



**GOVERNMENT OF JAMMU AND KASHMIR  
LABOUR AND EMPLOYMENT DEPARTMENT  
CIVIL SECRETARIAT, JAMMU**

**Notification**

**Jammu, 23<sup>rd</sup> March, 2026**

S.O. 72 The following draft rules, which the Jammu and Kashmir Government proposed to make in exercise of the powers conferred by section 99 of the Industrial Relations Code, 2020 (35 of 2020) read with section 24 of the General Clauses Act, 1897 (10 of 1897), Notification S.O 2750(E) dated 22.06.2023, issued by the Ministry of Home Affairs, Government of India and in supersession of the: -

- (i) The Jammu and Kashmir Trade Union Regulations, 1972,
- (ii) The Industrial Employment (Standing Orders) Jammu and Kashmir Rules, 1972;
- (iii) The Industrial Disputes (Jammu and Kashmir State) Rules, 1972.

Except as respects things done or omitted to be done before such supersession, are hereby notified, as required by sub-section (1) of said section 99, for information of all persons likely to be affected thereby and notice is hereby given that the said draft notification will be taken into consideration after the expiry of a period of forty five days from the date on which the copies of the Official Gazette in which this notification is pre-published are made available to the public;

Objections or suggestions, if any, may be addressed to Secretary, Labour and Employment, ([secy.le.jk@jk.gov.in](mailto:secy.le.jk@jk.gov.in)), Additional Secretary, Labour and Employment Department ([shahid.mehmood@jk.gov.in](mailto:shahid.mehmood@jk.gov.in)), and Clerical Hall of Labour and Employment ([labour-emp@jk.gov.in](mailto:labour-emp@jk.gov.in)) Civil Secretariat, J&K.

Objections and suggestions, which will be received from any person/union with respect to the said draft notification before expiry of the period specified above, will be considered by the Jammu and Kashmir Government.

**Draft Rules**

**CHAPTER I**

**Preliminary**

**1. Short title, application and commencement. –**

- (i) These rules may be called The Jammu and Kashmir Industrial Relation Rules, 2026;

- (ii) They shall extend to the territorial jurisdiction of Jammu and Kashmir;
- (iii) They shall come into force on the date of their publication in the Official Gazette.

**1A. Definition.** — (1) In these rules, unless the context otherwise requires: —

- (a) **"Code"** means the Industrial Relations Code, 2020;
- (b) **"Electronically"** means any information submitted by email or uploading on the designated portal or digital payment in any mode for the purpose of Code;
- (c) **"Form"** means a form appended to these rules;
- (d) **"Protected workman"** means workman as defined in Chapter XIII of these rules;
- (e) **"Section"** means the section of the Code;
- (f) **"Tribunal"** means industrial tribunal established under this Code by Government of Jammu and Kashmir.

(2) The words and expressions used in these rules which are not defined therein, but are defined in the Code, shall have their respective meaning as assigned to them in the Code.

**3. Written Agreement for the settlement before the Conciliation Officer under clause (zi) of section 2.**— The Agreement under clause (zi) of section 2 for written agreement between the employer and worker shall be in the form specified in (Form-I) and shall be signed by the parties in the agreement and a copy thereof shall be sent to the concerned Conciliation Officer.

## CHAPTER II

### Bi-Partite Forums

#### **3. Constitution of Works Committee etc. under section 3. —**

(1) Every employer to whom an order made under sub-section (1) of section 3 relates, shall forthwith proceed to constitute a Works Committee in the manner as is specified in the following sub-rules.

(2) The number of members constituting the Committee shall be fixed so as to afford representation to the various categories, groups and class of workers engaged in, and to the sections, shops or departments of the establishment:

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Provided that the total number of members of the Works Committee shall not exceed twenty:

Provided further that the number of representatives of the worker in the Works Committee shall not be less than the number of representatives of the employer therein.

(3) Subject to the provisions of this rule, the representatives of the employer in the Works Committee shall be nominated by the employer and shall, as far as may be possible, be officials in direct touch with or associated with, the working of the industrial establishment.

(4) (a) Where any workers of the industrial establishment are members of a registered Trade Union, the employer shall ask such Trade Union to inform him in writing as to—

(i) How many of the workers are members of such Trade Union; and

(b) Where an employer has reason to believe that the information furnished to him under clause (a) by the registered Trade Union is false, he may, after informing such Trade Union, refer the matter to the Assistant Labour Commissioner having jurisdiction, who shall, after hearing the parties, decide the matter and his decision shall be final.

(5) On receipt of the information called for under sub-rule (4), the employer shall provide for the selection of workers' representative on the Committee in two following groups, namely: —

- (a) registered Trade Union may choose their representatives as members for works committee in the proportion of their membership;
  - (b) where there is no registered Trade union, workers may choose amongst themselves representatives for works committee.
- (6) (a) The Works Committee shall have among its office-bearers a Chairman, a Vice-Chairman, a Secretary and a Joint Secretary. The Secretary and the Joint-Secretary shall be elected every year;
- (b) the Chairman shall be nominated by the employer from amongst the employer's representatives on the Works Committee and he shall, as far as possible, be the head of the industrial establishment;
- (c) the Vice-Chairman shall be elected by the members, on the Works Committee representing the workers, from amongst themselves:

Provided that in the event of equality of votes in the election of the Vice-Chairman, the matter shall be decided by a draw of a lot:

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(d) the Works Committee shall elect the Secretary and the Joint Secretary provided that where the Secretary is elected from amongst the representatives of the employers, the Joint Secretary shall be elected from amongst the representatives of the workers and vice versa:

Provided that the post of the Secretary or the Joint Secretary, as the case may be, shall not be held by a representative of the employer or the worker for two consecutive years:

Provided that the representatives of the employer shall not take part in the election of the Secretary or Joint Secretary, as the case may be, from amongst the representatives of the workers and only the representatives of the workers shall be entitled to vote in such elections.

(e) In any election under clause (d), in the event of equality of votes, the matter shall be decided by a draw of lot.

(7) (a) the term of office of the representatives on the Works Committee other than a member chosen to fill a casual vacancy shall be two years;

(b) A member chosen to fill a casual vacancy shall hold office for the unexpired term of his predecessor;

(c) A member who without obtaining leave from the Works Committee, fails to attend three consecutive meetings of the Committee shall forfeit his membership.

(8) In the event of workers' representative ceasing to be a member under clause (c) of sub-rule (7) or ceasing to be employed in the establishment or in the event of his resignation, death or otherwise, his successor shall be chosen in accordance with the provisions of this rule from the same group to which the member vacating the seat belonged.

(9) The Works Committee shall have the right to co-opt in a consultative capacity, persons employed in the industrial establishment having particular or special knowledge of a matter under discussion. Such co-opted member shall not be entitled to vote and shall be present at meetings only for the period during which the particular question is before the Works Committee.

(10) (a) the Works Committee may meet as often as necessary but not less often than once in three months.

(b) the Works Committee shall at its first meeting regulate its own procedure.

(11) (a) the employer shall provide accommodation for holding meetings of the Works Committee. He shall also provide all necessary facilities to the Works Committee and to the members thereof for carrying out the work of the Works Committee. The Works Committee shall ordinarily meet during working hours of the industrial establishment concerned on any working day

and the representative of the workers shall be deemed to be on duty while attending the meeting;

- (b) the Secretary of the Works Committee may with the prior concurrence of the Chairman, put up notice regarding the work of the Works Committee on the notice board of the industrial establishment.

**4. Manner of choosing members from the employers and the workers for Grievance Redressal Committee under sub-section (2) of section**

**4.** — The Grievance Redressal Committee shall consist of equal number of members representing the employer and the workers, which shall not exceed ten.

(2) The representatives of the employer shall be nominated by the employer and shall, as far as may be possible, be officials in direct touch with or associated with the working of the industrial establishment, preferably the heads of major departments of the industrial establishment.

(3) The representatives of the workers shall be chosen by the registered Trade Union. In case where there is no registered Trade union the member may be chosen by the workers of the industrial establishment:

Provided that there shall be adequate representation of women workers in the Grievance Redressal Committee and such representation shall not be less than the proportion of women workers to the total workers employed in the industrial establishment:

Provided further that the tenure of the members of the Grievance Redressal Committee shall be coterminous with the tenure of the members of the registered Trade Union:

Provided further that in the absence of registered Trade Union, the tenure of members of Grievance Redressal Committee shall be for a period of two years from the date of the constitution of the Grievance Redressal Committee.

(4) Where any workers of the industrial establishment are members of a registered Trade Union, the employer shall ask such Trade Union to inform him in writing as to—

- (a) how many of the workers are members of such Trade Union;
- (b) Where an employer has reason to believe that the information furnished to him under clause (a) by the registered Trade Union is false, he may, after informing such Trade Union, refer the matter to the Assistant Labour Commissioner having jurisdiction who shall, after hearing the parties, shall decide the matter and his decision shall be final.

(5) On receipt of the information called for under sub-rule (4), the employer shall provide for the selection of workers' representative on the Committee by two following groups, namely: —





- (a) registered Trade Union may choose their representatives as members for Grievance Redressal Committee in the proportion of their membership.
- (b) such workers those who are not member of registered Trade Union, may choose amongst themselves representatives for the Grievance Redressal Committee.

5. **Application in respect of any dispute to be filed before the Grievance Redressal Committee by any aggrieved worker under sub-section (5) of section 4.**—Any aggrieved worker may file an application stating his dispute therein before the Grievance Redressal Committee giving his name, designation, employee Code, Department where posted, length of service in years, category of worker, address for correspondence, contact number, details of grievances and relief sought. Such application may be sent electronically or otherwise. The Grievance may be raised within one year from the date on which the cause of action of such dispute arises.

6. **Manner of filing application for the conciliation of grievance as against the decision of the Grievance Redressal Committee to the conciliation officer under sub-section (8) of section 4.**—Any worker who is aggrieved by the decision of the Grievance Redressal Committee or whose grievance is not resolved by the said Committee within thirty days of receipt of the application, may file an application through official web Portal of the Labour Commissioner J&K or by registered post or speed post within a period of sixty days from the date of the decision of the Grievance Redressal Committee or from the date on which the period specified in sub-section (6) of section 4 expires, as the case may be, to the conciliation officer through the Trade Union, of which he is a member or otherwise :

Provided that in case of manual receipt of such application through registered post or speed post, the conciliation officer shall get the same digitized and enter the particulars of the application in the online mechanism under intimation to the concerned worker.

