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The Industrial Relation Code 2020

Summary

The industrial relation code 2020 was introduced in Lok Sabha on 19th September 2020. On 22nd September 2020, Lok Sabha passed 3 bills related to labour reforms. These are (i) industrial relation code 2020. (ii) Code on occupational safety, health & working condition code 2020. & (iii) social security code 2020 on 23rd September 2020, these three bills were passed by Rajya Sabha.

The Industrial Relation Code 2020

Salient features:

- (i) the industrial disputes act 1947.
- (ii) The trade union Act 1926 and
- (iii) the industrial Employment (standing order) act, 1946.

Trade union: Under the trade union code seven or more members of a trade union can apply to register it.

Trade unions that have a membership of at least 10% of the workers or 100 workers whichever is less, will be registered.

The central or state govt may recognise a trade union or federation of trade unions as a central or state Trade union respectively.

Negotiating unions - The Code provides for negotiation union in industrial establishment, having registered trade union, for negotiating with the employer.

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- If there is only one trade union in an industrial establishment, the employer is required to recognise such trade union as the sole negotiating union of workers. In case of multiple trade unions, the trade union with support of at least 51% of workers on the master roll of that establishment will be recognised as the sole negotiating union by the employer.

Unfair labour practices: The Code prohibits employers, workers, trade union from committing any unfair labour practices listed in a schedule to the Code. These include (i) restricting workers forming trade unions (ii) establishing employer sponsored trade union of workers (iii) coercing workers to join trade union (iv) damage to employees property, and (v) preventing any worker from attending work. Any person who commits unfair labour practices is punishable with a fine between ten thousand rupees and 2 lakh rupees.

Standing orders - All industrial establishments with at least 300 workers must

prepare standing orders on certain matters. These include

(i) Classification of workers.

(ii) manner of informing workers,

about hours of work, holidays,
paydays and wage rates.

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-(iii) termination of employment

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-(iv) suspension of misconduct, and
(v) grievance redressal mechanisms for
workers

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