

Finin2min

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Labour & Manpower Law Publication Series

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

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Industrial Relations Code, 2020 Industrial dispute resolution 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 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

Chapter VII - Industrial dispute resolution

FININ2MIN LEGAL FLOW

Industrial Relations Code, 2020 — Industrial dispute resolution



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 VII - Industrial dispute resolution

Finin2min implementation explanation

Maintain a controlled implementation file for Chapter VII - Industrial dispute resolution: 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.

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 and 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
- Section 48: Disqualifications for members of Tribunal and National Industrial Tribunal

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

- Applicable form/register, calculation file, approval and acknowledgement evidence
- Retain classification, calculation, approval, communication, 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 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 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.

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

Section-by-section provision map

Provision Subject

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

Section 48

Implementation focus

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

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

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

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

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

Provision	Subject	Implementation focus
	Disqualifications for members of Tribunal and National Industrial Tribunal	Trigger, linked Rule/form, evidence, consequence and remedy
Section 49	Procedure and powers of arbitrator, conciliation officer, Tribunal and National Industrial Tribunal	Trigger, linked Rule/form, evidence, consequence and remedy
Section 50	Powers of Tribunal and National Industrial Tribunal to give appropriate relief in case of discharge or dismissal of worker	Trigger, linked Rule/form, evidence, consequence and remedy
Section 51	Transfer of pending cases	Trigger, linked Rule/form, evidence, consequence and remedy
Section 52	Adjustment of services of presiding officers under repealed Act	Trigger, linked Rule/form, evidence, consequence and remedy
Section 53	Conciliation and adjudication of dispute	Trigger, linked Rule/form, evidence, consequence and remedy
Section 54	Reference to and functions of National Industrial Tribunal	Trigger, linked Rule/form, evidence, consequence and remedy
Section 55	Form of award, its communication and commencement	Trigger, linked Rule/form, evidence, consequence and remedy
Section 56	Payment of full wages to worker pending proceedings in higher Courts	Trigger, linked Rule/form, evidence, consequence and remedy
Section 57	Persons on whom settlements and awards are binding	Trigger, linked Rule/form, evidence, consequence and remedy
Section 58	Period of operation of settlements and awards	Trigger, linked Rule/form, evidence, consequence and remedy
Section 59	Recovery of money due from employer	Trigger, linked Rule/form, evidence, consequence and remedy
Section 60	Commencement and conclusion of proceedings	Trigger, linked Rule/form, evidence, consequence and remedy
Section 61	Certain matters to be kept confidential	

Provision Subject**Implementation focus**

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

Section 43: Conciliation officers

Current statutory text

43. Conciliation officers.—(1) The appropriate Government may, by notification, appoint a specified number of persons, as it thinks fit to be conciliation officers, charged with the duty of promoting the settlement of industrial disputes.

(2) A conciliation officer may be appointed for a specified area or for one or more specified industries and either permanently or for a specified period.

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

44. Industrial Tribunal.—(1) The appropriate Government may, by notification, constitute more Industrial Tribunals for the adjudication of industrial disputes and discharge of functions as may be assigned to them under this Code and the Tribunal so constituted by the Government shall also exercise the jurisdiction, powers and authority conferred on the Government defined in clause (m) of section 2 of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (19 of 1952) by or under that Act.

(2) Every Industrial Tribunal shall consist of two members to be appointed by the Government out of whom one shall be a Judicial Member and the other, an Administrative Member.

(3) A bench of the Tribunal shall consist of a Judicial Member and an Administrative Member or a single Judicial Member or single Administrative Member.

(4) The qualifications for appointment, method of recruitment, term of office, salaries, allowances, resignation, removal and the other terms of conditions of service shall be such as may be made by the Government and the Administrative Member of the Tribunal constituted by the Central Government shall be in accordance with the rules made under section 184 of the Finance Act, 2017.

Provided that a person who has held a post below the rank of Joint Secretary to Government of India or an equivalent rank in the Central Government or a State Government shall not be appointed as an Administrative Member of the Tribunal.

(5) The term of office of the Judicial Member and the Administrative Member of the Tribunal constituted by the State Government under sub-section (1), their salaries, allowances, removal and other terms and conditions of service shall be such as may be made by the Government.

