

# THE TRADE UNIONS ACT, 1926

[16 OF 1926]<sup>1</sup>

[25<sup>th</sup> March, 1926]

An Act to provide for the registration of Trade Unions and in certain respects to define the law relating to registered Trade Unions <sup>2</sup>[\*\*\*].

WHEREAS it is expedient to provide for the registration of Trade Unions and in certain respects to define the law relating to registered Trade Unions <sup>3</sup>[\*\*\*].

It is hereby enacted as follows:

## CHAPTER I PRELIMINARY

**1. Short title, extent and commencement-**(1) This Act may be called the <sup>4</sup>[\*\*\*] Trade Unions Act, 1926.

<sup>5</sup>[(2) It extends to the whole of India <sup>6</sup>[\*\*\*].

(3) It shall come into force on such <sup>7</sup>[date] as the Central Government may by notification in the Official Gazette, appoint.

**2. Definitions-** In this Act <sup>8</sup>["the appropriate Government" means, in relation to Trade Unions whose objects are not confined to one State, the Central Government, and in relation to other Trade Unions, the State Government, and], unless there is anything repugnant in the subject or context, -

- (a) "executive" means the body, by whatever name called, to which the management of the affairs of a Trade Union is entrusted;
- (b) <sup>9</sup>["officer-bearer"] in the case of a Trade Union, includes any member of the executive thereof, but does not include an auditor;
- (c) "prescribed" means prescribed by regulations made under this Act;
- (d) "registered office" means that office of a Trade Union which is registered under this Act as the head office thereof;
- (e) "registered Trade Union" means a Trade Union registered under this Act;

1 The Act has been extended to Berar by the Berar Laws Act 4 of 1941.

It has been extended to new provinces and merged States by the Merged States (Laws) Act 59 of 1949 and to the States of Manipur, Tripura and Vindhya Pradesh by the Union Territories (Laws) Act 30 of 1950. Manipur and Tripura are full-fledged States now, see Act 81 of 1971. Vindhya Pradesh is a part of the Madhya Pradesh State, see Act 37 of 1956, S. 9.

It has also been extended to the Union Territories of (1) Goa, Daman and Diu by Regulation 12 of 1962, (2) Pondicherry by Regulation 7 of 1963 and (3) Laccadive, Minicoy and Amindivi Islands by Regulation 8 of 1965.

2 The words "in the Provinces of India" omitted by Act 42 of 1960.

3 The words "in the Provinces of India" omitted by Act 42 of 1960.

4 The word "Indian" omitted by Act 38 of 1964, sec. 3 (w.e.f. 1-4-1965).

5 Subs. by the Adaptation of Laws Order, 1950.

6 Words "except in State of Jammu and Kashmir" substituted for words "except Part B States" by Act 3 of 1951, omitted by Act 51 of 1970, sec. 2 and Sch. (w.e.f. 1-9-1971).

7 1-6-1927, see Gazette of India, 1927, Part I, page 467.

8 Inserted by the Government of India (Adaptation of Indian Laws) Order, 1937.)

9 Subs. by Act 38 of 1964, for "officer" (w.e.f.1-4-1965).

- <sup>1</sup>[(f) “Registrar means-
- (i) a Registrar of Trade Unions appointed by the appropriate Government under section 3, and includes any Additional or Deputy Registrar of Trade Unions, and
  - (ii) in relation to any Trade Union, the Registrar appointed for the State in which the head or registered Office, as the case may be, of the Trade Union is situated;]
- (g) “trade dispute” means any dispute between employers and workmen, or between workmen and workmen, or between employers and employers which is connected with the employment or non-employment, or the terms of employment or the conditions of labour, of any person, and “workmen” means all persons employed in trade or industry whether or not in the employment of the employer with whom the trade dispute arises; and
- (h) “Trade Union” means any combination, whether temporary or permanent, formed primarily for the purpose of regulating the relations between workmen and employers or between workmen and workmen, or between employers and employers, or for imposing restrictive conditions on the conduct of any trade or business, and includes any federation of two or more Trade Unions:

Provided that this Act shall not affect-

- (i) any agreement between partners as to their own business;
- (ii) any agreement between an employer and those employed by him as to such employment; or
- (iii) any agreement in consideration of the sale of the goodwill of a business or of instruction in any profession, trade or handicraft.

## CHAPTER II

### REGISTRATION OF TRADE UNIONS

**3. Appointment of Registrars-**<sup>2</sup>[(1)] <sup>3</sup>[The appropriate Government] shall appoint a person to be the Registrar of Trade Unions for <sup>4</sup>[each State].

<sup>5</sup>[(2) The appropriate Government may appoint as many Additional and Deputy Registrars of Trade Unions as it thinks fit for the purpose of exercising and discharging, under the superintendence and direction of the Registrar, such powers and functions of the Registrar under this Act as it may, by order, specify and define the local limits within which any such Additional or Deputy Registrar shall exercise and discharge the powers and functions so specified.

(3) Subject to the provisions of any order under sub-section (2), where an Additional or Deputy Registrar exercises and discharges the powers and functions of a Registrar in an area within which the registered office of a Trade Union is situated, the Additional or Deputy Registrar shall be deemed to be the Registrar in relation to the Trade Union for the purposes of this Act.]

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1 Subs. by Act 42 of 1960, sec. 3 for clause (f) (w.e.f. 21-9-1960).

2 Existing section re-numbered as sub-s. (1) thereof by Act 42 of 1960, sec. 4 (w.e.f. 21-9-1960).

3 Substituted by the Govt. of India (Adaptation of Indian Laws) Order, 1937 for “each L.G.”

4 Substituted for “the Province”, *ibid.*

5 Inserted by Act 42 of 1960, sec. 4 (w.e.f. 21-9-1960).

**4. Mode of registration-**<sup>1</sup>[(1)]Any seven or more members of a Trade Union may, by subscribing their names to the rules of the Trade Union and by otherwise complying with the provisions of this Act with respect to registration, apply for registration of the Trade Union under this Act:

<sup>2</sup>[Provided that no Trade Union of workmen shall be registered unless at least ten per cent. or one hundred of the workmen, whichever is less, engaged or employed in the establishment or industry with which it is connected are the members of such Trade Union on the date of making of application for registration:

Provided further that no Trade Union of workmen shall be registered unless it has on the date of making application not less than seven persons as its members, who are workmen engaged or employed in the establishment or industry with which it is connected.]

