

**CHANDIGARH ADMINISTRATION  
LABOUR DEPARTMENT  
NOTIFICATION**

**No. 662869-HII(2)-2026/6252**

**Chandigarh, dated the 02.07.2026**

The following draft rules, which the Administrator, U.T., Chandigarh proposes to make in exercise of the powers conferred by sub-section (2) of section 99 of the Industrial Relations Code, 2020 (Central Act 35 of 2020) and all other powers enabling him in this behalf, is hereby published as required by sub-section (1) of section 99 of the said Act, for information of the persons likely to be affected thereby.

Notice is hereby given that the draft will be taken into consideration by **State Government** on or after the expiry of a period of thirty days from the date of publication of this notification in the Official Gazette, together with any objection and suggestion, which may be received by **the Labour Commissioner, U.T, Chandigarh, Labour Welfare Centre Building, Sector 30-B, UT, Chandigarh in writing or on email [alcl-dhd@chd.nic.in](mailto:alcl-dhd@chd.nic.in)** from any person or organisation before the expiry of the period so specified with respect to the said draft, namely:-

**DRAFT RULES  
CHAPTER- I  
PRELIMINARY**

**1. Short title, application and commencement.** - (1) These rules may be called the **Industrial Relations (Chandigarh) Rules, 2026**.

(2) They extend to whole of the **Union Territory of Chandigarh**.

(3) They shall come into force on and with effect from the date of their publication in the Official Gazette.

**2. Definitions.** - (1) In these rules, unless the context otherwise requires, -

(a) "Code" means the Industrial Relations Code, 2020;

(b) "Form" means forms appended to these rules;

(c) "section" means the section of the Code; and

(d) "State" means the Union Territory of Chandigarh.

(e) "State Government" means the Administrator, UT, Chandigarh as appointed under Article 239 of the Constitution of India.

(2) The words and expressions used in these rules which are not defined therein, but are defined in the Code, shall have their respective meaning as assigned to them in the Code.

**3. Written Agreement for the settlement before the Conciliation Officer under clause (zi) of section 2.** - The Agreement under clause (zi) of section 2 for written agreement between the employer and worker shall be in the form specified in Form-I and shall be signed by the parties in the agreement and a copy thereof shall be sent to the concerned Conciliation Officer.

**CHAPTER-II  
BI-PARTITE FORUMS**

**4. Constitution of Works Committee under section 3.**-(1) Every employer to whom an order made under sub-section (1) of section 3 relates, shall forthwith proceed to constitute a Works Committee in the manner as is specified in the following sub-rules:

Sections 2 (zi)  
and 99(2)(a)

Sections 3  
and 99(2)(b)

(2)Number of members.-The number of members constituting the Committee shall be fixed so as to afford representation to the various categories, groups and class of workers engaged in, and to the sections, shops or departments of the establishment:

Provided that the total number of members of the Works Committee shall not exceed Twelve (12) and with minimum of six (06) members:

Provided further that the number of representatives of the worker in the Works Committee shall not be less than the number of representatives of the employer therein.

(3) Representatives of employer-Subject to the provisions of this rule, the representatives of the employer in the Works Committee shall be nominated by the employer and shall, as far as may be possible officials in direct touch with, or associated with, the working of the industrial establishment.

(4) Representatives of workers-(a) If there is any single registered trade union in the establishment, the said union shall nominate such number of workers as members in works committee subject to resolution passed by majority of the members of the registered trade union from amongst the workers of the establishment.

(b) if there is more than one registered trade union, such registered trade unions may choose their representatives as members for works committee in the proportion of their membership subject to resolutions passed by majority of the members of each registered trade unions.

Provided that if some workers are not associated with any of trade union, such workers may choose amongst themselves representative for works committee in the same proportion by way of resolution passed by majority of the workers not associated with the registered trade unions.

(c) Where there is no registered trade union in the establishment, workers may choose amongst themselves representatives for works committee by way of resolution passed by majority of the workers of the establishment.

