

GOVERNMENT OF PUNJAB
DEPARTMENT OF LABOUR AND EMPLOYMENT
(LABOUR-II BRANCH)

NOTIFICATION

The 1st December, 1987

No.S.O.50/P.F.R.52/R.66-E/87.- In pursuance of the provisions of clause(ii) of sub-rule 2 of 66-E of Punjab Factory Rules, 1952 and all other powers enabling him in this behalf, the President of India is pleased to recognize the Institutions mentioned in column 2 of the table given below in respect of the Degree, Diplomas in Industrial Safety specified in column 3 of the said table for the purposes of the aforesaid rules:-

Serial.No.	Name of Institute/University	Course of Studies
1	2	3
1.	Central Labour Institute, Ministry of Labour, Government of India, N.S.Mankikar Road, Sion, Bombay.	Diploma Course in Industrial Safety
2.	Regional Labour Institute, Diploma Course in Ministry of Labour, Industrial Safety. Government of India, Calcutta.	
3.	Regional Labour Institute ,Diploma Course in Ministry of Labour, Industrial Safety. Government of India, Kanpur.	
4.	Regional Labour Institute ,Diploma Course in Ministry of Labour, Industrial Safety. Government of India, Madras.	

BRAJENDRA SINGH,
Secretary to Government of Punjab
Department of Labour and Employment

GOVERNMENT OF PUNJAB
DEPARTMENT OF LABOUR AND EMPLOYMENT

NOTIFICATION

The 12th April, 1990

No.S.O.30/C.A.63/48/S. 85/90.- In exercise of the powers conferred by sub-section (1) of Section 85 of the Factories Act, 1948 (Central Act No.63 of 1948), the President of India is pleased to declare that all the provisions of aforesaid Act shall apply to all the places in the State of Punjab wherein the process of breaking of stones (stone crushing) is carried on with or without and aid of power or is so ordinary carried on, notwithstanding that-

- (i) the number of persons employed therein is less than ten, if working with the aid of power and less than twenty, if working without the aid of power; or
- (ii) the persons working therein are not employed by the owner thereof but are working with the permission of, or under agreement with, such owner;

Provided that the manufacturing process is not being carried on by the owner only with the aid of his family.

SWARN SINGH BOPARAI, K.C.
Secretary to Government of Punjab
Department of Labour and Employment

GOVERNMENT OF PUNJAB
DEPARTMENT OF LABOUR AND EMPLOYMENT
(LABOUR-II BRANCH)

NOTIFICATION

The 29th May, 1991

No.S.O.28/C.A.63/48/S. 85/91.- In super-session of Government of Punjab, Department of Labour and Employment, Notification No. S.O.29/C.A. 48/S. 85/87, dated the 31st July, 1987 and in exercise of the powers conferred by sub-section (1) of Section 85 of the Factories Act, 1948 (Central Act No.63 of 1948) and all other powers enabling him in this behalf, the President of India is pleased to declare that all the provisions of aforesaid Act excepting the provisions of clause (cb) of section 2, clauses (a) to (c) of sub-section (I) of section 6, sections 12 to 16, section 22, sections 26 to 31, section 34, sections 36 to 41H, section 62, section 73 and section 96-A of the aforesaid Act, shall apply to any places in the State of Punjab where the manufacturing process for composing types for printing and printing by letter press, lithography, photo gravure or any other similar process of book binding is carried on, with or without the aid of power or is so ordinary carried on, notwithstanding that-

- (i) the number of persons employed therein is less than ten, if working with the aid of power and less than twenty, if working without the aid of power; or
- (ii) the persons working therein are not employed by the owner thereof but are working with the permission of, or under agreement with, such owner;

Provided that the manufacturing process is not being carried on by the owner only with the aid of his family.

GURBINDER CHAHAL,
Secretary to Government of Punjab
Department of Labour and Employment

GOVERNMENT OF PUNJAB
DEPARTMENT OF LABOUR AND EMPLOYMENT
(LABOUR-II BRANCH)

Notification

The 1st September, 2000

No.1/16/2000-5 Lab.II /3170. ---In exercise of the powers conferred by proviso to Sub-section(1) of section 66 of The Factories Act,1948 (Central Act LXIII of 1948). And all other powers enabling him in this behalf, the Governor of Punjab is pleased to authorize variation in respect of condition in clause (b) of sub –section (1) of the aforesaid section for employment of women in factories undertaking manufacturing process in Information Techonolozy Industry in the State of Punjab in such a manner that no woman shall be employed between the hours of 10 p.m. and 5 a.m.

B.C. GUPTA,
Secretary to Government of Punjab,
Department of Labour and Employment.

GOVERNMENT OF PUNJAB
DEPARTMENT OF LABOUR AND EMPLOYMENT
(LABOUR-II BRANCH)

Order
The 8th May, 2003

No:1/16/2000-5 LabII/1658.--- Whereas exemption is required to enable the factories of the Information Technology Industry to deal with an exceptional press of work .

