

**GOVERNEMENT OF PUNJAB
OFFICE OF THE LABOUR COMMISSIONER, PUNJAB, CHANDIGARH**

The 18th August, 2008

No. 28990.—In exercise of the powers conferred by Section 28 of the Punjab Shops and Commercial Establishments Act, 1958 (Punjab Act No. 15 of 1958), read with Punjab Government Notification No. 13302-03-LE(25S) 68/ 39521, dated 12th/13th December, 1968, and all other powers enabling me in this behalf, I, Raminder Singh, I.A.S, Labour Commissioner, Punjab, do hereby exempt from the operation of the provisions of Section 9 and sub-section(1) of Section 10 of the said Act, for a period of one year from the date of publication of this notification in the official Gazette, all establishments wherein no employee has been employed by the employers.

The 13th August, 2008

Raminder Singh,
Labour Commissioner, Punjab.

**GOVERNMENT OF PUNJAB
DEPARTMENT OF LABOUR**

Notification

The 7th January,2009

No.S.O.5/C.A.14/1947/S.39/2009.- In exercise of the powers conferred by section 39 of the Industrial Disputes Act,1947(Central Act 14 of 1947), and all other powers enabling him in this behalf, the Governor of Punjab is pleased to direct that the powers exercisable by the State Government under sub-section(1) of section 33-C of the said Act shall also be exercisable by the Presiding Officers, Industrial Tribunals within their respective jurisdictions.

P.RAM,
Principal Secretary to Government of Punjab,
Department of Labour.

PUNJAB GOVT. GAZZATE APRIL 4,2008 (CHTR 15,1939 SAKA)

DEPARTMENT OF LABOUR
(LABOUR BRANCH)

The 19th March,2008

No. 1/22/04-4Lab/1091.- In continuation of Punjab Government, Labour Department Notification No.1/22/04Lab.II/4927, dated 19th November, 2004 and in exercise of the powers conferred under Section 39 of the Industrial Disputes Act, 1947(Central Act No.XIV of 1947), and all other powers enabling him in this behalf, the Government of Punjab is pleased to direct that powers exercisable by the State Government under Section 10 and under sub-section(3),(4),(5) and (6) of Section 12 of the said Act, in relation to an Industrial Disputes falling under section 2-A of the said Act, shall also be exercise by the Assistant Labour Commissioner/Labour-cum-Conciliation Officers within their respective jurisdiction in the State,with immediate effect.

P.RAM,
Principal Secretary to Government of Punjab,
Department of Labour.

PUNJAB GOVT. GAZ.(EXTRA) OCTOBER 15, 2008 595
(ASVINA 23, 1930 SAKA)

(LABOUR BRANCH)

Notification

The 10th October, 2008

No. S.O. 67/C.A.14/1947/S.7/2008.—In suppression of the Government of Punjab, Department of Labour and Employment, Notification No.1/98/80-6Lab.1/3441, dated the 16th October, 1987 and in exercise of the powers conferred by section 7-A of the Industrial Disputes Act, 1947(Central Act No. 14 of 1947) and all other powers enabling him in this behalf, the Governor of Punjab pleased to constitute the Industrial Tribunals mentioned in column 2 of the Schedule given below with immediate effect, for the adjudication of the industrial disputes relating to any matter specified in the Second Schedule or Third schedule of the said Act, and for performing such other functions as may be assigned to them under the said Act within their respective jurisdiction mentioned against each Tribunal under column 3 of the said Schedule and is further pleased to appoint the Presiding Officer of the Labour Courts who were appointed as such- vide Notifications No. S.O.50/C.A. 14/ 1947/S. 8/2008 dated the 22nd July, 2008, No. S.O. 45/C.A. 14/S.8/2008, dated the 4th October, 2007, No. S.O. 44/C.A.14/47/S/8/2007, dated the 4th October, 2007, No. S.O.47/C.A. 14/47/S.8/2007, dated the 4th October, 2007, No. S.O .49/C.A.14/1947/ S.8/2008, dated the 22nd July, 2008 and S.O 46/C.A.14/47/S.8/2007/ the 4th October, 2007 as the Presding Officers of the Industrial Tribunals so constituted.

