



**PARLIAMENT OF THE DEMOCRATIC
SOCIALIST REPUBLIC OF
SRI LANKA**

**INDUSTRIAL DISPUTES (SPECIAL PROVISIONS)
ACT, No. 19 OF 2022**

[Certified on 23rd of June, 2022]

Printed on the Order of Government

Published as a Supplement to Part II of the **Gazette of the Democratic
Socialist Republic of Sri Lanka** of June 24, 2022

PRINTED AT THE DEPARTMENT OF GOVERNMENT PRINTING, SRI LANKA
TO BE PURCHASED AT THE GOVERNMENT PUBLICATIONS BUREAU, COLOMBO 5

Price : Rs. 15.00

Postage : Rs. 15.00

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*Industrial Disputes (Special Provisions)
Act, No. 19 of 2022*

[Certified on 23rd of June, 2022]

L.D.-O. 22/2020

AN ACT TO MAKE SPECIAL PROVISIONS TO EMPOWER THE LABOUR TRIBUNALS TO HEAR, TRY, DETERMINE AND DISPOSE OF ALL ENFORCEMENT PROCEEDINGS AND PROSECUTIONS UNDER THE PROVISIONS OF SPECIFIED ENACTMENTS AND FOR MATTERS CONNECTED THEREWITH OR INCIDENTAL THERETO.

BE it enacted by the Parliament of the Democratic Socialist Republic of Sri Lanka as follows: -

1. This Act may be cited as the Industrial Disputes (Special Provisions) Act, No. 19 of 2022 and shall come into operation on such date as the Minister may, in consultation with the Minister assigned the subject of Justice, appoint by Order published in the *Gazette*.

Short title and date of operation

2. (1) Every labour tribunal established under section 31A of the Industrial Disputes Act (Chapter 131) shall, in addition to the powers and duties conferred by written law, exercise the powers conferred upon a Magistrate for the purpose of enforcement of any award made by any arbitrator or industrial court or any order made by the labour tribunal under the provisions of the Industrial Disputes Act (Chapter 131) or any decision of the Commissioner or recovery of payment upon a certificate issued by the Commissioner or implementation of the provisions incidental hitherto of the enactments specified in the Schedule I hereto (in this Act referred to as the “specified enactments”).

Labour tribunal to exercise the power of a Magistrate

(2) For the purposes of this Act, the jurisdiction of a labour tribunal as mentioned above shall, subject to the provisions of subsection (3), be limited to a judicial division of a Magistrate’s Court as may be demarcated under subsection (3) of section 5 of the Judicature Act, No. 2 of 1978 where the labour tribunal is situated.

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(3) The jurisdiction of a labour tribunal referred to in Column I of the Schedule II hereto shall be limited to the judicial division of the Magistrate's Court referred to in the corresponding entry in Column II of that Schedule.

(4) For the avoidance of doubt, it is hereby declared that the Magistrate's Court shall continue to exercise such other powers other than the powers under subsection (1) of this section as specified in the specified enactments in any judicial division of the Magistrate's Court including judicial division specified in Column II of Schedule II.

Applicability of the provisions of Code of Criminal Procedure Act, No. 15 of 1979 and Evidence Ordinance (Chapter 14)

3. (1) The President of a labour tribunal specified in Column I of Schedule II shall have the power and authority to hear, try, determine and dispose of cases in a summary way by virtue of the provisions of the Code of Criminal Procedure Act, No. 15 of 1979 in relation to the enforcement of any award made by any arbitrator or industrial court or any order made by the labour tribunal under the provisions of the Industrial Disputes Act (Chapter 131) or any decision of the Commissioner or recovery of payment upon a certificate issued by the Commissioner or implementation of the provisions of the specified enactments.

(2) There shall be a duly appointed Registrar and an incidental staff for the purpose of implementing the functions specified under subsection (1) of section 2 of this Act.