Now therefore, in exercise of the powers conferred by Sub-section (2) of section 65 of The Factories Act,1948 (Central Act LXIII of 1948). I, Brajendra Singh, Principal Secretary to Government Punjab, Department of Labour and Employment, Punjab, Chandigarh exempt till further orders the Factories undertaking manufacturing process in Information Technology Industry from the provisions of Section 51, 52, 54 and 56 of the said act, subject to the following conditions namely:-

- i) The total number of hours of work in any day shall not exceed twelve ;
- ii) The spread-over, inclusive of interval for rest shall not exceed thirteen hours in any one day ;
- iii) The total number of hours of work in any week, including overtime shall not exceed sixty;
- iv) No worker shall be allowed to work overtime for more than seven days at a stretch and the total number of hours of overtime work in any quarter shall not exceed seventy five.

DR. BRAJENDRA SINGH,
Principal Secretary to Government of Punjab,
Department of Labour and Employment.

GOVERNMENT OF PUNJAB
DEPARTMENT OF LABOUR AND EMPLOYMENT
(LABOUR-II BRANCH)

Order

The 19th July, 2005

No: 21/43/2004-2 Lab. II/2967,--- Whereas exemption is required to enable the factories of the M/s. Nahar Spinning Mills Ltd., Ludhiana to deal with an exceptional press of work .

Now therefore, in exercise of the powers conferred by Sub-section (2) of section 65 of Factories Act,1948 (Central Act LXIII of 1948). I, Harsimrat, , Principal Secretary to Government Punjab, Department of Labour and Employment, Punjab, Chandigarh exempt till further orders the Factories undertaking manufacturing process in M/s. Nahar Spinning Mills Ltd., Ludhiana from the provisions of Section 51, 52, 54 and 56 of the said Act, subject to the following conditions namely:-

- i) The total number of hours of work in any day shall not exceed twelve ;
- ii) The spread-over, inclusive of interval for rest shall not exceed thirteen hours in any one day ;
- iii) The total number of hours of work in any week, including overtime shall not exceed sixty;
- iv) No worker shall be allowed to work overtime for more than seven days at a stretch and the total number of hours of overtime work in any quarter shall not exceed seventy five.

HARSIMRAT,
Principal Secretary to Government of Punjab,
Department of Labour and Employment.

GOVERNMENT OF PUNJAB
DEPARTMENT OF LABOUR AND EMPLOYMENT
(LABOUR-II BRANCH)

Order

The 2nd February, 2006

No: 6/1/2006-2 Lab-II/486,--- Whereas exemption is required to enable the factories of the M/s. Jawand sons, Street No. 7, Bhai Himat Singh Nagar. G.N.E. Road, Dugri, Ludhiana to deal with an exceptional process of work

Now therefore, in exercise of the powers conferred by Sub-section (2) of section 65 of Factories Act,1948 (Central Act LXIII of 1948). I, Kusumjit sidhu, Principal Secretary to Government Punjab, Department of Labour and Employment, Punjab, Chandigarh exempt till further orders the Factories undertaking manufacturing process in M/s. Jawand sons, Street No. 7, Bhai Himat Singh Nagar. G.N.E. Road, Dugri, Ludhiana from the provisions of Section 51, 52, 54 and 56 of the said act, subject to the following conditions namely:-

- i) The total number of hours of work in any day shall not exceed twelve ;
- ii) The spread-over, inclusive of interval for rest shall not exceed thirteen hours in any one day ;
- iii) The total number of hours of work in any week, including overtime shall not exceed sixty;
- iv) No worker shall be allowed to work overtime for more than seven days at a stretch and the total number of hours of overtime work in any quarter shall not exceed seventy five.
- v) In terms of section 66(i) of the act ibid no exemption from the provisions of section 54 is granted in respect of any women . as such no women shall be required or allowed to work between the hours 7.00 A. M and 10.00 P. M .

KUSUMJIT SIDHU
Principal Secretary to Government of Punjab,
Department of Labour and Employment

GOVERNMENT OF PUNJAB
DEPARTMENT OF LABOUR AND EMPLOYMENT
(LABOUR-II BRANCH)

Order
The 27th September, 2006

No. No:21/197/2006-2 LabII/5051. --- Whereas exemption is required to enable the factories of the M/s.Greatway Pvt. Ltd. Ludhiana to deal with an exceptional press of work .

Now therefore, in exercise of the powers conferred by Sub-section (2) of section 65 of Factories Act,1948 (Central Act LXIII of 1948) . I, S.S.channy, Secretary to Government, Punjab, Department of Labour and Employment, Punjab, Chandigarh exempt till further orders the Factories undertaking manufacturing process in M/s.Greatway Pvt. Ltd., Ludhiana from the provisions of Section 51,52,54, and 56 of the said act, subject to the following conditions namely:-

- (i) The total number of hours of work in any day shall not exceed twelve;
- (ii) The spread-over, inclusive of interval for rest shall not exceed thirteen hours in any one day ;
- (iii) The total number of hours of work in any week, including overtime shall not exceed sixty;
- (iv) No worker shall be allowed to work overtime for more than seven days at a stretch and the total number of hours of overtime work in any quarter shall not exceed seventy five;
- (v) In terms of section 66(1) of the Act ibid no exemption from the provisions of section 54 is granted in respect of any women . As such no women shall be required or allowed to work between the hours of 10.00 PM and 5.00 AM .

S.S.CHANNY,
Secretary to Government of Punjab,
Department of Labour and Employment.