### CHAPTER III

#### Trade Unions

##### **7. Payment of subscription under clause (f) of section 7. —**

- (i) The payment of a subscription shall be from ordinary as well as honorary members of the trade union;
- (ii) The ordinary as well as honorary members of the trade union along with any of the permanent citizen of India living in any part of the country can donate towards the general fund of the union

electronically or through crossed cheque or draft payable to the union;

- (iii) The admission subscriptions for the members of the Trade Union shall be Rs. 100/- and monthly subscription shall not be less than Rs. 30/- per member.

**8. Safe Custody of the funds of the Trade Union and Annual audit under clause (j) of section 7.—** (1) The funds of the registered trade union shall be deposited in any scheduled bank in the name of the union:

Provided that 2% of the total funds available with the union shall be kept at the disposal of the two executive members i. e. president, secretary and cashier for meeting any exigency pertaining to the routine affairs of the said union.

- (2) **Auditors.** —The annual audit of the accounts of any registered trade union shall be conducted by an auditor authorized to audit the accounts of companies under section 144 (1) of the Indian Companies Act, 1913 or under section 8(2) of the Indian Companies (Amendment) Act.

**Exception.** —Notwithstanding anything contained in these rules, no person, who, at any time during the year, was entrusted with any part of the funds or securities belonging to the Trade Union shall be eligible to audit the accounts of the Union.

- (3) **Audit of funds.**—The auditor or auditors appointed in accordance with these rules shall be given access to all the books of the Trade Union and shall verify the annual return with the accounts and vouchers relating thereto and shall thereafter sign the auditor's declaration appended in (Form-II), indicating separately on that form under his signature or their signatures a statement showing in what respect he or they find the return to be incorrect, unvouched or not in accordance with the Act. The particulars given in this statement shall indicate: —

- (i) every payment which appears to be unauthorized by the rules of Trade Union or contrary to the provisions of the Act;
- (ii) the amount of any deficiency or loss which appears to have been incurred by the negligence or misconduct of any person;
- (iii) the amount of any sum which ought to have been but is not brought to account by any person.

**(4) Audit of separate fund to be constituted under sub-section (2) of section 15.** The audit of the separate fund of a registered Trade Union shall be carried out with the audit of the general account of the Trade Union by the same auditor or auditors.

9. **Declaration to be made by an affidavit under clause (a) of sub-section (1) of section 8.**— Every application under section 8 for registration of a Trade Union shall be accompanied by a declaration to be made by an affidavit in (Form-III).
10. **Assets and Liabilities of the Trade Union under sub-section (2) of section 8.**—Where a Trade Union has been in existence for more than one year before the making of an application for its registration, there shall be delivered to the Registrar, together with the application, a general statement of assets and liabilities of the Trade Union prepared in (Form-II) annexed to these rules.
11. **Register of Trade Union under sub-section (1) and sub-section (3) of section 9.**—The Register of Trade Unions as referred to above shall be maintained in (Form-IV).
12. **Certificate of Registration**— (1) The Certificate of Registration issued by the Registrar under sub-section (2) of section 9 shall be in (Form-V).
13. **Cancellation/Withdrawal of Registration under sub-section (5) of section 9.**—The Registrar on receiving an application for the cancellation/withdrawal of registration shall, before granting the approval, satisfy himself that the withdrawals or cancellation of registrations was approved by the general meeting of the Trade Union, or if it was not so approved, that it has the approval of the majority of the members of the Trade Union. For this purpose, he may call for such further particulars, as he may deem necessary and may examine any officer of the Union.
14. **Appeal under sub-section (1) of section 10.**—Any appeal made under sub-section (1) of section 10 of the Act must be filed within sixty days of the date on which the Registrar passed the order against which the appeal is made.
15. **Communications and Notices to a Registered Trade Union under sub-section (1) of section 11.**—All the communications and notices to a registered trade union shall be sent electronically or through registered post or speed post, or manually under proper receipt.
16. **Change in the particulars as per sub-section (3) of section 11.**—The Trade Union shall inform the Registrar of any change in the particulars given in the application for registration and in its constitution or rules electronically or through registered post or speed post, or manually under proper receipt.
17. (1). **Matters to be negotiated by a negotiating union or negotiating counsel in an industrial establishment under sub-section (1) of section 14.**— (1) There shall be a negotiating union or negotiating counsel as the case may be in an industrial establishment having registered

trade union for negotiating with the employer of the industrial establishment on the following matters: —

1. Classification of workers, whether permanent, temporary, apprentices, probationers, badlis or fixed term employment;
2. Manner of intimating to workers periods and hours of work, holidays, pay-days and wage rates;
3. Shift working;
4. Attendance and late coming;
5. Conditions of, procedure in applying for, and the authority which may grant leave and holidays;
6. Requirement to enter premises by certain gates, and liability to search;
7. Closing and reporting of sections of the industrial establishment, temporary stoppages of work and the rights and liabilities of the employer and workers arising therefrom;
8. Termination of employment, and the notice thereof to be given by employer and workers;
9. Suspension or dismissal for misconduct, and acts or omissions which constitute misconduct;
10. Means of redress for workers against unfair treatment or wrongful exactions by the employer or his agents or servants;
11. Any other matter which may be specified by the appropriate Government by notification.

(2) **Criteria to recognize Trade Union as sole negotiating union of the workers under sub-section (2) of section 14.**—Where only one Trade Union of workers registered under the provisions of this Code is functioning in an industrial establishment, then, the employer of such industrial establishment shall recognize such Trade Union as sole negotiating union of the workers subject to the criteria that such registered Trade Union of workers shall at all times continue to have not less than ten per cent of the workers or one hundred workers, whichever is less, subject to a minimum of seven, engaged or employed in an industrial establishment or industry with which it is connected, as its members.

(3) **Verification of a Trade Union by the employer of the industrial establishment under sub-section (3) and sub-section (4) of section 14.** —



- a. If more than one Trade Union of workers registered under this Code are functioning in an industrial establishment, then, the Trade Union having fifty-one per cent or more workers on the muster roll of that industrial establishment, after duly verified by a committee consisting of equal number of members from the management of establishment and the members of the registered Trade Unions functioning in that establishment, supporting that Trade Union shall be recognized by the employer of the industrial establishment, as the sole negotiating union of the workers ;
- b. If after verification as mentioned in clause (a), it is established that no such Trade Union has fifty-one per cent or more of workers on the muster roll of that industrial establishment, then, there shall be constituted by the employer of the industrial establishment, a negotiating council for negotiation on the matters referred to in sub-rule (1) consisting of the representatives of such registered Trade Unions which have the support of not less than twenty per cent of the total workers on the muster roll of that industrial establishment so verified and such representation shall be of one representative for each twenty per cent and for the remainder after calculating the membership on each twenty per cent.

(4) **Facilities to be provided by the Industrial Establishment under sub section 7 of section 14.** —The industrial establishment shall provide following facilities to a negotiating union or negotiating council: —

- i. notice board for the purpose of displaying information relating to activities; of negotiating union or negotiating council, as the case may be;
- ii. venue and necessary facilities for holding discussions by the negotiating union or negotiating council, as the case may be, as per the schedule and agenda to be settled between employer of the industrial establishment and the negotiating union or negotiating council, as the case may be;
- iii. venue and necessary facilities for holding discussions amongst the members of the negotiating union or constituents of negotiating council, as the case may be;
- iv. facility for entrance of the office bearers of the negotiating union or negotiating council, as the case may be, in the industrial establishment for the purpose of ascertaining the matters which are relating to working conditions of the workers;
- v. employers of the industrial establishment shall deduct subscription of the members of the Trade Union on the basis of the written consent of the worker;

- vi. when the office bearers of the negotiating union or negotiating council shall be holding meetings with the employer as per agreed schedule between employer and such employed office bearers shall be treated as on duty; and
- vii. employer of an industrial establishment, having three hundred or more workers, shall provide suitable office accommodation with necessary facilities to the negotiating union or negotiating council, as the case may be.

**18. Utilization of the general funds of a Trade Union under sub-section (1) of section 15.** —The general funds of a registered Trade Union shall not be spent on any objects other than specified below—

- (a) the payment of salaries, allowances and expenses to office bearers of the Trade Union;
- (b) the payment of expenses for the administration of the Trade Union, including audit of the accounts of the general funds of the Trade Union;
- (c) the prosecution or defence of any legal proceeding to which the Trade Union or any member thereof is a party, when such prosecution or defence is undertaken for the purpose of securing or protecting any rights of the Trade Union as such or any rights arising out of the relations of any member with his employer or with a person whom the member employs;
- (d) the conduct of trade disputes on behalf of the Trade Union or any member thereof;
- (e) the compensation of members for loss arising out of trade disputes;
- (f) allowances to members or their dependents on account of death, old age, sickness, accidents or unemployment of such members;
- (g) the issue of, or the undertaking of liability under, policies of assurance on the lives of members, or under policies insuring members against sickness, accident or unemployment;
- (h) the provision of educational, social or religious benefits for members (including the payment of the expenses of funeral or religious ceremonies for deceased members) or for the dependents of members;
- (i) the upkeep of a periodical published mainly for the purpose of discussing questions affecting employers or workmen as such; and
- (j) the payment, in furtherance of any of the objects on which the general funds of the Trade Union may be spent, of contributions to

any cause intended to benefit workmen in general, provided that the expenditure in respect of such contributions in any financial year shall not at any time during that year be in excess of one-fourth of the combined total of the gross income which has up to that time accrued to the general funds of the Trade Union during that year and of the balance at the credit of those funds at the commencement of that year.

**19. Constitution of a separate fund under sub-section (2) of section**

**15.**—(1) A registered Trade Union may constitute a separate fund, from contributions separately levied for or made to that fund, from which payments may be made, for the promotion of the civic and political interests of its members, in furtherance of any of the objects specified in sub-rule (2).

(2) The objects referred to in sub-rule (1) are: —

- (a) the payment of any expenses incurred, either directly or indirectly, by a candidate or prospective candidate for election as a member of any legislative body constituted under 2 [the Constitution] or of any local authority, before, during, or after the election in connection with his candidature or election; or
- (b) the holding of any meeting or the distribution of any literature or documents in support of any such candidate or prospective candidate; or
- (c) the maintenance of any person who is a member of any legislative body constituted under the Constitution or of any local authority; or
- (d) the registration of electors or the selection of a candidate for any legislative body constituted under the Constitution or for any local authority; or
- (e) the holding of political meetings of any kind, or the distribution of political literature or political documents of any kind.

(3) No member shall be compelled to contribute to the fund constituted under sub-rule (1) and a member who does not contribute to the said fund shall not be excluded from any benefits of the Trade Union, or placed in any respect either directly or indirectly under any disability or at any disadvantage as compared with other members of the Trade Union (except in relation to the control or management of the said fund) by reason of his not contributing to the said fund and contribution to the said fund shall not be made a condition for admission to the Trade Union.

