Code of Civil Procedure, 1908 (5 of 1908), with such alterations as the enquiry officer may deem fit, not affecting their substance, for adapting them to the matter before him except where they are in conflict with the express provisions of the Code or these rules.

(16) The enquiry officer shall, after the case has been heard, pass an order or give directions on the same day or on a future date to be fixed for this purpose.

(17) Any person, who is either a complainant or an opposite party or any person permitted under sub-rule (8) shall be entitled to inspect any complaint or any other document filed with the enquiry officer.

Code concordance

Primary operative sections

Section 85

Power of officers of appropriate Government to impose penalty in certain cases

Section 86

Penalties

Section 89

Composition of offences

Forms and records

No form heading is directly assigned to this rule. Keep the application, notice, order, electronic acknowledgment and register required by the text.

Implementation owner

HR/employee relations with legal review and the authorised signatory specified by the rule.

System control

Create a workflow that blocks completion until every mandatory field, attachment, service method and timeline is satisfied.

Evidence

Preserve the exact filed form, annexures, electronic receipt, delivery proof, hearing material and final order.

Failure consequence

The underlying Code section may create invalidity, compensation, appeal, recovery, unfair-practice or penalty exposure.

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Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 44 | Official source: section 85.

Section 86: Penalties

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 86 in the official source. Statutory title: Penalties.

Finin2min clause-by-clause decode

1. Test 1
2. This section contains the offence-by-offence penalty matrix, including repeat-offence enhancement; map every default to the exact subsection rather than applying a generic penalty.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 86: penalties.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

Central Rule 44: Rule 44 — Enquiry

extracted from the official English notification

44. Enquiry.— (1) On receipt of a complaint of an offence committed under sub-sections (3), (5), (7), (8), (9), (10), (11)

and (20) of section 86 and sub-section (7) of section 89, the complaint shall be enquired into by an officer not below the

rank of Under Secretary to the Government of India, appointed by the Central Government for such purpose under sub-

section (1) of section 85 (hereinafter referred to as the “enquiry officer”).

(2) On receipt of the complaint, the enquiry officer shall call upon the person or persons through notice to be sent

electronically, or by speed post and upload a copy of the same on the designated portal of the Ministry of Labour and

Employment, to appear before him on a specified date together with all relevant documents and witnesses, if any, and

shall inform the complainant of the date so specified.

(3) Where a party so desires, he may request in writing to the enquiry officer to issue notice in the enquiry only by post

and also in cases where the enquiry officer feels that no electronic means of communication are available to the parties

concerned, he may send such notice by speed post.

(4) In case the person to whom notice has been issued under sub-rule (2), the person or his representative fails to appear

on the specified date, the enquiry officer may proceed to hear and determine the complaint ex-parte.

(5) In case the complainant fails to appear on the specified date without any information to the enquiry officer on two

consecutive dates, the enquiry officer may dismiss the complaint:

Provided that not more than three adjournments may be given on the joint application by the complainant and the opposite party:

Provided further that the enquiry officer shall at his discretion permit hearing the parties or any of the party, as the case may be, through video conferencing.

(6) The authorisation to appear on behalf of any person under sub-section (2) of section 85 of the Code shall be given

by a certificate or electronic certificate, as the case may be, which shall be presented to the enquiry officer during the

hearing of the complaint and shall form part of the record.

(7) Any person who intends to appear in the proceeding on behalf of the complainant shall present before the enquiry officer and submit a brief statement in writing explaining the reason for his appearance.

(8) The enquiry officer shall record an order on the statement referred to in sub-rule (7) permitting the person referred to in that sub-rule to appear in the proceeding on behalf of the complainant, and in the case of refusing such permission, the enquiry officer shall include reasons for the same and incorporate it in the record.

(9) The complaint or other documents relevant to the complaint may be presented in person to the enquiry officer at any time during hours fixed by the enquiry officer or may be sent to him electronically or by speed post and the opposite party shall have the right to reply to the complaint and such other documents.

(10) The enquiry officer shall endorse or cause to be endorsed on each document, the date of its presentation or receipt, as the case may be, and if the documents are submitted electronically, no such endorsement shall be necessary.

(11) The enquiry officer may refuse to entertain a complaint, if considers that the complaint is incomplete and may request the complainant to rectify the defects within the time specified for such purpose:

Provided that if the enquiry officer observes that it is not possible to rectify the defects in the complaint, he may at once return such complaint indicating the defects.

(12) Where the complaint is presented after rectification of the defects, the date of such re-presentation shall be deemed to be the date of presentation for the purpose of sub-section (1) of section 85 of the code.

(13) The enquiry officer may, after giving the complainant an opportunity of being heard, refuse to entertain a complaint, if satisfied for reasons to be recorded in writing, that—

(a) the complainant is not entitled to present the complaint; or

(b) the complainant has filed the complaint beyond six months from the date on which the offence complained is committed;

(c) the complainant fails to comply with the directions given by the enquiry officer under sub-section (2) of section 85 of the Code.

(14) The enquiry officer shall, in all cases mention the particulars at the time of passing of order containing the details, such as, the date of complaint, name and address of the complainant, name and address of the opposite party or opposite

parties, section-wise details of the offence committed, plea of the opposite party, findings and brief statement of the evidence taken including cross examination, reasons and penalty imposed with his signature, date and place.

(15) The enquiry officer shall, in respect of the procedure be guided by the provisions of the Code of Civil Procedure, 1908 (5 of 1908), with such alterations as the enquiry officer may deem fit, not affecting their substance, for adapting them to the matter before him except where they are in conflict with the express provisions of the Code or these rules.