(5) The Works committee shall have among its office-bearers a Chairman, a Vice Chairman, a Secretary and a Joint- Secretary. The Secretary and the Joint-Secretary Shall be elected every year;

(6) The Chairman shall be nominated by the employer from amongst the employer's representatives on the Works Committee and he shall, as far as possible, be the head of the industrial establishment;

(7) (a) The Vice- Chairman Shall be elected by the members, on the Works Committee representing the workers, from amongst themselves:

Provided that in the event of equality of votes in the election of the Vice-Chairman, the matter shall be decided by draw of a lot:

(b) the Works Committee shall elect the Secretary and the Joint Secretary provided that where the Secretary is elected from amongst the representatives of the employers, the Joint Secretary shall be elected from amongst the representatives of the workers and the vice- versa:

Provided that the post of the Secretary or the Joint- Secretary, as the case may be, shall not be held by a representative of the employer or the worker for two consecutive years:

Provided further that the representatives of the employer shall not take part in the voting of election of the Secretary or Joint- Secretary, as the case may be, from amongst the representative of the worker and only the representatives of the worker shall be entitled to vote in such elections.

(c) In any election under clause (b) in the event of equality of votes, the matter shall be decided by a draw of lot.

(8) Term of office.-(a) The term of office of the representatives on the Works Committee other than a member chosen to fill a casual vacancy shall be two years;

(b) A member chosen to fill a casual vacancy shall hold office for the unexpired term of his predecessor; and

(c) A member who without obtaining leave from the Works Committee, fails to attend three consecutive meetings of the Committee shall cease his membership, provided that such member shall be given an opportunity of being heard.

(9) Vacancies-In the event of worker's representative ceasing to be a member under clause (c) of sub-rule (8) or ceasing to be employed in the establishment or in the event of his resignation, death or otherwise, his successor shall be chosen in accordance with the provisions of this rule from the same group to which the member vacating the seat belonged.

(10) Power to co-opt.- The Works Committee shall have the right to co-opt in a consultative capacity, persons employed in the industrial establishment having particular or special knowledge of a matter under discussion; Provided that co-opt member should be appointed after discussion with representative of employer and employee unanimously. Such co-opted member shall not be entitled to vote and shall be present at meetings only for the period during which the particular question is before the Works Committee.

(11) Meetings.-(a) The Works Committee may meet as often as necessary.

(b) The Works Committee shall at its first meeting regulate its own procedure.

(12) Facilities for meeting.-(a) The employer shall provide accommodation for holding meetings of the Works Committee. He shall also provide all necessary facilities to the Works Committee and to the members thereof for carrying out the work of the Works Committee. The Works Committee shall ordinarily meet during working hours of the industrial establishment concerned on any working day and the representative of the worker shall be deemed to be on duty while attending the meeting.

(b) The Secretary of the Works Committee may with the prior concurrence of the Chairman, put up notice regarding the work of the Works Committee on the notice board of the industrial establishment.

(13) Dissolution of works committee:- *The **State Government***, or where the power under section 3 has been delegated to any officer or authority under section 100, such officer or authority may, after making such inquiry as it or he may deem fit, dissolve any Works Committee at any time, by an order in writing, if he or it is satisfied that the Committee has not been constituted in accordance with these rules or that not less than two-thirds of the number of representatives of the workmen have, without any reasonable justification, failed to attend three consecutive meetings of the Committee or that the Committee has, for any other reason, ceased to function:

Provided that where a Works Committee is dissolved under this rule the employer may, and if so, required by the ***State Government*** or, as the case may be, by such officer or authority, shall take steps to re-constitute the Committee in accordance with these rules”.

**5. Manner of choosing members from the employers and the workers for Grievance Redressal Committee under sub-section (2) of section 4.-**

(1) The Grievance Redressal Committee shall consist of equal number of members representing the employer and the workers, which shall not exceed ten.

(2) The representatives of the employer shall be nominated by the employer and shall, as far as may be possible, be officials in direct touch with or associated with the working of the industrial establishment, preferably the heads of major departments of the industrial establishment.

(3) The representatives of the workers shall be chosen in such manner that-

(a) if there is one registered trade union having more than twenty percent of total workforce of the industrial establishment as members of the union, then such union shall nominate one representative for every twenty percent of the workers, who are members of such union, as a member in Grievance Redressal Committee.

(b) if there are more than one registered trade unions having more than twenty percent of total workforce of the industrial establishment as members of their unions, then such unions shall nominate one representative for every twenty percent of the workers, who are members of such unions, as a member in Grievance Redressal Committee.

