

Finin2min

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Labour & Manpower Law Publication Series

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 Local source-hashed Act text + linked Rules and implementation analysis

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Industrial Relations Code, 2020 Standing orders four-step compliance flowchart

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

Publication-source status: Every mapped section of the parent Code is embedded locally from the retained official India Code PDF and carries the source SHA-256. Linked 2026 Central Rules, forms, notifications and operational analysis remain subject to the official Gazette and subsequent amendments.

Chapter decision flow

Classify establishment & person → Fix event date → Apply section and Rule → Complete form/record → Retain evidence & remedy file

Finin2min Summary - Chapter in 2 Minutes

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.

Chapter IV - Standing orders

FININ2MIN LEGAL FLOW

Industrial Relations Code, 2020 — Standing orders



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

Use this flow with the chapter provision map, implementation controls, evidence checklist, limitation/forum review and remedy framework. Confirm the operative Central and State instruments on the event date.

Chapter IV - Standing orders

Finin2min implementation explanation

Maintain a controlled implementation file for Chapter IV - Standing orders: coverage and event date, operative Central/State instrument, responsible owner, approval and authority, form/portal step, due date, calculation basis, supporting evidence, exception, escalation and closure proof. Reconcile payroll, HR, finance, contractor and legal records before sign-off.

Practical example

Classify the worker and establishment, identify the operative provision and notified instrument on the event date, compute the entitlement or exposure from source records, obtain approval, complete the filing/payment/action, and retain evidence. Do not use a portal value or payroll label as a substitute for the statutory test.

Calculation / control template

Control calculation: verified population or transaction base $\times$ applicable notified rate/amount $\times$ eligible period, adjusted for statutory inclusions, exclusions, ceilings, interest, compensation and prior payments. Reperform the calculation from retained source data.

Current-law control: verify the operative Central/State instrument, notification, form, portal and binding judgment on the event date. Numerical amounts in examples are illustrative unless expressly sourced.

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

Key thresholds and timelines

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

Forms, registers and evidence

- Register
- Notice
- Retain classification, calculation, approval, communication, acknowledgement and payment/filing proof.

Employer risk snapshot

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

Employee/worker remedy snapshot

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

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

1. Freeze the event date, establishment, location and person/worker classification.
2. Identify the controlling section/paragraph, mapped Rule, notification and appropriate Government.
3. Reperform the calculation or decision test and document every exception or approval.
4. Complete the prescribed form/register/portal step and retain acknowledgement, payment and communication evidence.
5. 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.

[Download one-page Finin2min cheat sheet](#)

Section-by-section provision map

Provision Subject

Implementation focus

Section 28 Application of this Chapter

Trigger, linked Rule/form, evidence, consequence and remedy

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

Trigger, linked Rule/form, evidence, consequence and remedy

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

Trigger, linked Rule/form, evidence, consequence and remedy

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

Trigger, linked Rule/form, evidence, consequence and remedy

Section 32 Appeals

Trigger, linked Rule/form, evidence, consequence and remedy

Section 33 Date of operation of standing orders and its availability

Trigger, linked Rule/form, evidence, consequence and remedy

Section 34 Register of standing orders

Trigger, linked Rule/form, evidence, consequence and remedy

Provision Subject	Implementation focus
Section 35 Duration and modification of standing orders	Trigger, linked Rule/form, evidence, consequence and remedy
Section 36 Oral evidence in contradiction of standing orders not admissible	Trigger, linked Rule/form, evidence, consequence and remedy
Section 37 Interpretation, etc., of standing orders	Trigger, linked Rule/form, evidence, consequence and remedy
Section 38 Time limit for completing disciplinary proceedings and liability to pay subsistence allowance	Trigger, linked Rule/form, evidence, consequence and remedy
Section 39 Power to exempt	Trigger, linked Rule/form, evidence, consequence and remedy

Section 28: Application of this Chapter

Current statutory text

28. Application of this Chapter.—(1) The provisions of this Chapter shall apply to an industrial establishment wherein three hundred or more than three hundred workers, are employed on any day of the preceding twelve months.