GOVERNMENT OF PUNJAB
DEPARTMENT OF LABOUR AND EMPLOYMENT
(LABOUR-II BRANCH)

Order
The 2th November, 2006

No:6/3/2006-2 Lab-II/5501. --- Whereas exemption is required to enable the factories of the M/s.Eveline International , Ludhiana to deal with an exceptional pressure of work .

Now therefore, in exercise of the powers conferred by Sub-section (2) of section 65 of the Factories Act,1948 (Central Act LXIII of 1948). I, S.S.channy, Secretary to Government, Punjab, Department of Labour and Employment, Punjab, Chandigarh exempt till further orders the Factories undertaking manufacturing process in M/s. Eveline International , Ludhiana from the provisions of Section 51, 52, 54 and 56 of the said act, subject to the following conditions namely:-

- (i) The total number of hours of work in any day shall not exceed twelve;
- (ii) The spread-over, inclusive of interval for rest shall not exceed thirteen hours in any one day;
- (iii) The total number of hours of work in any week, including overtime shall not exceed sixty;
- (iv) No worker shall be allowed to work overtime for more than seven days at a stretch and the total number of hours of overtime work in any quarter shall not exceed seventy five;
- (v) In terms of section 66(1) of the act *ibid* no exemption from the provisions of section 54 is granted in respect of any women . As such no women shall be required or allowed to work between the hours of 10.00 PM and 5.00 AM .

S.S.CHANNY,
Secretary to Government of Punjab,
Department of Labour and Employment.

GOVERNMENT OF PUNJAB
DEPARTMENT OF LABOUR AND EMPLOYMENT
(LABOUR-II BRANCH)

Notification
The 28th November, 2006

No:21/174/06-3 Lab2/5884. --- Whereas M/s. Abhishek Industries Ltd., Ludhiana made an application for grant of exemption under the rule 26(3) of Punjab Minimum Wages Rules 1950 and after careful consideration of the application of above said company, the Government is satisfied with the proposal of exemption as requested by the company. Therefore in exercise of the powers conferred by Sub-rule (5) of rule 26 of the Punjab Minimum Wages Rules, 1950, Governor of Punjab is pleased to grant exemption to M/s. Abhishek Industries Ltd., Ludhiana from the provisions of sub-rule (3) of rule 26 of Minimum Wages Rules, 1950 subject to the following conditions :-

- (i) They will maintain all the records required under rule 26 except getting signature or thumb impression of worker.
- (ii) They will also provide hard copy of pay slips to workers.
- (iii) The exemption will not be applicable on Contractors workers, Casual Workers and all those workers whose records are not being maintained electronically by the management directly and whose salary is not being credited in the bank accounts directly by the management.
- (iv) This exemption can be withdrawn at any time.
- (v) The exemption is granted for one year only.

S.S.CHANNY,
Secretary to Government of Punjab,
Department of Labour and Employment.

**Government of Punjab
Department of Labour.
(Labour Branch)**

ORDER

The 7th January, 2008

No. 22/10/2007-2 Lab/30.--Whereas exemption is required to enable the factories of the M/s. Sunstar Overseas, Amritsar, District Amritsar to deal with an exceptional press of work.

Now, therefore, in exercise of the powers conferred by Sub-section (2) section 65 of the Factories Act,1948 (Central Act LXIII of 1948). I, P.Ram, Principal Secretary to Government of Punjab, Department of Labour, Punjab, Chandigarh exempt till further orders the factories undertaking manufacturing process in M/s. Sunstar Overseas, Amritsar, District Amritsar from the provisions of Section 51, 52, 54 and 56 of the said act, subject to the following conditions, namely:-

- (i) The total number of hours of work in any day shall not exceed twelve.
- (ii) The spread-over, inclusive of interval for rest shall not exceed thirteen hours in any one day ;
- (iii) The total number of hours of work in any week, including overtime shall not exceed sixty;
- (iv) No worker shall be allowed to work overtime for more than seven days at a stretch and the total number of hours of overtime work in any quarter shall not exceed seventy- five.

P. Ram,
Principal, Secretary to Government of Punjab,
Department of Labour.

**GOVERNMENT OF PUNJAB
DEPARTMENT OF LABOUR
(LABOUR-BRANCH)**

Order

The 26th February, 2008

No. 6/6/2008-2 Lab/783.--Whereas exemption is required to enable the factories of the M/s. International Fresh Farm Products (India) Ltd. to deal with an exceptional press of work .

Now, therefore, in exercise of the powers conferred by Sub-section (2) section 65 of the Factories Act,1948 (Central Act LXIII of 1948). I, P.Ram, Principal Secretary to Government of Punjab, Department of Labour, Punjab, Chandigarh exempt till further orders the factories undertaking manufacturing process in M/s. International Fresh Farm Products (India) Ltd. for setting up of a Food park Project at Village Channo, District Sangrur and a establishment of a Food Research Institute in Derabassi, District Mohali from the provisions of Section 51, 52, 54 and 56 of the said act, subject to the following conditions, namely:-

- (i) The total number of hours of work in any day shall not exceed twelve .
- (ii) The spread-over, inclusive of interval for rest shall not exceed thirteen hours in any one day ;
- (iii) The total number of hours of work in any week, including overtime shall not exceed sixty;
- (iv) No worker shall be allowed to work overtime for more than seven days at a stretch and the total number of hours of overtime work in any quarter shall not exceed seventy- five.