(3) The provisions of the Code of Criminal Procedure Act, No. 15 of 1979 and Evidence Ordinance (Chapter 14) shall *mutatis mutandis* apply to and in relation to the procedure to hear, try, determine and dispose of the suits or prosecutions before the labour tribunal:

Provided that, the provisions of Evidence Ordinance (Chapter 14) shall not apply for the conduct of proceedings under section 31B of the Industrial Disputes Act (Chapter 131) by the labour tribunal.

Sinhala text to prevail in case of inconsistency

4. In the event of any inconsistency between the Sinhala and Tamil texts of this Act, the Sinhala text shall prevail.

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Schedule I

[section 2(1)]

1. Allowances to Plantation Workers Act, No. 72 of 1981
2. Budgetary Relief Allowance of Workers Law (No. 1) Law, No. 1 of 1978
3. Budgetary Relief Allowance of Workers (No. 2) Law, No. 18 of 1978
4. Budgetary Relief Allowance of Workers Act, No. 36 of 2005
5. Budgetary Relief Allowance of Workers Act, No. 4 of 2016
6. Chauffeurs Regulation Ordinance (Chapter 73)
7. Control of Labour (Change of Designation) Ordinance, No. 22 of 1945
8. Diseases (Labourer's) Ordinance (Chapter 225)
9. Employees' Councils Act, No. 32 of 1979
10. Employees' Holiday Act, No. 6 of 1959
11. Employees' Provident Fund Act, No. 15 of 1958
12. Employees' Provident Fund (Special Provisions) Act, No. 6 of 1975
13. Employees' Trust Fund (Special Provisions) Act, No. 19 of 1993
14. Employees' Trust Fund Act, No. 46 of 1980
15. Employment of Trainees (Private Sector) Act, No. 8 of 1978
16. Employment of Women, Young Persons and Children Act, No. 47 of 1956
17. Estate Labour (Indian) Ordinance (Chapter 133)
18. Estate Quarters (Special Provisions) Act, No. 2 of 1971
19. Factories Ordinance (Chapter 128)
20. Fuel Conservation Five Day Week Act, No. 11 of 1978

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21. Holiday Act, No. 29 of 1971
 22. Indian Immigrant Labour Ordinance (Chapter 132)
 23. Industrial Disputes Act (Chapter 131)
 24. Inspector of Labour (Change of Designation) Act, No. 7 of 1958
 25. Interim Devaluation Allowance of Employees Act, No. 40 of 1968
 26. Labour Inspections (Maintenance of Secrecy) Act, No. 13 of 1972
 27. Maternity Benefits Ordinance (Chapter 140)
 28. Medical Wants Ordinance (Chapter 223)
 29. Mines (Prohibition of Female Labour Underground) Ordinance (Chapter 130)
 30. Mines and Minerals Law, No. 4 of 1973
 31. Mines, Quarries and Minerals Ordinance (Chapter 210)
 32. Minimum Retirement Age of Workers Act, No. 28 of 2021
 33. Minimum Wages (Indian Labour) Ordinance (Chapter 135)
 34. National Apprenticeship Act, No. 49 of 1971
 35. National Minimum Wages of Workers Act, No. 3 of 2016
 36. Payment of Gratuities & Other Monetary Benefits to Indian Repatriates (Special Provisions) Act, No. 34 of 1978
 37. Payment of Gratuity Act, No. 12 of 1983
 38. Privilege Leave (Private) Law, No. 14 of 1976
 39. Registration of Domestic Servants Ordinance (Chapter 137)
 40. Service Contracts Ordinance (Chapter 72)
 41. Shop & Office Employees (Regulation of Employment & Remuneration) Act (Chapter 129)
 42. Special Allowances of Workers Law, No. 17 of 1978
 43. Supplementary Allowances of Workers Act, No. 65 of 1979

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- 44. Termination of Employment of Workmen (Special Provisions) Act, No. 45 of 1971
- 45. Trade Union Ordinance (Chapter 138)
- 46. Trade Union Representatives (Entry into Estates) Act, No. 25 of 1970
- 47. Tundu Prohibition Ordinance (Chapter 134)
- 48. Wages Boards Ordinance (Chapter 136)

