



THE INDUSTRIAL RELATIONS CODE, 2020

BY



ADV. NARENDER AHUJA
DELHI GST PROFESSIONAL GROUP



Preamble

- This Act is aimed to consolidate the laws relating to Trade Unions, conditions of employment in industrial establishment or undertaking, investigation and settlement of industrial disputes and for matters connected therewith or incidental thereto. This Act which comes into force by notification no. (S.O. 5320(E)) dated November 21, 2025. The Act will be implemented from 01.04.2026 in the whole nation and will replace the following Acts namely:-
 - 1. The Trade Unions Act, 1926.
 - 2. The Industrial Employment (Standing Orders) Act, 1946.
 - 3. The Industrial Disputes Act, 1947.
- The Aim to bring this code is to strengthen the employer- employee relations, ease of doing business and reduces the compliance burdens for the employers.
- While this code has been drafted in simple language and the compliance burden has been reduced to minimize but still the trade unions and other employee unions are opposing to these codes stating that the provisions are harsh on the employees and are benefiting to the employers.

Applicability of the Code - Preconditions



- There must be an industry as defined in section 2(p). It means this Act is applicable to Industries where there are workers who works for the wages whether they are employed directly or indirectly or for a fixed term of wages or otherwise.
- This Act is not applicable to Charitable, social or philanthropic services and the Sovereign Functions by the Govt.
- This Act is also not applicable to Domestic Services as these activities are not part of the industries.



Key Definitions

- **Industry – Section 2(p)**
- "industry" means any systematic activity carried on by co-operation between an employer and worker (whether such worker is employed by such employer directly or by or through any agency, including a contractor) for the production, supply or distribution of goods or services with a view to satisfy human wants or wishes (not being wants or wishes which are merely spiritual or religious in nature), whether or not,—
- any capital has been invested for the purpose of carrying on such activity; or
- such activity is carried on with a motive to make any gain or profit, but does not include —
- institutions owned or managed by organizations wholly or substantially engaged in any charitable, social or philanthropic service; or
- any activity of the appropriate Government relatable to the sovereign functions of the appropriate Government including all the activities carried on by the departments of the Central Government dealing with defence research, atomic energy and space; or
- any domestic service; or
- any other activity as may be notified by the Central Government;



Key Definitions

- **Industrial Dispute - Section 2(q)**
- "industrial dispute" means any dispute or difference between employers and employees or between employers and workers or between workers and workers which is connected with the employment or non-employment or the terms of employment or with the conditions of labour, of any person and includes any dispute or difference between an individual worker and an employer connected with, or arising out of discharge, dismissal, retrenchment or termination of such worker;
- **Lockout - Section 2(u)**
- "lock-out" means the temporary closing of a place of employment, or the suspension of work, or the refusal by an employer to continue to employ any number of persons employed by him;

Key Definitions –Contd....



- **Lay Off - Section 2(t)**

- "lay-off" (with its grammatical variations and cognate expressions) means the failure, refusal or inability of an employer on account of shortage of coal, power or raw materials or the accumulation of stocks or the break-down of machinery or natural calamity or for any other connected reason, to give employment to a worker whose name is borne on the muster rolls of his industrial establishment and who has not been retrenched.
- Explanation.—Every worker whose name is borne on the muster rolls of the industrial establishment and who presents himself for work at the establishment at the time appointed for the purpose during normal working hours on any day and is not given employment by the employer within two hours of his so presenting himself shall be deemed to have been laid-off for that day within the meaning of this clause:
- Provided that if the worker, instead of being given employment at the commencement of any shift for any day is asked to present himself for the purpose during the second half of the shift for the day and is given employment then, he shall be deemed to have been laid-off only for one-half of that day:

Key Definitions –Contd....



