

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 5838
TO BE ANSWERED ON 30.03.2026**

INDUSTRIAL RELATIONS CODE

5838. SHRI MADDILA GURUMOORTHY:

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) whether the Government has examined the implications of the new thresholds and procedures for recognition of negotiating unions or negotiating councils under the Industrial Relations Code and if so, the details thereof;**
- (b) whether uniform guidelines, digital verification systems and time-bound procedures have been notified by the Government to ensure fair, transparent and non-discriminatory recognition of trade unions across industrial establishments; and**
- (c) if so, the details thereof, including safeguards proposed to prevent employer interference, exclusion of minority unions and weakening of collective bargaining rights under the new regime?**

ANSWER

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT
(SUSHRI SHOBHA KARANDLAJE)**

(a) to (c): The government has enacted the Industrial Relations Code, 2020, which provides for recognition of negotiating union or negotiating council in industrial establishment having registered Trade Union for negotiating with employer.

The code prescribes a minimum membership of 51% or more workers of the muster roll for a trade union to be recognised as the negotiating union in an industrial establishment with more than one registered trade union. Where no union meets this threshold, a negotiating council shall be constituted with representation from registered unions having the support of not less than twenty percent of the total workers on the muster roll.

The Central Government has pre-published the Industrial Relations (Central) Rules which provide for appointment of verification officer by the government and election through secret ballot after consultations with trade unions and employer to ensure fair and transparent elections.