20. **Subscriptions payable by the members of the Trade Union under sub-section (4) of section 15.** —The admission subscriptions for the members of the Trade Union shall be Rs. 100/- and monthly subscription shall not be less than Rs. 30/- per member.

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21. **Application for adjudication before Industrial Tribunal under sub-section (1) of section 22.** — Where any dispute arises between-

- (i) one Trade Union and another; or
- (ii) One or more workers who are members of Trade Union and the Trade Union regarding registration, administration or management or election of office bearers of the Trade Union; or
- (iii) One or more workers who are refused admission as members and the Trade Union; or
- (iv) Where the dispute is in respect of a Trade Union which is a federation of Trade Unions and office bearer authorized in this behalf by the Trade Union, then the aggrieved person may make application to the Tribunal having jurisdiction, within a period of one year from the date on which the dispute arises, electronically or by registered post or by speed post or in person.

22. **Manner of Amalgamation of Trade Unions under sub-section (2) of section 24.**—(1) Any two or more registered Trade Unions may become amalgamated together as one Trade Union with or without dissolution or division of the funds of such Trade Unions or either or any of them, provided that the votes of at least one-half of the members of each or every such Trade Union entitled to vote are recorded, and that at least sixty per cent of the votes recorded are in favour of the proposal.

2. Notice of change of name or amalgamation. —

- (1) Notice in writing of every change of name and of every amalgamation, signed, in the case of a change of name, by the Secretary and by seven members of the Trade Union changing its name, and, in the case of an amalgamation, by the Secretary and by seven members of each and every Trade Union which is a party thereto, shall be sent to the Registrar, and where the head office of the amalgamated Trade Union is situated in a different State, to the Registrar of such State.
- (2) The Registrar of the State in which the head office of the amalgamated Trade Union is situated shall, if he is satisfied that the provisions of this Act in respect of amalgamation have been complied with and that the Trade Union formed thereby is entitled to registration under section 6, register the Trade Union in the manner provided in section 6, and the amalgamation shall have effect from the date of such registration.
- (3) Effects of change of name and of amalgamation.—(1) The change in the name of a registered Trade Union shall not affect any rights or obligations of the Trade Union or render defective any legal proceeding by or against the Trade Union, and any legal proceeding which might have been continued or

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commenced by or against it by its former name may be continued or commenced by or against it by its new name.

(2) An amalgamation of two or more registered Trade Unions shall not prejudice any right of any of such Trade Unions or any right of a creditor of any of them.

23. **Funds of a dissolved Trade Union under sub-section (2) of section 25.**—Where it is necessary for the Registrar under section 25 to distribute the funds of a Trade Union which has been dissolved, he shall divide the funds in proportion to the amounts contributed by the members by way of subscription during their membership.

24. **Annual returns under clause (a) sub-section (1) of section 26.**—The annual return to be furnished under section 26 shall be submitted to the Registrar by the 31st day of July in each year and shall be in (Form-II).

25. **Recognition of the State Trade Union at the State Level under sub-section (2) of section 27.**—Where the Government of Jammu and Kashmir is of the opinion that it is necessary or expedient that a Trade Union or federation of Trade Unions is to be recognized as State Trade Union at the State/UT level, it may recognize such Trade Union or federation of Trade Unions as State Trade Union by issuing a notification in the Official Gazette containing the purpose of such recognition, and if any dispute arises in relation to such recognition, it shall be decided by the Industrial Tribunal constituted under sub-section (1) of section 44 after an application in this regard is filed before the Industrial Tribunal by a federation of unions having at least 10 registered unions as its members subject to a minimum membership of 1000 workers.

#### CHAPTER IV

#### Standing Orders

**26. Manner of forwarding information to certifying officer under sub-section (3) of section 30.**—(1) If the employer adopts the model standing order of the Central Government referred to in section 29 with respect to matters relevant to his industrial establishment or undertaking, then, he shall intimate the concerned certifying officer electronically the specific date from which the provisions of the model standing order which are relevant to his establishment have been adopted.

(2) On receipt of information in sub-rule (1) the certifying officer within a period of thirty days from such receipt may give his observation that the employer is required to include certain provisions which are relevant to his establishment and indicate those relevant provisions of the model standing orders which have not been adopted and shall also direct the employer to amend the standing order so adopted, by way of addition.

deletion or modification within a period of thirty days from the date of the receipt of such direction and ask for compliance report only in respect of provisions which the certifying officer seeks to get so amended and such report shall be sent electronically by the employer.

- (3) If no observation is made by certifying officer within a period of thirty days of the receipt of the information as specified in sub-rule (1) and (2), then, the standing order shall be deemed to have been adopted by the employer.

27. Manner of choosing representatives of workers of the industrial establishment or undertaking for issuing notice by certifying officer where there is no Trade Union operating, under clause (ii) of sub-section (5) of section 30. —Where there is no such Trade Union as is referred to in clause (i) of said sub-section (5), then, the certifying officer shall call a meeting of the workers to choose three representatives, to whom he shall, upon their being chosen, forward a copy of the standing order requiring objections, if any, which the workers may desire to make to the draft standing order to be submitted within fifteen days from the receipt of the notice.

28. **Manner of authentication of certified standing orders under sub-section (8) of section 30.**—Standing orders or modification in the standing orders, certified in pursuance of sub-section (8) of section 30 or the copies of the order of the appellate authority under sub-section (1) of section 33 shall be authenticated by the certifying officer or the appellate authority, as the case may be, and shall be sent electronically within a week to all concerned, but there shall not be any requirement of certification in cases of deemed certification under subsection (3) of section 30 and in cases where the employer has certified adoption of model standing orders.

29. **Statement to be accompanied with draft standing orders under sub-section (9) of section 30.**—A statement to be accompanied with—

- (i) draft standing order shall contain, the particulars such as name of the industrial establishment or undertaking concerned, address, e-mail address, contact number and strength and details of workers employed therein including particulars of Trade union to which such workers belong; and
- (ii) draft modification in the existing standing orders, shall contain the particulars of such standing orders which are proposed to be modified along with a tabular statement containing details of each of the relevant provision of standing order in force and proposed modification therein and reasons thereof and such statement shall be signed by a person authorized by the industrial establishment or undertaking.

30. **Conditions for submission of draft standing order in similar establishment under sub-section (10) of section 30.**—In cases of group

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of employer engaged in similar industrial establishment may submit a joint draft standing order under section 30 and for the purpose of proceedings specified in sub-sections (1), (5), (6), (8) and (9) thereof after consultation with the concerned Trade Union:

Provided that the joint draft standing orders, in cases of group of employers engaged in similar industrial establishments, will be drafted and submitted to the Labour Commissioner, Jammu and Kashmir who shall, in consultation with the concerned certifying officers, certify or refuse to certify the said joint draft standing order, after recording reasons therefor.

31. **Manner of disposal of appeal by appellate authority under section 32.**—(1) An employer or Trade Union desirous of preferring an appeal against the order of the certifying officer given under subsection (5) of section 30 shall within sixty days of the receipt of such order shall draw up a memorandum of appeal in tabular form stating therein the provisions of the standing orders which are required to be altered or modified or deleted or added and reasons thereof and shall be filed electronically to the appellate authority.

(2) The appellate authority shall fix a date for the hearing of the appeal and direct notice thereof to be given—

- (a) where the appeal is filed by the employer or a worker, to Trade Union of the workers of the industrial establishment or to the representative body of the workers concerned or to the employer, as the case may be ;
  - (b) where the appeal is filed by a Trade Union, to the employer and all other Trade Unions of the workers of the industrial establishment; and
  - (c) where the appeal is filed by the representative of the workers, to the employer and any other worker whom the appellate authority joins as a party to the appeal.
- (3) The appellant shall furnish each of the respondents with a copy of the memorandum of appeal.
- (4) The appellate authority may at any stage of the proceeding call for any evidence, if it considers necessary for the disposal of the appeal.
- (5) On the date fixed under sub-rule (2) for the hearing of the appeal, the appellate authority shall take such evidence as it may have called or consider to be relevant if produced and after hearing the parties dispose of the appeal.

32. **The language and the manner of maintaining standing order under sub-section (1) and (2) of section 33.**—(1) The standing order finally certified by certifying officer shall be sent electronically except in the case of deemed certification under section 30.

- (2) The text of the standing order as finally certified or deemed to have been certified or adopted model standing order under this Chapter shall be maintained by the employer in English and in Hindi or Urdu or in any other official language of Jammu and Kashmir as the case may be.

**33. Register for final certified copy of Standing Order under section 34.**— (1) The certifying officer shall maintain electronically, a register of all standing orders certified or deemed to have been certified or adopted model standing orders of all the concerned industrial establishments, inter-alia, containing the details of—

- (a) the unique number assigned to each standing order;
- (b) name of industrial establishment;
- (c) nature of industrial establishment;
- (d) date of certification or deemed certification or date of adoption of model standing order by each establishment or undertaking;
- (e) the areas of the operation of the industrial establishment; and
- (f) such other details as may be relevant and helpful in retrieving the standing orders and create a data base of such of all standing orders.

(2) The certifying officer shall furnish a copy of the certified standing orders or deemed certifying orders to any person applying there for on payment of two rupees per page of the certified standing orders or deemed certified standing orders, as the case may be. The payment for such purpose can also be made through electronic mode.

**34. Application for modification of Standing Order under subsection (2) of section 35.**—The application for modification of an existing standing order under sub-section (2) of section 35 shall be submitted electronically and contain the particulars of such standing orders which are proposed to be modified along with a tabular statement containing details of each of the relevant provisions of standing order in force, and proposed modifications therein, reasons thereof and the details of registered Trade Union(s) operating therein, and such statement shall be signed by a person authorized by the industrial establishment or undertaking.





## CHAPTER V

### Notice of change

**35. The manner of giving of notice for change proposed to be affected under clause (i) of section 40.**—(1) Any employer intending to effect any change in the conditions of service applicable to any worker in respect of any matter specified in the Third Schedule to the Code, shall give notice in (Form-VI) to such worker affected by such change.

(2) The notice referred in sub-rule (1) shall be displayed conspicuously by the employer on the notice board at the main entrance of the industrial establishment and the office of the concerned Manager of the industrial establishment:

Provided that where there is a registered Trade Union or registered Trade Unions relating to the industrial establishment a copy of such notice shall also be served on the Secretary of such Trade Union or each of the Secretaries of such Unions, as the case may be.

