

1.THE FACTORIES ACT, 1948
THE 29TH JANUARY, 1952

No. 647-LP-52/406 :-In exercise of the Powers conferred by sub-section (2) of section 8 of the Factories Act, 1948 (LXIII of 1948). the Labour Commissioner, Punjab, is appointed as Chief Inspector of Factories for the purpose of this Act within the limits of Punjab State.

MANGAT RAI,
Secretary to Government, Punjab
Health and Local Government Department.

2. THE FACTORIES ACT, 1948
THE 17TH SEPTEMBER, 1963

No. 7815-IV-Lab-1163/20609 :-In supersession of Punjab Government, Labour Department, Notification No. 3981-VII-D Lab 61/31388, dated 21st September, 1962 and in exercise of the power conferred by sub-section (i) of section 85 the factories Act, 1948 (Act LXIII of 1948) and all other powers enabling him this behalf, the Governor of Punjab is pleased to declare the the provisions of Chapter I except the provisions of submission of plans and specification and those of Chapter II, IV, VI, VII, VIII, X and XI of the said Act shall apply to any place in the State wherein any manufacturing process of sawing timber is carried on, not-with-standing that :-

(i) The No. of persons employed therein is less then 10 if working with the aid of power and less than 20 if working without the aid of power.

(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, not being carried on by the owner only with the aid of his family members.

3. THE FACTORIES ACT, 1948 ORDER
THE 20TH OCTOBER, 1964

No. 10280-IV-Lab.-64/24662 :-Where as the persons having control over the affairs of Punjab Government, Printing Press, Patiala have requested for the grant of exemption from the provisions of Chapter VIII of the Factories Act, 1948 (Act No. LXIII of 1948) relating to annual leave with wages.

And whereas the Governor of Punjab is satisfied that the leave rules applicable to the workers in the said factory provide benefits which are not less favourable then those for which chapter VIII of Factories Act, 1948 (Act No. LXIII of 1948) makes provision.

Now, therefore, in exercise of the powers conferred by the section 84 of the Factories Act, 1948, (Act No. LXIII of 1948), the Governor of Punjab is pleased to exempt Punjab Govt. Printing Press, Patiala, from the provisions of Chapter VIII of the said Act, relating to annual leave with wages, subject to the condition that this exemption shall not be applicable to the casual workers of this factory.

Sd/.....
Secretary to Government, Punjab
Labour Department.

4. THE FACTORIES ACT. 1948
THE 10TH AUGUST, 1965

No. 6363-VI-Lab. II-65/20707 :-Whereas the persons having control over the affairs of M/s Hindustan Milk Food Manufactures Ltd. Nabha have requested for the grant of exemption from the provisions of Chapter VIII of the Factories Act, 1948 (Act No. 63 of 1948) relating to annual leave with wages.

And whereas the Governor of Punjab is satisfied that the leave rules applicable to the staff members in the said factory provide benefits which are not less favourable than those for which Chapter VIII of the Factories Act, 1948), (Act No. 63 of 1948), make provisions.

Now, therefore, in exercise of the powers conferred by section 84 of the Factories Act, 1948 (Act No. 63 of 1948), the Governor of Punjab is pleased to exempt M/s Hindustan Milk Food Manufacturers Ltd., Nabha from the provisions of Chapter VIII of the said Act, relating to annual leave with wages subject to the conditions that this exemption shall be applicable only to the staff members of the Factory.

Sd/.....
Secretary to Government, Punjab
Labour and Employment Departments.

5. THE FACTORIES ACT, 1948
THE 13TH OCTOBER, 1969

No. S.O. 74/C.A. 63/48/S 86M/69. :-In exercise of the powers conferred by sub-section (1) of section 85 of the Factories Act, 1948 (Act No. 63 of 1948) and all other power enabling him in this behalf the Governor of Punjab is pleased to declare that henceforth all the provisions of the Factories Act, 1948, except Section 6 (Submission of plans) 11, 17, 19, 20 and 62 shall apply to all the establishments in the State of Punjab wherein manufacturing process of making/burning of bricks is carried on with or without the aid of power or is so ordinarily carried on, not-with-standing that :-

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

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

V.P. MALHOTRA
Secretary of Government, Punjab,
Labour and Employment Department

6. THE FACTORIES ACT, 1948
THE 22ND JUNE, 1970

No. 4517-3LE (68-F) 70/16500 :—In super-session of Punjab Government, Labour Department, notification No. 8714-3LE (68-F)-68/25403 dated 29th August, 1968 , and in exercise of the powers conferred by sub-section (5) of Section 8 of the Factories Act, 1948 (Act No. 63 of 1949), and all other powers enabling him in this behalf, the Government of Punjab is pleased to appoint the following officers of the Punjab Labour Department to be additional Inspector of Factories for the purpose of the said Act, and is further pleased to declare that they shall exercise the powers of additional Inspector of Factories throughout the State of Punjab :—

- (1) Joint Labour Commissioner, Punjab.
- (2) Deputy Labour Commissioner, Punjab.
- (3) Assistant Labour Commissioner, Punjab.
- (4) All Labour-cum-Conciliation officers in the State.

7. THE FACTORIES ACT, 1948
NOTIFICATION
THE 29TH MARCH, 1971

No. S. O. 17/C.A. 63/48/S. 8/71.—In Supersession of Punjab Government, Labour Department Notification No. 4527-3LE (6&F)-70/17.115, dated 27th June, 1970, and in exercise of the powers conferred by sub-section (1) of section 8 of the Factories, Act, 1948 (Act No. 63 of 1948), and all other powers enabling him in his behalf, the Governor of Punjab is pleased to appoint all the Labour Inspectors Grade I and Grade II in the State of Punjab to be “Inspectors” for the purpose of the said Act. They shall exercise all the powers of an Inspector under the said Act throughout the State of Punjab with immediate effect.

V.P. MALHOTRA,
Secretary of Government, Punjab,
Labour and Employment Departments.