Government.

(6) The salary and allowances and the terms and conditions of service of an Administrative Member referred to in sub-section (2) and appointed by a State Government shall be varied to his disadvantage after his appointment.

(7) The procedure of the Tribunal (including distribution of cases in the Tribunal) shall be such as may be prescribed, provided a bench consisting of a Judicial Member and an Administrative Member shall entertain and decide the cases only relating to the following matters:

(a) the application and interpretation of standing order;

(b) discharge or dismissal of workmen including reinstatement of, or compensation to, dismissed workmen;

(c) illegality or otherwise of a strike or lockout;

(d) retrenchment of workmen and closure of establishment; and

(e) Trade Union disputes,

and the remaining cases shall be entertained and decided by the bench of the Tribunal consisting of a Judicial Member or an Administrative Member of the Tribunal.

(8) The Judicial Member shall preside over the Tribunal where the bench consists of one Judicial Member and one Administrative Member.

(9) If, for any reason, a vacancy (other than a temporary absence) occurs in the Tribunal or a Tribunal, then, such vacancy shall be filled up in such manner as may be prescribed without prejudice to the provisions of sub-section (4) or sub-section (5), and the proceeding shall be continued before such National Industrial Tribunal or Tribunal from the stage at which the vacancy is filled.

(10) The appropriate Government may provide such number of officers and staff as may be fit in consultation with the Judicial Member of the Tribunal which may be necessary for the functioning of the 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

45. Finality of constitution of Tribunal.—No notification of the appropri appointing any person as a Judicial Member or an Administrative Member of in question in any manner; and no act or proceeding before the Tribunal sh

any manner on the ground mainly of the existence of any vacancy in, or def such 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

46. National Industrial Tribunal.—(1) The Central Government may, by notification, constitute one or more National Industrial Tribunals for the adjudication of industrial disputes in the opinion of the Central Government, involve questions of national importance or that industrial establishments situated in more than one State are likely to give rise to, by, such disputes.

(2) A National Industrial Tribunal shall consist of two members to be appointed by the Central Government out of whom one shall be a Judicial Member and the other, an Administrative Member.

(3) A person shall not be qualified for appointment as the Judicial Member of a National Industrial Tribunal unless he is, or has been, a Judge of a High Court.

(4) A person shall not be qualified for appointment as Administrative Member of a National Industrial Tribunal unless, he is or has been Secretary to the Government or holds an equivalent rank in the Central Government or State Government, having adequate experience in handling the labour related matters.

(5) The Judicial Member shall preside over a National Industrial Tribunal.

(6) The procedure of selection of Judicial Member and Administrative Member of a National Industrial Tribunal, their salaries, allowances and other terms and conditions of service may be prescribed.

(7) The Central Government may provide such number of officers and other staff as may be required for the due discharge of the functioning of the 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

47. Decision of Tribunal or National Industrial Tribunal.—(1) The decision of a Tribunal or a National Industrial Tribunal, as the case may be, shall be by consensus of its members.

(2) If the members of a Tribunal or a National Industrial Tribunal differ, they shall state the point or points on which they differ, and make a reference to the Government.

(3) The appropriate Government shall, on receipt of a reference made under sub-section (2) by a Judicial Member of a Tribunal or a National Industrial Tribunal, who has heard the case, himself and such point or points shall be decided according to the majority of the members of the Tribunal or a National Industrial Tribunal, as the case may be, who have first heard the case. If the Government is not a Judicial Member of the other Tribunal who heard the case thereafter.

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

48. Disqualifications for members of Tribunal and National Industrial Tribunal shall be appointed to, or continue in, the office of the member of a Tribunal, respectively, if—

- (a) he is not an independent person; or
- (b) he has attained the age of sixty-five years.

Explanation.—For the purposes of this section "independent person" means unconnected with the industrial dispute referred to a Tribunal or National Industrial Tribunal, any industry directly affected by such dispute.