Schedule II

[section 2(3)]

<i>No.</i>	<i>Column I</i>	<i>Column II</i>
	Labour tribunal	Relevant jurisdiction of the Magistrate's Court
1.	Labour Tribunal No. 1	Chief Magistrate's Court, Colombo 12
2.	Labour Tribunal No. 2	Chief Magistrate's Court, Colombo 12
3.	Labour Tribunal No. 8	Chief Magistrate's Court, Colombo 12
4.	Labour Tribunal No. 13	Chief Magistrate's Court, Colombo 12
5.	Labour Tribunal No. 33, Maharagama	Magistrate's Court, Homagama
6.	Labour Tribunal No. 32, Ratmalana	Magistrate's Court, Mount Lavinia
7.	Labour Tribunal No. 1/ Additional and No. 2/ Additional, Battaramulla	Magistrate's Court, Kaduwela
8.	Labour Tribunal No. 30, Kaduwela	Magistrate's Court, Kaduwela
9.	Labour Tribunal No. 19, Avissawella	Magistrate's Court, Avissawella

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10.	Labour Tribunal No. 24, Gampaha	Magistrate's Court, Gampaha
11.	Labour Tribunal No. 31, Wattala	Magistrate's Court, Wattala
12.	Labour Tribunal No. 21, Negombo and No. 21/ Additional, Negombo	Magistrate's Court, Negombo
13.	Labour Tribunal No. 25, Panadura	Magistrate's Court, Panadura
14.	Labour Tribunal No. 18, Kalutara	Magistrate's Court, Kalutara
15.	Labour Tribunal No. 04, Galle	Magistrate's Court, Galle
16.	Labour Tribunal No. 26, Matara	Magistrate's Court, Matara
17.	Labour Tribunal No. 34, Kotapola	Magistrate's Court, Morawaka
18.	Labour Tribunal No. 03, Kandy	Magistrate's Court, Kandy
19.	Labour Tribunal No. 39, Palapathwala	Magistrate's Court, Matale
20.	Labour Tribunal No. 38, Nawalapitiya	Magistrate's Court, Nawalapitiya
21.	Labour Tribunal No. 37, Thalawakele	Magistrate's Court, Thalawakele
22.	Labour Tribunal No. 10, Hatton	Magistrate's Court, Hatton
23.	Labour Tribunal No. 09, Nuwara-Eliya	Magistrate's Court, Nuwara- Eliya
24.	Labour Tribunal No. 05, Badulla	Magistrate's Court, Badulla
25.	Labour Tribunal No. 36, Bandarawela	Magistrate's Court, Bandarawela
26.	Labour Tribunal No. 44, Ampara	Magistrate's Court, Ampara
27.	Labour Tribunal No. 06(R), Ratnapura	Magistrate's Court, Ratnapura
28.	Labour Tribunal No. 40, Balangoda	Magistrate's Court, Balangoda

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29.	Labour Tribunal No. 06(E), Embilipitiya	Magistrate's Court, Embilipitiya
30.	Labour Tribunal No. 42, Kegalle	Magistrate's Court, Kegalle
31.	Labour Tribunal No. 23, Kurunegala	Magistrate's Court, Kurunegala
32.	Labour Tribunal No. 46, Kuliyaipitiya	Magistrate's Court, Kuliyaipitiya
33.	Labour Tribunal No. 28, Chilaw	Magistrate's Court, Chilaw
34.	Labour Tribunal No. 27, Anuradhapura	Magistrate's Court, Anuradhapura
35.	Labour Tribunal, Trincomalee	Magistrate's Court, Trincomalee
36.	Labour Tribunal No. 22, Batticaloa	Magistrate's Court, Batticaloa
37.	Labour Tribunal, Jaffna	Magistrate's Court, Jaffna

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