SCHEDULE

Sr. No. Limit(Districts)	Name of the Industrial Tribunal	Jurisdiction
1.	2.	3.
1.	Industrial Tribunal, Amritsar	Amritsar, Tarn Taran
2.	Industrial Tribunal, Jalandhar	Jalandhar, Kapurthala, Hoshiarpur, NawanShehar.
3.	Industrial Tribunal, Ludhiana	Ludhiana.
4.	Industrial Tribunal, Patiala	Patiala, Ropar, Mohali, Sangrur,Barnala, Fatehgarh Sahib.
5.	Industrial Tribunal, Gurdaspur	Gurdaspur.
6.	Industrial Tribunal, Bhatinda	Bhatinda, Faridkot, Ferozepur, Mansa, Mukatsar, Moga.

DEPARTMENT OF LABOUR

Notification

The 17th April, 2008

No. 12741.—In continuation to this office Notification No. 12722, dated 31st March, 2006 and in exercise of the powers conferred by section 28 of the Punjab Shops and Commercial Establishment Act, 1958(Punjab Act No. 15 of 1958), read with Punjab Government, Notification No. 13302-3Lab.(25.S) 68/39521, dated the 12th/13th December, 1968, I Raminder Singh, I.A.S, Labour Commissioner, Punjab exempt from the operation of the provisions of Section 9 and sub-section(1) of Section 10 of the said Act for a period of two years commencing from the date of publication of this notification in the official Gazette all establishments during with the Information Technology Software Industry in the State of Punjab.

The 10th April, 2008

RAMINDER SINGH,
Labour Commissioner, Punjab.

**GOVERNMENT OF PUNJAB
DEPARTMENT OF LABOUR
(LABOUR BRANCH)**

Notification

The 28th July,2009

No. S.O.33/C.A.14/ 1947/ S.8./2009 .—In suppression of the Government of Punjab, Department of Labour, Notification No. S.O.44/C.A.14/47/S.8/2007, dated the 4th October, 2007 and in partial modification of the Government of Punjab, Department of Labour Notification No. S.O.67/C.A.14/1947/S.7/2008, dated the 10th October, 2008 and in exercise of the powers conferred by Section 8 of the Industrial Disputes Act, 1947 (Central Act, No.14 of 1947), and all other powers enabling him in this behalf, the Governor of Punjab is pleased to appoint Shri Jagjit Singh Chohan, Additional District and Sessions Judge, Ferozpur, as Presiding Officer, Labour Court-cum-Industrial Tribunal, Ludhiana, in place of Shri H.P.S. Mahal, Additional District and Session Judge, since transferred, from the date of assumption of charge as such.

P. RAM,
Principal Secretary to Government of Punjab,
Department of Labour.

**GOVERNMENT OF PUNJAB
DEPARTMENT OF LABOUR
(LABOUR BRANCH)**

Order

The 10th November, 2009

No.S.O.57/C.A.37/ 1970/S.6/2009 .—In exercise of the powers conferred by section 6 of the Contract Labour(Regulation and Abolition)Act, 1970 (Central Act No.37 of 1970) and all other powers enabling him in this behalf, the Governor of Punjab is pleased to appoint the Additional Labour Commissioner, the Deputy Labour Commissioner and the Assistant Labour Commissioner(Headquarter), as Registering Officers, for the purposes of Chapter III of the said Act, for whole of the State of Punjab.

