

1. INDUSTRIAL EMPLOYMENT (STANDING ORDERS) ACT, 1946.
NOTIFICATION
THE 2ND DECEMBER, 1970

No. S.O. 37/C.A. 20/46/S. 2/70.-In exercise of the powers conferred by the clause (E) of section 2 of the Industrial Employment (Standing orders) Ac, 1946 (Central Act XX of 1946) the Governor of Punjab is pleased to appoint deputy Labour Commissioner, Punjab to perform all the functions of a Certifying Officer, under the said Act.

V.P. MALHOTRA
Secretary to Government of Punjab,
Labour and Employment Department

2. INDUSTRIAL EMPLOYMENT (STANDING ORDERS) ACT, 1946.
THE 22ND MAY, 1973.
NOTIFICATION

No. S.O. 40/C.A. S/1/73.-With reference to the Punjab Government, Labour Department, notification No. S.O./37/C. A-20/46/S. 1/72, dated the 13 September, 1972 and in exercise of the powers conferred by proviso to sub-section(3) of section 1 of the Industrial Employment (Standing Orders) Act, 1946 (Central Act 20 of 1946), and all other powers enabling him in this behalf, the Governor of Punjab is pleased to extend all the provisions of the said Act to all the industrial Establishments in the State of Punjab where in twenty or more person are employed or were employed on any day of the preceding twelve months.

K.D. VASUDEVA,
Secretary to Government of Punjab,
Labour and Employment Department

3. THE INDUSTRIAL EMPLOYMENT (STANDING ORDERS) ACT, 1946
NOTIFICATION
THE 21ST AUGUST, 1979

No. S.O. 45/C.A./20/46/S. 2/79.-In pursuance of the provisions of clause (c) of section 2 of the Industrial Employment (Standing Orders) Act. 1946 (Central Act XX of 1946), the Governor of Punjab is pleased to appoint the Additonal Labour Commissioner Punjab, to perform all the functions of a Certifying Officer under the said Act.

TEJENDRA KHANNA
Secretary to Government of Punjab,
Department of Labour and Employment.

4. INDUSTRIAL EMPLOYMENT (STANDING ORDERS) ACT, 1946
NOTIFICATION
THE 30TH SEPTEMBER, 1999

No. G.S.R. 72/C.A. 20/46/S. 15/Amd. (4)/99.-With reference to Government of Punjab, Department of Labour and Employment, Notification No. G.S.R. 22/C.A. 20/46/S. 15/Amd./99, dated the 19th March, 1999 and in exercise of the 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, the Governor of Punjab is pleased to make the following rules further to amend the Industrial Employment (Standing Orders) Punjab Rules, 1978 namely :-

Rules

1. These rules may be called the Industrial Employment (Standing Orders) Punjab (First Amendment) Rules, 1999.
2. In the Industrial Employment (Standing Orders) Punjab Rules, 1978, in Schedule II in clause 23 in sub-clause (I),
 - (i) In item (S) the word “and” shall be omitted.
 - (ii) In item (t) for the sign “;”, the sign and word, “; and” shall be substituted; and
 - (iii) after item (t), the following item shall be added, namely :-

“(u) Sexual harrassment including such unwelcome sexually determined behaviour (whether directly or by implication) such as,

 - (a) Physical contact and advances;
 - (b) a demand or request for sexual favours;
 - (c) sexually coloured remarks;
 - (d) showing pornography; and
 - (e) any other unwelcome physical verbal or non-verbal conduct of sexual nature.”

J.R. KUNDAL
Secretary to Government of Punjab,
Department of Labour and Employment.

GOVERNMENT OF PUNJAB
DEPARTMENT OF LABOUR
(LABOUR BRANCH)

AdLc

NOTIFICATION

The 12 June, 2020

ND
10/6/20

No.21/65/2019-41/ 787 , 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 the powers conferred by section 15 of the Industrial Employment (Standing Orders) Act, 1946 (Central Act No. 20 of 1946), is hereby published as required by sub-section (1) of the said section, for the information of the persons likely to be affected thereby.

Notice is hereby given that the draft will be taken into consideration by the Government on or after the expiry of a period of thirty days from the date of publication of this notification in the Official Gazette together with any objection or suggestion, which may be received by the Labour Commissioner, Punjab, Chandigarh, from any person, before the expiry of the period so specified with respect to the said draft, namely:-

DRAFT RULES

1. These rules may be called the industrial Employment (Standing Orders) Punjab (Amendment) Rules, 2019.
2. In the Industrial Employment (Standing orders) Punjab Rules, 1978, (hereinafter referred to as the said rules), after rule 3, the following rule shall be inserted namely:-
" 3-A. Employer not to convert the posts. - No employer of an industrial establishment shall convert the posts of the permanent workmen existing in his industrial establishment as fixed term employment (Standing Orders) Punjab (Amendment) Rules, 2019."
3. In the said rules, in rule 5, after item (7), the following item shall be inserted, namely:-
"(7-A) number of fixed term employment workman;"
4. In the said rules, in Schedule II:-
 - (i) In clause 3, after sub-clause (7), after the existing Notes (1) and (2), the following sub-clause shall be inserted, namely:-
"(8) A "fixed term employment workman" is a workman, who has been engaged for a fixed period, on the basis of a written contract of employment:
Provided that-
 - (a) his hours of work, wages, allowances and other benefits, shall not be less than that of a permanent workman; and
 - (b) he shall be eligible for all statutory benefits available to a permanent workman proportionately according to the period

of service rendered by him, even if his period of employment does not extend to the qualifying period of employment required in the statute.”;

- (ii) in clause 19, after the Explanation given under sub-clause (3), the following sub-clause shall be inserted, namely:-

"(4) Subject to the provisions of the Industrial Disputes Act (Central Act No.14 of 1947, -

- (i) no notice of termination of employment, shall be necessary in the case of temporary workman whether monthly rated, weekly rated or piece rated and probationers or badli workmen; and
- (ii) no workman employed on fixed term employment basis as a result of non-renewal of contract or employment or on the expiry of such contract period without it being renewed, shall be entitled to any notice or pay in lieu thereof, if his services are terminated:

Provided that a temporary workman, who has completed three month's continuous service, shall be given two week's notice of the intention to terminate his employment, if such termination is not in accordance with the terms of the contract of his employment:

Provided that the services of a temporary workman, shall not be terminated as a punishment unless he has been given an opportunity of explaining the charges of misconduct alleged against him in the matter, as specified in Para 23."

(Vijay Kumar Vanjua, IAS)

Additional Chief Secretary to Government of Punjab,
Department of Labour:

Endst. No. 21/65/2019-4L/

Dated, Chandigarh, the

A copy of the above is forwarded to the Controller, Printing and Stationery Department, Punjab, S.A.S. Nagar with the request that this notification may please be published in the next ordinary gazette and supply 20 copies thereof to this department.

Deputy Secretary Labour

Endst. No. 21/65/2019-4L/ 789

Dated, Chandigarh, the 12/06/2020

A Copy of above is forwarded to the Labour Commissioner, Punjab for information and necessary action.

Deputy Secretary Labour