<sup>3</sup>[(2) Where an application has been made under sub-section (1) for the registration of a Trade Union, such application shall not be deemed to have become invalid merely by reason of the fact that, at any time after the date of the application, but before the registration of the Trade Union, some of the applicants, but not exceeding half of the total number of persons who made the application, have ceased to be members of the Trade Union or have given notice in writing to the Registrar dissociating themselves from the application.]

**5. Application for registration-**(1) Every application for registration of a Trade Union shall be made to the Registrar and shall be accompanied by a copy of the rules of the Trade Union and a statement of the following particulars, namely:-

- (a) the names, occupations and addresses of the members making the application;
- <sup>4</sup>[(aa) in the case of a Trade Union of workmen, the names, occupations and addresses of the place of work of the members of the Trade Union making the application;]
- (b) the name of the Trade Union and the address of its head office; and
- (c) the titles, names, ages, addresses and occupations of the <sup>5</sup>[office-bearers] of the Trade Union.

(2) Where a Trade Union has been in existence for more than one year before the making of an application for its registration, there shall be delivered to the Registrar, together with the application, a general statement of the assets and liabilities of the Trade Union prepared in such form and containing such particulars as may be prescribed.

**6. Provisions to be contained in the rules of a Trade Union-**A Trade Union shall not be entitled to registration under this Act, unless the executive thereof is constituted in accordance with the provisions of this Act, and the rules thereof provide for the following matters, namely:-

- (a) the name of Trade Union;

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1 Existing section re-numbered as sub-s. (1) thereof by Act 42 of 1960, sec. 5 (w.e.f. 21-9-1960).

2 Inserted by Act 31 of 2001, dt. 3-9-2001, sec. 2 (w.e.f. 9-1-2002).

3 Inserted by Act 42 of 1960 sec. 5 (w.e.f. 21-9-1960).

4 Inserted by Act 31 of 2001, sec. 3 (w.e.f. 9-1-2002).

5 Substituted by Act 38 of 1964 for words "officers", sec. 2 (w.e.f. 1-4-1965).

- (b) the whole of the objects for which the Trade Union has been established;
- (c) the whole of the purposes for which the general funds of the Trade Union shall be applicable, all of which purposes shall be purposes to which such funds are lawfully applicable under this Act;
- (d) the maintenance of a list of the members of the Trade Union and adequate facilities for the inspection thereof by the <sup>1</sup>[office-bearers] and members of the Trade Union;
- (e) the admission of ordinary members who shall be persons actually engaged or employed in an industry with which the Trade Union is connected, and also the admission of the number of honorary or temporary members as <sup>2</sup>[office-bearers] required under section 22 to form the executive of the Trade Union;
- <sup>3</sup>[(ee) the payment of a minimum subscription by members of the Trade Union which shall not be less than
  - (i) one rupee per annum for rural workers;
  - (ii) three rupees per annum for workers in other unorganised sectors; and
  - (iii) twelve rupees per annum for workers in any other case;]
- (f) the conditions under which any member shall be entitled to any benefit assured by the rules and under which any fine or forfeiture may be imposed on the members;
- (g) the manner in which the rules shall be amended, varied or rescinded;
- (h) the manner in which the members of the executive and the other <sup>4</sup>[office-bearers] of the Trade Union shall be <sup>5</sup>[elected] and removed;
- <sup>6</sup>[(hh) the duration of period being not more than three years, for which the members of the executive and other office-bearers of the Trade Union shall be elected;]
- (i) the safe custody of the funds of the Trade Union, an annual audit, in such manner as may be prescribed, of the accounts thereof, and adequate facilities for the inspection of the account books by the <sup>7</sup>[office-bearers] and members of the Trade Union; and
- (j) the manner in which the Trade Union may be dissolved.

**7. Power to call for further particulars and to require alteration of name-**(1) The Registrar may call for further information for the purpose of satisfying himself that any application complies with the provisions of section 5, or that the Trade Union is entitled to registration under section 6, and may refuse to register the Trade Union until such information is supplied.

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1 Substituted by Act 38 of 1964, for "officers", sec. 2 (w.e.f. 1-4-1965).

2 Substituted by Act 38 of 1964, for "officers", sec. 2 (w.e.f. 1-4-1965).

3 Clause (ee) ins. by Act 42 of 1960, sec. 6(w.e.f. 21-9-1960) and subs. by Act 31 of 2001, sec. 4 (w.e.f. 9-1-2002).

4 Substituted by Act 38 of 1964, for "officers", (w.e.f. 1-4-1965).

5 Substituted for "appointed" by Act 31 of 2001, sec. 4 (w.e.f. 9-1-2002).

6 Inserted by Act 31 of 2001, sec. 4, (w.e.f. 9.1.2002).

7 Substituted by Act 38 of 1964, for "officers", (w.e.f. 1-4-1965).

(2) If the name under which a Trade Union is proposed to be registered is identical with that by which any other existing Trade Union has been registered or, in the opinion of the Registrar, so nearly resembles such name as to be likely to deceive the public or the members of either Trade Union, the Registrar shall require the persons applying for registration to alter the name of the Trade Union stated in the application, and shall refuse to register the union until such alteration has been made.

**8. Registration-**The Registrar, on being satisfied that the Trade Union has complied with all the requirements of this Act in regard to registration, shall register the Trade Union by entering in a register, to be maintained in such form as may be prescribed, the particulars relating to the Trade Union contained in the statement accompanying the application for registration.

**9. Certificate of registration.-**The Registrar, on registering a Trade Union under section 8, shall issue a certificate of registration in the prescribed form which shall be conclusive evidence that the Trade Union has been duly registered under this Act.

**<sup>1</sup>[9A. Minimum requirement about membership of a Trade Union-**A registered Trade Union of workmen shall at all times continue to have not less than ten per cent. or one hundred of the workmen, whichever is less, subject to a minimum of seven, engaged or employed in an establishment or industry with which it is connected, as its members.]