P.Ram,
Principal, Secretary to Government of Punjab,
Department of Labour.

**GOVERNMENT OF PUNJAB
DEPARTMENT OF LABOUR
(LABOUR- BRANCH)**

Order

The 15 th April, 2008

No. S.O. 30/C.A. 63/1948/S. 65/ 2008 .--Whereas exemption is required to enable the textile industry to deal with an exceptional pressure of work .

Now, therefore, in exercise of the powers conferred by Sub-section (2) section 65 of the Factories Act,1948 (Central Act LXIII of 1948). I, P.Ram, Principal Secretary to Government of Punjab, Department of Labour, exempt the factories undertaking the manufacturing process in textile industry from the provisions of Section 51, 52, 54 and 56 of the aforesaid act till further orders, subject to the following conditions, that;

- (i) The total number of hours of work in any day shall not exceed twelve .
- (ii) The spread-over, inclusive of interval for rest shall not exceed thirteen hours in any one day ;
- (iii) The total number of hours of work in any week, including overtime shall not exceed sixty; and
- (iv) no worker shall be allowed to work overtime for more than seven days at a stretch and the total number of hours of overtime work in any quarter shall not exceed seventy- five.

P.Ram,
Principal, Secretary to Government of Punjab,
Department of Labour.

**Government of Punjab
Department of Labour.
(Labour Branch)**

ORDER

The 21 st April, 2008

No. 21/241/2001-2 Lab/1553.-- Whereas exemption is required to enable the factories of the M/s. Rishab Spinning Mills (Prop. Nahar Spinning Mills Ltd.) Village Jodhan, Pakhowal Road, District Ludhian to deal with an exceptional press of work .

Now, therefore, in exercise of the powers conferred by Sub-section (2) section 65 of the Factories Act,1948 (Central Act LXIII of 1948). I, P.Ram, Principal Secretary to Government of Punjab, Department of Labour, exempt the factories undertaking the manufacturing process in M/s. Rishab Spinning Mills (Prop. Nahar Spinning Mills Ltd.) Village Jodhan, Pakhowal Road, District Ludhiana from the provisions of Section 51, 52, 54 and 56 of the said act, subject to the following conditions, namely:-

- (i) The total number of hours of work in any day shall not exceed twelve .
- (ii) The spread-over, inclusive of interval for rest shall not exceed thirteen hours in any one day ;
- (iii) The total number of hours of work in any week, including overtime shall not exceed sixty;
- (iv) No worker shall be allowed to work overtime for more than seven days at a stretch and the total number of hours of overtime work in any quarter shall not exceed seventy- five.
- (v) In terms of section 66(i) of the act ibid no exemption from the provisions of section 54 is granted in respect of any women . As such no women shall be required or allowed to work between the hours of 10.00 p.m. and 5.00 a.m.

P.Ram,
Principal, Secretary to Government of Punjab,
Department of Labour.

**Government of Punjab
Department of Labour.
(Labour Branch)**

ORDER

The 19th May, 2008

No. 6 /10/2008-2 Lab/1832.--Whereas exemption is required to enable the factories of the M/s. Mahavir Spinning Mills (Sewing Thread Unit-11) A unit of Vardhman Textiles Ltd.) D-295/2 Phase- VIII Focal Point, Ludhiana to deal with an exceptional press of work .

Now, therefore, in exercise of the powers conferred by Sub-section (2) section 65 of the Factories Act,1948 (Central Act LXIII of 1948). I, P.Ram, Principal Secretary to Government of Punjab, Department of Labour, Punjab, Chandigarh exempt till further orders the factories undertaking manufacturing process in M/s. Mahavir Spinning Mills (Sewing Thread Unit-11) A unit of Vardhman Textiles Ltd.) D-295/2 Phase- VIII Focal Point, Ludhiana from the provisions of Section 51, 52, 54 and 56 of the said act, subject to the following conditions, namely:-

- (i) The total number of hours of work in any day shall not exceed twelve .
- (ii) The spread-over, inclusive of interval for rest shall not exceed thirteen hours in any one day ;
- (iii) The total number of hours of work in any week, including overtime shall not exceed sixty;
- (iv) No worker shall be allowed to work overtime for more than seven days at a stretch and the total number of hours of overtime work in any quarter shall not exceed seventy- five.
- (v) In terms of section 66(i) of the act ibid no exemption from the provisions of section 54 is granted in respect of any women . As such no women shall be required or allowed to work between the hours of 10.00 PM and 5.00 AM .

P.Ram,
Principal, Secretary to Government of Punjab,
Department of Labour.

**Government of Punjab
Department of Labour.
(Labour Branch)**

ORDER

The 19 th May 2008

No. 6/10/2008-2 Lab/1832 Whereas exemption is required to enable the factories of the M/s. Glaxo Smithkline Consumer Healthcare Ltd., Patiala Road Nabha to deal with an exceptional press of work .