- **Retrenchment - Section 2(zh)**
- "retrenchment" means the termination by the employer of the service of a worker for any reason whatsoever, otherwise than as a punishment inflicted by way of disciplinary action, but does not include—
- (i) voluntary retirement of the worker; or
- (ii) retirement of the worker on reaching the age of superannuation; or
- (iii) termination of the service of the worker as a result of the non-renewal of the contract of employment between the employer and the worker concerned on its expiry or of such contract being terminated under a stipulation in that behalf contained therein; or
- (iv) termination of service of the worker as a result of completion of tenure of fixed term employment; or
- (v) termination of the service of a worker on the ground of continued ill-health



Key Definitions –Contd....

- **Strike - Section 2(zk)**
- "strike" means a cessation of work by a body of persons employed in any industry acting in combination, or a concerted refusal, or a refusal, under a common understanding, of any number of persons who are or have been so employed to continue to work or to accept employment and includes the concerted casual leave on a given day by fifty per cent. or more workers employed in an industry;

Key Definitions –Contd....



- **Section 2(a) - appellate authority**
- "appellate authority" means an authority appointed by the appropriate Government to exercise such functions in such area as may be specified by that Government by notification in the Official Gazette;
- **(b) "appropriate Government"**
- (i) in relation to any industrial establishment or undertaking carried on by or under the authority of the Central Government or concerning any such controlled industry as may be specified in this behalf by the Central Government or the establishment of railways including metro railways, mines, oil fields, major ports, air transport service, telecommunication, banking and insurance company or a corporation or other authority established by a Central Act or a central public sector undertaking, subsidiary companies set up by the principal undertakings or autonomous bodies owned or controlled by the Central Government including establishments of the contractors for the purposes of such establishment, corporation, other authority, public sector undertakings or any company in which not less than fifty-one per cent. of the paid-up share capital is held by the Central Government, as the case may be, the Central Government.

appropriate Government“ Contd...



- *Explanation.*—For the purposes of this clause, the Central Government shall continue to be the appropriate Government for central public sector undertakings even if the holding of the Central Government reduces to less than fifty per cent. equity in that public sector undertaking after the commencement of this Code;
- (ii) in relation to any other industrial establishment, including State public sector undertakings, subsidiary companies set up by the principal undertaking and autonomous bodies owned or controlled by the State Government, the State
- Provided that in case of a dispute between a contractor and the contract labor employed through the contractor in any industrial establishment where such dispute first arose, the appropriate Government shall be the Central Government or the State Government, as the case may be, which has control over such industrial establishment;



Key Definitions –Contd....

- **Section 2(d) "average pay"**
 - average pay means the average of the wages payable to a worker,—
 - (i) in the case of monthly paid worker, in three complete calendar months;
 - (ii) in the case of weekly paid worker, in four complete weeks;
 - (iii) in the case of daily paid worker, in twelve full working days
 - preceding the date on which the average pay becomes payable, if the worker had not worked for three complete calendar months or four complete weeks or twelve full working days, as the case may be, and where such calculation cannot be made, the average pay shall be calculated as the average of the wages payable to a worker during the period he actually worked;
- **Section 2(e) "award"**
 - Award means an interim or a final determination of any industrial dispute or of any question relating thereto by any Industrial Tribunal referred to in section 44 or National Industrial Tribunal referred to in section 46 and includes an arbitration award made under section 42;



Key Definitions –Contd....

- **(k) "controlled industry"**
- Controlled industry means any industry the control of which by the Union has been declared by any Central Act to be expedient in the public interest;
- **Section 2(l) "employee"**
- Employee means any person (other than an apprentice engaged under the Apprentices Act, 1961) employed by an industrial establishment to do any skilled, semi-skilled or unskilled, manual, operational, supervisory, managerial, administrative, technical or clerical work for hire or reward, whether the terms of employment be express or implied, and also includes a person declared to be an employee by the appropriate Government, but does not include any member of the Armed Forces of the Union;