**10. Cancellation of registration-**A certificate of registration of a Trade Union may be withdrawn or cancelled by the Registrar-

- (a) on the application of the Trade Union to be verified in such manner as may be prescribed, or
- (b) if the Registrar is satisfied that the certificate has been obtained by fraud or mistake or that the Trade Union has ceased to exist or has wilfully and after notice from the Registrar contravened any provision of this Act or allowed any rule to continue in force which is inconsistent with any such provision, or has rescinded any rule providing for any matter provision for which is required by section 6:
- <sup>2</sup>[(c) if the Registrar is satisfied that a registered Trade Union of workmen ceases to have the requisite number of members:]

Provided that not less than two months' previous notice in writing specifying the ground on which it is proposed to withdraw or cancel the certificate shall be given by the Registrar to the Trade Union before the certificate is withdrawn or cancelled otherwise than on the application of the Trade Union.

**<sup>3</sup>[11. Appeal-**(1) Any person aggrieved by any refusal of the Registrar to register a Trade Union or by the withdrawal or cancellation of a certificate of registration may, within such period as may be prescribed, appeal-

- (a) where the head office of the Trade Union is situated within the limits of a Presidency town <sup>4</sup>[\*\*\*] to the High Court, or

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1 Inserted by Act 31 of 2001, sec. 5 (w.e.f. 9-1-2002).

2 Inserted by Act 31 of 2001, sec. 6 (w.e.f. 9-1-2002).

3 Substituted by Act 15 of 1928, sec. 2 for section 11.

4 Words "or of Rangoon" omitted by Govt. of India (Adaptation of Indian Laws) Order, 1937.

- <sup>1</sup>[(aa) where the head office is situated in an area, falling within the jurisdiction of a Labour Court or an Industrial Tribunal, to that Court or Tribunal, as the case may be;]
- (b) where the head office is situated in any area, to such Court, not inferior to the Court of an additional or assistant Judge of a principal Civil Court of original jurisdiction, as the <sup>2</sup>[appropriate Government] may appoint in this behalf for that area.

(2) The appellate Court may dismiss the appeal, or pass an order directing the Registrar to register the Union and to issue a certificate of registration under the provisions of section 9 or setting aside the order for withdrawal or cancellation of the certificate, as the case may be, and the Registrar shall comply with such order.

(3) For the purpose of an appeal under sub-section (1), an appellate court shall, so far as may be, follow the same procedure and have the same powers as it follows and has when trying a suit under the Code of Civil Procedure, 1908, (5 of 1908) and may direct by whom the whole or any part of the costs of the appeal shall be paid, and such costs shall be recovered as if they had been awarded in a suit under the said Code.

(4) In the event of the dismissal of an appeal by any Court appointed under clause (b) of sub-section (1) the person aggrieved shall have a right of appeal to the High Court, and the High Court shall, for the purpose of such appeal, have all the powers of an appellate Court under sub-sections (2) and (3), and the provisions of those sub-sections shall apply accordingly.]

**12. Registered office-**All communications and notices to a registered Trade Union may be addressed to its registered office. Notice of any change in the address of the head office shall be given within fourteen days of such change to the Registrar in writing, and the changed address shall be recorded in the register referred to in section 8.

**13. Incorporation of registered Trade Unions-** Every registered Trade Union shall be a body corporate by the name under which it is registered, and shall have perpetual succession and a common seal with power to acquire and hold both movable and immovable property and to contract, and shall by the said name sue and be sued.

**14. Certain Acts not to apply to registered Trade Unions-**The following Acts, namely-

- (a) The Societies Registration Act, 1860, (21 of 1860)
- (b) The Co-operative Societies Act, 1912 (2 of 1912)

<sup>3</sup>[\*\*\*]

- <sup>4</sup>[(c) The Companies Act, 1956, (1 of 1956)

shall not apply to any registered Trade Union, and the registration of any such Trade Union under any such Act shall be void.

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1 Inserted by Act 31 of 2001, dt.3-9-2001 sec. 7 (w.e.f. 9-1-2002).

2 Substituted for "L.G.", *ibid*.

3 Clause (c) and (d) repealed by Act 25 of 1942, sec. 2 and Sch 1.

4 Substituted by Act 42 of 1960 for original clause (e). the original clauses (c) and (d) were repealed by Act 25 of 1942, sec. 2 and Sch 1.

**CHAPTER III**  
**RIGHTS AND LIABILITIES OF REGISTERED**  
**TRADE UNIONS**

**15. Objects on which general funds may be spent-**The general funds of a registered Trade Union shall not be spent on any other object than the following namely-

- (a) the payment of salaries, allowances and expenses to <sup>1</sup>[office-bearers] of the Trade Union;
- (b) the payment of expenses for the administration of the Trade Union, including audit of the accounts of the general funds of the Trade Union;
- (c) the prosecution or defence of any legal proceeding to which the Trade Union or any member thereof is a party, when such prosecution or defence is undertaken for the purpose of securing or protecting any rights of the Trade Union as such or any rights arising out of the relations of any member with his employer or with a person whom the member employs;
- (d) the conduct of trade disputes on behalf of the Trade Union or any member thereof;
- (e) the compensation of members for loss arising out of trade disputes;
- (f) allowances to members or their dependants on account of death, old age, sickness, accidents or unemployment of such members;
- (g) the issue of, or the undertaking of liability under, policies of assurance on the lives of members, or (under) policies insuring members against sickness, accident or unemployment;
- (h) the provisions of education, social or religious benefits for members (including the payment of the expenses of funeral or religious ceremonies for deceased members) or for the dependants of members;
- (i) the upkeep of a periodical published, mainly for the purpose of discussing questions affecting employers or workmen as such;
- (j) the payment, in furtherance of any of the objects on which the general funds of the Trade Union may be spent, of contributions to any cause intended to benefit workmen in general, provided that the expenditure in respect of such contributions in any financial year shall not at any time during that year be in excess of 1/4<sup>th</sup> of the combined total of the gross income which has up to that time accrued to the general funds of the Trade Union during that year and of the balance at the credit of those funds at the commencement of that year; and
- (k) subject to any conditions contained in the notification, any other object notified by the <sup>2</sup>[appropriate Government] in the Official Gazette.

