

THE FACTORIES ACT , 1948

THE FACTORIES ACT, 1948 (LABOUR BRANCH)

Notification

The 27th August, 2009

No. G.S.R. 34/C.A. 63/1948/S.112/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. (1) These rules may be called the Punjab Factory (First Amendment) Rules, 2009.

(2) 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 :—

(1) 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 "

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1	2
(d) Young Person (Female 15—18 years)	20 Kilograms
(c) 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" within 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 though intermittently, the manual transport of loads."

P. RAM.

Principal Secretary to Government of Punjab,
Department of Labour.

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(LABOUR BRANCH)

NOTIFICATION

The 15th October, 2014

No. G.S.R. 57/C.A.63/1948/S.112/Amd.(30)/2014. With reference to the Government of Punjab, Department of Labour, Notification No. G.S.R.23/C.A.63/1948/Ss.112 and 115/Amd./2014, dated the 17th April, 2014, 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 (Amendment) Rules, 2014.

(2) They shall come into force on and with effect from the date of their publication in the Official Gazette.

In the Punjab Factory Rules, 1952 (hereinafter referred to as the said rules), in rule 2-A, in the Schedule, in column 4, for item (i), the following item shall be substituted, namely:-

"(i) A Member or Associate Member, of an -

(a) Institute of civil engineering ;or

(b) Institute of structural engineering ; or

(c) Institute of engineering (India) in civil engineering or structural engineering branch, shall have an experience of working as such in design or construction or repair of structure, for a minimum period of five years;"

3. In the said rules for rules 3A and 4, the following rule shall be substituted, namely:-

3A: Approval of Plans .- (1) No building shall be constructed or used as a factory unless its building plan is certified by the competent person and is submitted to the Chief Inspector.

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(2) No additions, alterations or extensions in the existing factory premises, shall be made unless plans of such additions, alterations or extensions, have duly been certified by the competent person and submitted to the Chief Inspector.

(3) Application for submission the plans shall be made by the competent person in Form No.1-C along with the following plans and documents in duplicate (in duplicate duly countersigned by the Occupier or Manager as the case may be), to the Chief Inspector: -

“(a) a certificate of approval in respect of a site or a factory from the local authority, if such site is located in an area where notified or draft master plan does not exist and a certificate from an officer, who is not below the rank of District Town Planner, Department of Town Country Planning, concerning the classification of land use to the effect that such site falls in an industrial area or zone;”

(b) Form No. 1-E and replies to questionnaire annexed thereto;

(c) Flow chart of the manufacturing process giving a brief description of the process in its various stages;

(d) Site plan drawn to a minimum scale of 1 cm. = 12 m. showing the exact location of the factory with respect to surrounding buildings, roads, drains, etc:

(e) Plans, elevations, cross-sections drawn to a minimum scale of 1 cm. = 1.2 m. showing means of lighting, ventilation, fire escapes, position of plant and machinery, direction of opening of doors, drinking water points, roof materials, details of urinals, latrines, washing places, facilities for storing and drying of workers clothing, rest-room and lunch-room, canteen and ambulance room; and

(f) (i) The Occupier or Manager of the factory shall appoint an “Competent Person”, for submission of building Plan; and
(ii) “Competent Person, shall make an application of self-certification (in writing), to the Chief Inspector, to the effect that the building plan being submitted is as per the Act and these rules.

(g) Such other particulars as the Chief Inspector may require in relation

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The Chief Inspector, if satisfied with the plan and documents attached along with the application given under sub-rule(3), shall retain one copy thereof in his office and send another copy to the inspector for necessary action .

4: Certificate of Stability.- (1) No manufacturing process shall be carried on in any building or part thereof (whether newly constructed or re-constructed or extended) as a factory or increase the machinery in any existing factory until a certificate of stability in Form 1-F in respect thereof, duly signed by a competent, person, has been sent to the Chief Inspector.

