The Punjab Shops and Commercial Establishments Act, 1958

Act 15 of 1958

Keyword(s):
Closed, Commercial Establishment, Closing Hour, Night, Opening Hour, Retail Trade Or Business, Shop, Spread over, Wages, Wage Period, Young Person

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THE PUNJAB SHOPS AND COMMERCIAL ESTABLISHMENTS ACT, 1958.

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SCHEDULE.

[1]THE PUNJAB SHOPS AND COMMERCIAL ESTABLISHMENTS ACT, 1958.

(PUNJAB ACT NO. 15 OF 1958)

[Received the assent of the President on the 25th April, 1958, and first published in the Punjab Government Gazette (Extraordinary) of the 1st May, 1958.]

1	2	3	4
Year	No.	Short title	Whether repealed or otherwise affected by legislation
1958	15	The Punjab Shops and Commercial Establishments Act, 1958.	Amended by Punjab Act 25 of 1958[2]. Amended by Punjab Act 1 of 1964[3]. Amended by Punjab Act 25 of 1964[4]. Amended by Haryana Adaptation of Laws (State and Concurrent Subjects) Order, 1968[5]. Amended by Haryana Act 28 of 1970[6]. Amended by Haryana Act 4 of 1976[7]. Amended by Haryana Act 1 of 1997[8].

1. For Statement of Objects and Reasons, *see Punjab Government Gazette*, (Extraordinary), 1957, page 1741, for Report of the Select Committee *see ibid.* 1958, pages 137 to 220 ; and for proceedings in the Assembly see Punjab Legislative Assembly Debates, 1957, Volume II, pages (5) 99—(5) 131.

2. For Statement of Objects and Reasons, *see Punjab Government Gazette*, (Extraordinary), 1958, page 1506 ; for proceedings in the Assembly, see Punjab Legislative Assembly Debates, 1958, Volume II, Pages (10) 74—(10) 87. First published in the Punjab Government Gazette (Extraordinary), dated the 14th October, 1958.

3. For Statement of Objects and Reasons, *see Punjab Government Gazette*, (Extraordinary), 1963, page 1006 ; for proceedings in the Assembly, see Punjab Legislative Assembly Debates, 1964 Volume II, Pages (16) 103—(16) 106. First published in Punjab Government Gazette (Extraordinary), Legislative Supplement, Part I, dated 1st February, 1964.

4. For Statement of Objects and Reasons, *see Punjab Government Gazette* (Extraordinary) 1964, pages 935-937.

5. *See Haryana Government Gazette* (Extraordinary) dated the 29th October, 1968.

6. For Statement of Objects and Reasons, *see Haryana Government Gazette* (Extraordinary) 1970, page 601.

7. For Statement of Objects and Reasons, *see Haryana Government Gazette* (Extraordinary) dated the 7th January, 1976, page 44.

8. For Statement of Objects and Reasons, *see Haryana Government Gazette* (Extraordinary) dated the page

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ACT

to provide for the regulation of conditions of work and employment in shops and commercial establishments.

Be it enacted by the Legislature of the State of Punjab in the Ninth Year of the Republic of India as follows :—

Short title, extent, commencement and application.

1. *(1)* This Act may be called the Punjab Shops and Commercial Establishments Act, 1958.

(2) It extends to the whole of the State of [1][Haryana].

(3) It shall come into force on such [2]date as Government may, by notification in the official Gazette, appoint in this behalf.

(4) It shall apply in the first instance to the areas specified in the Scheudule, but Government may by notification direct that it shall also apply to such other *area and on such date as may be specified in the notification.

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1. Substituted for the word "Punjab" by the Haryana Adaptation of Laws Order, 1968.

2. The Act came into force on the 1st June, 1958, see Punjab Government notification No. 4607-C-Lab-58/44511, dated the 3rd May, 1958.

*Applied to the following areas of—

(1) Fatehabad in Hissar District, and Weavers Colony, G.T. Road, Panipat, with effect from the 1st June, 1958,—*vide* Punjab Government notification No. 6529/5908-C-Lab/1744-R.A. dated the 1st June, 1958, see Punjab Government Gazette (Extraordinary), 1958, page 1070.

(2) New Township of Faridabad comprising of Model Town, settlement industrial area and shopping centre across the

Definitions.