Now therefore, in exercise of the powers conferred by Sub-section (2) section 65 of the Factories Act,1948 (Central Act LXIII of 1948). I, P.Ram, Principal Secretary to Government of Punjab, Department of Labour, Punjab, Chandigarh exempt till further orders the factories undertaking manufacturing process in M/s. Glaxo Smithkline Consumer Healthcare Ltd.Patiala Road Nabha from the provisions of Section 51, 52, 54 and 56 of the said act, subject to the following conditions, namely:-

- (i) The total number of hours of work in any day shall not exceed twelve .
- (ii) The spread-over, inclusive of interval for rest shall not exceed thirteen hours in any one day ;
- (iii) The total number of hours of work in any week, including overtime shall not exceed sixty;
- (iv) No worker shall be allowed to work overtime for more than seven days at a stretch and the total number of hours of overtime work in any quarter shall not exceed seventy- five.

P.Ram,
Principal, Secretary to Government of Punjab,
Department of Labour.

Government of Punjab
Department of Labour.
(Labour – Branch)

ORDER

The 19th May, 2008

No. 22/2/2009-2Lab /321.--Whereas exemption is required to enable the factories of the M/s. L.T. Overseas Ltd. to deal with an exceptional press of work .

Now, therefore, in exercise of the powers conferred by Sub-section (2) section 65 of the Factories Act,1948 (Central Act LXIII of 1948). I, S. S. Channy Principal Secretary to Government of Punjab, Department of Labour, Punjab, Chandigarh exempt till further orders the factories undertaking manufacturing process in M/s.. L.T. Overseas Ltd from the provisions of Section 51, 52, 54 and 56 of the said act, subject to the following conditions, namely:-

- (i) The total number of hours of work in any day shall not exceed twelve .
- (ii) The spread-over, inclusive of interval for rest shall not exceed thirteen hours in any one day ;
- (iii) The total number of hours of work in any week, including overtime shall not exceed sixty;
- (iv) No worker shall be allowed to work overtime for more than seven days at a stretch and the total number of hours of overtime work in any quarter shall not exceed seventy- five.
- (v) In terms of section 66(i) of the act ibid no exemption from the provisions of section 54 is granted in respect of any women . As such no women shall be required or allowed to work between the hours of 6.00 PM and 7.00 AM .

S.S. CHANNY
Principal, Secretary to Government of Punjab,
Department of Labour.

**Government of Punjab
Department of Labour.
(Labour Branch)**

ORDER

The 11th September, 2008

No. 22/64/08-5 Lab/2887.---- Whereas exemption is required to enable the factories of the M/s. Skol Breweries Ltd. to deal with an exceptional press of work .

Now therefore, in exercise of the powers conferred by Sub-section (2) section 65 of the Factories Act,1948 (Central Act LXIII of 1948). I, P.Ram, Principal Secretary to Government of Punjab, Department of Labour, Punjab, Chandigarh exempt till further orders the factories undertaking manufacturing process in M/s. Skol Breweries Ltd. from the provisions of Section 51, 52, 54 and 56 of the said act, subject to the following conditions, namely:-

- (i) The total number of hours of work in any day shall not exceed twelve .
- (ii) The spread-over, inclusive of interval for rest shall not exceed thirteen hours in any one day ;
- (iii) The total number of hours of work in any week, including overtime shall not exceed sixty;
- (iv) No worker shall be allowed to work overtime for more than seven days at a stretch and the total number of hours of overtime work in any quarter shall not exceed seventy- five.

P.Ram,
Principal, Secretary to Government of Punjab,
Department of Labour.

GOVERNMENT OF PUNJAB
DEPARTMENT OF LABOUR
(LABOUR BRANCH)
Notification
The 27th August, 2009

No.G.S.R/34/C.A/63/1948/ S112/ Amd/(29)/2009 .--With reference to Government of Punjab, Department of Labour, Notification No. G.S.R. 5674/ C.A.63/1948/S.112/Amd/2008 dated The 24th October, 2008 and in exercise of the powers conferred by section 112 of the Factories Act,1948 (Central Act No.63 of 1948), and all other powers enabling him In this behalf, the Governor of Punjab is pleased to make the following rules further to amend the Punjab Factory Rules, 1952, namely:-

RULES

1. (i) These rules may be called the Punjab Factory (First Amendment) Rules, 2009.
- (ii) They shall come into force on and with effect from the date of their publication in the Official Gazette.
2. In the Punjab Factory Rules, 1952, for rule 62, the following rule shall be substituted, namely:-
"62 Excessive Weights:-
 - (i) No person , unaided by another person, or mechanical aid, be required or allowed to lift, put down, carry or move any load of material, article, tool or appliance exceeding the maximum limit in weight as set out in the following schedule:-

SCHEDULE

Persons	Maximum weight of material, Article, tool or appliance.
1	2
(a) Adult Male	50 Kilograms
(b) Adult Female	30 "
(c) Young Person (Male 15---18 years)	30
(d) Young Person (Female 15---18 years)	20 "
(e) Young Person (Male 14—15 years)	16 "
(f) Young Person (Female 14---15 Years)	14 "

- (2) No woman or young person shall engage, in conjunction with others, in lifting, carrying or moving any material, article, tool or appliance, if the weight there of exceeds the lowest weight fixed by the Schedule to sub-rule (1) for any of the persons engaged, multiplied by the number of the persons engaged.

- (3) Taking into account the conditions in which the work is to be performed, no worker shall be required or permitted to engage in the manual transport of load which, by reason of its weight, is likely to jeopardise his health or safety.
- (4) Wherever reasonably practicable, suitable technical devices shall be used for the manual transport of loads.