## CHAPTER VI

### Voluntary Reference of Disputes to Arbitration

**36. Form of arbitration agreement and the manner thereof under sub-section (3) of section 42.**— (1) Where the employer and workers agree to refer the dispute to arbitration, the Arbitration Agreement shall be in (Form-VII) and shall be signed by the parties to the agreement. The agreement shall be accompanied by the consent either in writing or electronically of arbitrator or arbitrators.

(2) The Arbitration Agreement referred to in sub-rule (1) shall be signed—

- (i) In case of an employer, by the employer himself, or when the employer is an incorporated company or other body corporate, by the agent, manager or other officer of the corporation authorized for such purposes;
- (ii) In the case of the workers by the officer of the registered Trade Union authorized in this behalf or by three representatives of the workers duly authorized in this behalf at a meeting of the concerned workers held for such purpose;
- (iii) In the case of an individual worker, an individual worker by the worker himself or by an officer of registered Trade Union of which the worker is a member.

**Explanation:** —In this rule, the expression 'officer' means any officer of a  
(1) registered Trade Union or an association of the employer authorized for such purpose;

2. In this rule officer 'means any of the following officers, namely: —

- (a) the President;
- (b) the Vice-President;
- (c) the Secretary (including the General Secretary) ;
- (d) a Joint Secretary; and
- (e) any other officer of the Trade Union authorized in this behalf by the President and Secretary of the union.

37. **Manner of issue of notification under sub-section (5) of section 42.**—Where an industrial dispute has been referred to arbitration and the Jammu and Kashmir Government is satisfied that the persons making the reference represent the majority of each party, it shall publish a notification in this behalf in the Official Gazette and electronically for the information of the employers and workers who are not parties to the arbitration agreement but are concerned in the dispute and they may present their case before the arbitrator or arbitrators appointed for such purpose.

38. **Manner of choosing representatives of workers where there is no Trade Union under sub-section (5) of section 42.**— Where there is no Trade Union, the representative of workers to present their case before the arbitrator or arbitrators in pursuance of clause (c) of the proviso to sub-section (5) of section 42, shall be chosen by a resolution passed by the majority of concerned workers in (Form-VIII) authorizing therein to represent the case. Such workers shall be bound by the acts of representatives who have been authorized to represent before the arbitrator or arbitrators, as the case may be.

## CHAPTER VII

### Mechanism for Resolution of Industrial Disputes

39. **Terms and conditions of service of the office of the Judicial Member and the Administrative Member of the Tribunal constituted by the Government of Jammu and Kashmir and Sub-section (1) of section 44.**— (1) The Judicial member shall be appointed by the Jammu and Kashmir Government and the person so appointed shall not be qualified for such appointment unless—

- (a) he is, or has been, a Judge of High Court; or
- (b) he has for a period of not less than three years, been a District Judge or an additional District Judge;

- (c) Every person appointed as Judicial Member shall, before entering upon his office, make and subscribe an oath of office and secrecy in the (Form-IX) annexed to these rules.
- (2) The Administrative Member of the Tribunal shall be appointed by the Jammu and Kashmir Government from the persons who having held the post not below the rank of Joint Secretary to Government of India or an equivalent rank in the Central Government or Jammu and Kashmir Government—
- (a) Every person appointed as Administrative Member shall, before entering upon his office, make and subscribe an oath of office and secrecy in the (Form-IX) annexed to these rules.
- (3) The salaries and allowances, resignation, removal and other terms and conditions of the Judicial/Administrative Member so appointed shall be the same as are applicable to them in their respective Cadres of service.
- (4) The Jammu and Kashmir Government shall fill vacancy under sub-section (9) of section 44 in Industrial Tribunal arising out of retirement, transfer, dismissal or any other reason in accordance with these rules.

**40. Manner of holding conciliation proceedings under subsection (1), full report under sub-section (4), and application and the manner of deciding such application under sub-section (6) of section 53.—(1)**

Where any industrial dispute exists or is apprehended or a notice under section 62 has been given, the conciliation officer on receipt of such application shall examine the application and if he finds that the dispute pertains to the jurisdiction of Central Government shall transfer the dispute to the concerned authority. In other cases, he will issue first notice to the parties concerned declaring his intention to commence conciliation proceedings, —

- (i) The employer or the workers representative in the first meeting shall submit their respective statement in the matter of said dispute;
- (ii) The conciliation officer shall hold conciliation proceedings for the purpose of bringing about a settlement of the dispute and may do all such things as he thinks fit for the purpose of inducing the parties to come to a fair and amicable settlement.
- (2) If no such settlement is arrived at in the conciliation proceeding referred to in sub-rule (1), the conciliation officer shall submit a report electronically or in any other form to the concerned parties and the Government of Jammu and Kashmir within seven days from the date on which the conciliation proceedings are concluded.
- (3) The report referred to in sub-rule (2) shall be accessible or provided to the parties concerned.

(4) The report referred to in sub-rule (2) shall contain inter-alia the submissions of the employer, worker or Trade union, as the case may be, and it shall also contain the efforts made by the conciliation officer to bring the parties to the amicable settlement, reasons for refusal of the parties to resolve the dispute and the conclusion of the conciliation officer.


(5) Any dispute which is not settled during the conciliation proceedings, then, either of the concerned party may make an application in (Form-X), before the Industrial Tribunal within ninety days from the date of the report under sub-rule (2).

(6) In case of an industrial dispute which has not been settled during the conciliation proceedings, an application may be made before the Tribunal by either of the parties concerned for adjudication. The Tribunal shall direct the party raising the dispute to file a statement of claim with complete details along with relevant documents, list of supporting documents and witnesses within thirty days from the date on which application is filed.

(7) The Tribunal after ascertaining that the copies of statement of claim and other related documents are furnished to the other side by the party raising the dispute, the Tribunal shall fix the first hearing as soon as possible and within a period of one month from the date of receipt of the application. The opposite party or parties shall file their written statement together with supporting documents and the list thereof and list of witnesses, if any, within a period of thirty days from the date of first hearing and simultaneously forward a copy thereof to the opposite party or parties for service.

(8) Where the Tribunal finds that the party raising the dispute, despite its directions, did not forward the copy of the statement of claim and other documents to the opposite party or parties, it shall give directions to the concerned party to furnish the copy of the statement to the opposite party or parties, granting extension of fifteen days for filing the statement, if the Tribunal finds sufficient cause for not filing the statement of claim and other documents within time.

(9) Evidence shall be recorded either in Tribunal or, as the case may be filed on affidavit but in the case of affidavit the opposite party shall have the right to cross-examine each of the deponents filing the affidavit. Where the oral examination of each witness proceeds, the Tribunal shall make a memorandum of the substance of what is being deposed. While recording the oral evidence the Tribunal shall follow the procedure laid down in rule 5 of Order XVIII of the First Schedule to the Code of Civil Procedure, 1908 (5 of 1908).

(10) On completion of evidence, arguments may be heard immediately or a date may be fixed for arguments, which shall not be beyond a period of fifteen days from the closure of evidence. 

(11) The Tribunal shall not ordinarily grant an adjournment for a period exceeding a week at a time, but not in any case more than three adjournments in all, at the instance of the parties to the dispute, shall be granted:

Provided that the Tribunal for reasons to be recorded in writing, grant an adjournment exceeding a week at a time but not in any case more than three adjournments, at the instance of any one of the parties to the dispute, shall be granted.

(12) In case any party defaults or fails to appear at any stage, the Tribunal may proceed with the case *ex-parte*, and decide the application in the absence of the defaulting party:

Provided that the Tribunal may on the application of either party filed before the submission of the award, revoke the order that the case shall proceed *ex parte*, if it is satisfied that the absence of the party was on justifiable grounds, and proceed further to decide the matter as contested.

(13) The Tribunal shall communicate its Award electronically to the parties concerned and the Jammu and Kashmir Government within one month from the date of the pronouncement of the award.

(14) The Tribunal may summon and examine any person whose evidence appears to it to be material for deciding the case and shall be deemed to be a civil court within the meaning of sections 345, 346 and 348 of the Code of Criminal Procedure, 1973 (1 of 1974).

(15) Where assessors are appointed to advise a Tribunal under subsection (5) of section 49 in relation to proceeding before it, the Tribunal shall obtain the advice of such assessors, but such advice shall not be binding on such Tribunals.

(16) A party in an award, who wants to obtain a copy of the award or other document, may obtain a copy of the award or other document after depositing the fee electronically in the Tribunal in the following manner, namely: —

- (a) fee for obtaining a copy of an award or the document filed in any proceedings of Tribunal be charged at the rate of Rs. Two per page;
- (b) For certifying a copy of any such award or order or document, a fee of Re. Two per page shall be payable;
- (c) Copying and certifying fees shall be payable electronically;
- (d) Where a party applies for immediate delivery of a copy of any such award or document, an additional fee equal to one-half of the fee leviable under this rule shall be payable.

(17) The representatives of the parties appearing before a Tribunal shall have the right of examination, cross-examination and of addressing the Tribunal when evidence has been called.

(18) The proceedings before Tribunal shall be held in open court:

Provided that the Tribunal may direct any proceeding before it to be held by video conferencing:

Provided further that Tribunal may at any stage direct that any witness shall be examined or its proceedings be held in camera.

## CHAPTER VIII

### Strikes and Lock-outs

41. **Number of persons by whom the notice of strike shall be given, the person or persons to whom such notice shall be given and the manner of giving such notice under sub-section (4) of section 62.**—

The notice of strike referred to in sub-section (1) of section 62 shall be given to the employer of an industrial establishment in (Form-XI) which shall be duly signed by the Secretary and five elected representatives of the registered Trade Union relating to such industrial establishment endorsing the copy thereof electronically or otherwise to the Jammu and Kashmir Government, Labour Commissioner, Jammu and Kashmir, concerned Deputy Labour Commissioner and concerned Conciliation Officer.

42. **Manner of giving notice of lock-out under sub-section (5) and authority under sub-section (6) of section 62.**—(1) The notice of lock-out referred to in sub-section (2) of section 62 shall be given by the employer of an industrial establishment in (Form-XII) to the Secretary of every registered Trade Union relating to such industrial establishment endorsing a copy thereof electronically or otherwise to the Jammu and Kashmir Government, Labour Commissioner, Jammu and Kashmir, concerned Deputy Labour Commissioner and concerned Conciliation Officer. The notice shall be displayed conspicuously by the employer on a notice board or on electronic board at the main entrance to the industrial establishment.

(2) If the employer of an industrial establishment receives from any person employed by him any notice of strike as referred to in sub-section (1) of section 62 then he shall within five days from the date of receiving of such notice, intimate the same electronically or otherwise to the Labour Commissioner, Jammu and Kashmir, Concerned Deputy Labour Commissioner and concerned Conciliation Officer.

