

Existing and Proposed provisions of Penalties under Shops and Establishments Act – ANDHRA PRADESH

Andhra Pradesh (A.P.Shops & Establishments Act, 1988)	
Existing Provision	Proposed Provision
<p>Penalties for offences 61.</p> <p>(1) Any employer who makes any false or incorrect statement under Section 3 shall be punishable with fine which may extend to Rs.100/-.</p> <p>(2) Any employer who contravenes any of the provisions of the Sections 3, 4, 5, 7, 9 to 12, 13, 15 to 32, 34 to 47, 49, 68 and 69</p> <p>1st Offence – Fine – may extended to Rs.100/-</p> <p>2nd Offence – Fine – not be less than Rs.250/- but may extend to Rs.500/-</p> <p>3rd or subsequent Offence – With Imprisonment for a term which may extend to 3 months and with a fine which shall not be less than Rs.500/- but which may extend to Rs.1,000/-.</p> <p>Provided that in contravention of the provisions of the Sec 3, 4 and 5 shall be conviction be punishable, in continuing offence with further fine which may extend to Rs.250/- for each day.</p> <p>(3) – contravenes the Section 8 –selling outside prohibited, before opening and closing hours of shops</p> <p>1st Offence – Fine – may extend to Rs.100/-</p> <p>2nd Offence or subsequent offences– Fine – may extend to Rs.250/-</p> <p>(4) contravenes sub-section (2) of Section 48- Directions of the Authority with regard to reinstatement of the employee with or without wages etc.</p> <p>Fine which may extend to Rs.50/- for each day during which the offence continues.</p> <p>(5) contravenes the provisions of sub-section (3) of Section 48- Directions of the 2nd Appellate Authority with regard to reinstatement of the employee with or without wages tetc</p> <p>Fine which may extend to Rs.50/- for each day during which the offence continues.</p> <p>62. Power to compound offence :-</p> <p>Any person who is reasonably believed to have committed an offence under Sections 3, 4, 7, 8, 10, 12, 15, 16, 17, 19, 20, 31 and 63 of this Act</p> <p>Not exceeding Rs.100/- by way of compounding such offence.</p> <p>63. Penalty for obstructing Inspector, etc.:-</p> <p>shall be punishable with <u>imprisonment</u> for a term which may extend to three months or with both.</p>	<p>In Section 61, sub section</p> <p>(i) Rs.100/- substituted as Rs.10,000/-</p> <p>(ii) In sub-section (2), Rs.100/- substituted as Rs.10,000/- Rs.250/- substituted as Rs.25,000/- Rs.500/- substituted as Rs.50,000/- Rs.1,000/- substituted as Rs.1,00,000/- (iii) “with imprisonment for a term which may extend to three months” shall be omitted. (iv) Rs.250/- substituted as Rs.500/-</p> <p>(v) In sub-section (3), Rs.100/- substituted as Rs.10,000/- Rs.250/- substituted as Rs.25,000/-</p> <p>(vi) In sub-section (4), Rs.50/- substituted as Rs.500/-</p> <p>(vi) In sub-section (5), Rs.50/- substituted as Rs.500/-</p> <p>In Section 62 Rs.100/- substituted as Rs.1,00,000/-</p> <p>In Section 63, for the words “imprisonment for a term which may extended to three months or with both “, the words “a fine of Rs.1,00,000/- for such an offence” shall be substituted.</p>

- (1) Prescribed registers and records shall be kept, and all such notices shall be displayed on the premises of the establishment to which they relate.
- (2) on demand produce or cause to be produced for inspection by an Inspector all registers, records and notices required to be kept by or under this Act.
- (3) Every employer shall submit such returns relating to his business, in such manner, within such period, and to such authority as may be prescribed.
- (4) Every employer shall give an order of appointment of his employee in the establishment before such employee joins the service and shall also furnish a copy of such order to the Inspector having jurisdiction over the area, within three days of issue of such order:

An amendment to **Sec 62** may be carried out for inserting **Section 69**.