(16) The enquiry officer shall, after the case has been heard, pass an order or give directions on the same day or on a future date to be fixed for this purpose.

(17) Any person, who is either a complainant or an opposite party or any person permitted under sub-rule (8) shall be entitled to inspect any complaint or any other document filed with the enquiry officer.

Code concordance

Primary operative sections

Section 85

Power of officers of appropriate Government to impose penalty in certain cases

Section 86

Penalties

Section 89

Composition of offences

Forms and records

No form heading is directly assigned to this rule. Keep the application, notice, order, electronic acknowledgment and register required by the text.

Implementation owner

HR/employee relations with legal review and the authorised signatory specified by the rule.

System control

Create a workflow that blocks completion until every mandatory field, attachment, service method and timeline is satisfied.

Evidence

Preserve the exact filed form, annexures, electronic receipt, delivery proof, hearing material and final order.

Failure consequence

The underlying Code section may create invalidity, compensation, appeal, recovery, unfair-practice or penalty exposure.

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Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 44 | Official source: section 86.

Section 87: Cognizance of offences

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 87 in the official source. Statutory title: Cognizance of offences.

Finin2min clause-by-clause decode

1. Test 1
2. Courts take cognizance only on an authorised complaint; the competent court cannot be below the statutory magistrate level.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 87: cognizance of offences.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 87.

Section 88: Offences by companies

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 88 in the official source. Statutory title: Offences by companies.

Finin2min clause-by-clause decode

1. Test 1
2. For company offences, responsible persons and the company may be liable, subject to knowledge, due-diligence and consent/connivance/neglect tests.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 88: offences by companies.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 88.

Section 89: Composition of offences

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 89 in the official source. Statutory title: Composition of offences.

Finin2min clause-by-clause decode

1. Test 1
2. Specified first offences may be compounded for the statutory percentage of maximum fine; repeat or excluded offences cannot be assumed compoundable.
3. Test 2
4. Rule 38, Form XV and the notified compounding officers govern the process.
5. Implementation control
6. Trigger
7. Document the fact pattern that activates section 89: composition of offences.
8. Coverage and jurisdiction
9. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
10. Decision owner

Applicable Central Rules immediately below the provision

Central Rule 38: Rule 38 — Manner of composition of offence

extracted from the official English notification

38. Manner of composition of offence— (1) The officer notified by the Central Government for the purposes of compounding of offences under sub-section (1) of section 89 (hereinafter referred to as the “compounding officer”) shall, send a notice to the accused in Form XV through the designated portal of the Ministry of Labour and Employment.

(2) The accused to whom the notice is served under sub-rule (1), may send the duly filled up application in Part III of Form XV to the compounding officer electronically and deposit the compounding amount electronically, within fifteen days of the receipt of the notice.

(3) Where the prosecution has already been instituted against the accused in the court of competent jurisdiction, the accused may make an application to such court to allow composition of the offence against him and that court may, after considering the application, allow composition of the offence by the compounding officer in accordance with the provisions of section 89 and procedure specified in this rule.

(4) In case the accused is willing to compound by submitting the application under sub-rule (2), the compounding officer shall compound the offence and—

(a) in case the offence is compounded before the institution of prosecution, no complaint for prosecution shall be instituted against the accused;

(b) in case the offence is compounded pending proceeding under section 85 of the Code, the compounding officer shall inform the composition to the officer referred to in that section, who shall, after such information, close the proceeding in respect of such offence against the accused; and

(c) in case the offence is compounded after the institution of prosecution with the permission of the court, the compounding officer shall treat the case as closed and inform the compounding of the offence to the competent court by which such composition was allowed and after receiving such information, the court shall discharge the accused.

CHAPTER XIII

MISCELLANEOUS

Code concordance

Primary operative section

Section 89

Composition of offences

Other Code provisions expressly referred to in the rule text

Section 85

Power of officers of appropriate Government to impose penalty in certain cases

Forms and records

Form XV

Notice To The Employer/Person Who Committed An Offence For The First Time

Implementation owner

HR/employee relations with legal review and the authorised signatory specified by the rule.

System control

Create a workflow that blocks completion until every mandatory field, attachment, service method and timeline is satisfied.

Evidence

Preserve the exact filed form, annexures, electronic receipt, delivery proof, hearing material and final order.

Failure consequence

The underlying Code section may create invalidity, compensation, appeal, recovery, unfair-practice or penalty exposure.

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Central Rule 44: Rule 44 — Enquiry

extracted from the official English notification

44. Enquiry.— (1) On receipt of a complaint of an offence committed under sub-sections (3), (5), (7), (8), (9), (10), (11)

and (20) of section 86 and sub-section (7) of section 89, the complaint shall be enquired into by an officer not below the

rank of Under Secretary to the Government of India, appointed by the Central Government for such purpose under sub-

section (1) of section 85 (hereinafter referred to as the “enquiry officer”).

(2) On receipt of the complaint, the enquiry officer shall call upon the person or persons through notice to be sent

electronically, or by speed post and upload a copy of the same on the designated portal of the Ministry of Labour and

Employment, to appear before him on a specified date together with all relevant documents and witnesses, if any, and

shall inform the complainant of the date so specified.

(3) Where a party so desires, he may request in writing to the enquiry officer to issue notice in the enquiry only by post

and also in cases where the enquiry officer feels that no electronic means of communication are available to the parties

concerned, he may send such notice by speed post.

