



## The Bombay Shops and Establishments Act, 1948

Act 79 of 1948

### Keyword(s):

Apprentice, Child, Commercial Establishment, Employee, Employer, Establishment, Goods, Inspector, Leave, Local Area, Local Authority, Manager, Opened, Period of Work, Register of Establishments, Registration Certificate, Residential Hotel, Restaurant or E

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THE BOMBAY SHOPS AND ESTABLISHMENTS ACT, 1948.

CONTENTS

PREAMBLE.

SECTIONS.

CHAPTER I.

PRELIMINARY.

1. Short title, extent and operation.
2. Definitions.
3. Reference to time of day.
4. Exemptions.
5. Application of Act to other establishments and persons.
6. Suspension of all or any of the provisions of this Act.

CHAPTER II.

REGISTRATION OF ESTABLISHMENTS.

7. Registration of establishments.
8. Change to be communicated to Inspector.
9. Closing of establishment to be communicated to Inspector.

CHAPTER III.

SHOPS AND COMMERCIAL ESTABLISHMENTS.

10. Opening hours of shops.
11. Closing hours of shops.
12. Hawking prohibited before opening and after closing hours of shops.
13. Opening and closing hours of commercial establishments.
14. Daily and weekly hours of work in shops and commercial establishments.
15. Interval for rest.
16. Spread-over in shops.
17. Spread-over in commercial establishments.
18. Holidays in a week in shops and commercial establishments.

CHAPTER IV.

RESIDENTIAL HOTELS, RESTAURANTS AND EATING HOUSES.

19. Opening and closing hours of restaurants and eating houses.
20. Restaurants and eating houses not to sell goods of the kind sold in shops before the opening and after the closing hours of shops.
21. [Daily and weekly hours] of work in residential hotels, restaurants and eating houses.
22. Interval for rest.
23. Spread-over.
24. Holidays in a week.
25. Employer to furnish identity card to employee.

## SECTIONS.

## CHAPTER V.

## THEATRES OR OTHER PLACES OF PUBLIC AMUSEMENT OR ENTERTAINMENT.

26. Closing hour of theatres or other places of public amusement or entertainment.
27. Theatres or other places of public amusement or entertainment not to sell goods of the kind sold in shops after the closing hours of shops.
28. [Daily and weekly hours] of work in theatres or other places of public amusement or entertainment.
29. Interval for rest.
30. Spread-over.
31. Holidays in a week.

## CHAPTER VI.

## EMPLOYMENT OF CHILDREN, YOUNG PERSONS AND WOMEN.

32. No child to work in any establishment.
33. Opening and closing hours for young persons and women.
34. Daily hours of work for young persons.
- 34A. Prohibition of employment of young persons and women in dangerous work.

## CHAPTER VII.

## LEAVE WITH PAY AND PAYMENT OF WAGES.

35. Leave.
36. Pay during leave.
37. Payment when to be made.
38. Application and amendment of the Payment of Wages Act.
- 38A. Application of Act VIII of 1923 to employees of establishment.
- 38B. Application of Industrial Employment (Standing Orders) Act to establishment.
- 38C. Application of Maternity Benefit Act to women employees in establishment.

## CHAPTER VIII.

## HEALTH AND SAFETY.

39. Cleanliness.
40. Ventilation.
41. Lighting.
42. Precautions against fire.
- 42A. First Aid.

## CHAPTER IX.

## ENFORCEMENT AND INSPECTION.

43. Powers and duties of local authorities.
44. Power to make by-laws.
- 44A. Provision for taking over administration of the Act from local authorities.
45. Delegation of powers.
46. Power of State Government to provide for performance of duties on default by local authority.
47. Expenses of local authority to be paid out of its fund.
48. Appointment of Inspectors.
49. Powers and duties of Inspectors.
50. Inspectors to be public servants.
51. Employer and manager to produce registers, records, etc., for inspection.

**SECTIONS.**

**CHAPTER X.**

**OFFENCES AND PENALTIES.**

52. Contravention of certain provisions and offences.
53. Contravention of section 12.
54. Employee contravening sections 18(2), 24, 31 and 65.
55. False entries by employer and manager.
56. Enhanced penalty in certain cases after previous conviction.
57. Penalty for obstructing Inspector.
58. Determination of employer for the purposes of this Act.
59. Exemption of employer or manager from liability in certain cases.
60. Cognizance of offences.
61. Limitation of prosecutions.

**CHAPTER XI.**

**MISCELLANEOUS AND SUPPLEMENTAL.**

62. Maintenance of registers and records and display of notices.
63. Wages for overtime work.
64. Evidence as to age.
65. Restriction on double employment on a holiday or during leave.
66. Notice of termination of service.
67. Rules.
68. Protection to persons acting under this Act.
69. Rights and privileges under other law, etc., not affected.
70. Persons employed in factory to be governed by Factories Act and not by this Act.
71. Submission of annual report, etc.
72. Repeal of Bombay Shops and Establishments Act, 1939.

**SCHEDULE I.**

**SCHEDULE I-A.**

**SCHEDULE II.**

BOMBAY ACT No. LXXIX OF 1948.<sup>1</sup>

[THE BOMBAY SHOPS AND ESTABLISHMENTS ACT, 1948.]†

[11th January 1949]

Amended by Bom. 17 of 1949.

" " " 53 of 1949.

" " " 59 of 1949.

" " " 8 of 1950.

Adapted and modified by the Adaptation of Laws Order, 1950.

Amended by Bom. 9 of 1951.

" " " 28 of 1952.

" " " 58 of 1954.

Adapted and modified by the Bombay Adaptation of Laws (State and Concurrent Subjects) Order, 1956.

Adapted and modified by the Maharashtra Adaptation of Laws (State and Concurrent Subjects) Order, 1960.

Amended by Mah. 26 of 1961.

" " " 64 of 1977 (1-5-1978)\*

An Act to consolidate and amend the law relating to the regulation of conditions of work and employment in shops, commercial establishments, residential hotels, restaurants, eating houses, theatres, other places of public amusement or entertainment and other establishments.

WHEREAS it is expedient to consolidate and amend the law relating to the regulation of conditions of work and employment in shops, commercial establishments, residential hotels, restaurants, eating houses, theatres, other places of public amusement or entertainment and other establishments and for certain other purposes hereinafter specified; It is hereby enacted as follows:—

## CHAPTER I.

## PRELIMINARY.

1. (1) This Act may be called the Bombay Shops and Establishments Act, 1948. Short title,  
extent and  
operation.  
 2[(2) It extends to the whole of the State of Maharashtra.]  
 (3) It shall in the first instance come into force in the local areas specified in Schedule I:

Mah. XXXVI of 1961. G. P. & Berar Act XXII of 1947. Hyd. X of 1951.  
 3[Provided that, on the commencement of the Bombay Shops and Establishments (Extension and Amendment) Act, 1960, all the provisions of this Act shall also come into force in each of the areas in which the Central Provinces and Berar Shops and Establishments Act, 1947, or the Hyderabad Shops and Establishments Act, 1951 was in force immediately before such commencement.]

(4) The [State] Government shall by notification published in the *Official Gazette* direct that all or any of the provisions of this Act shall come into force in such other local areas having a population of twenty-five thousand and more as may be specified in the notification.

<sup>1</sup> For Statement of Objects and Reasons, see *Bombay Government Gazette*, 1948, Part V, page 499.

<sup>2</sup> Sub-section (2) was substituted by Mah. 26 of 1961, s. 3(a).

<sup>3</sup> This proviso was added, *ibid.*, s. 3(b).

<sup>4</sup> This word was substituted for the word "Provincial" by the Adaptation of Laws Order, 1950.

† This Act was extended to the rest of the State of Maharashtra by Mah. 26 of 1961, s. 2.

\* This indicates the date of commencement of Act.

(5) The <sup>1</sup>[State] Government may also by a like notification direct that all or any of the provisions of this Act shall come into force in such local areas having population less than twenty-five thousand as may be specified in the notification.

Definitions. 2. In this Act, unless there is anything repugnant in the subject or context,—

(1) "Apprentice" means a person who is employed, whether on payment of wages or not, for the purpose of being trained in any trade, craft or employment in any establishment;

<sup>2</sup>(2) "Child" means a person who has not completed his fifteenth year of age; but does not include a person who has, before the date of commencement of the Bombay Shops and Establishments (Amendment) Act, 1977, completed his twelfth year of age even though he has not completed his fifteenth year of age, if he is on the day immediately preceding the said date an employee in any establishment to which this Act applies;] Mah. LXXIV of 1977

<sup>3</sup>(3) "Closed" means not open for the service of any customer, or for any business, of the establishment, or for work, by or with the help of any employee, of or connected with the establishment;]

(4) "Commercial establishment" means an establishment which carries on any business, trade or profession or any work in connection with, or incidental or ancillary to, any business, trade or profession <sup>4</sup>[and includes an establishment of any legal practitioner, medical practitioner, architect, engineer, accountant, tax consultant or any other technical or professional consultant and also includes] a society registered under the Societies Registration Act, 1860, and a charitable or other trust, whether registered or not, which carries on <sup>5</sup>[whether for purposes of gain or not,] any business, trade or profession or work in connection with or incidental or ancillary thereto but does not include a factory, shop, residential hotel, restaurant, eating house, theatre or other place of public amusement or entertainment; XXI of 1860.

(5) "Day" means the period of twenty-four hours beginning at midnight:

Provided that in the case of an employee whose hours of work extend beyond midnight, day means the period of twenty-four hours beginning when such employment commences irrespective of midnight;

<sup>6</sup>(6) "Employee" means a person wholly or principally employed, whether directly or through any agency, and whether for wages or other consideration, in or in connection with any establishment; and includes an apprentice, but does not include a member of the employer's family;]

(7) "Employer" means a person owning or having ultimate control over the affairs of an establishment;

(8) "Establishment" means a shop, commercial establishment, residential hotel, restaurant, eating house, theatre, or other place of public amusement or entertainment to which this Act applies and includes such other establishment as the <sup>1</sup>[State] Government may, by notification in the *Official Gazette*, declare to be an establishment for the purposes of this Act;

(9) "Factory" means any premises which is a factory within the meaning of <sup>7</sup>[clause (m) of section 2 of the Factories Act, 1948, or which is deemed to be a factory under section 85 of the said Act]; LXIII of 1948.

<sup>1</sup> This word was substituted for the word "Provincial" by the Adaptation of Laws Order, 1950.

<sup>2</sup> Clause (2) was substituted for the original by Mah. 64 of 1977, s. 2(a).

<sup>3</sup> Clause (3) was substituted for the original by Mah. 26 of 1961, s. 4(a).

<sup>4</sup> These words were substituted for the words "and includes" by Mah. 64 of 1977, s. 2(b).

<sup>5</sup> These words were inserted by Bom. 28 of 1952, s. 2(i).

<sup>6</sup> Clause (6) was substituted by Mah. 26 of 1961, s. 4(b).

<sup>7</sup> This portion was substituted for the original by Bom. 17 of 1949, s. 2.

- (10) "Goods" includes all materials, commodities and articles ;
- (11) "Holiday" means a day on which an establishment shall remain closed or on which an employee shall be given a holiday under the provisions of this Act ;
- (12) "Inspector" means an Inspector appointed under section 48 ;
- (13) "Leave" means leave provided for in Chapter VII of this Act ;
- (14) "Local area" means any area or combination of areas to which this Act applies ;
- <sup>1</sup>(15) "Local authority" means a body specified in Schedule I-A and includes any other body which the State Government may, by notification in the *Official Gazette*, declare to be a local authority for the purposes of this Act ; ]
- (16) "Manager" means a person declared to be a manager under section 7 ;
- (17) "Member of the family of an employer" means the husband, wife, son, daughter, father, mother, brother or sister of an employer who lives with and is dependent on such employer ;
- <sup>2</sup>(18) "Opened" means opened for the service of any customer, or for any business of the establishment, or for work, by or with the help of any employee, of or connected with the establishment ; ]
- (19) "Period of work" means the time during which an employee is at the disposal of the employer ;
- (20) "Prescribed" means prescribed by rules made under this Act ;
- (21) "Prescribed authority" means the authority prescribed under the rules made under this Act ;
- (22) "Register of establishments" means a register maintained for the registration of establishments under this Act ;
- (23) "Registration certificate" means a certificate showing the registration of an establishment ;
- (24) "Residential hotel" means any premises used for the reception of guests and travellers desirous of dwelling or sleeping therein and includes a <sup>3</sup>[residential club] ;
- (25) "Restaurant or eating house" means any premises in which is carried on wholly or principally the business of the supply of meals or refreshments to the public or a class of the public for consumption on the premises ;
- (26) "Schedule" means a Schedule appended to this Act ;
- (27) "Shop" means any premises where goods are sold, either by retail or wholesale or where services are rendered to customers, and includes an office, a store room, godown, warehouse or work place, whether in the same premises or otherwise, <sup>4</sup>[mainly used] in connection with such trade or business but does not include a factory, a commercial establishment, residential hotel, restaurant, eating house, theatre or other place of public amusement or entertainment ;
- (28) "Spread over" means the period between the commencement and the termination of the work of an employee on any day ;

<sup>1</sup> Clause (15) was substituted by Mah. 26 of 1961, s. 4 (c).

<sup>2</sup> Clause (18) was substituted, *ibid.*, s. 4 (d).

<sup>3</sup> These words were substituted for the word "club" by Bom. 9 of 1951, s. 3, Second Schedule.

<sup>4</sup> These words were substituted for the word "used" by Bom. 28 of 1952, s. 2 (f).

(29) "Theatre" includes any premises intended principally or wholly for the exhibition of pictures or other optical effects by means of a cinematograph or other suitable apparatus or for dramatic performances or for any other public amusement or entertainment ;

(30) "Wages" means wages as defined in the Payment of Wages Act, 1936 ; <sup>IV of 1936.</sup>

(31) "Week" means the period of seven days beginning at midnight of Saturday ;

<sup>1</sup>(32) "Year" means a year commencing on the first day of January ; ]

(33) "Young person" means a person who is not a child and has not completed his seventeenth year.

Reference  
to time of  
day.

3. References to the time of day in this Act are references to Indian standard time which is five and a half hours ahead of Greenwich mean time.

Exemptions.

4. Notwithstanding anything contained in this Act, the provisions of this Act mentioned in the third column of Schedule II shall not apply to the establishments, employees and other persons mentioned against them in the second column of the said Schedule :

Provided that the <sup>2</sup>[State] Government may, by notification published in the *Official Gazette*, add to, omit or alter any of the entries of the said Schedule <sup>3</sup>[subject to such conditions, if any, as may be specified in such notification] and on the publication of such notification, the entries in either column of the said Schedule shall be deemed to be amended accordingly.

Application  
of Act to  
other  
establish-  
ments and  
persons.

5. (1) Notwithstanding anything contained in this Act, the <sup>2</sup>[State] Government may, by notification in the *Official Gazette*, declare any establishment or class of establishments to which, or any person or class of persons to whom, this Act or any of the provisions thereof does not for the time being apply, to be an establishment or class of establishments or a person or class of persons to which or whom this Act or any provisions thereof with such modifications or adaptations as may in the opinion of the <sup>2</sup>[State] Government be necessary shall apply from such date as may be specified in the notification.

(2) On such declaration under sub-section (1), any such establishment or class of establishments or such person or class of persons shall be deemed to be an establishment or class of establishments to which, or to be an employee or class of employees to whom, this Act applies and all or any of the provisions of this Act with such adaptation or modification as may be specified in such declaration, shall apply to such establishment or class of establishments or to such employee or class of employees.

Suspension  
of all or  
any of the  
provisions of  
this Act.

6. The <sup>2</sup>[State] Government may, by notification in the *Official Gazette*, suspend the operation of all or any of the provisions of this Act for such period and subject to such conditions as it deems fit on account of any holidays or occasions.

<sup>1</sup> Clause (32) was substituted by Mah. 26 of 1961, s. 4 (e).

<sup>2</sup> This word was substituted for the word "Provincial" by the Adaptation of Laws Order, 1950.

<sup>3</sup> These words were inserted by Bom. 28 of 1952, s. 3.



## CHAPTER II.

## REGISTRATION OF ESTABLISHMENTS.

7. (1) Within the period specified in sub-section (4), the employer of every establishment shall send to the Inspector of the local area concerned a statement, in a prescribed form, together with such fees as may be prescribed, containing—

- (a) the name of the employer and the manager, if any;
- (b) the postal address of the establishment;
- (c) the name, if any, of the establishment;
- (d) the category of the establishment, *i.e.*, whether it is a shop, commercial establishment, residential hotel, restaurant, eating house, theatre or other place of public amusement or entertainment; and
- (e) such other particulars as may be prescribed.

(2) On receipt of the statement and the fees, the Inspector shall, on being satisfied about the correctness of the statement, register the establishment in the register of establishments in such manner as may be prescribed and shall issue, in a prescribed form, a registration certificate to the employer. The registration certificate shall be prominently displayed at the establishment.

<sup>1</sup>[(2A) A registration certificate granted under sub-section (2), shall be valid up to the end of the year for which it is granted. An application for the renewal of a registration certificate shall be submitted not less than fifteen days before the date of expiry of the registration certificate or of the renewed registration certificate, as the case may be, and shall be accompanied by such fees, and the renewed registration certificate shall be in such form, as may be prescribed.

<sup>2</sup>[(2B) Notwithstanding anything contained in the preceding sub-sections of this section, any registration certificate granted under sub-section (2) or renewed under sub-section (2A) may, at the option of the employer, be granted or renewed for a period of three years at a time, on payment of the fees for that period, so as to be valid up to the end of the third year from and including the year in which it is granted or renewed, as the case may be.]

(3) In the event of any doubt or difference of opinion between an employer and the Inspector as to the category to which an establishment should belong, the Inspector shall refer the matter to the prescribed authority which shall, after such inquiry as it thinks proper, decide the category of such establishment and its decision shall be final for the purposes of this Act.

(4) Within thirty days from the date mentioned in column 2 below in respect of an establishment mentioned in column 1, the statement together with fees shall be sent to the Inspector under sub-section (1):—

1	2
Establishments.	Date from which the period of 30 days to commence.
(i) Establishments existing in local areas mentioned in Schedule I on the date on which this Act comes into force.	The date on which this Act comes into force.
(ii) Establishments existing in local areas on the date on which this section comes into force.	The date on which this section comes into force in the local areas.

<sup>1</sup> Sub-section (2A) and (2B) were inserted by Mah. 26 of 1961, s. 5.

<sup>2</sup> Sub-section (2B) was substituted for the original by Mah. 64 of 1977, s. 3.

1  
Establishments.

2  
Date from which the period  
of 30 days to commence.

- (iii) New establishments in local areas mentioned in Schedule I and other local areas in which this section has come into force. The date on which the establishment commences its work.

Change to be communicated to Inspector. 8. It shall be the duty of an employer to notify to the Inspector, in a prescribed form, [any change in any of the particulars contained in the statement submitted under section 7 within such period, after the change has taken place, as the State Government may prescribe in respect of any establishment or class of establishments]. The Inspector shall, on receiving such notice and the prescribed fees and on being satisfied about its correctness, make the change in the register of establishments in accordance with such notice and shall amend the registration certificate or issue a fresh registration certificate, if necessary.

Closing of establishment to be communicated to Inspector. 9. The employer shall, within ten days on his closing the establishment, notify to the Inspector in writing accordingly. The Inspector shall, on receiving the information and being satisfied about its correctness, remove such establishment from the register of establishments and cancel the registration certificate :

<sup>2</sup>[Provided that if the Inspector does not receive the information but he is otherwise satisfied that the establishment has been closed, he may remove such establishment from such register and cancel such certificate.]

### CHAPTER III.

#### SHOPS AND COMMERCIAL ESTABLISHMENTS.

Opening hours of shops. 10. (1) No shop—  
(a) dealing wholly in milk, vegetables, fruits, fish, meat, bread or any other goods notified by the <sup>3</sup>[State] Government shall on any day be opened earlier than 5 a.m. ;

(b) <sup>4</sup>\* \* \* other than those specified in clause (a) of this sub-section, shall on any day be opened earlier than 7 a.m.

(2) Subject to the provisions of sub-section (1), the <sup>3</sup>[State] Government may fix later opening hours for different classes of shops or for different areas or for different periods of the year.

Closing hours of shops. 11. (1) Notwithstanding anything contained in any other enactment for the time being in force, no shop—

(a) <sup>4</sup>\* \* \* other than those specified in clause (b) of this sub-section, shall on any day be closed later than 8-30 p.m. ;

(b) <sup>5</sup>[dealing mainly in] *pan, bidi*, cigarettes, matches and other ancillary articles shall on any day be closed later than 11 p.m. :

Provided that any customer who was being served or was waiting to be served at such closing hour in any shop may be served in such shop during the quarter of an hour immediately following such hour.

(2) Subject to the provisions of sub-section (1), the <sup>3</sup>[State] Government may fix earlier closing hours for different classes of shops or for different areas or for different periods of the year.

<sup>1</sup> This portion was substituted for the portion beginning with the words " any change " and ending with the words " taken place " by Bom. 28 of 1952, s. 4.

<sup>2</sup> This proviso was added, *ibid.*, s. 5.

<sup>3</sup> This word was substituted for the word " Provincial " by the Adaptation of Laws Order, 1950.

<sup>4</sup> The words " dealing in goods " were deleted by Bom. 53 of 1949, s. 2, First Schedule.

<sup>5</sup> These words were substituted for the words " dealing in " by Mah. 26 of 1961, s. 6.

12. (1) No person shall carry on in or adjacent to a street or a public place the sale of any goods before the opening and after the closing hours fixed under sections 10 and 11 for the shops dealing in the same class of goods in the locality in which such street or public place is situate :

Hawking prohibited before opening and after closing hours of shops.

<sup>1</sup>[Provided that nothing in this sub-section shall apply to the sale of newspapers.]

(2) Any person contravening the provisions of sub-section (1) shall be liable to have his goods seized by an Inspector.

<sup>2</sup>(3) The goods seized under sub-section (2) shall be returned to the person from whom they were seized on his depositing rupees twenty-five as security for his appearance in the Court.

(4) If the person fails to make the deposit, the goods seized shall be produced without delay before a Magistrate who may give such directions as to their temporary custody as he thinks fit.

(5) Where no prosecution is instituted for contravention of the provisions of sub-section (1) within such period as the Magistrate may fix in this behalf, the Magistrate shall direct their return to the person from whom they were seized.

(6) Subject to the provisions of the preceding sub-section, the provisions of the V of Code of Criminal Procedure\*, 1898, shall so far as they may be applicable, apply <sup>898.</sup> to the disposal of the goods seized under this section.]

