

## The Industrial Disputes (Gujarat Amendment) Act, 1962

22 of 1962

**Keyword(s):**

Industrial Disputes, Labour Court, Workmen, Employers, Special Economic Zone, Wages, Compensation

Amendments appended: 28 of 1977, 20 of 1984, 12 of 2004

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# The Gujarat Government Gazette

## EXTRAORDINARY

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Separate paging is given to this Part in order that it may be filed as a separate compilation.

### PART IV

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and Regulations made by the Governor.

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M. G. MONANI,

Secretary to the Government of Gujarat,  
Legal Department.

#### GUJARAT ACT No. XXII OF 1962

(First published, after having received the assent of the President in the "Gujarat Government Gazette" on the 9th August 1962).

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

It is hereby enacted in the Thirteenth Year of the Republic of India as follows:—

1. (1) This Act may be called the Industrial Disputes (Gujarat Amendment) Act, 1962.

(2) It shall come into force at once.

2. In the Industrial Disputes Act, 1947, in its application to the State of Gujarat after section 7C the following section shall be inserted, namely:—

as Short title and commencement

Insertion of section 7D in Act XIV of 1947.



## 332 GUJ. GOVT. GAZ., EX., AUGUST 9, 1962/SRAVANA 18, 1884 [PART IV

Certain District Judges qualified for appointment on Tribunal constituted by State Government.

“7 D. Notwithstanding anything contained in sub-section (1) of section 7A--

(1) the State Government may constitute an Industrial Tribunal under that sub-section for performing such other functions as may be assigned to it under this Act;

(2) where the State Government constitutes a Tribunal under section 7A, the Tribunal may consist of a person who is, or has been, for a period of not less than 5 years, a District Judge or Additional or Joint District Judge and, notwithstanding anything contained in sub-section (3) of section 7A but subject to section 7C, such person shall be deemed to be qualified for appointment as the presiding officer of the Tribunal;

(3) the appointment of a person qualified under clause (2) shall be made after consultation with the High Court”.

Repeal of Guj. Ord. No. V of 1962.

3. The Industrial Disputes (Gujarat Amendment) Ordinance, 1962 is hereby repealed and the provisions of sections 7 and 25 of the Bombay General Clauses Act, 1904 shall apply to such repeal as if that Ordinance were an enactment.

Guj.  
Ord.  
No. V  
of  
1962.  
Bom.  
I of  
1904.

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**PART IV**

**Acts of the Gujarat Legislature and Ordinances promulgated and  
 Regulations made by the Governor.**

The following Act of the Gujarat Legislature having been assented to on the 7th September, 1977 by the Vice-President discharging the functions of the President, is hereby published for general information.

N. C. BUCH,  
 Joint Secretary to the Government of Gujarat,  
 Legal Department.

**GUJARAT ACT NO. 28 OF 1977.**

(First published, after having received the assent of the Vice-President discharging the functions of the President, in the "Gujarat Government Gazette" on the 30th September, 1977.

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

It is hereby enacted in the Twenty-eighth Year of the Republic of India as follows :—

1. (1) This Act may be called the Industrial Disputes (Gujarat Amendment) Act, 1977. Short title and commencement.

(2) It shall come into force on such date as the State Government may, by notification in the *Official Gazette*, appoint.



Amendment  
of section 7  
of Act 14  
of 1947.

2. In the Industrial Disputes Act, 1947 in its application to the State of Gujarat (hereinafter referred to as "the principal Act"), in section 7, in sub-section (3),—

(i) in clause (b), after the words "Additional District Judge," the words "or a Joint Judge or an Assistant Judge" shall be inserted;

(ii) in clause (d), for the words "seven years" the words "five years" shall be substituted;

(iii) in clause (e), for the words "five years" the words "three years" shall be substituted and the word "or" shall be added at the end;

(iv) after clause (e), the following clause shall be added, namely :—

"(f) he has practised as an advocate or attorney for not less than seven years in a High Court or any Court subordinate thereto or in any Industrial Court or Industrial Tribunal or Labour Court constituted under any law for the time being in force."

Amendment  
of section 7A  
of Act 14 of  
1947.