2. *(1)* In this Act, unless the context otherwise requires,—

(i) "closed" means not open for the service of any customer or for any other purpose whatsoever relating to business ;

(ii) "close day" means the day of the week on which a shop or commercial establishment remains closed ;

Railway line and adjoining the Railway Station, Faridabad with effect from the 13th June, 1958—*vide* Punjab Government notification No. 6863-(c) -Lab-58/19101, dated the 13th June, 1958, see Punjab Government Gazette (Extraordinary), 1958, pages 1083-84.

(3) Narwana Mandi, Narwana Town, with effect from the 10th February, 1959,-vide Punjab Government notification No. 934-Lab (1)-59/4902, dated the 9th February, 1959; see Punjab Government Gazette (Extraordinary), 1959, page 151.

(4) Gaushala Mandi, Gandhi Mandi and Model Town, Panipat, district Karnal and Tohana in district Hissar, with effect from the 11th April, 1959,—vide Punjab Government notification No. 2397-Lab-I-59/9668, dated the 30th March, 1959, see Punjab Government Gazette (Extraordinary), 1959, page 525.

(5) Ellenabad Town of Hissar District, with effect from the 17th April, 1959,—vide Punjab Government notification No. 2650-Lab-I-59/10152, dated the 30th April, 1959, see Punjab Government Gazette, 1959, Part I page 718.

(6) Uklana Mandi in District Hissar, with effect from the 13th November, 1959, —vide Punjab Government notification No. 11300-Lab-I (BL - 40 SA) - 59/13639, dated the 20th October, 1959, see Punjab Government Gazette, 1959, Part-I, page 2173.

(iii) "closing hour" means the hour at which a shop or commercial establishment closes ;

(iv) "commercial establishment" means any premises wherein any business, trade or profession is carried on for profit, and includes journalistic or printing establishments and premises in which business of banking, insurance, stocks and shares, brokerage or produce exchange is carried on or which is used as hotel, restaurant, boarding or eating house, theatre, cinema or other place of public entertainment or any other place which the Government may declare, by notification in the official Gazette, to be a commercial establishment for the purposes of this Act ;

(v) "day" means the period of twenty-four hours beginning at midnight :

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

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(7) Tarori in district Karnal, with effect from the 19th January, 1962,—vide Punjab Government notification No. 11611 Lab-I-61/1109, dated the 9th January, 1962, see Punjab Government Gazette, 1962, Part I, page 158.

(8) Gharaunda District Karnal, with effect from the 6th April, 1962,—vide Punjab Government notification No. 11608 II-Lab-(1)061/8403, dated the 23rd/27th March, 1962, see Punjab Government Gazette, 1962, Part I, page 860.

(vi) "employees" means a person wholly or principally employed in, or in connection with, an establishment, whether working on permanent, periodical, contract or piece-rate wages or on commission basis even though he receives no reward for his labour, but does not include a member of the employer's family ;

(vii) "employer" means a person having charge of or owning or having ultimate control over the affairs of an establishment and includes members of the family of an employer, a manager, agent or other person acting in the general management or control of the establishment ;

(viii) "establishment" means a shop or a commercial establishment ;

(ix) "factory" has the meaning assigned to it in the Factories Act, 1948 ;

(x) "family" in relation to an employer, means—

(i) spouse,

(ii) children and step-children, and

(iii) parents, sisters and brothers if residing with and wholly dependent upon him;

(xi) "festival" means any festival which Government may, by [1]notification, declare to be a festival for the purposes of this Act;

(xii) "Government" means the [2][Government, of Haryan;]

(xiii) "hours of work" or "working hours" means the time during which the persons employed are at the disposal of the employer exclusive of any interval allowed for rest and meals;

(xiv) "Inspector" means an Inspector appointed under this Act;

(xv) "Leave" means leave provided for in section 14;

(xvi) "manager" in relation to an establishment where five or more persons are employed or an establishment whose

1. See Punjab Government notification No. 6049/5544-C-Lab-58/17633, dated the 1st June, 1958, Punjab Government Gazette (Extraordinary), 1958, page 1067.
2. Substituted for the words "Punjab Government" by the Haryana Adaptation of Laws Order, 1968.

whose owner does not ordinarily carry on the business personally, means a person declared as such by the employer in the prescribed manner;

(xvii) "night" means a period of at least twelve consecutive hours which shall include the interval between 8 p.m. and 6 a.m.;

[1][*(xviii)* "opened" in relation to a shop or commercial establishment whose entrance is the only entrance to the residence means opened for the service of any customer or for any business connected with the establishment ;]

(xix) "opening hour" means the hour at which an establishment opens ;