13. (1) No commercial establishment shall on any day be opened earlier than 8-30 a.m. and closed later than 8-30 p.m.

Opening and closing hours of commercial establishments.

(2) Subject to the provisions of sub-section (1), the <sup>3</sup>[State] Government may fix later opening or earlier closing hours for different classes of commercial establishments or for different areas or for different periods of the year.

14. (1) <sup>4</sup>[Subject to the other provisions] of this Act, no employee shall be required or allowed to work in any shop or commercial establishment for more than nine hours in any day and forty-eight hours in any week.

Daily and weekly hours of work in shops and commercial establishments.

(2) Any employee may be required or allowed to work in a shop or commercial establishment for any period in excess of the limit fixed under sub-section (1) if such period does not exceed <sup>5</sup>[six hours] in any week.

(3) On not more than six days in a year which the <sup>3</sup>[State] Government may fix by rules made in this behalf, for purposes of making of accounts, stock taking settlements or other prescribed occasions, any employee may be required or allowed to work in a shop or commercial establishment in excess of the period fixed under sub-section (1), if such excess period does not exceed twenty-four hours.

<sup>6</sup>[15. The period of work of an employee in a shop or commercial establishment each days shall be so fixed that no period of continuous work shall exceed five hours and that no employee shall be required or allowed to work for more than five hours before he has had an interval for rest of at least one hour] :

Interval for rest.

<sup>7</sup>[Provided that,—

(a) in the case of employees in a commercial establishment engaged in any manufacturing process, the interval for rest shall be at least half an hour; and

<sup>1</sup> This proviso was added by Mah. 26 of 1961, s. 7.

<sup>2</sup> Sub-sections (3) to (6) were substituted for the proviso by Bom. 28 of 1952, s. 6.

<sup>3</sup> This word was substituted for the word "Provincial" by the Adaptation of Laws Order, 1950.

<sup>4</sup> These words were substituted for the words "subject to the provisions" by Mah. 64 of 1977.

<sup>5</sup> 4 (a).

<sup>6</sup> These words were substituted for the words "three hours" *ibid.*, s. 4(b).

<sup>7</sup> Section 15 was substituted for the original by Bom. 28 of 1952, s. 7.

<sup>8</sup> This proviso was added by Mah. 26 of 1961, s. 8.

\* See now Code of Criminal Procedure, 1973 (2 of 1974).

(b) in the case of any other employees the State Government may, on an application made in that behalf <sup>1</sup>[by the union recognised under any law for the time being in force where there is such union, or where there is no such union by a majority of the employees concerned,] permit the reduction of the interval for rest of half an hour.]

Spread-over in shops. 16. The spread-over of an employee in a shop shall not exceed eleven hours in any day :

Provided that in cases where any shop is on any day entirely closed for a continuous period of not less than three hours, the spread-over shall not exceed twelve hours in that day :

Provided also that where an employee works on any day in accordance with the provisions of sub-section (2) of section 14, the spread-over shall not exceed fourteen hours in any such day and where he works on any day in accordance with the provisions of sub-section (3) of the said section, the spread-over shall not exceed sixteen hours in any such day.

Spread-over in commercial establishments. 17. The spread-over of an employee in a commercial establishment shall not exceed eleven hours in any day :

Provided that the <sup>2</sup>[State] Government may increase the spread-over period subject to such conditions as it may impose either generally or in the case of a particular commercial establishment or a class or classes of commercial establishments.

Holidays in a week in shops and commercial establishments. 18. <sup>3</sup>[(1) Every shop and commercial establishment shall remain closed on one day of the week. <sup>4</sup>[Except where the day is fixed under the provisions of sub-section (1B), the employer shall prepare] a calendar or list of such closed days at the beginning of the year, notify such calendar or list to the Inspector and specify it in a notice prominently displayed in a conspicuous place in the shop or commercial establishment :

<sup>5</sup>[Provided that, if no change is made in the calendar or list of closed days for any year, it shall not be necessary to notify again such calendar or list as aforesaid :

Provided further that, where any shop or commercial establishment comes after the beginning of any year within the purview of this Act for the first time, the employer shall also prepare a calendar or list of such closed days for the remaining part of the year, and notify it to the Inspector within a month of the date on which the shop or establishment so comes within the purview of this Act.]

(1A) Notwithstanding anything contained in sub-section (1), <sup>6</sup>[but except where the day is fixed under sub-section (1B)], a shop or commercial establishment may remain open on any day notified as closed day under sub-section (1), if—

(a) it remains closed on any other day of the week; and

(b) the employer has notified to the Inspector, his intention to close the shop or the commercial establishment, as the case may be, on the day substitute under clause (a), at least seven days before the substituted day or the day notified as closed day under sub-section (1), whichever is earlier.]

<sup>1</sup> These words were substituted for the words " by the employees concerned," by Mah. 64 of 1964, s. 5.

<sup>2</sup> This word was substituted for the word " Provincial " by the Adaptation of Laws Order, 1950.

<sup>3</sup> Sub-sections (1) and (1A) were substituted for the original sub-section (1) by Bom. 28 of 1952, s. 8(1).

<sup>4</sup> These words were substituted for the words " The employer shall prepare " by Mah. 26 of 1961, s. 9(a).

<sup>5</sup> These provisos were added, *ibid.*

<sup>6</sup> This portion was inserted, *ibid.*, s. 9(b).

<sup>1</sup>[(1B) A local authority in respect of any area within its jurisdiction and the State Government in any local area elsewhere, may, by order published in the prescribed manner, after consultation with representative associations or otherwise as appear to such authority or the State Government to be most appropriate for ascertaining the views of the employers and employees affected by the order, fix the day on which a shop or commercial establishment is to be closed, and any such order may either fix the same day for all shops or establishments therein, or may fix—

- (a) different days for different classes of shops or establishments, or
- (b) different days for different parts of the area or local area, or
- (c) different days for different periods of the year,

and thereupon, every shop or commercial establishment shall, on such day so fixed, remain closed; but nothing in this sub-section shall apply to a shop or commercial establishment, the employer of which has notified to the Inspector at the beginning of the year his intention to close the shop or commercial establishment on a public holiday within the meaning of the Negotiable Instruments Act, 1881.]

XXVI  
of  
1881.

(2) It shall not be lawful for an employer to call an employee at, or for an employee to go to his shop or commercial establishment or any other place for any work in connection with the business of his shop or commercial establishment on a day on which such shop or commercial establishment remains closed.

(3) No deduction shall be made from the wages of any employee in a shop or commercial establishment on account of any day on which it has remained closed under this section. If any employee is employed on a daily wage, he shall none the less be paid his daily wage for the day on which such shop or commercial establishment remains closed. <sup>2</sup>[If any employee is paid a piece rated wage, he shall none the less be paid his wage for the day on which the shop or commercial establishment remains closed, at a rate equivalent to the daily average of his wages for the days on which he has actually worked during the six days preceding such closed day, exclusive of any earning in respect of overtime:]

<sup>3</sup>[Provided that nothing in this sub-section shall apply to any person whose total period of continuous employment is less than six days.]

#### CHAPTER IV.

##### RESIDENTIAL HOTELS, RESTAURANTS AND EATING HOUSES.

19. (1) Notwithstanding anything contained in any other enactment for the time being in force, no restaurant or eating house shall on any day be opened earlier than 5 a.m. and <sup>4</sup>[closed later than twelve midnight] for service :

Opening and closing hours of restaurants and eating houses.

Provided that an employee in such restaurant or eating house may be required to commence work not earlier than 4-30 a.m. and shall not be required <sup>5</sup>[to work later than 00-30 a.m.].

Provided also that any customer who was being served or waiting to be served at the closing hour of such restaurant or eating house may be served in such restaurant or eating house during the quarter of an hour immediately following such hour.

<sup>1</sup> Sub-section (1B) was inserted by Mah. 26 of 1961, s. 9(c).

<sup>2</sup> This portion was added by Bom. 28 of 1952, s. 8(2).

<sup>3</sup> This proviso was added, *ibid.*, s. 8(3).

<sup>4</sup> These words were substituted for the words, figures and letters "closed later than 11-00 p.m." by Mah. 64 of 1977, s. 6(a).

<sup>5</sup> This was substituted for words, figures and letters "to work later than 11-30 p.m.," *ibid.*, s. 6(b).

(2) Subject to the provisions of sub-section (1), the <sup>1</sup>[State] Government may fix later opening or earlier closing hours for different restaurants or eating houses or for different areas or for different periods of the year.

(3) Notwithstanding anything contained in this section or any other enactment for the time being in force, on not more than ten days in a year on festive or special occasions, the <sup>1</sup>[State] Government may, by notification in the *Official Gazette*, fix such opening and closing hours for different restaurants or eating houses or for different areas, as it thinks proper.

Restaurants and eating houses not to sell goods of the kind sold in shops before the opening and after the closing hours of shops.

20. Before and after the hours fixed for the opening and closing of shops under sections 10 and 11, no goods of the kind sold in such shops shall be sold in any restaurant or eating house except for consumption on premises.

<sup>4</sup>[Daily and weekly hours] of work in residential hotels, restaurants and eating houses.

21. (1) <sup>2</sup>[Subject to the other provisions of this Act], no employee shall be required or allowed to work in any residential hotel, restaurant or eating house for more than nine hours in any day <sup>3</sup>[, and forty-eight hours in any week].

(2) On the days which may be notified under sub-section (3) of section 19, any employee may be required or allowed to work in a residential hotel, restaurant or eating house in excess of the period fixed under sub-section (1), if such excess period does not exceed three hours in any day.

Interval for rest.

<sup>5</sup>[22. The period of work of an employee in a residential hotel, restaurant or eating house each day shall be so fixed that no period of continuous work shall exceed five hours and that no employee shall be required or allowed to work for more than five hours before he has had an interval for rest of at least one hour:]

<sup>6</sup>[Provided that, the State Government may, on an application made in that behalf <sup>7</sup>[by the union recognised under any law for the time being in force where here is such union, or where there is no such union by a majority of the employees concerned,] permit the reduction of the interval for rest to half an hour].

Spread-over

23. The spread-over of an employee in a residential hotel, restaurant or eating house shall not exceed <sup>8</sup>[twelve hours] :

Provided that the <sup>1</sup>[State] Government may increase the spread-over period subject to such conditions as it may impose on the days that may be notified under sub-section (3) of section 19.

Holidays in a week.

24. (1) Every employee in a residential hotel, restaurant or eating house shall be given at least one day in a week as a holiday :

Provided that nothing in this sub-section shall apply to an employee whose total period of employment in any week is less than six days.

(2) It shall not be lawful for an employer to call an employee at, or for an employee to go to, his residential hotel, restaurant or eating house or any other place for any work in connection with the business of his residential hotel, restaurant or eating house on a day on which such employee has a holiday.

<sup>1</sup> This word was substituted for the word " Provincial " by the Adaptation of Laws Order, 1950.

<sup>2</sup> These words were substituted for the portion beginning with the word " Except " and ending with the words and figures " of section 19 " by Mah. 64 of 1977, s. 7(a)(i).

<sup>3</sup> These words were inserted, *ibid.*, s. 7(a)(ii).

<sup>4</sup> These words were substituted for the words " Daily hours ", *ibid.*, s. 7(b).

<sup>5</sup> Section 22 was substituted for the original by Bom. 28 of 1952, s. 9.

<sup>6</sup> This proviso was added by Mah. 26 of 1961, s. 10.

<sup>7</sup> These words were substituted for the words " by the employees concerned " by Mah. 64 of 1977.

s. 8.

<sup>8</sup> These words were substituted for the words " fourteen hours ", *ibid.*, s. 9.

(3) No deduction shall be made from the wages of any employee in a residential hotel, restaurant or eating house on account of any holiday given to him under sub-section (1). If an employee is employed on a daily wage, he shall none the less be paid his daily wage for the holiday.

25. The employer shall furnish every employee in a residential hotel, restaurant or eating house an identity card which shall be produced by the employee on demand by an Inspector. Such card shall contain the following and such other particulars as may be prescribed, namely :—

Employer to furnish identity card to employee.

- (a) the name of the employer;
- (b) the name, if any, and the postal address, of the establishment;
- (c) the name and age of the employee;
- (d) the hours of work, the interval for rest and the holiday, of the employee;
- <sup>1</sup>(e) the signature (with date) of the employer or manager.]

## CHAPTER V.

### THEATRES OR OTHER PLACES OF PUBLIC AMUSEMENT OR ENTERTAINMENT.

26. Notwithstanding anything contained in any other enactment for the time being in force, no theatre or other place of public amusement or entertainment shall, on any day, be closed <sup>2</sup>[later than 00-30 a.m.].

Closing hour of theatres or other places of public amusement or entertainment.

27. After the hour fixed for the closing of shops under section 11, no goods of the kind sold in a shop shall be sold in any theatre or other place of public amusement or entertainment except for consumption on premises.

Theatres or other places of public amusement or entertainment not to sell goods of the kind sold in shops after the closing hour of shops.

<sup>3</sup>[28. (1) No employee shall be required or allowed to work in any theatre or other places of public amusement or entertainment for more than nine hours in any day <sup>4</sup>[and forty-eight hours in any week].

<sup>4</sup>[Daily and weekly hours] of work in theatres or other places of public amusement or entertainment.

(2) Any employee may be required or allowed to work in a theatre or other place of public amusement or entertainment for any period in excess of the limit fixed under sub-section (1), if such period does not exceed six hours in any week.]

<sup>5</sup>[29. The period of work of an employee in a theatre or other place of public amusement or entertainment each day shall be so fixed that no period of continuous work shall exceed five hours and that no employee shall be required or allowed to work for more than five hours before he has had an interval for rest of at least one hour:]

Interval for rest.

<sup>7</sup>[Provided that, the State Government may, on an application made in that behalf by the employees concerned, permit the reduction of the interval for rest to half an hour.]

<sup>1</sup> Clause (e) was added by Bom. 28 of 1952, s. 10.

<sup>2</sup> This was substituted for the words "later than twelve mid-night" by Mah. 64 of 1977, s. 10.

<sup>3</sup> Section 28 was substituted for the original by Bom. 28 of 1952, s. 11.

<sup>4</sup> These words were inserted by Mah. 64 of 1977, s. 11(a).

<sup>5</sup> These words were substituted for the words "Daily hours", *ibid.*, s. 11(b).

<sup>6</sup> Section 29 was substituted for the original by Bom. 28 of 1952, s. 12.

<sup>7</sup> This proviso was added by Mah. 26 of 1961, s. 11.

Spread-over. 30. The spread-over of an employee in a theatre or other place of public amusement or entertainment shall not exceed eleven hours in any day :

Provided that the <sup>1</sup>[State] Government may increase the spread-over period subject to such conditions as it may impose either generally or in the case of a particular theatre or other place of public amusement or entertainment.

Holidays in a week. 31. (1) Every employee in a theatre or other place of public amusement or entertainment shall be given at least one day in a week as a holiday :

Provided that nothing in this sub-section shall apply to an employee whose total period of employment in any week is less than six days.

(2) It shall not be lawful for an employer to call an employee at, or for an employee to go to, his theatre or other place of public amusement or entertainment or any other place for any work in connection with the business of his theatre or place of public amusement or entertainment on a day on which such employee has a holiday.

(3) No deduction shall be made from the wages of an employee in a theatre or other place of public amusement or entertainment on account of any holiday given to him under sub-section (1). If an employee is employed on a daily wage, he shall none the less be paid his daily wage for the holiday given to him.

## CHAPTER VI.

### EMPLOYMENT OF CHILDREN, YOUNG PERSONS AND WOMEN.

No child to work in an establishment. 32. No child shall be required or allowed to work whether as an employee or otherwise in any establishment, notwithstanding that such child is a member of the family of the employer.

Opening and closing hours for young persons and women. <sup>2</sup>33. (1) No young person or woman, notwithstanding that such young person or woman is a member of the family of the employer, shall be required or allowed to work, whether as an employee or otherwise, in any establishment before 6-00 a.m.

(2) No such young person shall be required or allowed to work in any establishment after 7-00 p.m.

(3) No such woman shall be required or allowed to work in any establishment after 8-30 p.m.]

Daily hours of work for young persons. 34. (1) Notwithstanding anything contained in this Act, no young person shall be required or allowed to work, whether as an employee or otherwise, in any establishment for more than six hours in any day.

(2) No young person shall be required or allowed to work whether as an employee or otherwise in any establishment for more than three hours in any day unless he has had an interval for rest of at least half an hour.

Prohibition of employment of young persons and women in dangerous work. <sup>3</sup>34A. No young person or woman working in any establishment, whether as an employee or otherwise, shall be required or allowed to perform such work as may be declared by the State Government by notification in the *Official Gazette*, to be work involving danger to life, health or morals.]

<sup>1</sup> This word was substituted for the word " Provincial " by the Adaptation of Laws Order, 1950.

<sup>2</sup> Section 33 was substituted for the original by Mah. 64 of 1977, s. 12.

<sup>3</sup> Section 34A was inserted by Mah. 26 of 1961, s. 12.



## CHAPTER VII.

## LEAVE WITH PAY AND PAYMENT OF WAGES.

35. <sup>1</sup>[(1) (a) Subject to the provisions of clause (b), every employee who has been employed for not less than three months in any year, shall for every 60 days on which he has worked during the year be allowed leave, consecutive or otherwise, for a period of not more than five days; Leave.

(b) every employee who has worked for not less than two hundred and forty days during a year shall be allowed leave, consecutive or otherwise, for a period of not less than twenty-one days :

Provided that such leave may be accumulated up to a maximum period of forty-two days.

*Explanation.*—The leave allowed to an employee under clauses (a) and (b) shall be inclusive of the day or days during the period of such leave, on which a shop, or commercial establishment remains closed under sub-section (1) of section 18, or on which he is entitled to a holiday under sub-section (1) of section 24 or section 31.]

<sup>2</sup>[(1A) Notwithstanding anything contained in sub-section (1), every employee whose services commence otherwise than on the first day of January in any year shall be entitled to such leave in such year for the number of days which bears to twenty-one days, the same proportion, as the number of days for which he worked bears to two hundred and forty days.]

(2) If an employee entitled to leave under sub-section (1) <sup>3</sup>[or (1A)] is discharged by his employer before he has been allowed the leave, or if, having applied for and having been refused the leave, he quits his employment before he has been allowed the leave, the employer shall pay him the amount payable under section 36 in respect of the leave.

(3) If an employee entitled to leave under sub-section (1) <sup>3</sup>[or (1A)] is refused the leave, he may give intimation to the Inspector or any other officer authorized in this behalf by the <sup>4</sup>[State] Government regarding such refusal. The Inspector shall enter such intimation in a register kept in such form as may be prescribed. <sup>5</sup>[The employee shall also send a copy of such intimation to his employer and, thereupon, the employee shall be entitled to carry forward the unavailed leave without any limit.]

<sup>6</sup>[(4) Notwithstanding anything contained in this section, every employee, irrespective of his period of employment, shall be entitled to additional holiday on the 26th January, 1st May and 15th August every year. For holiday on these days, he shall be paid wages at a rate equivalent to the daily average of his wages (excluding overtime), which he earns during the month in which such compulsory holiday falls :

Provided that, the employer may require any employee to work in the establishment on all or any of these days, subject to the condition that for such work the employee shall be paid double the amount of the daily average wages and also leave on any other day in lieu of the compulsory holiday.]

<sup>1</sup> Sub-section (1) was substituted by Mah. 26 of 1961, s. 13.

<sup>2</sup> Sub-section (1A) was substituted for the original by Mah. 64 of 1977, s. 13(a).

<sup>3</sup> This portion was inserted by Bom. 28 of 1952, s. 13(2).

<sup>4</sup> This word was substituted for the word "Provincial" by the Adaptation of Laws Order, 1950.

<sup>5</sup> These words were inserted by Mah. 64 of 1977, s. 13(b).

<sup>6</sup> Sub-section (4) was added, *ibid.*, s. 13(c).

Pay during leave. 36. Every employee shall be paid for the period of his leave at a rate equivalent to the daily average of his wages for the days on which he actually worked during the preceding three months, exclusive of any earnings in respect of overtime..

Payment when to be made. 37. An employee who has been allowed leave under section 35 shall, before his leave begins, be paid half the total amount due to him for the period of such leave.

Application and amendment of the Payment of Wages Act. 38. (1) Notwithstanding anything contained in the Payment of Wages Act, 1936, IV of 1936, herein referred to as "the said Act", the <sup>1</sup>[State] Government may, by notification published in the *Official Gazette*, direct that subject to the provisions of sub-section (2) the said Act <sup>2</sup>[shall, in such local areas as may be specified in the notification apply] to all or any class of establishments or to all or any class of employees to which or whom this Act for the time being applies.

(2) On the application of the provisions of the said Act to any establishment or to any employees under sub-section (1), the Inspector appointed under this Act shall be deemed to be the Inspector for the purpose of the enforcement of the provisions of the said Act within the local limits of his jurisdiction.

Application of Act VIII of 1923 to employees of establishment. <sup>3</sup>[38A. The provisions of the Workmen's Compensation Act, 1923 and the rules VIII made from time to time thereunder, shall, *mutatis mutandis* apply <sup>4</sup>[to employees of an establishment to which this Act applies, as if they were workmen within the meaning of the Workmen's Compensation Act, 1923.]

Application of Industrial Employment (Standing Orders) Act to establishment. <sup>5</sup>[38B. The provisions of the Industrial Employment (Standing Orders) Act, 1946, XX of 1946, in its application to the State of Maharashtra (hereinafter in this section referred to as "the said Act"), and the rules and standing orders (including model standing orders) made thereunder, from time to time, shall, *mutatis mutandis*, apply to all establishments to which this Act, applies, as if they were industrial establishments within the meaning of the said Act.

Application of Maternity Benefit Act to women employees in establishment. 38C. Notwithstanding anything contained in the Maternity Benefit Act, 1961 LIII of 1961, (hereinafter in this section referred to as "the said Act"), the State Government may, by notification in the *Official Gazette*, direct that all or any of the provisions of the said Act or the rules made thereunder shall apply to women employed for wages in all or any of the establishments to which this Act applies. For that purpose, such women employees shall be deemed to be women within the meaning of the said Act. On such application of the provisions of the said Act, an Inspector appointed under this Act shall be deemed to be the Inspector for the purpose of the enforcement of the provisions of the said Act also within the limits of his jurisdiction.]

## CHAPTER VIII.

### HEALTH AND SAFETY.

Cleanliness. 39. The premises of every establishment shall be kept clean and free from effluvia arising from any drain or privy or other nuisance and shall be cleaned at such times and by such methods as may be prescribed. These methods may include lime washing, colour washing, painting, varnishing, disinfecting and deodorising.