(4) In case the person to whom notice has been issued under sub-rule (2), the person or his representative fails to appear

on the specified date, the enquiry officer may proceed to hear and determine the complaint ex-parte.

(5) In case the complainant fails to appear on the specified date without any information to the enquiry officer on two

consecutive dates, the enquiry officer may dismiss the complaint:

Provided that not more than three adjournments may be given on the joint application by the complainant and the opposite party:

Provided further that the enquiry officer shall at his discretion permit hearing the parties or any of the party, as the case may be, through video conferencing.

(6) The authorisation to appear on behalf of any person under sub-section (2) of section 85 of the Code shall be given

by a certificate or electronic certificate, as the case may be, which shall be presented to the enquiry officer during the

hearing of the complaint and shall form part of the record.

(7) Any person who intends to appear in the proceeding on behalf of the complainant shall present before the enquiry officer and submit a brief statement in writing explaining the reason for his appearance.

(8) The enquiry officer shall record an order on the statement referred to in sub-rule (7) permitting the person referred to in that sub-rule to appear in the proceeding on behalf of the complainant, and in the case of refusing such permission, the enquiry officer shall include reasons for the same and incorporate it in the record.

(9) The complaint or other documents relevant to the complaint may be presented in person to the enquiry officer at any time during hours fixed by the enquiry officer or may be sent to him electronically or by speed post and the opposite party shall have the right to reply to the complaint and such other documents.

(10) The enquiry officer shall endorse or cause to be endorsed on each document, the date of its presentation or receipt, as the case may be, and if the documents are submitted electronically, no such endorsement shall be necessary.

(11) The enquiry officer may refuse to entertain a complaint, if considers that the complaint is incomplete and may request the complainant to rectify the defects within the time specified for such purpose:

Provided that if the enquiry officer observes that it is not possible to rectify the defects in the complaint, he may at once return such complaint indicating the defects.

(12) Where the complaint is presented after rectification of the defects, the date of such re-presentation shall be deemed to be the date of presentation for the purpose of sub-section (1) of section 85 of the code.

(13) The enquiry officer may, after giving the complainant an opportunity of being heard, refuse to entertain a complaint, if satisfied for reasons to be recorded in writing, that—

(a) the complainant is not entitled to present the complaint; or

(b) the complainant has filed the complaint beyond six months from the date on which the offence complained is committed;

(c) the complainant fails to comply with the directions given by the enquiry officer under sub-section (2) of section 85 of the Code.

(14) The enquiry officer shall, in all cases mention the particulars at the time of passing of order containing the details, such as, the date of complaint, name and address of the complainant, name and address of the opposite party or opposite

parties, section-wise details of the offence committed, plea of the opposite party, findings and brief statement of the evidence taken including cross examination, reasons and penalty imposed with his signature, date and place.

(15) The enquiry officer shall, in respect of the procedure be guided by the provisions of the Code of Civil Procedure, 1908 (5 of 1908), with such alterations as the enquiry officer may deem fit, not affecting their substance, for adapting them to the matter before him except where they are in conflict with the express provisions of the Code or these rules.

(16) The enquiry officer shall, after the case has been heard, pass an order or give directions on the same day or on a future date to be fixed for this purpose.

(17) Any person, who is either a complainant or an opposite party or any person permitted under sub-rule (8) shall be entitled to inspect any complaint or any other document filed with the enquiry officer.

Code concordance

Primary operative sections

Section 85

Power of officers of appropriate Government to impose penalty in certain cases

Section 86

Penalties

Section 89

Composition of offences

Forms and records

No form heading is directly assigned to this rule. Keep the application, notice, order, electronic acknowledgment and register required by the text.

Implementation owner

HR/employee relations with legal review and the authorised signatory specified by the rule.

System control

Create a workflow that blocks completion until every mandatory field, attachment, service method and timeline is satisfied.

Evidence

Preserve the exact filed form, annexures, electronic receipt, delivery proof, hearing material and final order.

Failure consequence

The underlying Code section may create invalidity, compensation, appeal, recovery, unfair-practice or penalty exposure.

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Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 38, Rule 44 | Official source: section 89.

Rules, forms, registers, portals and due dates

Rule	Subject	Text/control status
44	Rule 44 — Enquiry	Exact Gazette extract embedded
38	Rule 38 — Manner of composition of offence	Exact Gazette extract embedded

Forms and registers must be confirmed from the appended 2026 Central Rules and the live portal applicable to the appropriate Government. A form is not treated as current merely because an earlier law used the same number.

Notifications and effective-date history

Control	Required action
Enactment	Record Act number, assent and Gazette publication.
Commencement	Use the provision-specific commencement notification; the four Codes became broadly operative from 21 November 2025 subject to earlier partial commencement and corrigenda.
Central Rules	Read the applicable 2026 Central Rules from their Gazette date and verify subsequent amendments.
State instrument	Check final State Rules, authority notifications, forms and rates where the State is appropriate Government.

Old-law/new-Code concordance

Predecessor law	Transition control
Trade Unions Act, 1926	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.

Predecessor law	Transition control
Industrial Employment (Standing Orders) Act, 1946	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.
Industrial Disputes Act, 1947	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.

Practical calculations and control file

Calculation sequence

1. Freeze the employee/worker population and event date.
2. Apply the statutory wage/benefit base and notified threshold.
3. Reconcile attendance, service, payroll and contractor records.
4. Calculate principal amount, interest/damages and any statutory compensation separately.
5. Obtain legal/payroll approval and retain the versioned worksheet.