69. Restriction on double employment on a Holiday or during leave:- No employee shall work in any establishment nor shall any employer knowingly permit an employee to work in any establishment on a day or part of a day on which the employee is given a holiday or is on leave in accordance with the provisions of this Act.

Andhra Pradesh Shops & Establishments Act	Andhra Pradesh Shops & Establishments Act
<p>Chapter – II : Registration of Establishments</p> <p>3. Registration of establishments, *</p> <p>4. Renewal of Registration Certificate, *</p> <p>5. Revocation or Suspension of the Registration Certificate,</p> <p>6. *Appeal against revocation or suspension of the Registration certificate -</p> <p>Chapter – III - Shops:- Opening& Closing Hours</p> <p>7. Opening and closing hours of shops, *</p> <p>8."Selling outside prohibited, before opening and after closing hours of shops *"</p> <p>12. Closing of shops and grant of holidays *</p> <p>13. Closing of shops in public interest during special occasions</p> <p>Shops:- Daily & Weekly hours, rest etc.,</p> <p>9. Daily and weekly hours of work in shops,</p> <p>10. Interval for rest *</p> <p>11. Spread over periods of work</p> <p>Chapter – IV – Establishments other than Shops</p> <p>15. Opening and closing hours, *</p> <p>16. Daily and weekly hours of work, *</p> <p>17. Interval for rest, *</p> <p>18. Spread over of periods of work</p> <p>19. Holidays*</p> <p>Chapter – V – Employment of Women, Children and Young persons</p> <p>20. Children not to work in establishment, *</p> <p>21. Special provision for young persons,</p> <p>22. Daily and weekly hours of work for young persons,</p> <p>23. Special provision for women,</p> <p>24. Maternity leave</p> <p>25. Maternity benefit</p> <p>Chapter – VI – Health and Safety</p> <p>26. Clean lines, 27. Ventilation, 28. Precautions for the safety of employees in establishments, 29. Maximum permissible load</p>	<p>Chapter – VII – Leave and Holidays with wages and Insurance Scheme for employees</p> <p>30. Leave,</p> <p>31. Other Holidays, *</p> <p>32. Pay during leave and holidays,</p> <p>34. " Compulsory enrolment of employees to Insurance -cum-Savings Scheme",</p> <p>35. Responsibility for payment of wages,</p> <p>36. Fixation of wage period,</p> <p>37. Wages for overtime work,</p> <p>38. Time of payment of wages,</p> <p>39. Wages to be paid in current coin or currency notes,</p> <p>40. Deductions which may be made from wages,</p> <p>41. Fines,</p> <p>42. Deductions for absence from duty,</p> <p>43. Deductions for damage or loss,</p> <p>44. Deductions for Services rendered,</p> <p>45. Deductions for recovery of advances,</p> <p>46. "Deductions for payments to co-operative societies and insurance schemes etc.",</p> <p>47. "Conditions for terminating the services of an employee, payment of service compensation for termination, retirement, resignation, disablement, etc., and payment of subsistence allowance for the period of suspension",</p> <p>49. "Notice and payment of service compensation to employees in the case of transfer of establishment:- "</p> <p>Chapter – XII – Miscellaneous</p> <p>63. Penalty for obstructing Inspector, etc.-:*</p> <p>68. "Maintenance of registers and records and display of notices, etc."</p> <p>69. "Restriction on double employment on a Holiday or during leave"</p> <p>Note:- * - Also compoundable offences</p>

Existing and Proposed provisions of Penalties under Shops and Establishments Act – GUJARAT

Gujarat (Gujarat Shop and Establishments (Regulation of Employment and Conditions of Service) Act, 2019.