<sup>1</sup> This word was substituted for the word "Provincial" by the Adaptation of Laws Order, 1950.

<sup>2</sup> These words were substituted for the words "shall apply" by Bom. 58 of 1954, s. 2, Schedule.

<sup>3</sup> Section 38A was inserted by Mah. 26 of 1961, s. 14.

<sup>4</sup> This was substituted for the portion beginning with the words "to employees" and ending with the words and figures "under the Workmen's Compensation Act, 1923" by Mah. 64 of 1977, s. 14.

<sup>5</sup> Sections 38B and 38C were inserted, *ibid.*, s. 15.

40. The premises of every establishment shall be ventilated in accordance with Ventilation. such standards and by such methods as may be prescribed.

41. (1) The premises of every establishment shall be sufficiently lighted during Lighting. all working hours.

(2) If it appears to an Inspector that the premises of any establishment within his jurisdiction are not sufficiently lighted, he may serve on the employer an order in writing specifying the measures which in his opinion should be adopted and requiring them to be carried out before a specified date.

42. In every establishment except such establishment or class of establishments Precautions as may be prescribed, such precautions against fire shall be taken as may be against fire. prescribed.

LXIII [42A. In every establishment wherein a manufacturing process as defined First Aid. in clause (k) of section 2 of the Factories Act, 1948, is carried on, there shall be of provided and maintained a first aid box containing such articles as may be 1948. prescribed.]

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<sup>1</sup> Section 42A was inserted by Bom. 28 of 1952, s. 14.

CHAPTER IX  
ENFORCEMENT AND INSPECTION

43. Save as otherwise provided in this Act, it shall be the duty of every local authority to enforce, within the area subject to its jurisdiction, the provisions of this Act, subject to such supervision of the <sup>1</sup>[State] Government as may be prescribed: Powers and duties of local authorities.

Provided that the local authority may by order direct that the said duty of enforcing the provisions of this Act shall be discharged, in such circumstances and subject to such conditions, if any, as may be specified in the order, by its Chief Executive Officer or any other officer subordinate to it:

Provided also that in respect of the areas not subject to the jurisdiction of any local authority, it shall be the duty of the <sup>1</sup>[State] Government to enforce the said provisions.

44. A local authority empowered under section 43 to enforce the provisions of this Act may, with the previous sanction of the <sup>1</sup>[State] Government, make by-laws not inconsistent with the provisions of the Act, or the rules or orders made by the <sup>1</sup>[State] Government thereunder for the purpose of carrying out the provisions of this Act. Power to make by-laws.

<sup>2</sup>[44A. Notwithstanding anything contained in sections 43 and 44, with a view to implementing the policy of the State Government of taking over the administration of this Act gradually from all the local authorities in the State, the State Government, from time to time, by notification in the *Official Gazette*, without the necessity of giving any further notice or reasons, declare that any local authority or class of local authorities specified in such notification shall cease to perform the duty of enforcing the provisions of this Act from a date specified in that notification. From that date, it shall be the duty of the State Government to enforce the said provisions, in respect of the areas subject to the jurisdiction of such local authorities also.] Provision for taking over administration of the Act from local authorities.

<sup>3</sup>[45. The State Government may, by order published in the *Official Gazette*, direct that any power exercisable by it under this Act or the rules made thereunder (except the power to make rules) shall in relation to such matters and subject to such conditions, if any, as may be specified in the order, be exercised also by any local authority, or by any officer subordinate to the State Government, as may be specified in the order.] Delegation of powers.

46. (1) If any local authority makes default in the performance of any duty imposed by or under this Act, the <sup>1</sup>[State] Government may appoint some person to perform it and may direct that the expense of performing it with a reasonable remuneration to the person appointed to perform it shall be paid forthwith by the local authority. Power of State Government to provide for performance of duties on default by local authority.

(2) If the expense and remuneration are not so paid, the <sup>1</sup>[State] Government may, notwithstanding anything contained in any law relating to the municipal fund or local fund or any other law for the time being in force, make an order directing the bank in which any moneys of the local authority are deposited or the person in charge of the local Government Treasury or of any other place of security in which the moneys of the local authority are deposited to pay such expense and remuneration from such moneys as may be standing to the credit of the local authority in such bank or may be in the hands of such person or as may from time to time be received from or on behalf of the local authority by way of deposit by such bank or person; and such bank or person shall be bound to obey such order. Every payment made pursuant to such order shall be a sufficient discharge to such bank or person from all liability to the local authority in respect of any sum or sums so paid by it or him out of the moneys of the local authority so deposited with such bank or person.

<sup>1</sup> This word was substituted for the word "Provincial" by the Adaptation of Laws Order, 1950.

<sup>2</sup> Section 44A was inserted by Mah. 64 of 1977, s. 16.

<sup>3</sup> Section 45 was substituted for the original, *ibid.*, s. 17.

Expenses of local authority to be paid out of its fund. 47. Notwithstanding anything contained in any enactment in regard to any municipal or local fund, all expenses incurred by a municipality or a local board under and for the purposes of this Act shall be paid out of the municipal or local fund, as the case may be.

Appointment of Inspectors. 48. (1) Every local authority shall appoint a sufficient number of persons with the prescribed qualifications as Inspectors for the area subject to its jurisdiction as it may deem fit for the purpose of carrying out the provisions of this Act.

(2) In areas which are not subject to the jurisdiction of any local authority, the <sup>1</sup>[State] Government shall appoint Inspectors with the prescribed qualifications <sup>2</sup>[and in areas which are subject to the jurisdiction of any local authority, the State Government may appoint Inspectors with the prescribed qualifications for such supervision as the State Government may prescribe].

<sup>3</sup>(3) A local authority or, as the case may be, the State Government may direct that the powers conferred on it by this section shall in such circumstances, and subject to such conditions (if any), as may be specified in the direction, be exercised—

(a) in the case of a local authority, by its standing committee or by any committee appointed by it in this behalf or, if such local authority is a municipal corporation, by its Municipal Commissioner or Deputy Municipal Commissioner, and

(b) in the case of the State Government, by any officer subordinate to it.

(4) Notwithstanding anything contained in the Minimum Wages Act, 1948, <sup>XI</sup> of Inspectors appointed, whether by a local authority or the State Government <sup>1948</sup> under this Act in relation to any area, shall be deemed to be also Inspectors for the purposes of the Minimum Wages Act, 1948, in respect of establishments to which <sup>XI</sup> of this Act applies, and the local limits within which an Inspector shall exercise his <sup>1948</sup> functions under that Act shall be the same as the area for which he is appointed under this Act.]

Powers and duties of Inspectors. 49. Subject to any rules made by the <sup>1</sup>[State] Government in this behalf an Inspector may, within the local limits for which he is appointed,—

(a) enter, at all reasonable times and with such assistants, if any, being persons, in the service of the <sup>4</sup>[Government] or of any local authority as he thinks fit, any place which is or which he has reason to believe is an establishment;

(b) make such examination of the premises and of any prescribed registers, records and notices, and take on the spot or otherwise evidence of any persons as he may deem necessary for carrying out the purposes of this Act; <sup>5\*</sup> \*

<sup>6</sup>[(bb) if he has reason to suspect that any employer of an establishment to which this Act applies has committed an offence punishable under section 52 or 55 seize, with the previous permission of such authority as may be prescribed, such registers, records or other documents of the employer, as he may consider necessary, and shall grant a receipt therefor and shall retain them only for so long as may be necessary for examination thereof, or for prosecution: and]

<sup>1</sup> This word was substituted for the word " Provincial " by the Adaptation of Laws Order, 1950.

<sup>2</sup> This portion was added by Mah. 26 of 1961, s. 16(a).

<sup>3</sup> Sub-sections (3) and (4) were inserted, *ibid.*, s. 16(b).

<sup>4</sup> This word was substituted for the word " Crown " by the Adaptation of Laws Order, 1950.

<sup>5</sup> The word " and " was deleted by Mah. 26 of 1961, s. 17(f).

<sup>6</sup> Clause (bb) was inserted, *ibid.*, s. 17(2).

(c) exercise such other powers as may be necessary for carrying out the purposes of this Act:

Provided that no one shall be required under this section to answer any question or give any evidence tending to criminate himself.

50. Every Inspector appointed under section 48 shall be deemed to be a public servant within the meaning of section 21 of the Indian Penal Code.

Inspectors to be public servants.

51. Every employer <sup>1</sup>[and in his absence the manager] shall on demand produce for inspection of an Inspector all registers, records and notices required to be kept under and for the purposes of this Act.

Employer [and manager] to produce registers, records, etc. for inspection.

## CHAPTER X.

### OFFENCES AND PENALTIES.

52. (a) If any employer fails to send to the Inspector a statement within the period specified in section 7 or to notify a change within the period specified in section 8 or to notify the closing of his establishment under section 9; or

Contravention of certain provisions and offences.

(b) If in any establishment there is any contravention of any of the provisions of section 10, 11, 13, 18, 19, 20, 26, 27, 39, 40, 41 or 42 or any orders made thereunder; or

(c) If in any establishment any person is required or allowed to work in contravention of section 14, 15, 16, 17, 21, 22, 23, 24, 28, 29, 30 or 31; or

(d) If in any establishment a child or young person or woman is required or allowed to work in contravention of section 32, 33 or 34; or

<sup>3</sup>[(e) If any employer or manager contravenes the provisions of section 51 or any employer contravenes the provisions of section 62 or 65; or]

(f) If in any establishment there is any contravention of any section, rule or order for which no specific punishment is provided in this Act,

the employer and the manager shall, on conviction, each be punished with fine which shall not be less than twenty-five rupees and which may extend to two hundred and fifty rupees :

<sup>4</sup>[Provided that, if the contravention of the provisions of sub-section (1) of section 7 is continued after the expiry of the tenth day after conviction, the employer shall on conviction be punished with a further fine which may extend to ten rupees for each day on which the contravention is so continued.]

53. If any person contravenes the provisions of section 12, he shall, on conviction, <sup>5</sup>[be punished for each offence with fine which shall not be less than twenty-five rupees] and which may extend to fifty rupees.

Contravention of section 12.

54. If an employee contravenes the provisions of sub-section (2) of section 18, 24, 31 or 65, he shall, on conviction <sup>5</sup>[be punished for each offence with fine which shall not be less than twenty-five rupees] and which may extend to fifty rupees.

Employee contravening sections 18 (2), 24, 31 and 65.

55. If any employer or manager with intent to deceive makes, or causes or allows to be made, in any register, record or notice prescribed to be maintained under the provisions of this Act or the rules made thereunder, an entry which, to his knowledge, is false in any material particular, or wilfully omits or causes or allows to be omitted, from any such register, record or notice, an entry which is required to be made therein under the provisions of this Act or the rules made thereunder, or maintains or causes or allows to be maintained, more than one set

False entries by employer and manager.

<sup>1</sup> These words were inserted by Bom. 28 of 1952, s. 15(1).

<sup>2</sup> These words were inserted, *ibid.*, s. 15(2).

<sup>3</sup> Clause (e) was substituted for the original, *ibid.*, s. 16.

<sup>4</sup> This proviso was added by Mah. 26 of 1961, s. 18.

<sup>5</sup> These words were substituted for the words "be punished with fine which shall not be less than ten rupees" by Mah. 64 of 1977, ss. 18 and 19.

of any register, record or notice except the office copy of such notice, or sends, or causes or allows to be sent, to an Inspector, any statement, information or notice prescribed to be sent under the provisions of this Act or the rules made thereunder which, to his knowledge, is false in any material particular, he shall, on conviction, be punished with fine which shall not be less than fifty rupees and which may extend to two hundred and fifty rupees:

Provided that if both the employer and the manager are convicted, the aggregate of the fine in respect of the same contravention shall not exceed two hundred and fifty rupees.

**Enhanced penalty in certain case after previous conviction.** 56. If any employer and manager who have been convicted of any offence under sub-section (1) of section 10, 11, 13, 14, 18, 19, 24, 31 or 34 or under sub-section (2) or (3) of section 14 or under section 55 or under section 21, 26, 28, 32, 33, 51, 57, 62 or 65, are again guilty of an offence involving a contravention of the same provision, they shall each be punished on the second conviction with fine which shall not be less than fifty rupees and which may extend to five hundred rupees; and if they are again so guilty, they shall each be punished on the third or any subsequent conviction with fine which shall not be less than seventy-five rupees and which may extend to seven hundred and fifty rupees:

Provided that if both the employer and the manager are convicted the aggregate of the fine in respect of the same contravention shall not exceed five hundred rupees on second conviction and seven hundred and fifty rupees on third or any subsequent conviction:

Provided further that, for the purposes of this section, no cognisance shall be taken of any conviction made more than two years before the commission of the offence which is being punished:

Provided also that the Court, if it is satisfied that there are exceptional circumstances warranting such a course, may, after recording its reasons in writing impose a smaller fine than is required by this section.

**Penalty for obstructing Inspector.** 57. Whoever wilfully obstructs an Inspector in the exercise of any power under section 49 or conceals or prevents any employee in an establishment from appearing before or being examined by an Inspector, shall, on conviction, be punished with fine which shall not be less than twenty-five rupees and which may extend to two hundred and fifty rupees.

**Determination of employer for the purposes of this Act.** 58. (1) Where the owner of an establishment is a firm or other association of individuals, any one of the individual partners or members thereof may be prosecuted and punished under this Act for any offence for which an employer in an establishment is punishable:

Provided that the firm or association may give notice to the Inspector that it has nominated one of its members who is resident in the <sup>1</sup>[State] to be the employer for the purposes of this Act and such individual shall so long as he is so resident be deemed to be the employer for the purposes of this Act, until further notice cancelling the nomination is received by the Inspector or until he ceases to be a partner or member of the firm or association.

(2) Where the owner of an establishment is a company, any one of the directors thereof, or in the case of a private company, any one of the share holders thereof may be prosecuted and punished under this Act for any offence for which the employer in the establishment is punishable:

Provided that the company may give notice to the Inspector that it has nominated a director, or, in the case of a private company, a shareholder who is resident in the <sup>1</sup>[State] to be the employer in the establishment for the purposes of this Act, and such director or shareholder shall so long as he is so resident be deemed to be

<sup>1</sup> This word was substituted for the word " Province " by the Adaptation of Laws Order, 1950.

the employer in the establishment for the purposes of this Act, until further notice cancelling his nomination is received by the Inspector or until he ceases to be a director or shareholder.

59. (1) Where the employer or manager of an establishment is charged with an offence against this Act or the rules or orders made thereunder, he shall be entitled upon complaint duly made by him to have any other person whom he charges as the actual offender brought before the Court at the time appointed for hearing the charge; and if, after the commission of the offence has been proved, the employer or manager of the establishment proves to the satisfaction of the Court—

Exemption of employer or manager from liability in certain cases.

(a) that he has used due diligence to enforce the execution of this Act, and

(b) that the said other person committed the offence in question without his knowledge, consent or connivance, that other person shall be convicted of the offence and shall be liable to the like fine as if he were the employer or manager, and the employer or manager shall be discharged from any liability under this Act.

(2) When it is made to appear to the satisfaction of the Inspector at any time prior to the institution of the proceedings—

(a) that the employer or manager of the establishment has used all due diligence to enforce the execution of this Act,

(b) by what person the offence has been committed, and

(c) that it has been committed without the knowledge, consent or connivance of the employer or manager, and in contravention of his orders,

the Inspector shall proceed against the person whom he believes to be the actual offender without first proceeding, against the employer or manager of the establishment, and such person shall be liable to the like fine as if he were the employer or manager.

60. (1) No prosecution under this Act or the rules or orders made thereunder shall be instituted except by an Inspector and except with the previous sanction of the <sup>1</sup>[District Magistrate] <sup>2</sup>[Additional District Magistrate, Sub-Divisional Magistrate, Commissioner of Labour, Additional Commissioner of Labour or Deputy Commissioner of Labour,] or the local authority, as the case may be <sup>3</sup>[or, without any such sanction, by an aggrieved person, or by a representative of the registered union of which the aggrieved person is a member] :

Cognisance of offences.

<sup>4</sup>[Provided that any local authority may direct that the powers conferred on it by this sub-section shall, in such circumstances and subject to such conditions, if any, as may be specified in the direction, be exercised by its standing committee or by any committee appointed by it in this behalf or, if such local authority is a municipal corporation, by its Municipal Commissioner, <sup>5</sup>[Deputy Municipal Commissioner or Assistant Municipal Commissioner].]

(2) No court inferior to that of a Presidency Magistrate or a Magistrate of a Second Class shall try any offence against this Act or any rule or order made thereunder.

<sup>1</sup> These words were substituted for the words "State Government" by Bom. 9 of 1951, s. 3, Second Schedule.

<sup>2</sup> These words were inserted by Mah. 64 of 1977, s. 20(a).

<sup>3</sup> These words were inserted, *ibid.*, s. 20(b).

<sup>4</sup> This proviso was added by Bom. 28 of 1952, s. 17.

<sup>5</sup> These words were inserted by Mah. 26 of 1961, s. 19.



**Limitation of Prosecutions.** 61. <sup>1</sup>[(1)] No court shall take cognizance of any offence under this Act or any rule or order made thereunder, unless complaint thereof is made within <sup>2</sup>[three months from the date on which the alleged commission of the offence came to the knowledge of an Inspector].

<sup>1</sup>[(2)] Notwithstanding anything contained in sub-section (1), the aggrieved person or a representative of the registered union of which the aggrieved person is a member, may within three months from the date on which the alleged commission of the offence took place give intimation of the offence to the Inspector and request him to institute prosecution. On receipt of such intimation and request, the Inspector may himself institute the prosecution within the period of limitation specified in sub-section (1) or inform the applicant before the expiry of the said period or as soon as possible thereafter that he does not propose to institute prosecution. On receipt of such intimation, the applicant shall be entitled to institute prosecution, and the Court shall take cognizance of the offence, if complaint thereof is made to it within two months from the date of receipt of the intimation of the Inspector by the applicant.]

## CHAPTER XI.

### MISCELLANEOUS AND SUPPLEMENTAL.

**Maintenance of registers and records and display of notices.** 62. Subject to the general or special orders of the <sup>3</sup>[State] Government an employer shall maintain such registers and records and display on the premises of his establishment such notices as may be prescribed. All such registers and records shall be kept on the premises of the establishment to which they relate.

**Wages for overtime work.** 63. <sup>4</sup>[Where an employee in any establishment to which this Act applies is required to work in excess of the limit of hours of work, he shall be entitled, in respect of the overtime work, wages at the rate of twice his ordinary rate of wages.]

*Explanation.*—For the purposes of this section the expression “limit of hours of work” shall mean—

(a) in the case of employees in shops and commercial establishments, nine hours in any day and forty-eight hours in any week;

(b) in the case of employees in residential hotels, restaurants, eating houses, theatres or other places of public amusement or entertainment, nine hours in any day; and

(c) in the case of employees in any other establishment, such hours as may be prescribed.

**Evidence as to age.** 64. (1) When an act or omission would, if a person were under or over a certain age, be an offence punishable under this Act, and such person is in the opinion of the Court apparently under or over such age, the burden shall be on the accused to prove that such person is not under or over such age.

(2) A declaration in writing by a <sup>5</sup>[qualified medical practitioner] relating to an employee that he has personally examined him and believes him to be under or over the age set forth in such declaration shall, for the purposes of this Act, be admissible as evidence of the age of the employee.

<sup>1</sup> Section 61 was renumbered as sub-section (1) and sub-section (2) was added by Mah. 64 of 1977, s. 21.

<sup>2</sup> These words were substituted for the words “six months of the date on which the offence is alleged to have been committed” by Bom. 28 of 1952, s. 18.

<sup>3</sup> This word was substituted for the word “Provincial” by the Adaptation of Laws Order, 1950.

<sup>4</sup> This was substituted for the portion beginning with the brackets, figures and words “(1) Where an employee” and ending with the words “twice his ordinary rate of wages” by Mah. 64 of 1977; s.22.

<sup>5</sup> These words were substituted for the words “registered Medical Practitioner” by Bom. 17 of 1949, s. 3.

**LXVIII** of 1948. *Explanation.*—For the purposes of this section, a <sup>1</sup>[qualified medical practitioner] shall have the same meaning as in the Factories Act, <sup>2</sup>[1948],

65. No employee shall work in any establishment, nor shall any employer knowingly permit an employee to work in any establishment, on a day on which the employee is given a holiday or is on leave in accordance with the provisions of this Act.

Restriction on double employment on a holiday or during leave.

66. No employer shall dispense with the services of an employee who has been in his <sup>3</sup>[continuous employment—

[Notice of termination of service.]

(a) for not less than a year, without giving such person at least thirty days notice in writing, or wages in lieu of such notice;

(b) for less than a year but more than three months, without giving such person at least fourteen days' notice in writing, or wages in lieu of such notice] :

Provided that such notice shall not be necessary where the services of such employee are dispensed with for misconduct.

<sup>1</sup> These words were substituted for the words "registered medical practitioner" by Bom. 17 of 1949, s. 3.

<sup>2</sup> These figures were substituted for the figures "1934", *ibid.*

<sup>3</sup> This portion was substituted for the portion beginning with "continuous employment for not less than three months" and ending with "in lieu of such notice" by Mah. 26 of 1961, s. 20(1).

<sup>4</sup> This marginal note was substituted, *ibid.*, s. 20(2).

<sup>1</sup>[*Explanation.*—For the purposes of this section, “ misconduct ” shall include—

- (a) absence from service without notice in writing or without sufficient reasons for seven days or more ;
- (b) going on or abetting a strike in contravention of any law for the time being in force; and
- (c) causing damage to the property of his employer.]

67. (1) The <sup>2</sup>[State] Government may make rules to carry out the purposes of the Act. Rules.