Key Definitions

- **Worker Section 2(zr)**
- "worker" means any person (except an apprentice as defined under clause (aa) of section 2 of the Apprentices Act, 1961) employed in any industry to do any manual, unskilled, skilled, technical, operational, clerical or supervisory work for hire or reward, whether the terms of employment be express or implied, and includes working journalists as defined in clause (f) of section 2 of the Working Journalists and other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955 and sales promotion employees as defined in clause (d) of section 2 of the Sales Promotion Employees (Conditions of Service) Act, 1976, and for the purposes of any proceeding under this Code in relation to an industrial dispute, includes any such person who has been dismissed, discharged or retrenched or otherwise terminated in connection with, or as a consequence of, that dispute, or whose dismissal, discharge or retrenchment has led to that dispute,

Worker Section 2(zr)



- but does not include any such person—
- (i) who is subject to the Air Force Act, 1950, or the Army Act, 1950, or the Navy Act, 1957; or
- (ii) who is employed in the police service or as an officer or other employee of a prison; or
- (iii) who is employed mainly in a managerial or administrative capacity; or
- (iv) who is employed in a supervisory capacity drawing wages exceeding eighteen thousand rupees per month or an amount as may be notified by the Central Government from time to time:
- Provided that for the purposes of Chapter III (**TRADE UNIONS**), "worker"—
- (a) means all persons employed in trade or industry; and
- (b) includes the worker as defined in clause (m) of section 2 of the unorganised Workers' Social Security Act, 2008.

Transfer of Pending Cases – Section 51



- (1) On and from the date of commencement of this Code, the cases pending immediately before such commencement—
 - (a) in the Labour Court and the Tribunal constituted under the Industrial Disputes Act, 1947, shall be transferred to the Tribunal having corresponding jurisdiction under this Code;
 - (b) in the National Tribunal constituted under the Industrial Disputes Act, 1947 shall be transferred to the National Industrial Tribunal having corresponding jurisdiction under this Code.
- (2) The cases transferred under sub-section (1) to the Tribunal or the National Industrial Tribunal shall be dealt with de novo or from the stage at which they were pending before such transfer, as it may deem fit.
- **De novo is the latin pharse meaning afresh.**

Section -3

Constitution of Works Committee



- In today's modern era, conducting business efficiently and smoothly is essential. To achieve this, employers must foster healthy and positive relationships with their employees. The Industrial Relations Code provides for the constitution of a Works Committee under Section 3. The purpose of this committee is to maintain harmonious relations by resolving disputes between employers and employees, as well as among employees themselves.
- Since employers cannot devote significant time to addressing such disputes, the Code mandates the formation of a Works Committee to handle and redress these issues. The requirement to constitute this committee depends on the number of employees employed in an industrial establishment during a period of twelve months.
- **(1) In the case of any industrial establishment in which one hundred or more workers are employed or have been employed on any day in the preceding twelve months, the appropriate Government may by general or special order require the employer to constitute a Works Committee, in such manner as may be prescribed, consisting of representatives of employer and workers engaged in the establishment:**

Works Committee Contd...



- **Provided that the number of representatives of workers in such Committee shall not be less than the number of representatives of the employer.**
- Further the representatives of the workers shall be selected in consultation with their Trade Unions, if any, registered under section 9 of the Code.
- The role of this committee is simple to promote measures for securing and preserving amity and good relations between the employer and workers and, to that end, to comment upon matters of their common interest or concern and endeavor to compose any material difference of opinion in respect of such matters.

Grievance Redressal Committee.



- According to section 4 of the Code, if any industrial unit have employed twenty or more workers, it shall constitute a Grievance Redressal Committee for resolution of disputes arising out of individual grievances.
- The total no. of members shall not exceed 10 and there shall be equal no. of the representative from employer employee. The chairman shall be selected from these members and shall be rotated every year.
- There shall be adequate representative of women workers in the Grievance Redressal Committee that should be in proportion of the total no. of women workers employed.
- If there is a dispute, the aggrieved worker shall file an application to this committee within a period of one year from the actual cause of action of that dispute.
- The Grievance Redressal Committee may complete the proceedings within 15 days of the receipt of the application.