(2) Notwithstanding anything contained in sub-section (1), the provisions of this Chapter shall apply to an industrial establishment in so far as the workers employed there are governed by the Fundamental and Supplementary Rules, Civil Services (Classification, Control and Appeal) Rules, Civil Services (Temporary Service) Rules, Revised Leave Rules, Civil Services (Leave) Rules, Civil Services (Pension) Rules or the India Code or any other rules or regulations that may be notified in this behalf.

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

29. Making of model standing orders by Central Government and temporary application
(1) The Central Government shall make model standing orders relating to conditions of service in respect of other matters incidental thereto or connected therewith.

(2) Notwithstanding anything contained in sections 30 to 36, for the period on which this section becomes applicable to an industrial establishment and in which the standing orders as finally certified under this Code come into operation at that establishment, the model standing order referred to in sub-section (1) shall apply in that establishment and the provisions of sub-section (2) of section 33 shall apply to such model standing orders as they apply to the standing orders so certified.

Final 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. ← Previous Next →

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

30. Preparation of draft standing orders by employer and procedure for certification.—(1) Every employer shall prepare draft standing orders, within a period of six months from the commencement of this Code, based on the model standing orders referred to in section 29 with respect to the matters specified in the First Schedule and on any other matter considered necessary for the incorporation of necessary provisions in such standing orders for his industrial undertaking, considering the nature of activity in his industrial establishment, if such provision is not inconsistent with any of the provision of this Code contained out in the First Schedule.

(2) The employer shall consult the Trade Unions or recognised negotiating council relating to the industrial establishment or undertaking before the draft of the standing order and thereafter forward the draft of the standing order otherwise to the certifying officer for certification.

(3) Where an employer adopts a model standing order of the Central Government under section 29 with respect to matters relevant to his industrial establishment, such model standing order shall be deemed to have been certified under the provisions of this Code and the employer shall forward the information in this regard to the concerned certifying officer as may be prescribed:

Provided that if the certifying officer has any observation, he may direct the employer to modify the standing order so adopted within such period as may be prescribed.

(4) The employer shall prepare the draft of the modifications required under the provisions of this Code and forward electronically to the certifying officer for certification.

officer for certification of those modifications only within a period of six months after the provisions of this Chapter becomes applicable to his industrial establishment.

(5) On receipt of the drafts referred to in sub-section (1) and sub-section (4), the certifying officer shall issue notice to—

(i) the Trade Union or negotiating union of the industrial establishment or the representatives of the members of the negotiating council; or

(ii) where there is no Trade Union operating, to such representative of the workers in the industrial establishment or undertaking chosen in such manner as may be prescribed.

for seeking their comments in the matter and after receipt of their comments, the certifying officer, after being heard to the negotiating union or negotiating council, or as the case may be, to the representatives of the workers and decide as to whether or not any draft standing order is necessary to render the draft standing order a standing order in writing in this regard:

Provided that the certifying officer shall complete such procedure for sections (4) and (5) in respect of—

(a) the draft standing order so received within a period of sixty days from the date of receipt of it; and

(b) the draft modifications in the standing order so received within a period of thirty days from the date of the receipt of such modifications,

failing which such draft standing orders or, as the case may be, the modifications shall be deemed to have been certified on the expiry of the said period.

(6) The standing orders shall be certifiable under this Code, if—

(a) provision is made therein for every matter set out in the First Schedule to be referred to the industrial establishment; and

(b) such orders are otherwise in conformity with the provisions of the Code.

(7) It shall be the function of the certifying officer or the appellate authority to adjudicate upon the fairness or reasonableness of the provisions of the standing orders. In view the provisions of the model standing orders referred to in section 29 of the Code.

(8) The certifying officer shall certify the draft standing orders or the modifications in the standing orders referred to in sub-section (5), and shall within seven days thereafter forward the certified standing orders or the modifications in the standing orders, authenticated as may be prescribed, to the employer and to the negotiating union or negotiating council or to other representatives of the workers referred to in clause (ii) of sub-section (5).

(9) The draft standing orders under sub-section (1) or draft of the modifications in the standing orders under sub-section (5) shall be accompanied by a statement as may be prescribed, of the workers employed in the industrial establishment to which they belong, and the negotiating union or negotiating council, if any.