Existing Provision	Proposed Provision
<p>Section 28: Penalty for non-registration of Shop or establishment Penalty of Rs.10,000/- which shall include registration fee:</p> <p>Section 29: Penalty for contravention of provisions of the Act:- contravenes the provisions of this Act or the rules made thereunder shall, if no other penalty is elsewhere provided by or under this Act for such contravention, be punishable with fine which may extend to Rs.50,000/- Provided that, the total amount of fine shall not exceed Rs.2,000/- per worker employed.</p> <p>Section 32: Penalty for obstructions or refusal to provide register, etc:- (1) on conviction, be punished with fine which may extend to Rs.50,000/- (2) Whoever, willfully refuses to produce on the demand of an Inspector any register or other document kept in pursuance of this Act or the rules made thereunder or prevents or attempts to prevent or does anything which he has reason to believe to prevent any person from appearing before, or being examined by, an Inspector acting in pursuance of his duties under this Act, shall, on conviction, be punished with fine which may extend to Rs.50,000/-. Provided that, total amount of fine shall not exceed Rs.2,000/- per worker employed.</p>	<p>Act was amended in 2019 enhancing the penalties. Hence there is no exercise was done in respect of decriminalization.</p>

Existing and Proposed provisions of Penalties under Shops and Establishments Act – GUJARAT

Maharashtra S&EA, 2017

Existing Provision	Proposed Provision
<p>Section 29. Whoever, contravenes the provisions of this Act or the rules made thereunder shall be punishable with fine which may extend to Rs.1,00,000/- and in the case of a continuing contravention, with an additional fine which may extend to Rs.2,000/- for every day during which such contravention continues : Provided that, the total amount of fine shall not exceed Rs.2,000/- per workers employed.</p> <p>(2) If any person who has been convicted of any offence punishable under sub-section (1) is again guilty of an offence involving a contravention or failure of compliance of the same provision, he shall be punished on a subsequent conviction with fine which may extend to Rs.2,00,000/- , Provided that, the total amount of fine shall not exceed Rs.2,000/- per workers employed.</p> <p>Section 31: (1) Whoever, wilfully obstructs the Facilitator in exercise of any powers conferred on him by or under this Act or refuses or wilfully neglects to afford a Facilitator any reasonable facility for making any inspection, examination, inquiry or investigation authorized by or under this Act in relation to an establishments, shall, on conviction, be punished with fine which may extend to Rs.2,00,000/- .</p> <p>(2) Whoever, wilfully refuses to produce on the demand of a Facilitator any register or other document kept in pursuance of this Act or the rules made thereunder or prevents or attempts to prevent or does anything which he has reason to believe to prevent any person from appearing before, or being examined by, a Facilitator acting in pursuance of his duties under this Act, shall, on conviction, be punished with fine which may extend to Rs.2,00,000/-, Provided that, total amount of fine shall not exceed Rs.2,000/- per worker employed</p>	<p>They repeal Old Act and introduced new Act in 2017 in the lines of The Model Shops and Establishments Bill 2016 of Government of India</p>

Existing and Proposed provisions of Penalties under Shops and Establishments Act – KARNATAKA

Karnataka. Karnataka SAEA, 1961 (amended till 2012)

Existing Provision	Proposed Provision
<p><u>Section 30(1)</u></p> <p>Whoever contravenes any of the provisions of section 4, 5, 6, 6A, 7, 9, 10, 11, 12, 13, 15, 16, 25 and 39, on conviction, be punished with fine, 1st Offence- <i>may extend to Rs.1,000/- and, 2nd Offence or any subsequent offence may extend to Rs.2,000/-.</i></p> <p><u>Section 30(2)</u></p> <p>any of the provisions of sections 8, 17, 29 and 34 shall, on conviction, be punished with a fine which may extend to Rs 250/-</p> <p><u>Section 30(3)</u></p> <p>Whoever contravenes the provisions of [sections 24 and 25] <i>shall be punishable with imprisonment for a term which shall not be less than three months but which may extend to six months or with fine which shall not be less than Rs.10,000/-, but which may extend to Rs.20,000/- or with both,</i></p> <p>for the 1st offence and for the 2nd and subsequent offences, be punishable with imprisonment of a term which shall not be less than six months but which may extend to one year</p>	<p>Not yet started</p>