(2) In particular and without prejudice to the generality of the foregoing provision such rules may be made for all or any of the following matters, namely :—

- (a) the appointment of prescribed authority under clause (21) of section 2 ;
- (b) the period for which, the conditions subject to which and the holidays and occasions on which, the operation of the provisions of this Act may be suspended under section 6 ;
- (c) the form of submitting a statement, the fees and other particulars under sub-section (1), the manner in which the registration of establishments is to be made and the form of registration certificate under sub-section (2) of section 7 ; and <sup>3</sup>[the form and the period for notifying] a change and the fees under section 8 ;
- (d) fixing six days in a year for additional overtime under sub-section (3) of section 14 ;
- (e) fixing ten days in a year for overtime under sub-section (3) of section 19 ;
- (f) further particulars to be prescribed for an identity card under section 25 ;
- \* \* \* \* \*
- (h) fixing times and methods for cleaning the establishments under section 39 ; fixing standards and methods for ventilation under section 40 ; and prescribing such establishments as are to be exempted from the provisions of, and precautions against fire to be taken under, section 42 ;
- <sup>5</sup>[(ha) the articles which a first aid box maintained under section 42A shall contain ;]
- (i) the supervision which the <sup>2</sup>[State] Government shall exercise over local authorities under section 43 ;
- (j) the qualifications of Inspectors appointed under section 48 and their powers and duties under section 49 ;
- (k) the registers and records to be maintained and notices to be displayed under section 62 ;
- (l) the limit of hours of work under clause (c) of the *Explanation* to section 63 ;
- (m) any other matter which is or may be prescribed.

(3) The rules made under this section shall be subject to the condition of previous publication and, when so made, shall be deemed to be part of this Act.

<sup>1</sup> This Explanation was added by Bom. 28 of 1952, s. 19.

<sup>2</sup> This word was substituted for the word “ Provincial ” by the Adaptation of Laws Order, 1950.

<sup>3</sup> These words were substituted for the words “ the form for notifying ” by Bom. 28 of 1952, s. 20 (1).

<sup>4</sup> Clause (g) was deleted by Mah. 26 of 1961, s. 21 (a).

<sup>5</sup> Clause (ha) was inserted by Bom. 28 of 1952, s. 20(2).

<sup>1</sup>[(4) All rules made under this Act shall be laid before each House of the State Legislature as soon as possible after they are made, and shall be subject to such modifications as the State Legislature may make during the session in which they are so laid or the session immediately following and publish in the *Official Gazette*.]

Protection to persons acting under this Act. 68. No suit, prosecution or other legal proceeding shall lie against any person for anything which is in good faith done or intended to be done under this Act.

Rights and privileges under other law, etc., not affected. 69. Nothing in this Act shall affect any rights or privileges which an employee in any establishment is entitled to at the date this Act comes into force in a local area, under any other law, contract, custom or usage applicable to such establishment or any award, settlement or agreement binding on the employer and the employees in such establishment, if such rights or privileges are more favourable to him than those to which he would be entitled under this Act.

Persons employed in factory to be governed by Factories Act and not by this Act. <sup>2</sup>[70. Nothing in this Act shall be deemed to apply to a factory and the provisions of the Factories Act, 1948 shall, notwithstanding anything contained in that Act, apply to all persons employed in and in connection with a factory : LXIII of 1948.

Provided that, where any shop or commercial establishment situate within the precincts of a factory is not connected with the manufacturing process of the factory, the provisions of this Act shall apply to it :

Provided further that, the State Government may, by notification in the *Official Gazette*, apply all or any of the provisions of the Factories Act, 1948 to any shop or commercial establishment situate within the precincts of a factory and on the application of that Act to such shop or commercial establishment, the provisions of this Act shall cease to apply to it.] LXIII of 1948.

Submission of annual report, etc. 71. It shall be the duty of every local authority to submit, within <sup>3</sup>[two months] after the close of the year, to <sup>4</sup>[the Commissioner of Labour, Bombay] a report on the working of the Act within the local area under its jurisdiction during such year.

<sup>5</sup>[It shall also submit to him] from time to time such annual or periodical returns as may be required.

Repeal of Bombay Shops and Establishments Act, 1939. 72. On and from date of the commencement of this Act, the Bombay Shops and Establishments Act, 1939, shall be repealed : Bom. XXIV of 1939.

Provided that—

(a) every appointment, order, rule, by-law, regulation, notification or notice made, issued or given under the provisions of the Act so repealed shall, in so far as it is not inconsistent with the provisions of this Act, be deemed to have been made, issued or given under the provisions of this Act, unless and until superseded by any appointment, order, rule, by-law, regulation, notification or notice made, issued or given under this Act ;

(b) any proceeding relating to the trial of any offence punishable under the provisions of the Act so repealed shall be continued and completed as if the said Act had not been repealed that but had continued in operation and any penalty imposed on such proceedings shall be recovered under the Act so repealed.

<sup>1</sup> Sub-section (4) was inserted by Mah. 26 of 1961, s. 21 (b).

<sup>2</sup>Section 70 was substituted, *ibid.*, s. 22.

<sup>3</sup> These words were substituted for the words " three months ", *ibid.*, s. 23 (a).

<sup>4</sup> These words were substituted for the words " the State Government ", *ibid.*, s. 23(b).

<sup>5</sup> These words were substituted for the words " it shall also submit to it ", *ibid.*

## SCHEDULE I.

[Section 1 (3)].

*Local areas.*

## 1. Greater Bombay.]

2\* \* \* \*

3. The Poona City and Suburban Municipal Boroughs.

4. The Poona Cantonment.

5. The Sholapur Municipal Borough.

6. The Barsi Municipal Borough.

7. The Nasik Municipal Borough.

2\* \* \* \*

2\* \* \* \*

10. The Kalyan Municipal Area.

3\* \* \* \*

3\* \* \* \*

3\* \* \* \*

14. The Panvel Municipal Area.

3\* \* \* \*

2\* \* \* \*

17. The Malegaon Municipal Area.

18. The Dhulia Municipal Area.

19. The Thana Municipal Borough.

2\* \* \* \*

21. The Baramati Municipal Area.

2\* \* \* \*

23. The Amalner Municipal Borough.

24. The Yeola Municipal Area.

2\* \* \* \*

26. The Pandharpur Municipal Borough.

27. The Bhusaval Municipal Borough.

28. The Jalgaon Municipal Borough.

29. The Satara Municipal Borough.

30. The Ratnagiri Municipal Area.

31. The Ahmednagar Municipal Borough.

32. The Chalisgaon Municipal Borough.

<sup>1</sup> This item was substituted for the original by Bom. 17 of 1945, s. 9 read with Bom. 8 of 1950.  
<sup>2</sup> Entries 2, 8, 9, 16, 20, 22 and 25 were omitted by the Maharashtra Adaptation of Laws (State and Concurrent Subjects) Order, 1960.

<sup>3</sup> Items 11, 12, 13 and 15 were deleted by Bom. 17 of 1945, s. 9 read with Bom. 8 of 1950.

1*	*	*	*
1*	*	*	*
1*	*	*	*
36.	The Mahad Municipal Area.		
2*	*	*	*
38.	The Uran Municipal Area.		
2*	*	*	*
1*	*	*	*
1*	*	*	*
42.	The Bhiwandi Municipal Area.		

<sup>3</sup>[SCHEDULE I-A.

[See section 2, clause (15).]

(1) A Corporation constituted under the Bombay Municipal Corporation Act, Bom. III of 1888. the Bombay Provincial Municipal Corporations Act, 1949 or the City of Nagpur Bom. LIX of 1949. Corporation Act, 1948. M. P. Act No. II of 1950.

(2) A Municipality constituted under—

(a) the Bombay Municipal Boroughs Act, 1925,

Bom. XVIII of 1925.

(b) the Bombay District Municipal Act, 1901,

Bom. III of 1901.

(c) the Central Provinces and Berar Municipalities Act, 1922, for an area C. P. and Berar Act II of 1922. having a population, at the last official census, of 50,000 or more,

(d) the Hyderabad District Municipalities Act, 1956, for an area having Hyd. Act XV-III of 1956. a population, at the last official census, of 50,000 or more..

(3) A local board constituted under the Bombay Local Boards Act, 1923, Bom. VI of 1923. or a district board constituted under the Hyderabad District Boards Act, 1955.] Hyd. I of 1955.

<sup>1</sup> Entries 33, 34, 35, 40 and 41 were omitted by the Bombay Adaptation of Laws (State and Concurrent Subjects) Order, 1956.

<sup>2</sup> Entries 37 and 39 were omitted by the Maharashtra Adaptation of Laws (State and Concurrent Subjects) Order, 1960.

<sup>3</sup> Schedule I-A was inserted by Mah. 26 of 1961, s. 24.

## SCHEDULE II

## (Section 4)

*Exemptions*<sup>1</sup> \* \* \*

Serial No.	Establishments, employees or other persons	Provisions of the Act
(1)	(2)	(3)
* * * *		
1	*[Establishments] of the Central Government	.. All provisions.
2	*[Establishments] of the *[State] Government	.. Do.
3	*[Establishments] of the local authorities	.. Do.
4	*[Establishments] of the Bombay Port Trust	.. Do.
5	*[Establishments] of any Railway Administration	.. Do.
6	Bazars or fairs for the sale of goods for charitable or other purposes from which no profit is derived.	Do.
	*[6A Offices of the Reserve Bank of India	.. Do.]
	*[6B *[Offices of Trade Commissioners and of Consular officers and other diplomatic representatives of Foreign Government].	Do.]
	*[6C Offices of air service companies	.. Do.]
	9* * * *	
	10* * * *	
	<sup>11</sup> [6F Establishments pertaining to any kind of educational activities.	Do.]
	<sup>12</sup> [6G The High Court Law Library, High Court, Bombay <sup>13</sup> [and Nagpur].	Do.]
	14 * * *	

<sup>1</sup> The brackets and words “ (subject to the note mentioned below) ” and the note appearing at the end were deleted by G. N., I. & L. D., No. BSE. 1461/LAB-III, dated 31st December 1962.

<sup>2</sup> The sub-heading “ I. Establishments ” was deleted, *ibid.*

<sup>3</sup> This word was substituted for the word “ Offices ” by G. N., Lab D., No. 8/48, dated 24th August 1949.

<sup>4</sup> This word was substituted for the word “ Provincial ” by the Adaptation of Laws Order, 1950.

<sup>5</sup> This entry was added by G. N., Lab. D., No. 184/47, dated 4th February 1949.

<sup>6</sup> This entry was added by G. N., Lab. D., No. 184/48, dated 26th February 1949.

<sup>7</sup> These words were substituted for the words “ Office of the Commercial Secretary for Canada ” by G. N., Lab. D., No. 184/48, dated 11th April 1949.

<sup>8</sup> This entry was substituted for the original by G. N., Lab. D., No. 8/48, dated 28th April 1949.

<sup>9</sup> Entry 6D was deleted by G. L., L. & S. W. D., No. BSE. 1458, dated 16th February 1959.

<sup>10</sup> Entry 6E was deleted by G. N., I. & L. D., No. BSE. 1461-Lab-III, dated 31st December 1962.

<sup>11</sup> Entry 6F was added by G. N., Lab. D., No. 8/48-I, dated 28th April 1949.

<sup>12</sup> This entry was added by G. N., Lab. D., No. 8/48, dated 17th May 1949.

<sup>13</sup> These words were added by G. N., I. & L. D., No. BSE. 1461-Lab-III, dated 31st December 1962.

<sup>14</sup> Entries 6H, 6I, 6J and 6K were deleted by G. N., L. & S. W. D., No. BSE. 1458-J, dated 8th March 1959.

SCHEDULE II—*contd.*

Serial No.	Establishments, employees or other persons	Provisions of the Act
(1)	(2)	(3)
¶6L	Bombay Branch Office of the Indian Telephone Industries Limited, R. A. F., Base Postal Department, Queen's Road, Bombay-1.	All provisions.]
¶6M	¶[Establishments of the N. C. Corporation Private Ltd., Bombay, ¶and the offices of the Needs of Life Co-operative Bank Ltd.]	All provisions.]
	** . . . . .	
	** . . . . .	
7	¶[Employees in an establishment exclusively attending to the receipt delivery clearance or despatch of goods or to assisting travel arrangements of passengers by rail or other means of transport.]	Sections 10, 11, 13 to 18 (both inclusive)¶subject to the condition that the employees concerned are granted one day holiday in a week without making any deductions from their wages on account thereof.]
8	Employees exclusively employed in any establishment in the collection, delivery or conveyance of goods outside the premises of any establishment.	¶[Sections 10, 11, 13 to 18 (both inclusive), 21 and 24 subject to the condition that the employees concerned are granted one day holiday in a week without making any deductions from their wages on account thereof.]
9	Such chemists' or druggists' establishments as are approved by the ¶[State] Government or the prescribed authority by a general or special order in this behalf.	¶[Sections 10, 11, 13 to 18 (both inclusive), ¶subject to the condition that the employees concerned are granted one day holiday in a week without making any deductions from their wages on account thereof.]
¶¶10	Establishments for the purpose of attending upon the infirm and destitute.]	" Sections 10, 11, 13 to 18 and 33 "

<sup>1</sup> This entry was added by G. N., D. D., No. 8/48, dated 15th January 1953.

<sup>2</sup> This entry was added by G. N., I & L. D., No. BSE. 1462-Lab-III, dated 24th August 1962.

<sup>3</sup> These words were substituted for the words " Office of the N. C. Corporation Private Limited, Stadium House, Bombay," by G. N., I. & L. D., No. BSE. 1462-Lab-III, dated 29th September 1962.

<sup>4</sup> These words were added by G. N., I. & L. D., No. BSE. 1465/Lab-III, dated 8th May 1965.

<sup>5</sup> Entries 6N, 6O, 6P, 6Q and 6R were deleted by G. N., L & S. W. D., No. BSE. 1458-J, dated 18th March 1959.

<sup>6</sup> The sub-heading " II, Establishments, employees and other persons " was deleted by G. N., I. & L. D., No. BSE. 1461/LAB-III, dated 31st December 1962.

<sup>7</sup> This portion was substituted for the original by G. N., Lab. D., No. 8/48, dated 28th April 1949.

<sup>8</sup> These words were added by G. N., I. & L. D., No. BSE. 1461-Lab-III, dated 31st December 1962.

<sup>9</sup> These words, figures and brackets were substituted for the original by G. N., I. & L. D., No. BSE. 1461-Lab-III, dated 31st December 1962.

<sup>10</sup> This words was substituted for the word " Provincial " by the Adaptation of Laws Order, 1950.

<sup>11</sup> These words and figures were substituted for the word " Do. " by G. N., Lab. D., No. 8/48, dated 11th July 1949.

<sup>12</sup> These words were added by G. N., I. & L. D., No. BSE. 1461-Lab-III, dated 31st December 1962.

<sup>13</sup> This entry was substituted for the original by G. N., I. & L. D., No. BSE. 1263-Lab-III, dated 18th December 1964.



SCHEDULE II—*contd.*

Serial No.	Establishments, employees or other persons	Provisions of the Act
(1)	(2)	(3)
11	[Establishments] wholly or principally engaged in the sale of ice, aerated waters, [sugar-cane juice] or funeral requisites.	[Sections 10, 11, 13 to 18 (both inclusive), [subject to the condition that employees concerned are granted one day holiday in a week without making any deductions from their wages on account thereof.]
12	Travellers, canvassers and such other employees who are declared by the [State] Government by notification published in <i>Official Gazette</i> in this behalf to be employees whose work is inherently intermittent.	Do. do.
[Explanation.—The following employees shall be deemed to be employees whose work is inherently intermittent:—		
(1) Employees employed in the sections of establishments carrying out repairs for the maintenance of water supply, gas supply, electricity and drainage or repairs to ships.		
(2) Employees employed in bill collection works.		
(3) Employees employed in the Road Service Department of the Western India Automobile Association.]		
[(4) Employees employed in the section of establishments for the purpose of maintenance and repairs of buildings or of projectors or sound equipments in cinemas] [or of air-conditioning and refrigeration plants] [or of punched-card accounting equipment] [or of lifts.]		

<sup>1</sup> This word was substituted for the words "Employees in any establishments" by G.N., Lab. & H.D., No. 8/48, dated 28th September 1950.

<sup>2</sup> These words were inserted by G.N., I. & L.D., No. BSE. 1460-Lab.-III, dated 14th July 1961.

<sup>3</sup> The words and figures were substituted for the letters "Do." by G.N., Lab. D., No. 8/48, dated 14th April 1949.

<sup>4</sup> These words were added by G.N., I. & L.D., No. BSE. 1461-Lab.-III, dated 31st December 1962.

<sup>5</sup> This word was substituted for the word "Provincial" by the Adaptation of Laws Order, 1950.

<sup>6</sup> This Explanation was added by G. N., Lab. D., No. 8/48-1, dated 28th April 1949.

<sup>7</sup> This portion was added by G. N., Lab. D., No. 8/48, dated 19th May 1949.

<sup>8</sup> These words were added by G. N., Lab. D., No. 8/48, dated 11th July 1949.

<sup>9</sup> These words were added by G. N., Lab. & H. D., No. 8/48, dated 20th February 1950.

<sup>10</sup> These words were added by G. N., Lab. & H. D., No. 8/48, dated 22nd June 1950.

## SCHEDULE II—contd.

Serial No. (1)	Establishments, employees or other persons (2)	Provisions of the Act (3)
13	[*Stalls] refreshment rooms and canteens at railway stations, docks, wharves, airports and the State Transport Bus Stations.]	*[Sections 19, 20 and 23.]
14	Employees working in any establishments as watchmen, caretakers, [fire-fighting staff] and messengers.	Sections 10, 11, 13 to 19 (both inclusive), 22 to 24 (both inclusive), 26, 28 to 31 (both inclusive) [subject to the condition that the employees concerned are granted one day holiday in a week without making any deductions from their wages on account thereof.]
*16A	Persons occupying position of management: Provided that the number of such persons in any establishment shall not, except with the sanction of the prescribed authority, exceed 5 per cent. of the total number of employees therein any fraction being rounded up to the next higher integer.	Sections 14 to 17 (both inclusive), 21 to 24 (both inclusive), 28 to 31 (both inclusive), [33 and 63.] **  In respect of commercial establishments, also sections 13 and 18 [subject to the condition that the employees concerned are granted one day holiday in a week without making any deductions from their wages on account thereof.]
16B	An employee engaged in a confidential capacity: Provided that the number of such employees in any establishment shall not exceed 5 per cent. of the total number of employees therein, any fraction being rounded up to the next higher integer.	Sections 14 to 17 (both inclusive), 21 to 24 (both inclusive), 28 to 31 (both inclusive) [and 33]. In respect of commercial establishments also sections 13 and 18 [subject to the condition that the employees concerned are granted one day holiday in a week without making any deductions from their wages on account thereof].

<sup>1</sup> These words were substituted for the words beginning with the word "Employees" and ending with word "airports" by G. N., Lab. & H. D., No. 8/48, dated 14th December 1951.

<sup>2</sup> This word was substituted for the words "Employees in stalls" by G.N., D. D., No. S. 58, dated 8th December 1954.

<sup>3</sup> These words and figures were substituted for the word and figures "section 19" by G.N., Lab. D. No. 8/48, dated 3rd June 1949.

<sup>4</sup> These words were added, *ibid.*

<sup>5</sup> These words were added by G. N., I. & L. D., No. BSE. 1461-LAB-III, dated 31st December 1962.

<sup>6</sup> Entry 15 was deleted by G. N., I. & L. D., No. BSE. 1461-LAB-III, dated 31st December 1962.

<sup>7</sup> Entries 16A and 16B were substituted for the original by G.N., D.D., No S. 58, dated 25th March 1954.

<sup>8</sup> These figures and words were substituted for the word and figures "and 33" by G.N., D.D., No. BSE. 1555, dated 18th June 1956.

<sup>9</sup> The portion beginning with the words "subject to the conditions" and ending with the words "on account thereof" was deleted by G.N., I. & L.D., No. BSE. 1463-Lab-III, dated 11th November 1964.

<sup>10</sup> These words were added by G.N., I. & L.D., No. BSE. 1463-LAB-III, dated 11th November 1964.

<sup>11</sup> These figures and words were substituted for the words and figures "33 and 63" by G.N., I. & L.D., No. BSE. 1461-LAB-III, dated 31st December 1962.

<sup>12</sup> These words were added by G.N., I. & L.D., No. BSE. 1461-LAB-III, dated 31st December 1962.

## SCHEDULE II—contd.

Serial No.	Establishments, employees or other persons	Provisions of the Act
(1)	(2)	(3)
18	Legal and Income Tax Practitioners	[Sections 13 and 18 (1)] so far as concerns their own attendance and the attendance of the staff exempted from section 18.
19	Establishments dealing wholly in fruits,** vegetables, <sup>5</sup> [betel leaves, meat] <sup>6</sup> [bread], <sup>7</sup> [mawa.] eggs and Fish <sup>8</sup> [and establishments dealing exclusively in preparation of panpatties.]	<sup>9</sup> [Section 18, subject to the condition that the employees concerned are granted one day holiday in a week without making any deductions from their wages on account thereof.]
20	Female attendants for women's cloak rooms or lavatories at theatres or other places of public amusement or entertainment or at residential hotels or restaurants.	Section 33.
21	<sup>10</sup> [Female employees doing household work like cleaning, washing the utensils, cooking and female house keepers employed] in <sup>11</sup> [residential hotels, restaurants and eating houses] and female artists in cabaret or entertainment shows.	Section 33.
<sup>12</sup> 22	Establishments of legal and income-tax practitioners.	Section 15.]
23	Sections of newspaper on news agency offices pertaining to news collection, editing and publishing.	Sections 13 to 18 (both inclusive) <sup>13</sup> [subject to the condition that the employees concerned are granted one day holiday in a week without making any deductions from their wages on account thereof.]
24	Ice <sup>14</sup> [and ice-fruit] manufacturing establishments	Sections 13 to 18, <sup>15</sup> [subject to the condition that the employees concerned are granted one day holiday in a week without making any deductions from their wages on account thereof.]

<sup>1</sup> Entry 17 was deleted by G.N., I. & L.D., No. BSE. 2067/B 5452-LAB-III, dated 9th January 1969.

<sup>2</sup> Entries 18 to 21 were added by G.N., Lab. D., No. 8/48-III, dated 14th April 1949.

<sup>3</sup> The words, figures and brackets "sections 13 and 18(1)" were substituted for the word, figures and brackets "section 18(1)" by G.N., Lab. D., No. 8-48-I, dated 28th April 1949.

<sup>4</sup> The word "flowers" was deleted by G.N., I. & L.D., No. BSE-1465-LAB-III, dated 28th March 1968.

<sup>5</sup> These words were inserted, by G. N., Lab. D., No. 8-48-I, dated 28th April 1949.

<sup>6</sup> This word was added by G.N., Lab. D., No. 8/48, dated 17th May 1949.

<sup>7</sup> This word was added by G.N., Lab. & H.D., No. 8/48, dated 22nd June 1949.

<sup>8</sup> These words were added by G.N., I. & L.D., No. BSE. 1465/Lab-III, dated 15th April 1965.

<sup>9</sup> These words and figures were substituted for the word and figure "section 18" by G.N., I & L.D., No. BSE. 1461-LAB-III, dated 31st December 1962.