3. In the principal Act, in section 7A, in sub-section (3),—

(i) in clause (aa), after the words "an Additional District Judge" the words "or a Joint Judge or an Assistant Judge" shall be inserted ;

(ii) in clause (b), the word "or" shall be added at the end ;

(iii) after clause (b), the following clause shall be added, namely :—

"(c) he has for not less than five years been the presiding officer of a Labour Court constituted under any law for the time being in force."

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सत्यमेव जयते

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**PART IV**

Acts of the Gujarat Legislature and Ordinances promulgated and Regulations made by the Governor.

The following Act of the Gujarat Legislature having been assented to by the President on the 20th October 1984 is hereby published for general information.

J. P. VASAVADA,

Secretary to the Government of Gujarat,  
 Legal Department.

**GUJARAT ACT NO. 20 OF 1984.**

(First published, after having received the assent of the President in the "Gujarat Government Gazette" on the 22nd October, 1984.).

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

It is hereby enacted in the Thirty-fifth Year of the Republic of India as follows :—

1. This Act may be called the Industrial Disputes (Gujarat Amendment) Act, 1984. Short title.

Act  
XIV of  
1947.

2. In the Industrial Disputes Act, 1947 in its application to the State of Gujarat (hereinafter referred to as "the principal Act"), after section 25S, the following new section shall be inserted, namely :—

Insertion of  
new section  
25SS in Act  
XIV of 1947.



Removal of doubt as to effect of other laws.

“25SS. For the removal of doubt it is hereby declared that notwithstanding anything contained in any other law for the time being in force in the State providing for settlement of Industrial disputes, the rights and liabilities of employers and workmen in relation to closure shall be determined in accordance with the provisions of this Chapter.”

Transitory Provision.

3. Where before the commencement of the Industrial Disputes (Gujarat Amendment) Ordinance, 1984, any notice is served on the State Government or an authority specified under clause (c) of sub-section (1) of section 25N of the principal Act, and such notice is pending before the State Government or, as the case may be, such authority at the commencement of the said Ordinance, the same shall be disposed of by the State Government or such authority as if the principal Act had not been amended by the Industrial Disputes (Amendment) Act, 1984.

Repeal and Savings.

4. (1) The Industrial Disputes (Gujarat Amendment) Ordinance, 1984 is hereby repealed.

Guj.  
Ord. 6  
of  
1984.

(2) Notwithstanding such repeal anything done or any action taken under the principal Act as amended by the said Ordinance, shall be deemed to have been done or taken under the principal Act as amended by clause (b) of section 2, clause (a) of section 4 and sections 12, 14 and 15 of the Industrial Disputes (Amendment) Act, 1982 and by sections 4, 5 and 6 of the Industrial Disputes (Amendment) Act, 1984 as if clause (b) of section 2, clause (a) of section 4 and sections 12, 14 and 15 of the Industrial Disputes (Amendment) Act, 1982 and sections 4, 5 and 6 of the Industrial Disputes (Amendment) Act, 1984 had in relation to the principal Act come into force on the 7th June, 1984.

Extra No. 14

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सत्यमेव जयते

# The Gujarat Government Gazette

## EXTRAORDINARY

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### PART - IV

Acts of the Gujarat Legislature and Ordinances promulgated  
and Regulations made by the Governor.

The following Act of the Gujarat Legislature, having been assented  
to by the President on the 29<sup>th</sup> March, 2004 is hereby published for general  
information.

S. S. PARMAR,

Secretary to the Government of Gujarat,  
Legislative and Parliamentary Affairs Department.

GUJARAT ACT No. 12 OF 2004.

(First published, after having received the assent of the President in  
the "Gujarat Government Gazette", on the 30<sup>th</sup> March, 2004).

### AN ACT

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

It is hereby enacted in the Fifty-fifth Year of the Republic of India  
as follows :-

1. (1) This Act may be called the Industrial Disputes (Gujarat  
Amendment) Act, 2004.

(2) It shall be deemed to have come into force on the 10<sup>th</sup> February,  
2004.

Short title  
and  
commence-  
ment.