Section of Karnataka Shops & Establishments Act	Section of Karnataka Shops & Establishments Act
<p>CHAPTER II</p> <p>REGISTRATION OF ESTABLISHMENTS</p> <p>4. Registration of Establishments. Sec 30(1)</p> <p>5. Change to be communicated to Inspector. Sec 30(1)</p> <p>6. Closing of establishment to be communicated to Inspector. Sec 30(1)</p> <p>6A. Issue of appointment orders. Sec 30(1)</p> <p>CHAPTER III</p> <p>HOURS OF WORK</p> <p>7. Daily and weekly hours. Sec 30(1)</p> <p>8. Extra wages for overtime work. Sec 30(2)</p> <p>9. Interval for rest. Sec 30(1)</p> <p>10. Spread over. Sec 30(1)</p> <p>11. Opening and closing hours. Sec 30(1)</p> <p>12. Weekly holidays. Sec 30(1)</p> <p>13. Selling outside establishment prohibited after closing hours. Sec 30(1)</p>	<p>CHAPTER IV</p> <p>ANNUAL LEAVE WITH WAGES</p> <p>15. Annual leave with wages. Sec 30(1)</p> <p>16. Wages during leave period Sec 30(1)</p> <p>17. Payment of advance in certain cases. Sec 30(2)</p> <p>CHAPTER VI</p> <p>EMPLOYMENT OF CHILDREN AND WOMEN</p> <p>24. Prohibition of employment of children. Sec 30(3)</p> <p>25. Prohibition of employment of women and young persons during night. Sec 30(1) and Sec 30(3)</p> <p>CHAPTER VII</p> <p>ENFORCEMENT AND INSPECTION</p> <p>29. Employer to produce registers, records, etc., for inspection. Sec 30(2)</p> <p>CHAPTER IX</p> <p>MISCELLANEOUS</p> <p>34. Maintenance of registers and records and display of notices. Sec 30(2)</p> <p>39. Notice of dismissal. Sec 30(1)</p>

Existing and Proposed provisions of Penalties under Shops and Establishments Act – TAMILNADU

Tamil Nadu (Tamil Nadu Shops and Establishments Act ,1947)

Existing Provision	Proposed Provision
<p>Section 45:- [Whoever contravenes any of the provisions of Section 7 to 11, 13 to 23, 25, 26, 29 to 41 and 47 shall be punishable for a</p> <p>1st offence, <i>with fine which may extend to Rs.5,000/- and for a</i> <i>2nd or subsequent offence, with fine which may extend to Rs.10,000/-</i></p> <p>Section 45-A:- Penalty for failure to comply with the provisions of section 41-A— be punishable with imprisonment for a term which may extend to six months, or with fine, or with both and where such failure is a continuing one, with a further fine which may extend to Rs. 250/- <i>for every day during which such failure continues after the conviction for the first and the court trying the offence</i>, if it fines the offender, may direct that the whole or any part of the fine realised from him shall be paid, by way of compensation, to any person who, in its opinion has been injured by such failure</p> <p>Section 46:- Penalty for obstructing Inspector, etc.— <i>shall be punishable with fine which may extend to Rs.250/-.</i></p>	<p>Not yet started</p>

