

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT**

**RAJYA SABHA**

**UNSTARRED QUESTION NO. 1861  
TO BE ANSWERED ON 17.03.2022**

**LACUNAE IN THE INDUSTRIAL RELATIONS CODE 2020**

**1861. SHRI P. WILSON:**

**Will the Minister of Labour and Employment be pleased to state:**

- (a) whether Government has received any objections of the various lacunae and illegalities found in The Industrial Relations Code 2020 and the steps taken to redress the same especially from the angle of trade union activities;**
- (b) whether prior to The Industrial Relations Code 2020, was there any consultation between the stake holders and individuals working in managerial, administrative capacity or in a supervisory capacity with wages exceeding ₹ 18,000 per month; and**
- (c) if so, the details thereof and if not, the reasons therefor?**

**ANSWER**

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT  
(SHRI RAMESWAR TELI)**

**(a) to (c): Before finalizing the Industrial Relations Code (IR Code), 2020, widespread consultations were made to invite objections and suggestions of the stakeholders. The details are as under:-**

**(i) IR Code was placed on the website of the Ministry of Labour and Employment, inviting comments from all stakeholders including general public.**

**(ii) Tripartite consultations were also undertaken, inviting all Central Trade Unions, Employers' Associations and State Governments. The stakeholders including Trade Unions had participated in the afore said tripartite meetings and gave suggestions on various aspects of the IR Code.**

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**(iii) In addition to the above, Regional Conferences of State Labour Ministers and Principal Secretaries/Secretaries of State (Labour) were also held during January, 2017 to December, 2019 in which IR Code, among others, were also discussed.**

**(iv) IR Code was also referred to the Parliamentary Standing Committee on Labour for examination by the Lok Sabha which, while examining the Code, had invited views/suggestions from Trade Unions/Organizations/Individuals/Stakeholders including the State Governments. The Committee also took oral evidence of the representatives of Central Trade Unions and various other Associations/ Organisations/Stakeholders/some State Governments.**

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