**Amendment  
of section 2  
of XIV of  
1947.**

2. In the Industrial Disputes Act, 1947 in its application to the State of Gujarat (hereinafter referred to as "the principal Act"), in section 2, -

**XIV  
of  
1947.**

(1) in clause (k), the words and letters "but does not include the termination of the service of a workman in accordance with the provisions of Chapter V-D" shall be added at the end;

(2) in clause (oo), -

(i) in sub-clause (c), the word "or" shall be added at the end;

(ii) after sub-clause (c), the following sub-clause shall be added, namely :-

"(d) termination of the service of a workman in an industrial establishment situate in the Special Economic Zone declared as such by the Government of India;"

(3) after clause (q), the following clause shall be inserted, namely :-

"(qa) "termination" means discontinuation by the employer of the service of a workman in an industrial establishment situate in the Special Economic Zone declared as such by the Government of India for any reason whatsoever, otherwise than as a punishment inflicted by way of disciplinary action, but does not include -

(a) voluntary retirement of the workman; or

(b) retirement of the workman on reaching the age of superannuation if the contract of employment between the employer and the workman concerned contains a stipulation in that behalf; or

(c) termination of the service of the workman as a result of the non-renewal of the contract of employment between the employer and the workman concerned on its expiry or of such contract being terminated under a stipulation in that behalf contained therein; or

(d) termination of the service of a workman on the ground of continued ill-health;"

3. In the principal Act, after Chapter V-C, the following Chapter shall be inserted, namely:-

**Insertion of new Chapter V-D in XIV of 1947.**

#### "CHAPTER V-D

**25V.** (1) The provisions of Chapters V-A and V-B shall not apply to an industrial establishment to which Chapter V-D applies.

**Special provisions for Special Economic Zone.**

(2) The provisions of this Chapter shall apply to an industrial establishment set up in the Special Economic Zone declared as such by the Government of India.

**25W.** For the purposes of this Chapter, -

**Definitions of continuous service.**

(1) a workman shall be said to be in continuous service for a period if he is, for that period, in uninterrupted service, including service which may be interrupted on account of sickness or authorised leave or an accident or a strike, which is not illegal, or a lock out or a cessation of work which is not due to any fault on the part of the workman;

(2) where a workman is not in continuous service within the meaning of clause (1) for a period of one year or six months, he shall be deemed to be in continuous service under an employer -

(a) for a period of one year, if the workman, during a period of twelve calendar months preceding the date with reference to which calculation is to be made, has actually worked under the employer for not less than -

(i) one hundred and ninety days in the case of a workman employed below ground in a mine; and

(ii) two hundred and forty days, in any other case;

(b) for a period of six months, if the workman, during a period of six calendar months preceding the date with reference to which calculation is to be made, has actually worked under the employer for not less than -

(i) ninety-five days, in case of a workman employed below ground in a mine; and

(ii) one hundred and twenty days, in any other case.

*Explanation.*- For the purposes of clause (2), the number of days on which a workman has actually worked under an employer shall include the days on which -

- (i) he has been laid off under an agreement or as permitted by standing orders made under the Industrial Employment (Standing Orders) Act, 1946 or under this Act or under any other law applicable to the industrial establishment;
- (ii) he has been on leave with full wages, earned in the previous year;
- (iii) he has been absent due to temporary disablement caused by accident arising out of and in the course of his employment; and
- (iv) in the case of a female, she has been on maternity leave; so however, that the total period of such maternity leave does not exceed twelve weeks.

Right of  
workmen laid  
off for  
compensation.

**25X.** Whenever a workman (other than a *badli* workman or a casual workman) whose name is borne on the muster rolls of an industrial establishment and who has completed not less than one year of continuous service under an employer is laid off, whether continuously or intermittently, he shall be paid by the employer for all days during which he is so laid off, except for such weekly holidays as may intervene, compensation which shall be equal to fifty per cent. of the total of the basic wages and dearness allowance that would have been payable to him had he not been so laid off:

Provided that if during any period of twelve months, a workman is so laid off for more than forty-five days, no such compensation shall be payable in respect of any period of the lay off after the expiry of the first forty-five days :

Provided further that it shall be lawful for the employer in any case falling within the foregoing proviso to terminate the workman in accordance with the provisions contained in section 25ZA at any time after the expiry of the first forty-five days of the lay-off and when he does so, any compensation paid to the workman for having been laid off during the preceding twelve months may be set off against the compensation payable for termination.

