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The Industrial Relations Code, 2020

Section 60 - Commencement and conclusion of proceedings

(1) A conciliation proceeding shall bedeemed to have commenced on the date on which the first meeting is held by the conciliation officer inan industrial dispute after the receipt of the notice of strike or lock-out by the conciliation officer.
(2) A conciliation proceeding shall be deemed to have concluded---
(a) where a settlement is arrived at, when a memorandum of the settlement is signed by theparties to the dispute;
(b) where no settlement is arrived at, and failure of conciliation is recorded by the conciliationofficer; or (*c*) when a reference is made to a National Industrial Tribunal, under this Code, duringthe pendency of conciliation proceedings.
(3) Proceedings before an arbitrator or a Tribunal or a National Industrial Tribunal under this Codeshall be deemed to have commenced on the date of filing application or appeal or on the date ofreference of the dispute for arbitration or adjudication, as the case may be, and such proceedings shallbe deemed to have concluded on the date on which the award becomes enforceable.

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