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**PUBLISHED IN THE PUNJAB GOVERNMENT ORDINARY**  
**LABOUR DEPARTMENT PUNJAB**  
**NOTIFICATION**

30666 Dated, Chandigarh, the 5/11/12

No.Imp./Shop Act/ In exercise of the powers conferred by section 28 of Punjab Shops and Commercial Establishment Act, 1958 (Punjab) Act No.15 of 1958) read with Punjab Government Notification No.13302-03L&E(25-S)68/39521 dated 12<sup>th</sup>/13<sup>th</sup>, December, 1968. I, Prabhjot Singh Mand Labour Commissioner, Punjab do hereby exempt the following establishment of **M/s Kaya Limited** from the provision of Section 9 and 10 (1) of the said Act, which shall be valid up to 31.03.2013

1. **M/s Kaya Limited, 188-A, 1st Floor, Model Town Jalandhar.**
2. **M/s Kaya Limited, SCO 38, Ferozpur Gandhi Market, Ludhiana.**

**This exemption is further subject to the conditions that:-**

- (1) The management shall be responsible for the compliance of the Provisions of Punjab Shops and Commercial Establishments Act, 1958 and the Punjab Shops and Commercial Establishment Rules, 1958.
- (2) All employees working there shall be given one day weekly off in a week.
- (3) No child who has not completed the age of fourteen years shall be employed in the establishment.
- (4) No woman shall be allowed to work during night.
- (5) No person shall be employed about the business of establishment for more than forty eight hours in a week and nine hours in any one day.
- (6) On occasions of seasonal or exceptional pressure of work if a person is employed in an establishment in excess of the working hours specified above, the persons employed shall be paid overtime remuneration at twice the rate of his normal wages calculated by hours subject to the condition that the total number of overtime hours worked by an employee do not exceed fifty within a period of any one quarter.
- (7) The permission so being granted can be withdrawn at any moment without any prior notice.

Dated: 05.11.12

Prabhjot Singh Mand,  
Labour Commissioner, Punjab.