

CONTENTS

The Industrial Relations Code (Amendment) Act, 2026 *xiii*

The Industrial Relations Code (Removal of Difficulties) Order, 2025 *xiv*

THE INDUSTRIAL RELATIONS CODE, 2020

CHAPTER I PRELIMINARY

1. Short title, extent and commencement 1
2. Definitions 1

CHAPTER II BI-PARTITE FORUMS

3. Works Committee 8
4. Grievance Redressal Committee 9

CHAPTER III TRADE UNIONS

5. Registrar of Trade Unions 10
6. Criteria for registration 11
7. Provisions to be contained in constitution or rules of Trade Union 11
8. Application for registration, alteration of name and procedure thereof 12
9. Registration of Trade Union and cancellation thereof 13
10. Appeal against non-registration or cancellation of registration 14
11. Communication to Trade Union and change in its registration particulars 14
12. Incorporation of a registered Trade Union 15
13. Certain Acts not to apply to registered Trade Unions 15
14. Recognition of negotiating union or negotiating council 15
15. Objects of general fund, composition of separate fund and membership fee of Trade Union 16
16. Immunity from civil suit in certain cases 16
17. Criminal conspiracy in furtherance of objects of Trade Union 17
18. Enforceability of agreements 17
19. Right to inspect books of Trade Union 17
20. Rights of minor to membership of Trade Union 17
21. Disqualification of office-bearers of Trade Unions 17
22. Adjudication of disputes of Trade Unions 18
23. Proportion of office-bearers to be connected with industry 18
24. Change of name, amalgamation, notice of change and its effect 19
25. Dissolution 19
26. Annual returns 20

27.	Recognition of Trade Unions at Central and State level	20
CHAPTER IV		
STANDING ORDERS		
28.	Application of this Chapter	20
29.	Making of model standing orders by Central Government and temporary application	21
30.	Preparation of draft standing orders by employer and procedure for certification	21
31.	Certifying officer and appellate authority to have powers of civil court	23
32.	Appeals	23
33.	Date of operation of standing orders and its availability	23
34.	Register of standing orders	24
35.	Duration and modification of standing orders	24
36.	Oral evidence in contradiction of standing orders not admissible	24
37.	Interpretation, etc., of standing orders	24
38.	Time limit for completing disciplinary proceedings and liability to pay subsistence allowance	25
39.	Power to exempt	25
CHAPTER V		
NOTICE OF CHANGE		
40.	Notice of change	25
41.	Power of appropriate Government to exempt	26
CHAPTER VI		
VOLUNTARY REFERENCE OF DISPUTES TO ARBITRATION		
42.	Voluntary reference of disputes to arbitration	26
CHAPTER VII		
MECHANISM FOR RESOLUTION OF INDUSTRIAL DISPUTES		
43.	Conciliation officers	28
44.	Industrial Tribunal	28
45.	Finality of constitution of Tribunal	29
46.	National Industrial Tribunal	29
47.	Decision of Tribunal or National Industrial Tribunal	30
48.	Disqualifications for members of Tribunal and National Industrial Tribunal	30
49.	Procedure and powers of arbitrator, conciliation officer, Tribunal and National Industrial Tribunal	30
50.	Powers of Tribunal and National Industrial Tribunal to give appropriate relief in case of discharge or dismissal of worker	32
51.	Transfer of pending cases	32
52.	Adjustment of services of presiding officers under repealed Act	32

53. Conciliation and adjudication of dispute	32
54. Reference to and functions of National Industrial Tribunal	33
55. Form of award, its communication and commencement	34
56. Payment of full wages to worker pending proceedings in higher Courts	35
57. Persons on whom settlements and awards are binding	35
58. Period of operation of settlements and awards	36
59. Recovery of money due from employer	37
60. Commencement and conclusion of proceedings	37
61. Certain matters to be kept confidential	38

CHAPTER VIII

STRIKES AND LOCK-OUTS

62. Prohibition of strikes and lock-outs	38
63. Illegal strikes and lock-outs	39
64. Prohibition of financial aid to illegal strikes or lock-outs	40

CHAPTER IX

LAY-OFF, RETRENCHMENT AND CLOSURE

65. Application of sections 67 to 69	40
66. Definition of continuous service	40
67. Rights of workers laid-off for compensation, etc.	41
68. Duty of an employer to maintain muster rolls of workers	42
69. Workers not entitled for compensation in certain cases	42
70. Conditions precedent to retrenchment of workers	42
71. Procedure for retrenchment	43
72. Reemployment of retrenched worker	43
73. Compensation to workers in case of transfer of establishment	43
74. Sixty days' notice to be given of intention to close down any undertaking	44
75. Compensation to workers in case of closing down of undertakings	44
76. Effect of laws inconsistent with this Chapter	45

