



The Tamil Nadu Dr. Ambedkar Law University
தமிழ்நாடு டாக்டர் அம்பேத்கர் சட்டப் பல்கலைக்கழகம்
State University Established by Act No.43 of 1997
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DEPARTMENT OF LABOUR LAW AND ADMINISTRATIVE LAW

REPORT – SPECIAL LECTURE

THE PRACTICAL IMPACTS OF THE INDUSTRIAL RELATIONS CODE, 2020

The Department of Labour Law and Administrative Law of the Tamil Nadu Dr. Ambedkar Law University (TNDALU) organised a special lecture in commemoration of May Day on the topic “**The Practical Impacts of the Industrial Relations Code, 2020**” on 28th April, 2026 for the LLM students of the Department of Labour Law and Administrative Law.

This one day special lecture was organised by and under the guidance of Prof. (Dr.) J Mahalakshmi, Head, Department of Labour Law and Administrative Law in coordination the faculties of the Department, Prof. (Dr.) P. Balamurugan, Professor, Dr. D. Kannan, Associate Professor, Dr. D. Umamaheswari, Associate Professor, Ms. G. V. Vidhusha, Assistant Professor, Mrs. Blessie Ahino. J, Assistant Professor and Ms. Revathy. R, Assistant Professor as programme coordinators.

The programme began with the welcome address by Ms. Revathy. R, Assistant Professor following which the expert speaker Mr. Anil Relwani, Advocate Madras High Court was felicitated by Prof. Dr. P. Balamurugan and Dr. D. Kannan, Associate Professor. Mr. Anil Relwani has completed his Bachelor of Laws ‘B.A. B.L., (Hons)’ from School of Excellence in Law, 2005-2010 batch. He has an extensive Original Side and Writ Practice and experience in specialist areas of litigation including Civil law, Corporate law, Banking Law, Succession and Inheritance law, Winding up and Insolvency proceedings, Intellectual Property law, Arbitration, Alternate Dispute Resolution (ADR), Labour and Employment law, Transfer of Property amongst other wide ranging areas of law.



The Expert Speaker felicitated by Prof. Dr. P. Balamurugan and Dr. D. Kannan

The expert speaker delivered the lecture on the practical implications of the Industrial Relations Code, 2020, with a focus on key contemporary developments in labour law. The speaker analysed the nuanced differences in definitions introduced under the Code, particularly those affecting the scope of “industry” and the inclusion of technological aspects. Attention was also given to the evolving framework for recognising and negotiating unions, highlighting procedural and substantive changes. The lecture further examined the concept of fixed-term employment and its implications for workforce flexibility and job security. Issues such as mass casual leave and their treatment as industrial disputes were discussed in detail. The speaker also explained the revised dispute resolution mechanisms, including the role and functioning of Industrial Tribunals. Additionally, the increase in statutory thresholds and the practical challenges arising from technical and implementation difficulties were addressed.



Overall, the session provided valuable insights into the operational impact of the Code on employers, employees, and industrial relations practices. The special lecture ended with an interactive question and answer session. Post the question-and-answer session, Ms. G.V. Vidhusha, Assistant Professor, delivered the vote of thanks and Mrs. Blessie Ahino J, Assistant Professor acted as the compere for the lecture.



I Year and II Year Students of LL.M of Department of Labour Law and Administrative Law

Student Attendees – I year and II Year LL.M Students, Department of Labour Law and Administrative Law

Labour Law and Administrative Law
28.04.2026

2nd year LL.M

1. LAL2401 - chyril Kumar. M.P - chyril Kumar M.P
2. LAL2402 - Lenin. R - Lenin R
3. LAL2404 - Logesh. P. B - Logesh P. B
4. LAL2405 - Ramki. S - Ramki S
5. LAL2406 - Sethurama Subramaniam. M - Sethurama Subramaniam M
6. LAL2407 - Shivanayan. S - Shivanayan S
7. LAL2408 - Aishwarya. S - Aishwarya S
8. LAL2410 - Divya. M - Divya M
9. LAL2411 - Infana Rukaya. S - Infana Rukaya S
10. LAL2412 - Nithyashree. S - Nithyashree S
11. LAL2413 - Priya. P - Priya P
12. LAL2414 - Ramya. M - Ramya M
13. LAL2415 - Saranya. A.T - Saranya A.T
14. LAL2416 - Shalini. S - Shalini S
15. LAL2418 - Subiksha. A - Subiksha A
16. LAL2420 - Yuvadhara. K - Yuvadhara K
17. LAL2417 - Sampath Rekha. P - Sampath Rekha P
18. LAL2419 - Theerthana. M - Theerthana M
19. LAL2403 - Linton. C - Linton C

S.No.	Reg.No.	Name	Year	Signature
1.	LAL2502	B. Balaji	I st year	B. Balaji
2.	LAL2505	Gajendra Muthukannan M	I st year	M. Gajendra Muthukannan
3.	LAL2506	I. Narayanan	I st year	I. Narayanan
4.	LAL2516	PAVITHEA. V	I st year	PAVITHEA. V
5.	LAL2509	Hema Sunithi	I st year	Hema Sunithi
6.	LAL2508	Christy. J	I st year	Christy. J
7.	LAL2510	Tananisha	I st year	Tananisha
8.				
9.	LAL2514	A. Divya	I st year	A. Divya
10.	LAL2503	G. Bhadrathavasan	I st year	G. Bhadrathavasan
11.	LAL2504	S. HATCHINIMATHY	I st year	S. HATCHINIMATHY
12.	LAL2507	Vengatesh kumar	I st year	Vengatesh kumar
13.	LAL2520	Thirisha. S	I st year	Thirisha. S
14.	LAL2519	OSRI BOUNDARYA S	I st year	OSRI BOUNDARYA S
15.	LAL2518	SHIVANI. P. S.	I	SHIVANI. P. S.
16.				
17.	LAL2517	J. PREETHI	I st year	J. PREETHI