(c) if there is no such registered trade union, then independent workers shall nominate one representative for every twenty percent of the total workforce in the industrial establishment as member in Grievance Redressal Committee subject to the resolution passed by majority of the workers in this behalf.

Provided that there shall be a representation of women workers in the Grievance Redressal Committee and such representation shall not be less than the proportion of women workers to the total workers employed in the industrial establishment.

(4)(a) The tenure of members of Grievance Redressal Committee shall be for a period of three years from the date of the constitution of the Grievance Redressal Committee.

Provided that the tenure of the members of the Grievance Redressal committee, who are representatives of the trade unions, shall be co-terminus with the tenure of the members of the registered trade unions.

(b) In case Grievance Redressal Committee is not re-constituted after the period specified in clause (a) of sub-rule (4) of this rule, then the existing Grievance Redressal Committee will continue to be functional.

Provided that if the Grievance Redressal Committee is not re-constituted within one year, then the Conciliation Officer will intervene on application made in this behalf by any of the parties in the industrial establishment and ensure the constitution of Grievance Redressal Committee as per the provisions of the Industrial Relations Code and rules made there under.

(5) Every information regarding constitution of Grievance Redressal Committee, shall be communicated to the Conciliation Officer of the area within fifteen days from its constitution by the employer.

(6) Where an employer has reason to believe that the information furnished to him under sub-rule (3) is false, he may, after informing such registered Trade Union or representatives of workers not associated with any registered trade union, as the case may be, refer the matter to the **Labour Commissioner, U.T., Chandigarh** who shall, after hearing the parties, shall decide the matter and his decision thereon shall be final.

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| Sections 4(5)<br>and 99(2)(d) | <p><b>6. Application in respect of any dispute to be filed before the Grievance Redressal Committee by any aggrieved worker under sub-section (5) of section 4:</b>Any aggrieved worker may file an application stating his dispute therein before the Grievance Redressal Committee giving his name , designation, employee Code, Department where posted, length of service in years, category of worker, address for correspondence, contact number, details of grievances and relief sought. Such application may be sent electronically or otherwise. The Grievance may be raised within one year from the date on which the cause of action of such dispute arises.</p>                                                                                                                                  |
| Sections 4(8)<br>and 99(2)(e) | <p><b>7. Manner of filing application for the conciliation of grievance as against the decision of the Grievance Redressal Committee to the conciliation officer under sub-section (8) of section 4.-</b> Any worker who is aggrieved by the decision of the Grievance Redressal Committee or whose grievance is not resolved by the said Committee within thirty days of receipt of the application, may file an application electronically or otherwise to the Conciliation Officer within the period of sixty days from the date of the decision of the Grievance Redressal Committee or from the date on which the period specified in sub section (6) of section 4 expires, as the case may be, to the conciliation officer through the registered Trade Union, of which he is a member or otherwise.</p> |

### CHAPTER-III TRADE UNION

|                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
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| Sections 7(f)<br>and 99(2)(f) | <p><b>8. Payment of subscription under clause (f) of section 7.—</b></p> <p>(i) The payment of a subscription shall be from ordinary as well as honorary members of the registered trade union;</p> <p>(ii) The ordinary as well as honorary members of the registered trade union along with any of the permanent citizen of India living in any part of the country can donate towards the general fund of the union electronically or through crossed cheque or draft payable to the union;</p> <p>(iii) The monthly subscriptions shall be prescribed by the <b>State Government</b> by notification from time to time.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Sections 7(j)<br>and 99(2)(g) | <p><b>9. Safe Custody of the funds of the registered Trade Union and Annual audit under clause (j) of section 7.—</b></p> <p>(1) The funds of the registered trade union shall be deposited in any scheduled bank in the name of the union:<br/>Provided that 2% of the total funds available with the union shall be kept at the disposal of the two executive members i. e. president, secretary and cashier for meeting any exigency pertaining to the routine affairs of the said union.</p> <p>(2) Auditors.—Annual audit of the accounts of any registered trade union shall be conducted by an auditor authorised to audit the accounts of companies under section 144 (1) of the Indian Companies Act, 1913 or under section 8(2) of the Indian Companies (Amendment) Act.<br/>Exception .—Notwithstanding anything contained in these rules, no person, who, at any time during the year, was entrusted with any part of the funds or securities belonging to the registered Trade Union shall be eligible to audit the accounts of the Union.</p> <p>(3) Audit of funds.—The auditor or auditors appointed in accordance with these rules shall be given access to all the books of the registered trade union and shall verify the annual return with the accounts and vouchers relating thereto and shall thereafter sign the auditor's declaration appended in (Form-II), indicating separately on that form under his signature or their signatures a statement showing in what respect he or they find the return to be incorrect, unvouched or not in accordance with the Act. The particulars given in this statement shall indicate:—</p> <p>(i) every payment which appears to be unauthorised by the rules of registered trade union or contrary to the provisions of the Act;</p> <p>(ii) the amount of any deficiency or loss which appears to have been incurred by the negligence or misconduct of any person;</p> <p>(iii) the amount of any sum which ought to have been but is not brought to account by any person.</p> |





