

## **IC-90-Human Resources Management**

**Revised text as below- Additional information is to be included in Chapter 2, Page No.40**

### **Industrial Dispute & Labour Code**

Resolving Industrial Disputes in a just and fairway is also a major function of management, especially where labour rights are protected through legislation and judiciary.

In India, Industrial disputes between employers and workers (or trade union) over issues like wages, working conditions and employment terms are primarily governed by a consolidated legal framework known as the Labour Codes enacted in 2019-2020, these four codes on Wages, Industrial relations, Social security and occupational safety and Health- aim to subsume and modernize over 29 erstwhile central labour laws.

They seek to streamline regulations, promote ease of doing business and extend social security benefits while balancing worker`s rights with industrial flexibility. Key mechanisms for dispute resolution include negotiation, conciliation, arbitration and adjudication through Labour Courts and Industrial Tribunals with the codes emphasizing quicker settlements and proactive grievance redressal.

---