P. RAM,
Principal Secretary to Government of Punjab,
Department of Labour

**GOVERNMENT OF PUNJAB
DEPARTMENT OF LABOUR
(LABOUR BRANCH)**

Order

The 10th November, 2009

No.S.O.58/C.A.37/ 1970/S.11/2009 .—In exercise of the powers conferred by section 11 of the Contract Labour(Regulation and Abolition)Act, 1970 (Central Act No.37 of 1970) and all other powers enabling him in this behalf, the Governor of Punjab is pleased to appoint the Additional Labour Commissioner, the Deputy Labour Commissioner and the Assistant Labour Commissioner(Headquarter), as Licensing Officers, for the purposes of Chapter IV of the said Act, for whole of the State of Punjab.

P. RAM,
Principal Secretary to Government of Punjab,
Department of Labour

**GOVERNMENT OF PUNJAB
DEPARTMENT OF LABOUR**

Notification

The 7th January,2009

No.S.O.5/C.A.14/1947/S.39/2009.- In exercise of the powers conferred by section 39 of the Industrial Disputes Act,1947(Central Act 14 of 1947), and all other powers enabling him in this behalf, the Governor of Punjab is pleased to direct that the powers exercisable by the State Government under sub-section(1) of section 33-C of the said Act shall also be exercisable by the Presiding Officers, Industrial Tribunals within their respective jurisdictions.

P.RAM,
Principal Secretary to Government of Punjab,
Department of Labour.

**GOVERNMENT OF PUNJAB
DEPARTMENT OF LABOUR
(LABOUR BRANCH)**

Notification

The November,2009

No.S.O.55/C.A.14/1947/S.8/2009.-- In Continuation of the Government of Punjab, Department of Labour, Notification No.S.O.67/C.A.14/ 1947/S.7/2008, dated the 10th October, 2008, and in exercise of the powers conferred by section-8 of the Industrial Disputes Act, 1947 (Central Act No.14 of 1947) and all other powers enabling him in this behalf, the Governor of Punjab is pleased to appoint Shri Sanjeev Berry, Additional District and Sessions Judge, Amritsar as Presiding Officer, Industrial Tribunal, Amritsar in place of Shri Ashok Paul Batra since transferred, from the date of assumption of charge as such.

P.RAM,
Principal Secretary to Government of Punjab,
Department of Labour.

**GOVERNMENT OF PUNJAB
DEPARTMENT OF LABOUR
(LABOUR BRANCH)**

Notification

The 10th November, 2009

No.S.O.54/C.A.14/1947/S.8/2009.- In supersession of the Government of Punjab, Department of Labour, Notification No.S.O.33/C.A.14/ 1947/S.8/2009, dated the 28th July, 2009, and in exercise of the powers conferred by section-8 of the Industrial Disputes Act, 1947 (Central Act No.14 of 1947) and all other powers enabling him in this behalf, the Governor of Punjab is pleased to appoint Shri G.S. Saran, Additional District and Sessions Judge, Ludhiana as Presiding Officer, Industrial Tribunal, Ludhiana in place of Shri Jagit Singh Chohan, since transferred, from the date of assumption of charge as such.

P.RAM,
Principal Secretary to Government of Punjab,
Department of Labour.

**PUNJAB GOVERNMENT GAZETTE
EXTRAORDINARY
Published by Authority**

CHANDIGARH, THURSDAY, AUGUST 27, 2009

(BHADRA 05, 1931 SAKA)

LEGISLATIVE SUPPLEMENT

Contents

Part 1		Page
	Acts	
	The Industrial Disputes(Punjab Amendment)Act, 2009. (Punjab Act No.15 of 2009)	127-128
Part II	Ordinances	
	Nil	
Part III	Delegated Legislation	
	Notification No. G.S.R.31/C.A.20/ 1946/S.15/Amd./ 2009, dated the 27 th August, 2009, containing draft amendment in the Industrial Employment (Standing Order) Punjab Rules, 1978.	..487
Part IV	Correction Slip, Republications and Replacements	
	Nil	
	(Lxuviii)	

**DEPARTMENT OF LEGAL AND LEGISLATIVE AFFAIRS,
PUNJAB**

**Notification
The 27th August, 2009**

No.Leg.17//2009.- The following Act of the Legislature of the State of Punjab received the assent of the President of India on the 30th July, 2009, and is hereby published for general information:-

THE INDUSTRIAL DISPUTES (PUNJAB AMENDMENT)ACT,2009

(Punjab Act No.18 of 2006)

AN

ACT

further to amend the Industrial Disputes Act, 1947, in its application to the State of Punjab.