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

49. Procedure and powers of arbitrator, conciliation officer, Tribunal and Tribunal.—(1) Subject to the provisions of this Code and the rules that make arbitrator, conciliation officer, Tribunal or National Industrial Tribunal the arbitrator, conciliation officer, Tribunal or National Industrial Trib

(2) A conciliation officer or an officer authorised in this behalf by Tribunal may, for the purpose of inquiry into any existing or apprehended reasonable notice, enter the premises occupied by any establishment to which

(3) The conciliation officer, Tribunal and National Industrial Tribunal as are vested in a civil court under the Code of Civil Procedure, 1908 (5 of 1908) in respect of the following matters, namely: -

- (a) enforcing the attendance of any person and examining him on oath;
- (b) compelling the production of documents and material objects;
- (c) issuing commissions for the examination of witnesses;
- (d) in respect of such other matters as may be prescribed,

and every inquiry or investigation by Tribunal or National Industrial Tribunal
judicial proceeding within the meaning of sections 193 and 228 of the Indi

(4) A conciliation officer may enforce the attendance of any person for whom he has ground to believe that his presence is necessary or of such person or call for and inspect any document which he has ground to believe is necessary or to be necessary for the purpose of verifying the facts in issue or for carrying out any other duty imposed on him under this Code, and for the purpose of this section a conciliation officer shall have the same powers as are vested in a civil court under the Code of Civil Procedure, 1908 (5 of 1908), in respect of enforcing the attendance of any person or of compelling the production of documents.

(5) The appropriate Government may, if it so thinks fit, appoint one or more persons having special knowledge of the matter under consideration as assessors or experts to advise the Industrial Tribunal, as the case may be, in respect of any proceeding before it.

(6) All conciliation officers and the members of a Tribunal or National deemed to be public servants within the meaning of section 21 of the India

(7) Subject to any rules made under this Code, the costs of, and incidence of, proceedings before a Tribunal or National Industrial Tribunal shall be in the discretion of the Tribunal or National Industrial Tribunal and the Tribunal or National Industrial Tribunal, as the case may be, shall have powers to determine by and to whom and to what extent and subject to what conditions costs should be paid or reimbursed.

costs are to be paid, and to give all necessary directions for the purpose on application made to the appropriate Government by the person entitled, Government in the same manner as an arrear of land revenue.

(8) Every Tribunal or National Industrial Tribunal shall be deemed to be of sections 345, 346, and 348 of the Code of Criminal Procedure, 1973 (2 of 1973).

(9) Every award made, order issued or settlement arrived at by or before an Industrial Tribunal shall be executed in accordance with the procedure laid down in the Code of Civil Procedure, 1908 and the decree of a civil court under Order XXI of the Code of Civil Procedure, 1908. That purpose such Tribunal or National Industrial Tribunal shall be deemed to be of sections 345, 346, and 348 of the Code of Criminal Procedure, 1973 (2 of 1973).

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 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 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

50. Powers of Tribunal and National Industrial Tribunal to give appropriate discharge or dismissal of worker.—(1) Where the application under sub-section relating to an industrial dispute involving discharge or dismissal or otherwise has been made to a Tribunal or has been referred to a National Industrial in the course of adjudication proceedings, the Tribunal or National Industrial be, is satisfied that the order of discharge or dismissal or otherwise terminated by its award, set aside the order of discharge or dismissal or termination of worker on such terms and conditions, if any, as it thinks fit, or give such including the award of any lesser punishment in lieu of discharge or dismissal.

as the circumstances of the case may require.

(2) A Tribunal or National Industrial Tribunal, as the case may be, may grant such interim relief to the worker referred to in sub-section (1) during dispute as the circumstances of the case may require: Provided that in any section the Tribunal or National Industrial Tribunal, as the case may be, on record and shall not take any fresh evidence in relation to the matter

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

51. Transfer of pending cases.—(1) On and from the date of commencement of pending immediately before such commencement—

(a) in the Labour Court and the Tribunal constituted under the Industrial Disputes Act of 1947), shall be transferred to the Tribunal having corresponding jurisdiction

(b) in the National Tribunal constituted under the Industrial Disputes Act shall be transferred to the National Industrial Tribunal having corresponding jurisdiction

(2) The cases transferred under sub-section (1) to the Tribunal or National Industrial Tribunal shall be dealt with de novo or from the stage at which they were pending may deem fit.