8. THE FACTORIES ACT, 1948

The 29th March, 1971 No. S.O. 19CA-/63/48/S-85/71 :- In exercise of the powers conferred by Sub-section exercise of the powers conferred by Sub-section (1) of section 85 of the Factories Act, 1948 (Central Act. No. LXIII of 1948) and all other powers enabling him in this behalf, the Governor of Punjab is pleased to declared that henceforth all the provisions of the said Act, shall apply to all the establishment in the State of Punjab where in manufacturing process in synthetic colouring matter or its intermediates is carried on with or without the aid of power or is so ordinarily carried on, not with standing that :—

(i) the number of persons employed there in is less then ten, if working with the aid of power

and less then twenty, if working without the aid of power : or

(ii) the person 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 of Government, Punjab,
Labour and Employment Departments.

9. THE FACTORIES ACT, 1948
THE 2ND JUNE, 1971

No. S.O. 32/C.A. 63/48/S. 8/71/ :—In super-session of Punjab Government Labour Department notification No. 5923-LP-49/50200, dated the 11th August, 1949 and in exercise of the power conferred by sub-section (5) of section 8 of the Factories Act, 1948 (Act No. LXIII of 1948), the Government of Punjab is pleased to appoint the following officers of the Punjab Health Department to be additional Inspectors of Factories, within the limits of their respective jurisdiction for the purpose of section 11 to 15, 18 to 20, 42, 48, 89 to 91 only of the said Act :—

S.No. Designation

1. Director, Health and Family Planning, Punjab.
2. Deputy Director, Health Services (Health).
3. All the Deputu Chief Medical Officers (Health)
4. Assistant Director, Health Services (Health Education and Nutrition)
5. All Municipal Medical Officer of Health
- 6.

7. B.B. MAHAJAN
Secretary of Government, Punjab,
Labour and Employment Departments.

10. THE FACTORIES ACT, 1948
THE 1ST APRIL, 1977

No. S.O. 23/C.A. 63/48/S. 8/77 :—In exercise of the power conferred by sub-section (5) of section 8 of the Factories Act, 1948 (Act No. 63 of 1948), the Governor of Punjab is pleased to appoint the following officers of the Local Government (Fire Wing) Department, Punjab to be additional Inspectors for the purpose of section 38 of the said Act within the local limits of their respective jurisdiction :—

- (1) Fire Officer, Punjab.
- (2) Assistant Fire Officer, Punjab.
- (3) Fire Protection Officer, Punjab

11. THE FACTORIES ACT, 1948

No. S.O. 24/I. F.R./52/R. 19/77 :—In pursuance of the provisions of sub-rule (2) of rule 19 of the Punjab Factory Rules, 1952, the Governor of Punjab is pleased to appoint the Chairman of the Punjab State Board for the Prevention of Control of Water Pollution as the authority for the purpose of the aforesaid sub-rule.

12. THE FACTORIES ACT, 1948
NOTIFICATION
THE 30TH, OCTOBER, 1991

No. S.O. 89/C.A. 63/48/S. 10/91 :—In supersession of Punjab Government Labour Department Notification No. 8997-L & E-77) 1737, dated the 16th January, 1978 and in exercise of the powers conferred by Sub-section (1) of section 10 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 appoint all the Assistant Directors of Factories (Madical) of the Department of Labour and Employment Punjab to be Certifying Surgeons for the purpose of the said Act for whole of the State of Punjab.

GURBINDER CHAHAL
Secretary of Government, Punjab,
Departments of Labour and Employment

13. THE FACTORIES ACT, 1948
THE 1ST AUGUST, 1979

No. 2923-2 Lab-II 79/760 :—Whereas the management of Punjabi University Press, Patiala have requested the State Government for the grant of exemption from the provisions of Chapters VI and VIII of the Factories Act, 1948 (Central Act 63 of 1948)

And whereas the Governor of Punjab is satisfied that the provisions of the scheme submitted by the said management in respect of employment intervals for meals and leave with wages of the persons employed in or attending the press are not less favourable than the corresponding provisions of the said Act, relating to the aforesaid matters.

Now, therefore in exercise of the powers conferred by section 86 of the Factories Act, 1948 (Central Act, 63 of 1948), the Governor of Punjab is pleased to exempt the aforesaid press from the provisions of Chapters VI and VII of Factories Act, 1948

14. THE FACTORIES ACT, 1948
THE 21ST JANUARY, 1981

No. 2(39) 80-4 Lab. 1/205 :—In exercise of the powers conferred by sub-section (5) of section 8 of Factories Act, 1948 (central Act No. 63 of 1948), the Governor of Punjab is pleased to appoint the following officers of the Department of Labour and Employment (Labour Branch) Punjab to be Additional Inspector for whole of the State of Punjab for requiring the production of any prescribed Register and any other document relating to the factory under Section 9 (b) of the aforesaid Act :—

- (1) Scrutiny Inspector
- (2) Field Investigators

J.P. GUPTA
Secretary of Government, Punjab
Department of Labour and Employment

15. THE FACTORIES ACT, 1948
NOTIFICATION
THE 3RD SEPTEMBER, 1979

No. S.O. 57/CA/63/48/S. 8/79 :—In exercise the powers conferred by Sub-section (5) of section 8 of Factories Act, 1948 (Central Act 63 of 1948), The Governor of Punjab is pleased to appoint the Additional Labour Commissioner Punjab to be an Additional Inspector for the purpose of the said Act for whole of the State of Punjab.

TEJENDRA KHANNA
Secretary of Government of Punjab,
Department of Labour and Employment

16. THE INTRODUCTIONS UNDER THE FACTORIES ACT 1948

(A) Copy of Letter No. 9815-C-6687. L-4 P-55-55/55968 dated 19th September, 1955 from the Secretary to Government. Punjab Labour Department, Chandigarh, to the General Officer-in-chief, Western Comm-andm Simla

Subject—Application of the Factories Act, 1948 to Defence Installations

In continuations of Punjab Government en-dorsement No. 4050/3355-C-LP-5p/24710, dated the 18th May, 1955, on the subject noted above I am directed to State that in view of the position explained by the Government of India in their letter No. FAC 41(416), dated the 10th August, 1965 (Copy enclosed) The State Government regret their enability to exempt the Civilian General Transport companies at Pathankot from the application of the Factories Act, 1948. I am, accordingly to request you to kindly have these factories registered under the said Act at a very early date. The Labour Commissioner, Punjab, is-being asked to keep in view the instruction contained in letter No. Fac 41 (134), dated the 13th November, 1953, from the Government of India (copy enclosed)

(B) Copy of D.O. No. CAF/30 (46), dated the 30th September, 1957, from shri N.S. Mankiker) Chief Adviser of Factories, Ministry of Labour, New Delhi, to Shri C.A. Ahuja Chief Inspector of Factories, Alexander Road, Ambala Cantt.