Be it enacted by the Legislature of the State of Punjab in the Sixtieth Year of the Republic of India as follows:-

- | | | |
|----|--|--------------------------------------|
| 1. | (1) This Act may be called the Industrial Disputes (Punjab Amendment) Act,2009. | Short commencement |
| | (2) It shall come into force at once. | |
| 2. | In the Industrial Disputes Act,1947 in its application to the State of Punjab, in section 2, for clause(s), the following clause shall be substituted, namelyL:- | section 2 of Central Act 14 of 1947. |

“(s) “workman” means any person (including an apprentice) employed in any industry to do any manual, unskilled, skilled, technical, sales promotion, operational, clerical or supervisory work or any work for the promotion of the sales for hire or reward, whether the terms of employment be express or implied, and for purpose of any proceeding under this Act in relation to an industrial dispute, includes any such person, who has been dismissed, discharged or retrenched in connection with, or as a consequence of, that dispute, but does not include any such person,-

- (i) who is subject to the Air Force Act, 1950(45 of 1950), or the Army Act, 1950(46 of 1950) or the Navy Act, 1957(62 of 1957);or
- (ii) who is employed in the police service or as an officer or other employee of a prison;or
- (iii) who is employed mainly in a managerial or administrative capacity; or
- (iv) who being employed in a supervisory capacity, draws wages exceeding on thousand six hundred rupees per mensem or exercise, either by the nature fo the duties attached to the office or by reason of the powers vested in him, functions mainly of a managerial nature.”

REKHA MITTAL
Secretary to Government of Punjab,
Department of Legal and Legislative Affairs

**GOVERNMENT OF PUNJAB
DEPARTMENT OF LABOUR**

Notification

The 27th August, 2009

No. G.S.R.31/C.A.20/1946/S.15/Amd./2009.- The following draft of rules further to amend the Industrial Employment (Standing Orders) Punjab Rules, 1978, which the Governor of Punjab, proposes to make in exercise of powers conferred by section 15 of the Industrial Employment (Standing Orders) Act, 1946(Central Act 20 of 1946), and all other powers enabling him in this behalf, is published as required by sub-section(1) of section 15 of the said Act for the information of the persons likely to be affected thereby.

Notice is hereby given that the draft of these Rules will be taken into consideration by the Government on or after the expiry of a period of three months from the date of publication of this notification in the Official Gazette, together with any objections or suggestions, which may be received by the Government from any person in respect of the said draft, before the expiry of the period so specified, namely:-

DRAFT RULES

1. These Rules may be called the Industrial Employment (Standing Orders) Punjab (Amendment) Rules, 2009.
2. In the Industrial Employment (Standing Orders), Punjab Rules, 1978, in rule 13,
 - (i) for the words, “ following rates” the words “following rate” shall be substituted, and
 - (ii) for clauses (i) and (ii) and the proviso thereunder, the following shall be substituted, namely:-

“ Rupees five per page or fraction thereof.”

P.RAM,
Principal Secretary, to Government of Punjab
Department of Labour.

THE TRADE UNIONS ACT, 1926

Notification

The 26th November,2000.