Grievance Redressal Committee



- The Decision of the committee shall be based on the majority view of the committee provided that more than half of the representative of the workers agreed to the decision.
- If any aggrieved worker is not satisfy with the decision or whose application is not disposed off within the time specified in sub section 6 i.e. 30 days, he may apply for the reconciliation through the Trade Unions.
- Where any employer discharges, dismisses, retrenches, or otherwise terminates the services of an individual worker, any dispute or difference between that worker and his employer connected with, or arising out of, such discharge, dismissal, retrenchment or termination shall be deemed to be an industrial dispute notwithstanding that no other worker nor any Trade Union is a party to the dispute.

Grievance Redressal Committee



- Notwithstanding anything contained in this section or section 53, any worker as is specified in sub-section (5) may, make an application directly to the Tribunal for adjudication of the dispute referred to therein after the expiry of forty-five days from the date he has made the application to the conciliation officer of the appropriate Government for conciliation of the dispute, and on receipt of such application the Tribunal shall have powers and jurisdiction to adjudicate upon the dispute, as the Tribunal has in respect of the application filed under sub-section (6) of section 53.
- The application referred to in sub-section (10) shall be made to the Tribunal before the expiry of two years from the date of discharge, dismissal, retrenchment or otherwise termination of service as specified in sub-section (9).



Trade Unions

- As we know, the Trade Union Act has also been merged into this Code, so we will discuss its provisions in detail. Sections 5 to 27 of this Code define the provisions related to Trade Unions. Today, we will briefly discuss some of the key provisions that will be very useful in our routine life as entrepreneurs.
 - **What is the purpose of the Trade Unions**
- Trade unions are critical under the Industrial Relations Code, 2020) to ensure formal, statutory recognition, facilitate collective bargaining, and prevent exploitation amid increased flexibility for employers. They are necessary to represent workers in negotiating councils, manage disputes, and ensure compliance with new safety and service conditions.
 - **Requirement for registration of Trade Union**
 - Any seven or more members of a Trade Union may, by subscribing their names to the rules of the Trade Union and by otherwise complying with the provisions of this Code with respect to registration, apply for registration of the Trade Union under this Code. **Section 6(1)**
- A trade union can be registered only if it has a membership of at least 10% of workers or 100 workers, whichever is less. **Section 6(2)**
- Further on any occasion during the life of the trade unions if the no. of the members reduces to 10% or 100, its license can be cancelled. **Section 9(4)**



Trade Unions

- (1) Not less than one-half of the total number of the office-bearers of every registered Trade Union in an unorganized sector shall be persons actually engaged or employed in an establishment or industry with which the Trade Union is connected: **Section 23**
- Provided that the appropriate Government may, by special or general order, declare that the provisions of this section shall not apply to any Trade Union or class of Trade Unions specified in the order.
- Explanation.—For the purposes of this sub-section, "unorganized sector" means any sector which the appropriate Government may, by notification, specify.
- (2) Save as otherwise provided in sub-section (1), all office-bearers of a registered Trade Union, except not more than one-third of the total number of the office-bearers or five, whichever is less, shall be persons actually engaged or employed in the establishment or industry with which the Trade Union is connected. Explanation.—
- For the purposes of this sub-section, an employee who has retired or has been retrenched shall not be construed as outsider for the purpose of holding an office in a Trade Union

Role of the Trade unions and their rights



- Under the new Labour Codes in India the role of trade unions has shifted from a fragmented registration model to a more structured and statutorily regulated recognition model.
- The Code mandates a clear pathway for unions to be formally recognized for negotiations, which was previously at the employer's discretion.
- **Rights and Benefits**
- **Legal Protections:**
- Recognized unions are granted statutory rights over wage negotiations, service conditions, and workplace policy-making.
- **Dispute Resolution:**
- Unions can directly approach Industrial Tribunals if conciliation fails, reducing dependence on government discretion for referring cases.
- **Welfare and Reskilling:**
- Unions play a role in overseeing the newly established **Worker Re-skilling Fund**, which helps retrenched workers upgrade their skills.