(2) No manufacturing process shall be carried out in any factory, unless a fresh certificate of stability (in Form 1-F) , is obtained from a Competent Person after completion of a five years period , and sent to the Chief Inspector .

4. In the said rules, for the existing Form No.1-C, the following form shall be substituted, namely:-

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"FORM NO.1-C

(see rule 3-A)

Application for submission of Building Plans to construct, extend, alteration
or take into use any building as a factory

1. Name and address of the :
Competent Person :
2. Full name and postal address :
of factory.
3. Location of the factory:-
State :
District :
Town or Village :
4. Particulars of plant to be installed :

Date:

Signature of Competent Person "

5. In the said rules, in rule 8, in sub rule (3), for the words "one year or five years" the words "five years or ten years" shall be substituted.

VISWAJEET KHANNA,

Principal Secretary to Government of Punjab,
Department of Labour.

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NOTIFICATION

The 10th November, 2014

No. G.S.R. 61/C.A.63/1948/Ss.49 and 112/Amd.(1)/2014.-With reference to the Government of Punjab, Department of Labour, Notification No. G.S.R.32/C.A.63/1948/Ss. 49 and 112/Amd./ 2014, dated the 4th June, 2014 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) These Rules may be called the Punjab Welfare Officers (Recruitment and Conditions of Service) (Amendment) Rules, 2014.
- (2) They shall come into force on and with effect from the date of their publication in the Official Gazette.
2. In the Punjab Welfare Officers (Recruitment and Conditions of Service) Rules, 1952 , for rule 3-A, except the proviso given there under, the following shall be substituted, namely:-

“3-A. Pay scales and emoluments of Welfare Officers.-The Chief Welfare Officer and Welfare Officer, shall be entitled to the scales of pay as specified in the Table given below, namely:-

TABLE

Sr. No.	Name of the Post	Pay Band	Grade Pay	Initial Pay
1	Chief Welfare Officer	15600-39100	5400	21000
2	Welfare Officer	10300-34800	5000	18450 .”.

VISWAJEET KHANNA,

Principal Secretary to Government of Punjab,
Department of Labour.

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NOTIFICATION

The 29th October, 2014

No. G.S.R. 58/C.A.63/1948/S.112/Amd.(31)/2014.- With reference to the Government of Punjab, Department of Labour , Notification No. G.S.R.38/C.A.63/1948/S.112/Amd./ 2014, dated the 25th June, 2014, 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. (1) These rules may be called the Punjab Factory (Second Amendment) Rules, 2014.

(2) 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 (hereinafter referred to as the said rules), in rule 8,-

(i) for sub-rule (1), the following sub-rule shall be substituted , namely:-

“(1) No licence shall be granted or renewed by the Chief Inspector or any other officer appointed by the State Government, under sub-section (2-A) of section 8 of the Act and specially empowered in this behalf by the State Government , unless the notice specified in section 7 of the Act has been given. A licence for a factory shall be granted by the Chief Inspector or the said officer in Form 4 on payment of the fees as specified in sub-rule (2)” ; and

(ii) in sub-rule (2), for the existing Schedule, the following Schedule shall be substituted, namely:-

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" SCHEDULE

Maximum number of workers to be employed on any day during the year Fees for the grant of licence for a factory for one year

Quantity Kilo Watt installed (Max Kilo Watt)	Upto 20	From 21 to 50	From 51 to 100	From 101 to 250	From 251 to 500	From 501 to 1000	Above 1000
Upto 20	450	750	1500	3000	4500	7500	10,500
21 upto 50	675	1500	2250	4500	7500	10,500	15,000
51 upto 100	1500	2250	3000	7500	10,500	15,000	18,000
101 upto 250	2250	3000	6000	10,500	15,000	18,000	22,500
251 upto 500	3000	4500	7500	12,000	18,000	22,500	30,000
501 upto 1000	4500	6000	10,500	15,000	22,500	30,000	37,500
Above 1000	6000	10,500	15,000	22,500	30,000	37,500	45,000"

3. In the said rules, in rule 9, in sub-rule (4), for the words "twenty-five rupees", the words "one hundred rupees" shall be substituted.
4. In the said rules, in rule 11, in sub-rule (3), for the words "twenty-five rupees", the words "one hundred rupees" shall be substituted.
5. In the said rules, in rule 13, for the words "twenty-five rupees," the words "one hundred rupees" shall be substituted.
6. In the said rules, in rule 14, for the words " paid into the authorized branch of State Bank of India" the words " deposited in the authorized branch of any bank" shall be substituted.