No.G.S.R. 99/C.A. 16/26/S.29/Amd.(2)2000.—With reference to Government of Punjab, Department of Labour and Employment, Notification No. G.S.R. 49/C.A.16/26/Ss.29 and 30/ Amd.2000, dated the 30th May, 2000, and in exercise of the powers conferred by section 29 of the Trade Unions Act, 1926(Act No.16 of 1926), and all other powers enabling him in this behalf, the Governor of Punjab is pleased to make the following regulations further to amend the Punjab Trade Union Regulations, 1947, namely-

REGULATIONS

1. These regulations may be called the Punjab Trade Unions(First Amendment) Regulations, 2000.
2. In the Punjab Trade Union Regulations, 1927 in regulation 8 for the word and figure “Rs.5” the word and figures “Rs.100” shall be substituted.

B.C. GUPTA,
Secretary to Government, Punjab,
Department of Labour and Employment.

THE PAYMENT OF WAGES ACT, 1936

Notification

The 25th September, 1950

No. 7381-L.P.50/5048.- In pursuance of the powers conferred by sub-section (5) of section 2 of the payment of Wages Act, 1936 (IV of sed to decide that with effect from 3 months after the date of publication of this notification, all the provisions of the said Act, shall apply to the payment of wages to all classes of persons employed in the "Industrial establishments" in Punjab, as defined in sub-clauses (a) (d) (e) and (f) of clause (ii) of section 2 of the said Act.

MANGAT RAI,
Secretary to Government, Punjab,
Health and Local Government, Department.

THE PAYMENT OF WAGES ACT, 1936

Notification

The 1st July, 1961

No. 7185-7 Lab-II-61/18965.—With reference to Punjab Government notification No. 3885-3Lab-II-60/14114 dated the 4th may, 1960, and in exercise of the powers conferred by sub-section(5) of section 2 of the Payment of Wages Act, 1936, (IV of 1936) the Governor of Punjab is pleased to extend the provisions of the said Act in the Industrial establishments in Punjab as defined in sub-clause (3) of clause (ii) of section 2 of the said Act with immediate effect.

HARDEV SINGH CHHINA
Secretary to Government, Punjab,
Health and Local Government, Department.

THE PAYMENT OF WAGES ACT, 1936

Notification

The 30th April, 1964

No. S.O.C.A/A/36/S/7/64.—In exercise of the powers conferred by clause (c) of sub-section (2) of section 7 read with, section 11 of the payment of Wages Act, 1936, the Governor of Punjab is pleased to authorise the deductions for monthly subscription of one rupee from the wages of the employed persons of the Nangal Fertilizers Corporation, India Ltd. Naya Nangal for contribution towards recreational Centre named “Anand Bhawan Club” subject to the condition that no deduction shall be made from the wages of the member of the Anand Bhawan Club without his consent in writing which may be given once generally and not necessarily on each occasion a deduction is made.

Sd/-

Secretary to Government , Punjab,
Labour Department.

THE PAYMENT OF WAGES ACT, 1936

Notification

The 4th April, 1964

No.S.O.- C.A.-4/36/S.7. 64.- In exercise the powers conferred by clause(i) of sub-section (2) of section 7 read with section 13 of the payment of Wages Act, 1936(Act 4 of 1936) the Governor of Punjab is pleased to authorise subject to the following conditions deductions from the wages of the persons employed in the industrial establishments for payment to the Co-operative Societies, as are deemed to be registered and conform to the provisions of the Punjab Co-operative Societies Act, 1961, namely:-

- (1) That the deductions inclusive of all other deductions made under section 7 of all Act, do not in the aggregate, exceed 75 percent of the wages of an employed person in a wage period; and
- (2) That no amendments are made to the byclaws of the society without the prior approval of the Punjab Government, if they infringe the provisions of the Payment of Wages Act, 1936.

Sd/-

Secretary to Government , Punjab,
Labour and Employment Departments,
Chandigarh.

THE PAYMENT IF WAGES ACT,1936

Notification

The 1 sT August, 1967.