Explanation: - For the purposes of sub-rule (3) and (4) ,“Manual Transport of loads”. means any transport in which the weight of the load is wholly borne by one worker, it covers the lifting and putting down of loads.

- (5) Notwithstanding the fact that workers are engaged in the regular “manual transport of loads” with in the permissible limits as set out in sub-rule(1), they should be subjected to medical examination prior to regular assignment and periodical examination at an interval of every twelve months if the assignment of such jobs exceeds more than twelve months.

Explanation. -For the purpose of sub- rule(5) “ Regular Manual Transport of Loads “ means any activity which is continuously or principally devoted to the manual transport of Loads, or which normally includes, even through intermittently, the manual transport of loads.

P.RAM

**Principal Secretary to Government of Punjab
Department of Labour.**

GOVERNMENT OF PUNJAB
DEPARTMENT OF LABOUR AND EMPLOYMENT
(LABOUR II BRANCH)
order

The 28th June, 2006

No. 21/43/04-II Lab.II /2985.---- Whereas exemption is required to enable the factories of the M/s. Abhishek Industries Ltd. Barnala to deal with an exceptional press of work .

2. in supersession of the Government of Punjab, Department of Labour and Employment order issued,--vide No. 21/43/2004-II Lab,II/211, dated 16th January, 2006. Now therefore, in exercise of the powers conferred by Sub-section (2) of section 65 of the Factories Act,1948 (Central Act LXIII of 1948). I, S. S. Channy, Secretary to Government of Punjab, Department of Labour and employment, Punjab, Chandigarh exempt till further orders the factories undertaking manufacturing process in M/s. Abhishek Industries Ltd.Barnala from the provisions of Section 51, 52, 54 and 56 of the said act, subject to the following conditions, namely:-

- (i) The total number of hours of work in any day shall not exceed twelve .
- (ii) The spread-over, inclusive of interval for rest shall not exceed thirteen hours in any one day ;
- (iii) The total number of hours of work in any week, including overtime shall not exceed sixty;
- (iv) no worker shall be allowed to work overtime for more than seven days at a stretch and the total number of the hours of overtime work in any quarter shall not exceed seventy- five; and
- (v) In terms of section 66(i) of the act ibid no exemption from the provisions of section 54 is granted in respect of any women . As such no women shall be required or allowed to work between the hours of 10.00 PM and 5.00 AM.

S. S. CHANNY,
Secretary to Government of Punjab,
Department of Labour and employment

GOVERNMENT OF PUNJAB
DEPARTMENT OF LABOUR AND EMPLOYMENT
(LABOUR II BRANCH)
order

The 14th March, 2007

No. 6/2/2007-2 LabII /1016.---- Whereas exemption is required to enable the factories of the M/s. R. N. Oswal Hisiery Factory, Ludhiana to deal with an exceptional press of work .

Now therefore, in exercise of the powers conferred by Sub-section (2) of section 65 of the Factories Act,1948 (Central Act LXIII of 1948). I, S. S. Channy, Principal Secretary to Government of Punjab, Department of Labour Employment, Punjab, Chandigarh exempt till further orders the factories undertaking manufacturing process in M/s. R. N. Oswal Hisiery Factory, Ludhiana from the provisions of Section 51, 52, 54 and 56 of the said act, subject to the following conditions, namely:-

- (i) The total number of hours of work in any day shall not exceed twelve.
- (ii) The spread-over, inclusive of interval for rest shall not exceed thirteen hours in any one day;
- (iii) The total number of hours of work in any week, including overtime shall not exceed sixty;
- (iv) No worker shall be allowed to work overtime for more than seven days at a stretch and the total number of hours of overtime work in any quarter shall not exceed seventy- five.
- (v) In terms of section 66(i) of the act ibid no exemption from the provisions of section 54 is granted in respect of any women . As such no women shall be required or allowed to work between the hours of 10.00 PM and 5.00 AM .

S. S. CHANNY,
Principal, Secretary to Government of Punjab,
Department of Labour and Employment.

GOVERNMENT OF PUNJAB
DEPARTMENT OF LABOUR AND EMPLOYMENT
(LABOUR II BRANCH)

Notification
The 24th April, 1965

No-3994-VI-Lab-II-65-partial notification of Punjab Government Labour Department Notification No 3601-3 Lab-1-62/30323, dated the 22nd October, 1962, and in exercise of the powers conferred by sub section (1) of section 85 of the Factories Act, 2948 (Act No.LXIII of 1948), the Governor of Punjab, 11, 16, 19, 42, 43, 44 and 108 thereof , shall apply to any place in the State of Punjab wherein the manufacturing process of electrolytic plating or oxidation of metal articles by use of an electrolytic containing chromic acid or other chromium compounds is carried on with or without the aid of power.

HARDEV SINGH CHHINA,
Secretary to Government of Punjab
Labour Department.