(xx) "prescribed" means prescribed by rules made under this Act ;

(xxi) "prescribed authority" means the authority prescribed under the rules made under this Act ;

[2][*xxi-a*] "quarter" means a period of three months commencing on the first day of January, first day of April, first day of July and first day of October, every year ;]

(xxii) "retail trade or business" includes the business of a barber or hair-dresser, the sale of refereshments or intoxicating liquors, and retail sales by auction;

(xxiii) "register of establishments" means a register maintained for the registration of establishments under this Act ;

(xxiv) "registration certificate" means a certificate showing the registration of an establishment ;

(xxv) "shops" means any premises where any trade or business is carried on or where services are rendered to customers and includes offices, store-rooms,

1. Clause (xviii) substituted by Punjab Act No. 1 of 1964, section 2.

2. New clause (xxi-a) inserted by *ibid.*

[1][godowns, sale depots or warehourses], whether in the same premises or otherwise, used in connection with such trade or business but does not include a commercial establishment or a shop attached to a factory where the persons employed in the shop are allowed the benefits provided for workers under the Factories Act, 1948 (LXIII of 1948) ;

(xxvi) "spreadover" means the period between the commencement and the termination of work of an employee on any day ;

(xxvii) "wages" shall have the meaning assigned to it in the Payment of Wages Act, 1936 (IV of 1936);

(xxviii) "wage period" means the period after which the wages of an employed person shall be paid ;

(xxix) "week" means the period between midnight on Saturdary and midnight on the following Saturday ;

(xxx) "young person" means a person who has attained the age of fourteen but not attained the age of eighteen years ; and

(xxxi) "year" means a year commencing on the first day of April.

(2) For the purposes of this Act, any employment in the service of the employer of an establishment upon any work, whether within the establishment or outside it, which relates to or is connected with or is ancillary to the business carried on at the establishment shall be deemed to be employment about the business of the establishment.

3. Nothing in this Act shall apply to — Act not applicable to certain establishments and persons.

(a) officers of or under the Central or State Governments (except commercial undertakings), the Reserve Bank of India, any railway administration or any local authority ;

(b) any railway service, air service, water transport service, tramway, postal, telegraph or telephone service,

1. Substituted for the words "godowns or warehouses" by Punjab Act No. 1 of 1964, section 2.

any system of public conservancy or sanitation or any industry, business or undertaking which supplies power, light or water to the public ;

(c) railway dining cars ;

(d) offices of lawyers ;

(e) any person employed about the business of any establishment mentioned in paragraphs *(a)* to *(d)* aforesaid ;

(f) any person whose hours of employment are regulated by or under the Factories Act, 1948, except the provisions of sub-sections *(3)*, *(4)* and *(5)* of section 7 of this Act in so far as they relate to employment in a factory ;

(g) any person whose work is inherently intermittent;

[1][*(h)* establishments of stamp vendors and petition writers.]

Provisions of sections 9 and 10 and applicable to certain establishments.

4. [2][*1*] Nothing in [3][section 9 and sub-section *(1)* of section 10], shall apply to—

(a) clubs, hotels, boarding houses, stalls and refreshment rooms at the railway stations ;

(b) shops of barbers and hair dressers ;

[4][*(c)* establishments dealing exclusively in meat, fish, confectionery, poultry, eggs, dairy produce (except ghee), bread, sweets, chocolates, ice, ice-cream, cooked food, fresh fruit, flowers or vegetables ;]

(d) shops dealing [5][exclusively] in medicines or medical or surgical requisites or appliances and establishments for the treatment or care of the sick, infirm, destitute or mentally unfit ;

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1. New clause (h) added by Punjab Act No. 1 of 1964, section 3.
2. Section 4 renumbered as sub-section (1) thereof by Punjab Act 1 of 1964, section 4.
3. Substituted for the words and figures "sections 9 and 10" by *ibid.*
4. Substituted for clause (c) by *ibid.*
5. Substituted for the word "mainly" *ibid.*

(e) shops dealing in articles required for funerals, burials or cremation ;

(f) [1][shops dealing exclusively in] pans (betel leaves), biris or cigarettes, or liquid refreshments sold retail for consumption on the premises ;

(g) [1][shops dealing exclusively in] neswpapers or periodicals, editing and despatching sections of the newspapers offices and offices of the news agencies ;

[2][*(h)* places of public entertainment except cinema houses ;]

(i) establishments for the retail sale of petrol and petroleum products used for transport ;