Will you please refer to your D.O. letter No. 27649, dated the 26th September, 1957, enquiring whether in case of a factory whose proprietors, Management workers and Machinarly remain unchanged but only the Factory is shifted from one placed to another, the licence originally granted would hold good.

In the absence of specific rules in the matter Rule 9 of Punjab Factory Rules, will apply in which discretion for the amendment of licence is given wholly to the Chief Inspector of Factories. In the present case, I think, it would not be inappropriate for your to merely amend the licence on charging the prescribed fee of rupees five.

The amendment in this case, will be only change in the location of the factory.

(C) Copy of letter No. 3305-5 Lab-58/35182, dated 2nd May, 1958, from Secretary to Government Punjab, Labour Department Chandigarh to the Labour Commissioner, Punjab, Ambala Cantt.

Subject—Expemtion from the provisions of section 58 of the Factories Act, 1948

Reference you letter No. GGN/P-66961 dated 4th March, 1958. on subject noted above.

2. Government desired that in future the views of workers and their Unions must be ascertained and forwarded to Government. This would make matters fully clear and if the workers desire to object, opportunities should be afforded to them for the said purpose. There fore, you are requested to do the needful in this case immediately.

(D) Copy of letter No. CAF/40(3) dated the 10th October, 1957 addressed to the Director of Industrial Statistics, Ministry of Commerce and Industry. I Council House Street, Calcutta-1

Subject—Treatment of Students of Technical Institutes as “Workers” under the Factories Act, 1948.

With reference to your letter No. 7-SIG(3) 52, dated the 9th December, 1954, and the correspondence resting with your reminder, Ministry of Law have advised that students working in the Technical Institute registered as “factories” are to be treated as “workers” under the Factories Act, 1948.

(E) A copy of letter No. CAE/30(3), dated 13th December, 1956, from the office of the Chief Adviser Factories.

Subject—Overtime wages under Factories Act, 1948.

Sir,

Please refer to your letter No. 25353, dated the 24th September, 1956, on the above subject.

The Factories Act, 1948 provides only for weekly holidays and if a worker is deprived of any of such holidays the provision of section 53 requires that he should be allowed compensatory holidays of equal number, the idea being that a worker must have rest for a whole day after a week’s work. Any other holidays granted to worker for festivals or other similar occasions in any factory depend upon the local usage or custom, and there is no provision in the Factories Act to regulate the work done on those holidays.

The provisions of section 59 relating to over-time wages will apply where the daily hours of a workers exceed 9 or the hours worked in a week exceed 48 irrespective of the worker’s having worked on a weekly holiday or festival holiday or any other day.

Your faithfully
S.R. BHISE,
Chief Adviser, Factories

**(F) GOVERNMENT OF INDIA MINISTRY OF LABOUR AND EMPLOYMENT
OFFICE OF THE CHIEF ADVISER FACTORIES
NO. 1 (5)/57-GAF, II
THE NEW DELHI, THE 5TH APRIL, 1958.**

From

Shri N.S. Mankiker, B.Sc. B.E., A.M.I.E.,
Chief Adviser, Factories

To

The Chief Inspector of Factories
Punjab Ambala Cantt.

Subject—Licencing fee in factories :

Sir,

With reference to your letter No. ASR/A-27/7080, dated the 8th March, 1958, I am to state the according to the definition of the term ‘factory’ in the Factories Act, 1948, an establishment which is a ‘factories’ on any date will continue to be a factory for 12 months from that date though on any-days during those 12 months not more than 9

persons with power or 19 persons without power were being employed therein and licence fee in such cases will have to be paid. In cases, however, where a factory remained closed during a particular calendar year, the question of collecting licence fee does not arise provided due notice has been given to the Chief Inspector of Factories.

Yours faithfully,
S.R. BHISE
for Chief Advisor, Factories,

**(G) GOVERNMENT OF INDIA, MINISTRY OF LABOUR AND EMPLOYMENT
OFFICE OF THE CHIEF ADVISER FACTORIES
NO. J(4) 57-CAF-II
DATED NEW DELHI, THE 8TH APRIL, 1958**

From
Shri N.S. Mankiker, B.Sc., B.E., AMIF,
Chief Adviser, Factories.

To
The Officer Commanding,
Ammunition Depot,
Gurgaon.

Subject—Admissibility of overtime pay to non-industrial employees under the factories Act, 1948

Sir

Please refer to your letter No. 01588/Estt., dated the 12th February, 1958, forwarding a copy of an extract from Headquarter Western's Command letter No. 0586/OS-10A, dated the 26th July, 1956, on the above subject.

It may be stated that the question whether a particular person in a factory is a 'worker' or not depends on actual facts as to whether he is employed in any manufacturing process, or in any other kind of work incidental to, or connected with the manufacturing process. The connection must be direct and not a remote one. Through the relationship of each of the persons mentioned in your letter state, the general position in respect of the categories of persons mentioned in your letter as based on various rulings given by courts and opinion expressed by the Ministry of Law is as given below.

Clerk and Draftman

Clerks employed in the Administrative office and those employed in the Store-keeping Sections and Welfare Sections would not be workers while those employed in the planning Sections, Estimating Sections and Drawing Office would probably be covered by the definition of worker since their work is more or less directly connected with the manufacturing process or the articles manufactured.

Drivers—The work of a transportation of stores by itself cannot be said to be incidental to or connected with the manufacturing process. Transport drivers performing the above duties outside the factory would not be covered by the definition.