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

52. Adjustment of services of presiding officers under repealed Act.—A presiding officer of a Labour Court or Tribunal or, as the case may be, National Tribunal, constituted under the Industrial Disputes Act, 1947 (14 of 1947), holding office as such immediately before the repeal of this Code and is qualified to be appointed under this Code, shall be the Judicial Member of the Tribunal as the case may be, the Judicial Member of the National Industrial Tribunal for the remaining period of his office.

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

53. Conciliation and adjudication of dispute.—(1) Where any industrial dispute is apprehended or a notice under section 62 has been given, the conciliation proceedings in such manner as may be prescribed:

Provided that the conciliation officer shall not hold any such proceedings in dispute after two years from the date on which such industrial dispute arose.

(2) The conciliation officer shall, for the purpose of bringing about a settlement without delay, investigate the dispute and all matters affecting the merits thereof and may do all such things as he thinks fit for the purpose of inducing the parties to an amicable settlement of the dispute.

(3) If a settlement of the dispute or of any of the matters in dispute is arrived at in the conciliation proceedings, the conciliation officer shall send a report thereof to the Government or an officer authorised in this behalf by the appropriate Government, together with a memorandum of the settlement signed by the parties to the dispute.

(4) If no such settlement is arrived at, the conciliation officer shall, at the close of the investigation, send to the concerned parties and to the appropriate Government in the electronic or other form as may be prescribed, setting forth the statement of the facts and circumstances relating to the dispute and for bringing about a settlement, with a full statement of such facts and circumstances, and the reasons on which he is of opinion, a settlement could not be arrived at.

(5) Notwithstanding anything contained in sub-section (4), the conciliation officer may send a report to the concerned parties and the appropriate Government within forty days of the commencement of the conciliation proceedings or within such shorter period as may be specified by the appropriate Government:

Provided that where a conciliation officer receives notice under section 62, he shall send a copy thereof to the concerned parties and to the appropriate Government within fourteen days of the commencement of the conciliation proceedings:

Provided further that subject to the approval of the conciliation officer, the period of such period as may be agreed upon in writing by the concerned parties to the dispute.

(6) Any concerned party may make application in the prescribed form to the conciliation officer for a settlement of the dispute not settled by the conciliation officer under this section within ninety days of the date on which the report under sub-section (4) is received to the concerned party and the Tribunal may make an application in the prescribed manner.

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. ← 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 23 | Official source: [section 53](#).

Section 54: Reference to and functions of National Industrial Tribunal

Current statutory text

54. Reference to and functions of National Industrial Tribunal.—(1) The Central Government may refer an industrial dispute to a National Industrial Tribunal which in its opinion involves question of national importance or is of such a nature that establishments situated in more than one State are likely to be interested in the dispute.

(2) Where an industrial dispute has been referred under sub-section (1) to a National Industrial Tribunal, the Tribunal shall, within the period specified in the order of reference, adjudicate the dispute and shall, within the period specified in the order, make such award as it may think fit. The Central Government may, by order, extend the period specified in the order of reference or further period extended by the Central Government.

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

55. Form of award, its communication and commencement.—(1) The award of—

- (i) a Tribunal delivered by a bench consisting of a Judicial Member or a single Judicial Member or a single Administrative Member; or
- (ii) a National Industrial Tribunal,

shall be in writing and shall be signed electronically or otherwise, as the Judicial Member and the Administrative Member or either by the Judicial Member or the Administrative Member by whom the award is delivered.

(2) Every arbitration award and every award of Tribunal or National Industrial Tribunal shall be communicated to the parties concerned and the appropriate Government.

(3) An award made under this Code shall become enforceable on the expiry of the period of thirty days from the date of its communication under sub-section (2):

Provided that—

(a) if the appropriate Government is of the opinion in any case, where an award is made by a Tribunal in relation to an industrial dispute to which it is a party,

(b) if the Central Government is of opinion in any case, where the award is made by the National Industrial Tribunal,

that it will be inexpedient on public grounds affecting national economy or public interest, to the whole or any part of the award, the appropriate Government, or as the case may be, the Government may, by notification, declare that the award shall not become enforceable during the said period of thirty days.

