

## Notification

Labour and Employment Department

Sachivalaya, Gandhinagar

Date: 17<sup>th</sup> April, 2020.

Factories  
Act, 1948.

**No. GHR/2020/56/FAC/142020/346/M3: WHEREAS** the Government of India has declared Lockdown across India to fight against the world wide pandemic "Coronavirus";

**AND WHEREAS** the Government of India has decided to provide certain relaxations for industrial and commercial activities from 20th April, 2020;

**AND WHEREAS** the Government of Gujarat has decided that these relaxations will not be applicable to areas declared as hotspots or containment zones in different cities of the State and the commercial activities and businesses can start functioning from 20th April, 2020 but with due procedures of safety and social-distancing;.

**NOW, THEREFORE,** In exercise of the powers conferred by Section 5 of the Factories Act, 1948 (LXIII of 1948), the Government of Gujarat hereby directs that all the factories registered under the Factories Act, 1948 shall be exempted from various provisions relating to weekly hours, daily hours, intervals for rest etc. of adult workers under section 51, section 54, section 55 and section 56 with the following conditions from 20<sup>th</sup> April till 19<sup>th</sup> July 2020,-

- (1) No adult worker shall be allowed or required to work in a factory for more than twelve hours in any day and Seventy Two hours in any week.
- (2) The Periods of work of adult workers in a factory each day shall be so fixed that no period shall exceed six hours and that no worker shall work for more than six hours before he has had an interval for rest of at least half an hour.
- (3) No Female workers shall be allowed or required to work in a factory between 7:00 PM to 6:00 AM.
- (4) Wages shall be in a proportion of the existing wages. (e.g. If wages for eight hours are 80 Rupees, then proportionate wages for twelve hours will be 120 Rupees).

By order and in the name of the Governor of Gujarat,

  
(Jyotsna Chauhan)

Deputy Secretary to Government

To,  
The Manager,  
Government Central Press,  
Gandhinagar.

With a request to publish the notification in the Extra-Ordinary Gujarat Government Gazette Part IV-B and the copies of printed notification may please be distributed as under:

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| (i) The Labour and Employment Department,<br>Sachivalaya, Gandhinagar         | ..... 05 Copies |
| (ii) The Commissioner of Labour,<br>Gujarat State, Gandhinagar                | ..... 05 Copies |
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