union having fifty-one per cent or more workers as members of total workforce on the muster roll of that industrial establishment then the employer of such industrial establishment shall recognize such registered trade union as sole negotiating union of the workers ensuring that fifty- one (51) percent or more workers of the industrial establishment are member of the such trade union;

(3) If no trade union is able to satisfy the employer that the trade union does not have fifty one percent or more workers as members of the said trade union then the employer shall form negotiating council under the provisions of sub-section (4) of section 14.

(4) Where any person has support of twenty percent or more workforce of an industrial establishment, which are not associated with any of the registered trade union or negotiating council shall become member of negotiating council and before negotiating, the employer shall ensure that he has support of minimum twenty percent of the workforce.

(5) The information regarding formation and recognition of every negotiating council shall be given to the concerned Conciliation Officer by the employers of the Industrial Establishment.

**20A. Application by aggrieved workers.**(1) If ten (10) percent of workers are aggrieved with the recognition of Negotiating Union or Negotiating Council as per provisions of sub-section (1), (2), (3) and (4) of section 14 read with rules 19 and 20, they may file an application before the Registrar of the trade unions.

(2) Upon receipt of such application, the Registrar shall verify the details of recognition of such Negotiating Union or Negotiating Council as per provisions of the code and rules made thereunder and if in case, the Registrar finds any discrepancies in recognition of such Negotiating Union or Negotiating Council and observes that such Negotiating Union or Negotiating Council and observe that such Negotiating Union or Negotiating Council does not have requisite number of members prescribed in rules 19 and 20, then the Registrar may by way of speaking order declare such Negotiating Union or Negotiating Council null and void and shall direct the jurisdictional Conciliation Officer for initiation of the proceedings for reconstitution of the Negotiating Union or Negotiating Council.

**21. Facilities to be provided by the Industrial Establishment to a (Negotiating Union or Negotiating Councils) under sub section 7 of section 14.**— In an industrial establishment, where there is a negotiating union or negotiating council, as the case may be, the employer of such industrial establishment shall provide the following facilities to the negotiating union or negotiating council, as the case may be, namely: -

(i) notice board for the purpose of displaying information relating to activities; of negotiating union negotiating council, as the case may be;

(ii) venue and necessary facilities for holding discussions by the negotiating union or negotiating council, as the case may be, as per schedule and agenda to be settled between employer of the industrial establishment and the negotiating union or negotiating council, as the case may be,

(iii) Venue and necessary facilities for holding discussions amongst the members of the negotiating union or constituents of negotiating council, as the case may be;

(iv) Facility for entrance of the office bearers of the negotiating union or negotiating council, as the case may be, in the industrial establishment for the purposes of ascertaining the matters which are relating to working conditions of the workers,

(v) Employer of the industrial establishment shall deduct subscription of the members of the Trade Union on the basis of the written consent of the worker,

(vi) when the office bearers of the negotiating union or negotiating council shall be holding meetings with the employer as per agreed schedule between employer and such employed office bearers shall be treated as on duty, and

(vii) Employer of an industrial establishment, having three hundred or more workers, shall provide suitable office accommodation with necessary facilities to the negotiating union or negotiating council, as the case may be.

Sections 14(7)  
and 99(2)(p)









matter specified in the Third Schedule to the Code, shall give notice in **Form-VIII** to such worker affected by such change.

Provided that such notice shall be properly addressed to the concerned employee.

