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मध्यप्रदेश राजपत्र

(असाधारण)
प्राधिकार से प्रकाशित

क्रमांक 194]

भोपाल, बुधवार, दिनांक 30 जुलाई 2025—श्रावण 8, शक 1947

विधि और विधायी कार्य विभाग

भोपाल, दिनांक 30 जुलाई 2025

क्र. 7459-104-इक्कीस-अ (प्रा.)—भारत के संविधान के अनुच्छेद 348 के खण्ड (3) के अनुसरण में, मध्यप्रदेश श्रम विधियां (संशोधन) और प्रकीर्ण उपबंध विधेयक, 2025 (क्रमांक 5 सन् 2025) का अंग्रेजी अनुवाद राज्यपाल के प्राधिकार से एतद्द्वारा प्रकाशित किया जाता है.

मध्यप्रदेश के राज्यपाल के नाम से तथा आदेशानुसार,
आर. पी. गुप्ता, अतिरिक्त सचिव.

MADHYA PRADESH BILL

NO. 5 OF 2025

**THE MADHYA PRADESH LABOUR LAWS (AMENDMENT) AND
MISCELLANEOUS PROVISIONS BILL, 2025**

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MADHYA PRADESH BILL**NO. 5 OF 2025****THE MADHYA PRADESH LABOUR LAWS (AMENDMENT) AND
MISCELLANEOUS PROVISIONS BILL, 2025**

A Bill further to amend the-

- (i) Contract Labour (Regulation and Abolition) Act, 1970 (No. 37 of 1970);
- (ii) Factories Act, 1948 (No. 63 of 1948);
- (iii) Industrial Disputes Act, 1947 (No. 14 of 1947);

in their application to the State of Madhya Pradesh and to make miscellaneous provisions.

Be it enacted by the Madhya Pradesh Legislature in the seventy-sixth year of the Republic of India as follows:-

PART I**PRELIMINARY**

1. (1) This Act may be called the Madhya Pradesh Labour Laws (Amendment) and Miscellaneous Provisions Act, 2025.

Short title and commencement.

(2) It shall come into force from the date of its publication in the Madhya Pradesh Gazette.

PART II**AMENDMENT OF THE CONTRACT LABOUR (REGULATION AND
ABOLITION) ACT, 1970**

2. The Contract Labour (Regulation and Abolition) Act, 1970 (No. 37 of 1970) (hereinafter in this part referred to as the principal Act) shall in its application to the State of Madhya Pradesh be amended in the manner hereinafter provided in this Part.
3. In the principal Act, in sub-section (4) of Section 1,-
- (i) in clause (a), for the words "twenty or more workmen", the words "fifty or more workmen" shall be substituted.
 - (ii) in clause (b), for the words "twenty or more workmen", the words "fifty or more workmen" shall be substituted.
 - (iii) in the proviso, for the words "workmen less than twenty", the words "workmen less than fifty" shall be substituted.

Amendment of Central Act No. 37 of 1970 in its application to the State of Madhya Pradesh.

Amendment of Section 1.

PART III**AMENDMENT OF THE FACTORIES ACT, 1948**

Amendment of Central Act No. 63 of 1948 in its application to the State of Madhya Pradesh.

4. The Factories Act, 1948 (No. 63 of 1948) {hereinafter in this Part referred to as the principal Act) shall in its application to the State of Madhya Pradesh be amended in the manner hereinafter provided in this Part.

Amendment of Section 2.

5. In Section 2 of the principal Act, in clause (m),-

- (i) in sub-clause (i), for the words "ten or more workers", the words "twenty or more workers" shall be substituted;
- (ii) in sub-clause (ii), for the words "twenty or more workers", the words "forty or more workers" shall be substituted;

Amendment of Section 85.

6. In Section 85 of the principal Act, in sub-section (1), in clause (i), for the words "less than ten" the words "less than twenty" shall be substituted and further for the words "less than twenty", the words "less than forty" shall be substituted.

PART IV**AMENDMENT OF THE INDUSTRIAL DISPUTES ACT, 1947**

Amendment of Central Act No. 14 of 1947 in its application to the State of Madhya Pradesh.

7. The Industrial Disputes Act, 1947 (No. 14 of 1947) (hereinafter in this Part referred to as the principal Act) shall in its application to the State of Madhya Pradesh be amended in the manner hereinafter provided in this Part.

Amendment of Section 22.

