



Government of Jammu and Kashmir
Labour & Employment Department
Civil Secretariat, Srinagar.

Notification

Jammu, the 21st May, 2018

SRO-~~25~~**222** Whereas, Conciliation Officer (Assistant Labour Commissioner) Pulwama reported that the present dispute originated from a representation made by the employees of M/S Itifaq Cements Factory, Khrew Pulwama to Hon'ble Chief Ministers' Grievance Cell with regard to payment of bonus as per the provisions of Payment of Bonus Act, 1970, which inturn was referred to the authority through Labour Commissioner, J&K vide No.LC/Enf/Gc/017/291-92 dated 25.07.2017 for necessary action; and

Whereas, in compliance to directions, a detailed inspection note was prepared at the factory site and served by the Assistant Labour Commissioner, Pulwama to the employer on 26.07.2017. During an on spot inspection of the work site, wherein, in addition to other directions, the employer was directed to produce the prescribed record pertaining to the payment of Bonus to the employed persons; and

Whereas, in response, the employer furnished the salary statement of the employees for the month of June, 2017 along with the monthly salary as shown in the salary sheet for the month of June, 2017. The employer denied the payment of any additional bonus to the employed persons with the plea that the bonus is being paid to its employees as part of their monthly salary; and

Whereas, contrary to the claim of the employer, the employees demanded bonus separately under the provisions of Payment of Bonus Act, 1970 and this led to a dispute between the employee's and employers; and

Whereas, efforts were made by the Conciliation Officer, (Assistant Labour Commissioner), Pulwama to settle the dispute between parties but in view of the contrasting and conflicting stances of disputing parties, the same could not be settled; and

Whereas, the Conciliation Officer (Assistant Labour Commissioner), Pulwama has submitted his report regarding failure of