(3) If the employer gives to any person employed by him a notice of lock-out, then he shall within five days from the date of such notice, intimate electronically or otherwise to the Labour Commissioner, Jammu and Kashmir, Concerned Deputy Labour Commissioner and concerned Conciliation Officer.

## CHAPTER IX

### Lay-off, Retrenchment and Closure

43. **Manner of serving notice before retrenchment of the worker under clause (c) of section 70.**—If any employer desires to retrench any worker employed in his industrial establishment who has been in continuous service for not less than one year under him then, such employer shall give notice of such retrenchment, in (Form-XIII) to the Jammu and Kashmir Government, Labour Commissioner, J&K, Deputy Labour Commissioner/concerned Assistant Labour Commissioner having jurisdiction through e-mail or, by registered or speed post.
44. **Manner of giving an opportunity for re-employment to the retrenched workers under section 72.**—Where any vacancy occurs in an industrial establishment and there are workers of such industrial establishment retrenched within one year prior to the proposal for filling up such vacancy, then, the employer of such industrial establishment shall offer an opportunity at least 10 days before by registered post or speed post and through e-mail to such retrenched workers who are citizens of India. If such workers give their willingness for employment, then, the employer shall give them preference over other persons in filling up of such vacancy.
45. **Manner of serving notice by the employer for intended closure under sub-section (1) of section 74.**—If an employer intends to close down an industrial establishment he shall give notice of such closure in (Form-XIII) to the Jammu and Kashmir Government and a copy thereof to the Labour Commissioner, J&K, Deputy Labour Commissioner/concerned Assistant Labour Commissioner having jurisdiction by e-mail or registered post or speed post.

## CHAPTER X

### Special Provisions relating to lay-off, Retrenchment and closure in certain Establishments

46. **Manner of making application to the Jammu and Kashmir Government by the employer for the intended lay-off and the manner of serving copy of such application to workers under subsection (2) of section 78.**—An application for permission under subsection (1) of section 78 shall be made by the employer in (Form-XIV) stating clearly therein the reasons for the intended lay off and a copy of such application shall be served simultaneously to the worker concerned electronically and by registered post or speed post. Such application shall also be displayed conspicuously by the employer on a notice board or on electronic board at the main entrance of the industrial establishment.
47. **Manner for applying for permission from the Jammu and Kashmir Government to continue the lay-off under sub-section (3) of**

**section 78.**—The employer shall in case of an industrial establishment being a mine specified in sub-section (3) of section 78 where the workers (other than Badli workers or casual workers) have been laid-off under sub-section (1) of section 78 for reasons of fire, flood or excess of inflammable gas or explosion, within a period of thirty days from the date of commencement of such lay-off, apply to the Jammu and Kashmir Government in (Form-XIV) electronically and by registered or speed post with a copy to the Labour Commissioner, J&K, Deputy Labour Commissioner/concerned Assistant Labour Commissioner having jurisdiction for permission to continue the lay-off specifying the number of days ; intimating the number of workers to be laid off, the total number of workers employed in the industrial establishment, the date of lay off and the reasons for continuation of such lay off.

48. **Time-limit for review under sub-section (7) of section 78.**—The Jammu and Kashmir Government may, either on its own motion or on the application made by the employer or any worker, review its order granting or refusing to grant permission under sub-section (4) of the section 78 within a period of thirty days from the date on which such order is made.

49. **Manner of making application to the Jammu and Kashmir Government by the employer for the intended retrenchment and manner of serving copy of such application to workers under sub-section (2) of section 79.**—An application for permission referred to in sub-section (1) of section 79 shall be made by the employer in (Form-XIV) stating clearly therein the reasons for the intended retrenchment electronically and a copy of such application shall also be sent to workers electronically and by registered post or speed post. Such application shall also be displayed conspicuously by the employer on a notice board or on electronic board at the main entrance to the industrial establishment.

50. **Negotiating Union or Negotiating council:** - The Jammu and Kashmir Government may, either on its own motion or on the application made by the employer or any worker, review its order granting or refusing to grant permission under subsection (3) of section 79 within a period of thirty days from the date on which such orders is made.

51. **Manner of making application to the Jammu and Kashmir Government by the employer for intended closing down of an industrial establishment and the manner of serving copy of such application to the representatives of workers under sub-section (1) of section 80.**—An employer who intends to close down an industrial establishment to which Chapter X of the Code applies shall apply electronically in (Form-XIV) for prior permission at least ninety days before the date on which intended closure is to become effective to the Jammu and Kashmir Government, stating clearly therein the reasons for the intended closure of the industrial establishment and simultaneously a copy of such application shall also be sent to the representatives of the workers electronically and by registered post or speed post.

52. **Time-limit for review under sub-section (5) of section 80.**—The Jammu and Kashmir Government may, either on its own motion or on the application made by the employer or any worker, review its order granting or refusing to grant permission under sub-section (2) of section 80 within a period of thirty days from the date on which such order is made.

#### CHAPTER XI

##### Worker re-skilling Fund

**53(1). Contribution from such other sources to be made to worker re-skilling fund under clause (b) of such section (2) of Section 83** The Jammu and Kashmir Government may notify the other sources of fund.

**53 (2). Manner of utilization of fund under sub-section (3) of section 83.**—Every employer who has retrenched a worker or workers under this Code, within ten days, at the time of retrenching a worker or workers shall electronically transfer an amount equivalent to fifteen days of last drawn wages of such retrenched worker or workers in the account (name of the account shall be displayed on the official website of Labour and Employment Department and Labour Commissioner Jammu and Kashmir). The fund so received shall be transferred by the Jammu and Kashmir Government to each worker or workers' account electronically within forty-five days of receipt of funds from the employer and the worker shall utilize such amount for his re-skilling. The employer shall also submit the list containing the name of each worker retrenched the amount equivalent to fifteen days of wages last drawn in respect of each worker along with their bank account details to enable the Jammu and Kashmir Government to transfer the amount in their respective account.

#### CHAPTER XII

##### Offences and Penalties

54. **Manner of composition of offence by a Gazetted Officer specified under sub-section (1) of section 89 and the manner of making application for the compounding of an offence specified under sub-section (4) of section 89.**—(1) The officer notified by the Jammu and Kashmir Government for the purposes of compounding of offences under sub-section (1) of section 89 (hereinafter referred to as the compounding officer), shall in the offences in which prosecution is not instituted, if the compounding officer is of the opinion that any offence under the Code for which the compounding is permissible under section 89, he shall send a notice through electronically registered post or speed post or manually under proper receipt to the accused in (Form-XV) consisting of three Parts. In Part I of such Form, the compounding officer shall *inter-alia* specify the name of the offender and his other particulars, the details of the offence and in which section the offence has been committed, the compounding amount required to be paid towards the composition of the offence. Part II of the Form shall specify the

consequences, if the offence is not compounded and part III of the Form shall contain the application to be filed by the accused if he desires to compound the offence. Each notice shall have a continuous unique number containing alphabets or numeric and other details such as officer sending notice, year, place, type of inspection for the purpose of easy identification.

- (2) The accused to whom the notice referred to in sub-rule (1) is served, may send the Part III of the Form duly filled by him to the compounding officer electronically and deposit the compounding amount electronically or otherwise, within fifteen days of the receipt of the notice, in the account specified by the compounding officer in the notice.
- (3) Where the prosecution has already been instituted against the accused in the competent Court, he may make an application to the Court to compound the offence against him and the Court, after considering the application, may allow composition of the offence by the compounding officer in accordance with provisions of section 89.
- (4) If the accused complies with the requirement of sub-rule (2), the compounding officer shall compound the offence for the amount of money deposited by the accused and—
  - (a) if the offence is compounded before the prosecution, then no complaint for prosecution shall be instituted against the accused; and
  - (b) if the offence is compounded after institution of prosecution under sub-rule (3) with the permission of the Court, then, the compounding officer shall treat the case as closed as if no prosecution had been launched and will proceed in accordance with composition as under clause (a) and intimate the composition of offence to the competent Court in which the prosecution is pending and after receiving such intimation, the Court shall discharge the accused and close the prosecution.
- (5) The compounding officer shall exercise the powers to compound the offence under this rule, subject to the direction, control and supervision of the Jammu and Kashmir Government.

## CHAPTER XIII

### Miscellaneous

#### **55. Protected workers under sub-section (3) and (4) of section 90.—**

(1) Every registered Trade Union connected with an industrial establishment, to which the Code applies, shall communicate to the employer before the 30th April of every year, the names and addresses of such of the officers of the

Union who are employed in that establishment and who, in the opinion of the Union should be recognized as protected workers.

Any change in the incumbency of any such officer shall be communicated to the employer by the union within fifteen days of such change.

- (2) The employer shall, subject to sub-section (3) and sub-section (4) of section 90, recognize such workers to be protected workers for the purposes of section 90 and communicate to the Union, in writing, within fifteen days of the receipt of the names and addresses under sub-rule (1), the list of workers recognized as protected workers for the period of twelve months from the date of such communication.
- (3) Where the total number of names received by the employer under sub-rule (1) exceeds the maximum number of protected workers, admissible for the industrial establishment, under sub-section (4) of section 90, the employer shall recognize as protected workers only such maximum number of workers:

Provided that where there is more than one registered Trade Union in the industrial establishment, the maximum number shall be so distributed by the employer among the Unions that the numbers of recognized protected workers in individual Unions bear practicably by the same proportion to one another as the membership figures of the Unions. The employer shall in that case intimate in writing to the President or the Secretary of the each concerned Union, the number of protected workers allotted to it:

Provided further that where the number of protected workers allotted to a Union under this sub-rule falls short of the number of officers of the Union seeking protection, the union shall be entitled to select the officers to be recognized as protected workers. Such selection shall be made by the Union and communicated to the employer within five days of the receipt of the employer's letter in this regard.

- (4) When a dispute arises between an employer and any registered Trade Union in any matter connected with the recognition of protected workers under this rule, the dispute shall be referred to the Labour Commissioner, Jammu and Kashmir Government, Deputy Labour Commissioner/concerned Assistant Labour Commissioner having jurisdiction, whose decision thereon shall be final.

**56. Manner of making complaint by an aggrieved worker under section 91. —**

- (i) Every complaint under section 91 of the Code shall be made electronically and registered post or speed post in (Form-XVI) and shall be accompanied by as many copies as there are opposite parties mentioned in the complaint.
- (ii) Every complaint under sub-rule (1) shall be verified by the worker making the complaint or by authorized representative of the worker

proved to the satisfaction of the conciliation officer, arbitrator, Tribunal, to be acquainted with the facts of the case.