VISWAJEET KHANNA,

Principal Secretary to Government of Punjab,
Department of Labour.

—NOTIFICATION

The 12th June, 2015

No. G.S.R.40/C.A.63/1948/S.112/Amd.(33)/2015.-With reference to the Government of Punjab , Department of Labour, Notification No. G.S.R.8/C.A.63/1948/S.112/Amd./2015 , dated 17th March, 2015 and in exercise of the power 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, 2015.
2. They shall come into force on and with effect from the date of their publication in the Official Gazette.
3. In the Punjab Factory Rules, 1952 (hereinafter referred to as the said rules), in rule 8,-
 - (i) in sub-rule (1), for the words " one year or five years" the words "one year or any further period upto ten years" shall be substituted; and
 - (ii) in sub-rule (2), -
 - (a) for the words "five years," and "five times" the words "more than one year" and "multiplied by the number of years," shall respectively be substituted;
 - (b) for the existing Schedule, the following Schedule shall be substituted, namely:-

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" SCHEDULE**Fees for the grant of licence for a factory for one year**

Quantity Kilo Watt installed (Max Kilo Watt)	Maximum number of workers to be employed on 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
Upto 20	450	750	1500	3000	4500	7500	10,500
21 upto 50	675	1500	2250	4500	7500	10,500	15,000
51 upto 100	1500	2250	3000	7500	10,500	15,000	18,000
101 upto 250	2250	3000	6000	10,500	15,000	18,000	22,500
251 upto 500	3000	4500	7500	12,000	18,000	22,500	30,000
501 upto 1000	4500	6000	10,500	15,000	22,500	30,000	37,500
Above 1000	6000	10,500	15,000	22,500	30,000	37,500	45,000."

(iii) in sub-rule (3), for the words " five years , or ten years " the words "one year, or any number of years upto ten years," shall be substituted.

3 In the said rules, in rule 10, in sub-rule (2) for the words "one year or five years" the words "one year or any further period upto ten years" shall be substituted ;

VISWAJEET KHANNA,
Principal Secretary to Government of Punjab,
Department of Labour.

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The 11th March, 2015

No. G.S.R. 5/C.A.63/1948/S-112/Amd.(32)/2015/-With reference to Government of Punjab, Department of Labour, Notification No. G.S.R.31/C.A.63/1948/S.112/Amd./2014,dated the 29th May, 2014 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 (1) These rules may be called the Punjab Factory (First Amendment) Rules, 2015.
- (2) 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, in rule 85, in sub-rule (2),for the words and sign "completion of the overtime work.", the words and sign "completion of the overtime work." shall be substituted and the thereafter the following proviso shall be inserted namely:-

"Provided that if the Chief Inspector is satisfied that it is not possible to issue daily slips to the workers due to the nature of work carried out by a worker in the factory, he may permit to issue weekly slips in duplicate duly signed by the Manager or by a person duly authorized by him after completion of the work specified therein."
3. In the said rules, in rule 107, clause (2) shall be omitted.
4. In the said rules, Form No. 22 shall be omitted.

VISWAJEET KHANNA,

Principal Secretary to Government of Punjab
Department of Labour.