**16. Constitution of a separate fund for political purposes-**(1) A registered Trade Union may constitute a separate fund, from contributions separately levied for or made to that fund, from which payments may be made, for the promotion

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1 Substituted by Act 38 of 1964, for word "officers", w.e.f.1.4.1965.

2 Substituted by the Govt. of India (Adaptation of Indian Laws) Order, 1937 for "G.G. in C".

of the civic and political interests of its members, in furtherance of any of the objects specified in sub-section (2).

(2) The objects referred to in sub-section (1) are:

- (a) the payment of any expenses incurred, either directly or indirectly, by a candidate or prospective candidate for election as a member of any legislative body constituted under <sup>1[\*\*\*]</sup> <sup>2</sup>[the Constitution] or of any local authority, before, during or after the election in connection with his candidature or election; or
- (b) the holding of any meeting or the distribution of any literature or documents in support of any such candidate; or prospective candidate, or
- (c) the maintenance of any person who is a member of any legislative body constituted under <sup>3[\*\*\*]</sup> <sup>4</sup>[the Constitution] or for any local authority; or
- (d) the registration of electors or the selection of a candidate for any legislative body constituted under <sup>5[\*\*\*]</sup> <sup>6</sup>[the Constitution] or for any local authority; or
- (e) the holding of political meetings of any kind, or the distribution of political literature or political documents of any kind.

<sup>7</sup>[(2A) In its application to the State of Jammu and Kashmir, references in sub-section (2) to any legislative body constituted under the Constitution shall be construed as including references to the Legislature of that State].

(3) No member shall be compelled to contribute to the fund constituted under sub-section (1); and a member who does not contribute to the said fund shall not be excluded from any benefits of the Trade Union, or placed in any respect either directly or indirectly under any disability or at any disadvantage as compared with other members of the Trade Union (except in relation to the control or management of the said fund) by reason of his not contributing to the said fund; and contribution to the said fund shall not be made a condition for admission to the Trade Union.

**17. Criminal conspiracy in trade disputes-**No <sup>8</sup>[office-bearer] or member of of a registered Trade Union shall be liable to punishment under sub-section (2) of section 120B of the Indian Penal Code, 1860 (45 of 1860) in respect of any agreement made between the members for the purpose of furthering any such object of the Trade Union as is specified in section 15, unless the agreement is an agreement to commit an offence.

**18. Immunity from civil suit in certain cases-**(1) No suit or other legal proceeding shall be maintainable in any Civil Court against any registered Trade

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1 Words and figures "the Government of India or the Government of India Act, 1935, or" omitted by Act 42 of 1960 sec. 8 (w.e.f. 21-9-1960).

2 Inserted by the Adaptation of Laws Order, 1950.

3 Words and figures "the Government of India or the Government of India Act, 1935, or" omitted by Act 42 of 1960 sec. 8 (w.e.f. 21-9-1960).

4 Inserted by the Adaptation of Laws Order, 1950.

5 Words and figures "the Government of India or the Government of India Act, 1935, or" omitted by Act 42 of 1960.

6 Inserted by the Adaptation of Laws Order, 1950.

7 Inserted by Act 51 of 1970.

8 Substituted by Act 38 of 1964, for word "officer", w.e.f.1.4.1965.



Union or any <sup>1</sup>[office-bearer] or member thereof in respect of any act done in contemplation or furtherance of a trade dispute to which a member of the Trade Union is a party on the ground only that such act induces some other person to break a contract of employment, or that it is in interference with the trade, business or employment of some other person or with the right of some other person to dispose of his capital or of his labour as he wills.

(2) A registered Trade Union shall not be liable in any suit or other legal proceeding in any Civil Court in respect of any tortuous act done in contemplation or furtherance of a trade dispute by an agent of the Trade Union if it is proved that such person acted without the knowledge of, or contrary to express instructions given by, the executive of the Trade Union.

**19. Enforceability of agreements**-Notwithstanding anything contained in any other law for the time being in force, an agreement between the members of a registered Trade Union shall not be void or voidable merely by reason of the fact that any of the objects of the agreement are in restraint of trade:

Provided that nothing in this section shall enable any Civil Court to entertain any legal proceeding instituted for the express purpose of enforcing or recovering damages for the breach of any agreement concerning the conditions on which any members of a Trade Union shall or shall not sell their goods transact business, work, employ or be employed.

**20. Right to inspect books of Trade Unions**-The account books of a registered Trade Union and the list of members thereof shall be open to inspection by an <sup>2</sup>[office-bearer] or member of the Trade Union at such times as may be provided for in the rules of the Trade Union.

**21. Rights of minors to membership of Trade Unions**-Any person who has attained the age of fifteen years may be a member of a registered Trade Union subject to any rules of the Trade Union to the contrary, and may, subject as aforesaid, enjoy all the rights of a member and execute all instruments and give all acquittances necessary to be executed or given under the rules:

<sup>3</sup>[\*\*\*]

**<sup>4</sup>21A. Disqualifications of office-bearers of Trade Unions**-(1) A person shall be disqualified for being chosen as, and for being, member of the executive or any other office bearer of a registered Trade Union if-

- (i) he has not attained the age of eighteen years;
- (ii) he has been convicted by a Court in India of any offence involving moral turpitude and sentenced to imprisonment, unless a period of five years has elapsed since his release.

(2) Any member of the executive or other office-bearer of a registered Trade Union who, before the commencement of the Indian Trade Unions (Amendment) Act, 1964, has been convicted of any offence involving moral turpitude and sentenced to imprisonment, shall on the date of such commencement cease to be such member or office-bearer unless a period of five years has elapsed since his release before that date].

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1 Substituted by Act 38 of 1964, for word "officer", w.e.f.1.4.1965.

2 Substituted by Act 38 of 1964, for word "officer", w.e.f.1.4.1965.

3 Proviso omitted by Act 38 of 1964, w.e.f.1-4-1965.

4 Inserted by Act 38 of 1964.

<sup>1</sup>[(3) In its application to the State of Jammu and Kashmir, reference in sub-section (2) to the commencement of the Indian Trade Unions (Amendment) Act, 1964 (38 of 1964), shall be construed as reference to the commencement of this Act in the said State].