Tamil Nadu Shops and Establishments Act	Tamil Nadu Shops and Establishments Act
<p>THE TAMILNADU SHOPS AND ESTABLISHMENTS ACT, 1947 ACT XXXVI OF 1947.</p> <p>CHAPTER II SHOPS</p> <p>7. Opening and closing hours of shops--</p> <p>8. Selling outside shops prohibited after closing hour--</p> <p>9. Daily and weekly hours of work in shops—</p> <p>10. Spread over of periods of work--</p> <p>11. Closing of shops and grant of holidays--</p> <p>CHAPTER III ESTABLISHMENTS OTHER THAN SHOPS</p> <p>13. Opening and closing hours</p> <p>14. Daily and weekly hours of work—</p> <p>15. Spread over of periods of work--</p> <p>16. Holidays—</p> <p>17. Children not to work in establishments-- --</p> <p>18. Young persons to work only between 6 a.m. and 7 p.m.—</p> <p>19. Daily and weekly hours of work for young persons—</p> <p>CHAPTER V HEALTH AND SAFETY</p> <p>20. Cleanliness</p> <p>21. Ventilation—</p> <p>22. Lighting</p> <p>23. Precautions against fire</p>	<p>CHAPTER VI HOLIDAYS WITH WAGES</p> <p>25. - Holidays and sick leave—</p> <p>26. Pay during annual holidays—</p> <p>CHAPTER VII WAGES</p> <p>29. Responsibility for payment of wages--</p> <p>30. Fixation of wage period—</p> <p>31. Wages for overtime work</p> <p>32. Time of payment of wages—</p> <p>33. Wages to be paid in current coin or currency notes--</p> <p>34. Deductions which may be made from wages</p> <p>35. Fines—</p> <p>36. Deductions for absence from duty—</p> <p>37. Deductions for damage or loss --</p> <p>38. Deductions for services rendered—</p> <p>39. Deductions for recovery of advances --</p> <p>40. Deductions for payments to co-operative societies and insurance schemes --</p> <p>41. Notice of dismissal—</p> <p>CHAPTER IX PENALTIES FOR OFFENCES</p> <p>41. Penalties --</p> <p>CHAPTER X MISCELLANEOUS</p> <p>47. Maintenance of registers and records and display of notices --</p>

A. Existing and Proposed provisions of Penalties under Labour Welfare Fund Act (LWFA) – ANDHRA PRADESH

Andhra Pradesh (Andhra Pradesh Labour Welfare Fund Act, 1987)

Existing Provision	Proposed Provision
<p>Section 25. Penalty for obstructing inspection or for failure to produce documents, etc.:- Any person who wilfully obstructs an Inspector in the exercise of his powers or discharge of his duties under this Act or fails to produce for inspection on demand by an Inspector shall, on conviction, be punished,</p> <p>(a) 1st Offence - with imprisonment for a term which may extend to three months, or with fine which may extend to Rs.500/-, or with both; and</p> <p>(b) 2nd Offence or subsequent offence, with imprisonment for a term which may extend to six months or with fine which may extend to Rs.1,000/-, or with both;</p> <p>30. Penalty for non compliance with the direction of the Board:- Any person who wilfully fails to produce any document required by the Board or to furnish any information called for by the Board or to furnish any information called for by the Board or wilfully fails to comply with any direction issued by the Board under Section 29 shall, on conviction, be punished with</p> <p>a) 1st Offence - with imprisonment for a term which may extend to three months, or with fine which may extend to Rs.500/-, or with both; and</p> <p>(b) 2nd Offence or subsequent offence, with imprisonment for a term which may extend to 3 months or with fine which may extend to Rs.500/-, or with both;</p>	<p>Section 25: Penalty for obstructing inspection or failure to produce documents, etc.-</p> <p>(1) In section 25, clause (a) shall be substituted with the following:</p> <p><i>For the first offence:</i></p> <p>a) Up to 10 employees employed estts:- Rs 25,000/-</p> <p>b) Upto 11 to 30 employees employed estts:- Rs 50,000/-</p> <p>c) Upto 31 and above employees estts:- Rs 1,00,000/-</p> <p>(2) In section 25, clause (b) shall be substituted with the following :</p> <p><i>For the Second or subsequent offence:-</i></p> <p>a) Up to 10 employees employed estts:- Rs 50,000/-</p> <p>b) Upto 11 to 30 employees employed estts:- Rs 1,00,000/-</p> <p>c) Upto 31 and above employees estts:- Rs 2,00,000/-</p> <p>(3) The imprisonment provision to section 25 in the principal Act shall be omitted;</p> <p>In section 30, clause (a) shall be substituted with the following:</p> <p><i>For the 1st and 2nd or subsequent offence:</i></p> <p>a. Up to 10 employees employed estts:- Rs 25,000/-</p> <p>b. Upto 11 to 30 employees employed estts:- Rs 50,000/-</p> <p>c. Upto 31 and above employees estts:- Rs 1,00,000/-</p>