(j) shops in regimental institutes, garrison shops and troop canteens in cantonments ;

(k) tanneries ;

(l) [3][establishments engaged in] retail trade carried on at an exhibition or show, if such retail trade is subsidiary or ancilliary only to the main purpose of the exhibition or show ;

(m) oil mills not registered under the Factories Act, 1948 ;

(n) brick and lime kilns ;

(o) commercial establishments engaged in the manufacture of bronze and brass utensils so far as it is confined to the process of melting in furnaces ; [4][* * *] ;

[5][*(p)* saltpetre refineries ;

1. Substituted for the words "shops dealing in" by Punjab Act No. 1 of 1964, section 4.
2. Substituted for clause (h) by *ibid.*
3. Added by Punjab Act 1 of 1964.
4. The word "and" omitted by *ibid.*
5. Substituted for clause (p) by *ibid.*

(q) establishments of commercial college of shorthand or typewriting and other educational academies ;

(r) booking offices of the passenger and goods transport companies ;

(s) establishments dealing exclusively in green and dry fodder and chaff cutting ; and

(t) cycle stands, and cycle repairs shops.]

[1][*(2)* Nothing in sub-section *(1)* of section 10 shall apply to—

(i) establishments of cinema houses ;

(ii) establishments dealing in hides and skins ;

(iii) ice factories ;

(iv) establishments engaged exclusively in repairs of cycles or motors vehicle or the service of motor vehicles (not being an establishment dealing in cycles or motor vehicles or exculsively in spareparts thereof) ;

(v) establishments dealing exclusively in providing on hire tents, *chhauldaries* and other articles such as crockery, furniture, loud speakers, gas lights and fans required for ceremonial purposes ; and

(vi) establishments dealing exclusively in the retail sale of *phullian, murmara*, sugar coated gram, *reories* or other similar comodities.]

Power of Government to extend the provisions of Act.

5. *(1)* Notwithstanding anything contained in section 3 or section 4, Government may by notification declare that any class of establishments or persons specified therein shall not be exempt from the operation of such provisions of this Act as may be specified in the notification and that the provisions of this Act specified in such notification shall apply to such class of establishments or persons as the case may be.

(2) Every notification made under sub-section (1) shall as soon as possible after it is made, be laid before [2][the House] of the State Legislature.

1. New sub-section (2) added by Punjab Act No. 1 of 1964, section 4.

2. Substituted for the words "both Houses" by the Haryana Adaptation of Laws Order, 1968.

Conditions of employment for young persons.

6. *(1)* The total number of hours worked by a young person employed about the business of an establishment, exclusive of interval for meals and rest, shall not exceed thirty hours in any one week or five hours in any one day.

(2) A young person employed about the business of an establishment shall not be employed continuously for more than three hours without an interval of at least half an hour for a meal or rest.

(3) Government may prescribe further conditions in respects of the employment of young persons employed about the business of establishments or any class of them including, if it thinks fit, conditions with respect to the daily period of employment of those persons, and no such person shall be employed otherwise than in accordance with those conditions.

(4) In the case of any contravention of,or failure to comply with, the provisions of this section, the employer shall be liable, on conviction, to a fine which shall not be less than fifty rupees but which may extend to two hundred rupees.

(5) Where, in proceedings for an offence under this section, the person in respect of whom the offence was committed was a young person, and he appears to the court to have been at the date of the commission of the offence a young person, he shall, for the purposes of this Act, be presumed at that date to have been a young person unless the contrary is proved.

Hours of employment.

7. *(1)* Subject to the provisions of this Act, no person shall be employed about the business of an establishment for more than forty-eight hours in any one week and nine hours in any one day.

(2) On occasions of seasonal or exceptional pressure of work a person employed in an establishment may be employed about the business of the establishment in excess of the working hours specified in sub-section (1) :

Provided that—

(a) the total number of overtime hours worked by an employee does not exceed fifty within a period of [1][any one quarter] ; and

1. Substituted for the words "three months" by Punjab Act No. 1 of 1964, section 5.

(b) the person employed overtime shall be paid remuneration at twice the rate of his normal wages calculated by the hour.

Explanation—"Normal Wages" for the purposes of proviso (b) means basic wages plus such allowances including the cash equivalent of the advantages accruing through the concessional sale to workers of foodgrains and other articles, as the workers is for the time being entitled to, but does not include bonus.

(3) No employer shall, on any day or in any week, employ about the business of the establishment any person who has been previously employed on that day or in that week in another establishment or a factory for a longer period than shall, together with the time during which he has been previously employed on that day or in that week in such other establishment or factory, exceed the number of hours permitted by this Act.