Standing Orders



- What does it mean and when the provisions of this chapter are applicable to Industrial Establishment is a matter of concern and we should be very careful about these provisions.
- Section 28 to 39 deals with the provisions of Standing Orders. Whereas sub (1) of section 28 prescribes that provisions of this chapter i.e. Standing Orders shall be applicable **wherein three hundred or more than three hundred workers, are employed, or were employed on any day of the preceding twelve months.**
- **Sub-Section 2 of Section 28 prescribed for non-applicability of the provisions to certain Industrial Establishments**
- Notwithstanding anything contained in sub-section (1), the provisions of this Chapter shall not apply to an industrial establishment in so far as the workers employed therein are persons to whom the Fundamental and Supplementary Rules, Civil Services (Classification, Control and Appeal) Rules, Civil Services (Temporary Service) Rules, Revised Leave Rules, Civil Service Regulations, Civilians in Defence Service (Classification, Control and Appeal) Rules or the Indian Railway Establishment Code or any other rules or regulations that may be notified in this behalf by the appropriate Government, apply.

Summary Key Provisions- Standing Orders



- The Central Government shall make model standing orders relating to conditions of service and other matters incidental thereto or connected therewith.
- The employer shall, in consultation with the Trade Unions, prepare draft standing orders, within a period of six months from the date of commencement of this Code, based on the model standing orders referred to in section 29 and shall forward to the certifying officer.
- The Industrial Establishment if adopts the model standing orders of the Central Govt. then such standing orders shall be deemed to be certified.
- A copy of all standing orders as finally certified under this Code shall be filed by the certifying officer in a register maintained for the purpose or uploaded in electronic form or such other form as may be payment of such fee as may be prescribed.
- The standing orders certified under sub-section (8) of section 30 shall not, except on an agreement between the employer and the workers, or a negotiating union or a Trade Union or other representative body of the workers, be liable to modification until the expiry of six months from the date on which the standing orders or the last modifications thereof came into operation.

Key Provisions contd....



- Where any worker is suspended by the employer pending investigation or inquiry into complaints or charges of misconduct against him, such investigation or inquiry, or where there is an investigation followed by an inquiry, both the investigation and inquiry shall be completed ordinarily within a period of ninety days from the
- The amount of subsistence allowance payable under sub-section (2) shall be— (a) at the rate of fifty per cent. of the wages which the worker was entitled to immediately preceding the date of such suspension, for the first ninety days of suspension; and
- (b) at the rate of seventy-five per cent. of such wages for the remaining period of suspension, if the delay in the completion of disciplinary proceedings against such worker is not directly attributable to the conduct of such worker.
- **Exemption of these provisions**
- The appropriate Government may, by notification, exempt, conditionally or unconditionally, any industrial establishment or class of industrial establishments from all or any of the provisions of this Chapter

Miscellaneous Provisions

Notice Period



- An employer who wishes to change the service conditions of any worker concerning matters listed in the Third Schedule must give 21 days' prior notice before making the change. Section 40
- No person employed in any Industrial Establishment shall go on strike without giving notice for 14 days. Section 62(1)
- No employer of an industrial establishment shall lock-out any of his workers without giving notice for 14 days. Section 62 (1)
- A strike or lock-out shall be illegal, if it is— (i) commenced or declared in contravention of section 62; or (ii) continued in contravention of an order made under sub-section (7) of section 42.