Provided further that the such notice, as referred in proviso (1), to an individual worker shall be given with proper receipt alongwith his or her signature or thumb impression of the concerned worker.

(2) If the notice referred to in sub-rule (1) affects the service conditions of the group of workers, then the notice shall be displayed conspicuously by the employer on the notice board at the main entrance of the industrial establishment.

(3) If the changes in conditions of service as specified in Third Schedule are different for different category of workers, then in that case, the employer shall deliver specific notices to each concerned worker separately with proper receipt alongwith their signature or thumb impression of the concerned workers.

## **CHAPTER VI**

### **VOLUNTARY REFERENCE OF DISPUTES TO ARBITRATION**

Sections 42(3)  
and 99(2)(zf)

**40. Form of arbitration agreement and the manner thereof under sub-section (3) of section 42.**– (1) Where the employer and workers agree to refer any industrial dispute to arbitration by entering into an arbitration agreement as provided in **Form-IX**.

(2) The arbitration agreement referred to in sub-rule (1) shall be signed by the parties to the said agreement and it shall be accompanied by the consent, either in writing or electronically, of arbitrator or arbitrators.

(3) The Arbitration Agreement referred to sub-rule (1) shall be signed.-

(a) In case of an employer, by the employer himself, or when the employer is an incorporated company or other body corporate, by the agent, manager or other officer of the corporation authorized for such purposes;

(b) in the case of the workers or any class of workers duly authorised by the registered trade union or the office bearers or Negotiating Council of the registered Trade Union authorized in this behalf or by representatives if the workers duly authorized in this behalf by way of resolution passed by majority of the workers at a meeting of the concerned workers held for such purpose; and

(c) in the case of an individual worker, by the worker himself or by an officer of the registered trade union, of which the worker is a member, or by another worker in the same establishment duly authorized by him in this behalf.-

**Explanation- (1)** For the purposes of this rule, the term ‘office bearer’ means -

(a) in case of an association of the employers, means any officer of such association of the employers authorized for such purpose; and

(b) in case of the registered Trade Union or negotiating council or negotiating union or an association of the employer means any of the following officers of such Trade Union authorized for such purpose namely;-

(i) the President;

(ii) the Vice-President;

































|                        |                              |
|------------------------|------------------------------|
| Name of [Officebearer] | Date of relinquishing office |
|                        |                              |

[Office Bearers]Appointed

| Name | Date of birth | Private address | Personal occupation | Title or position held in the registered trade union | Date on which appointment taken up | Other offices held in addition to membership of executive withdate |
|------|---------------|-----------------|---------------------|------------------------------------------------------|------------------------------------|--------------------------------------------------------------------|
| 1    | 2             | 3               | 4                   | 5                                                    | 6                                  | 7                                                                  |
|      |               |                 |                     |                                                      |                                    |                                                                    |

Elections

Date of last electionof  
Officerbearers \_\_\_\_\_

Date of next electionof  
Officebearers \_\_\_\_\_

President or General Secretary







|                                                                                      |  |                                                                                                                                                                     |  |
|--------------------------------------------------------------------------------------|--|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| Interest on investments<br>Income from<br>Miscellaneous Sources (to<br>be specified) |  | Rents, rates and taxes,<br>Stationery, Printing and<br>postage Expenses incurred<br>under section 15 of the<br>Industrial Relations Code,<br>2020( to be specified) |  |
|                                                                                      |  | Other expenses (to be<br>specified)                                                                                                                                 |  |
|                                                                                      |  | Balance at the end if year                                                                                                                                          |  |
| Total                                                                                |  | Total at                                                                                                                                                            |  |

| Political Fund Account                                             |            |                                                                                                                    |         |
|--------------------------------------------------------------------|------------|--------------------------------------------------------------------------------------------------------------------|---------|
|                                                                    | Rs.<br>Ps. |                                                                                                                    | Rs. Ps. |
| Balance at the<br>beginning of<br>year                             |            | Payments made on objects<br>specified in section 15 of the<br>Industrial Relations Code, 2020<br>(to be specified) |         |
| Contribution<br>from members<br>at<br>.....<br>Per member          |            | Expenses of management ( to<br>be fully specified)<br><br>Balance at end of year                                   |         |
| <div>Treasurer</div> <div>Signature of Applicants with stamp</div> |            |                                                                                                                    |         |