**57. Manner of authorization of worker for representing in any proceeding under sub-section (1) of section 94.**— Where the worker is not a member of any Trade Union, then, any member of the executive or other office-bearer of any Trade Union connected with or by any other worker employed in the industry in which the worker is employed may be authorized by such worker to represent him in any proceeding under the Code relating to a dispute in which the worker is a party in (Form-VIII).

**58. Manner of authorization of employer for representing in any proceeding under sub-section (2) of section 94.**—Where the employer, is not a member of any association of employers, may authorize in (Form-VIII) an officer of any association of employers connected with, or by any other employer engaged in, the industry in which the employer is engaged to represent him in any proceeding under the Code relating to a dispute in which the employer is a party.

**59. Manner of holding an enquiry under sub-section (1) of section 85.**—(1) Complaint.—On receipt of a complaint of the offence committed under sub-sections (3), (5), (7), (8), (9), (10), (11) and (20) of section 86 and sub-section (7) of section 89, the same shall be enquired by Deputy Labour Commissioner having jurisdiction of the area under sub-section (1) of section 85 (hereinafter referred to as the enquiry officer).


- (2) Issue of Notice. —If the complaint filed is admitted by the Enquiry officer, he shall call upon the person or persons through a notice to be sent electronically or in any form to appear before him on a specified date together with all relevant documents and witnesses, if any, and shall inform the complainant of the date so specified.
- (3) If the person or his representative fails to appear on the specified date, the Enquiry Officer may proceed to hear and determine the complaint ex parte.
- (4) If the complainant fails to appear on the specified date without any intimation to the Enquiry officer on two consecutive dates, the complaint may be dismissed:

Provided that not more than three adjournments may be given on the joint application made by complainant and the opposite party:

Provided further that the enquiry officers shall at his discretion permit hearing the parties or any of the party, as the case may be, through video conferencing.

- (5) **Authorization.** —The authorization to appear on behalf of any person, under sub-section (2) of section 85 shall be given by a certificate or electronic certificate, as the case may be, which shall be presented to



the Enquiry Officer during the hearing of the complaint and shall form part of the record.

- (6) **Permission to appear.** —Any person who intends to appear in the proceeding on behalf of complainant shall present before the Enquiry Officer and submit a brief written statement explaining the reason for his appearance. The Enquiry officer shall record an order on the statement and in the case of refusal shall include reasons for the same, and incorporate it in the record.
- (7) **Presentation of documents.** —Complaint or other documents relevant to the complaint may be presented in person to the Enquiry Officer at any time during hours fixed by the Enquiry Officer, or may be sent to him electronically or by registered post or speed post.
- (8) The Enquiry Officer shall endorse, or cause to be endorsed, on each document the date of the presentation or receipt, as the case may be. If the documents have been submitted electronically, no such endorsement shall be necessary.
- (9) **Refusal to entertain complaint.** —
  - (i) The Enquiry Officer may refuse to entertain a complaint presented under sub-section (1) of section 85, if after giving the complainant an opportunity of being heard, the Enquiry Officer is satisfied, for reasons to be recorded in writing that—
    - (a) the complainant is not entitled to present the complaint; or
    - (b) the complainant is barred by limitation under the provisions of this Code;
    - (c) the complainant fails to comply the directions given by the Enquiry Officer under sub-section (2) of section 85. —
  - (ii) The Enquiry Officer may refuse to entertain complaint which is otherwise incomplete. He may ask complainant to rectify the defects and if the Enquiry Officer thinks that the complaint cannot be rectified, he may return the complaint indicating the defects and, if he, so refuses shall return it at once indicating the defects. If the complaint is presented again, after the defects have been rectified, the date of representation shall be deemed to be the date of presentation for the purpose of sub-section (1) of section 85.
- (10) **Record of proceedings.** —The Enquiry Officer shall in all cases mention the particulars at the time of passing of order containing the details, i.e., date of complaint, name and address of the complainant, name and address of the opposite party or parties, section-wise details of the offence committed, plea of the opposite party, findings and brief

statement of the reason and penalty imposed with signature, date and place.

- (11) **Exercise of powers.**—In exercise of the powers of a Civil Court, conferred under the Code of Civil Procedure, 1908, the Enquiry Officer shall be guided in respect of procedure by relevant orders of the First Schedule of the Code of Civil Procedure, 1908, with such alterations as the Enquiry Officer may find necessary, not affecting their substance, for adapting them to the matter before him, and save where they conflict with the express provisions of this Code or these rules.
- (12) **Order or direction when to be made.** —The Enquiry Officer, after the case has been heard, shall make the order or direction on a future date to be fixed for this purpose.
- (13) **Inspection of documents.** —Any person, who is either a complainant or an opposite party or his representative, or any person permitted under sub-rule (3) shall be entitled to inspect any complaint, or any other document filed with the Enquiry Officer be, in a case to which he is a party.

**60. Submission of a copy each of the Form to the office of Director General, Labour Bureau under clause (zzf) of sub-section 2 of section 99.**—A copy each of Form VII (notice of strike), Form VIII (notice of lockout), Form IX (notice for intimation of retrenchment or closure to the Jammu and Kashmir Government), Form X (Application for permission of lay-off or retrenchment or closure), and Form XI (compounding of offences), shall be shared electronically with Director General, Labour Bureau in auto-mode.

**By order of the Lieutenant Governor.**

**Sd/-**  
**(Kr. Rajeev Ranjan) IAS**  
**Secretary to the Government,**

No. LC-ENF/19/2026-2 (e-7725330)

Dated: 23.03.2026

Copy to the: -

1. Secretary to Government of India, MoLE, Shram Shakti Bhawan, New Delhi.
2. All Administrative Secretaries, J&K.
3. Principal Secretary to the Hon'ble Lieutenant Governor, J&K.
4. Joint Secretary (J&K), Ministry of Home Affairs, Government of India.
5. Divisional Commissioner, Jammu / Kashmir.
6. Secretary, Legislative Assembly, J&K
7. All Deputy Commissioners.
8. All Heads of Department.
9. Labour Commissioner, J&K, Jammu.

10. Director, Information, J&K, Jammu/Srinagar (with request to publish notification in leading English dailies of each division).
11. Director, Archives, Archaeology & Museums, J&K.
12. OSD to Hon'ble Chief Minister, J&K.
13. OSD to Hon'ble Deputy Chief Minister (Minister-in-Charge Labour and Employment).
14. General Manager, Government Press, Jammu/Srinagar (for publication in next issue of Government Gazette).
15. Private Secretary to Chief Secretary, J&K.
16. Private Secretary to Secretary to the Government, Labour & Employment Department.
17. I/C Website, Labour & Employment Department.
18. SO File / Stock File.

(Waheed Ahmed) JKAS

Under Secretary to the Government

- 23/3/2026

**FORM-I**

**(See Rule 2)**

(Memorandum of settlement arrived at during conciliation/or settlement arrived at between the employer and his workers otherwise than in the course of conciliation proceeding) Names of Parties;

..... Representing employer(s);

..... Representing workers;

Short recital of the case

.....  
Terms of settlement

.....  
Signature of the parties' Witnesses:

(1)

(2)

\*Signature of Conciliation Officer

\*In case the settlement arrived at between the employer and his workers otherwise than in the course of conciliation proceeding the copy of the memorandum shall be marked to the concerned Deputy Labour Commissioner.

\_\_\_\_\_

*W*

*W*

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**FORM-II**

**(See Rule 8, Rule 10 & Rule 24)**

Annual Audit Report, Details of Assets and Liabilities and Annual Return to be furnished by the Trade Union for the year ending 31 December, 20.....

Name of the Union.....

Registered Head Office.....

Number of Certificate of Registration.....

Return to be made by federation of Trade Union	Number of Unions affiliated at beginning of year.  Number of Unions joining during year.  Number of Union disaffiliated at the end of the year.
This return need not be made by federations of Trade Unions	Number of members on books at the beginning of year.  Number of members admitted during the year add together.  Number of members who left during the year (deduct).  Total number of members on books at the end of the year.  Males.  Females.  Number of members contributing to political fund.

A copy of the Rules of the Trade Union corrected up to the date of dispatch of this return is appended.

Dated:

Secretary

Statement of liabilities and the details of assets on the day of.....20.....

Liabilities	Rs.	P.	Assets	Rs.	P.
Amount of general fund	Cash				
Amount of			In hands of		

*W* *dey*

*g*

separate fund. Loans. from			Treasurer In hands of Secretary		
Debts due to To be specified other liabilities			In the Bank.  Securities as per list below unpaid subscription due in the Bank Loans to Immoveable property goods and furniture. Other assets  (to be specified.)		
Total Liabilities			Total assets		

**LIST OF SECURITIES**

Particulars	Nominal value	Market value at date on which in hands of accounts have been made up

Treasurer.

**GENERAL FUND ACCOUNT**

Income	Rs. P.	Expenditure	Rs. P.
Balance at beginning year of		Salaries, allowances and expenses of officers.	
Contributions from members @ per member.		Salaries, allowances and expenses of establishment.	
Donations		Auditors' fees	
Sale of Periodicals, rules, etc.		Legal expenses. Expenses in conducting trade disputes.	
Interest on		Compensation paid	

*W* *Q*

*8*

investment, Income from miscellaneous sources (to be specified).	<p>to members for loss arising out of trade disputes.</p> <p>Funeral, old age, sickness, unemployment benefits, etc.</p> <p>Educational, social and religious benefits. Cost of publishing periodicals, Rent, Rates and Taxes Stationery Printing and postage.</p> <p>Expenses incurred under rule 18 (to be specified).</p> <p>Other expenses (to be specified).</p> <p>Balance at the end of year.</p> <p>Total.....</p>	
---	--	--

**SEPERATE FUND ACCOUNT**

Income	Rs. P.	Expenditure	Rs. P.
Balance at beginning of year. Contribution from members @ per member.....		Payments made on object specified in rule 19 (to be specified). Expenses of management (to be specified). Balance at the end of year	
Total.....	Total.....		

Treasurer.....

**AUDITOR'S DECLARATION**

The undersigned, having had access to all the books and accounts to the Trade Union and having examined the foregoing statements and verified the same are found to be correct duly vouchered and in accordance with the law, subject to the remarks if any, appended hereto. Auditor's Sign. with seal.





The following changes of officers have been made during the year.....