**<sup>2</sup>[22. Proportion of office-bearers to be connected with the industry-(1)**

Not less than one-half of the total number of the office-bearers of every registered Trade Union in an unrecognised sector shall be persons actually engaged or employed in an industry with which the Trade Union is connected:

Provided that the appropriate Government may, by special or general order, declare that the provisions of this section shall not apply to any Trade Union or class of Trade Unions specified in the order.

*Explanation:* For the purposes of this section, “unorganised sector” means any sector which the appropriate Government may, by notification in the Official Gazette, specify.

(2) Save as otherwise provided in sub-section (1), all office-bearers of a registered Trade Union, except not more than one-third of the total number of the office-bearers or five, whichever is less, shall be persons actually engaged or employed in the establishment or industry with which the Trade Union is connected.

*Explanation:* For the purposes of this sub-section, an employee who has retired or has been retrenched shall not be construed as outsider for the purpose of holding an office in a Trade Union.

(3) No member of the Council of Ministers or a person holding an office of profit (not being an engagement or employment in an establishment or industry with which the Trade Union is connected), in the Union or a State, shall be a member of the executive or other office-bearer of a registered Trade Union.]

**23. Change of name-**Any registered Trade Union may, with the consent of not less than two-thirds of the total number of its members and subject to the provisions of section 25, change its name.

**24. Amalgamation of Trade Unions-**Any two or more registered Trade Unions may become amalgamated together as one Trade Union with or without dissolution or division of the funds of such Trade Unions or either or any of them, provided that the votes of at least one-half of the members of each or every such Trade Union entitled to vote are recorded, and that at least sixty per cent of the votes recorded are in favour of the proposal.

**25. Notice of change of name or amalgamation-**(1) Notice in writing of every change of name and of every amalgamation signed, in the case of a change of name, by the Secretary and by seven members of the Trade Union changing its name, and in the case of an amalgamation, by the Secretary and by seven members of each and every Trade Union which is a party thereto, shall be sent to the Registrar and where the head office of the amalgamated Trade Union is situated in a different State, to the Registrar of such State.

(2) If the proposed name is identical with that by which any other existing Trade Union has been registered or, in the opinion of the Registrar, so nearly resembles such name as to be likely to deceive the public or the members of either Trade Union, the Registrar shall refuse to register the change of name.

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1 Inserted by Act 51 of 1970, sec. 2 and Sch. (w.e.f. 1-9-1971).

2 Substituted by Act 31 of 2001, sec. 8, for section 22 (w.e.f. 9-1-2002).

(3) Save as provided in sub-section (2), the Registrar shall, if he is satisfied that the provisions of this Act in respect of change of name have been complied with, register the change of name in the register referred to in section 8, and the change of name shall have effect from the date of such registration.

(4) The Registrar of the State in which the head office of the amalgamated Trade Union is situated shall, if he is satisfied that the provisions of this Act in respect of amalgamation have been complied with and that the Trade Union formed thereby is entitled to registration under section 6, register the Trade Union in the manner provided in section 8 and the amalgamation shall have effect from the date of such registration.

**26. Effects of change of name and of amalgamation-**(1) The change in the name of a registered Trade Union shall not affect any rights or obligations of the Trade Union or render defective any legal proceeding by or against the Trade Union, and any legal proceeding which might have been continued or commenced by or against it by its former name may be continued or commenced by or against it by its new name.

(2) An amalgamation of two or more registered Trade Unions shall not prejudice any right of any of such Trade Unions or any right of a creditor of any of them.

**27. Dissolution-**(1) When a registered Trade Union is dissolved, notice of the dissolution signed by seven members and by the Secretary of the Trade Union shall, within fourteen days of the dissolution be sent to the Registrar, and shall be registered by him if he is satisfied that the dissolution, has been effected in accordance with the rules of the Trade Union, and the dissolution shall have effect from the date of such registration.

(2) Where the dissolution of a registered Trade Union has been registered and the rules of the Trade Union do not provide for the distribution of funds of the Trade Union on dissolution, the Registrar shall divide the funds amongst the members in such manner as may be prescribed.

**28. Returns-** (1) There shall be sent annually to the Registrar, on or before such date as may be prescribed, a general statement, audited in the prescribed manner, of all receipts and expenditure of every registered Trade Union during the year ending on the 31<sup>st</sup> day of <sup>1</sup>[December] next preceding such prescribed date, and of the assets and liabilities of the Trade Union existing on such 31<sup>st</sup> day of <sup>2</sup>[December]. The statement shall be prepared in such form and shall comprise such particulars as may be prescribed.

(2) Together with the general statement there shall be sent to the Registrar a statement showing all changes of <sup>3</sup>[office-bearers] made by the Trade Union during the year to which the general statement refers, together also with a copy of the rules of the Trade Union corrected up to the date of the despatch thereof to the Registrar.

(3) A copy of every alteration made in the rules of a registered Trade Union shall be sent to the Registrar within fifteen days of the making of the alteration.

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1 Substituted by Act 38 of 1964, for "March", w.e.f.1.4.1965.

2 Substituted by Act 38 of 1964, for "March", w.e.f.1.4.1965.

3 Substituted by *ibid.*, for word "officer" w.e.f.1.4.1965.

<sup>1</sup>(4) For the purpose of examining the documents referred to in sub-sections (1), (2) and (3), the Registrar, or any officer authorised by him by general or special order, may at all reasonable times, inspect the certificate of registration, account books, registers, and other documents, relating to a Trade Union, at its registered office or may require their production at such place as he may specify in this behalf, but no such place shall be at a distance of more than ten miles from the registered office of a Trade Union.]

#### **CHAPTER IV REGULATIONS**

**29. Power to make regulations-**(1) <sup>2</sup>[\*\*\*] The <sup>3</sup>[appropriate Government] may make regulations for the purpose of carrying into effect the provisions of this Act.