Assistant Surgeon and Compounder :—Medical Officers are not workmen. Their work is connected with the health of workers and not with the manufacturing process. The same consideration will apply to compounders and staff employed in factory dispensaries.

Orderly, Daftries and Telephone Operator—These persons have very remote connection with manufacturing process and therefore, cannot be said to be workers. It is, however, a different thing that in some exceptional cases the nature of duties of some orderlies or telephone operators are such that it can be considered an integral part of the manufacturing process. If so, they can be called 'workers'.

Fire-Brigade Staff :—Firemen are employed to protect the factory premises generally as distinguished particularly from manufacturing process. Therefore, their connection with the manufacturing process is very remote. They do not therefore, fall within the definition of 'workers'.

Store Keepers—Should not be deemed as workers.

Book Binders—Book binding itself would be manufacturing process but since the work of book binding is not directly connected with manufacturing process of the depot, it is difficult to give a definite opinion whether book-binders are worker or not.

Sweeper—A sweeper engaged in cleaning the premises used for manufacturing process and machines, etc., is a worker. Nothing can be said about other menial staff unless the nature or their duties is known.

Since there is divergences of view about the application of the Factories Act to different categories of persons employed in a factory in various Sates cases will have to be decided in accordance with the interpretation given to the term 'worker' in a court of Law.

Yours faithfully,
S.R. BHISE,
for Chief Adviser Factories.

Copy to the Chief Inspector of Factories. Punjab Ambala.

(H) From
Shri Mangat Rai I.A.S.
Secretary to Government, Punjab,
Labour Department.

To
The Labour Commissioner, Punjab,
Ambala Cantt.
Memorandum, No. 4828-S-LP-56/30857.
Dated Simla-2, the 20th/24th April, 1956,

Subject—Clarification on certain provisions of the Punjab Factory Rules, 1952.
Reference your communication noted in the D.O. No. 2783, dated the 18th/20th February, 1957, on the subject noted above.

2. In regard to the timely collection of all registration/renewal of licences fees, from the various occupiers of the factories, you are advised so entrust the entire duties of keeping accounts realization of fees to the Accountant. He should check up whether all the notices for renewal of licences have been received by the date prescribed in rule 10 (2) of the Punjab Factory Rules, 1952 and the cases where this has not been done, should be brought by him to the notice of the Chief Inspector of Factories immediately so that he should ensure that prosecution are instituted within the limitations prescribed in Section 106 of the Factories Act, 1948, for otherwise there would be difficulty in enforcing the payments. You should also take immediate action as contemplated by you against the defaulters keeping in view that instructions contained in Punjab Government, Memoranda Nos. 16894-S-LP. 56/675, dated the 7th January, 1956 and 1527/1004-C-LP/56/11398, dated the 14th February, 1956.

3. Regarding the various points on which the advice of Government has been sought by you the positions is as under—

(i) The proviso to rule 10 of the Punjab Factory Rules 1952 is not applicable to the application for amendment of licences and therefore, the question of charging 25 percent in excess of the prescribed fee does not arise. The delinquent can only be prosecuted for contravention of any provision of the Act or Rules within three months of the date on which the commission of the offence comes to the knowledge of Inspector. Prosecution can be Instituted in cases where application for amendment is not received within one month in cases covered by clause (4) of Rule 9, but it is doubtful if Section 92 of the Factories Act will be attracted to cases other than those mentioned in Rule 9(4) *ibid*. There is, therefore a need for amending Rule 9(4) of these rules by providing a time limit other than increase in the quantity of these power or the number of persons employed, A period of three months may perhaps be reasonable for the purpose. You are accordingly requested to finish at an early date your comment in this behalf together with a copy of the proposed amendment for consideration of Government.

(ii) There is no rule which authorises an occupier of a factory to send his application for renewal of licence by post. That being so, the application should reach your office not less than 30 days before the date on which the licence expires, i.e., the 1st December.

(iii) Your assumption that in the case of seasonal factories, like ginning factories, the licence is required to be obtained by the owner thereof is not correct, under the rules, it is the occupier, who is required to obtain a licence. As such the new occupier has to apply for a licence as require under rule 7 and to pay the requisite fee for such licence, unless it is the case of transfer of a licence under Rule 11, when the later rule will apply.

(iv) The answer to your query is in the negative. Since the State Government are empowered to register factories under section 85 of the factories Act, 1948 the powers of de-registration can be exercised only by the State Government.

(Sd.)
Under Secretary, Labour,
For
Secretary to Government, Punjab
Labour Department

(I) Copy of Memorandum No. 10347/6008-CLP-56/68989, dated Simla-2, the 10th/14th September, 1956 from Shri Mangar Rai I. A. S. Secretary to Government, Punjab, Labour Department, to the Labour Commissioner and Chief Inspector of Factories, Punjab, Ambala Cantt.

Subject—Registration and licencing of factories under the Factories Act, 1948, and Rules made therunder.

Reference your letter No. 15041, dated the 28th June. 1956, on the subject noted above.

The answer to the various questions posed by you are as under, seriatum :—

(i) (a) there is no provision on either in the Factories Act, 1948, or in the Punjab Factories Rules 1952, for deregistering a factory, but a factory, as soon as it ceases to fall within the definition of this expression, as given in Section 2 (m) of the Factories Act, 1948, cases to be covered by the provisions of this Act.

(b) Government, however, observe that where an occupier of a factory fails to notify to you the reduction in the number of workers employed by, him, it should be possible for the inspectorate staff of the Labour Department to detect such a position. Your statement that certain factories stopped working for some years in the past or employed less workers but continues to be registered in the list of registered factories rather reflects adversely on the efficiency of your department as before long or at least during a year, the position of workers in any registered factory should be known to the inspectorate staff, who have been employed for the purpose.

(ii) The fee for the registration and licence cannot be charged for the period during which the factory has ceased to be a factory within the meaning of the expression as given in Section-2(m) of the Act. If a factory having ceased to be factory within the meaning of the Factories Act again starts functioning as in factory. It will be necessary to apply for fresh registration and licence. Whether such a factory on re-registration should be allotted the old number or a fresh one is hardly a legal question.