Three-owner sign-off

- **Employer/HR:** facts, classification, communication and workflow.
- **Employee/worker:** notice, records, nomination/claim and acknowledgement.
- **Professional:** source, formula, forum, limitation and evidence reconciliation.

Binding and highly relevant case-law principles

Older cases are included for principles only. Their continued application must be tested against the current Code wording, repeal-and-savings clause and later judgments.

Decision	Principle and present-use caution
Bangalore Water Supply v. A. Rajappa	The industry test remains an important interpretive starting point, subject to the Code definition and later statutory developments.
Workmen of Firestone Tyre v. Management	Domestic enquiry fairness and the adjudicatory power to examine dismissal remain central principles, subject to the Code and certified standing orders.
Bharat Bank Ltd. v. Employees	Industrial adjudication is specialised statutory adjudication; forum, reference and award provisions must be followed.
Karnal Leather Karamchari Sanghatan v. Liberty Footwear	Settlement and collective-bargaining outcomes require genuine authority, representativeness and statutory compliance.

State-law variation alerts

- Confirm whether the Central or State Government is the appropriate Government.
- Central Rules do not automatically displace valid State Rules, rates, registers, authorities or portal procedures.
- Minimum-wage rates, holidays, working-hours permissions, licences and local welfare obligations require State-specific verification.
- Record Gazette number, effective date and supersession status in the location compliance register.

Finin2min Q&A

Which law and version should be applied?

Use the current text of Industrial Relations Code, 2020, the commencement notification, the applicable Central or State Rules and any later instrument effective on the event date.

How is the appropriate Government identified?

Classify ownership/control, sector, establishment and contractor relationship before selecting the Central or State authority.

Can a company policy override the statutory protection?

No. A policy may improve a benefit or control, but it cannot contract out of a mandatory statutory floor.

What evidence should be retained?

Retain the classification memo, source instrument, form/portal record, calculation, approval, employee communication, acknowledgement and payment or authority proof.

Do the Central Rules apply to every establishment?

No. They govern the Central sphere. State Rules and State notifications must be checked where the State is the appropriate Government.

How should a historical event be tested?

Apply the law and subordinate instrument effective on the event date, then use the repeal-and-savings provision for pending rights and proceedings.

What happens when portal practice conflicts with the statute?

Record the conflict, follow the higher legal instrument, seek authority clarification where necessary and preserve screenshots and correspondence.

Can criminal and monetary consequences arise together?

They may. Separate wages/benefits, interest, damages, civil penalty, prosecution, compounding and director/officer liability.

Is a contractor arrangement enough to shift liability?

No. Principal-employer and contractor liabilities depend on the specific provision and facts; the contract should allocate evidence and recovery without diluting worker rights.

What is the first professional review step?

Freeze the event date and facts, identify the applicable provision, then map Rules, forms, notification status, authority, limitation and evidence.

What is the operational focus of section 85 - Power of officers of appropriate Government to impose penalty in certain cases?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 86 - Penalties?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 87 - Cognizance of offences?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 88 - Offences by companies?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 89 - Composition of offences?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is review control 16 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

What is review control 17 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

What is review control 18 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

finin2min.com | Labour & Manpower Law Publication Series | Educational and professional reference | Review date 2026-07-18 | Verify event-date law before acting.

FININ2MIN SUMMARY - CHAPTER IN 2 MINUTES

Industrial Relations Code, 2020 — Chapter XIV - Miscellaneous

This chapter turns miscellaneous into an operational control file. It covers Conditions of service, etc., to remain unchanged under certain circumstances during pendency of proceedings, Special provision for adjudication as to whether conditions of service, etc., changed during pendency of proceedings, Power to transfer certain proceedings, Protection of persons; the practical sequence is to classify coverage and event date, apply the provision and mapped Rule, complete the form/register, calculate the entitlement or exposure, and retain evidence for inspection, claim or appeal.

Who is covered

Employers, workers, trade unions, negotiating bodies, standing-order establishments and dispute-resolution authorities should classify the industrial establishment and worker population first.

Main obligations / rights

- Section 90: Conditions of service, etc., to remain unchanged under certain circumstances during pendency of proceedings
- Section 91: Special provision for adjudication as to whether conditions of service, etc., changed during pendency of proceedings
- Section 92: Power to transfer certain proceedings
- Section 93: Protection of persons
- Section 94: Representation of parties

Key thresholds / timelines

- Use only the threshold, rate and limitation period effective on the event date; verify the Central/State instrument before acting.

Forms / evidence

- Applicable form/register, calculation file, approval and acknowledgement evidence
- Classification, calculation, approval, acknowledgement and payment/filing proof

Employer risk snapshot

Highest practical risks: misclassification, missed filing/notice, unsupported calculation, incomplete records and use of the wrong Central/State instrument.

Employee / worker remedy

the substantive protection in this chapter, access to the prescribed authority/forum and a documented remedy within limitation. Confirm authority, limitation and appeal route.

Old law / transition

Map the event date and savings position against: Trade Unions Act, 1926; Industrial Employment (Standing Orders) Act, 1946; Industrial Disputes Act, 1947.

Five-point professional checklist

- Freeze the event date, establishment, location and person/worker classification.
- Identify the controlling section/paragraph, mapped Rule, notification and appropriate Government.
- Reperform the calculation or decision test and document every exception or approval.
- Complete the prescribed form/register/portal step and retain acknowledgement, payment and communication evidence.
- Record the remedy, forum, limitation, appeal path and State variation before sign-off.