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NOTIFICATION

The 20th February, 2014

No.21/13/2010-4 Labour/30.-Whereas in the Judgment given by Hon'ble High Court of Judicature at Madras in Case No. W.P.4604 to 4606 of 1999 and others has struck down section 66(1)(b) as unconstitutional. Based on the judgment, women can be employed in factories in the night shifts i.e from 10.00 P.M to 5.00 A.M. Hon'ble High Court in this Judgment has also imposed certain conditions for employing women in night shift so as to safeguard the interest of the women workers. Information was obtained from Chief Inspector of Factories, Tamilnadu and it was informed by him *vide* letter No. B 1/29416/2009 dated 16 Feb, 2010 that no appeal by way of SLP or otherwise was pending before Hon'ble Supreme Court of India or any other Court against this Judgment and on the request of the industries they have been permitted to employ women in the night shifts. Amendment of Tamilnadu Rules, 1950 for in-corporating the guidelines ordered by Hon'ble High Court, Madras is under consideration with the Government of Tamilnadu.

2) Keeping in view the above facts, whereas section 66(1)(b) of Factories Act, 1948 has been struck down by the Hon'ble High Court as un-constitutional and in this way this provision can not be made applicable in the State of Punjab. On the demand of Textile industry to employ woman in the night shift Notification, No. 21/13/2010-2-L/2452 dated 25th October, 2010 to employ women in the night shift was issued. In supersession of this notification all factories registered under the Factories Act, 1948 in the State are allowed to employ women in the night shift subject to the following conditions. This exemption shall be allowed to those factories who will send their application to the Government.

- (1) It shall be the duty of the employer or other responsible persons at the work places or institutions to prevent or deter the commission of acts of sexual harassment and to provide the procedures for the resolution, statement or prosecution of acts of sexual harassment by taking all steps required.
- (2) All employers or persons in charge of work place or factory should take appropriate steps to prevent sexual harassment and they should take the following steps:
 - (i) Express prohibition of sexual harassment in any form such as unwelcome sexually determined behaviour either directly or by implication or advances or contact to gain contact or demand sexually favours or make sexually coloured remarks or showing pornography or any other unwelcome phisic verbal or non-verbal contact of sexual nature;
 - (ii) The rules or regulations shall be framed by the factory managements relating to conduct and discipline prohibiting sexual harassment and provide for appropriate penalties in such rules against the offenders and also introduce amendments wherever necessary which are existing in the Standing Orders
 - (iii) Provide appropriate working conditions in respect of work, leisure, health and hygiene to further ensure that there is no hostile environment towards women at work places and no woman employee should have reasonable grounds to believe that she is disadvantaged in connection with her employment.
- (3) In case of any criminal case the employer shall initiate appropriate action in accordance with the penal law without delay and also ensure that victims or witnesses are not victimised or discriminated while dealing with the complaints of sexual harassment and wherever necessary, at the request of the affected worker, shift or transfer the perpetrator, if circumstances so warrant. The employer shall take appropriate