(iii) The answer to the question whether transferee or factory should apply for fresh registration and licence is not free from doubt, whereas Section 6 of Factories Act empowers the State Government, interalia, to make rules requiring the registration and licencing of factories Rules, 7 of the Punjab Factory Rules 1952, makes it incumbant on a fresh occupier of a factory to submit an application for the registration of the factory and

for the grant of the licence. The rule seems to show that as soon as factory is occupied by a person it is incumbent on him to submit a fresh application for registration and licence. In so far as this rule requires fresh registration of factory with the change of its occupier it is not quite consistent with Section 6(d) of the Act. According to this section all that is necessary, is that a factory should be registered and licensed. It is not necessary that there should be a fresh registration and fresh licence as soon as the ownership or the occupation of the factory is changed. In this view of the matter, if a factory is registered and licensed, the transferee need not obtain a fresh registration and a fresh license. The question of the renewal of the licence will of course arise at the time of the expiry of the previous licence.

(iv) Rule 13 of the Punjab Factory Rules, 1952 provides for the issue of a duplicate, licence on payment of Rs. 5/-. There is no provision under which a fee can be charged for the issue of a duplicate copy of the registration certificate. The mere fact that registration and licence to work as factory is prescribed in the same form i.e., form No. 4 does not change the positions. To avoid confusion it is suggested that different forms for registration may be prescribed.

(J) From
Secretary,
Labour & Employment Departments,
Chandigarh

To
Chief Inspector of Factories.
Memo No. 6754-SLab-58/46708,
Dated Simla, the 19th/12th June, 1958.

Subject—Renewal of licence as provided under rule 10 of Punjab Factory Rules, 1952.
Reference your letter No. LDH/M/4-10978 dated the 11th April, 1958, on the Subject noted above.

Government are of the view though there is no clear provision in the factory rules as regards the form in which an application for renewal is to be made under rule 10(2) yet from the heading of form No. 2 it appears that the application for renewal also to be made in the said form. In the circumstances of the case the application for renewal made on plain paper shall have to be considered to be sufficient for the purpose of rule 10(2) and consequently an excess fee of 25 percent as laid down in the proviso to rule 10(3) is not chargeable.

(Sd).....
Under Secretary, Labour

(K) Copy of letter No. CAF/30 (46), dated 16th October, 1958, from the Chief Adviser Factories to the Chief Inspector of Factories, Punjab Ambala Cantt.

Subject—Coverage under Factories Act, 1948. Kindly refer to your letter No. 26572, dated the 12th August, 1958.

In the Factories Act, 1948 section 4 provided that different departments or branches of a specified factory shall be treated as separate factories. This Section was subsequently amended by the Amendment Act of 1954 to enable two or more factories separated by a road or a wall belonging to an occupier to be treated as a single factory. This is an enabling provision which was included in the Act to help the occupier to maintain only a single set of records as if the factories were a single unit. The initiative in this case has been left to occupier because it was felt that if the occupier had any mala fide intention in view of the enabling provision the State Government could reject his application or apply section 85 of Act as may be necessary.

The point raised by you was also discussed at the 12th conference of the State Chief Inspector of Factories held at Hyderabad in September last and it was argued that if by splitting of a factory it does entail in any loss of benefits to the worker under the Factories Act, no action need be taken. On the other hand, if splitting is deliberate to avoid registration of the factory under the Factory Act, use should be made of Section 85 of the Factories Act.

**(L) GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND
EMPLOYMENT
NO. 6 (1)/57-TECH.
DATED NEW DELHI, THE 28TH JANUARY, 1959**

From
Shri N.S. Mankiker, B.Sc., B.E. A.M.E.
Chief Adviser Factories.

To
The Chief Inspector of Factories,
Punjab, Ambala

Subejct—Over time to workers of Shri. Gopal Paper Mills, Yamunanagar.

Sir

With reference to your letter No. 42277, dated the 29th December, 1958. I have to state that the enclosure mentioned in the 1st para of your letter has not been recieved. As regards, he question raised in para 2 it may be mentioned that a worker become entitled to over time payment only when actual hours worked exceed hours a day or 48 hours a week which ever is higher. The provisions of section 59 are quite specific on this point and they do not require any amendment.

Yours faithfully,

(Sd)
S.R. BHISE,

(M) Copy of letter No. CAF (41) (37), dated the 14th February, 1947 from the Ministry of Labour, New Delhi, to the Chief Adviser of Factories, New Delhi.

Subject—Question whether certain establishments like Hotel, Restaurants, etc., are factories under the Factories Act, 1948

With reference to your letter CAF/30(5) PIII, dated the 5th October, 1948 on the above subject. I am directed to say that the Government of India are advised that the position in regard to the various points raised there in is as follows :—

(a) Tailoring Establishment—A tailoring establishment engaging more than 20 men to stitch clothes is a factory. The counter where clothes are sold would also form part of the factory unless it is so situated that it cannot be said to be within the premises including the precincts of the factory in which tailoring is carried on.

(b) Restaurants and Hotels—The preparation of various articles of food in the kitchen of a large or restaurant for being consumed on the premises by the residents of, or visitors to, to hotel or restaurant would be a “process for making altering or otherwise treating or adapting any article or substance, with a view to its use, sale or disposal” and as such a “manufacturing process” within the definition of the expression in section 2(k) (i) of the Factories Act, 1948. Thus, if the substantial business of a restaurant or hotel is to prepare food from cooking materials and in 20 or more persons are employed in this process then it would be a factory and whether the place where meals are served would form part of the factory will depend on whether that place is situated within or outside the premises including the precincts of the factory in which cooking is done.

(c) Works in connection with construction of buildings and Roads—The operations connected with the construction of buildings and roads can not be brought under the Factories Act. But if the operations including any of the process mentioned in the definition of “A manufacturing process” in Section 2 (k) of the Act, e.g., pumping water, the definition of “factory” may be attracted if the other conditions in the definitions are satisfied.