No 12336-2L&E-67/27216.-In pursuance of clause(e) of sub-section 2 of section 7 of the .Payment of Wages Act,1936 (4 of 1936) the Governor of Punjab herebt authorizes, in respect of persons employed by the Border Roads Organisation of Central Government on the cinstruction of roads in the border areas of the State of Punjab, deduction from the wages on account of the issue of rations. The Governor of Punjab further imposes the following condition section ii of the said Act, namely:

- (a) The no deduction shall be made from the wages of an employed person unless he has communicated has accessarily on each occasion a deduction is made,and
- (b) That the deduction in the aggregate inclusive of all other deduction made, under section 7 of the Act,do not exceed 50 percent of the wages in a wage period.

I.C. PURI

Secretary to Government Punjab
Labour and Employment Departments.

THE PAYMENT OF WAGES ACT, 1936.
Notification
The 17 th June, 1971.

No. S.O.35/C.A.4/36/S.14/71.- In supersession of Punjab Government Notification Nos. S.O.20/CA/5/36/S 14/69, date 26 th February, 1969, and S.O.31/CA.5/36/S 14/68, dated 21 st February, 1968, and in exercise of the powers conferred by sub-section (3) of section 14 of the Payment of Wages Act, 1936 (Central Act, IV of 1936). The President of India is following officers of Labour Department, Punjab to be Inspectors for the purpose of the said Act with in whole of the State of Punjab:-

Sr. Designation

No.

- (1) Labour Commissioner, Punjab.
- (2) Joint Labour Commissioner, Punjab.
- (3) Deputy Labour Commissioner, Punjab.
- (4) Assistant Labour Commissioner, Punjab.
- (5) Labour-cum Conciliation Officer (Hqrs).
- (6) Labour-cum Conciliation Officer in the State.
- (7) Statistical Officer (Labour), Punjab.
- (8) All the labour Inspectors, Grade 1 in the State.
- (9) All the labour Inspectors, Grade II in the State

B.B. MAHAJAN,
Secretary to Government , Punjab,
Labour and Employment Departments.

THE PAYMENT IF WAGES ACT,1936
Notification
The 20 March, 1996

No. S.O. 5/C.A.4/36/S. 15/96- In supersession of Punjab Government, Departments of Labour and Employment Notification No. S.O.33/C.A.4/36/S/15/91, dated the 4th July, 1991, and in exercise if the powers conferred by sub-section (1) of section 15 of the Payment of Wages Act, 1936 (Central Act IV of 1936). And all others powers enabling him in this behalf ,the Governor of Punjab is pleased to appoint the Commissioners for Workmen's Compensation Act, 1923 notified-vtde Government of Punjab,Department of Labour and Employment, Notification No S.O III/M.C.A.8/23/S.20/93. dated the 5th November,1993 to be authorities to hear and decide within the areas of their respective Jurisdiction, all claims arising out of deductions from the wages,or delay in Payment of the Wages of persons employed or paid in those areas including all matters incidental to such claims.

K.S. JANJUA,
Principal Secretary to Governemnt of Punjab,
Department of Labour and Employment.

THE PAYMENT OF WAGES ACT, 1936
Notification
The 8th October, 1974.

No.S.O.57/C.A.4/36/S/ 7.74- In exercise of the powers conferred by clause (e) of sub-section (2) of section 7 of the Payment of Wages Act, 1936, (Central Act 4 of 1936), the Governor of Punjab is pleased to specify the Labour Commissioner, Punjab for the purpose of the aforesaid clause.

B.B. MAHAJAN
Secretary to Government, of Punjab,
Labour and Employment Departments,
Chandigarh.

THE PAYMENT IF WAGES ACT,1936
Notification
The 3 rd Septebmer, 1979.

No. S.O. 54/C.A..4/36/S.14.79- In exercise of the powers conferred by sub – section (3) of the 14 of the Payment of Wages Act,1936 (Central Act,Bi IV if 1936). The Government of Punjab is pleased to appoint the additional Labour Commissioner, Punjab, to be an Inspector for the purposes of the said Act for whole of the State of Punjab.

TEJINDER KHANNA,
Secretary to Governmennt, of Punjab,
Department ofLabour and Employment,