

MANIPUR



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**GOVERNMENT OF MANIPUR
SECRETARIAT : SKILL, LABOUR, EMPLOYMENT &
ENTREPRENEURSHIP DEPARTMENT**

NOTIFICATION

Imphal, 19th November, 2021

No. 5/44/2018-L&E(Pt-1): The following draft rules, which the Government of Manipur proposes to make in exercise of the powers conferred by section 99 of the Industrial Relations Code, 2020 (No. 35 of 2020), are hereby notified as required by sub-section(1) of section 99 of the said Code for information of all persons likely to be affected and the notice is hereby given that the said draft rules will be taken into consideration after the expiry of a period of **forty-five days** from the date on which the copies of the Official Gazette in which the rules is published are made available to the public.

Objections and suggestions, if any, may be addressed to the **Secretary (Skill, Labour, Employment & Entrepreneurship), Government of Manipur**, 2nd floor, New Secretariat Building, North Block, Imphal-795001 or by email: bjohnt77@gmail.com / support@manipurlabour.in. The objections and suggestions should be sent in a preformed containing column (1) specifying the name and address of the person or organization, column (2) specifying the chapter and rule or sub-rule which is proposed to be modified, column (3) specifying the revised rule or sub-rule proposed to be submitted and column (4) reasons thereof;

Objections and suggestions, which may be received from any person with respect to the said draft rules before the expiry of the period specified above will be considered by the Government of Manipur.

By orders & in the name of Governor,

MAISNAM CHINGLEMBI LUWANG

Under Secretary (Skill, Labour, Employment & Entrepreneurship),
Government of Manipur

**THE INDUSTRIAL RELATIONS (MANIPUR) RULES, 2021
(DRAFT RULES)**

CHAPTER-I

- 1. Short title, extent and commencement:** (1) These rules may be called the Industrial Relations (Manipur) Rules, 2021.
 - (1) They shall extend to the whole of the state of Manipur.
 - (2) They shall come into force from the date of their final publication in the Official Gazette.
- 2. Definitions: In these rules, unless the subject or context otherwise requires-**
 - (a) "Central Government" means the Government of India.
 - (b) "Code" means the Industrial Relation, 2020(No. 35 of 2020).
 - (c) "Labour & Employment Department" means the Labour & Employment Department, Government of Manipur.
 - (d) "Section" means section of the Code.
 - (e) "State Government" means the Government of Manipur.
- 3. Adaptation of central rules:** The Industrial Relations (Central) Rules, 2020, except its rule 1, is adapted with the conditions that the word or words "Central Government", Chief Justice of India or a Judge of Supreme Court", "Chief Labour Commissioner (Central)", "Deputy Chief Labour Commissioner" "Joint Secretary, Government of India, Labour & Employment" "Ministry of Labour & Employment", "Labour Enforcement Officer" and "National Industrial Tribunal" referred to in the Industrial Relations Code(Central) Rules, 2020 shall be construed as referring to "State Government", "Chief Justice of High Court of Manipur or a Judge of High Court of Manipur, "Labour Commissioner, Manipur", "Deputy Labour Commissioner, Manipur", "Joint Secretary, Government of Manipur, Labour and Employment", "Department of Labour and Employment, Government of Manipur", "Labour Inspector" and "State Industrial Tribunal" respectively for anything to be prescribed by the State Government under the Code and the matters under section 99 of the Code, which are not covered by rules 4 to 5 of these rules.
- 4. Removal of difficulty:** The difficulty, if any, in the interpretation and application of any rule of these Rules shall be referred to the State Government for its decision. The decision of the State Government shall be binding on the matters.
- 5. Residuary provisions:** (1) Such matters, with respect to which no expressed provision is made in these rules, shall be referred by the Labour & Employment Department to the State Government for its decision and the decision of the State Government by an order shall be binding on such matter.
 - (2) Such decision taken by the State Government on any matter under clause (1) of this rule shall be notified in the Official Gazette.

**Statement in respect of the Draft Industrial Relations
(Manipur) Rules, 2021**

In the Draft Industrial Relations (Manipur) Rules, 2021 the rules 1-A to 42 of the Industrial Relations (Central) Rules, 2020 are adapted since anything to be prescribed by the Central Government and the State Government under the Industrial Relations Code, 2020 (No. 35 of 2020) are the same and the matters under section 99 of the said Code are the same. The rules 4 to 5 of the Draft Rules empower the State Government for the removal of difficulty in the interpretation and application of the rules in the Draft Rules and taking decision on the issue referred to it on the matters for which no expressed provision is made in the Draft Rules.

The Draft Rules has no provision creating financial involvement of the State Government.