<sup>10</sup> These words were substituted for the words "Female house keepers employees" by G.N., I & L.D., No. BSE. 1461-LAB-III, dated 5th October 1961.

<sup>11</sup> These words were substituted for the words "residential hotels" by G. N., I. & L. D., No. BSE. 1063-LAB-III, dated 7th March 1965.

<sup>12</sup> Entries 22 to 34 were added by G.N., Lab. D., No. 8/48-I, dated 28th April 1949.

<sup>13</sup> These words were added by G.N., I. & L.D., No. BSE. 1461-LAB-III, dated 31st December 1962.

<sup>14</sup> These words were added by G.N., Lab. and H.D., No. 8/48, dated 16th February 1951.

## SCHEDULE II—contd.

Serial No. (1)	Establishments, employees or other persons (2)	Provisions of the Act (3)
25	Bakeries .. .. .	.. Provision relating to opening hours in section 10, and section 18, subject to the condition that the employees concerned are granted one day holiday in a week without making any deductions from their wages on account thereof.]
27	Shops dealing in milk, curds, cream and butter	.. Sections 11, 16, 18 and 33 [subject to the condition that the employees concerned are granted one day holiday in a week without making any deductions from their wages on account thereof.]
28	Photography Establishments ..	.. Provision of opening hour in section 10 and provision of closing hour in section 11, or section 13, as the case may be.]
29	Railway Bookstalls .. .. .	.. Sections 10, 11 and 18, [subject to the condition that the employees concerned are granted one day holiday in a week without making any deductions from their wages on account thereof.]
30	Those establishments in organised markets (like the Cotton or stocks and securities markets) recognised by the prescribed authority as involving intermittent work, which observe not more than six and a half total hours of work per day between the limits of 11-30 a.m. and 6-30 p.m.	Section 15.
31	Sections in banks pertaining to safe deposit vaults or lockers or godowns.	*[Section 18, subject to the condition that the employees concerned are granted one day holiday in a week without making any deductions from their wages on account thereof.]
32	Establishments employing not a single employee	.. *[Section 62, so far as regards any visit book prescribed to be maintained.]
33	Employers of all establishments	.. Provision relating to closing hour in sections 11, 12 and 19 so far as their own work is concerned provided no sale or service to customers is rendered.

<sup>1</sup> This entry was substituted for the original by G.N., I. & L.D., No. BSE. 1461-LAB-III, dated 31st December 1962.

<sup>2</sup> Entry 25 was deleted by G.N., I. & L.D., No. BSE. 1641/Lab-III, dated 1st March 1961.

<sup>3</sup> These words were added by G.N., I. & L.D., No. BSE. 1461/LAB-III, dated 31st December 1962.

<sup>4</sup> This entry was substituted for the original by G.N., D.D., No. BSE. 1456-J, dated 29th September 1956.

<sup>5</sup> These words and figures were substituted for the word and figure "Section 18" by G.N., I. & L.D., No. BSE. 1461/LAB-III, dated 31st December 1962.

<sup>6</sup> This portion was substituted for the word and figure "section 62" by G.N., Lab. & H. D. No. 8/48, dated the 17th March 1952.

## SCHEDULE II—contd.

Serial No. (1)	Establishments, employees or other persons (2)	Provisions of the Act (3)
1[34	Any establishment wherein a manufacturing process as defined in clause (m) of section 2 of the Factories Act, 1948, is carried on.	2[Section 13(i) and 18 subject to the condition that the employees concerned are granted one day holiday in a week without making any deductions from their wages on account thereof.]
*35	Shops supplying * * petromax or any other Lanterns on hire.	Provision relating to closing hours in section 11 3[and section 18, subject to the condition that the employees concerned are granted one day holiday in a week without making any deductions from wages on account thereof.]
36	Shops dealing in newspapers .. .. .	4[Section 18, subject to the condition that the employees concerned are granted one day holiday in a week without making any deductions from their wages on account thereof.]
7[37	Code Departments of Commercial establishments .. .. .	Sections 13 and 18], 5[subject to the condition that the employees concerned are granted one day holiday in a week without making any deductions from their wages on account thereof.]
*38	Operators employed in cinema theatres on days on which extra charity shows recognised by the prescribed authority are held.	Sections 28 and 30.
39	Children and young persons exclusively employed in the sport sections of residential clubs.	10[Sections 32, 33 and 34(2).]
11[40	Establishments of Telegram Commission Agents .. .. .	Sections 13 and 18, 6[subject to the condition that the employees concerned are granted one day holiday in a week without making any deductions from their wages account thereof.]
11[41	Young persons employed as performers in dramatic shows.	Section 33.]
11[42	Such shops dealing in pan, bidi, cigarettes, matches and other ancillary articles as open not earlier than 6-00 a.m.	Section 10.]

<sup>1</sup> This entry was substituted for the original by G.N., D. D., No. 8/58, dated 3rd January 1955.

<sup>2</sup> These words and figures were substituted by G. N., I. & L. D., No. BSE. 1463-Lab-III, dated 24th July 1963.

<sup>3</sup> Entries 35 and 36 were added by G. N., Lab. D., No. 8/48, dated 14th May 1949.

<sup>4</sup> The words "Cycles on hire or " were deleted by G. N., I. & L. D., No. BSE. 1459/Lab-III, dated the 16th June 1960.

<sup>5</sup> These words were added by G. N., I. & L. D., No. BSE. 1564/Lab-III, dated 23rd October 1964.

<sup>6</sup> These words and figures were substituted for the words and figures " section 18 " by G. N., I & L. D., No. 1461-Lab-III, dated 31st December 1962.

<sup>7</sup> This entry was added by G. N., Lab. D., No. 8/48, dated the 19th May 1949.

<sup>8</sup> These words were added by G. N., I. & L. D., No. BSE. 1461-Lab-III, dated 31st December 1962.

<sup>9</sup> Entries 38 and 39 were added by G. N., Lab. D., No. 8/48, dated 31st May 1949.

<sup>10</sup> This word and figures were substituted for the original by G.N., I. & L.D., No. BSE. 1461/Lab-III, dated 31st December 1962.

<sup>11</sup> Entries 40 and 41 were added by G. N., Lab. D., No. 8/48, dated 3rd June 1949.

<sup>12</sup> This entry was added by G. N., Lab. and H. D., No. 8/48, dated 7th November 1949.

## SCHEDULE II—contd.

Serial No.	Establishments, employees or other persons	Provisions of the Act
(1)	(2)	(3)
[43	Upcountry depots and transhipment stations belonging to oil companies :	<p>[Section 18 subject to the condition that the employees concerned are granted one day holiday in a week without making any deductions from their wages on account thereof.]</p> <p>[Provided that where any Depot Superintendent is required to work for half a day on the weekly closed day, half days leave for each occasion on which he is so required to work shall be credited to his leave account.]</p>
[44	Such employees of the Co-operative Banks as are engaged in propaganda, supervision and training in business methods of agriculturists and rural artisans.	Section 13.]
[45	Menial staff employed in stables for attending to the work of feeding, bathing and milking of animals, cleaning of stables and distribution of milk.	<p>Sections 13 to 18 (both inclusive) subject to the condition that an employed instead of being given a weekly holiday shall be given leave with pay for forty-five days or one year of service or such proportionate leave as the period of his service in a year bears to the whole year, in addition to leave admissible under section 35 :</p> <p>Provided that where an employee is given any weekly holiday or holidays during the year, an equal number of days, may be deducted from the total leave for forty-five days or, as the case may be proportionate leave admissible to him.</p>
[46	Dai manufacturing establishments	<p>Sections 16 and 18] [subject to the condition that the employees concerned are granted one day holiday in a week without making any deductions from their wages on account thereof.]</p>
[47	Canteens attached to the Central Telegraph Office, Bombay.	<p>Sections 10, 11 and 18, [subject to the condition that the employees concerned are granted one day holiday in a week without making any deductions from their wages on account thereof.]</p>

<sup>1</sup> This entry was added by G. N., Lab. & H. D., No. 8/48, dated 23rd March 1950.

<sup>2</sup> These words and figures were substituted for the words and figures " section 18 " by G. N., I. & L. D. No. BSE. 1461-LAB-III, dated 31st December 1962.

<sup>3</sup> These words were added by G. N., I. & L. D., No. BSE. 1463-Lab.III, dated 26th July 1962.

<sup>4</sup> This entry was added by G. N., Lab. & H. D., No. 8/48, dated 11th April 1950.

<sup>5</sup> This entry was substituted by G. N., L. & S. W. D., No. BSE. 1556, dated 12th December 1958.

<sup>6</sup> This entry was added by G. N., Lab. & H. D., No. 8/48, dated 2nd June 1950.

<sup>7</sup> These words were added by G. N., I. & L. D., No. BSE. 1461-LAB-III, dated 31st December 1962.

<sup>8</sup> This entry was added by G. N., Lab. & H. D., No. 8/48, dated 25th July 1950.

SCHEDULE II—contd.

Serial No.	Establishments, employees or other persons	Provisions of the Act
(1)	(2)	(3)
<sup>4</sup> [48 <sup>4</sup> [49	<sup>4</sup> [Coffee Depots run by the Coffee Board] The out-door staff of the motor transport service..	Sections 35, 36 and 37.] <sup>4</sup> [Sections 13 to 18 (both inclusive) subject to the condition that the employees concerned are granted one day holiday in a week without making any deductions from their wages on account thereof.]
<sup>4</sup> [50	Such establishments of suppliers of band parties as close not later than 11 p.m.	Sections 17 and 18, subject to the conditions that (i) the spread over shall not exceed 4 hours in any day and (ii) that the employees concerned are granted one day holiday in a week without making any deductions from their wages on account thereof.]
<sup>4</sup> [51 <sup>7</sup> [52	All shipping Companies Shops dealing mainly in pan and bidi and restaurants, being shops and restaurants in the vicinity of Cinemas and Theatres and which are granted special permission by the Commissioner of Police in areas where there is a Commissioner of Police and District Magistrate elsewhere to conduct the business for half an hour after the closing of cinemas and theatres.	Section 15.] Provision relating to the closing hour in sections 11 and 19.]
<sup>4</sup> [53	Tea stalls and catering hotels situated on the railway premises.	Section 25 (d).]
<sup>4</sup> [54	Establishments commonly known as general engineering works wherein the manufacturing process is carried on with the aid of power.	<sup>10</sup> [Sections 13 (i) and 18, subject to the condition that the employees concerned are granted one day holiday in a week without making any deductions from their wages on account thereof.)
11*	* * * *	*
11*	* * * *	*
57	Water Works establishments supplying water to the Public.	<sup>12</sup> [Sections 13 and 18, subject to the condition that the employees concerned are granted one day holiday in a week without making any deductions from their wages on account thereof.]

<sup>1</sup> This entry was added by G.N., Lab. & H.D. No. 8/48, dated 9th August 1950.  
<sup>2</sup> These words were substituted for the words "India Coffee House run by the India Coffee Board" by the G.N., L. & S. W. D., No. BSE. 1457 (i), dated 16th February 1959.  
<sup>3</sup> This entry was added by G.N., Lab. & H. D., No. 8/48, dated the 28th August 1950.  
<sup>4</sup> These words and figures were substituted for the original word and figures "sections 13 to 18" by G.N., I. & L. D., No. BSE 1461-Lab-III, dated 31st December 1962.  
<sup>5</sup> This entry was substituted for the original by G.N., I. & L.D., No. BSE. 1461-Lab-III, dated 31st December 1962.  
<sup>6</sup> This entry was added by G.N., Lab. & H.D., No. 8/48, dated 27th November 1950.  
<sup>7</sup> This entry was substituted by G.N., I. & L.D., No. BSE. 1466/Lab-III, dated the 19th June, 1967.  
<sup>8</sup> This entry was substituted for the original by G.N., I. & L.D., No. BSE. 1461-Lab-III, dated 31st December 1962.  
<sup>9</sup> This entry was added by G.N., Lab. & H.D., No. 8/48, dated the 10th March 1952.  
<sup>10</sup> This words, figures and brackets were substituted for the original by G.N., I. & L. D., No. BSE. 1461-LAB-III, dated 31st December 1962.  
<sup>11</sup> Entries 55 and 56 were deleted by G.N., I. & L.D., No. BSE.1461-LAB-III, dated 31st December 1962.  
<sup>12</sup> These words and figures were substituted for the word, figures and brackets "Sections 13 (i) and 18" by G.N., I. & L.D., No. BSE. 1461-LAB-III, dated 31st December 1962.

## SCHEDULE II—contd.

Serial No. (1)	Establishments, employees or other persons (2)	Provisions of the Act (3)
[58	Annapoorna cafeteria, New Marine Line Street, Churchgate, Bombay-1, run by the Bombay Branch of the All India Women's Food Council.	Section 33.]
[5]	Hand-loom and power-loom establishments	[Sections 13 (7) and 18 subject to the condition that the employees concerned are granted one day holiday in a week without making any deductions from their wages on account thereof.]
[60	The Sales Centre of the Aquarist Society of India, New Citizen Bank House, Palton Road, Bombay-1.	[Section 18, subject to the condition that the employees concerned are granted one day holiday in a week without making any deductions from their wages on account thereof.]
[61	Such theatres or other places of public amusement or entertainment as are granted special permission by the Commissioner of Police, Bombay, or the District Magistrate, to remain open after twelve midnight.	Section 26.]
[62	Such Commercial establishments of licence holders of the Agricultural Produce Market Committee established under the Bombay Agricultural Produce Markets Act, 1939 (Bom.) XXII of 1939, as open not earlier than 7-30 a.m. and close not later than 7-30 p.m.	[Section 13.]
	** * * * *	
	** * * * *	
[65	Cycle Stand	Sections 11 and 18] [subject to the condition that the employees concerned are granted one day holiday in a week without making any deductions from their wages on account thereof.]
	13* * * *	
	18* * * *	

<sup>1</sup> This entry was added by G.N., D.D., No. 8/48, dated 29th April 1953.

<sup>2</sup> This entry was substituted for the original by G.N., I. & L.D., No. BSE. 1461-LAB-III, dated 31st December 1962.

<sup>3</sup> These words and figures were substituted for the words and figures, "Provisions relating to closing hours in section 13" by G.N., I. & L.D., No. BSE. 1463-Lab-III, dated 24th July 1963.

<sup>4</sup> This entry was added by G.N., D.D., No. 8/48, dated 27th November 1953.

<sup>5</sup> These words and figures were substituted for the words and figures "section 18" by G.N., I. & L.D., No. BSE. 1461-LAB-III, dated 31st December 1962.

<sup>6</sup> This entry was added by G.N., D.D., No. 8/48, dated 8th March 1954.

<sup>7</sup> This entry was added by G.N., D.D., No. S. 125, dated 17th July 1954.

<sup>8</sup> The words and figures were substituted for the words, figures and brackets "Section 13 (1)" by G.N., I. & L.D., No. BSE. 1461-LAB-III, dated 31st December 1962.

<sup>9</sup> Entries 63 and 64 were deleted by G.N., I. & L.D., No. BSE. 1461-LAB-III, dated 31st December 1962.

<sup>10</sup> This entry was added by G.N., D.D., No. 1331/48, dated 9th February 1955.

<sup>11</sup> These words were added by G.N., I. & L.D., No. BSE. 1461-LAB-III, dated 31st December 1962.

<sup>12</sup> Entries 66 and 67 were deleted by G.N., I. & L.D., No. BSE. 1461-LAB-III, dated 31st December 1962.



## SCHEDULE II—contd.

Serial No. (1)	Establishments, employees or other persons (2)	Provisions of the Act (3)
1[68	Poultry Farms .. .. .	Sections 13, 17 and 18 subject to the condition that the spread over shall not exceed 12 hours a day and <sup>1</sup> [that the employees concerned are granted one full day or two half day holidays in a week without making any deductions from their wages on account thereof.]
2[69	The Canteen and Mess in the premises of the Poona University at Ganesh Khind, Poona, run by the Poona Branch of the All India Women's Food Council. * * * * *	Section 33.]
3[72	The Kalyan Electric Supply Company Private Limited, Kalyan.	Sections 13 and 18 subject to the condition that the employees concerned are granted one day holiday in a week without making any deductions from wages on account thereof.]
4[73	Employees engaged by the treasury Contractor for the treasury working in the Bombay General Post Office and its five town sub-offices.	Sections 13, 14, 15, 17 and 18 subject to the condition that the employees concerned are granted wages for overtime work as required by section 63 (1) read with Explanation (a) thereunder and are also granted one day holiday in a week without making any deductions from wages on account thereof.]
5[74	" Dock workers " [as defined under section 2(b) of the Dock Workers (Regulation of Employment) Act, 1948 (Act No. IX of 1948)] employed by the members of the Bombay Stevedors Association Limited.	Sections 13, 14, 15, 17, 18, 63 and 65 subject to the condition that the <sup>6</sup> [employees] concerned shall be given the same benefits in the matter of hours of work overtime payment and weekly holidays as are available to the workers employed by the Bombay Dock Labour Board.]
6[75	Bidi makers and wrappers in the establishments manufacturing bidis.	Section 18(3).]
7[76	Shops dealing in poultry .. .. .	Sections 10 and 18 subject to the condition that the employees <sup>11</sup> [concerned] are given one full or two half day holidays in a week without making <sup>12</sup> [any deductions from their wages on account thereof.]

<sup>1</sup> This entry was added by G. N., L. & S. W. D., No. BSE. 1456 dated 7th January 1957.

<sup>2</sup> These words were substituted for the original by G. N., I. & L. D., No. BSE. 1461-LAB-III, dated 31st December 1962.

<sup>3</sup> This entry was added by G. N., L. & S. W. D., No. BSE. 1456, dated 8th February 1957.

<sup>4</sup> Entries 70 and 71 were deleted by G. N., I. & L. D., No. BSE. 1461-LAB-III, dated 31st December 1962.

<sup>5</sup> This entry was added by G. N., L. & S. W. D., No. BSE. 1457, dated 16th September 1957.

<sup>6</sup> This entry was added by G. N., L. & S. W. D., No. BSE. 1457, dated 13th February 1958.

<sup>7</sup> This entry was added by G. N., L. & S. W. D., No. BSE. 1457- dated 18th March 1958.

<sup>8</sup> This word was substituted for the word " worker " by G. N., I. & L. D., No. BSE. 1461-LAB-III, dated 31st December 1962.

<sup>9</sup> This entry was added by G. N., L. & S. W. D., No. 1458-J, dated 9th April 1958.

<sup>10</sup> This entry was added by G. N., L. & S. W. D., No. BSE. 1457, dated 16th May 1958.

<sup>11</sup> This words was added by G. N., I. & L. D., No. BSE. 1461-LAB-III, dated 31st December 1962.

<sup>12</sup> These words were substituted for the words "any deduction from wages" by G. N., I. & L. D., No. BSE. 1461-LAB-III, dated 31st December 1962.

SCHEDULE II—*contd.*

Serial No. (1)	Establishments, employees or other persons (2)	Provisions of the Act (3)
177	Tea Centre run by the Tea Board at Churchgate, Bombay.	Sections 35, 36 and 37.]
178	Establishments maintained in connection with the Petrol Service Stations and Petrol Pumps.	Section 10, section 11, section 16, subject to the conditions that the spread-over of the work of an employee employed therein shall not exceed fourteen hours in any day ; and section 18), [subject to the condition that employees concerned are granted one day holiday in a week without making any deductions from their wages on account thereof.]
179	<p>(a) Office of the Maharashtra Housing Board, and offices subordinate to it.</p> <p>(b) Office of the Industrial Finance Corporation of India.</p> <p>(c) Office of the Indian Rare Earths Limited, Bombay</p> <p>(d) Office of the Cotton Textiles Export Promotion Council, Bombay.</p> <p>(e) Production and Sales Centres or Depots of the Maharashtra State Khadi and Village Industries Board.]</p> <p>(f) Office of the Khadi and Village Industries Commission, Bombay.</p> <p>(g) Offices of the Agricultural Produce Market Committees established under the Bombay Agricultural Produce Markets Act, 1939.</p> <p>(h) Office of the Industrial Credit and Investment Corporation of India, Limited, Bombay.</p> <p>(i) Offices of the Life Insurance Corporation of India in the State of Maharashtra.</p> <p>(j) Regional Office of the State Trading Corporation of India (Private) Limited, Bombay.</p> <p>(k) Office of the Shipping Corporation of India, Bombay.</p> <p>(l) Export Risks Insurance Corporation (Private) Limited, Bombay.</p>	<p>(a) In respect of all the employees: sections 35, 36, 37 and 62, [subject to the condition that any visit book, register or record maintained immediately before the 1st June 1963 are continued to be maintained properly and such registers and records are made available to the Inspector for inspection.]</p> <p>(b) In respect of out-door staff and watchmen : sections 13, 14, 15, 17 and 18 subject to the condition that the employees concerned are granted wages for overtime work and one day holiday in a week without making any deductions from their wages on account thereof.]</p>
	<p>(n) Establishments of the Maharashtra State Warehousing Corporation.]</p>	
	<p>(o) Office of the Basic Chemicals, Pharmaceuticals and Soaps Export Promotion Council.</p>	
	<p>(p) Offices of the Maharashtra State Farming Corporation Ltd., situated at Bombay and Poona and office of the Kolhapur Sugar Farm.</p>	
179	(q) Office of the Indian Motion Pictures Export Corporation Ltd., Bombay.	

<sup>1</sup> This entry was added by G. N., L. & S. W. D., No. BSE. 1458-J, dated 30th October 1958.

<sup>2</sup> This entry was added by G. N., L. & S. W. D., No. BSE. 1458, dated 16th February 1959 read with G. N., L. & S. W. D., No. BSE. 1458, dated 13th March 1959.

<sup>3</sup> These words were added by G. N., I. & L. D., No. BSE. 1461-LAB-III, dated 31st December 1962.

<sup>4</sup> This entry was substituted for the original by G. N., I. & L. D., No. BSE. 1461-LAB-III, dated 31st December 1962.

<sup>5</sup> These words were added by G. N., I. & L. D., No. BSE. 1462-LAB-III, dated 29th April 1963.

<sup>6</sup> These words were added by G. N., I. & L. D., No. BSE. 1464-LAB-III, dated 20th April 1964.

<sup>7</sup> Entry (m) was deleted by G. N., I. & L. D., No. BSE. 1462/Lab-III, dated the 9th August 1962.

<sup>8</sup> These words were added by G. N., I. & L. D., No. BSE. 1464-Lab-III, dated 11th December 1964.

<sup>9</sup> This entry was added by G. N., I. & L. D., No. BSE. 1465-Lab-III, dated 2nd August 1967.