*Explanation.*- "*Badli* workman" means a workman who is employed in an industrial establishment in the place of another workman whose name is borne on the muster rolls of the establishment, but shall cease to be

regarded as such for the purposes of this section, if he has completed one year of continuous service in the establishment.

**25Y.** Notwithstanding that workmen in any industrial establishment have been laid off, it shall be the duty of every employer to maintain for the purposes of this Chapter a muster roll, and to provide for the making of entries therein by workmen who may present themselves for work at the establishment at the appointed time during normal working hours.

**Duty of employer to maintain muster rolls of workmen.**

**25Z.** No compensation shall be paid to a workman who has been laid off –

**Workman not entitled to compensation in certain cases.**

- (i) if he refuses to accept any alternative employment in the same establishment from which he has been laid off, or in any other establishment belonging to the same employer situate in the same town or village or situate within a radius of five miles from the establishment to which he belongs, if, in the opinion of the employer, such alternative employment does not call for any special skill or previous experience and can be done by the workman, provided that the wages which would normally have been paid to the workman are offered for the alternative employment also;
- (ii) if he does not present himself for work at the establishment at the appointed time during normal working hours at least once a day;
- (iii) if such laying off is due to strike or slowing down of production on the part of workmen in another part of the establishment.

**25ZA. (1)** No workman employed in any industry who has been in continuous service for not less than one year under an employer shall be terminated (otherwise than as a punishment inflicted by way of disciplinary action) by that employer until –

**Conditions for termination of workman.**

- (a) the workman has been given one month's notice in writing and the period of notice has expired, or the workman has been offered in lieu of such notice, wages for the period of the notice;
- (b) the workman has been paid compensation equivalent to forty-five days salary for every completed year of continuous service in such manner as may be prescribed.

(2) Where the workman has been insured through insurance policy by the employer for the social security to receive the compensation in the case of termination, equivalent to forty-five days salary for every completed year of continuous service, the employer, instead of making payment of compensation under clause (b) of sub-section (1), shall forward all the necessary documents of such workman to the Insurance Company within fifteen days after termination.

**Compensation to workman in case of transfer of undertaking.**

**25ZB.** Where the ownership or management of an undertaking is transferred, whether by agreement or by operation of law, from the employer in relation to that undertaking to a new employer, every workman who has been in continuous service for not less than one year in that undertaking immediately before such transfer shall be entitled to notice and compensation in accordance with the provisions of section 25ZA, as if the workman had been terminated:

Provided that nothing in this section shall apply to a workman in any case where there has been a change of employers by reason of the transfer, if-

- (a) the service of the workman has not been interrupted by such transfer;
- (b) the terms and conditions of service applicable to the workman after such transfer are not in any way less favourable to the workman than those applicable to him immediately before the transfer; and
- (c) the new employer is, under the terms of such transfer or otherwise, legally liable to pay to the workman, in the event of his termination, compensation on the basis that his service has been continuous and has not been interrupted by the transfer.

**Sixty days notice to be given of intention to close down any undertaking.**

**25ZC.** An employer who intends to close down an undertaking, shall serve at least sixty days before the date on which the intended closure is to become effective, a notice, in the manner as may be prescribed, on the State Government stating clearly the reasons for the intended closure of the undertaking.

**Compensation to workman in case of closing down of undertaking.**

**25ZD.** Where an undertaking is closed down for any reason whatsoever, every workman who has been in continuous service for not less than one year in that undertaking immediately before such closure shall be entitled to compensation in accordance with the provisions of section 25ZA, as if the workman had been terminated."



PART IV]

GUJARAT GOVERNMENT GAZETTE, EX. 30-3-2004

14-7

Guj. Ord. 2  
of 2004.

4. (1) The Industrial Disputes (Gujarat Amendment) Ordinance, 2004, is hereby repealed. **Repeal and savings.**

(2) Notwithstanding such repeal, anything done or any action taken under the principal Act, as amended by the said Ordinance, shall be deemed to have been done or taken under the principal Act, as amended by this Act.

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Government Central Press, Gandhinagar