(10) Subject to such conditions as may be prescribed, a group of employees may be represented by a group of workers in the industrial establishment.

may submit a joint draft of standing orders under this section and for the specified in sub-sections (1), (5), (6), (8) and (9), the expressions "employee" and "negotiating union or negotiating council" shall respectively include all employees and negotiating unions or negotiating council of such similar establishments.

(11) Without prejudice to the foregoing provisions of this section, the standing orders of an industrial establishment or undertaking existing on the date of commencement of this Code, shall, in so far as is not inconsistent with the provisions thereunder, continue and be deemed to be the standing orders certified under this section. Accordingly the provisions of this Chapter shall apply thereon.

Final 2min 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. ← Previous Next →

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. ← Previous Next →

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. ← Previous Next →

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. ← Previous Next →

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

31. Certifying officer and appellate authority to have powers of civil court. The certifying officer and the appellate authority referred to in section 32 shall have powers of civil court for the purposes of receiving evidence, administering oath, enforcing orders and compelling the discovery and production of documents, and shall be deemed to have powers of civil court within the meaning of sections 345 and 346 of the Code of Criminal Procedure, 1973.

(2) Clerical or arithmetical mistakes in any order passed by a certifying officer or appellate authority therein from any accidental slip or omission may, at any time, be corrected by the certifying officer or appellate authority in office of such officer.

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

32. Appeals.—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, not satisfied with the order of the certifying officer given under sub-section (5) of section 30, may prefer an appeal within sixty days of receipt of the order of the certifying officer, 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

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. ← Previous Next →

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

33. Date of operation of standing orders and its availability.—(1) The standing orders, as modified standing orders, as the case may be, shall, unless an appeal is preferred, come into operation on the expiry of thirty days from the date on which authenticated copies of the order are communicated to the employer under sub-section (8) of section 30, or where an appeal as aforesaid is preferred, on the expiry of seven days from the date on which copies of the order of the appellate authority are communicated to the employer, as may be prescribed.

(2) The text of a standing order as finally certified under this Code shall be made available to the employer in such language and in such manner for the information of the employees as may be prescribed.

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. ← Previous Next →

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

34. Register of standing orders.—A copy of all standing orders as finally shall be filed by the certifying officer in a register maintained for the form or such other form as may be prescribed, and the certifying officer s any person applying therefor on payment of such fee as may be prescribed.

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. ← Previous Next →

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

35. Duration and modification of standing orders.—(1) The standing orders section (8) of section 30 shall not, except on an agreement between the employer negotiating union or a Trade Union or other representative body of the workers until the expiry of six months from the date on which the standing orders thereof came into operation.

(2) Subject to the provisions of sub-section (1), an employer or worker representative body of the workers may apply to the certifying officer to be modified in such application as may be prescribed, which shall be accompanied by the modifications proposed to be made, and where the modifications are proposed between the employer and the workers or a Trade Union or other representative body a certified copy of that agreement shall be filed alongwith the application.

(3) The foregoing provisions of this Code shall apply in respect of sub-section (2) as they apply to the certification of the first time 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. ← Previous Next →

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

36. Oral evidence in contradiction of standing orders not admissible.—No order shall be made having the effect of adding to or otherwise varying or contradicting standing orders of a public servant. This Chapter shall be admitted in any Court.

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

37. Interpretation, etc., of standing orders.—If any question arises as to interpretation, of the standing orders certified under sub-section (8) of made therein by an agreement entered into under sub-section (5) of that se worker or workers concerned or the Trade Union in relation to the workers establishment or undertaking, wherein the question has arisen, may apply to local limits of whose territorial jurisdiction such establishment or the o undertaking is situated, to decide the question and such Tribunal shall, a concerned a reasonable opportunity of being heard, decide the question and and binding on the concerned employer and the workers.

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

38. Time-limit for completing disciplinary proceedings and liability to pay allowance.—(1) Where any worker is suspended by the employer pending investigation or inquiry into any complaint or charges of misconduct against him, such investigation or inquiry shall be completed or followed by an inquiry, both the investigation and inquiry shall be completed within a period of ninety days from the date of suspension.