Miscellaneous Provisions

Notice Period



- No worker employed in any industry who has been in continuous service for not less than one year under an employer shall be retrenched by that employer until—
- (a) the worker has been given one month's notice in writing indicating the reasons for retrenchment and the period of notice has expired, or the worker has been paid in lieu of such notice, wages for the period of the notice;
- (b) the worker has been paid, at the time of retrenchment, compensation which shall be equivalent to fifteen days' average pay, or average pay of such days as may be notified by the appropriate Government, for every completed year of continuous service or any part thereof in excess of six months; and
- (c) notice in such manner as may be prescribed is served on the appropriate Government or such authority as may be specified by the appropriate Government by notification

Miscellaneous Provisions

Notice Period



- Section 70
- No worker employed in any industry who has been in continuous service for not less than one year under an employer shall be retrenched by that employer until—
 - (a) the worker has been given one month's notice in writing indicating the reasons for retrenchment and the period of notice has expired, or the worker has been paid in lieu of such notice, wages for the period of the notice;
- Section 74
- An employer who intends to close down an undertaking shall serve, at least sixty days before the date on which the intended closure is to become effective, a notice, in such manner as may be prescribed, on the appropriate Government stating clearly the reasons for the intended closure of the undertaking:

Closure of Establishment



- An employer who intends to close down an undertaking shall serve, at least sixty days before the date on which the intended closure is to become effective, a notice, in such manner as may be prescribed, on the appropriate Government stating clearly the reasons for the intended closure of the undertaking: Provided that nothing in this section shall apply to— Section 74
- (i) an industrial establishment in which less than fifty workers are employed or were employed on any day in the preceding twelve months;
- (ii) an industrial establishment set up for the construction of buildings, bridges, roads, canals, dams or for other construction work or project.
- Notwithstanding anything is contained in sub-section 1 above, the appropriate Govt. if it is satisfied that owing to such exception circumstances as accident in the undertaking, death of the worker or incident like natural calamities, it is necessary to do so, by written order, specify that the provisions of sub section 1 shall not be applicable to such undertaking.



Closure of Establishment

- Explanation.—An industrial establishment which is closed down by reason merely of—
 - (i) financial difficulties (including financial losses); or
 - (ii) accumulation of un-disposed stocks; or
 - (iii) the expiry of the period of the lease or license granted to it; or
 - (iv) in case where the undertaking is engaged in mining operations, exhaustion of the minerals in the area in which operations are carried on, shall not be deemed to be closed down on account of unavoidable circumstances beyond the control of the employer within the meaning of the proviso to this sub-section.
- Where any undertaking set up for the construction of buildings, bridges, roads, canals, dams or other construction work is closed down on account of the completion of the work within two years from the date on which the undertaking had been set up, no worker employed therein shall be entitled to any compensation under clause (b) of section 70, but if the construction work is not so completed within two years, he shall be entitled to notice and compensation under that section for every completed year of continuous service or any part thereof in excess of six months. Section 75(4)

Consequences of non-compliance



- **PENALTIES, FINES AND PROSECUTIONS**

- **SECTION 86**

Sr. No.	Section Code	Natuue of Offence	Fine/Prosecution
01	86(1)	An employer who contravenes the provisions of section 78(Lay Off) or section 79 (Retrenchment) or section 80 (Closure of Business)	Fine – not less than Rs. One Lakh but may extend to Rs. Five Lakh
02	86(2)	If the Offence is repeated again	Fine – Not less than Rs. Five Lakh but may extend to Rs. Twenty Lakh or Imprisonment - for not less than six months or both
03	86(3)	An employer who contravenes the provisions of section 67 (Payment of Compensation to worker who has been laid off) or section 70 (Conditions precedent to retrenchment of workers).or section 73 (Compensation to workers in case of transfer of establishment)or section 75 (Compensation to workers in case of closing down of undertakings)	Fine – not less than Rs. Fifty Thousand but may extend to Rs. Two Lakh
04	86(4)	If the Offence is repeated again	Fine – Not less than Rs. Five Lakh but may extend Rs. Twenty Lakh or Imprisonment - for not less than six months or both