Finin2min takeaway: for miscellaneous, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

Source status: OFFICIAL SOURCE VIEWER / LOCAL ANALYTICAL MAP | Rules: Mapped; exact extracts where retained | Review date: 18 July 2026
Educational and professional reference. Verify the event-date Act/Code, Rules, notifications, State instruments, portal procedure and later judgments before acting.

LABOUR & MANPOWER LAW PUBLICATION SERIES

Industrial Relations Code, 2020 — Chapter XIV - Miscellaneous

Industrial Relations Code, 2020 | Detailed statutory, Rule, compliance, remedy and evidence guide.

Review date: 2026-07-18

Authors: CA Nikhil Gupta & Kajri Singh

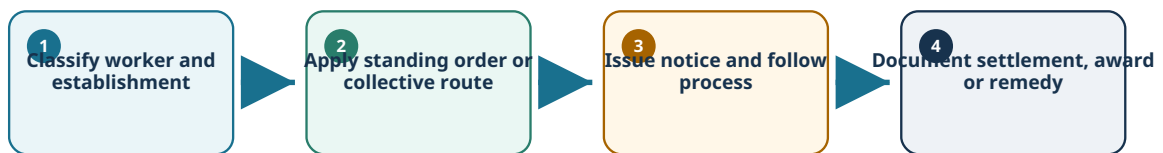
Sections: 90-104

Central Rules mapped: 5

Official source viewer + local analytical map

FININ2MIN LEGAL FLOW

Industrial Relations Code, 2020 — Miscellaneous

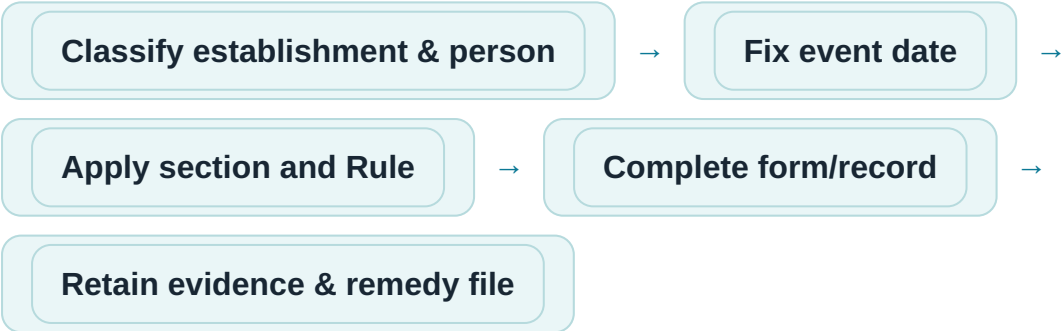


Law → trigger → procedure → evidence. Confirm the operative Central/State instrument on the event date.

Finin2min decision flow — identify the law, complete the statutory process and preserve evidence.

Publication-source status: The chapter contains the complete analytical and Rule-mapping layer. For the four parent Codes, the exact current Act text is displayed through the official India Code PDF/section viewer. It is not re-labelled as locally embedded text where the retained source file is unavailable. This preserves legal honesty while the official text is retained as the controlling source.

Chapter decision flow



Section 90: Conditions of service, etc., to remain unchanged under certain circumstances during pendency of proceedings

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 90 in the official source. Statutory title: Conditions of service, etc., to remain unchanged under certain circumstances during pendency of proceedings.

Finin2min clause-by-clause decode

1. Test 1
2. During pending proceedings, the employer must not prejudicially alter connected service conditions or punish protected workers except through the statutory permission/approval route.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 90: conditions of service, etc., to remain unchanged under certain circumstances during pendency of proceedings.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

Central Rule 39: Rule 39 — Protected workers

extracted from the official English notification

39. Protected workers.- (1) Every registered Trade Union connected with an industrial establishment, to which the provisions of the Code apply, shall communicate to the employer before the 30th April of every year, the names and addresses of such of the officers of such Trade Union who are employed in that establishment and who, in the opinion of such Trade Union shall be recognised as protected workers.

(2) Any change in the incumbency of any officer of the Trade Union referred to in sub-rule (1), shall be communicated to the employer by such Trade Union within fifteen days of such change.

(3) The employer shall, within fifteen days of the receipt of the names and addresses from the Trade Union under sub-rule (1) and subject to the provisions of sub-section (3) and (4) of section 90 of the Code recognise such workers as protected workers for the purposes of the said section and communicate to such Trade Union in writing, the list of workers recognised as protected workers for a period of twelve months from the date of such communication.

(4) Where the total number of names received by the employer under sub-rule (1), exceeds the maximum number of protected workers admissible for the industrial establishment under sub-section (4) of section 90, the employer shall recognise such maximum number of workers as protected workers:

Provided that where there is more than one registered Trade Union in the industrial establishment, the maximum number shall be so distributed by the employer among the Trade Unions that the numbers of recognised protected workers in individual Trade Unions bear practicably the same proportion to one another as the membership figures of the Trade Unions; and the employer shall in that case inform in writing to the President or the Secretary of each of the concerned Trade Union, the number of protected workers allotted to it:

Provided further that where the number of protected workers allotted to such a Trade Union under this sub-rule falls short of the number of officers of such Trade Union seeking protection, then that Trade Union shall be entitled to select the officers to be recognised as protected workers and such selection shall be made by that Trade Union and communicated to the employer within five days of the receipt of written intimation of the employer in

this regard.

(5) Where a dispute arises between an employer and any registered Trade Union in any matter connected with the recognition of protected workers under this rule, such dispute shall be referred to the Deputy Chief Labour

Commissioner (Central) or Regional Labour Commissioner (Central) or Assistant Labour Commissioner (Central)

concerned, whose decision thereon shall be final.

