

CONTRACT LABOUR (REGULATION AND ABOLITION) (PUNJAB AMENDMENT) ACT, 2020 (PUNJAB ACT NO. 13 OF 2020)

To Sub: Sir, No. I-I-11036/6/2025-UTL(Part) Government of India Ministry of Home Affairs 4th Floor, Kartavya Bhavan-3, Janpath Road, New Delhi -110 001. Dated the 14th November, 2025 The Chief Secretary, UT of Chandigarh, Chandigarh - 160001. Notification regarding extension of (i) the Contract Labour (Regulation and Abolition) (Punjab (Amendment) Act, 2020 (Punjab Act 13 of 2020) and (ii) the Industrial Disputes (Punjab Amendment) Act, 2020 (Punjab Act 14 of 2020) to the UT of Chandigarh. I am directed to refer to UT Administration of Chandigarh's letter No. dated 02.04.2025 on the subject mentioned above and to enclose herewith copy of Notifications dated 14.11.2025 published in the Gazette of India vide S.O. 5188 (E) and S.O. 5189 (E) regarding extension of (i) the Contract Labour (Regulation and Abolition) (Punjab (Amendment) Act, 2020 (Punjab Act 13 of 2020) and (ii) the Industrial Disputes (Punjab Amendment) Act, 2020 (Punjab Act 14 of 2020) respectively, to the UT of Chandigarh, for information and necessary action. Yours faithfully, Encl: As above (Kan hk Chau hary) Deputy Commandant (UT) e-mail: dcut-mha@gov.in INIC(MHA) alongwith a copy of Notifications dated 14.11.2025 Yopy to published in the Gazette of India vide S.O. 5188 (E) and S.O. 5189 (E) for uploading the same on the MHA website. 33004/99 REGD. No. D. L.-33004/99 Che Gazette of -3Jndia 50191 No. 50191 #r.\$r.-å.ua.-3T.-14112025-267685 CG-DL-E-14112025-267685 EXTRAORDINARY 11—q-c (ii) PART 11—Section 3—Sub-section (ii) PUBLISHED BY AUTHORITY a-tRF*r, 14, 2025ÄTfr 23, 1947 NEW DELHI, FRIDAY, NOVEMBER 14, 2025/KARTIKA 23, 1947 a-tfä--#r, 14 2025 Tr.qr. 1966 (1966 Air 31) *r 87 g-g, a-r-?r-a qq-r a-q 3TfÄfiA-q, 2020 (2020 13) t) *--fi-q-æ t, (i) 2 " Qi-a--ä (ii) 3 I 7616 GI/2025 FT. 1036/6/2025-4*q-q] (1) 2 THE GAZETTE OF INDIA : EXTRAORDINARY a-r&4 1 2020 [PART 11 SEC. 3(ii)] æt.16-R8T./2020.—Tfr-lÄ 3Tfüfiq-q, 22 (ti•qg 2020 (2020 13) (fifiAIFT 1970 q-füfiq-q, 2020 2. 1970, (1) (Tiq-TÄ 3TtzrüQT, 2020, 3. (3TFIT?1TOT) 1 1 3Tvrër, 2020 qr, 3Tfüfi-q-q 1970 37 3FÄTFT, au-rtr MINISTRY OF HOME AFFAIRS NOTIFICATION New Delhi, the 14th November, 2025 S.O. 5188(E).— In exercise of the powers conferred by section 87 of the Punjab Reorganisation Act, 1966 (31 of 1966), the Central Government hereby extends the Contract Labour (Regulation And Abolition) (Punjab Amendment) Act, 2020 (Punjab Act 13 of 2020) (hereinafter referred to as the said Act), as in force in the State of Punjab to the Union territory of Chandigarh, on the date of publication of this notification, subject to the following q-TFT 11—q-c 3(ii)] modifications, namely:- 2. In the said Act, — 3 (i) in section 2, for the words "State of Punjab", the words "Union tenitory of Chandigarh" shall be substituted; (ii) section 3 shall be omitted. [F. No. U-11036/6/2025-UTL] PRAVEEN KUMAR RAJ, Jt. secy. ANNEXURE PART 1 GOVERNMENT OF PUNJAB DEPARTMENT OF LEGAL AND LEGISLATIVE AFFAIRS, PUNJAB NOTIFICATION The rt October, 2020 No.16-Leg./2020.- The following Act of the Legislature of the State of Punjab received the assent of the Governor of Punjab on the 22nd day of September, 2020, is hereby published for general information:- THE CONTRACT LABOUR (REGULATION AND ABOLITION) (PUNJAB AMENDMENT) ACT, 2020 (Punjab Act No. 13 of 2020) AN ACT further to amend the Contract Labour (Regulation and Abolition) Act, 1970, in i application to the State of Punjab. Be it enacted by the Legislature of the State of Punjab in the Seventy- first Year of tl 1. 2

