

## The Industrial Relations Code, 2020

### Section 62 - Prohibition of strikes and lock-outs

- (1) No person employed in an industrial establishment shall go on strike, in breach of contract---
- (a) without giving to the employer notice of strike, as hereinafter provided, within sixty days before striking; or
  - (b) within fourteen days of giving such notice; or
  - (c) before the expiry of the date of strike specified in any such notice; or
  - (d) during the pendency of any conciliation proceedings before a conciliation officer and seven days after the conclusion of such proceedings; or
  - (e) during the pendency of proceedings before a Tribunal or a National Industrial Tribunal and sixty days, after the conclusion of such proceedings; or
  - (f) during the pendency of arbitration proceedings before an arbitrator and sixty days after the conclusion of such proceedings, where a notification has been issued under sub-section (5) of section 42; or
  - (g) during any period in which a settlement or award is in operation, in respect of any of the matters covered by the settlement or award.
- (2) No employer of an industrial establishment shall lock-out any of his workers---
- (a) without giving them notice of lock-out as hereinafter provided, within sixty days before locking-out; or
  - (b) within fourteen days of giving such notice; or
  - (c) before the expiry of the date of lock-out specified in any such notice as aforesaid; or
  - (d) during the pendency of any conciliation proceedings before a conciliation officer and seven days after the conclusion of such proceedings; or
  - (e) during the pendency of proceedings before a Tribunal or a National Industrial Tribunal and sixty days, after the conclusion of such proceedings; or
  - (f) during the pendency of arbitration proceedings before an arbitrator and sixty days after the conclusion of such proceedings, where a notification has been issued under sub-section (5) of section 42; or
  - (g) during any period in which a settlement or award is in operation, in respect of any of the matters covered by the settlement or award.
- (3) The notice of strike or lock-out under this section shall not be necessary where there is already in existence a strike or, as the case may be, lock-out, but the employer shall send intimation of such lock-out or strike on the day on which it is declared, to such authority as may be specified by the appropriate Government either generally or for a particular area or for a particular class of services.
- (4) The notice of strike referred to in sub-section (1) shall be given by such number of persons to such person or persons and in such manner, as may be prescribed.
- (5) The notice of lock-out referred to in sub-section (2) shall be given in such manner as may be prescribed.
- (6) If on any day an employer receives from any person employed by him any such notices as are referred to in sub-section (1) or gives to any person employed by him any such notices as are referred to in sub-section (2), he shall within five days thereof report to the appropriate Government or to such authority as that Government may prescribe and to the conciliation officer, the number of such notices received or given on that day.