<sup>10</sup> This entry was added by G. N., I. & L. D., No. BSE. 1466-Lab-III, dated 28th December 1967.

<sup>11</sup> This entry was added by G. N., I. & L. D., No. BSE. 1467-LAB-III, dated 13th February 1968.

## SCHEDULE II —contd.

Serial No. (1)	Establishments, employees or other persons (2)	Provisions of the Act (3)
1 <sup>(r)</sup>	The Offices of the Minerals and Metals Hiding Corporation of India Limited, Bombay.	
2 <sup>(s)</sup>	Zonal Office and Godown of Bharat Earth Movers Limited, Bangalore, situated at Bombay.	
3 <sup>(t)</sup>	Offices of the Maharashtra Small Scale Industries Development Corporation Limited, Bombay.	
4 <sup>(u)</sup>	Branch Office of the Engineers India Limited, New Delhi, situated in Bombay.	
4 <sup>(v)</sup>	Sales Establishment of the Hindustan Machine Tools Limited, Bangalore, situated in Bombay.	
6 <sup>(w)</sup>	Offices of the Maharashtra State Financial Corporation in the State of Maharashtra.	
6 <sup>(x)</sup>	Establishment of the Central Warehousing Corporation, New Delhi, situated in the State of Maharashtra.	
7 <sup>(y)</sup>	Office of the Vidarbha, Housing Board and offices subordinate to it.]	
8 <sup>(z)</sup>	Office of the Maharashtra Agro-Industries Development Corporation Limited, Bombay.	
9 <sup>(za)</sup>	Establishments of the Maharashtra Agricultural Development and Fertilizer Promotion Corporation Ltd., Bombay.	
10 <sup>(zb)</sup>	Office of the State Industrial and Investment Corporation of Maharashtra Ltd., Bombay.	
11 <sup>(zc)</sup>	Office of the City and Industrial Development Corporation of Maharashtra Ltd., Bombay.	
12 <sup>(zd)</sup>	Office of the General Insurance Corporation of India, Bombay.	
13 <sup>(ze)</sup>	India Tourism Development Corporation Regional Office, "Nirmal", 11th Floor, Nariman point, Bombay 400 001.	
14 <sup>(zf)</sup>	Branch Office of the Regional Sales Office of the Hindustan Machine Tools Limited, Bombay, situated in Poona.	
15 <sup>(zi)</sup>	Indian Dairy Corporation, Raj Mahal, 6th Floor, 84, Veer Nariman Road, Bombay-400 020.	

<sup>1</sup> This entry was added by G.N., I. & L.D., No. BSE. 1468/126030-LAB-III, dated 30th November 1968.

<sup>2</sup> This entry was added by G.N., I. & L.D., No. BSE. 1468/130104-LAB-III, dated 21st January 1969.

<sup>3</sup> This entry was added by G.N., I. & L.D., No. BSE. 1567/138667-LAB-III, dated 18th February 1969.

<sup>4</sup> These entries were added by G.N., I. & L.D., No. BSE. 1467/126809-LAB-III, dated 22nd February 1969.

<sup>5</sup> This entry was substituted by G.N., I. & L.D., No. BSE. 1469/124245-LAB-III, dated 24th May 1969.

<sup>6</sup> This entry was added by G.N., I. & L.D., No. BSE. 1469/119926-LAB-III, dated 13th May 1969.

<sup>7</sup> This entry was added by G.N., I. & L.D., No. BSE. 1470/126879-LAB-III, dated the 24th July 1970.

<sup>8</sup> This entry was added by G.N., I. & L.D., No. BSE. 1471/164487-LAB-III-A, dated 28th December 1971.

<sup>9</sup> This entry was added by G.N., I. & L.D., No. BSE. 1472/103444-LAB-III-A, dated 9th February 1971.

<sup>10</sup> This entry was added by G.N., I. & L.D., No. BSE. 1472/104192-LAB-III-A, dated 9th February 1972.

<sup>11</sup> This entry was added by G.N., I. & L.D., No. BSE. 1472/152482-LAB-III-A, dated 1st March 1973.

<sup>12</sup> This entry was added by G.N., I. & L.D., No. BSE. 1473/171694-LAB-III-A, dated 2nd June 1973.

<sup>13</sup> This entry was added by G.N., I. & L.D., No. BSE. 1473/194091-LAB-III-A, dated 13th November 1973.

<sup>14</sup> This entry was added by G.N., I. & L.D., No. BSE. 1475/100061/LAB-7, dated 12th August 1975.

<sup>15</sup> This entry was added by G.N., I. & L.D., No. BSE. 1475/57/LAB-7, dated 25th October 1975.

H 4612—4a

SCHEDULE II—*contd.*

Serial No. (1)	Establishments, employees or other persons (2)	Provisions of the Act (3)
780	The Modern Garage, Bombay	Sections 10, 11, 14, 15, 16 and 18 subject to the condition that the employees concerned are granted one day holiday in a week [without making any deductions from their wages on account thereof.]
782	The Office of the Bombay Taxi Association, Bombay	Sections 13(1), 14, 15, 17 and 18 subject to the condition that the employees concerned are granted [one day holiday in a week without making any deductions from their wages on account thereof.]
783	Employees in the canteens at Bus Depots and Bus Stations of the Bombay Electric Supply and Transport Undertaking of the Bombay Municipal Corporation.	Section 19.]
784	Establishments of the Bombay State Road Transport Corporation.	<p>(a) In respect of out-door staff and watchmen:— Sections 13, 14, 15, 17, 18, 35, 36, 37, 62 and 66 : subject to the condition that the employees concerned are granted wages for overtime work and one day's holiday in a week without making any deductions on account thereof from the wages.</p> <p>(b) In respect of employees other than those mentioned in clause (a):— (i) Section 13 : only in respect of— (x) employees in the following establishments, namely:— Bus Stations, Reservation and Advance Booking Offices, Out-agency, Parcel Booking and Delivery Offices, workshops not covered under the Factories Act, 1948, Control points ; and (y) employees in the following establishments, namely:— State Transport Central Offices, 80-81, Annie Besant Road, Worli, Bombay-18, Office of the</p>

<sup>1</sup> This entry was added by G. N., I. & S.W.D., No. BSE. 1458-J, dated 11th August 1959.

<sup>2</sup> These words were substituted for the original by G. N., I. & L. D., No. BSE. 1461-LAB-III, dated 31st December 1962.

<sup>3</sup> Entry 81 was deleted by G. N., I. & L. D., No. BSE. 1461-LAB-III, dated 31st December 1962.

<sup>4</sup> This entry was added by G. N., I. & S.W.D., No. BSE. 1458-J, dated 5th October 1959.

<sup>5</sup> These words were substituted for the original by G. N., I. & L. D., No. BSE. 1461-Lab-III, dated 31st December 1962.

<sup>6</sup> This entry was added by G. N., I. & S.W.D., No. BSE. 1459-J, dated 7th November 1959.

<sup>7</sup> This entry was added by G.N., I. & S.W.D., No. BSE. 1458-J, dated 1st December 1959.

## SCHEDULE II—contd.

Serial No. (1)	Establishments, employees or other persons (2)	Provisions of the Act (3)
		<p>Controller of Stores, State Transport Central Stores, Bombay Central Stand, Bellasis Road, Bombay-8. Stores Unit No. II, Petit Mills Compound, Tardeo, Bombay, Office of the Divisional Controllers, State Transport, P oona/Nasik/Thana/Kolhapur/Sholapur/Ahmedabad/Ratnagiri/Nadia/Baroda/Surat/Dhulia/Palanpur/Ahmednagar/Sabarkantha, Administrative Blocks—</p> <p>Central Works Depot and Regional Workshop, Ahmedabad, Office of the Executive Engineer, State Engineer, State Transport Southern Division, Shan kerseeth Road, Poona.</p> <p>Office of the Executive Engineer, State Transport, Northern Division, Bombay Central Bombay.</p> <p>Office of the Executive Engineer, State Transport, Regional Workshop, Construction Division at Ahmedabad.</p> <p>State Transport Divisional Stores at Poona/Nasik/Thana/Kolhapur/Sholapur/Ahmedabad/Ratnagiri/Nadia/Baroda/Surat/Dhulia/Palanpur/Ahmednagar/Sabarkantha.</p> <p>Subject to the condition that no establishment shall open earlier than 7-30 a.m. and close later than 9-30 p.m.</p> <p>(ii) Section 14 : subject to the condition that the working hours of any employee shall not exceed 9 hours in any day and 34 hours in any week.</p> <p>(iii) Section 15 : subject to the condition that no employee shall be required or allowed to work for more than five hours before he has had an interval of rest of at least half an hour.</p> <p>(iv) Section 17 : only in respect of bus stations, bus-depots and stores-Offices subject to the condition that the spread-over of work of an employee shall not exceed 14 hours in any day.</p>

## SCHEDULE II—contd.

Serial No.	Establishments, employees or other persons	Provisions of the Act
(1)	(2)	(3)
		<p>(v) Section 18 : Subject to the conditions that—</p> <p>(o) every employee other than daily-rated staff shall be given one day holiday in a week without making any deduction from wages on account thereof.</p> <p>(p) an employee on daily-rated wages shall be granted one day holiday in a week, payment for that day being made at the rate agreed to by the Corporation for that category with the union of the workers.</p> <p>(q) the one day holiday referred to in paragraphs (o) and (p) if not granted in any week shall be granted within a period of not less than two months from the end of that week.</p> <p>(vi) Sections 35, 36, 37, 62 and 66.]</p>
*85	Shops dealing in pan, bidi, cigarettes, matches and other ancillary articles, at the State Transport Bus Stations.	Sections 10, 11 and 16.]
*87	The Central Office of the Life Insurance Corporation of India situated in Bombay.	<p>Sections 13, 14, 15, 17 and 18 subject to the condition that (i) no employee shall be required or allowed to work for more than five hours before he has had an interval of rest of at least half an hour ;</p> <p>(ii) the employees concerned are granted wages for overtime work and one day's holiday in a week without making any deductions on account thereof from the wages.]</p>
*88	The office of the Bombay Gas Co. Ltd., at 214, Dr. Dadabhai Naoroji Road, Bombay No. 1.	*[Provision relating to opening hour in section 13] in respect of two clerks and one office sepy, subject to the condition that the office will not be opened earlier than 8-00 a.m.]

<sup>1</sup> This entry was added by G. N., L. & S. W. D., No. BSE. 1458-J, dated 1st December 1959.

<sup>2</sup> Entry 86 was deleted by G. N., I. & L. D., No. BSE. 1461/Lab-III, dated 31st December 1962.

<sup>3</sup> This entry was added by G. N., L. & S. W. D., No. BSE. 1458-J, dated 31st December 1959.

<sup>4</sup> This entry was added by G. N., L. & S. W. D., No. BSE. 1459-J, dated 31st December 1959.

<sup>5</sup> These words and figures were substituted by the words, figures and bracket " Section 13(i) so far as opening hour is concerned " by G. N., I. & L. D., No. BSE. 1461-LAB-III, dated 31st December 1962.

## SCHEDULE II—contd.

Serial No.	Establishments, employees or other persons	Provisions of the Act																				
(1)	(2)	(3)																				
¶89	Shops supplying cycles on hire ..	<p>(i) Provision relating to closing in section 11 ;</p> <p>(ii) Section 18 subject to the condition that the employees concerned are granted one day holiday in a week without making [any deductions from their wages] on account thereof.</p>																				
¶90	Establishments of Royal Western India Turf, Club Limited.	<p>Sections 28, 29 and 30 subject to the condition that the employees are granted wages for overtime work as required under section 63(I)—</p> <p>(i) Only in respect of the number of employees, employed on permanent basis at Bombay and Poona, indicated against each as follows :—</p> <table data-bbox="930 793 1218 920"> <tr><td>Ministerial staff ..</td><td>37</td></tr> <tr><td>Peons ..</td><td>54</td></tr> <tr><td>Ambulance driver ..</td><td>1</td></tr> <tr><td>Waiter ..</td><td>1</td></tr> <tr><td>Track supervisor ..</td><td>7</td></tr> <tr><td>Attendants ..</td><td>..</td></tr> </table> <p>(ii) only in respect of the number of employees, employed on permanent basis only at Poona indicated against each as follows :</p> <table data-bbox="930 1030 1218 1139"> <tr><td>Ministerial staff ..</td><td>3</td></tr> <tr><td>Peons ..</td><td>5</td></tr> <tr><td>Motor drivers ..</td><td>3</td></tr> <tr><td>Cooks, Waiters, Pantry-men, Butlers.</td><td>16</td></tr> </table> <p>¶on race days and the day following race days, and</p> <p>(iii) In respect of employees employed in Bombay.]</p>	Ministerial staff ..	37	Peons ..	54	Ambulance driver ..	1	Waiter ..	1	Track supervisor ..	7	Attendants ..	..	Ministerial staff ..	3	Peons ..	5	Motor drivers ..	3	Cooks, Waiters, Pantry-men, Butlers.	16
Ministerial staff ..	37																					
Peons ..	54																					
Ambulance driver ..	1																					
Waiter ..	1																					
Track supervisor ..	7																					
Attendants ..	..																					
Ministerial staff ..	3																					
Peons ..	5																					
Motor drivers ..	3																					
Cooks, Waiters, Pantry-men, Butlers.	16																					
¶91	Offices of the State Bank of India ..	<p>Section 18, subject to the condition that the employees concerned are granted one day in a week as a holiday without making [any deductions from their wages] on account thereof.]</p>																				

<sup>1</sup> Entry 89 was added by G. N., I and L. D., No. BSE/Lab-III, dated 16th June 1960.

<sup>2</sup> These words were substituted for the words "deduction from wages" by G. N., I. and L. D. No. BSE. 1461-OAB-III, dated 31st December 1962.

<sup>3</sup> Entry 90 was added by G. N., I. and L. D., No. BSE. 1458-Lab-III, dated 14th September 1960.

<sup>4</sup> These words, figures and brackets, were substituted for the words "on race days and the day following race days" by G. N. I. and L. D., No. BSE. 1462-LAB-III, dated 29th August 1962.

<sup>5</sup> Entry 91 was added by G. N. I and L. D., No. BSE. 1459-Lab-III, dated 1st March 1961.

<sup>6</sup> These words were substituted for the words "deduction from wages" by G. N., I. & L. D., No. BSE. 1461-LAB-III, dated 31st December 1962.

SCHEDULE II—*contd.*

Serial No.	Establishments, employees or other persons	Provisions of the Act
(1)	(2)	(3)
192	Cooking Section of the Yezdiar Industrial Institute, 779, Parsee Colony, Dadar, Bombay-14.	Sections 13, 14, 17 and 18, subject to the conditions that— (i) The Cooking Section shall not be opened earlier than 5-00 a.m. and closed later than 7-00 p.m. (ii) No employee shall be required or allowed to work for more than 9 hours in any day. (iii) The spread over of an employee shall not exceed fourteen hours <sup>4</sup> [any day]. (iv) Every employee shall be given one day in a week as a holiday without making <sup>5</sup> [any deductions in his wages] on account thereof. (v) No female employee shall be required or allowed to work before 7-00 a.m., on any day.]
193	Such hair cutting establishments and hammam-khanas <sup>6</sup> as open not earlier than 6-00 a.m.	Sections 10 and 16.]
194	Such establishments wherein the process of moulding and/or welding is carried on, as open not earlier than 7-00 a.m.	Provision relating to opening hours in section 13.]
195	Establishments of Weigh-Bridges in Greater Bombay.	Section 18 subject to the condition that the employees concerned are given one day in a week as a holiday without making <sup>7</sup> [any deductions from their wages] on account thereof.]
196	Such establishments manufacturing bricks as open earlier than 5-30 a.m.	<sup>10</sup> [Provision relating to opening hours in section 13] and section 18 subject to the condition that the employees concerned are given one day in a week as a holiday without making deductions from their wages on account thereof.]

<sup>1</sup> Entry 92 was added by G.N., I and L.D., No. BSE. 1460-LAB-III, dated 10th June 1961.

<sup>2</sup> These words were added by G.N., I. & L.D., No. BSE. 1461-LAB-III, dated 31st December 1962.

<sup>3</sup> These words were substituted for the words "deduction in wages" by G.N., I. and L.D., No. BSE. 1461-LAB-III, dated 31st December 1962.

<sup>4</sup> Entry 93 was added by G.N., I. and L.D., No. BSE. 1461-LAB-III, dated 7th July 1961.

<sup>5</sup> The words "in all local areas, except Greater Bombay" were deleted by G.N., I. and L.D. No. BSE. 1461-LAB-III, dated 26th December 1961.

<sup>6</sup> Entry 94 was added by G.N., I and L.D., No. BSE. 1461/LAB-III, dated 16th August 1961.

<sup>7</sup> Entry 95 was added by G.N., I. and L.D., No. BSE. 1461/LAB-III, dated 4th December 1961.

<sup>8</sup> These words were substituted for the words "deduction from wages" by G.N., I. and L.D., No. BSE. 1461-LAB-III, dated 31st December 1962.

<sup>9</sup> Entry 96 was added by G.N., I. and L.D., No. B.S.E. 1461-L.A.B. III, dated 28th December 1961.

<sup>10</sup> These words and figures were substituted for the words, figures and brackets "section 13 (1) as far as opening hour is concerned" by G.N., I. and L.D., No. BSE. 1461-LAB-III, dated 31st December 1962.



## SCHEDULE II—contd.

Serial No.	Establishments, employees or other persons	Provisions of the Act
(1)	(2)	(3)
197	Office of the Indian Oil Company, Bombay	<p>(a) In respect of the all employees: sections 35, 36, 37 and 62.</p> <p>(b) In respect of out door staff and watchmen, sections 13, 14, 15, 17 and 18 subject to the condition that the employees concerned are granted wages for overtime work and one day holiday in a week without making any deduction on account thereof from their wages.</p> <p>(c) In respect of telephone operators sections 13 and 18, subject to the conditions that the employees concerned are granted one day holiday in a week without making any deductions on account thereof from their wages.]</p>
198	The R. H. Patuck Industrial Institute for Parsis, Sleater Road, Bombay.	<p>Sections 13, 14 and 18 subject to the conditions that—</p> <p>(i) The institute shall not be opened earlier than 7-00 a.m. and close later than 5-00 p.m.</p> <p>(ii) No employee shall be required or allowed to work for more than 9 hours in any day.</p> <p>(iii) Every employee shall be given [one day holiday in a week without making any deductions from his wages] on account thereof.]</p>
199	Motor car drivers attached to the head offices of the Tata Hydro-Electric Power Supply Company Limited, the Andhra Valley Power Supply Company Limited, and the Tata Powder Company Limited, Bombay.	<p>Sections 13, 14, 17 and 18, subject to the condition that the motor car drivers concerned are given [one day holiday in a week] without making deduction from their wages on account thereof.]</p>
100	Establishments of race horse trainers	<p>Sections 13, 17 and 18 subject to the conditions that—</p> <p>(i) The spread over of an employee shall not exceed fourteen hours in any day.</p> <p>(ii) Every employee shall be given [one day holiday in a week without making any deductions from his wages] on account thereof.]</p>

<sup>1</sup> Entry 97 was added by G.N., I. and L.D., No. BSE.1461-LAB-III, dated 29th December 1961.

<sup>2</sup> Entry 98 was added by G.N., I. and L.D., No. BSE. 1461/LAB-III, dated 12th January 1962.

<sup>3</sup> These words were substituted for the original by G.N., I. and L.D., No. BSE.1461/Lab-III, dated 31st December 1962.

<sup>4</sup> Entry 99 was added by G.N., I. and L.D., No. BSE. 1462/Lab-III, dated 14th March 1962.

<sup>5</sup> These words were substituted for the words "one day in a week as a holiday" by G.N., I. and L.D., No. B.S.E., 1461-LAB-III, dated 31st December 1962.

<sup>6</sup> Entry 100 was added by G.N., I. and L.D., No. BSE. 1461-LAB-III, dated 28th April 1962.

<sup>7</sup> These words were substituted for the original by G.N., I. and L.D., No. BSE. 1461/LAB-III, dated 31st December 1962.

## SCHEDULE II—contd.

Serial No. (1)	Establishments, employees or other persons (2)	Provisions of the Act (3)
¶101	* * * * *	* * * * *
¶102	Establishment of the Maharashtra State Electricity Board.	(a) In respect of all employees : Section 62. (b) In respect of out door staff and watchmen : sections 13, 14, 15, 17 and 18, subject to the condition that the employees concerned are granted wages for overtime work and one day holiday in a week without deductions from their wages on account thereof.]
¶103	Sub-Office of Coffee Board at Haroon House, Bazar-gate Street, Bombay-1.	(a) In respect of all the employees : sections 35, 36, 37 and 62. (b) In respect of outdoor staff : sections 13, 14, 15, 17 and 18, subject to the condition that the employees concerned are granted wages for overtime work and one day holiday in a week without making deductions from their wages on account thereof.]
¶104	Motor drivers employed by the Scindia Steam Navigation Company, Limited, Bombay.	Section 13, subject to the condition that the employees concerned are, during the period of operation of the award [being an award, dated 17th July 1961 given by the Arbitrator in the Industrial Dispute between the Scindia Steam Navigation Company Ltd., the Bombay Steam Navigation Company (1953) Private Ltd., and the Scindia Workshop Private Ltd., of the first part and the monthly paid clerical and non-clerical staff employed by them at their offices in Bombay and Branch offices located at the ports within the State, of the second part], given allowance in lieu of overtime as provided in the said award. Sections 14 and 17. Section 18, subject to the condition that the employees concerned are given one day as holiday with wages in a week during the period of operation of the said award.]
¶105	Canteen and Stores run at Poona by the Poona Seva Sadan Society, Poona.	Section 33.]

<sup>1</sup> Entry 101 was added by G.N., I. and L.D., No. BSE. 1462/Lab-III, dated 3rd July 1962 and was effective till 1965.

<sup>2</sup> Entry 102 was added by G.N., I. and L.D., No. BSE. 1462/Lab-III, dated 9th August 1962.

<sup>3</sup> Entry 103 was added by G.N., I. and L.D., No. BSE. 1461/Lab-III, dated 9th August 1962.

<sup>4</sup> Entry 104 was added by G.N., I. and L.D., No. BSE. 1461/Lab-III, dated 14th September 1962.

<sup>5</sup> Entry 105 was added by G.N., I. and L.D., No. BSE. 1462/Lab-III, dated 15th October 1962.