(d) Telegraph and Telephone Establishments

(e) Post Offices, and

(f) Broadcasting and Transmitting Stations :—These will not come under the purview of the Act. But repair shops, if any, and battery charging room, etc., in the establishments will constitute factories.

(g) Shops if they form part of any establishment making or repairing any articles :—Such a shop will also be factory unless it is so situated that it can not be said to be within the premises including the precincts of the factory in which articles are made and or repaired.

(h) Jails :—They are covered by the provisions of Section 86 of the Act.

2. As regards the question whether officers and other staff, besides clerks working in the premises or the precincts of the factory, will come within the meaning of “workers” as defined in section 2 (1) of the Act, I am to say that officers and staff working in the premises or precincts of the factory will be covered by the definition of ‘worker’ if they otherwise satisfy the requirements of that definition. Attention in this connection is invited to sub-section (1) of section 64 which shows that but for an exemption conferred by or under the sub-section of provisions of supervision or management or employed in a confidential capacity in factory. This leads to the inference that these categories of persons are also workers.

**(N) OFFICE OF THE CHIEF ADVISER OF
FACTORIES, NEW DELHI
NO. 1 (5)/57-TECH
DATED NEW DELHI, THE 29TH JULY, 1958**

From
Shri N. S. Mankiker, B.Sc. B.E. A.M.I.E.
Chief Advisor, Factories.

To,
The Chief Inspector of Factories,
Punjab, Ambala Cantt.

Subject—Licensing fee in Factories

Sir,

Reference your letter No. ASR/A-27/25363, dated the 21st July, 1958.
Since there is no rule in the Punjab Factory Rules, requiring closure of a factory to be notified, it is doubtful if licence fee could be collected from a factory for a particular calendar year during which the factory did not work although it may have worked during the preceding year merely on the plea that the factory had not intimated closure. Even after incorporating a rule regarding intimation of closure of a factory it may not be possible to collect the licence fee in case the occupier fails to report closure unless a specific provision is made to the effect that the factory will be presumed to be in operation until a closure notice has been received. If such a specific provision is not incorporated, the occupier of a factory would be able to prove that the factory was not working during the particular year. The contravention will then be only in respect of his having failed to send the intimation of the closure.

Yours faithfully,

(Sd)
N.S. MANKIKER
Chief Adviser Factories, Delhi.

(O) Copy of Memo No. 11652/7032-C-P-56/80470, dated 1st/7th November, 1956 from the Secretary to Government, Punjab Labour, Department to the Labour Commissioner cum-Chief Inspector of Factories, Punjab, Ambala Cantt.

Subject :—Remission of excess fee of 25 percent in respect of Government Factories in Bhakra, Nangal Project. Technical Institute Faridabad, Government Engineering Works Centre, Panipat and Diesel Engine Factory.

Reference correspondence resting with your letter Nos. Fees/Genl./R&M 11305 FS-56/15227, 15706 and 17153, dated the 15th June 1956, 3rd July, 7th July 1956 and 25th July, 1956, respectively, on the subject noted above.

2. In this connection, your attention is invited to the detailed instruction contained in Punjab Government Memorandum No. 1527/ 1004-C-LP-56/11398 dated the 14th February, 1956 in the light of which you could have been able to decide these cases. For your facility, the position is once again stated as under :—

(i) Limitation for initiating criminal proceedings is three months from the date on which the alleged commission of the offence came to the knowledge of the Inspector—vide section 106 of the Factories Act, 1948, In those cases in which the period has expired, no criminal action can be taken.

(ii) Fee for licence or for the renewal thereof can be recovered by a Civil suit provided the following two conditions are satisfied :—

(a) the licence was issued or the renewal actually made was a result of an application on behalf of the owner or occupier of the factory.

(b) the owner of the factory is not Government. The reason is that Government cannot be plaintiff and a defendant in the same case.

(iii) Although there are no specific provisions in the Act giving the right to Government to remit the fees yet it is the elementary provision of law that a person who is entitled to a certain thing need not enforce his right.

3. In view of the position explained above Government have no objection to waive off the excess fee of 25 per cent in all these cases.

You should now take steps to recover the registration/licencing fees immediately from the departments concerned. In future great care should be taken by you that necessary (P) Copy of letter No. 1/6/59-CAF-II, dated 13th July, 1961, from Shri N.S. Mankikar, B.Sc. B.E., M.A.I.E., to the Chief Inspector of Factories, Punjab, Ambala Cantt.

Subject—Classification under the Factories Act, 1948

Sir,

With reference to your letter No. GGN/A/ 3/3-61/19398, dated the 1st July, 1961, I am to state that the points raised by you were some time back referred to the Ministry of Law who has expressed the following opinion :—

1. Telephone Operators :

Their connection with the manufacturing process is very remote and their duties cannot be said to be directly connected with the manufacturing process or the articles produced. It is however, a different thing that in some exceptional cases the nature of the duties of the telephone operators is such that it can be considered as integral part of the manufacturing process. If so, they can be called workers.

2. Fire-fighting Staff

Firemen are employed to protect the factory premises generally as distinguished particularly from manufacturing process. There fore, their connection with the manufacturing process is very remote, They do not, therefore fall within the definition of the term 'worker'.

**(Q) DIRECTORATE GENERAL OF FACTORY ADVICE SERVICE AND
LABOUR INSTITUTES
CENTRAL LABOUR INSTITUTE,
OFFICE EEASTERN EXPRESS, HIGHWAY,
SION BOMBAY, 22, (DD),
NO. 1/2/68-TECH DATED THE 1ST JULY, 1968.**

To

The Chief Inspector of Factories,
Punjab, Chandigarh.
Subject—Definition of factory workers.

Sir,

I am to refer to your letter No. 12, 047, dated the 20th May, 1968, on the subject mentioned above, and to say that the following conditions have to be satisfied before a person could be treated as a 'worker' under the Factories Act, 1948 :—

(i) He must be working within the premises of a factory.

(ii) He must be employed in a manufacturing process or in any kind of work incidental to or connected with a manufacturing process or the subject of a manufacturing process and

(iii) The connection (employment) must be direct and not remote.

