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The Industrial Relations Code, 2020

Section 4 - Grievance Redressal Committee

(1) Every industrial establishment employing twenty ormore workers shall have one or more Grievance Redressal Committees for resolution of disputes arisingout of individual grievances.
(2) The Grievance Redressal Committee shall consist of equal number of members representing theemployer and the workers to be chosen in such manner as may be prescribed.
(3) The chairperson of the Grievance Redressal Committee shall be selected from among personsrepresenting the employer and the workers alternatively on rotational basis every year.
(4) The total number of members of the Grievance Redressal Committee shall not exceed ten:Provided that there shall be adequate representation of women workers in the Grievance RedressalCommittee and such representation shall not be less than the proportion of women workers to the totalworkers employed in the industrial establishment.
(5) An application in respect of any dispute referred to in sub-section (*1*) may be filed before theGrievance Redressal Committee by any aggrieved worker in such manner as may be prescribed withinone year from the date on which the cause of action of such dispute arises.
(6) The Grievance Redressal Committee may complete its proceedings within thirty days of receiptof the application under sub-section (*5*).
(7) The decision of the Grievance Redressal Committee on any application filed undersub-section (*5*) shall be made on the basis of majority view of the Committee, provided more than halfof the members representing the workers have agreed to such decision, otherwise it shall be deemedthat no decision could be arrived at by the Committee.
(8) The worker who is aggrieved by the decision of the Grievance Redressal Committee or whosegrievance is not resolved in the said Committee within the period specified in sub-section (*6*), may,within a period of sixty days from the date of the decision of the Grievance Redressal Committee orfrom the date on which the period specified in sub-section (*6*) expires, as the case may be, file anapplication for the conciliation of such grievance to the conciliation officer through the Trade Union,of which he is a member, in such manner as may be prescribed.
(9) Where any employer discharges, dismisses, retrenches, or otherwise terminates the services ofan 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 anindustrial dispute notwithstanding that no other worker nor any Trade Union is a party to the dispute.
(10) Notwithstanding anything contained in this section or section 53, any worker as is specified insub-section (*5*) may, make an application directly to the Tribunal for adjudication of the dispute referredto therein after the expiry of forty-five days from the date he has made the application to the conciliationofficer of the appropriate Government for conciliation of the dispute, and on receipt of such applicationthe Tribunal shall have powers and jurisdiction to adjudicate upon the dispute, as the Tribunal has inrespect of the application filed under sub-section (*6*) of section 53.
(11) The application referred to in sub-section (*10*) shall be made to the Tribunal before the expiryof two years from the date of discharge, dismissal, retrenchment or otherwise termination of service asspecified in sub-section (*9*).

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