(4) Where any declaration has been made in relation to an award under sub-section (3), the appropriate Government or the Central Government, as the case may be, shall, within ninety days from the date of communication of the award under sub-section (2), lay the award before the Legislature of the State, or before Parliament, as the case may be, for the purpose of rejecting or modifying the award, and shall, on the first available opportunity, lay the order before the Legislature of the State, if the order has been made by the appropriate Government, or before Parliament, if the order has been made by the Central Government.

(5) Where any award is rejected or modified by an order made under sub-section (4), the award shall become enforceable on the expiry of fifteen days from the date on which it is so laid; and where no order is made under sub-section (4) pursuant to a declaration under the proviso to sub-section (3), the award shall become enforceable on the expiry of the period of ninety days referred to in sub-section (3).

(6) Subject to the provisions of sub-section (3) and sub-section (5), an award shall come into operation with effect from such date as may be specified in the award; but where no date is so specified, it shall come into operation on the date on which it becomes enforceable under sub-section (3) or sub-section (5), as the case may be.

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

56. Payment of full wages to worker pending proceedings in higher Courts.— If a Tribunal or a National Industrial Tribunal by its award directs reinstatement and the employer prefers any proceedings against such award in a High Court or the Supreme Court, the employer shall be liable to pay such worker, during the period of pendency of such proceedings in a High Court or the Supreme Court, full wages last drawn by him, inclusive of interest thereon, if admissible to him under any rule if the worker had not been employed in an equivalent post during that period and an affidavit by such worker had been filed to that effect in such Court.

Provided that where it is proved to the satisfaction of the High Court or the Supreme Court that the worker had been employed and had been receiving adequate remuneration during the period of pendency of such proceedings, the Court shall order that no wages shall be payable under this section for that period, as the case may be.

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

57. Persons on whom settlements and awards are binding.—(1) A settlement or agreement between the employer and worker otherwise than in the course of conciliation proceedings shall be binding on the parties to the agreement.

(2) Subject to the provisions of sub-section (3), an arbitration award shall be binding on the parties to the agreement who referred the dispute to arbitration.

(3) A settlement arrived at in the course of conciliation proceedings or an award of a Tribunal or National Industrial Tribunal which has become final shall be binding on—

(a) all parties to the industrial dispute;

(b) all other parties summoned to appear in the proceedings as parties to the dispute before the arbitrator, Tribunal or National Industrial Tribunal, as the case may be, who were so summoned without proper cause;

(c) where a party referred to in clause (a) or clause (b) is an employer, the employer assigns in respect of the establishment to which the dispute relates;

(d) where a party referred to in clause (a) or clause (b) is composed of persons who were employed in the establishment or part of the establishment, as the dispute relates on the date of the dispute and all persons who subsequently were employed in the establishment or part.

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

58. Period of operation of settlements and awards.—(1) A settlement shall on such date as is agreed upon by the parties to the dispute, and if no date on which the memorandum of the settlement is signed by the parties to the

(2) Such settlement shall be binding for such period as is agreed upon; if no period is agreed upon, for a period of six months from the date on which the settlement is signed by the parties to the dispute, and shall continue to be binding for the period aforesaid, until the expiry of sixty days from the date on which the intention to terminate the settlement is given by one of the parties to the settlement.

(3) An award shall, subject to the provisions of this section, remain in force for one year from the date on which the award becomes enforceable under section 55.

Provided that the appropriate Government may reduce the said period and extend it as may fit:

Provided further that the appropriate Government may, before expiry of the period of operation by any period not exceeding one year at a time as it thinks fit, so that the total period of operation of any award does not exceed three years from the date of its operation.

(4) Where the appropriate Government, whether of its own motion or on the application of any person bound by the award, considers that since the award was made, there has been a change of circumstances on which it was based, the appropriate Government may refer the award to the Tribunal, if the award is made by the Tribunal for decision whether the award, not, by reason of such change, be shortened and the decision of the Tribunal shall be final.

(5) Nothing contained in sub-section (3) shall apply to any award which, by reason of circumstances does not impose, after it has been given effect to, any continuing obligation on any person bound by the award.

(6) Notwithstanding the expiry of the period of operation under sub-section (3), the award shall continue to be in force for the purpose of the award.

continue to be binding on the parties until a period of sixty days has elapsed after notice is given by any party bound by the award to the other party or parties to terminate the award.