Existing and Proposed provisions of Penalties under Labour Welfare Fund Act (LWFA) - MAHARASTRA

Maharashtra (Maharashtra Labour Welfare Fund Act, 1953)	
Existing Provision	Proposed Provision
<p>Section 17 A. Penalty for obstructing inspection in discharge of inspector's duties or failure to produce documents, etc. Any person who wilfully obstructs an Inspector in the exercise of his powers or discharge of his duties under this Act or fails to produce for inspection on demand by an inspector any registers, records or other documents maintained in pursuance of the provisions of this Act or the rules made thereunder or to supply to him on demand true copies of any such documents, shall, on conviction, be punished.</p> <p>(a) for 1st offence, with imprisonment for a term which may extend to three months, or with fine which may extend to five hundred rupees, or with both; and</p> <p>(b) for a 2nd or subsequent offences, with imprisonment for a term which may extend to six months, or with fine which may extend to one thousand rupees, or with both;</p>	<p>Proposed Amendment in respect of decriminalization: _</p> <p>Section 17-A: Penalty for obstructing inspection in discharge of Inspector's duties or for failure to produce documents etc.,</p> <p>1st Offence – Rs 10,000/-</p> <p>2nd Offence:- With Imprisonment which may extend to 6 Months or with fine which may extended to Rs 20,000/- or both</p>

Existing and Proposed provisions of Penalties under Labour Welfare Fund Act (LWFA) - GUJARAT

Gujarat (Gujarat Labour Welfare Fund Act, 1953)	
Existing Provision	Proposed Provision
<p>Section 17A:- Any employer who fails to pay any amount of unpaid accumulations or fines realised from employees or any amount of the employer's or, as the case may be employee's contributions, within the period specified in a notice served on him under sub- section (1) of section 6-C, shall, on conviction, be punishable with imprisonment which may extend to six months or with fine which may extend to one thousand rupees or with both.</p> <p>Section 17B:- Any employer who deducts the whole or any part of the employer's contribution from the wages payable to an employee or otherwise recovers it from the employee shall, on conviction, be punishable with imprisonment which may extend to six months or with fine which may extend to one thousand rupees or with both.</p> <p>Section 17C:- Any person who wilfully obstructs an Inspector in the exercise of his powers or discharge of his duties under this Act or fails to produce for inspection on demand by an Inspector any document maintained in pursuance of the provision of this Act or the rules made thereunder or to supply to him on demand true copies of any such document, shall on conviction, be punishable—</p> <p>(a) for 1st offence, with imprisonment for a term which may extend to three months, or with fine which may extend to five hundred rupees, or with both; and</p> <p>(b) for a 2nd or subsequent offences, with imprisonment for a term which may extend to six months, or with fine which may extend to one thousand rupees, or with both;</p>	<p>Not yet Started</p>

Existing and Proposed provisions of Penalties under Labour Welfare Fund Act (LWFA) - KARNATAKA

Karnataka (Karnataka Labour Welfare Fund Act, 1965)	
Existing Provision	Proposed Provision
<p>Section 17A :- Penalty for obstructing Inspector in the discharge of his duties or for failure to produce documents, etc.- Any person who wilfully obstructs an Inspector in the exercise of his powers or discharge of his duties under this Act or fails to produce for inspection on demand by an Inspector any registers, records or other documents maintained in pursuance of the provisions of this Act or the rules made thereunder or to supply to him on demand true copies of any such documents, shall , on conviction, be punished, for the</p> <p>1st offence, with imprisonment for a term which may extend to three months, or with fine which may extend to five hundred rupees, or with both; and</p> <p>for a 2nd or subsequent offences, with imprisonment for a term which may extend to six months, or with fine which may extend to one thousand rupees, or with both:</p> <p>Section 17B:- Penalty for contravention of any provisions of the Act.- Any person who wilfully contravenes any provision of the Act shall on conviction be punished for the</p> <p>1st offence with fine which may extend to five hundred rupees or with imprisonment for a term which may extend to three months and for the</p> <p>2nd and subsequent offences, with fine which may extend to one thousand rupees or with imprisonment for a term which may extend to one year or with both.</p>	Not yet started