CHAPTER X

SPECIAL PROVISIONS RELATING TO LAY-OFF, RETRENCHMENT AND CLOSURE IN CERTAIN ESTABLISHMENTS

77. Application of this Chapter	46
78. Prohibition of lay-off	46
79. Conditions precedent to retrenchment of workers to which Chapter X applies	48
80. Procedure for closing down an industrial establishment	49
81. Duty of an employer to maintain muster rolls of workers	50

82.	Certain provisions of Chapter IX to apply to industrial establishment to which this Chapter applies	50
CHAPTER XI		
WORKER RE-SKILLING FUND		
83.	Worker re-skilling fund	51
CHAPTER XII		
UNFAIR LABOUR PRACTICES		
84.	Prohibition of unfair labour practice	51
CHAPTER XIII		
OFFENCES AND PENALTIES		
85.	Power of officers of appropriate Government to impose penalty in certain cases	51
86.	Penalties	52
87.	Cognizance of offences	54
88.	Offences by companies	54
89.	Composition of offences	55
CHAPTER XIV		
MISCELLANEOUS		
90.	Conditions of service, etc., to remain unchanged under certain circumstances during pendency of proceedings	55
91.	Special provision for adjudication as to whether conditions of service, etc., changed during pendency of proceedings	57
92.	Power to transfer certain proceedings	57
93.	Protection of persons	58
94.	Representation of parties	58
95.	Removal of doubts in interpretation of award or settlement	59
96.	Power to exempt	59
97.	Jurisdiction of civil courts barred	59
98.	Protection of action taken in good faith	60
99.	Power of appropriate Government to make rules	60
100.	Delegation of powers	64
101.	Power to amend Schedules	64
102.	Amendment of Act 7 of 2017	65
103.	Power to remove difficulties	65
104.	Repeal and savings	65
THE FIRST SCHEDULE—MATTERS TO BE PROVIDED IN STANDING ORDERS UNDER THIS CODE		66
THE SECOND SCHEDULE—UNFAIR LABOUR PRACTICES		66
THE THIRD SCHEDULE—CONDITIONS OF SERVICE FOR CHANGE OF WHICH NOTICE IS TO BE GIVEN		69

**THE INDUSTRIAL RELATIONS
(CENTRAL) RULES, 2026**

**CHAPTER I
PRELIMINARY**

- | | |
|---|----|
| 1. Short title and commencement | 70 |
| 2. Definitions | 70 |
| 3. References of certain authorities and officers of industrial establishments under the Code | 71 |
| 4. Memorandum of settlement | 71 |

**CHAPTER II
BI-PARTITE FORUMS**

- | | |
|---|----|
| 5. Works Committee and its constitution | 72 |
| 6. Grievance Redressal Committee | 77 |
| 7. Application to Grievance Committee | 78 |
| 8. Application to conciliation officer | 78 |

**CHAPTER III
TRADE UNIONS**

- | | |
|--|----|
| 9. Manner of recognition of negotiating union or negotiating council | 78 |
|--|----|

**CHAPTER IV
STANDING ORDERS**

- | | |
|---|----|
| 10. Model Standing Orders | 83 |
| 11. Choosing of representatives of workers for issuing notice where there is no Trade Union | 83 |
| 12. Authentication of certified standing order | 84 |
| 13. Statement to accompany draft standing orders | 84 |
| 14. Conditions for submission of draft standing orders in similar establishment | 84 |
| 15. Disposal of appeal | 85 |
| 16. Serving of order and text of standing orders | 85 |
| 17. Register of standing orders | 86 |
| 18. Application for modification of standing orders | 86 |

**CHAPTER V
NOTICE OF CHANGE**

- | | |
|-----------------------|----|
| 19. Notice for change | 87 |
|-----------------------|----|

- CHAPTER VI
VOLUNTARY REFERENCE OF DISPUTES TO ARBITRATION**
- | | |
|--|----|
| 20. Form of arbitration agreement and manner of signing by parties | 87 |
| 21. Issuing of notification | 88 |
| 22. Choosing of representatives of workers where there is no Trade Union | 88 |