PUNJAB GOVERNMENT
LABOUR DEPARTMENT
Notification
The 26th September, 1973

No.S.O.74/C.A.63/48/S.85/73.- In exercise of the powers conferred by sub section 85 of the Factories Act, 1948 (Act No.83 of 1948), and 28/CA.63/48/S-85/71, dated the 13th may, 1971 and all other powers enabling him in this behalf the Governor of Punjab pleased to declare that provisions of Chapter 1, (excepting the provisions of submission of plan and specifications) Chapter 1, Chapter IV, sub section (1) and (2) of section 45 of Chapter VI, (excepting section 63), Chapter VII , Chapter VIII, (excepting section 83) section 85, 88 and 90 of Chapter IX, Chapter X, and Chapter XI, of the said Act, shall apply to any place in the State wherein the manufacturing process of sawing timber is carried on notwithstanding that-

- (i) the number of persons employed therein is less than ten, if working without the aid of power and less than twenty, if working without the aid of power; or
- (ii) The persons working therein are not employed by the owner thereof but are working with the permission of, or under agreement with, such owner;

Provided that the manufacturing process is not being carried on by the owner only with the aid of his family.

K .D. VASUDEVA,
Secretary to Government of Punjab
Labour & Employment Departments.

PUNJAB GOVERNMENT
LABOUR DEPARTMENT
(LABOUR II BRANCH)
Notification

The 1st December, 1969

No.S.O.74/C.A.63/48/S. 85(1)/69.- In supersession of Punjab Government Notification No 3741-2 L&E-69/18523,dated the 14th May, 1969,and in exercise of the powers conferred by sub-section (1) of Section 85 of the Factories Act, 1948 (Central Act No.63 of 1948), and all other powers enabling him in this behalf the Governor of Punjab pleased to declare that all provisions of manufacturing process of rice husking is carried on by means of Rice Sheller with of without the aid of the power , not withstanding that.

- (i) The number of persons employed therein is less than ten, if working without the aid of power and less than twenty, if working without the aid of power; or
- (ii) The persons working therein are not employed by the owner thereof but are working with the permission of, or under agreement with, such owner;

Provided that the manufacturing process is not being carried on by the owner only with the aid of his family.

V .P . MALHOTRA,
Secretary to Government of Punjab
Labour&Employment Departments.
Chandigarh.

**GOVERNMENT OF PUNJAB
DEPARTMENT OF LABOUR AND EMPLOYMENT
(LABOUR II BRANCH)**

Notification
The 18th March, 1987

No.S.O.6/C.A.63/48/S. 85/87.- In exercise of the powers conferred by sub-section (1) of Section 85 of the Factories Act, 1948 (Central Act No.63 of 1948), the President of India is pleased to declare that all the provisions of aforesaid Act shall apply to all the places in the State of Punjab wherein the process of breaking of stones (stone crushing) is carried on with or without aid of power or is so ordinary carried on, notwithstanding that-

- (i) The number of persons employed therein is less than ten, if working with the aid of power and less than twenty, if working without the aid of power; or
- (ii) The persons working therein are not employed by the owner thereof but are working with the permission of, or under agreement with, such owner;

Provided that the manufacturing process is not being carried on by the owner only with the aid of his family.

BRAJENDRA SINGH
Secretary to Government of Punjab
Department of Labour and Employment

GOVERNMENT OF PUNJAB
DEPARTMENT OF LABOUR AND EMPLOYMENT
(LABOUR II BRANCH)
order

The 4th July, 2007

No. 21/18/2007-5 LabII /2702.---- Whereas exemption is required to enable the factories of the M/s.L .T . Overseas Ltd . to deal with an exceptional press of work .

Now therefore, in exercise of the powers conferred by Sub-section (2) of section 65 of the Factories Act,1948 (Central Act LXIII of 1948). I, S. S. Channy, Principal Secretary to Government of Punjab, Department of Labour, Punjab, Chandigarh exempt till further orders the factories undertaking manufacturing process in M/s L .T . Overseas Ltd . from the provisions of Sections 51, 52, 54 and 56 of the said act, subject to the following conditions, namely:-

- (i) The total number of hours of work in any day shall not exceed twelve .
- (ii) The spread-over, inclusive of interval for rest shall not exceed thirteen hours in any one day ;
- (iii) The total number of hours of work in any week, including overtime shall not exceed sixty;
- (iv) No worker shall be allowed to work overtime for more than seven days at a stretch and the total number of hours of overtime work in any quarter shall not exceed seventy- five.
- (v) In terms of section 66(i) of the act ibid no exemption from the provisions of section 54 is granted in respect of any women . As such no women shall be required or allowed to work between the hours of 6.00 A.M and 7.00 P.M .

S. S. CHANNY,
Principal, Secretary to Government of Punjab,
Department of Labour.

GOVERNMENT OF PUNJAB
DEPARTMENT OF LABOUR AND EMPLOYMENT
(LABOUR-II BRANCH)

Order

The 9th March, 2006

No: 6/3/2005-2 Lab-II/1129,--- Whereas exemption is required to enable the factories the M/s.Udey Crafts, Village Kohara, Distt, Ludhiana to deal with an exceptional process of work.