Since the staff employed in the First-Aid Post in a Factory is not directly connected with a manufacturing process, the posts of dressers and compounders would not fall with the definition of "worker" under the Factories Act, 1948.

Yours faithfully,

P. H. MAKHIJAN.
Deputy Director,
For Director Central

17. THE FACTORIES ACT, 1948
NOTIFICATION
THE 19TH MAY, 1994

No. S.O. 27/P. C. I. M. A. H. R. 93/94- In pursuance of the provisions of clause (a) of rule 2 read with rule 14 of Punjab Control of Industrial Major Accidents Hazards Rules, 1993, the Governor of Punjab is pleased to appoint and designate all the Collectors of the Districts in the State of Punjab as District Emergency Authority for the purpose of the said rules., in their respective jurisdiction.

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

18. THE FACTORIES ACT, 1948
NOTIFICATION
THE 25 JUNE, 1996

No. S. O. 14/C. A. 63/48/S. 8/96—In exercise of the powers conferred by sub-section (2-A) of section 8 of the Factories Act 1948 (Central) Act No. LXIII of 1948), and all other powers enabling him in this behalf, the Governor of Punjab is pleased to appoint all Assistant Directors of Factories to assist the Chief Inspector of Factories, Punjab and to exercise his powers under rules 7, 8, 9, 10 and 11 of Punjab Factory Rules 1952, relating to the registration of factories and the grant, amendment, renewal and transfer of licences.

K.S. JANJUA
Principal Secretary of Government of Punjab,
Department of Labour and Employment

19. THE FACTORIES ACT, 1948
NOTIFICATION
THE 15TH JULY, 1996

No. S.O. 18/C.A. 63/48/S. 85/Amd/96.—In exercise of the powers conferred by subsection (1) of section 85 of the Factories Act, 1948 (Central Act No. LXIII of 1948) and all other powers enabling him in this behalf, the Governor of Punjab is pleased to make the following amendment in the Government of Punjab, Department of Labour and Employment Notification No. S.O. 6/C.A. 63/48/S. 85/87, dated the 18th March, 1987, namely :—

AMENDMENT

In the said notification for the words “all the places” the words “all the places other than the Petrol pumps and Diesel pumps” shall be substituted.

K.S. JANJUA
Principal Secretary of Government of Punjab,
Department of Labour and Employment.

20. THE FACTORIES ACT, 1948
NOTIFICATION
THE 12TH MARCH, 1997

No. G.S.R. 10/C.A. 63/48/S. 112/Amd. (28)/97 :—With reference to Government of Punjab Department of Labour and Employment Notification No G.S.R. 53/C.A. 63/48/S. 112 (Amd.)/96 dated the 1st August, 1996, 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. These rules may be called the Punjab Factory (Second Amendment) Rules, 1997.
2. In the Punjab Factory Rules, 1952, in rule 102, in Schedule XV, in paragraph 18, after sub-paragraph (2), the following paragraph shall be added, namely :—
3. The health record of each worker shall be maintained and shall be kept maintained upto a minimum period of forty years from the beginning of the employment or fifteen years after the retirement or cessation of the employment which ever is later.

C.L. BAINS,
Principal Secretary to Government of Punjab.
Department of Labour and Employment

21. THE FACTORIES ACT, 1948
NOTIFICATION
THE 28TH SEPTEMBER, 2000

No. 21/72/99-2 Lab. II/3536—With reference to Government of Punjab Department of Labour and Employment Notification No. 21/72/99-2Lab II/563, dated the 22nd February, 2000, and in exercise of the powers conferred by sub-section (2) of section 49 read with 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 Welfare Officers (Recruitment and Conditions of Service) Rules, 1952, namely :—

RULES

1. (i) These rules may be called the Punjab Welfare Officers (Rcruitment and Conditions of Service) (First Amendment) Rules 2000.

(ii) They shall come into force from the date of publication in the Official Gazzatte.

2. In the Punjab Welfare Officers (Recruitment and Conditions of Services) Rules, 1952 (herein-after referred to as the said rules), for rule-3-A, the following rules shall be substituted namely :—

“30-A, Pay scales and emolument of Welfare Officers—The Welfare Officers shall be entitled to the scales of pay given below :—

Category I. For factories employing more than two thousand Workers :—

(i) Chief Welfare Officer : Rs. 7880-220—8100—275—10300—340—11660

(ii) Welfare Officer : Rs. 7000—220—8100—275—10300—340—10980 ;

Category II. For factories employing five hundred to two thousand Workers—

Welfare Officers : Rs. 7000—220—8100—275—10300—340—10980 :

Provided that—

(a) nothing in said rules shall be deemed to prevent the grant of scaled of pay higher than those specified above or affect the emoluments of the Chief Welfare Officers and Welfare Officers who are enjoying scaled of pay higher than those specific above and

(b) the scales of pay specified above shall be exclusive of dearness allowance and other allowance which shall be payable at such rates as may, from time to time, be admissible to the Punjab Government Employees, enjoying the same pay.

B.C. GUPTA.

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

22. THE FACTORIES ACT, 1948
NOTIFICATION
THE 21ST FEBRUARY, 1997

No. G.S. R. 7/C. A. 63/48/S. 112/Amd. (27)/97—With reference to Government of Punjab, Department of Labour and Employment, Notification No. G. S. R. 61/C. A. 63/48/S. 112/Amd./96, dated the 4th September, 1996, 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 Rule, 1952 namely :—

RULES

1. These rules may be called the Punjab Factory (First Amendment) Rules, 1997.
2. In the Punjab Factory Rules, 1952, for the existing rules 8, 9, 10, 11, 13, 14 and 14-A, the following rules shall respectively be substituted namely :—

48. Grant of licence—(1) A licence for a factory shall be granted by the Chief Inspector or any other officer appointed under sub-section (2-A) of section 8 of the Act and specially empowered in this behalf by the State Government, in Form No. 4 prescribed for the purpose, for a period of one year, or five years, as may be requested in the application for registration and grant of licence and on payment of the fees specified in sub-rule (2).