CHAPTER VII	
MECHANISM FOR RESOLUTION OF INDUSTRIAL DISPUTES	
23. Conciliation proceedings	88
24. Application for recovery of dues	89
CHAPTER VIII	
STRIKES AND LOCK-OUTS	
25. Notice of strike, person or persons to whom notice be given and manner of giving such notice	90
26. Notice of lock-out and authority	90
CHAPTER IX	
LAY-OFF, RETRENCHMENT AND CLOSURE	
27. Service of notice before retrenchment	91
28. Re-employment to retrenched workers	91
29. Service of notice for intended closure	92
CHAPTER X	
SPECIAL PROVISIONS RELATING TO LAY-OFF, RETRENCHMENT AND CLOSURE IN CERTAIN ESTABLISHMENTS	
30. Application for intended lay-off and manner of serving copy of such application to workers	92
31. Application to continue lay-off	93
32. Review of order	93
33. Application for intended retrenchment and manner of serving copy of such application to workers	93
34. Review of order	94
35. Application for intended closing of industrial establishment and manner of serving copy of application to representatives of workers	94
36. Review of order	94
CHAPTER XI	
WORKER RE-SKILLING FUND	
37. Worker re-skilling fund	95
CHAPTER XII	
OFFENCES AND PENALTIES	
38. Manner of composition of offence	95
CHAPTER XIII	
MISCELLANEOUS	
39. Protected workers	96
40. Complaint by aggrieved employee	97
41. Authorisation of worker for representing in proceeding	97
42. Authorisation of employer for representing in proceeding	97
43. Parties bound by acts of representative	97

44. Enquiry	97
45. Expenses of witness	99
46. Publication for communication	99
47. Maintenance of records, registers, forms, notice and display board	99
48. Appointment of Commissioner	100
49. Fee for Commissioner, etc.	100
50. Time for submission of report	100
SCHEDULE	
FORM-I —(MEMORANDUM OF SETTLEMENT ARRIVED AT IN THE COURSE OF CONCILIATION PROCEEDINGS OR OTHERWISE)	101
FORM-II —(APPLICATION TO TRIBUNAL)	102
FORM- III —(REGISTER FOR CERTIFIED STANDING ORDERS)	102
FORM- IV —(NOTICE OF CHANGE OF SERVICE CONDITIONS)	103
FORM-V —(AGREEMENT FOR VOLUNTARY ARBITRATION)	104
FORM-VI —(AUTHORISATION BY WORKER, GROUP OF WORKERS, EMPLOYER OR GROUP OF EMPLOYERS TO BE REPRESENTED IN PROCEEDING BEFORE THE AUTHORITY)	105
FORM-VII —(APPLICATION UNDER SECTION 59(1) OF THE INDUSTRIAL RELATIONS CODE, 2020) FOR RECOVERY OF MONEY	106
FORM-VIII —[APPLICATION BY A PERSON AUTHORISED BY A WORKER OR BY THE ASSIGNEE OR HEIR OF A DECEASED WORKER UNDER SECTION 59(1) OF THE INDUSTRIAL RELATIONS CODE, 2020]	107
FORM-IX —[(APPLICATION TO TRIBUNAL UNDER SECTION 59(2) OF THE INDUSTRIAL RELATIONS CODE, 2020 BY WORKER)]	108
FORM-X —(APPLICATION UNDER SECTION 59(2) OF THE INDUSTRIAL RELATIONS CODE, 2020 BY ASSIGNEE/ HEIR OF DECEASED WORKER)	109
FORM-XI —[NOTICE OF STRIKE BY UNION (NAME OF UNION)/GROUP OF WORKERS]	110
FORM-XII —(NOTICE OF LOCK-OUT GIVEN BY EMPLOYER OF INDUSTRIAL ESTABLISHMENT)	111
FORM-XIII —(NOTICE OF RETRENCHMENT/CLOSURE TO CENTRAL GOVERNMENT UNDER CHAPTER IX OF THE INDUSTRIAL RELATIONS CODE, 2020)	112
FORM-XIV —(APPLICATION FOR PERMISSION TO LAY-OFF/ CONTINUATION OF LAY-OFF/ RETRENCHMENT/ CLOSURE TO THE CENTRAL GOVERNMENT UNDER CHAPTER X OF THE INDUSTRIAL RELATIONS CODE, 2020)	114
ANNEXURE I	116
ANNEXURE II	117

FORM-XV—(NOTICE TO THE EMPLOYER/PERSON WHO COMMITTED AN OFFENCE FOR THE FIRST TIME)	117
FORM- XVI—(COMPLAINT UNDER SECTION 91 OF THE INDUSTRIAL RELATIONS CODE, 2020)	119
THE MODEL STANDING ORDERS, 2026	
1. Short title and commencement	121
2. Application	121
3. Definition	121
SCHEDULE-A— Draft Model Standing Orders in Mining Sector	122
SCHEDULE-B—Draft Model Standing Orders in Manufacturing Sector	138
SCHEDULE-C—Draft Model Standing Orders in Service Sector	156
LATEST NOTIFICATIONS (174-194)	

EFFECTIVE DATE NOTIFICATION

SO 5320(E), dt. 21-11-2025

In exercise of the powers conferred by sub-section (3) of section 1 of the Industrial Relations Code, 2020 (35 of 2020), the Central Government hereby appoints the 21st day of November, 2025 as the date on which the provisions of the said Code, shall come into force.