Code concordance

Primary operative section

Section 90

Conditions of service, etc., to remain unchanged under certain circumstances during pendency of proceedings

Forms and records

No form heading is directly assigned to this rule. Keep the application, notice, order, electronic acknowledgment and register required by the text.

Implementation owner

HR/employee relations with legal review and the authorised signatory specified by the rule.

System control

Create a workflow that blocks completion until every mandatory field, attachment, service method and timeline is satisfied.

Evidence

Preserve the exact filed form, annexures, electronic receipt, delivery proof, hearing material and final order.

Failure consequence

The underlying Code section may create invalidity, compensation, appeal, recovery, unfair-practice or penalty exposure.

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Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 39 | Official source: section 90.

Section 91: Special provision for adjudication as to whether conditions of service, etc., changed during pendency of proceedings

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 91 in the official source. Statutory title: Special provision for adjudication as to whether conditions of service, etc., changed during pendency of proceedings.

Finin2min clause-by-clause decode

1. Test 1
2. A complaint alleging contravention of section 90 is made to the pending conciliation/arbitration/Tribunal forum in Form XVI under Rule 40.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 91: special provision for adjudication as to whether conditions of service, etc., changed during pendency of proceedings.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

Central Rule 40: Rule 40 — Complaint by aggrieved employee

extracted from the official English notification

40. Complaint by aggrieved employee.— (1) Every complaint of an aggrieved employee under section 91 of the Code

shall be made in Form-XVI electronically, or by speed post and shall be accompanied by as many copies thereof for

each of the opposite parties mentioned in such complaint.

(2) Every complaint under sub-rule (1) shall be verified by the aggrieved employee making the complaint or by the

authorised representative of such employee to the satisfaction of the conciliation officer, arbitrator, Tribunal or the

National Industrial Tribunal, as the case may be, acquainted with the facts of the case.

Code concordance

Primary operative section

Section 91

Special provision for adjudication as to whether conditions of service, etc., changed during pendency of proceedings

Forms and records

Form XVI

See Rule 40

Implementation owner

HR/employee relations with legal review and the authorised signatory specified by the rule.

System control

Create a workflow that blocks completion until every mandatory field, attachment, service method and timeline is satisfied.

Evidence

Preserve the exact filed form, annexures, electronic receipt, delivery proof, hearing material and final order.

Failure consequence

The underlying Code section may create invalidity, compensation, appeal, recovery, unfair-practice or penalty exposure.

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Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 40 | Official source: section 91.

Section 92: Power to transfer certain proceedings

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 92 in the official source. Statutory title: Power to transfer certain proceedings.

Finin2min clause-by-clause decode

1. Test 1
2. The provision creates the legal rule for power to transfer certain proceedings.
3. Test 2
4. Identify the actor, trigger, appropriate Government, prescribed manner and effective date before implementation.
5. Test 3
6. Keep contemporaneous approvals, notices, registers, filings, acknowledgements and decision evidence.
7. Test 4
8. Use the linked rules, notification and remedy route; unresolved classification or jurisdiction questions require professional review.
9. Implementation control
10. Trigger

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 92.

Section 93: Protection of persons

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 93 in the official source. Statutory title: Protection of persons.

Finin2min clause-by-clause decode

1. Test 1
2. The provision creates the legal rule for protection of persons.
3. Test 2
4. Identify the actor, trigger, appropriate Government, prescribed manner and effective date before implementation.
5. Test 3
6. Keep contemporaneous approvals, notices, registers, filings, acknowledgements and decision evidence.
7. Test 4
8. Use the linked rules, notification and remedy route; unresolved classification or jurisdiction questions require professional review.
9. Implementation control
10. Trigger

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 93.

Section 94: Representation of parties

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 94 in the official source. Statutory title: Representation of parties.

Finin2min clause-by-clause decode

1. Test 1
2. Representation depends on the forum and party status; employers, workers and unions must use the authorised representative categories stated in the section.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 94: representation of parties.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

Central Rule 41: Rule 41 — Authorisation of worker for representing in proceeding

extracted from the official English notification

41. Authorisation of worker for representing in proceeding.— Where the worker is not a member of any Trade Union, any member of the executive or other office-bearer of any Trade Union connected with or by any other worker employed in the industry in which the worker is employed, may be authorised in Form-VI by such worker to represent him in any proceeding relating to a dispute in which that worker is a party.

Code concordance

Primary operative section

Section 94

Representation of parties

Forms and records

No form heading is directly assigned to this rule. Keep the application, notice, order, electronic acknowledgment and register required by the text.

Implementation owner

HR/employee relations with legal review and the authorised signatory specified by the rule.

System control

Create a workflow that blocks completion until every mandatory field, attachment, service method and timeline is satisfied.

Evidence

Preserve the exact filed form, annexures, electronic receipt, delivery proof, hearing material and final order.

Failure consequence

The underlying Code section may create invalidity, compensation, appeal, recovery, unfair-practice or penalty exposure.

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Central Rule 42: Rule 42 — Authorisation of employer for representing in proceeding

extracted from the official English notification

42. Authorisation of employer for representing in proceeding.— Where an employer is not a member of any

association of employers, an officer of any association of employers connected with, or by any other employer engaged

in, the industry in which the employer is engaged, may be authorised in Form-VI to represent him in any proceeding

relating to a dispute in which that employer is a party.

