

Government of Punjab  
Department of Labour  
(Labour Branch)

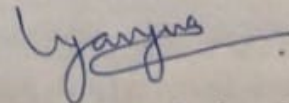
**Notification**

The 20<sup>th</sup> April, 2020

No.21/07/2015-5L/ 503      In the wake of the crisis due to COVID-19 pandemic, curfew has been imposed in Punjab and there are restrictions on the movement of labour, leading to shortage of labour. There is a need for relaxing certain provisions of the Factories Act, 1948 by extending the working hours for optimum utilization of labour in the factories which have been allowed to operate under the guidelines issued by State of Punjab dated 18.04.2020 and Government of India dated 15.04.2020.

2.            Therefore, in exercise of powers under section 65 of the Factories Act, 1948, it is directed that the factories which have been allowed to operate under the guidelines issued by State of Punjab and Government of India, the total numbers of hours of work allowed in any day shall be a maximum of 12 hours, instead of a maximum of 9 hours provided under section 54 of the Factories Act, 1948. It is further directed under section 65 of the Factories Act that spreadover shall not exceed 13 hours in one day instead of a maximum of ten and half hours provided under section 56 of Factories Act. For additional hours of work, the workers shall be provided wages at the rate of twice his ordinary rate of wage as provided for overtime in section 59 of Factories Act, 1948. All precautionary measures advised from time to time by the Government of India and Government of Punjab for sanitization and principles of Social Distancing and Less Contact etc. shall be strictly adhered to.

3.            These orders shall be in force for three months from today.



Vijay Kumar Janjua, IAS  
Principal Secretary, Govt. of Punjab,  
Department of Labour.