Existing and Proposed provisions of Penalties under Labour Welfare Fund Act (LWFA) -TAMILNADU

Tamil Nadu (Tamil Nadu Labour Welfare Fund Act, 1972)	
Existing Provision	Proposed Provision
<p>Section 29. Penalty for obstructing inspection or for failure to produce documents, etc.—</p> <p>Any person who willfully obstructs an Inspector in the exercise of his powers of discharge of his duties under this Act or fails to produce for inspection on demand by an Inspector any register, record, or other documents maintained in pursuance of the provisions of this Act or the rules made thereunder or to supply to him on demand true copies of any such document shall, on conviction, be punished —</p> <p>(a) for the 1st offence, with imprisonment for a term which may extend to three months, or with fine which may extend to five hundred rupees, or with both; and</p> <p>(b) for a 2nd or subsequent offence, with imprisonment for a term which may extend to six months or with fine which may extend to one thousand rupees, or with both:</p>	Not yet started

Andhra Pradesh Shops and Establishment Act, 1988 – Details of Sections which may covered for penal provisions:-

Act contents	Sections
Chapter – II : Registration of Establishments	3. Registration of establishments, 4. Renewal of Registration Certificate, 5. Revocation or Suspension of the Registration Certificate, 6. "Appeal against revocation or suspension of the Registration certificate -
Chapter – III - Shops:- Opening& Closing Hours	7. Opening and closing hours of shops, 8."Selling outside prohibited, before opening and after closing hours of shops " 12. Closing of shops and grant of holidays 13. Closing of shops in public interest during special occasions
Shops:- Daily & Weekly hours, rest etc.,	9. Daily and weekly hours of work in shops, 10. Interval for rest 11. Spread over periods of work
Chapter – IV – Establishments other than Shops	15. Opening and closing hours, 16. Daily and weekly hours of work, 17. Interval for rest, 18. Spread over of periods of work 19. Holidays
Chapter – V – Employment of Women, Children and Young persons	20. Children not to work in establishment, 21. Special provision for young persons, 22. Daily and weekly hours of work for young persons, 23. Special provision for women, 24. Maternity leave 25. Maternity benefit
Chapter – VI – Health and Safety	26. Clean lines, 27. Ventilation, 28. Precautions for the safety of employees in establishments, 29. Maximum permissible load
Chapter – VII – Leave and Holidays with wages and Insurance Scheme for employees	30. Leave, 31. Other Holidays, 32. Pay during leave and holidays, 34. " Compulsory enrolment of employees to Insurance -cum-Savings Scheme", 35. Responsibility for payment of wages, 36. Fixation of wage period, 37. Wages for overtime work, 38. Time of payment of wages, 39. Wages to be paid in current coin or currency notes, 40. Deductions which may be made from wages, 41. Fines, 42. Deductions for absence from duty, 43. Deductions for damage or loss, 44. Deductions for Services rendered, 45. Deductions for recovery of advances, 46. "Deductions for payments to co-operative societies and insurance schemes etc.", 47. "Conditions for terminating the services of an employee, payment of service compensation for termination, retirement, resignation, disablement, etc., and payment of subsistence allowance for the period of suspension", 49. "Notice and payment of service compensation to employees in the case of transfer of establishment:- "
Chapter – XII - Miscellaneous	68. "Maintenance of registers and records and display of notices, etc." 69. "Restriction on double employment on a Holiday or during leave"