(2) In particular and without prejudice to the generality of the foregoing power, such regulations may provide for all or any of the following matters namely:-

- (a) the manner in which Trade Unions and the rules of Trade Unions shall be registered and the fees payable on registration;
- (b) the transfer of registration in the case of any registered Trade Union which has changed its head office from one State to another;
- (c) the manner in which, and the qualifications of persons by whom, the accounts of registered Trade Unions or of any class of such unions shall be audited;
- (d) the conditions subject to which inspection of documents kept by Registrars shall be allowed and the fees which shall be chargeable in respect of such inspections, and
- (e) any matter which is to be or may be prescribed.

<sup>4</sup>[(3) Every notification made by the Central Government under sub-section (1) of section 22, and every regulation made by it under sub-section (1), shall be laid, as soon as may be after it is made, before each House of Parliament, while it is in session, for a total period of thirty days which may be comprised in one session or in two or more successive sessions, and if, before the expiry of the session immediately following the session or successive sessions aforesaid, both Houses agree in making any modification in the notification or regulation, or both Houses agree that the notification or regulation should not be made, the notification or regulation shall thereafter have effect only in such modified form or be of no effect, as the case may be; so, however, that any such modification or annulment shall be without prejudice to the validity of anything previously done under that notification or regulation.

(4) Every notification made by the State Government under sub-section (1) of section 22 and every regulation made by it under sub-section (1) shall be laid, as soon as may be after it is made, before the State Legislature.]

**30. Publication of regulations-**(1) The power to make regulations conferred by section 29 is subject to the condition of the regulations being made after previous publication.

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1 Inserted by Act 42 of 1960.

2 Words "Subject to the control of the G.G. in Council", omitted by the Govt. of India (Adaptation of Indian Laws) Order, 1937.

3 Substituted for "L.G.", *ibid*.

4 Inserted by Act 31 of 2001, sec. 9 (w.e.f. 9-1-2002).

(2) The date to be specified in accordance with clause (3) of section 23 of the General Clauses Act, 1897 (10 of 1897), as that after which a draft of regulations proposed to be made will be taken into consideration shall not be less than three months from the date on which the draft of the proposed regulations was published for general information.

(3) Regulations so made shall be published in the Official Gazette, and on such publication shall have effect as if enacted in this Act.

#### **CHAPTER V PENALTIES AND PROCEDURE**

**31. Failure to submit returns-**(1) If default is made on the part of any registered Trade Union in giving any notice or sending any statement or other document as required by or under any provision of this Act, every <sup>1</sup>[office-bearer] or other person bound by the rules of the Trade Union to give or send the same, or, if there is no such <sup>2</sup>[office-bearer] or person, every member of the executive of the Trade Union, shall be punishable with fine which may extend to five rupees and, in the case of a continuing default, with an additional fine which may extend to five rupees for each week after the first during which the default continues:

Provided that the aggregate fine shall not exceed fifty rupees.

(2) Any person who wilfully makes, or causes to be made, any false entry in, or any omission from, the general statement required by section 28, or in or from any copy of rules or of alterations of rules sent to the Registrar under that section, shall be punishable with fine which may extend to five hundred rupees.

**32. Supplying false information regarding Trade Unions-**Any person who, with intent to deceive, gives to any member of a registered Trade Union or to any person intending or applying to become a member of such Trade Union any document purporting to be a copy of the rules of the Trade Union or of any alterations to the same which he knows, or has reason to believe, is not a correct copy of such rules or alterations as are for the time being in force, or any person who, with the like intent, gives a copy of any rules of an unregistered Trade Union to any person on the pretence that such rules are the rules of a registered Trade Union, shall be punishable with fine which may extend to two hundred rupees.

**33. Cognizance of offences-** (1) No Court inferior to that of a Presidency Magistrate or a Magistrate of the first class shall try any offence under this Act.

(2) No Court shall take cognizance of any offence under this Act, unless complaint thereof has been made by, or with the previous sanction of, the Registrar or, in the case of an offence under section 32, by the person to whom the copy was given, within six months of the date on which the offence is alleged to have been committed.

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1 Substituted by Act 38 of 1964, for word "officer", w.e.f.1.4.1965.

2 Substituted by Act 38 of 1964, for word "officer", w.e.f.1.4.1965.

# THE CENTRAL TRADE UNIONS REGULATIONS, 1938<sup>1</sup>

In exercise of the powers conferred by section 29 of the Indian Trade Unions Act, 1926 (16 of 1926), and by the said section of the said Act as in force in Berar, the Central Government is pleased, in relation to Trade Unions whose objects are not confined to one <sup>2</sup>[State], to make the following regulations, the same having been previously published as required by sub-section (1) of section 30 of the said Act, namely:-

**1. Title and application:**-(1) These regulations may be called The Central Trade Union Regulations, 1938.

(2) The regulations apply to Trade Unions whose objects are not confined to one <sup>3</sup>[State].

**2. Definitions:**-In these rules—

- (a) “the Act” means the Indian Trade Unions Act, 1926.
- (b) “Form” means a form appended to these regulations.
- (c) “section” means a section of the Act.

**3. Application for registration:**-Every application for registration of a Trade Union shall be made in Form A.

**4. Register of Trade Unions:**-The Register of Trade Unions referred to in section 8 shall be maintained in Form B.

**5. Certificate of Registration:**-(1) The Certificate of Registration issued by the Registrar under section 9 shall be in Form C.

(2) When the Registrar registers a change of name under section 25, sub-section (3), he shall certify under his signature at the foot of the certificate on its presentation to him by the Secretary that the new name has been registered.

**6. Cancellation of registration:**-The Registrar on receiving an application for the cancellation of registration shall, before granting the application, satisfy himself that the withdrawal or cancellation of registration was approved by a general meeting of the Trade Union, or if it was not so-approved, that it has the approval of the majority of the members of the Trade Union. For this purpose, he may call for such further particulars as he may deem necessary and may examine any officer of the Union.

**7. Unions registered with <sup>4</sup>[State] Registrars:**-If the application is made by a Trade Union which has previously been registered by the Registrar of any <sup>5</sup>[State] the union shall submit with its application a copy of the certificate of registration granted to it and copies of the entries relating to it in the Register of Trade Unions for the <sup>6</sup>[State].

