



275. An establishment with 50 workers requests the employer to form a Grievance Redressal Committee. The employer refuses. Is this valid as per the Industrial Disputes Act, 1947?

No, the employer's refusal to form a Grievance Redressal Committee (GRC) in an establishment with 50 workers is not valid under the Industrial Disputes Act, 1947.

Legal Provisions Under Section 9C of the Industrial Disputes Act, 1947

As per Section 9C of the Industrial Disputes Act, 1947, every industrial establishment employing 20 or more workmen is mandated to set up a Grievance Redressal Committee (GRC). The key provisions include:

1. **Applicability:** Any industrial establishment with 20 or more workers must have a GRC.
2. **Composition:** The committee must have equal representation from both the employer and the workers.
3. **Chairperson Rotation:** The chairperson should be selected from either side on an alternative rotation basis every year.
4. **Size of the Committee:** The number of members cannot exceed six, and at least one woman member must be included if the committee has two or more members.
5. **Timeline for Resolution:** The committee must resolve grievances within 30 days of receiving a complaint.
6. **Appeal Mechanism:** If a worker is dissatisfied with the GRC's decision, they can appeal to the employer, who must respond within one month.
7. **Right to Raise Industrial Disputes:** Even if a GRC exists, workers still retain the right to raise an industrial dispute under other provisions of the Act.
8. **Exemptions:** This provision does not apply if the establishment already has an alternative grievance redressal mechanism in place.

Final Conclusion

The Industrial Disputes Act, 1947, mandates that all establishments with 20 or more workers must have a Grievance Redressal Committee. Since the establishment in question has 50 workers, the employer's refusal is not valid and is a violation of the law.

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