

Draft Rules for Industrial Relations Code

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In news

Ministry of labour & employment floated first set of draft Rules for Industrial Relations Code

Key rules

- Under these rules, the Labour Ministry has proposed changes in the conditions for workers to strike
- It raises the threshold relating to layoffs and retrenchment in industrial establishments to 300 workers from 100 workers earlier without any government nod.
- **Electronic methods for most communication:** The draft rules propose electronic methods for most communication, including maintenance of an electronic register for standing orders for all industrial establishments
- The rules specify establishments to give a 15-day notice for lay-offs, 60-day notice for retrenchments and 90-day notice for closure as they apply for permission from the government.
- **States to make rules for trade unions:** the proposed rules have skipped defining model standing order and left the formulation of rules for trade unions to state governments, a measure which experts said will create a divergence in rulemaking across the country.
- The proposed rules would supersede the Industrial Tribunal (Procedure) Rules, 1949, the Industrial Tribunal (Central Procedure) Rules, 1954, the Industrial Disputes (Central) Rules, 1957 and the Industrial Employment (Standing Orders) Central Rules, 1946.
- **Re-skilling fund:** The draft rules also proposed establishing a re-skilling fund for retrenched workers.

- Thus, employers would have to electronically transfer an amount equal to 15 days of the last drawn wages of the retrenched workers or worker into an account maintained by the government within 10 days of the retrenchment.
- As per the draft, the fund so received shall be transferred by the Central Government to each worker or workers' account electronically within 45 days of receipt of funds from the employer and the worker shall utilize such amount for his re-skilling
- **Political contributions:** as per the draft, rules relating to political contribution, or utilisation of funds or negotiating council for trade unions have also been left to be finalised by state governments.