**8. Fees:**-The fee payable for the registration of a Trade Union shall be Rs. 5

1 Vide Notification No. L-1785, dated 16th June, 1938.

2 Subs. by the A. O. 1950 for “Province”.

3 Subs. by the A. O. 1950 for “Province”.

4 Subs. by the A. O. 1950 for “Provincial”.

5 Subs. by the A. O. 1950 for “Province”.

6 Subs. by the A. O. 1950 for “Province”.

**9. Amendment of rules:-**(1) On receiving a copy of an application made in the rules of a Trade Union under section 28(3), the Registrar, unless he has reason to believe that the alteration has not been made in the manner provided by the rules of the Trade Union, shall register the alteration in a register to be maintained for this purpose and shall notify the fact that he has done so to the Secretary of the Trade Union.

(2) The fee payable for registration of alteration of rules shall be Re. 1 for each set of alterations made simultaneously.

**10. Appeals:-**Any appeal made under section 11(1) of the Act must be filed within sixty days of the date on which the Registrar passed the order against which the appeal is made.

**11. Funds of a dissolved Trade Union:-**Where it is necessary for the Registrar, under section 27(2) to distribute the funds of a Trade Union which has been dissolved, he shall divide the funds in proportion to the amounts contributed by the members by way of subscription during this membership.

**12. Return:-**The annual return to be furnished under section 28 shall be submitted to the Registrar by the 31<sup>st</sup> day of July in each year and shall be in Form D.

**13. Auditors:-**(1) Save as provided in sub-clauses (2), (3), (4) and (5) of this regulation, the annual audit of the account of any registered Trade Union shall be conducted by an auditor authorized to audit the accounts of companies under section 144(1) of the Indian Companies Act, 1913 or under section 3(2) of the Indian Companies (Amendment) Act, 1930.

(2) Where the membership of Trade Union did not at any time during the financial year exceed 2,500, the annual audit of the accounts may be conducted-

- (a) by any examiner of local fund accounts; or
- (b) by any local fund auditor appointed by the <sup>1</sup>[State] Government; or
- (c) by the person, who, having held an appointment under Government in any audit or accounts departments, is in receipt of a pension of not less than Rs. 200 per mensem.

(3) Where the membership of a Trade Union did not at any time during the financial year exceed 750, the annual audit of the accounts may be conducted-

- (a) by any two persons holding office as magistrates or judges or as members of any municipal council, district board, or legislative body; or
- (b) by any person, who having held an appointment under Government in any audit or accounts department, is in receipt of a pension from Government of not less than Rs. 75 a month, or
- (c) by any auditor appointed to conduct the audit of any co-operative societies by Government or by the Registrar of Co-operative Societies or by any <sup>2</sup>[State] co-operative organization recognized by Government for this purpose.

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1 Subs. by the A. O. 1950 for "Provincial".

2 Subs. by the A. O. 1950 for "Provincial".

(4) Where the membership of a Trade Union did not at any time during the financial year exceed 250, the annual audit of the accounts may be conducted by any two members of the Union.

(5) Where the Trade Union is a federation of unions, and the number of unions affiliated to it at any time during the financial year did not exceed 50, 51 or 5, respectively, the audit, of the accounts of the federation may be conducted as if it had not at any time during the year had a membership of more than 2,500, 750 or 250, respectively.

**14. Exception:-**Notwithstanding anything contained in regulation 13, no person, who, at any time during the year, was entrusted with any part of the funds or securities belonging to the Trade Union shall be eligible to audit the accounts of that Union.

**15. Audit:-**The auditor or auditors appointed in accordance with the regulations shall be given access to all the books of the Trade Union and shall verify the annual return with the accounts and vouchers relating thereto and shall thereafter sign the auditor's declaration appended to Form D, indicating separately on that form under his signature or their signatures a statement showing in what respect he or they find the return to be incorrect, unvouched or not in accordance with the Act. The particulars given in this statement shall indicate-

- (a) Every payment which appears to be unauthorized by the rules of the Trade Union or contrary to the provisions of the Act,
- (b) the amount of any deficiency or loss which appears to have been incurred by the negligence or misconduct of any person.
- (c) the amount of any sum which ought to have been but is not brought to account by any person.

**16. Audit of political funds:-**The audit of the political funds of a registered Trade Union shall be carried out alongwith the audit of the general account of the Trade Union and by the same auditor or auditors.

**17. Inspection:-**(1) The Register of Trade Unions maintained in accordance with regulation 4 shall be open to inspection by any person on payment of a fee of annas eight.

(2) Any document in the possession of the Registrar received from a registered Trade Union may be inspected by any member of that Union on payment of a fee of annas eight for each document inspected.

(3) Documents shall be open to inspection every day on which the office of the Registrar is open and within such hours as may be fixed for this purpose by the Registrar.

(4) The Registrar may supply a Certified copy of any such document to a registered Trade Union or a member thereof on payment of annas twelve for the first two hundred words (or less) and annas six for every additional hundred words or fractional part thereof.

**FORM A**

**APPLICATION FOR REGISTRATION OF TRADE UNION**

Dated the .....day of .....20.....

1. We hereby apply for the registration of a Trade Union under the name of .....
2. The address of the head office of the Union is .....
3. The Union came into existence on the .....day of.....20.....



4. The Union is a Union of employers/workers engaged in the industry (or profession).
5. The particulars required by section 5(1) (c) of the Indian Trade Unions Act, 1926, are given in Schedule I.
6. The particulars given in Schedule II show the provisions made in the rules for the matters detailed in section 6 of the Indian Trade Unions Act, 1926.
7. (To be struck out in the case of unions which have not been in existence for one year before the date of application). The particulars required by section 5(2) of the Indian Trade Unions Act, 1926, are given in Schedule<sup>1</sup> III.
8. We have been duly authorised to make this application.

Signature	Occupation	Address	Signed
1			
2			
3			
4			
5			
6			
7			

To the Registrar of Central Trade Unions, Delhi.

#### SCHEDULE I—LIST OF OFFICERS

Title	Name	Age	Address	Occupation

**Note:**-Enter in this Schedule the names of all members of the executive of the Union showing in column 1 the names of any posts held by them (e.g., President, Secretary, Treasurer, etc.) in addition to their offices as members of the executive.

