

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

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

**[Certified on 23rd of June, 2022]**

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

[Certified on 23rd of June, 2022]

L.D.-O. 22/2020

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AN ACTTOMAKESPECIALPROVISIONSTOEMPOWERTHELABOUR TRIBUNALSTOHEAR, TRY, DETERMINEANDDISPOSEOFALL

ENFORCEMENTPROCEEDINGSANDPROSECUTIONSUNDERTHE

PROVISIONSOFSPECIFIEDENACTMENTSANDFORMATTERS   
CONNECTEDTHEREWITHORINCIDENTALTHERETO.

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 Short title and date (Special Provisions) Act, No. 19 of 2022 and shall come of operation

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*.

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| **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 | Labour tribunal to exercise the power of a Magistrate |

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”).

(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.

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| Applicability of the provisions of Code of Criminal  Procedure Act, No.  15 of 1979 and  Evidence  Ordinance  (Chapter14) | **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 incidential 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.

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| 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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| *Industrial Disputes (Special Provisions) Act, No. 19 of 2022* | 3 |

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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| 4 | 21. | *Industrial Disputes (Special Provisions)* |
| *Act, No. 19 of 2022* |
| 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. | *Industrial Disputes (Special Provisions)* | 5 |
| *Act, No. 19 of 2022*  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)]

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| *No.* | *Column I* | *Column II* |
|  | **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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| 6 | *Industrial Disputes (Special Provisions) Act, No. 19 of 2022* |

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

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| *Industrial Disputes (Special Provisions) Act, No. 19 of 2022* | 7 |

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| 29. | 29. Labour Tribunal No. 06(E), Embilipitiya | Magistrate’s Court, Embilipitiya |
| 30. | 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, Kuliyapitiya | Magistrate’s Court, Kuliyapitiya |
| 33. | 33. Labour Tribunal No. 28, Chilaw | Magistrate’s Court, Chilaw |
| 34. | 34. Labour Tribunal No. 27, Anuradhapura | Magistrate’s Court, Anuradhapura |
| 35. | 35. Labour Tribunal, Trincomalee | Magistrate’s Court, Trincomalee |
| 36. | 36. Labour Tribunal No. 22, Batticaloa | Magistrate’s Court, Batticaloa |
| 37. | 37. Labour Tribunal, Jaffna | Magistrate’s Court, Jaffna |

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| 8 | *Industrial Disputes (Special Provisions) Act, No. 19 of 2022* |

English Acts of the Parliament can be purchased at the “PRAKASHANA PIYASA”, DEPARTMENTOF GOVERNMENT PRINTING, NO. 118, DR. DANISTER DE SILVA MAWATHA, COLOMBO 8.