Now therefore, in exercise of the powers conferred by Sub-section (2) of section 65 of Factories Act,1948 (Central Act LXIII of 1948). I, M.P. Singh, Secretary to Government Punjab, Department of Labour and Employment, Punjab, Chandigarh exempt till further orders the Factories undertaking manufacturing process in M/s. Udey Crafts, Village Kohara, Distt, Ludhiana from the provisions of Section 51, 52, 54 and 56 of the said act, subject to the following conditions namely:-

- i) The total number of hours of work in any day shall not exceed twelve ;
- ii) The spread-over, inclusive of interval for test shall not exceed thirteen hours in any one day ;
- iii) The total number of hours of work in any week, including overtime shall not exceed sixty;
- iv) No worker shall be allowed to work overtime for more than seven days at a stretch and the total number of hours of overtime work in any quarter shall not exceed seventy five.
- v) In terms of section 66(i) of the act ibid no exemption from the provisions of section 54 is granted in respect of any women . As such no women shall be required or allowed to work between the hours of 10.00 P. M and 5.00 A. M .

M. P. SINGH,
Secretary to Government of Punjab,
Department of Labour and Employment.

GOVERNMENT OF PUNJAB
DEPARTMENT OF LABOUR AND EMPLOYMENT
(LABOUR-II BRANCH)

ORDER

The 16th January, 2006

No. 21/43/04-2 Lab-II/211.----- Whereas exemption is required to enable the factories of the M/s Abhishek Industries Ltd. Barnala to deal with an exceptional press of work .

Now therefore, in exercise of the powers conferred by Sub-section (2) of section 65 of the Factories Act,1948 (Central Act LXIII of 1948). I, Kusumjit Sidhu, Principal Secretary to Government, Punjab, Department of Labour and Employment, Punjab, Chandigarh exempt till further orders the factories undertaking manufacturing process in M/s. Abhishek Industries Ltd. Barnala.. from the provisions of Section 51, 52, 54 and 56 of the said Act, subject to the following conditions, namely:-

- (i) The total number of hours of work in any day shall not exceed twelve.
- (ii) The spread-over, inclusive of interval for rest shall not exceed thirteen hours in any one day;
- (iii) The total number of hours of work in any week, including overtime shall not exceed sixty;
- (iv) No worker shall be allowed to work overtime for more than seven days at a stretch and the total number of hours of overtime work in any quarter shall not exceed seventy- five.

KUSUMJIT SIDHU,
Principal, Secretary to Government, Punjab,
Department of Labour and Employment.

GOVERNMENT OF PUNJAB
DEPARTMENT OF LABOUR AND EMPLOYMENT
(LABOUR-II BRANCH)

ORDER

The 1st February, 2007

No. 22/4/07-2 Lab/498.---- Whereas exemption is required to enable the factories of the M/s. Punjab Agro Juices Ltd, Chandigarh to deal with an exceptional press of work .

Now therefore, in exercise of the powers conferred by Sub-section (2) of section 65 of the Factories Act,1948 (Central Act LXIII of 1948). I, S.S. Channy, Principal Secretary to Government of Punjab, Department of Labour, and Employment Punjab, Chandigarh exempt till further orders the factories undertaking manufacturing process in M/s. Punjab Agro Juices Ltd, from the provisions of Section 51, 52, 54 and 56 of the said act, subject to the following conditions, namely:-

- (i) The total number of hours of work in any day shall not exceed twelve .
- (ii) The spread-over, inclusive of interval for rest shall not exceed thirteen hours in any one day ;
- (iii) The total number of hours of work in any week, including overtime shall not exceed sixty;
- (iv) No worker shall be allowed to work overtime for more than seven days at a stretch and the total number of hours of overtime work in any quarter shall not exceed seventy- five.
- (v) In terms of section 66(i) of the Act *ibid* no exemption from the provisions of section 54 is granted in respect of any women . As such no women shall be required or allowed to work between the hours of 6.00 A. M and 7.00 P. M .

S. S. CHANNY,
Principal, Secretary to Government of Punjab,
Department of Labour and Employment.

**Government of Punjab
Department of Labour.
(Labour Branch)**

ORDER

The 12st March, 2008

No. 6/1/2006-2 Lab-II/966.---- Whereas exemption is required to enable the factories of the M/s Mahavir Spining Mills (Sewing Thread Unit-II) A Unit of Vardhman Textiles Ltd.) D-295/2 Phase-VIII Focal Point, Ludhiana to deal with an exceptional press of work .

Now therefore, in exercise of the powers conferred by Sub-section (2) section 65 of the Factories Act,1948 (Central Act LXIII of 1948). I, P. Ram, Principal Secretary to Government of Punjab, Department of Labour, Punjab, Chandigarh exempt till further orders the factories undertaking manufacturing process in M/s. s Mahavir Spining Mills (Sewing Thread Unit-II) A Unit of Vardhman Textiles Ltd.) D-295/2 Phase-VIII Focal Point, Ludhiana from the provisions of Section 51, 52, 54 and 56 of the said act, subject to the following conditions, namely:-

- (i) The total number of hours of work in any day shall not exceed twelve .
- (ii) The spread-over, inclusive of interval for rest shall not exceed thirteen hours in any one day ;
- (iii) The total number of hours of work in any week, including overtime shall not exceed sixty;
- (iv) No worker shall be allowed to work overtime for more than seven days at a stretch and the total number of hours of overtime work in any quarter shall not exceed seventy- five.
- (v) In terms of section 66(i) of the act ibid no exemption from the provisions of section 54 is granted in respect of any women . As such no women shall be required or allowed to work between the hours of 10.00 P. M and 5.00 A. M .

P. RAM,
Principal, Secretary to Government of Punjab,
Department of Labour.