#### SCHEDULE II—REFERENCE TO RULES

The numbers of the rules-making provision for the several matters detailed in column 1 are given in column 2 below:

Matter	Number of rules
1	2
Name of union	
The whole of the objects for which the union has been established	
The whole of the purposes for which the general funds of the union shall be applicable	
The maintenance of a list of members.	
The facilities provided for the inspection of the list of members by officers and members	

<sup>1</sup> State here whether the authority was given by a resolution of a general meeting of the Union, if not, in what other way it was given.

<b>Matter</b>	<b>Number of rules</b>
<b>1</b>	<b>2</b>
The admission of ordinary members.	
The admission of honorary or temporary members.	
The conditions under which members are entitled to benefit assured by the rules.	
The conditions under which fines or forfeitures can be imposed or varied.	
The manner in which the rule shall be amended, varied or rescinded.	
The manner in which the members of the executive and the other officers of the union shall be appointed and removed.	
The safe custody of the funds.	
The annual audit of the accounts.	
The facilities for the inspection of the account books by officers and members.	
The manner in which the union may be dissolved.	

**SCHEDULE III—STATEMENT OF LIABILITIES AND ASSETS ON THE  
.....DAY OF.....20.....**

(This need not be filled in if the Union came into existence less than one year before the date of application for registration.)

<b>Liabilities</b>	<b>Rs.</b>	<b>P.</b>	<b>Assets</b>	<b>Rs.</b>	<b>P.</b>
Amount of General Fund			Cash --		
Amount of political fund			In hands of Treasurer		
Loans ..... from			In hands of Secretary		
Other liabilities (to be specified)			In hands of -		
			In the Bank		
			In the Bank		
			Securities as per list below		
			Unpaid subscription		
			due Loans to--		
			Immovable property		
			Goods and furniture		
			Other assets (to be specified)		
Total Liabilities			Total Assets		

**LIST OF SECURITIES**

<b>Particulars</b>	<b>Nominal</b>	<b>Market Value</b>	<b>In hands of</b>
1			
2			
3			
4			

Particulars	Nominal	Market Value	In hands of
5			
6			
7			

**FORM B  
REGISTER OF TRADE UNIONS**

Serial No.	Officers						
Name of Union Address of Head Office Date of Registration.							
	Year of entering in office	Name	Age of entry	Address	Occupation	Year of relinquishing office	Other offices held in addition to membership of executive with date
Number of applications from List of members applying for registration							
1. 2. 3. 4. 5. 6. 7.							

**FORM C  
CERTIFICATE OF REGISTRATION OF TRADE UNION**

No.

It is hereby certified that the .....has been registered under the Indian Trade Unions Act, 1926, this .....day of .....20.....

Seal

Registrar of Central Trade Unions

**FORM D  
ANNUAL RETURN PRESCRIBED UNDER SECTION 28 OF THE INDIAN TRADE UNIONS ACT, 1926, FOR THE YEAR ENDING ON 31<sup>ST</sup> MARCH, 20.....**

Name of the Union,

Registered Head Office.

Number of certificate of registration.

Return to be made by federations of Trade Union	Number of unions affiliated at the beginning of year.
	Number of unions joining during the year.
This return need not be made by federations of Trade Unions.	Number of unions disaffiliated at the end of year.
	Number of members on books at the beginning of year.
	Number of members admitted during the year (add) together).
	Number of members who left during the year (deduct).
	Total number of members on books at the end of the year.
	Males
	Females
	Number of members contributing to political fund.

A copy of the rules of the Trade Union, corrected up to the date of despatch of this return, is appended.

Dated the.....

Secretary

Statement of liabilities and assets on the.....day of .....20.....

<b>Liabilities</b>	<b>Rs.</b>	<b>P.</b>	<b>Assets</b>	<b>Rs.</b>	<b>P.</b>
Amount of General Fund			Cash --		
Amount of political fund			In hands of Treasurer		
Loans ..... from			In hands of Secretary		
Debts due to					
Other liabilities (to be specified)			In hands of - In the Bank		
			In the Bank		
			Securities as per list below Unpaid subscription due Loans to--		
			Immovable property		
			Goods and furniture		
			Other assets (to be specified)		
Total Liabilities			Total Assets		

#### LIST OF SECURITIES

<b>Particulars</b>	<b>Nominal value</b>	<b>Market Value at date on which accounts have been made up</b>	<b>In hands of</b>

Treasurer

**GENERAL FUND ACCOUNTS**

<b>Income</b>	<b>Rs. P</b>	<b>Expenditure</b>	<b>Rs. P.</b>
Balance at beginning of year		Salaries, allowances and expenses of officers	
Contributions from members as per member		Salaries, allowances and expenses of establishment.	
Donations		Auditor's fee	
Sale of periodicals, rules, etc.		Legal expenses	
Interest on investments		Expenses in conducting trade disputes	
Income from miscellaneous sources (to be specified)		Compensation paid to members for loss arising out of trade disputes	
		Funeral, Old age, sickness, unemployment benefits, etc.	
		Educational, social and religious benefits	
		Cost of publishing periodical	
		Rents, rates and taxes	
		Stationery, printing and postage	
		Expenses incurred under section 15(j) of the Indian Trade Unions Act, 1926, (to be specified)	
		Other expenses (to be specified)	
		Balance at the end of year	
<b>Total</b>		<b>Total</b>	

**POLITICAL FUND ACCOUNT**

	<b>Rs. P</b>		<b>Rs. P.</b>
Balance at beginning of year		Payments made on objects, specified in section 16(2) of the Indian Trade Unions Act, 1926 (to be specified)	
Contributions from members as per member		Expenses of managements (to be specified)	
		Balance at the end of year	
<b>Total</b>		<b>Total</b>	

Treasurer

**AUDITOR'S DECLARATION**

The undersigned, having had access to all the books and accounts to the Trade Union and having examined the foregoing Statements and verified the same as found to be correct, duly vouched and in accordance with the law, subject to the remarks, if any, appended hereto.

Auditor.

The following changes of officers have been made during the year-

**OFFICERS RELINQUISHING OFFICE**

Name	Office	Date of relinquishment

**OFFICERS APPOINTED**

Name	Age	Office	Address	Occupation	Date of appointment

Secretary.

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