(2) The fees for grant of licence for one year shall be as specified in the Schedule given below. In case an application for licence has been made for a period of five years, the licence fees shall be five times the fees payable for grant of a licence for one year, as specified in the said Schedule :—

SCHEDULE

Fees for the ngrant of licence for a factory for one year

Quantity for Horse Power Installed (maximum Horse Power)	Number of persons to be employed n any day during the year						
	Upto 20	From 21 to 50	From 51 to 100	From 101 to 250	From 251 to 500	From 501 to 1000	Above 1000
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Not exceeding 20	50	250	500	1000	1500	2500	3500
Exceeding 20 but Not exceeding 50	225	500	750	1500	2500	3500	5000
Exceeding 5 but Not exceeding 100	500	750	1000	2500	3500	5000	6000
Exceeding 100 but	750	1000	2000	3500	5000	6000	7500

Not exceeding 250							
Exceeding 250 but Not exceeding 500	1000	1500	2500	4000	6000	7500	10000
Exceeding 500 but Not exceeding 1000	1500	2000	3500	5000	7500	10000	12500
Exceeding 1000	2000	3500	5000	7500	10000	12500	15000

(3) A licence granted under this rule may be, at the request of licenses, be renewed for one year or five years, as the case may be in accordance with the provisions of rule 10.

(4) Every licence as granted or renewed, shall remain in force upto the 31st December of the year for which the licence is granted or upto the period for which it is renewed.

9. Amendment of licence :—(1) licence granted under rule 8, may be amended by the Chief Inspector or any other officer appointed under sub-section (2-A) of section 8 of the Act and specially empowered in this behalf by the State Government.

(2) No licensee shall —

- (i) change the name of his factory ; or
 - (ii) employ persons in excess of the number as specified in the licence ; or
 - (iii) use Moter power in excess of the limits of horse power specified in the licence ;
- without getting his licence amended.

(3) A licensee who desires to have, his licence amended shall submit it to the Chief Inspector or any other officer appointed under sub-section (2-A) of section 8 of the Act and specially empowered in this behalf by the State Government, an application stating the nature of the amendment and reasons therefore.

(4) The fee for the amendment of licence shall be twenty-five rupees plus the amount, if any, by which the fee, which would have been payable for issuing the licence in amended from originally.

10. Renewal of Licence—(A) A licence shall be renewed by the Chief Inspector or any other officer appointed under sub-section (2-A) of section 8 of the Act and specially empowered in this behalf by the State Government.

(2) Every application for the renewal of a licence shall be made in triplicate, in Form No. 2 together with the receipt of payment of fees for a period of one year or five years, as the case may be, and shall be submitted not less than thirty days before the date on which the licence expires. If the application complete in all respects, is so made, the premises shall be held to be duly licensed until such date as the Chief Inspector or as the case may be, the officer appointed under sub-section (2-A) of section 8 of the Act and specially empowered in this behalf by the State Government, renews the licence.

(3) The fees for renewal of licence for one year shall be the same as for the grant thereof. In case an application for renewal has been made for a period of five years, the renewal fees shall be five times the fees payable for renewal of licence for one year, as specified in the Schedule given below sub-rule (2) of rule 8 :

Provided that if the application for renewal, complete in all respects, is not received within the time specified in sub-rule (2) the licence shall be renewed only on payment of a fee twenty-five percent in excess of the fees ordinarily payable for the renewal of a licence for one year or five years, for which the application has been received late.,

11. Transfer of licence :—(1) The holder of a licence may, at any time before the expiry of the licence, apply for permission to transfer his licence to another person.

(2) Such application shall be made to the Chief Inspector or any other officer appointed under sub-section (2-A) of section 8 of the Act and specially empowered in this behalf by the State Government, who shall, if he approves of the transfer, enter upon the licence, under his signature, and endorsement to the effect that the licence has been transferred to the Person named in the application.

(3) A fee of twenty-five rupees shall be charged on each such application.

12. Loss of licence—Where a licence granted under these rules is lost, or accidentally destroyed a duplicate may be granted on payment of a fee of twenty-five rupees.

13. Payment of fees—(1) Every application under these rules, shall be accompanied by a treasury receipt showing that the appropriate fees has been paid into the authorised branch of the State Bank of India under the head of account, affixed by the office of Chief Inspector.

(2) If an application for the grant, renewal or amendment of a licence is rejected the fee paid shall be refunded to the applicant.

14. Prohibiting running of a factory without a valid licence—An occupier shall not use any premises as a factory or carry on any manufacturing or carry on any manufacturing process in a factory unless a licence has been issued in respect of such premises and is in force for the time being :

Provided that a valid application for grant of licence has been submitted and the required fees has been paid, the premises shall be deemed to be fully licensed until such date as the Chief Inspector or as the case may be, any other officer appointed under sub-section (2-A) of section 8 of the Act, and specially empowered in this behalf by the State Government grants or renews the licence or refuses in writing, with reasons to grant or renew licence.

Provided further that if the Chief Inspector or as the case may be any other officer appointed under sub-section (2-A) of section 8 of the Act and specially empowered in

this behalf, by the State Government fails to grant or renew the licence or fails to refuse to do so, for reasons to be communicated in writing to the applicant, within sixty days from the date of the application, the licence shall be deemed to have been granted or renewed.

RAMESH INDER SINGH

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

23. THE FACTORY ACT, 1948
NOTIFICATION
THE 1ST SEPTEMBER, 2000

No. 1/16/2000-5 Lab. 11/3170—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 authorise 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 Technology 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.

**24. OFFICE OF THE CHIEF INSPECTOR OF FACTORIES, PUNJAB
CHANDIGARH
ORDER**

THE 7TH SEPTEMBER, 2000

No. 9228—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. S. S. Channy, Chief Inspector of Factories, Punjab, Chandigarh exempt the factories undertaking manufacturing process in Information Technology Industry 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 , including 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 shall not exceed sixty ;
- (iv) no worker shall be allowed to work over-time for more than seven days at a stretch and the total number of hours of over-time work in any quarter shall not exceed seventy-five.

Sd/-

S. S. CHANNY

O/o Chief Inspector of Factories, Punjab.