Code concordance

Primary operative section

Section 94

Representation of parties

Forms and records

No form heading is directly assigned to this rule. Keep the application, notice, order, electronic acknowledgment and register required by the text.

Implementation owner

HR/employee relations with legal review and the authorised signatory specified by the rule.

System control

Create a workflow that blocks completion until every mandatory field, attachment, service method and timeline is satisfied.

Evidence

Preserve the exact filed form, annexures, electronic receipt, delivery proof, hearing material and final order.

Failure consequence

The underlying Code section may create invalidity, compensation, appeal, recovery, unfair-practice or penalty exposure.

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Central Rule 43: Rule 43 — Parties bound by acts of representative

extracted from the official English notification

43. Parties bound by acts of representative.- A party appearing through a representative shall be bound by the acts of that representative.

Code concordance

Primary operative section

Section 94

Representation of parties

Forms and records

No form heading is directly assigned to this rule. Keep the application, notice, order, electronic acknowledgment and register required by the text.

Implementation owner

HR/employee relations with legal review and the authorised signatory specified by the rule.

System control

Create a workflow that blocks completion until every mandatory field, attachment, service method and timeline is satisfied.

Evidence

Preserve the exact filed form, annexures, electronic receipt, delivery proof, hearing material and final order.

Failure consequence

The underlying Code section may create invalidity, compensation, appeal, recovery, unfair-practice or penalty exposure.

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Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 41, Rule 42, Rule 43 | Official source: section 94.

Section 95: Removal of doubts in interpretation of award or settlement

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 95 in the official source. Statutory title: Removal of doubts in interpretation of award or settlement.

Finin2min clause-by-clause decode

1. Test 1
2. Doubts about interpretation of an award or settlement may be referred by the appropriate Government to the Tribunal/National Tribunal.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 95: removal of doubts in interpretation of award or settlement.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 95.

Section 96: Power to exempt

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 96 in the official source. Statutory title: Power to exempt.

Finin2min clause-by-clause decode

1. Test 1
2. Exemptions require a valid notification and are construed with their conditions; do not rely on an assumed sector exemption.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 96: power to exempt.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 96.

Section 97: Jurisdiction of civil courts barred

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 97 in the official source. Statutory title: Jurisdiction of civil courts barred.

Finin2min clause-by-clause decode

1. Test 1
2. Civil-court jurisdiction is barred for matters assigned to the Code; identify the correct statutory forum before filing.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 97: jurisdiction of civil courts barred.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 97.

Section 98: Protection of action taken in good faith

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 98 in the official source. Statutory title: Protection of action taken in good faith.

Finin2min clause-by-clause decode

1. Test 1
2. The provision creates the legal rule for protection of action taken in good faith.
3. Test 2
4. Identify the actor, trigger, appropriate Government, prescribed manner and effective date before implementation.
5. Test 3
6. Keep contemporaneous approvals, notices, registers, filings, acknowledgements and decision evidence.
7. Test 4
8. Use the linked rules, notification and remedy route; unresolved classification or jurisdiction questions require professional review.
9. Implementation control
10. Trigger

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 98.

Section 99: Power of appropriate Government to make rules

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 99 in the official source. Statutory title: Power of appropriate Government to make rules.

Finin2min clause-by-clause decode

1. Test 1
2. Central and State Governments make rules for their respective spheres. Central Rules do not eliminate the need to check valid State rules.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 99: power of appropriate government to make rules.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 99.

Section 100: Delegation of powers

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 100 in the official source. Statutory title: Delegation of powers.

Finin2min clause-by-clause decode

1. Test 1
2. Delegation must be supported by a notification and observed within its subject, officer and territorial limits.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 100: delegation of powers.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 100.

Section 101: Power to amend Schedules

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 101 in the official source. Statutory title: Power to amend Schedules.

Finin2min clause-by-clause decode

1. Test 1
2. The Central Government may amend the three Schedules by notification; monitor changes because they alter standing orders, unfair practices and notice-of-change coverage.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 101: power to amend schedules.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 101.

Section 102: Amendment of Act 7 of 2017

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 102 in the official source. Statutory title: Amendment of Act 7 of 2017.

Finin2min clause-by-clause decode

1. Test 1
2. The provision creates the legal rule for amendment of act 7 of 2017.
3. Test 2
4. Identify the actor, trigger, appropriate Government, prescribed manner and effective date before implementation.
5. Test 3
6. Keep contemporaneous approvals, notices, registers, filings, acknowledgements and decision evidence.
7. Test 4
8. Use the linked rules, notification and remedy route; unresolved classification or jurisdiction questions require professional review.
9. Implementation control
10. Trigger

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 102.

Section 103: Power to remove difficulties

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 103 in the official source. Statutory title: Power to remove difficulties.

Finin2min clause-by-clause decode

1. Test 1
2. Removal-of-difficulty orders must remain consistent with the Code and can only be made within three years from commencement.
3. Implementation control
4. Trigger
5. Document the fact pattern that activates section 103: power to remove difficulties.
6. Coverage and jurisdiction
7. Record worker/employee status, establishment, appropriate Government, threshold and territorial authority.
8. Decision owner
9. Assign HR/ER, legal, payroll/finance and authorised signatory roles; no action should depend on an undocumented oral decision.
10. Evidence pack

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 103.

Section 104: Repeal and savings

Current statutory text

Current statutory text source control. The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 104 in the official source. Statutory title: Repeal and savings.