(7) No notice given under sub-section (2) or sub-section (6) shall have effect if a party representing the majority of persons bound by the settlement or award is not present.

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

59. Recovery of money due from employer.—(1) Where any money is due to a worker from an employer under a settlement or an award or under the provisions of Chapter IV, the worker, himself or any other person authorised by him in writing in this behalf, or his assignee or heirs may, without prejudice to any other mode of recovery, make an application to the appropriate Government for the recovery of the money due. If the appropriate Government is satisfied that any money is so due, it shall issue a warrant to the Collector who shall proceed to recover the same in the same manner as if it were a debt due to the Government.

Provided that every such application shall be made within one year from the date when the money became due to the worker from the employer:

Provided further that any such application may be entertained after the expiry of the one year, if the appropriate Government is satisfied that the applicant has been prevented from making the application within the said period.

(2) Where any worker is entitled to receive from the employer any money or benefit capable of being computed in terms of money and if any question arises as to the manner or as to the amount at which such benefit should be computed, then the question shall be decided by such Tribunal as may be made under this Code, but the rules that may be made under this Code, be decided by such Tribunal as may be made by the appropriate Government within a period not exceeding three months:

Provided that where the Tribunal considers it necessary or expedient so to do, the decision may be recorded in writing, extend such period by such further period as it may be necessary to do so.

(3) For the purposes of computing the money value of a benefit referred to in sub-section (2), the Tribunal may, if it so thinks fit, appoint a Commissioner who shall, after consulting the appropriate Government, be necessary, submit a report to the Tribunal and the Tribunal shall determine the value of the benefit considering the report of the Commissioner and other circumstances of the case.

(4) The decision of the Tribunal shall be forwarded by it to the appropriate Government. The amount found due by the Tribunal may be recovered in the manner provided for in the Code.

(5) Where workers employed under the same employer are entitled to receive any money or any benefit capable of being computed in terms of money, then, subject to the provisions of this section, the recovery of such money or benefit shall be made in the manner provided for in the Code.

in this behalf, a single application for the recovery of the amount due in respect of any number of such workers.

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. ← Previous Next →

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. ← Previous Next →

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. ← Previous Next →

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. ← 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 24, Rule 48, Rule 49, Rule 50 | Official source: [section 59](#).

Section 60: Commencement and conclusion of proceedings

Current statutory text

60. Commencement and conclusion of proceedings.—(1) A conciliation proceeding shall be deemed to have commenced on the date on which the first meeting is held by an industrial dispute after the receipt of the notice of strike or lock-out.

(2) A conciliation proceeding shall be deemed to have concluded—
(a) where a settlement is arrived at, when a memorandum of the settlement is signed by the parties to the dispute;

(b) where no settlement is arrived at, and failure of conciliation is reported by the conciliator; or (c) when a reference is made to a National Industrial Tribunal, the pendency of conciliation proceedings.

(3) Proceedings before an arbitrator or a Tribunal or a National Industrial Tribunal shall be deemed to have commenced on the date of filing application or application for reference of the dispute for arbitration or adjudication, as the case may be, and shall be deemed to have concluded on the date on which the award becomes enforceable.

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

61. Certain matters to be kept confidential.—There shall not be included in any proceedings under this Code, any information obtained by a conciliation officer, arbitrator or Industrial Tribunal, in the course of any investigation or inquiry as to a dispute in relation to an individual business (whether carried on by a person, firm or company) which is obtained other than through the evidence given before such conciliation officer, arbitrator or Industrial Tribunal, if the Trade Union, person, firm or company, in question has written in writing to the conciliation officer, arbitrator, Tribunal or National Industrial Tribunal, be, that such information shall be treated as confidential; nor shall such information be disclosed by an arbitrator, or the presiding officer of a Tribunal or a National Industrial Tribunal, at or concerned in the proceedings disclose any such information without the consent of the secretary of the Trade Union or the person, firm or company in question, as the case may be.

Provided that nothing contained in this section shall apply to a disclosure of information for the purposes of a prosecution under section 193 of the Indian Penal Code.

CHAPTER VIII

STRIKES AND LOCK-OUTS

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
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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.

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 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.

[← Previous: Voluntary arbitration](#)[Next: Strikes and lock-outs →](#)

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