## SCHEDULE II—contd.

Serial No.	Establishments, employees or other persons	Provisions of the Act
(1)	(2)	(3)
¶106	Establishment of Jayems Chemicals, Nasik Road, Deolali, Nasik.	Provision relating to opening hours in section 13, so long as the Government order sanctioning electric power to the establishment from 11 p.m. to 6 a.m., is in force.]
¶107	* * * * *	* * * * *
¶108	Hair Dressing Saloon Stalls situated within railway premises.	Sections 10, 11 and 18, subject to the condition that the employees concerned are granted one day holiday in a week without making any deductions from their wages on account thereof.]
¶109	Employees in the Production Department of the Publicity Society of India, Limited, Bombay-1.	Section 18, subject to the condition that the employees concerned are granted one day holiday in a week without making any deductions from their wages on account thereof.]
¶110	* * * * *	* * * * *
¶111	Pay clerks and peons and cash-guards, accompanying them of the Tata Hydro-Electric Power Supply Co. Ltd., The Andhra Valley Power Co. Ltd., and the Tata Power Co. Ltd., Bruce Street, Fort, Bombay-1.	Sections 13, 14, 17 and 18 subject to the condition that the employees concerned are granted wages for overtime and one day holiday in a week without making any deduction from their wages on account thereof.]
¶112	Women employees, working as gate-keepers, for classes exclusively reserved for women in cinema theatres in Vidarbha and Marathwada.	Section 33.]

<sup>1</sup> Entry 106 was added by G.N., I. and L.D., No. BSE. 1462/Lab-III, dated 24th December 1962.

<sup>2</sup> Entry 107 was deleted by G.N., I. and L.D., No. BSE. 1461/Lab-III, dated 6th May 1965.

<sup>3</sup> Entry 108 was added by G.N., I. and L.D., No. BSE. 1462/Lab-III, dated 28th February 1963.

<sup>4</sup> Entry 109 was added by G.N., I. and L.D., No. BSE. 1463/Lab-III, dated 13th July 1963.

<sup>5</sup> Entry 110 was deleted by G.N., I. and L.D., No. BSE. 1464/Lab-III, dated 18th May 1965.

<sup>6</sup> Entry 111 was added by G.N., I. and L.D., No. BSE. 1463/Lab-III, dated 9th September 1963.

<sup>7</sup> Entry 112 was added by G.N., I. and L.D., No. BSE. 1463/Lab-III, dated 7th September 1963.

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## SCHEDULE II—contd.

Serial No.	Establishments, employees or other persons	Provisions of the Act
(1)	(2)	(3)
*[113	Messrs. Arun Printing Press, Gajanan Talkies Road, Malkapur, District Buldhana.	In respect of section 62, so far it relates to the maintenance of registers under rule 20(1), 20(4) and 20(11) of the Maharashtra Shops and Establishments Rules, 1961.]
*[114	Bombay Industrial Business Machines Bureau, Meher Chambers, Nicol Road, Ballard Estate, Bombay-1.	Section 13.]
*[115	Staff car drivers employed in—	
	(i) Shops .. .. .	Sections 10, 11, 14, 16 and 18, subject to the condition that the drivers concerned are given one day in a week as a holiday without making deduction from their wages on account thereof.
	(ii) Commercial establishments .. .. .	Sections 13, 14, 17 and 18, subject to the condition that the drivers concerned are given one day in a week as a holiday without making deduction from their wages on account thereof.]
*[116	Employees of the Chartered Bank, Bombay-1, engaged for exchange of money on board the ship or wharf in Bombay Port.	Section 13.]
*[117	Employees in the Car Pool Department of the Greaves Cotton and Company Limited, Bombay-1.	Sections 13, 14, 17 and 18, subject to the condition that the employees concerned are granted wages for overtime work and one day holiday in a week without making any deductions on account thereof from their wage.]
*[118	Banks .. .. .	Provision relating to closing hours in section 13 on the first working day of a month and the working day preceding and succeeding public holiday subject to the condition that the employees concerned are granted wages for overtime work.]
*[119	Purchase and Liaison Office of the Fertilizer Corporation of India Limited, Bombay.	(a) In respect of all employees: sections 35, 36, 37 and 62. (b) In respect of outdoor staff: sections 13, 14, 15, 17 and 18, subject to the condition that the employees concerned are granted wages for overtime work and one day holiday in a week without making any deductions on account thereof from their wages.

<sup>1</sup> Entry 113 was added by G. N., I. & L. D., No. BSE. 1463/Lab-III, dated 7th September 1963.

<sup>2</sup> Entry 114 was added by G. N., I. & L. D., No. BSE. 1463/Lab-III, dated 10th October 1963.

<sup>3</sup> Entry 115 was added by G. N., I. & L. D., No. BSE. 1463/Lab-III, dated 26th December 1963.

<sup>4</sup> Entry 116 was added by G. N., I. & L. D., No. BSE. 1464/Lab-III, dated 8th January 1964.

<sup>5</sup> Entry 117 was added by G. N., I. & L. D., No. BSE. 1464/Lab-III, dated 5th October 1964.

<sup>6</sup> Entry 118 was added by G. N., I. & L. D., No. BSE. 1464/Lab-III, dated 11th January 1965.

<sup>7</sup> Entry 119 was added by G. N., I. & L. D., No. BSE. 1464/Lab-III, dated 22nd February 1965.

## SCHEDULE II—contd.

Serial No.	Establishments, employees or other persons	Provisions of the Act
(1)	(2)	(3)
		(c) In respect of telephone operator sections 13 and 18, subject to the condition that the employees concerned are granted one day holiday in a week without making any deductions on account thereof from wages.]
¶120	Cooking Section of the Vindyu Home Industries, 116, Dadasaheb Phalke Road, Bombay-14.	Sections 13 and 18, subject to the conditions that—  (1) the cooking section shall not be opened earlier than 6-00 a.m. and closed later than 5-00 p.m.  (2) every employee shall be given one day in a week as a holiday without making any deductions in his wages on account thereof.]
¶121	Office of the Maharashtra State Co-operative Marketing Society Ltd., at Wadala, Bombay.	Section 18 subject to the condition that the employees concerned are granted one day in a week as a holiday without making any deductions from their wages on account thereof.]
¶122	Offices of the Maharashtra State Khadi and Village Industries Board (excluding Production and Sales Centres or Depots).	All provisions.]
¶123	Employees in the Marine Department of Messrs. Caltex (India) Limited, Bombay.	Sections 13, 14, 17 and 18 subject to the conditions that the employees concerned are granted wages for the overtime work and one day holiday in a week without making any deductions on account thereof from their wages.]

<sup>1</sup> Entry 120 was added by G. N., I. & L. D., No. BSE. 1464/LAB-III, dated the 22nd February 1965.

<sup>2</sup> Entry 121 was added by G. N., I. & L. D., No. BSE. 1464/LAB-III, dated the 7th April 1965.

<sup>3</sup> Entry 122 was added by G. N., I. & L. D., No. BSE. 1464/LAB-III, dated the 26th April 1965.

<sup>4</sup> Entry 123 was added by G. N., I. & L. D., No. BSE. 1465/LAB-III, dated the 23rd September 1965.

SCHEDULE II—contd.

Serial No.	Establishments, employees or other persons	Provisions of the Act
(1)	(2)	(3)
¶124	Distribution Office of Noble Distributors located at Margaret Building, Antop Hill, Wadala, Bombay-31.	Section 18, subject to the condition that the employees concerned are granted one day in a week as a holiday without making any deductions from their wages on account thereof.
¶125	Employees in Research Centre of the CIBA or India Limited, Goregaon, Bombay.	Section 13(I) subject to the condition that the Research Centre will not be opened earlier than 8-00 a.m.]
¶126	All mills which are prohibited from using or consuming electrical energy for milling flour during the hours of 5-30 p.m. and 8-30 p.m. under Government Order No. VAC. 10667/3827-Elec.-II, dated the 28th January 1966 issued under clauses (a) and (b) of sub-section (I) of section 6-A of the Bombay Electricity (Special Powers) Act, 1946.	Sections 11 and 16, subject to the condition that no flour mill shall on any day be kept open later than 9-30 p.m.]
¶127	Establishment of the Dharamsi Morarji Chemical Company Limited, Bombay, at Parel Road Cross Lane, Byculla, Bombay.	Section 18 subject to the condition that employees are granted holidays as are declared by the Mill-Owners' Association, Bombay for their member mill and a list is sent to the Shops Inspector of the area each year.]
¶128	IBM Section of Accounts Department of the Bombay Suburban Electric Supply Limited, Bombay.	Section 13(I).]
¶129	Employees employed in the Mechanical Billing Unit of the Maharashtra State Electricity Board, Shivajinagar, Poona.	.....]
¶130	Establishments of Co-operative Societies in the Bombay Municipal Corporation area.	Sub-section (1B) of section 18, subject to the condition that these establishments shall remain closed on one day of the week as required by sub-section (I) of section 18.

<sup>1</sup> Entry No. 124 was added by G. N., I. & L. D., No. BSE. 1465/Lab-III, dated the 9th April 1966.  
<sup>2</sup> Entry No. 125 was added by G. N., I. & L. D., No. BSE. 1465/Lab-III, dated the 11th May 1966.  
<sup>3</sup> Entry No. 126 was added by G. N., I. & L. D., No. BSE. 1466/Lab-III, dated the 17th May 1966.  
<sup>4</sup> Entry No. 127 was added by G. N., I. & L. D., No. BSE. 1465/Lab-III, dated the 15th May 1966.  
<sup>5</sup> Entry No. 128 was added by G. N., I. & L. D., No. BSE. 1466/Lab-III, dated the 19th August 1966.  
<sup>6</sup> Entry No. 129 was added by G. N., I. & L. D., No. BSE. 1465/Lab-III, dated the 4th October 1966.  
<sup>7</sup> Entry No. 130 was added by G. N., I. & L. D., No. BSE. 1466/Lab-III, dated the 7th October 1966

SCHEDULE II— *concl'd.*

Serial No.	Establishments, employees or other persons	Provisions of the Act
(1)	(2)	(3)
¶131	Shop belonging to Shri R. M. Agarwal of Shirpur, District Dhulia, carrying on business of repairs to motor vehicles and supply and essential services for travel arrangements.	Sections 10, 11 and 18 subject to the condition that the employees concerned are granted one day holiday in a week without making any deductions from their wages, on account thereof.
¶132		
¶133	Pan shop in the vicinity of the III Class waiting hall of Nasik Road Station on the Central Railway.	Section 10, section 11, section 16 subject to the condition that the spread-over of the work of an employee employed therein, if any, shall not exceed fourteen hours in any day and section 18 subject to the condition that employees concerned are granted one day holiday in a week without making any deductions from their wages on account thereof.]
¶134	Establishment known as "Matru Samaj" run by the Vishva Vatsalaya Prayogik Sangh, at 138-A, C. P. Tank Road, Bombay-4.	Section 33.
¶135	Females employed by Co-operative Consumers' Stores registered under the Maharashtra Co-operative Societies Act, 1960.	Section 33.
¶136	Establishment of the Parbhani Zilla Madhyavarthi Sahakari Grahak Bhandar, Parbhani.	Sub-section (1B) of section 18 subject to the condition that these establishments shall remain closed on one day of the week as required by sub-section (1) of section 18.
¶137	Shops dealing in flowers and other ancillary articles such as garlands, <i>ventes</i> and the like made out of natural flowers only.	Sections 10, 11 and 16 subject to the condition that no flower shop shall be opened earlier than 5-00 a.m. and be closed later than 11-00 p.m. on any day; section 18 subject to the condition that the employees concerned are granted one day holiday in a week without making any deductions from their wages on account thereof.

<sup>1</sup> Entry No. 131 was added by G. N., I. & L. D., No. BSE. 1464-LAB-III, dated 29th November 1966.

<sup>2</sup> Entry No. 132 was added by G. N., I. & L. D., No. BSE. 1466-Lab-III, dated 24th May 1967, but was effective for three months only from the date of the Notification.

<sup>3</sup> Entry No. 133 was added by G. N., I. & L. D., No. BSE. 1465-LAB-III, dated 20th July 1967.

<sup>4</sup> Entry No. 134 was added by G. N., I. & L. D., No. BSE. 1466-LAB-III, dated 27th December 1967.

<sup>5</sup> Entry No. 135 was added by G. N., I. & L. D., No. BSE. 1467-LAB-III, dated 23rd December 1967.

<sup>6</sup> Entry No. 136 was added by G. N., I. & L. D., No. BSE. 1468-LAB-III, dated 13th March 1968.

<sup>7</sup> Entry No. 137 was added by G. N., I. & L. D., No. BSE. 1465-LAB-III, dated 28th March 1968.

## SCHEDULE II—contd.

Serial No. (1)	Establishments, employees or other persons (2)	Provisions of the Act (3)
*138	<p>The firms or establishments—</p> <p>(1) dealing in transport of fresh fish (including fish preserved in ice) ;</p> <p>(2) engaged in actual fishing ;</p> <p>(3) dealing in processing of fish and other aquatic products such as freezing plants, canning plants and fish meal plants.</p>	<p>Sections 13, 14 and 17, subject to the conditions that—</p> <p>(i) if an employee is required to work for more than 9 hours in any day or more than 48 hours in any week he shall be granted over-time wages as per section 63(I) of the Act ; and (ii) the spread-over of the work of an employee shall not exceed fourteen hours in any day.</p> <p>Section 18, subject to the condition that the employees concerned are granted one day holiday in a week without making any deductions from their wages on account thereof.)</p>
*139	<p>Employees employed in the Pest Clearance Service Unit of Messrs. Tata Fison Industries Limited, Ralli House, 21, Ravelin Street, Fort, Bombay.</p>	Section 13.]
*140	<p>Messrs. Kadbakutti Karbhandar Pvt. Ltd., 230, Mangalwar Peth, Poona-11.</p>	<p>Sections 10, 11 and 18, subject to the condition that the employees concerned are given one day in a week as holiday without making any deduction from their wages, on account thereof.]</p>
*141	<p>The following employees of the Bombay Suburban Electric Supply Company Limited, Bombay-55 AS, namely :—</p> <p>(1) <i>Stores Section</i>—</p> <p>(i) Assistant Store-Keeper.</p> <p>(ii) Six Clerks.</p> <p>(iii) Twelve Mazdoors.</p> <p>(2) <i>Time-Keeper Section</i>—</p> <p>(i) Two Clerks.</p>	<p>Sections 13, 14, 17 and 18, subject to the conditions that—</p> <p>(i) the employees concerned shall be granted wages for over-time work as required by section 63(I) read with clause (a) of the Explanation thereunder ;</p> <p>(ii) the employees concerned are granted one day holiday in a week without making any deductions from their wages on account thereof ;</p> <p>(iii) the list of names of employees shall be sent to the Inspector having jurisdiction every month before the commencement of such month. If there is change in employees during the currency of any month, the names of new employees shall be sent to the Inspector forthwith.]</p>

\*Entry No. 138 was added by G. N., I. & L. D., No. BSE. 1466/123394-Lab-III, dated 30th July 1968.

\*Entry No. 139 was added by G. N., I. & L. D., No. BSE. 1467/Lab-III, dated 7th August 1968.

\*Entry 140 was added by G. N., I & L. D., No. BSE. 1468/133606/LAB-III, dated 4th January 1969.

\*Entry 141 was added by G. N., I. & L. D., No. BSE. 1466/120237/LAB-III, dated 28th April 1969.



SCHEDULE II—*contd.*

Serial No.	Establishments, employees or other persons	Provisions of the Act.
(1)	(2)	(3)
¶142	Office of the Manganese Ore (India) Ltd., Nagpur.	<p>(a) In respect of all the employees, section 62, subject to the condition that any visit book, register or records maintained in immediately before the 1st June 1963, are continued to be maintained and records are made available to the Inspector for inspection.</p> <p>(b) In respect of outdoor staff and watchman : sections 13, 14, 15, 17 and 18, subject to the conditions that the employees concerned are granted wages for over-time work and one day holiday in a week without making any deduction from their wages on account thereof.]</p>
¶143	Establishments dealing in handloom products at Kamptee.	Provisions relating to opening hours in section 13(I).]
¶144	Employees of the Maharashtra Housing Board, Bombay.	Sections 13, 14, 15, 17 and 18, subject to the conditions that (i) the employee concerned are granted wages for over-time work and one day holiday in a week without making any deductions from their wages on account thereof ; (ii) the exemption will remain in operation for the period of one year from the date of issue of this Notification.]
¶145	Establishments known as— (i) Prakash Mangal Service, Bombay (ii) Mangal Vastu Bhandar, Bombay.	Sections 13 and 18, subject to the condition that the employees concerned are granted one day holiday in a week without making any deductions from their wages on account thereof.]

<sup>1</sup> This entry was added by G.N., I. & L.D., No. BSE. 1468/121362-Lab-III, dated 12th June 1969.

<sup>2</sup> This entry was added by G.N., I. & L.D., No. BSE. 1466/142865-Lab-III, dated 12th September 1969.

<sup>3</sup> This entry was added by G.N., I. & L.D., No. BSE. 1469/143143-Lab-III, dated 12th September 1969.

<sup>4</sup> This entry was added by G.N., I. & L.D., No. BSE. 1467/122551-Lab-III, dated 15th June 1970.

SCHEDULE II—*contd.*

Serial No. (1)	Establishments, employees or other persons (2)	Provisions of the Act (3)
*[146	Office of the Tariff Advisory Committee, Bombay.	Sections 13 and 15.]
*[147	Khadi Gramodyog Bhandar, Andheri (West), Bombay-58, run by the Mahila Parishad, Andheri, Bombay.	Section 33.]
*[148	Employees in the Offices of the following establish- ments situated in 'Crescent House', Ballard Estate, Bombay :—  (i) Indian Explosives Limited.  (ii) The Alkali and Chemical Corporation of India Limited.  (iii) F.C.I. (India) Private Limited.	Section 15, subject to the condition that they observe 40 minutes inter- val for rest.]
*[149	Shops selling flowers, pans, garlands, coconuts and sweet oil, etc., situated in the premises of Shri Tulja Bhavani Temple, Tuljapur.	Sections 10(I), 11(I)(a), subject to the condition that no shops shall be opened earlier than 5-00 a.m. and be closed later than 10-00 p.m. on any day. Section 18, subject to the condition that the employees concerned are granted one day holiday in a week without making any deduction from their wages on account thereof.]
*[150	Happy Home Airconditioned Department Store, Worli, Bombay-25.	Section 33, subject to the condition that female employees are not required to work after -00 p.m.]
*[151	Employees in the office of the Colgate-Palmolive (India) Private Limited, Steelcrete House, Bombay-20.	Section 15, subject to the condition that they observe half an hour interval for rest.]

<sup>1</sup> This entry was added by G.N., I. & L.D., No. BSE.1470/129045-Lab-III, dated 15th June 1970.

<sup>2</sup> This entry was added by G.N., I. & L.D., No. BSE. 1469/125588-Lab-III, dated 23rd July 1970.

<sup>3</sup> This entry was added by G.N., I. & L.D., No. BSE. 2070/128564-Lab-III, dated 10th July 1970.

<sup>4</sup> This entry was added by G.N., I. & L.D., No. BSE. 1470/144263-Lab-III, dated 16th September 1970.

<sup>5</sup> This entry was added by G.N., I. & L.D., No. BSE. 1470/151896-Lab-III, dated 26th November 1970.

<sup>6</sup> This entry was added by G.N., I. & L.D., No. BSE. 2071/101811-Lab-III, dated 18th January 1971.

## SCHEDULE II—contd.

Serial No.	Establishments, employees or other persons	Provisions of the Act
(1)	(2)	(3)
¶152	Shop at Laxmi Road, Poona, run by the Hindu Women's Rescue Home Society, Poona.	Section 33.]
¶153	Peons and sweepers employed in the office of the Cadbury-Fry (India) Private Limited, Bombay.	Section 13(I) subject to the condition that they shall not be called for work earlier than 7 a.m.]
¶154	Female booking clerks employed in Amber and Oscar cinemas of M/s. R. R. Enterprises, Bombay.	Section 33, subject to the condition that they are not required to work after 8-00 p.m.]
¶155	Females employed in the Departmental Store of M/s. Bajaj Electricals Limited, situated at 2, East Street, Poona-1.	Section 33.]
¶156	Kalyan Branch of the United Western Bank Ltd., Satara.	Provisions relating to opening hours in section 13(I), subject to the condition that the Bank will not be opened earlier than 7-00 a.m.]
¶157	Shops situated in the premises of the residential hotels approved by the Department of Tourism, Government of India, New Delhi.	Sections 10, 11 and 18, subject to the condition that employees concerned are given one day holiday in a week without making any deductions from their wages on account thereof.]
¶158	Female employees employed in the Departmental Stores of M/s. Noorsons, situated at 257, Swami Vivekanand Road, Bandra, Bombay-50.	Section 33.]
¶159	Employees in the Office of M/s. Hindustan Ferodo Ltd., Ghatkopar, Bombay-86.	Section 15, subject to the condition that they observe 50 minutes interval for rest.]
¶160	Biotech Laboratories, Poona	Sections 13, 14, 17 and 18, subject to the conditions that (i) the spread-over shall not exceed fourteen hours in any day; and (ii) the employees concerned are granted wages for overtime work in accordance with section 63 of the Act and one day holiday in a week without making any deductions from their wages on account thereof.]

<sup>1</sup> This entry was added by G.N., I. & L.D., No. BSE. 1470/100250-Lab-III, dated 20th January 1971.

<sup>2</sup> This entry was added by G.N., I. & L.D., No. BSE. 1470/107019-Lab-III, dated 18th March 1971.

<sup>3</sup> This entry was added by G.N., I. & L.D., No. BSE. 1471/112422-Lab-III, dated 24th March 1971.

<sup>4</sup> This entry was added by G.N., I. & L.D., No. BSE. 1471/119807-Lab-III, dated 22nd April 1971.

<sup>5</sup> Added by G.N., I. & L.D., No. BSE. 1459/135207-Lab-III-A, dated 21st July 1972.

<sup>6</sup> Added by G.N., I. & L.D., No. BSE. 1470/148683-Lab-III-A, dated 12th November 1971.

<sup>7</sup> Added by G.N., I. & L.D., No. BSE. 1471/164318-Lab-III-A, dated 15th January 1972.

<sup>8</sup> Added by G.N., I. & L.D., No. BSE. 2072/118730-Lab-III-A, dated 19th April 1972.

<sup>9</sup> Added by G.N., I. & L.D., No. BSE. 1462/127279-Lab-III-A, dated 20th June 1972.