(4) In any proceedings against the employer of the establishment for a contravention of the provisions of sub-section (3), it shall be a defence to prove that the employer did not know and could not with reasonable diligence ascertain that the person was previously employed by employer of the other establishment of factory.

(5) No person shall work about the business of an establishment or two or more establishments or an establishment and a factory in excess of the period during which he may be lawfully employed under this Act.

Intervals for rest or meals.

8. [1][*(1)* Subject to the provisions of section 6, no employee, except a chaukidar, watchman or guard, shall be allowed to work in an establishment for more than five hours before he has had an interval for rest of at least half an hour :

Provided that Government may by notification fix such interval for rest in respect of any class of establishment for the whole of the State or any part thereof as it may consider necessary.]

(2) The period of work of an employee in an establishment shall be so fixed that, inclusive of his interval for rest, the spreadover shall not be more than ten hours in a day.

1. Substituted by Punjab Act No. 1 of 1964.

[1][9. Government shall by notification fix the opening and closing hours of all classes of establishments and different opening and closing hours may be fixed for different classes of establishments and for different areas : Opening and closing hours.

Provided that Government may allow an establishment attached to a factory to observe such opening and closing hours as the Government may direct.]

10. *(1)* Save as otherwise provided by this Act, every establishment shall remain closed on every Sunday : Close day.

Provided that, in the case of an establishment attached to factory, the employer may substitute the close day of such establishment so as to correspond to the substituted close day of the factory in the same manner and subject to the same conditions as are laid down in this behalf in the Factories Act, 1948 :

[2][Provided further that Government may by notification fix any other day to be the close day in respect of any class of establishments for the whole of the State or any part thereof.]

(2) (i) The employer of an establishment shall in the prescribed form intimate to the prescribed authority the [3][the working hours, the day in a week referred to in clause *(b)* of section 11],and the period of interval of the employed persons within fifteen days of the date of registration of the establishment.

(ii) The employer of an establishment may change the working hours and the period of interval once in a quarter of the year by giving intimation in the prescribed form to the prescribed authority at least fifteen days before the change is to take place.

(3) Notwithstanding anything contained in sub-section *(1)*, the employer of an establishment may open his establishment on the close day if—

(a) such day happens to coincide with a festival ; and

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1. Section 9, as amended by Punjab Act No. 25 of 1958, substituted by Punjab Act No. 1 of 1964.

2. Second Proviso added by Punjab Act No. 1 of 1964, section 8.

3. Substituted for the word "working hours" by Punjab Act No. 1 of 1964, section 9.

(b) employees required to work on that day are paid remuneration at double the rate of their normal wages calculated by the hour.

Employees off day in a week.

11. No employee shall be allowed or required to work—

(a) on a close day, in any establishment which is required to observe a close day ; and

(b) on one day in a week, in any other establishment ;

[1][*(c)* before the opening hour of the establishment and after the closing hour of the establishment :]

Provided that a watchman may be allowed or required to work on an off day under this section if he is allowed another off day in the week.

Holidays.

[2][**12.** Every employee in an establishment shall be allowed—

(a) a holiday with wages on the Independence day, Republic Day and Mahatma Gandhi's Birthday ; and

(b) three other holidays with wages in a year in connection with such festivals as Government may declare from time to time by notification :

Provided that an employee required to work on any such holiday shall be paid remuneration at double the rate of his normal wages claculated by the hour.]

Registration of establishments.

13. *(1)* Within the period specified in sub-section *(3)*, the employer of every establishment shall send to the prescribed authority concerned a statement in the prescribed form[3][accompanied by such fee as may be prescribed and] containing—

(a) the name of the employer and the manager, if any ;

(b) postal address of the establishment ;

(c) the name, if any, of the establishment ;

(d) number of persons [4][employed in the establishments ;]

(e) such other particulars as may be prescribed.

1. New Clause (c) added by Punjab Act No. 1 of 1964.
2. Substituted by *ibid*, section 10.
3. Inserted by Haryana Act 1 of 1997.
4. Substituted by *ibid.*

(2) (i) [1][On receipt of the statements and the prescribed fee] the authority shall, on being satisfied about the correctness of the statement, register the establishment in the register of establishments in such a manner as may be prescribed and shall issue in a prescribed form a registration certificate to the employer. The registration certificate shall on deemed by the Inspector, be shown to him by the employer.