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- disciplinary action if such conduct amounts to misconduct in employment.
- (4) The employer shall maintain a complaint mechanism in the factory itself and the said mechanism should ensure time-bound treatment of complaints. Such mechanism should be at any rate to provide, when necessary a Complaint committee, a special counsellor or other support services including the maintenance of confidentiality.
 - (5) Such Complaint Committee should be headed by a woman and not less than half of its members should be women, besides a non-governmental organisation's representation in the committee. Such person should be familiar with the issues of sexual harassment.
 - (6) The female employees should be allowed to raise issues of sexual harassment to workers in the Workers' meeting and other appropriate fora.
 - (7) The female employees should be made aware of their rights in particular by prominently notifying the guidelines on the subject.
 - (8) Wherever there is a harassment at the instance of a third party, either by an act or omission the employer and person in charge of the factory should take all steps necessary and reasonable to assist the affected person in terms of support and preventive action.
 - (9) The employer shall provide proper lighting not only inside the factory, but also surroundings of the factory and to all places where the female workers may move out of necessity in the course of such shift.
 - (10) The employer shall see that the women workers are employed in a batch not less than ten and the total of the women workers employed in a night shift shall not be less than $\frac{2}{3}$ rd of the total strength.
 - (11) Sufficient women security shall be provided during the night shift at the entry as well as exit points.
 - (12) Sufficient number of work sheds shall be provided for the female workers to arrive in advance and also leave after the working hours.
 - (13) Separate canteen facility shall be provided for the female workers.
 - (14) Separate transportation facility shall be provided wherever transportation is provided by the employer or the occupier of the factory.
 - (15) Apart from the facilities, which is permissible under the Factories Act, an additional holiday shall be permitted for the women workers during their menstruation period, which shall be a paid holiday for the night shifts.
 - (16) The factory shall provide appropriate medical facilities and also make available at any time of urgency by providing necessary telephone connections and where more than hundred female workers are employed in a shift, a separate vehicle be kept ready to meet the emergent situation such as hospitalisation, whenever there is a case of injury or incidental acts of harassment etc.
 - (17) Wherever the factory provides boarding and lodging arrangements for the female workers, the same shall be kept exclusively for the women under the control of women wardens or supervisors.
 - (18) During night shift not less than $\frac{1}{3}$ rd of strength of the supervisors or shift-in-charge or foreman or other supervisory staff shall be women
 - (19) There shall be not less than twelve consecutive hours of rest or gap between the last shift and the night shift when a woman worker is changed from day shift to night shift and so also from night shift to day shift.

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In other respects, the provisions of the Factories Act and the rules of other statutory provisions with respect to the hours of work and the Payment of Equal Remuneration Act and all other Labour Legislations shall be followed by the employer.

- (21) The employer shall appoint not less than two female wardens per night shift who shall go round and work as Special Welfare Assistants.
- (22) The female workers who work in night shifts and regular shifts shall have a monthly meeting through their representatives with principal employer once in eight weeks as grievance day and the employer shall try to comply all just and reasonable grievances.
- (23) The employer shall be at liberty to employ female workers as a whole or in part during night shift, provided, the above directions be complied with.
- (24) The employer shall send a fortnightly report to the Inspector of Factories about the details of employees engaged during night shifts and shall also send express report whenever there is some untoward incident to the Inspector of Factories and local Police Station as well.

Chandigarh

The 13th November, 2013

VISWAJEET KHANNA
Principal Secretary to Govt. of Punjab
Department of Labour

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NOTIFICATION

The 1st April, 2014

No. S.O.25/C.A.63/1948/S.8/2014.-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 the person as specified in sub-items (a), (b) and (c) of item (i) of the Schedule given under rule 2-A of the Punjab Factory Rules, 1952, to be the competent persons, to assist the Chief Inspector of Factories, Punjab, for the purposes of issuance of certification of plans and certificate of stability, as the case may be, under these rules.

VISWAJEET KHANNA,
Principal Secretary to Government of Punjab,
Department of Labour.

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Notification

The 29th September, 2008

No. 21/113/08-21/3027.—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 Governor of Punjab is pleased to declare that all the provisions of the aforesaid Act shall apply to all the places in the State of Punjab wherein manufacturing processes, involving use, storage, handling, processing of asbestos or the products hereof is carried on with or without the aid of power or is so ordinarily 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 or 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.

P. RAM,

Principal Secretary to Government of Punjab,
Department of Labour.

20 INDUSTRIAL DISPUTE ACT , 1947

The 19th March, 2008

No. 1/22/04-4Lab/1091. – In continuation of Punjab Government Labour Department Notification No. 1/22/04-4Lab.II/4927, dated 19th November, 2004 and in exercise of the powers conferred under Section 39 of the Industrial Disputes Act, 1947 (Central Act No XIV of 1947), and all other powers enabling him in this behalf, the Governor of Punjab is pleased to direct that powers exercisable by the State Government under Section 10 and under sub-section (3), (4), (5) and (6) of Section 12 of the said Act, in relation to an Industrial Dispute falling under section 2-A of the said Act, shall also be exercisable by the Assistant Labour Commissioner/Labour-cum-Conciliation Officers within their respective jurisdiction in the State, with immediate effect.