## SCHEDULE II—contd.

Serial No. (1)	Establishments, employees or other persons (2)	Provisions of the Act (3)
¶161	Establishments wholly or principally engaged in the sale of sugarcane juice.	<p>Sections 11, 14, 15 and 18, subject to the conditions that—</p> <p>(i) no establishment shall on any day closed later than 11-00 p.m.</p> <p>(ii) if any employee is required to work beyond 9 hours in any day or 48 hours in any week, he shall be paid in respect of overtime work (which shall be noted in the prescribed register) wages at the rate prescribed in section 63 of the Act ; and</p> <p>(iii) the employees concerned shall be granted one day holiday in a week without making any deductions from their wages on account thereof.]</p>
¶162	Computer Section of the State Bank of India Offices, Bombay.	<p>Section 13(1), subject to the conditions that—</p> <p>(i) the computer should be used only for work which cannot properly be done by manual methods.</p> <p>(ii) there should be no displacement of any employees whatsoever in any Sections or Offices of the State Bank of India on account of utilisation of the computer system.</p> <p>(iii) the working of the computer should be open to the inspection of the Officers of the Commissioner of Labour, who will have the right to scrutinise, satisfy themselves from time to time whether the above conditions are adhered to by the State Bank of India.]</p>
¶163	Female employees employed in the Establishments of "Vaishali" known as— (i) Vaishali, (ii) Chunar, and (iii) Shaishao, Bombay-6.	Section 33, subject to the condition that they are not required to work after 7-30 p.m.]
¶164	Departmental store of Messrs. Zarakar Industries, Bhawani Shankar Road, Dadar, Bombay-28.	Section 33, subject to the condition that the female employees are not required to work after 8-00 p.m.]

<sup>1</sup> This entry was added by G. N., I. and L. D., No. BSE. 2072/144973-Lab-III-A, dated 22nd June 1972.

<sup>2</sup> This entry was added by G. N., I. and L. D., No. BSE. 1472/131209-Lab-III-A, dated 20th July 1972.

<sup>3</sup> This entry was added by G. N., I. and L. D., No. BSE. 1472/129829-Lab-III-A, dated 2nd August 1972.

<sup>4</sup> This entry was added by G. N., I. and L. D., No. BSE. 1472/133620-Lab-III-A, dated 3rd August 1972.

## SCHEDULE II—contd.

Serial No.	Establishments, employees or other persons	Provisions of the Act
(1)	(2)	(3)
¶165	Head Office of Messrs. Siemens India Ltd., Bombay-18.	<p>(a) In respect of Peons and other menial staffs, Section 13(7).</p> <p>(b) In respect of all employees Section 15, subject to the condition or allowed to work for more than five hours before he has had an interval of rest of at least 45 minutes.]</p>
¶166	Duty-free Shop of the Indian Tourism Development Corporation, New Delhi, situated at the Santa Cruz Airport, Bombay.	<p>Sections 10, 11, 14, 16, 18, 32, 33 and 63 subject to the conditions that—</p> <p>(1) the employees concerned are not required to work for more than 48 hours in any week ;</p> <p>(2) the spread over shall not exceed 12 hours in any day ;</p> <p>(3) the employees concerned shall be granted one day holiday in a week without making any deductions from their wages on account thereof ; and</p> <p>(4) the employees on the sales side shall be granted holiday every alternate day without making any deductions from their wages on account thereof.]</p>
¶167	Office of the Fertilizer Association of India, Bombay	<p>Sections 35, 36, 37 and 62 subject to the condition that any visit book, registers and records maintained by the Association are continued to be maintained properly and such registers and records are made available to the Inspector for inspection.]</p>

<sup>1</sup> This entry was added by G.N., I. & L.D., No. BSE. 1472/135340-Lab-III-A, dated 14th August 1972.

<sup>2</sup> This entry was added by G.N., I. & L.D., No. BSE. 1472/146797-Lab-III-A, dated 1st December 1972.

<sup>3</sup> This entry was added vide G.N., I. & L.D., No. BSE. 1472/152607-Lab-III-A, dated 5th February 1973.

SCHEDULE II—*contd.*

Serial No.	Establishments, employees or other persons	Provisions of the Act
(1)	(2)	(3)
¶168	B. Kaikhushroo & Co., Bombay-4	<p>Sections 13, 14, 17 and 18 subject to the conditions that—</p> <p>(i) the total hours of work shall not exceed 9 hours a day or 48 hours a week ;</p> <p>(ii) Spread over shall not exceed 12 hours in any day ;</p> <p>(iii) if any employee is required to work in excess of the limit of hours of work specified in section 63 of the said Act, he shall be paid overtime wages at the rate not less than those prescribed under section 63 of the said Act ; and</p> <p>(iv) the employees concerned shall be granted one day holiday in a week without making any deductions from their wages on account thereof.]</p>
¶169	Punching Section of Messrs. Hoechst Pharmaceuticals Limited, Bombay.	<p>Section 13(7), subject to the conditions that—</p> <p>(i) the Computer shall be used only as a management-aid to help decision making in the areas which cannot properly be serviced by manual method. It should not be used for information oriented jobs such as pay-roll, financial accounting, share accounting building, etc. ;</p> <p>(ii) there shall be no displacement of any employee whatsoever in any section or offices of the Company on account of utilisation of the Computer system ; and</p> <p>(iii) the working of the Punching Section and utilisation of computer shall be open to the inspection of officers of the Commissioner of Labour, who will have the right to scrutinise and satisfy themselves from time to time, whether the above conditions are adhered to by the Company.]</p>

This entry was added *vide* G.N., I. & L.D., No. BSE. 1472/154419/Lab-III-A, dated 26th February 1973.

\* This entry was added *vide* G.N., I. & L.D., No. BSE. 1471/158918/Lab-III-A, dated 16th March 1973.

## SCHEDULE II—contd.

Serial No. (1)	Establishments, employees or other persons (2)	Provisions of the Act (3)
[170	Exchange Bureau of the State Bank of India at Taj Intercontinental Hotel, Bombay.	Section 13.]
[171	Female employee employed in the Taj Mahal Intercontinental Hotel, Bombay.	Section 33, subject to the conditions that— (1) no woman shall be given night duty continuing for more than one week ; (2) all women, whose duty terminates or starts after 9-00 p.m. and before 6-00 a.m., should be provided with Company's conveyance from their residence to hotel and back ; (3) women should be placed in groups at night ; (4) rest rooms and separate lockers shall be provided in the hotel premises for women ; (5) in the Bar room, no women shall be put on duty as attendant.]
[172	Establishment of the Food Corporation of India, Bombay.	All provisions except the provisions of section 63 thereof.]
[173	Female employees employed in the Oberoi Sheraton Hotel, Bombay.	Section 33, subject to the conditions that— (1) no woman shall be given night duty continuing for more than one week ; (2) all women, whose duty terminates or starts after 9-00 p.m. and before 6-00 a.m., should be provided with Company's conveyance from their residence to hotel and back ; (3) women should be placed in groups at night ; (4) rest rooms and separate lockers shall be provided in the hotel premises for women ; (5) in the Bar room, no women shall be put on duty as attendant.]

<sup>1</sup> This entry was added *vide* G.N., I. & L.D., No. BSE. 1472/159667/Lab-III-A, dated 23rd March 1973.

<sup>2</sup> This entry was added *vide* G.N., I. & L.D., No. BSE. 1472/166018/Lab-III-A, dated 7th May 1973.

<sup>3</sup> This entry was substituted *vide* G.N., I. & L.D., No. BSE. 1473/122840/Lab-III-A, dated 22nd July 1975.

<sup>4</sup> This entry was added *vide* G.N., I. & L.D., No. BSE. 1473/189290--Lab-III-A, dated 18th, September 1973.

## SCHEDULE II—contd.

Serial No.	Establishments, employees or other persons	Provisions of the Act
(1)	(2)	(3)
¶174	(a) Office of the Maharashtra Fisheries Development Corporation Limited, Bombay.	Sections 35, 36, 37 and 62 subject to the condition that any visit book, registers and records maintained by the Corporation are continued to be maintained properly and such registers and records are made available to the inspector for inspection.]
¶174	(b) Regional Sales Office of Messrs. Bharat Ophthalmic Glass Ltd., Bombay.]	
¶175	Female employees employed in the Hotel President, Cuffe Parade, Bombay-400 005.	Section 33, subject to the condition that— (1) no woman shall be given night duty continuing for more than one week ; (2) all women, whose duty terminates or starts after 9-00 p.m. and before 6-00 a.m., should be provided with Company's conveyance from their residence to the hotel and back ; (3) women should be placed in groups at night ; (4) rest rooms and separate lockers shall be provided in the hotel premises for women ; (5) in the Bar room, no women shall be put on duty as attendant.]
¶176	Employees in the Regional Accounts Office and Area Sales Office of Messrs. Brooke Bond India Ltd., Nagpur.	Section 15 subjects to the condition that they observe 30 minutes interval for rest.]

<sup>1</sup> This entry was added *vide* G.N., I. & L.D., No. BSE.1473/193920/Lab-III-A, dated 17th October 1973.

<sup>2</sup> This entry was added *vide* G.N., I. & L.D., No. BSE. 1473/191990/Lab-III-A, dated 31st October 1973.

<sup>3</sup> This entry was added *vide* G.N., I. & L.D., No. BSE. 1473/198424/Lab-III-A, dated 31st October 1973.

<sup>4</sup> This entry was added *vide* G.N., I. & L.D., No. BSE. 1473/208620/Lab-III-A, dated 28th December 1973.



## SCHEDULE II—contd.

2878-AN *Bombay Shops and Establishments Act, 1948* [1948 : Bom. LXXIX

## SCHEDULE II—contd.

Serial No. (1)	Establishments, employees or other persons (2)	Provisions of the Act. (3)
¶188	Teleprinter operators in the Office of Tata Engineering and Locomotive Company Limited, Bombay House, 24, Homi Mody Street, Fort, Bombay 400 032.	Section 13 on the condition that the daily hours of work should not be increased on this account.]
¶189	Peons and sweeper employed in the Office of Messrs. Blue Star Limited, Band Box House, Prabhadevi, Bombay 400 025.	Section 13(7) subject to the condition that they shall not be called earlier than 8 a.m. and there shall be no increase in the daily hours of work on this account.]
¶190	Two operators of Adrema Printing Machine in the Amalgamated Electricity Company Limited, 17-B, Horniman Circle, Fort, Bombay 400 001.	Section 13(7) on the condition that the hours of work are not increased on this account.]
¶191	Peon-cum-Messengers of Messrs. Polyolefins Industries Limited, Mafatlal Centre, Nariman Point, Bombay 400 001.	Section 13(7) subject to the condition that total hours of work and spread over of these employees are not changed.]
¶192	Sepoys, Hamals of Messrs Patvok. Division of Gokak Patel Volkart Limited, 19, Graham Road, Ballard Estate, Bombay 400 001.	Section 13(7) subject to the condition that the total hours of work and spread over of these employees are not changed.]
¶193	Messrs. Electronics Trade and Technology Development Corporation Private Limited, Regional Office at Air-India Building, 8th Floor, Nariman Point, Bombay 400 001.	All provisions except sections 7 and 8.]

<sup>1</sup> This was added *vide* G.N., I.E. & L.D., No. BSE. 1474/121871/Lab-7, dated the 26th September 1975.

<sup>2</sup> This was added *vide* G.N., I.E. & L.D., No. BSE. 1474/802/Lab-7, dated 26th September 1975.

<sup>3</sup> This was added *vide* G.N., I.E. & L.D., No. BSE. 1475/673/Lab-7, dated 26th September 1975.

<sup>4</sup> This was added *vide* G.N., I.E. & L.D., No. BSE. 1474/801/Lab-7, dated 9th October 1975.

<sup>5</sup> This was added *vide* G.N., I.E. & L.D., No. BSE. 1474/800/Lab-7, dated 9th October 1975.

<sup>6</sup> This was added *vide* G.N., I.F. & L.D., No. BSE. 1475/604/Lab-7, dated 9th October 1975.

## SCHEDULE II—contd.

Serial No.	Establishments, employees or other persons <sup>1</sup>	Provisions of the Act.
(1)	(2)	(3)
¶194	Branches of the Union Bank of India, Bombay at (1) Bhat Bazar, (2) Princess Street, (3) Mohammadali Road, (4) Grant Road.	Section 13(1).]
¶195	The Mahila Sahakari Mandal Limited, Jalgaon ...	Section 33, subject to the condition that the women employees shall not be allowed to work after 8-30 p.m.]
¶196	The Poona Metropolitan Central Co-operative Stores Limited, Poona-30.	Section 33, subject to the condition that the female employees are not required to work after 8-00 p.m.]
¶197	Female employees employed by Shri Jain Udyog Gruha, Bombay 400 004, having 4 shops—two shops at C. P. Tank, one at Tardeo and one at Ghatkopar.	Section 33, subject to the condition that women employees are not required to work after 8-00 p.m. and that the employees should be given overtime wages as requested by the existing provisions of the law.]

<sup>1</sup> This was added *vide* G.N., I., E. & L.D., No. BSE. 1475/1009/Lab-7, dated 9th October 1975.

<sup>2</sup> This was added *vide* G.N., I., E. & L.D., No. BSE. 1475/359/Lab-7, dated 13th December 1975.

<sup>3</sup> This was added *vide* G.N., I., E. & L.D., No. BSE. 1475/389/Lab-7, dated 15th December 1975.

<sup>4</sup> This was added *vide* G.N., I., E., & L.D., No. BSE. 1475/498/Lab-7, dated 2nd January 1976.

## SCHEDULE II—contd.

Serial No. (1)	Establishments, employees or other persons (2)	Provisions of the Act (3)
1198	Messrs. Escort and Guide Leather Goods Shop and Barbar Shop, situated at Bombay Airport, Santa-Cruz, Bombay.	<p>Sections 10, 11, 13, 14, 15, 16, 18, 33, 34. Subject to the conditions that,—</p> <p>(i) No female employees should be asked to work between 9-00 p.m. to 6-00 a.m.</p> <p>(ii) Working hours of the employees shall not exceed 9 hour a day and 48 hours in a week.</p> <p>(iii) The concerned employees shall be given at least <math>\frac{1}{2}</math> an hour's rest interval.</p> <p>(iv) The spread-over of employees shall not exceed 14 hours on any day.</p> <p>(v) Employees concerned shall be given one day in a week as a holiday without making any deduction in wages on account thereof.</p> <p>(vi) No young person shall be allowed to work between 9-00 p.m. to 6-00 a.m. and otherwise than the provisions of of section 34.]</p>

<sup>1</sup> This was added vide G.N., L.E. & L.D. No. BSE. 1475/501-Lab-7, dated 3rd January 1976.

## SCHEDULE II—contd.

Serial No.	Establishments, employees or other persons	Provisions of the Act
(1)	(2)	(3)
1199	Indian Arts and Crafts Shop of Messrs. Sterling Exports Private Limited, Bombay, Situated at International Transit Lounge, Santa Cruz Air-Port, Bombay.	Sections 10, 11, 14, 15, 16, 18 and 33, subject to the Conditions,— (1) The employees concerned are not required to work for more than 48 hours in any week.  (2) The spread-over shall not exceed 12 hours in any day.  (3) The employees concerned shall be granted one day holiday in a week without making any deductions from their wages.]
200	I. B. M. Section of the Accounts Department of the Maharashtra Small Scale Industries Development Corporation Limited, Bombay.	Section 13(7) subject to compliance with the provisions of section 33 regarding employment of young persons and women workmen.]
201	Female employees employed in the Hotel Corporation of India Ltd., Bombay-1.	Section 33.]

<sup>1</sup> This was added *vide* G.N., I.E. & L.D. No. BSE. 1475/360-Lab-7, dated 10th January 1976.

<sup>2</sup> This was added *vide* G.N., I.E. & L.D., No. BSE. 1476/330-Lab-7, dated 23rd January 1976.

<sup>3</sup> This was added *vide* G.N., I.E. & L.D., No. BSE. 1474/CR-714-Lab-5, dated 15th June 1976.

SCHEDULE II—*contd.*

Serial No.	Establishments, employees or other persons	Provisions of the Act.
(1)	(2)	(3)
1202	Boutique Shop of M/s. Satyajit Traders, Bombay-3, situated in the International Transit Lounge, Santacruz Airport, Bombay.	<p>(a) Sections 10 and 11.            (b) Sections 15, 16, 18 and 33 subject to the condition that —</p> <p>(i) They observe one hour interval for rest ;</p> <p>(ii) The spread-over shall not exceed 14 hours in any day ;</p> <p>(iii) The employees concerned shall be granted one day holiday in a week without making any deduction from their wages on account thereof and a holiday notice shall be exhibited at the shop ; and</p> <p>(iv) the female employees shall not be required to work after 9-00 p.m. and before 6-00 a.m. regard being given to section 34.]</p>

## SCHEDULE II—contd.

Serial No. (1)	Establishment, employees and other persons (2)	Provisions of the Act (3)
¶203	The Best Parel Staff Quarters Consumers Co-operative Society Ltd., E-5, Best Quarters, Dr. Rao Road, Parel, Bombay-12.	<p>Section 33, subject to the condition that—</p> <p>(1) no employee shall be required to work for more than nine hours on any day and forty-eight hours in a week ;</p> <p>(2) the spread-over shall not exceed eleven hours in any day ; and</p> <p>(3) the period of work of employees shall be so fixed that period of continuous work shall exceed five hours and the employees shall be required or allowed to work for more than five hours, before the employee has an interval for rest of at least one hour.]</p>
¶204	Jewellers Shop at M/s. Nataraj Jewellers, Bombay, situated in the International Transit Lounge, Santacruz Airport. Bombay.	<p>(i) Sections 10 and 11 subject to the conditions that each employee shall be given eight hours duty ;</p> <p>(ii) Section 15 subject to the condition that no employer shall be required or allowed to work for more than five hours before he has had an interval of rest of one hour ;</p> <p>(iii) Section 16 subject to the condition that the spread-over shall not exceed 14 hours in any day ; and</p> <p>(iv) Section 18 subject to the condition that the employee concerned shall be granted one day holiday in a week without making any deduction from their wages on account thereof.]</p>

<sup>1</sup> This was added *vide* G.N., I.E. &L.D., No. BSE. 1475/CR-716/Lab-5, dated 15th June 1976.

<sup>2</sup> This was added *vide* G.N., I.E. &L.D., No. BSE. 1475/CR-729 Lab-5, dated 15th June 1976.

## SCHEDULE II—contd.

Serial No. (1)	Establishments, employees or other persons (2)	Provisions of the Act (3)
[205	Vijaya Bank Ltd., Topaz Apartments, 55, Waroda Road, Bandra, Bombay-400 050.	Section 33 subject to the condition that :— (1) no employee may be given more than 9 hours duty in any day and 48 hours in any week as per section 14 ; and (2) employees concerned shall be granted one day holiday in a week without making any deduction from their wages.]
[206	M/s. Navhind Hardware, Ichalkaranji, District Kolhapur.	Sections 10 and 11 subject to the conditions that :— (i) No employee shall be asked to work more than 9 hours in a day and 48 hours in a week, and shall not work overtime in excess of the limits prescribed under section 14. (ii) The employees shall be allowed to avail rest interval as per section 15. (iii) The employees concerned are granted one day holiday in a week without making any deductions from their wages on account thereof. (iv) The employees concerned shall be rotated every month from 1st shift to second, second to third and third to first shift.]
[207	Offices and Establishments of the Marathwada Development Corporation Ltd., Auragabad.	Sections 13, 14, 15, 17, 18, 35, 37 and 62.]
[208	Calico Chemicals Plastics and Fibre Division, Anik—Chembur, Bombay-400 074.	Section 13 (1).]

<sup>1</sup> This was added vide G.N., I.E. & L.D., No. BSE-1476/CR-817/LAB-5, 28th June 1976.

<sup>2</sup> This was added vide G.N., I.E. & L.D., No. BSE-1476/CR-856/LAB-5, dated 2nd July 1976.

<sup>3</sup> This was added vide G.N., I.E. & L.D., No. BSE-1473/CR-707/LAB-5, dated 2nd July 1976.

<sup>4</sup> This was added vide G.N., I.E. & L.D., No. BSE-1476/CR-692/LAB-5, dated 2nd July 1976.

SCHEDULE II—*contd.*

Serial No.	Establishment, employees or other persons	Provisions of the Act
(1)	(2)	(3)
¶209	Development Corporation of Vidarbha Ltd., Nagpur.	Sections 35 and 36.]
¶210	Female employees working at Jawahar Nagar Grahavasti Bhandar, Nayak Bldg., Jayprakash Road, Jawahar Nagar, Khar (East), Bombay-51.	Section 33 subject to the condition that the female employees are not required to work after 8-30 p.m.]
¶211	Airport Plaza Hotel, situated at 70-C, Nehru Road, Vile Parle (East), Santacruz Airport, Bombay-57.	Section 33, subject to the condition that the duty hours of the employees should not exceed 8 hours a day and should be given lunch break as provided under the Act.]
¶212	Employees working at the Foreign Exchange counter of the State Bank of India, Centaur Hotel (Bombay Airport) Branch, Bombay-57.	Sections 13(J), 14, 15, 17 and 18.]

<sup>1</sup> This was added *vide* G.N., I.E. & L.D., No. BSE-1475/CR-806/LAB-5, dated 6th July 1976.

<sup>2</sup> This was added *vide* G.N., I.E. & L.D., No. BSE-1476/CR-813/LAB-5, dated 19th July 1976.

<sup>3</sup> This was added *vide* G.N., I.E. & L.D., No. BSE-1475/CR-804/LAB-5, dated 22nd July 1976.

<sup>4</sup> This was added *vide* G.N., I.E. & L.D., No. BSE-1476/CR-831/LAB-5, dated 3rd August 1976.



## SCHEDULE II—concl'd.

Serial No.	Establishment, employees or other persons	Provisions of the Act
(1)	(2)	(3)
[213	Shop belonging to M/s. Laxmichand Kartari, Travellers Requisite Stores, situated at Bombay Airport, Opposit to Indian Airlines Enquiry Counter, Bombay-29.	Sections 10, 11, 14, 16, and 18 subject to the conditions that the employees concerned are granted wages for overtime work and one day holiday in week without making deductions in their wages.]
[214	Cleaners and Mukadam employed at Head Office of M/s. Pfizer Ltd., located at Express Towers, Nariman Point, Bombay-21.	Section 13(7).]

<sup>1</sup> This was added *vide* G.N., I.E. & L.D., No. BSE-1476/CR-815/LAB-5, dated 3rd August 1976.

<sup>2</sup> This was added *vide* G.N., I.E. & L.D., No. BSE-1474/CR-932/LAB-5, dated 6th August 1976.