Sr. No.	Section Code	Natie of Office	Fine/Prosecution
05	86(5)	Any person who commits any unfair labour practice as specified in the Second Schedule	Fine – not less than Rs. Ten Thousand but may extend upto Rs. Two Lakh
06	86(6)	If the offence is repeated again	Fine – Not less than Rs. Fifty Thousand but may extend to Rs. Five Lakh or Imprisonment - for not less than Three months or both
07	86(7)	If default is made on the part of any registered Trade Union in giving any notice or sending any statement or other document as required by or under any of the provisions of this Code, every office-bearer or other person bound by the rules of the Trade Union to give or send the same, or, if there is no such office-bearer or person, every member of the executive of the Trade Union	Fine – not less than Rs OneThousand but may extend to Rs. TenThousand . In case of continuity of the default Additional Pentlaty – Rs. 50/- per day.
08	86(8)	Any person who wilfully makes, or causes to be made, any false entry in, or any omission from, the general statement required by section 26 or in or from any copy of rules or of alterations of rules sent to the Registrar under that section,	Fine – Not less than Rs. Two Thousand but may extend to Rs. Twenty Thousand

Sr. No.	Section Code	Natie of Office	Fine/Prosecution
09	86(9)	Any person who with the intent to decieve, submit any false documents to become a member of the Trade Union	Fine – not less than Rs. Five Thousand but may extend upto Rs. Twenty Thousand
10	86(10)	An employer who fails to submit draft standing orders as required by section 30, or who modifies his standing orders otherwise than in accordance with section 35	Fine – Not less than Rs. Fifty Thousand but may extend to Rs. Two Lakh. If the default continues – Additional fine of Rs. 2000/- per day
11	86(11)	An employer who does any act in contravention of the standing orders finally certified under this Code	Fine – not less than Rs One Lakh but may extend to Rs. Two Lakh or Imprisonment – Not less than 3 months or both
12	86(12)	Any person who after conviction under sub-section (11) again commits the same offence, then, he shall, for committing the second or subsequent offence	Fine – not less than Rs Two Lakh but may extend to Rs. Four Lakh or Imprisonment – Not less than 3 months or both

Sr. No.	Section Code	Natie of Office	Fine/Prosecution
13	86(13)	Any worker who commences, continues or otherwise acts in furtherance of a strike which is illegal	Fine – not less than Rs. One Thousand but may extend upto Rs. Ten Thousand or Imprisonment – One month or both
14	86(14)	Any employer who commences, continues, or otherwise acts in furtherance of a lock-out which is illegal under this Code	Fine – Not less than Rs. Fifty Thousand but may extend to Rs. One Lakh. Imprisonment – One month or both
15	86(15)	Any person who instigates or incites others to take part in, or otherwise acts in furtherance of, a strike or lock-out which is illegal under this Code	Fine – not less than Rs Ten Thousand but may extend to Rs. Fifty Thousnad or Imprisonment – Not less than One months or both
16	86(16)	Any person who knowingly spends or applies any money in direct furtherance or support of any illegal strike or lock-out	FFine – not less than Rs Ten Thousand but may extend to Rs. Fifty Thousnad or Imprisonment – Not less than One months or both

Sr. No.	Section Code	Natie of Office	Fine/Prosecution
17	86(17)	Any person who commits a breach of any term of any settlement or award, which is binding on him under this Code	Fine – not less than Rs. Twenty Thousand but may extend upto Rs. Two Lakh or Imprisonment – Three months or both
18	86(18)	Where the breach under sub-section (17) is a continuing one	Fine – Rs. One thousand per day
19	86(19)	Any person who wilfully discloses any such information as is referred to in section 61 in contravention of the provisions of that section	Fine – Twenty Thousand Imprisonment – Not less than One months or both
20	86(20)	Any person who contravenes any other provision of this Code not covered under sub-sections (1) to (19)	Fine – May extend up Rs. One Lakh

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YOUR PATIENCE