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

NOTIFICATION

The 3rd July, 2015

No.S.O. 31/C.A.4/1936/S.6/2015.—In exercise of the powers conferred under section 6 of the Payment of Wages Act, 1936 (Central Act 4 of 1936), and all other powers enabling him in this behalf, the Governor of Punjab is pleased to specify that in all the factories registered under the Factories Act, 1948 and all shops and commercial establishment registered under the Punjab Shops and Commercial Establishment Act, 1958, the employers shall pay to the persons employed therein, the wages either by cheque or by crediting the wages in their bank account.

VISWAJEET KHANNA,

Principal Secretary to Government of Punjab,
Department of Labour.

NOTIFICATION

The 18th October, 2012

No. S.O. 88/C.A. 14/1947/S. 39/2012.—In exercise of the powers conferred by section 39 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947) and all other powers enabling him in this behalf, the Governor of Punjab is pleased to direct that the powers exercisable by the State Government under sub-clause (vi) of clause (n) of section 2 of the said Act shall also be exercisable by the Additional Labour Commissioner, Punjab.

R.C. NAYYAR,
Principal Secretary to Government of Punjab,
Department of Labour.

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NOTIFICATION

The 3rd January, 2017

No. S.O. 2/C.A.14/1947/S-7-A/2017.- In supersession of the Government of Punjab, Department of Labour, Notification No. S.O. 67/C.A.14/1947/S.7/2008 dated the 10th October, 2008, and in exercise of the power conferred by section 7-A of the Industrial Dispute Act, 1947 (Central Act No. 14 of 1947), and all other powers enabling him in this behalf, the Governor of Punjab is pleased to constitute the Industrial Tribunals as specified in the schedule given below, for adjudication the industrial disputes relating to any matter specified in the Second Schedule and or Third Schedule of the said Act, and for performing such other functions as may be assigned to said Tribunals under the said Act, within their respective jurisdiction as indicated against each Industrial Tribunal, namely:-

SCHEDULE

Sr. No.	Name of the Industrial Tribunal	Territorial Jurisdiction
1.	Industrial Tribunal, Amritsar	Districts of Amritsar, Taran Taran, Gurdaspur and Pathankot.
2.	Industrial Tribunal, Jalandhar	Districts of Jalandhar, Kapurthala, Hoshiarpur and Shaheed Bhagat Singh Nagar.
3.	Industrial Tribunal, Ludhiana	District of Ludhiana except Sub-division Khanna
4.	Industrial Tribunal, Patiala	Districts of Patiala, Sangrur and Barnala.
5.	Industrial Tribunal, Bathinda	Districts of Bathinda, Faridkot, Ferozepur, Fazilka, Mansa, Mukatsar and Moga.
6.	Industrial Tribunal, Mohali	Districts of Mohali, Ropar, Fatehgarh Sahib and Sub-division Khanna.

VISWAJEET KHANNA,

Additional Chief Secretary to Government of Punjab,
Department of Labour.

NOTIFICATION

The 3rd January, 2017

No. S.O. 3/C.A.14/1947/S.8/2017.- In supersession of the Government of Punjab Department of Labour, Notification No. S.O.16/14/1947/S.8/2013 dated the 13th March, 2013 and in exercise of the power conferred by section 8 of the Industrial Dispute Act, 1947 (Central Act No. 14 of 1947), and all other powers enabling him in this behalf, the Governor of Punjab is pleased to appoint Sh. Gurjant Singh, Additional District and Sessions Judge, Presiding Officer, Industrial tribunal, Gurdaspur, as Presiding Officer, Industrial Tribunal, Mohali, from the date he assumes charge as such.

VISWAJEET KHANNA,

Additional Chief Secretary to Government of Punjab,
Department of Labour.