

The Industrial Relations Code, 2020

Section 94 - Representation of parties

- (1) A worker who is a party to a dispute shall be entitled to be represented in any proceeding under this Code by---
- (a) any member of the executive or other office-bearer of a registered Trade Union of which he is a member;
 - (b) any member of the executive or other office-bearer of a federation of Trade Unions to which the Trade Union referred to in clause (a) is affiliated;
 - (c) where the worker is not a member of any Trade Union, any member of the executive or other office-bearer of any Trade Union connected with, or by any other worker employed in the industry in which the worker is employed and authorised in such manner as may be prescribed.
- (2) An employer who is a party to a dispute shall be entitled to be represented in any proceeding under this Code by---
- (a) an officer of an association of employers of which he is a member;
 - (b) an officer of a federation of associations of employers to which the association referred to in clause (a) is affiliated;
 - (c) where the employer is not a member of any association of employers, an officer of any association of employers connected with, or by any other employer engaged in, the industry in which the employer is engaged and authorised in such manner as may be prescribed.
- (3) No party to a dispute shall be entitled to be represented by a legal practitioner in any conciliation proceedings under this Code or any proceedings before Tribunal or National Industrial Tribunal.
- (4) Notwithstanding anything contained in sub-section (3), in any proceeding before a Tribunal or a National Industrial Tribunal, a party to a dispute may be represented by a legal practitioner with the consent of the other parties to the proceeding and with the leave of the Tribunal or National Industrial Tribunal, as the case may be.