[2][*(ii)* The registration certificate shall be renewable by the 31st March after every three years. Thirty days grace time shall, however, be allowed for the renewal of the certificate after payment of prescribed fee.]

(3) Within thirty days from the date mentioned in column 2 below in respect of the establishment in column 1, the statement [together with the prescribed fee] shall be sent to the prescribed authority under sub-section *(1)*

Establishment	*Date from which the period of 30 days is to commence.*
(1)	*(2)*
(i) Establishment existing in areas to which this Act applies or where this Act is extended.	The date on which this Act comes into force or the date on which the Act is extended as the case may be.
(ii) New establishments in such areas.	The date on which the establishment commences its work.

(4) It shall be the duty of the employer to notify to the prescribed authority in the prescribed form any change in respect of any information contained in his statement under this section within seven days after the change has taken place. The authority shall on receiving such notice 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, if necessary.

1. Substituted by Haryana Act 1 of 1997.
2. Inserted by ibid.

(5) The employer shall, within ten days of his closing the establishment, notify to the prescribed authority in writing accordingly. The authority shall, on receiving the information and being satisfied about the correctness, remove the name of such establishment from the register of establishments and cancel the registration certificate.

[2][*(6)* In case of any contravention of, or failure to comply with the provisions of this section, the employer shall be liable, on conviction, to a fine, which shall not be less than one thousand rupees but which may extend to three thousand rupees alongwith the prescribed registration or renewal fee, as the case may be.]

Leave.

14. *(1)* [1][*(a)* Every employee who has been in employment for not less than twenty days in a year shall be entitled to one day's earned leave for every such twenty days :

Provided that a young person shall be entitled to one day's earned leave for every fifteen days of employment during the year.]

(b) If an employee is discharged or dismissed from or leaves service during the course of the year he shall be entitled to leave with wages or wage in lieu of unavailed leave at the rates laid down in clause *(a)* [3][* * * * * * *].

(c) In calculating leave under this section, fraction of half a day or more shall be treated as one day's leave and fraction of less than half a day shall be ignored.

(d) If an employee does not in any one year take the whole of the leave allowed to him under clause *(a)*, any leave not taken by him shall be added to the leave to be allowed to him in the succeeding year :

Provided that—

(i) subject to any specific agreement between the employer and the employee, the total number of days of leave that may be carried forward to a succeeding year shall not exceed forty in the case of a young person or thirty in any other case ;

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1. Substituted by Punjab Act No. 1 of 1964, section 11.

2. Inserted by Haryana Act 1 of 1997.

3. The words "even if he has not worked for the entire period specified in the said clause entitling him to earned leaved" omitted by Punjab Act No. 1 of 1964, section 11.

(ii) the provisions of this section shall not operate to the prejudice of any rights to which an employee may be entitled under any other law or under the terms of any award, agreement or contract of service ;

(iii) where such award, agreement or contract of service provides for a longer leave with wages or weekly holidays then those provided under this section, the employee shall be entitled to only such longer leave or weekly holidays as the case may be.

(2) Leave provided in clause *(a)* of sub-section *(1)* shall, when applied for, be granted except for a valid reason to be communicated in writing by the employer to the employee within fifteen days of the application :

Provided that the leave so refused shall, if applied for again be allowed during the year.

(3) (a) For the purpose of computing the period during which an employee has been in employment within the meaning of sub-section *(1) (a)*, the period during which he was on leave [1][under this section and the off days in a week referred to in section 11], shall be included.

(b) The unavailed leave of an employee shall not be taken into consideration in computing the period of any notice required to be given before discharging, removal or dismissal.

[2][*(4)* Notwithstanding anything contained in the foregoing sub-sections, every employee in an establishment shall be allowed with wages seven days casual leave and seven days sick leave in a year.]

Wages for close days and during leave period.

15. [3][*(1)* Any person employed in or about an establishment for a period of fifteen days or more shall recieve, for every off day in a week referred to in section 11, wages at the rate of not less than the average daily wages earned by him for the days on which he worked during the week immediately preceding every such off day.]

(2) For the leave allowed to him under section 14, an employee shall be paid at the rate of equal to the daily average of his total full time

1. Substituted for the words "under this section" by Punjab Act No. 1 of 1954, section 11.
2. Substituted by *ibid*.
3. Substituted by *ibid*, section 12.

earnings for the days on which he worked during the month immediately preceding his leave, exclusive of any overtime and bonus but inclusive of dearness allowance and the cash equivalent of the advantage accruing through the concessional sale to the employee of foodgrains and other articles.