**OFFICER RELINQUISHING OFFICE.**

<b>Name</b>	<b>Office</b>	<b>Date of relinquishing</b>
-------------	---------------	------------------------------

**OFFICER APPOINTED**

<b>Name</b>	<b>Age</b>	<b>Office</b>	<b>Address</b>	<b>Occupation</b>	<b>Date of Appointment</b>
-------------	------------	---------------	----------------	-------------------	----------------------------

\_\_\_\_\_

*W*

*Ok*

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**FORM-III**

**(See Rule 9)**

**APPLICATION FOR REGISTRATION OF TRADE UNION**

Dated the \_\_\_\_\_ day of 20\_\_\_\_\_

1. We hereby apply for the registration of a Trade Union under the name of \_\_\_\_\_.
2. The address of the head office of the Union is \_\_\_\_\_
3. The Union came into existence on the \_\_\_day of \_\_\_\_\_
4. The Union is a union of employers/workers engaged in the industry or profession.
5. The particulars of the office bearers of the Trade Union as per Schedule-I.
6. The particulars given in schedule show the provision made in the rules for the names detailed in section 7 of the Code.
7. To be struck out in the case of Unions which have not been in existence for one year before the date of application. The particulars required by section 8(2) of Code are given in schedule-III.
8. We have been duly authorized to made this application.

Name	Signature	Occupation	Address	Contact/email.id
	Signed-I			
	2.			
	3.			
	4.			
	5.			
	6.			
	7.			

**To the Registrar of Trade Unions, Schedule 1 - List of Officers**

Title	Name	Age	Address	Occupation

Note:—Enter in this Schedule the names of all members of the executive of the Union showing in column I the name of any posts held by them (e.g. President, Secretary, Treasurer, etc.) in addition to their officer as members of the executive.



**Schedule II—Reference to Rules.**

The members of the rules making provision for the several matters detailed in column I are given in column 2 below :—

Matter	No. of rules
--------	--------------

Name of Union.

The whole of the objects for which the Union has been established.

The whole of the purposes for which the general funds of the Union shall be applicable.

The maintenance of a list of members.

The facilities provided for the inspection of the list of members by officers and members.

The admission of ordinary members.

The admission of honorary or temporary members.

The conditions under which members are entitled to benefits assured by the rules.

The conditions under which fines or forfeiture can be imposed or varied or rescinded.

The manner in which the rules shall be amended, varied or rescinded. The manner in which the members of the executive and the other officers of the union shall be appointed and removed.

Safe custody of funds.

The annual audit of the accounts,

The facilities for the inspection of the account books by officers and members.

The manner in which the Union may be dissolved.

**Schent III-Statement of Liabilities and assets on the Day of \_\_\_\_\_**

(This need not be filed in if the Union came into existence less than one year before the date of application for registration).



Liabilities	Rs.	P.	Assets	Rs.	P.
Amount of general funds	Cash		In hands of Treasurer		
Amount of political fund.			In hands of Secretary		
Loans from other liabilities to be specified			In hands of. In the Bank. In the Bank of Securities as per list below unpaid subscription dues. Loans to Immoveable property, goods, and furniture.  (Other assets to be specified.		
Total Liabilities			Total Assets.		

### LIST OF SECURITIES

Particulars	Nominal	Market Value	In hands
Signed 1.			
2.			
3.			
4.			
5.			
6.			
7.			





**FORM-IV**  
(See Rule 11) Serial No:

Name of Union:

Address of Head Office:

Date of Registration:

No. of application form

List of members applied for registration	Year of entering in office	Name	Age of entry	Address/ Occupation	Year of relinquishing office	Other offices held in addition to membership of executive with date
1.						
2.						
3.						
4.						
5.						
6.						
7.						

Registrar

\_\_\_\_\_

*W*

*at*

*g*

**FORM-V (See Rule 12)**

Reg. No.....

Dated.....

It is certified that..... Head Office ..... has been registered under the Provisions of Industrial Relations Code, 2020 on.....

Given under my seal and signature

Registrar of Trade Unions

**FORM-VI**

**(See Rule 35)**

(Notice of change of service conditions proposed by an employer)

Name of employer.....

Address.....

..... Dated the..... day of ..... 20.....

In accordance with section 40(1) of Industrial Relation code, I/We hereby give notice to all concerned that it is my/our intention to effect the change/changes specified in the annexure, with effect from ..... in the conditions of service applicable to workers in respect of the matters specified in the Third Schedule to this code.

Signature..... Designation.....

**ANNEXURE**

(Here specify the change/changes intended to be affected)

Copy forwarded to:

1. Labour Commissioner, Jammu and Kashmir.
2. Concerned Deputy Labour commissioner/Assistant Labour Commissioner.
3. Secretary of Registered Trade Union, if any.

\_\_\_\_\_

*W*      *ds*

*g*

**FORM-VII**

**(Agreement for voluntary arbitration)**

*(See Rule 36)*

**BETWEEN**

.....Name of the parties representing employer(s)

And

..... Representing worker

It is hereby agreed between the parties to refer the following dispute to the arbitration of ..... [here specify the name(s) and address(es) of the arbitrator(s)].

- (i) Specific matters in dispute.
- (ii) Details of the parties to the dispute including the name and address of the establishment or undertaking involved.
- (iii) Name of the worker in case he himself is involved in the dispute or the name of the union, if any, representing the worker or workers in question.
- (iv) Total number of workers employed in the undertaking affected.
- (v) Estimated number of workers affected or likely to be affected by the dispute.

\*We further agree that the majority decision of the arbitrators) shall be binding on us in case the arbitrator(s) are equally divided in their opinion they shall appoint another person as umpire whose award shall be binding on us.

The arbitrator(s) shall make his (their) award within a period of..... (here specify the period agreed upon by the parties) from the date of publication of this agreement in the Official Gazette by the Jammu and Kashmir Government or within such further time as is extended by mutual agreement between us in writing. In case, the award is not made within the period afore mentioned, the reference to the arbitration shall stand automatically cancelled and we shall be free to negotiate for fresh arbitrator.

Signature of the parties Representing employer/Representing worker/workers.

Witnesses

- 1. ....
- 2. ....

Copy to:

- (i) The Administrative Secretary, Labour and Employment Department, Jammu and Kashmir.



- (ii) The Labour Commissioner, Jammu and Kashmir.
  - (iii) The Concerned Deputy Labour Commissioner.
  - (iv) The Conciliation Officer [here enter office address of the Conciliation Officer for the area concerned.]
- 



**FORM-VIII**

*(See Rule 38, Rule 57 and Rule 58)*

(Authorization by a worker, group of workers, employer, group of employers to be represented in a proceeding before the authority under this Code).  
Before the Authority

(Here mentions the authority concerned)

In the matter of: (mention the name of the proceeding)  
.....workers

Versus .....Employer

I/we hereby authorize Shri / Sarvashri (if representatives are more than one)  
1.....2.....3..... to represent me/us in the above matter.

Dated this.....day of.....20.....

Signature of person(s) nominating the representative(s) Address Accepted

\_\_\_\_\_

**FORM-IX**

**(See Rule 39)**

**Form of Oath of Office for Judicial Member or Administrative Member of Industrial Tribunal**

I, A, B., having been appointed as Judicial Member/Administrative Member (whichever is applicable) of Industrial Tribunal (Name of the Tribunal) do solemnly affirm/do swear in the name of God that I will faithfully and conscientiously discharge my duties as the Judicial Member/ Administrative Member of Industrial Tribunal (Name of the Tribunal) to the best of my ability, knowledge and judgment, without fear or favour, affection or ill-will and that I will uphold the Constitution and the laws of the land.

(Signature)

Date:

Place:

\_\_\_\_\_

**FORM-X**

**(See Rule 40)**

Application to be submitted before the Tribunal in the matter not settled by the Conciliation Officer)





Before..... (here mention the name of the Tribunal having jurisdiction over the area) In the matter of:

..... Applicant  
Address.....

Versus  
..... Opposite party(ies)  
Address.....

The above-mentioned applicant begs to state as follows: — (Here set out the relevant facts and circumstances of the case).

The applicant prays that the instant dispute may please be admitted for adjudication and request to pass appropriate Award.

Date .....

Place .....

\_\_\_\_\_

**FORM-XI**

**(See Rule 41)**

**(Notice of Strike to be given by Union (Name of Union)/ Group of Workers)**

Name of five elected representatives of workers.....

Dated the.....day of.....20.....

To

(The name of the employer).

Dear Sir/Sirs,

In accordance with the provisions contained in sub-section (1) of section 62 of the Industrial Relation code, I/We hereby give you notice that I propose to call a strike/we propose to go on strike on .....20....., for the reasons explained in the annexure.

Yours faithfully,

(Secretary of the Union)

Five representatives of the workers duly elected at a meeting held on ..... (date), vide resolution attached.]

\_\_\_\_\_



**ANNEXURE**

**Statement of the Case.**

Copy to;

- (1) The Administrative Secretary, Labour & Employment Department, Jammu and Kashmir Government.
- (2) The Labour Commissioner, Jammu and Kashmir.
- (3) The Concerned Deputy Labour Commissioner.
- (4) The Conciliation Officer [here enter office address of the Conciliation Officer for the area concerned.]

**FORM-XII**

**(See Rule 42)**

**(Notice of Lock-out to be given by an employer of an industrial establishment)**                      Name                      of                      employer

.....  
Address.....  
.....

Dated the.....day of.....20.....

In accordance with the provisions of 62(6) of this code, I/we hereby give notice to all concerned that it is my/our intention to effect lock out in.....department(s), section(s) of my/ our establishment with effect from.....for the reasons explained in the annexure.

Signature.....

Designation.....

**ANNEXURE**

1.	Statement of reasons
----	----------------------

Copy to:

- (i) The Administrative Secretary, Labour & Employment Department, Jammu and Kashmir.
- (ii) The Labour Commissioner, Jammu and Kashmir.

- (iii) The Concerned Deputy Labour Commissioner.
- (iv) The Conciliation Officer [here enter office address of the Conciliation Officer for the area concerned.]
- (v) The Secretary of the Registered Trade Union, if any.

**FORM- XIII**

**(See Rule 43 and Rule 45)**

**(Notice of Intimation of Retrenchment/Closure to be given by an employer to the Jammu and Kashmir Government under the provisions of Chapter IX of the Industrial Relations Code, 2020 and rules made thereunder)**

(To be submitted online. In case of exigencies, on paper in the prescribed format below) Name of Industrial Establishment/Undertaking/  
Employer.....

Labour Identification Number.....

Dated..... (Note: The intimation for Closure/Retrenchment to the appropriate government shall be served 60 days and 30 days before commencement of Closure/Retrenchment respectively)

To  
The Secretary Labour and Employment,  
Government of Jammu and Kashmir.