Finin2min clause-by-clause decode

1. Test 1
2. The Trade Unions Act, 1926, Industrial Employment (Standing Orders) Act, 1946 and Industrial Disputes Act, 1947 stand repealed from commencement.
3. Test 2
4. The Industrial Relations Code (Amendment) Act, 2026 inserted a transitional continuation for Tribunals and statutory authorities until the Code bodies become functional, deemed effective from 21 November 2025.
5. Test 3
6. Earlier rules, notifications, appointments, orders and actions continue only to the extent saved and not contrary to the Code.
7. Implementation control
8. Trigger
9. Document the fact pattern that activates section 104: repeal and savings.
10. Coverage and jurisdiction

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 104.

Rules, forms, registers, portals and due dates

Rule	Subject	Text/control status
39	Rule 39 — Protected workers	Exact Gazette extract embedded
40	Rule 40 — Complaint by aggrieved employee	Exact Gazette extract embedded
41	Rule 41 — Authorisation of worker for representing in proceeding	Exact Gazette extract embedded
42	Rule 42 — Authorisation of employer for representing in proceeding	Exact Gazette extract embedded
43	Rule 43 — Parties bound by acts of representative	Exact Gazette extract embedded

Forms and registers must be confirmed from the appended 2026 Central Rules and the live portal applicable to the appropriate Government. A form is not treated as current merely because an earlier law used the same number.

Notifications and effective-date history

Control	Required action
Enactment	Record Act number, assent and Gazette publication.
Commencement	Use the provision-specific commencement notification; the four Codes became broadly operative from 21 November 2025 subject to earlier partial commencement and corrigenda.
Central Rules	Read the applicable 2026 Central Rules from their Gazette date and verify subsequent amendments.
State instrument	Check final State Rules, authority notifications, forms and rates where the State is appropriate Government.

Old-law/new-Code concordance

Predecessor law	Transition control
Trade Unions Act, 1926	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.
Industrial Employment (Standing Orders) Act, 1946	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.
Industrial Disputes Act, 1947	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.

Practical calculations and control file

Calculation sequence

1. Freeze the employee/worker population and event date.
2. Apply the statutory wage/benefit base and notified threshold.
3. Reconcile attendance, service, payroll and contractor records.
4. Calculate principal amount, interest/damages and any statutory compensation separately.
5. Obtain legal/payroll approval and retain the versioned worksheet.

Three-owner sign-off

- **Employer/HR:** facts, classification, communication and workflow.
- **Employee/worker:** notice, records, nomination/claim and acknowledgement.
- **Professional:** source, formula, forum, limitation and evidence reconciliation.

Binding and highly relevant case-law principles

Older cases are included for principles only. Their continued application must be tested against the current Code wording, repeal-and-savings clause and later judgments.

Decision	Principle and present-use caution
Bangalore Water Supply v. A. Rajappa	The industry test remains an important interpretive starting point, subject to the Code definition and later statutory developments.
Workmen of Firestone Tyre v. Management	Domestic enquiry fairness and the adjudicatory power to examine dismissal remain central principles, subject to the Code and certified standing orders.
Bharat Bank Ltd. v. Employees	Industrial adjudication is specialised statutory adjudication; forum, reference and award provisions must be followed.
Karnal Leather Karamchari Sanghatan v. Liberty Footwear	Settlement and collective-bargaining outcomes require genuine authority, representativeness and statutory compliance.

State-law variation alerts

- Confirm whether the Central or State Government is the appropriate Government.
- Central Rules do not automatically displace valid State Rules, rates, registers, authorities or portal procedures.
- Minimum-wage rates, holidays, working-hours permissions, licences and local welfare obligations require State-specific verification.
- Record Gazette number, effective date and supersession status in the location compliance register.

Finin2min Q&A

Which law and version should be applied?

Use the current text of Industrial Relations Code, 2020, the commencement notification, the applicable Central or State Rules and any later instrument effective on the event date.

How is the appropriate Government identified?

Classify ownership/control, sector, establishment and contractor relationship before selecting the Central or State authority.

Can a company policy override the statutory protection?

No. A policy may improve a benefit or control, but it cannot contract out of a mandatory statutory floor.

What evidence should be retained?

Retain the classification memo, source instrument, form/portal record, calculation, approval, employee communication, acknowledgement and payment or authority proof.

Do the Central Rules apply to every establishment?

No. They govern the Central sphere. State Rules and State notifications must be checked where the State is the appropriate Government.

How should a historical event be tested?

Apply the law and subordinate instrument effective on the event date, then use the repeal-and-savings provision for pending rights and proceedings.

What happens when portal practice conflicts with the statute?

Record the conflict, follow the higher legal instrument, seek authority clarification where necessary and preserve screenshots and correspondence.

Can criminal and monetary consequences arise together?

They may. Separate wages/benefits, interest, damages, civil penalty, prosecution, compounding and director/officer liability.

Is a contractor arrangement enough to shift liability?

No. Principal-employer and contractor liabilities depend on the specific provision and facts; the contract should allocate evidence and recovery without diluting worker rights.

What is the first professional review step?

Freeze the event date and facts, identify the applicable provision, then map Rules, forms, notification status, authority, limitation and evidence.

What is the operational focus of section 90 - Conditions of service, etc., to remain unchanged under certain circumstances during pendency of proceedings?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 91 - Special provision for adjudication as to whether conditions of service, etc., changed during pendency of proceedings?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 92 - Power to transfer certain proceedings?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 93 - Protection of persons?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 94 - Representation of parties?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 95 - Removal of doubts in interpretation of award or settlement?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 96 - Power to exempt?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 97 - Jurisdiction of civil courts barred?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.