(3) An employee who has been allowed leave for not less than five days in the case of a young person and four days in any other case shall, on demand, before his leave begins, be paid the wages due for the period of leave allowed.

Wage period.

16. *(1)* Every person responsible for the payment of wages to an employee shall fix a period in respect of which such wages shall be payable.

(2) No wage period shall exceed one month.

(3) The wages of every person employed shall be paid before the expiry of the seventh day from the date on which the wages become due.

(4) Where the employment of any person is terminated by or on behalf of the employer the wages earned by him and the remuneration in lieu of unavailed period of due leave shall be paid before the expiry of the second working day after such termination and where an employee quits his employment on or before the next pay day:

Provided that no claim under this section shall be entertained unless it is preferred within six months from the date of its accruing except under special circumstances at the discretion of the Chief Inspector of Shops and Commercial Establishments, [1][Haryana.]

Deduction from wages.

17. The wages of an employee shall be paid to him without deductions of any kind except those authorised by or under the Payment of Wages Act, 1936, in so far as such deductions are applicable to the employee and in such manner, to such extent and subject to such conditions as are specified in that Act.

Realisation of compensation.

18. *(1)* In case of contravention of the provisions of section 16, if a [2][Judicial Magistrate] is satisfied that the employee has not been

1. Substituted for the word "Punjab" by Haryana Adaptation of Laws Order, 1968.

2. Substituted for the word "Magistrate" by Punjab Act 25 of 1964.

paid his due wages he shall direct the employer to pay the wages along with compensation not exceeding eight times the amount of wages withheld.

(2) The amount of wages withheld and compensation payable under this section shall for the purposes of its recovery, be deemed to be a fine imposed under this Act in addition to the penalty imposed under section 26 and shall be realised as such.

Enforcement and inspection.

19. *(1)* Government may, by notification, appoint such persons or such class of persons as it thinks fit to be inspecting officers for the purposes of this Act within such local limits as it may assign to them, respectively.

(2) Subject to any rules made by Government in this behalf, an inspecting officer 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 Government or of any local authority as he thinks fit, any place which is or which he has reason to believe to be 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 person as he may deem necessary for carrying out purposes of this Act ;

(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 incriminate him.

(3) Every inspecting officer appointed under this section shall be deemed to be a public servant within the meaning of section 21 of the Indian Penal Code.

Records.

20. *(1)* The employer of every establishment shall, in the prescribed form and manner, keep exhibited in the establishment a notice setting forth the close day, the working hours and the period of interval of employed persons, if any, and such other particulars as may be prescribed.

(2) The employer of any establishment, about the business of which persons are employed, shall in the perscribed form and manner, keep a record of the working hours, rest intervals and the amount of leave taken by every person employed about the business of an establishment and particulars of all overtime employment shall be separately entered in the record. [1][* * * *]

[2][*(2A)* The employer of every establishment, about the business of which persons are employed, shall mark the attendance of every employee in the register maintained for the purpose within one hour of the start of duty and in the case of overtime every entry regarding the commencement or closure of overtime shall respectively be made before or after such commencement or closure.]

(3) The employer of every establishment shall keep a photograph of each employee who has completed three months continuous service in the establishment :

Provided that where such employee fails to supply such photograph to the employer within fifteen days of the completion of such service, his failure so to do shall be recorded by the employer under the signatures of the employee.

(4) The employer of every establishment shall for the purposes of this Act maintain such other records and registers and displays such other notices as may be prescribed.

(5) In the case of any contravention of the foregoing provisions of this section, the employer of an establishment shall be liable, on conviction, to a fine not exceeding five rupees for every day on which the contravention occurs or continues.

(6) If any person with intent to decieve makes, or causes or allows to be made, in any such record, register or notice as aforesaid an entry which is to his knowledge false in any material particular, or wilfully omits or causes or allows to be omitted from any such record, register or notice an entry required to be made therein, he shall be liable,

1. The words "such entries for the day shall be made while the employee is at the disposal of the employer" omitted by Punjab Act No. 1 of 1964, section 13.

2. Inserted by *ibid*

on conviction, to imprisonment for a term not exceeding three months or to a fine which shall not be less than twenty-five rupees and may extend to two hundred rupees or both.

Inspection of registers and calling for information.

21. *(1)* It shall be the duty of every employer of an establishment to make available for inspection of such officer as may be prescribed, all accounts or other records required to be kept for the purposes of this Act and to give to such officer any other information in connection therewith as may be required.

