

# 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.

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| <b>Who is covered</b><br>Employers, workers, trade unions, negotiating bodies, standing-order establishments and dispute-resolution authorities should classify the industrial establishment and worker population first. | <b>Main obligations / rights</b> <ul style="list-style-type: none"><li>• Section 3: Works Committee</li><li>• Section 4: Grievance Redressal Committee</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Key thresholds / timelines</b> <ul style="list-style-type: none"><li>• Use only the threshold, rate and limitation period effective on the event date; verify the Central/State instrument before acting.</li></ul>    | <b>Forms / evidence</b> <ul style="list-style-type: none"><li>• Applicable form/register, calculation file, approval and acknowledgement evidence</li><li>• Classification, calculation, approval, acknowledgement and payment/filing proof</li></ul>                                                                                                                                                                                                                                                                                                                                                               |
| <b>Employer risk snapshot</b><br>Highest practical risks: misclassification, missed filing/notice, unsupported calculation, incomplete records and use of the wrong Central/State instrument.                             | <b>Employee / worker remedy</b><br>the substantive protection in this chapter, access to the prescribed authority/forum and a documented remedy within limitation. Confirm authority, limitation and appeal route.                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>Old law / transition</b><br>Map the event date and savings position against: Trade Unions Act, 1926; Industrial Employment (Standing Orders) Act, 1946; Industrial Disputes Act, 1947.                                 | <b>Five-point professional checklist</b> <ul style="list-style-type: none"><li>• Freeze the event date, establishment, location and person/worker classification.</li><li>• Identify the controlling section/paragraph, mapped Rule, notification and appropriate Government.</li><li>• Reperform the calculation or decision test and document every exception or approval.</li><li>• Complete the prescribed form/register/portal step and retain acknowledgement, payment and communication evidence.</li><li>• Record the remedy, forum, limitation, appeal path and State variation before sign-off.</li></ul> |

**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  
Educational and professional reference. Verify the event-date Act/Code, Rules, notifications, State instruments, portal procedure and later judgments before acting.