3. Republic of India as follows:- (1) This Act may be called the Contract Labour (Regulation and Abolition) (Punjab Amendment) Act, 2020.(2) It shall come into force on and with effect from the date of its publication in the Official Gazette. In the Contract Labour (Regulation and Abolition) Act, 1970, in its application to the State of Punjab, in section 1, in sub-section (4), in clauses (a), (b) and the proviso thereunder, for the word "twenty", the word "fifty" shall be substituted. (1) The Contract Labour (Regulation and Abolition) (Punjab Amendment) Ordinance, 2020, published in the Punjab Government Gazette (Extraordinary) dated the 1 lth August, 2020, is hereby repealed. (2) Notwithstanding such repeal, anything done or any action taken under the principal Act, as amended by the Ordinance referred to in sub-section (1), shall be deemed to have been done or taken under the Principal Act, as amended by this Act. Short title and commencement. Amendment of section 1 of Central Act37 of1970. Repeal and saving. S. K. AGGARWAL, Secretary to Government of Punjab Department of Legal and Legislative Affairs. 4 1. THE GAZETTE OF INDIA : EXTRAORDINARY 14 2025 [PART II—SEC. 3(ii)] 1966 (1966 31) a-ry-T

87 €11, q-q-r-4 2020 (2020 14 g-fü-fä-q-q €11, (iii) 4 (iv) a-ry-r 5 (vi) 7 1 2020 æt. 17-R8T./2020.— 23 Rri«, # , Ä---q-r t: _ (riq-ß 2020 (2020 TT 14) , 1947 FTT _ 3fr (1) -4f*ff 3Tfö-R-a-cr, 2020 2. 1947 a-r-r 2«, (3) (4) +r — q-«-öfi a-r q-âq--q-FT AT AT 1947 14 "25Z 1947 AiT*fi 14 25E 1947 14 250T 11— 74TJ3 3(ii)] 381ÄT t: azalRT GITV, af 3-Ä@ 21TI" 3. 25z qvqvPr- (2) (1) Ra-r, tr -Rr frAT 5 4. 5. 6. 256 - (ii) (9) "qg q-rq" 314i7, 25-u (8) "q-e q-rq' 31+, "3fr I -q-fü-fi-q-q I I 5 q-ITEIT, 1947Tr 3TfÄfi-q-q 14 fig, "?ffr TR" fr#r fr#r \$r fifhr AT -qi-qtr AT 7. (1) 2020, 11 2020 4T, T,Tä-rt, 6 [PART II—SEC. 3(ii)] THE GAZETTE OF INDIA : EXTRAORDINARY NOTIFICATION New Delhi, the 14th November, 2025. S.O. exercise of the powers conferred by section 87 of the Punjab Reorganisation Act, 1966 (31 of 1966), the Central Government hereby extends the Industrial Disputes (Punjab Amendment) Act, 2020 (Punjab Act No. 14 of 2020) (hereinafter referred to as the said Act), as in force in the State of Punjab to the Union Territory of Chandigarh, on the date of publication of this notification, subject to the following modifications, namely:- 2. In the said Act, (i) section 2 shall be omitted; (ii) in Section 3, after the words "Principal Act", Chandigarh" shall be inserted; (iii) section 4 shall be omitted; (iv) section 5 shall be omitted; (v) section 6 shall be omitted; (vi) section 7 shall be omitted