(2) The standing orders certified under sub-section (8) of section 30 of the Industrial Disputes Act, 1947 shall provide that where a worker is suspended as referred to in sub-section (1) to an industrial establishment or undertaking shall pay to such worker employed in that establishment or undertaking subsistence allowance at the rates specified in the standing orders for the period during which such worker is placed under suspension pending investigation or inquiry into any complaint or charges of misconduct against such worker.

(3) The amount of subsistence allowance payable under sub-section (2)

(a) at the rate of fifty per cent. of the wages which the worker was receiving immediately preceding the date of such suspension, for the first ninety days of suspension;

(b) at the rate of seventy-five per cent. of such wages for the remainder of the period if the delay in the completion of disciplinary proceedings against such worker is attributable to the conduct of such worker.

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

39. Power to exempt.—The appropriate Government may, by notification, exempt or unconditionally, any industrial establishment or class of industrial establishments from the provisions of this Chapter.

CHAPTER V

NOTICE OF CHANGE

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
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

Trade Unions Act, 1926

Industrial Employment
(Standing Orders) Act, 1946

Industrial Disputes Act,
1947

Transition control

Classify the event date, accrued right, saved Rule/
notification and pending proceeding before moving
to the Code.

Classify the event date, accrued right, saved Rule/
notification and pending proceeding before moving
to the Code.

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

Bangalore Water Supply
v. A. Rajappa

Principle and present-use caution

The industry test remains an important interpretive starting point, subject to the Code definition and later statutory developments.

Decision	Principle and present-use caution
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.

Practical transaction application

Apply the chapter to workforce restructuring, standing orders, union recognition, disciplinary action, settlement drafting, transfer of undertaking, lay-off, retrenchment, closure and industrial-dispute strategy. Build the transaction timeline before notices or board approvals are issued.

Authority, consent and execution controls

Map powers among the board, occupier/employer, HR, disciplinary authority, authorised signatory and legal team. Verify delegation, standing orders, service rules, union/negotiating-council status and government permission or notice requirements; informal consent cannot cure a mandatory statutory step.

Stamp duty and registration alerts

Industrial settlements, service instruments and transfer documents may attract State stamp consequences depending on form and subject matter. Statutory filing, publication or registration under labour law is separate from document registration under the Registration Act and stamping under State law.

Evidence and document-retention checklist

Retain the operative law/rule version, classification note, approvals, signed instruments, statutory forms, portal acknowledgements, registers, calculations, bank proof, correspondence, inspection records, service proof, decision and appeal file. Apply the longer of the statutory retention rule, litigation hold, tax/audit need and contractual requirement; restrict access to personal and sensitive data.

Performance, delivery and payment controls

Create a milestone file for notice, consultation, permission, compensation, re-skilling contribution, service of orders and payment. No restructuring should close until payroll, bank proof, employee-wise computation, statutory filing and possession/access controls reconcile.

Breach, loss, mitigation and remedy framework

On detecting a breach, stop continuing exposure, preserve evidence, quantify employee and government dues, identify affected persons, make lawful corrective payment/filing, notify the authorised decision-maker, assess self-disclosure or compounding where available, and reserve contractual recovery against responsible vendors without delaying statutory remediation.

Limitation and forum controls

Use the conciliation officer, tribunal, national industrial tribunal, appellate channel or other prescribed forum as applicable. Track the dispute date, cause of action, pending proceedings, protected status and service of notices; private jurisdiction clauses cannot override the statutory adjudication scheme.

Arbitration and mediation interface

Voluntary arbitration and settlement mechanisms may be available where the Code permits. Draft the reference, issues, arbitrator appointment, publication/filing and settlement authority carefully; mediation is useful for commercial terms but must preserve non-waivable worker protections.

Company, partnership, GST and tax overlays

For a company, align board/delegation and officer-in-default controls; for an LLP or partnership, identify the designated partner/partner and authorised employer

representative. Labour dues can affect transaction price, indemnities, director/partner exposure and insolvency claims. Salary/TDS, perquisite, contractor TDS, GST on outsourced services and accounting provisions must be reconciled without treating tax treatment as proof of labour-law classification.

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.

[← Previous: Trade unions](#)[Next: Notice of change →](#)

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