

Labour Department, Punjab
O/o Labour Commissioner, Punjab

Notification

In exercise of the power conferred by section-28 of Punjab Shops and Commercial Establishments Act, 1958 (Punjab) Act No. 15 of 1958) read with Punjab Government Notification No.13302-03L&E(25-S)68/39521 dated 12th/13th, December, 1968. I Parveen Kumar Thind, Labour Commissioner, Punjab do hereby exempt following the Shop and Commercial Establishment M/s Knack Global (P) Ltd., C-10, Phase-I, Industrial Area Mohali from the provision of Section-30 of the said Act, for the period upto 31.03.2022.

This exemption is further subject to the conditions that:-

1. The Establishment must be registered/renewed under the Punjab Shops and Commercial Establishment Act, 1958.
2. The total no. of hours of work of and employee in the establishment shall not exceed nine on any one day and 48 hours in a week.
3. The spread over inclusive of interval for rest in the establishment shall not exceed twelve hours on any one day.
4. The total no. of hours of over time work shall not exceed fifty in any one quarter and the person employed for over time shall be paid remuneration at double the rate of normal wages payable to him calculated by the hour.
5. The Management will ensure protection of women from Sexual Harassment at work place in terms of the direction of the Hon'ble Supreme Court in the case of Vishaka & Others Vs. State of Rajasthan vide Judgment dated 13-8-1997 (AIR 1997 Supreme Court-3011).
6. The Management will provide adequate Security and proper Transport facility to the women workers including women employees of contractors during the evening/night shifts
7. In case the management is not providing transport facility or security through employees directly recruited by him and proposes to provide through service providers then the Management shall execute the Security and transport facility contract with an appropriately licensed/registered Security Agency.
8. The Management will ensure that the women employees will board the vehicle in the presence of security guards on duty.
9. The Management will ensure that the Security Incharge/Management have maintained the Boarding Register or computerized record consisting the Date, Name of the Model & Manufacture of the Vehicle, Vehicle Registration No. Name of the Driver, Address of the

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Driver, Phone>Contact No. of the Driver and Time of Pick up of the women employees from the residence to establishment and vice versa.

- 10.The Management will ensure that the attendance Register of the security guard is maintained by the security incharge/management.
- 11.The Management will also ensure that the transport vehicle incharge/security incharge/management maintains a movement register.
- 12.The Management will ensure that the transport vehicle incharge/security incharge/management maintains a movement register.
- 13.The Management will ensure that the vehicle does not have black or tinted glasses and also ensure that there are no curtains in the vehicle and occupants of vehicle are clearly visible from all side.
- 14.The Management will ensure that emergency call nos. are displayed inside the vehicle. The Management will also ensure that the driver will not pick up any women employee first for work place and will not drop her last at home/her accommodation.
15. The Management will ensure that the driver will not leave the dropping point before the women employee antora into her accommodation. I
- 16.The Management will ensure that there is an annual self defence workshop/training for women employees.
- 17.In the night shift minimum of five women employee shall be employed.
- 18.The manager of the establishment will be required to abide by the provisions of Sexual Harassment of Women at Work Place (Prevention, prohibition and Redressal) Act, 2013.
- 19.Such other conditions as may be specified in this regard by the Labour Department from time to time.

Dated: 21-06-2021

Parveen Kumar Thind
Labour Commissioner, Punjab.

A copy is forwarded to the Controller, Printing and Stationery Department, Punjab, S.A.S Nagar for publication of notification in the official gazette.

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Additional Labour Commissioner

A copy is forwarded to the following for information:-

1. M/s Knack Global (P) Ltd, C-10, Phase-1, Industrial Area, Mohali.
2. Deputy Commissioner, S.A.S Nagar.
3. Assistant Labour Commissioner S.A.S Nagar.
4. S.S.P, S.A.S Nagar.
- ✓ 5. Team Leader, NIC office of Labour Commissioner, Punjab to upload the notification on the Departmental Portal.

Additional Labour Commissioner
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