PART 1 the words "in its application the Union territory of [F. No. U-11036/6/2025-UTL] PRAVEEN KUMAR RAI, Jt. secy. GOVERNMENT OF PUNJAB DEPARTMENT OF LEGAL AND LEGISLATIVE AFFAIRS, PUNJAB NOTIFICATION The 1st October, 2020 No.17-Leg./2020.- The following Act of the Legislature of the State of Punjab received the assent of the Governor of Punjab on the 23rd day of September, 2020, is hereby published for general information:- THE INDUSTRIAL DISPUTES (PUNJAB AMENDMENT) ACT, 2020 (Punjab Act No. 14 of 2020) 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 Seventy-first Year of the Republic of India as follows:- 1. (1) This Act may be called the Industrial Disputes (Punjab Amendment) Act, 2020. (2) It shall come into force on and with effect from the date of its publication in the Official Gazette

2. In the Industrial Disputes Act, 1947 (hereinafter referred to as the principal Act), in its application to the State of Punjab, in section 2A, after sub-section (3), the following sub-section (4) shall be added, namely:- "(4) Notwithstanding anything contained in sub-sections (1), (2) and (3), no such dispute or difference between that workman and his employer connected with, or arising out of, such discharge, dismissal, retrenchment or termination shall be deemed to be an industrial dispute if such dispute is not ANNEXURE Short title and commencement.Amendment of section 2A of Central Act 14 of 1947 3(ii)] raised in conciliation proceeding within a period of three years from the date of such discharge, dismissal, retrenchment or termination: Provided that an authority, as may be specified by the State Government, may consider to extend the said period of three years when the applicant workman satisfies the authority that he had sufficient cause for not raising the dispute within the period of three years." 3. In the principal Act, for section 25K, the following section shall be substituted, namely:- (1). The provisions of this Chapter shall apply to an industrial "25 K. establishment (not being an establishment of a seasonal Application of character or in which work is performed only intermittently) Chapter VB. in which not less than three hundred workmen were employed on an average per working day for the preceding twelve months. (2) Without prejudice to the provisions of sub-section (1), the State Government may, if satisfied that maintenance of industrial peace or prevention of victimization of workmen so requires, by notification in the Official Gazette apply the provisions of this Chapter to an industrial establishment (not being an establishment of a seasonal character or in which work is performed only intermittently), in which less than three hundred workmen but not less than one hundred workmen, as may be specified in the notification, were employed on an average per working day for the preceding twelve months. (3) If a question arises whether an industrial establishment is of a seasonal character or whether work is performed therein only intermittently, the decision of the appropriate Government thereon shall be final."

4. In the principal Act, in section 25 N,- (i) in sub-section (1), in clause (a), the signs and words ", or the workman has been paid in lieu of such notice, wages for the period of the notice" shall be omitted; and (ii) in sub-section (9), after the words "six months", the following words shall be added, namely:- "and an amount equivalent to his three months average pay"

5. In the principal Act, in section 25-0, in sub-section (8), after the words "six months", the following words shall be added, namely:- "and an amount equivalent to his three months average pay" 6. In the principal Act, in Fifth Schedule, in part 11, after paragraph 5, the following Explanation shall be added, namely:- "Explanation.- For the purpose of this paragraph, 'go slow' means any such activity by any number of persons, employed in any industry, acting in combination or with common understanding, to slow down or to delay the process of production or work purposely whether called by work to rule or by any other name, so as the fixed or average or normal level of production or work or output of workman or workmen of the establishment is not achieved: Provided that all necessary ingredients or inputs for standard quality production or work are made available in time and in sufficient quantity." 7. (1) The Industrial Disputes (Punjab Amendment) Ordinance, 2020, published in the Punjab Government Gazette (Extraordinary) dated the 11th August, 2020, is hereby repealed. 7 Substitution of section 25K of Central Act 14 of 1947. Amendment of section 25N of Central Act 14 of 1947. Amendment of section 25-0 of Central Act 14 of 1947. Amendment of Fifth Schedule of Central Act 14 of 1947. Repeal and 8 [PART 11—SEC. 3(ii)] THE GAZETTE OF INDIA : EXTRAORDINARY saving. (2) Notwithstanding such repeal, anything done or any action taken under the principal Act, as amended by the Ordinance referred to in sub-section (1), shall be deemed to have been done or taken under the principal Act, as amended by this Act. S.K. AGGARWAL Secretary to the Government of Punjab Department of Legal and Legislative Affairs. Uploaded by Dte. of Printing at Government of India Press, Ring Road, Mayapuri, New Delhi- and Published by the Controller of Publications, Delhi-110054. SARVESH KUMAR SRIVASTAVA 110064

