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241. Are the Works Committee and Grievance Redressal Committee the same?

No, the Works Committee and the Grievance Redressal Committee are not the same as per the Industrial Relations Code, 2020. Key differences between Works Committee and Grievance Redressal Committee are as below:

Feature	Works Committee (Section 3)	Grievance Redressal Committee (Section 4)
Applicability	Required in industrial establishments with 100 or more workers.	Required in industrial establishments with 20 or more workers.
Purpose	To maintain harmony and good relations between employer and workers by discussing common concerns.	To resolve individual worker grievances arising out of employment-related issues.
Composition	Includes equal or more worker representatives than employer representatives.	Has equal representation of employer and worker representatives.
Selection of Worker Representatives	Chosen in consultation with the registered Trade Union (if any).	Selected as per prescribed rules. Women representation must be in proportion to their workforce presence.
Chairperson	No specific provision for a chairperson.	Chairperson is selected alternatively from employer and worker representatives every year.
Scope of Issues	Deals with general employment concerns and workplace conditions.	Deals with individual disputes and grievances.
Decision-Making Process	Aims to mediate and resolve issues but does not have decision-making power.	Decisions are made based on a majority vote, provided that more than half of the worker representatives agree.
Timeframe for Resolution	No specific timeframe for resolving issues.	Must resolve grievances within 30 days.
Escalation of Unresolved Issues	No direct escalation process; primarily consultative.	If unresolved, the worker can escalate the matter to the Conciliation Officer within 60 days or apply to the Industrial Tribunal after 45 days.
Legal Recognition of Individual Disputes	Focuses on collective issues and general employer-worker relations.	Even a single worker's dispute (especially regarding termination) is considered an industrial dispute.
Final Authority for Dispute Resolution	Works as an advisory body; no binding decision-making power.	If not resolved, the dispute can go to conciliation or directly to the Industrial Tribunal.

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