8. In Section 22 of the principal Act ,-

- (i) in sub-section (1), after the words "a public utility service", the words "or any industrial establishment" shall be inserted;
- (ii) in sub-section (2), after the words "any public utility service", the words "or any industrial establishment" shall be inserted.

PART V**MISCELLANEOUS PROVISIONS**

Power to make rules.

9. (1) The State Government, subject to the condition of previous publication, may make rules for the purpose of giving effect to the provisions of this Act.
- (2) All rules made under this Act shall, as soon as after they are made, be laid on the table of the Legislative Assembly.

Removal of difficulties.

- 10.(1) If any difficulty arises in giving effect to the provisions of this Act, the State Government may, by general or special order published in the Gazette, make such provision not inconsistent with the provisions of this Act as appear to it to be necessary or expedient for removal of the difficulty.
- (2) Every order made under sub-section (1) shall be laid on the table of the Legislative Assembly.

STATEMENT OF OBJECTS AND REASONS

Ministry of Labour and Employment, Government of India has expected of all the States to make necessary amendments in the Contract Labour (Regulation and Abolition) Act, 1970, the Factories Act, 1948 and the Industrial Disputes Act, 1947, so that industries can be run smoothly in all the States.

2. At present, clause (a) of sub-Section (4) of Section 1 of the Contract Labour (Regulation and Abolition) Act, 1970 (No. 37 of 1970), provides for registration of all principal employers employing 20 or more contract labourers in their establishments and clause (b) provides for licence of all contractors employing 20 or more contract labourers in their contractorship. Therefore, it is proposed to amend the appropriate provisions under Section 1 of the said Act for increasing the limit for licence and registration from 20 contract labourers to 50 contract labourers. As a result, small contractors and major employers employing less than 50 contract workers shall not be required to follow the procedures and provisions of the Contract Labour Act, unnecessarily, as well as principal employers shall be encouraged to employ workers directly in their establishments.

3. Under the provision of the labour reforms, requires that the applicability of the Factories Act, 1948 (No. 63 of 1948) from the present threshold of 10 workers employed in power-assisted manufacturing premises and from the present threshold of 20 workers employed in non-power-assisted manufacturing premises be raised to 20 workers and 40 workers respectively. At present the provision under sub-clause (i) of clause (m) of Section 2 of the Act, the occupier of a power-assisted factory employing 10 or more workers has to obtain registration and under sub-clause (ii) if 20 or more workers are employed in a factory running without the aid of power, the concerned occupier has to obtain registration.

4. Under the provision of Section 85 of the Factories Act, 1948, the State Government has been empowered to implement the provision of the Act on any premises carrying out the manufacturing process even if the employment is less than the above-mentioned thresholds, i.e. 0 to 9 workers. Hence, this Section is also to be amended and the threshold of employment has to be increased from 0 to 19 workers in establishment running with the aid of power and from 0 to 39 in establishment running without the aid of power. It is required that under Section 2, the threshold number of workers required for registration under the said Act in premises where manufacturing is carried out with the aid of power shall be increased from 10 to 20 and in premises where manufacturing is carried out without aid of power, the threshold number of workers required for registration under the said Act shall be increased from 20 to 40. Consequently, small manufacturing units employing 10 to 20 workers shall not be required to follow the procedures and provisions of the said Act unnecessarily. Keeping in view the amendment in Section 2 as mentioned above, it is necessary that small and very small establishments where manufacturing work of hazardous nature is carried out shall not be out of the purview of the said Act. Hence, the above-mentioned proposed amendment in Section 85 is also required to be enacted.

5. It is also required to make certain amendments in the Industrial Disputes Act, 1947 (No. 14 of 1947) for inducting the provisions of notice before any strike and lockout in all industrial establishment or undertakings. At present, Section 22 makes such notice essential only in public utility services before any call of strike by the workmen and lockout by the employers. Therefore, it is proposed to amend the appropriate provisions under Section 22 of the said Act for inducting the provisions of notice before any strike and lockout in all industrial establishments by adding the words "Industrial establishment" in addition to the existing words "in public utility service" at the appropriate place. The proposed provision shall provide the industrial relations maintenance mechanism, the management and the workers with enough time to take appropriate steps for resolving the issues and disputes related to such call for strikes and lockouts and shall also be able to maintain

industrial peace and harmony in all the industrial establishments. This shall result in creating a better environment for investment in the area and generating more opportunities for employment too.

6. Hence this Bill.

BHOPAL:

Dated the 30th June, 2025

PRAHLAD PATEL

Member-In-Charge.