\*(Retrenchment) (a) Under Section 70(C) of this Code, I/we\* hereby intimate you that I\*/we\* have decided to retrench..... workers\*\* out of a total of ..... Workers\*\* with effect from..... (DD/MM/YYYY)

or

\*(Closure) (b) Under Section 74(1) of this Code, I/we\* hereby intimate you that I\*/we\* have decided to close down,.....(name of the industrial establishment or undertaking) with effect from..... (DD/MM/YYYY). The number of workers whose services would be terminated on account of the closure of the undertaking is..... (number of workers)

1. The reason for Retrenchment/Closure is

.....  
.....  
.....

2. \* The worker(s)\* concerned were given on the..... (DD/MM/YYYY) one month's notice in writing as required under section 70(a)\*/ section 75(1) \* of this Code.

or

\* The worker(s) concerned have been given on the..... (DD/MM/YYYY) one month's pay in lieu of the notice as required under section 70(a)\*/ section 75(1) \* of this Code.

4. \* I\*/We\* hereby declare that the worker(s) concerned have been\*/will be\* paid all their dues along with the compensation due to them under section 70\*/section 75\* of this Code before or on the expiry of the notice period.

or

\*I/We\* hereby state that currently Insolvency proceedings are on in respect of the said Industrial Establishment/Undertaking/ Employer, and that I\*/we\* will pay all the dues along with the compensation due to them under concerned laws.

5. (Retrenchment) I/we\* hereby declare that the worker(s) concerned have been\*/will be\* retrenched in compliance to the Section 71 and section 72 of this Code.
6. I\*/ we\* hereby declare that no court case is pending before any Court in the matter, and if yes, the details thereof have been Annexed.
7. I\*/ we\* hereby declare that the above information given by me\*/us\* in this notice and the Annexures is true. I\*/we\* am\*/ are\* solely responsible for its accuracy and no facts/materials has been suppressed in the matter.

Yours faithfully,

(Name of Employer/\*\*\*Authorized Representative with Seal) (\*Strike off which is not applicable.) (\*\* Indicate number in figures and words both) (\*\*\*)Copy of Authorization letter issued by the employer shall be enclosed)

Copy to:

- (i) The Labour Commissioner, Jammu and Kashmir.
- (ii) The Concerned Deputy Labour Commissioner.
- (iii) The Conciliation Officer [here enter office address of the Conciliation Officer for the area concerned.]
- (iv) The Registered Unions/Authorized Representatives of Workers operating in the establishments or undertakings.



**FORM-XIV**

[See Rule 46, Rule 47, Rule 49 and Rule 51]

**[Application for permission of Lay-off/ Continuation of Layoff/ Retrenchment/ Closure to be given by an employer/ Industrial establishment /Undertaking to the Jammu and Kashmir Government under the provisions of Chapter X of the Industrial Relations Code, 2020 and rules made thereunder]**

**(To be submitted online. In case of exigencies on paper in the prescribed format below)** Name of Industrial Establishment or Undertaking or Employer.....

Labour Identification Number.....

Dated.....

(Note: The application to the Jammu and Kashmir Government shall be served as indicated below:

Lay-off at least 15 days before the intended Lay-off

Continuation of Lay-off at least 15 days before the expiry of earlier Lay-off  
Retrenchment-at least 60 days before the intended date of Retrenchment  
Closure-at least 90 days before the intended date of Closure)

To,  
The Secretary to Labour & Employment Department  
Government of Jammu and Kashmir,

1. \*(Lay-off) (a). Under section 78(2) of the Industrial Relations Code, 2020, I\*/we\* hereby apply for permission to lay-off ..... workers\*\* out of total of ..... workers\*\* employed in my\*/ our\* establishment (details to be given in Annex-I) with effect from ..... (DD/MM/YYYY).

or

\*(Continuation of lay-off) (b) Under section 78(3) of the Industrial Relations Code, 2020, I\*/we\* hereby apply for permission to continue the Lay-off .....workers\*\* out of total of ..... laid off workers\*\* in my\*/our\* establishment (details to be given in Annex-I) with effect from ..... (DD/MM/YYYY).

or

\*(Retrenchment) (c) Under section 79(2) of the Industrial Relations Code, 2020, I\*/we\* hereby apply for permission for intended retrenchment



of..... workers out of total of ..... workers\*\* employed in my\*/ our\* establishment (details to be given in Annex-I) with effect from ..... (DD/MM/YYYY).  
or

\*(Closure) (d) Under section 80(1) of the Industrial Relations Code, 2020, I / we\* hereby inform you that I\*/we\* intended to close down the undertaking..... (name of the industrial establishment or undertaking or employer) (details to be given in Annex-1) with effect from..... (DD/MM/YYYY). The number of workers whose services would be terminated on account of the closure of the undertaking is..... (number of workers)

2. \* (Lay-off/Continuation of Lay-off) The worker(s) concerned were given on ..... (DD/MM/YYYY) notice in writing as required under section 78(2) \*/section 78(3) \* of this Code. or

\*(Retrenchment/Closure) The worker(s) concerned were given on..... (DD/MM/YYYY) one month's notice in writing as required under section 79\*/section 80\* of this Code. or

\*(Retrenchment/ Closure) The worker(s) have been given on..... (DD/MM/YYYY) one month's pay in lieu of notice as required under section 79\*/section 80\* of this Code.

3. The details of affected worker(s) is at Annexure II.

4. (Retrenchment) I\*/we\* hereby declare that the workers concerned will be retrenched in compliance to the Section 71 and section 72 of this Code.

5. \*I/We\* hereby declare that the worker(s) concerned have been\*/will be\* paid all the dues and compensation due to them under section 67, read with section 78(10) \*/section 79\*/section 80\* of this Code before or on the expiry of the notice period. or

\*I/We hereby state that currently Insolvency proceedings are on in respect of the said Industrial Establishment/Undertaking/Employer, and that I\*/we\* will pay all the dues along with the compensation due to them under concerned laws.

6. I/we\* hereby declare that no court case is pending before any Court in the matter, and if yes, the details thereof have been Annexed.

7. I/we hereby declare that the above information given by me/ us\* in this notice and enclosures is/ are\* true, I/we am/are solely responsible for its accuracy and no facts/materials has been suppressed in the matter. The permission sought for may please be granted.

Yours faithfully,

(Name of Employer/ \*\*\*Authorised Representative with Seal)



(\*Strike off which is not applicable.)

(\*\* Indicate number in figures and word both)

(\*\*\*Copy of Authorization letter issued by the employer shall be enclosed)

### ANNEXURE-I

(Please give replies against each item)

1	Name of the undertaking with complete postal address, email, mobile and land line.	
2.	Status of undertaking—  Whether Jammu and Kashmir public sector/State public sector/etc,  Whether a private limited company/ partnership firm/partnership firm  Whether the undertaking is Licensed/ registered and if so, name of licensing/ registration authority and licence/ registration certificate numbers.	
3	a) MCA Number  b) GSTN Number	
4	i) Annual production, item wise for preceding three years  ii) Production figures, month-wise, for the preceding twelve months,	
5	Audit report of establishment/undertaking including Balance sheets, profit and loss accounts for the last three years.	To be annexed
6	Names of the inter-connected companies or under the companies same management.	
7	Details of lay-off/ Retrenchment resorted to in the last three years including the periods of such lay-offs/Retrenchment the number of workmen involved in each such lay-off/ Retrenchment/continuation of lay off.	



8	Any other relevant details which have bearing on lay-off/ continuation of retrenchment/ closure.	
---	--	--

**ANNEXURE II**

(Details of affected workers)

S. No	UAN/ CMPFO	Name of the Worker	Category (Highly Skilled/ Semi-skilled/ Unskilled)	Date from which in service in/ with the said Establishment/ Undertaking/ Employer	Wage as on date of Application	Remark
1						
2						
3						

*W* *h*

*g*

**FORM-XV**

**(See Rule 54)**

**Notice to the Employer who committed an offence for the first time under this code, for compounding of offence under subsection (4) of section 89,**

**The undersigned and the Compounding Officer under subsection 1 of section 89 of the Industrial Relation Code, 2020 hereby intimates that the allegation has been made against you for committing offence for the violation of various provision of this Code as per the details given below; —**

**PART-I**

1. Name and Address of the offender Employer- .....
2. Address of the Establishment .....
3. Particulars of the offence .....
4. Section of the Code under which the offence is committed  
.....
5. Compounding amount required to be paid towards composition of the offence.....

**PART - II**

You are advised to deposit the above-mentioned amount within fifteen days from the date of issue of this notice for compounding the offence as per section 89 (1) of the Industrial Relation Code, 2020, along with an application duly filled in part - III of this notice.

In case you fail to deposit the said amount within the specified time, no further opportunity shall be given and necessary direction for filing of prosecution under section ----- shall be issued.

(Signature of the Compounding Officer) Date:

Place:  
\_\_\_\_\_

**PART-III**

**Application under sub-section (4) of section 89 for compounding of offence**

1. Name of applicant (name of the employer who committed the offence under the Industrial Relation Code 2020 to be mentioned.....



2. Address of the applicant .....
3. Particulars of the offence  
.....  
.....
4. Section of the Code under which the offence has been committed  
.....
5. Details of the compounding amount deposited (electronically generated receipt to be attached) .....
6. Details of the prosecution, if filed for the violation of above-mentioned offences may be given  
.....
7. Whether the offence is first offence or the applicant had committed any other offence prior to this offence, if committed, then, full details of the offence  
.....  
.....
8. Any other information which the applicant desires to provide  
.....  
.....  
.....

Applicant

(Name and signature) Dated:

Place:  
\_\_\_\_\_





**FORM-XVI**

**(See Rule 56)**

(Complaint under Section 91 of the Industrial Relation Code, 2020)

Before the Conciliation officer/ Arbitrator/ Tribunal -----,

In the matter of: ..... Reference No.....

A..... Complainant(s);

Versus

B..... Opposite Party(ies).

Address:

The petitioner(s) begs/beg to complain that the Opposite Party(ies) has/have been guilty of a contravention of the provisions of section 90 of the Industrial Relation code, as shown below:

(Here set out briefly the particulars showing the manner in which the alleged contravention has taken place and the grounds on which the order or act of the management is challenged.)

The complainant(s) accordingly prays/pray that the Conciliation Officer/Arbitrator/Industrial Tribunal or National Tribunal may be pleased to decide the complaint set out above and pass such order or orders thereon as it may deem fit and proper.

The number of copies of the complaint and its annexure required under rule 91 of the Industrial Relation Code are submitted herewith.

Dated this.....day of.....20..... Signature of the Complainant(s)  
Verification

I do solemnly declare that what is stated in paragraph..... above is true to my knowledge and that what is stated in paragraphs..... above is stated upon information received and believed by me to be true.

This verification is signed by me at..... on  
.....day of.....20.....

Signature or Thumb impression of the person verifying.