(2) Whoever contravenes the provisions of sub-section *(1)* or wilfully obstructs the inspecting authority in the exercise of the powers under this Act or conceals or prevents any employee in an establishment from appearing before or being examined by the authority, shall be liable on conviction to a fine which shall not be less than twenty-five rupees and may extend to two hundred rupees.

Notice of removal.

22. *(1)* No employee shall be removed from service unless and until one month's previous notice or pay in lieu thereof has been given to him :

Provided that—

(a) no employee shall be entitled to the notice or pay in lieu thereof if he is removed on account of misconduct established on record ;

(b) no employee shall be entitled to one month's notice or notice pay unless and until he has been in service of the employer continuously for a period of three months.

(2) In any case intituted for a contravention of the provisions of sub-section *(1)*, if a [1][Judicial Magistrate] is satisfied that an employee has been removed without reasonable cause, the [1][Judicial Magistrate] shall, for reason to be recorded in writing, award compensation to the employee equivalent to two month's salary :

Provided that no such claim shall be entertained unless it is preferred by the employee within six months from the date of his removal.

1. Substituted for the word "Magistrate" by Punjab Act 25 of 1964.

(3) The amount payable as compensation under this section shall be in addition to, [1][and recoverable as], fine payable under section 26.

(4) No person who has been awarded compensation under this section shall be entitled to bring a civil suit in respect of the same claim.

Notice by employee.

23. *(1)* No employee, who has been in the service of the employer continuously for a period of three months shall terminate his employment unless he has given to his employer [2][thirty] days' previous notice or pay in lieu thereof.

(2) Where an employee contravenes the provisions of sub-section *(1)*, his employer may forfeit his unpaid wages for a period not exceeding [2][thirty] days.

24. [3][* * *]

Provisions as to trading elsewhere than in establishments.

25. Save as otherwise provided by any law for the time being in force, it shall not be lawfull in any locality to carry on in any place not being an establishment, retail trade or business of any class at any time if it is unlawful in that locality to keep an establishment open for the purpose of such retail trade or business, and if any person carries on any trade or business in contravention of this section, this Act shall apply as if he were the employer of the establishment which was being kept open in contravention of this Act.

Penalties.

26. Subject to the other provisions of this Act whoever contravenes any of the provisions of this Act, or the rules thereunder and no penalty has been provided for such contravention in this Act, shall be liable, on conviction, to a fine not exceeding one hundred rupees for the first offence and three hundred rupees for every subsequent offence :

Provided that the fine in respect of every subsequent offence within the same year shall not be less than one hundred rupees in any case.

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1. Substituted for the words "or recoverable as" by Punjab Act No. 1 of 1964, section 14.

2. Substituted by Haryana Act 4 of 1976.

3. Omitted by ibid, section. 15.

Protection of officers and their agents from personal liability.

27. No suit, prosecution or other legal proceeding shall lie against any public servant or any other person in the service of the Central or State Government, acting under direction of any such public servant, for anything in good faith done or intended to be done in pursuance of the provisions of this Act or of any rule made thereunder.

Power to grant exemptions.

28. [1][Government or any officer empowered by the Government in this behalf may], by notification in the official Gazette, exempt from the operation of all or any of the provisions of this Act for any period it considers desirable any establishment or any class thereof or any employer or employee or class of employers or employees to whom this Act applies on such conditions as it may think fit.

Prohibition of employment of children.

29. No child who has not completed the age of fourteen years shall be employed in any establishment.

Condition of employment of women.

30. *(1)* No woman shall be required or allowed to work whether as an employee or otherwise in any establishment during night :

[2][Provided that nothing in this sub-section shall apply to an establishment which is engaged in the treatment or care of the sick, the infirm, the destitute or the mentally unfit.]

(2) No employer of any establishment shall knowingly employ a woman and no woman shall engage in employment in any establishment during six weeks following the day of her confinement or miscarriage.

(3) Government may prescribe further conditions in respect of employment of women employed about the business of establishments or any class of them, including if it thinks fit, conditions with respect to the daily period of employment, leave and other matters and no woman shall be employed otherwise than in accordance with these conditions.

Maternity benefit.

31. *(1)* Every woman employed in an establishment who has been continuously employed in that establishment or in establishments belonging to the employer of that establishment for a period of not less than six months preceding the date of her delivery shall be entitled to receive, and the employer shall be liable to make to her, a payment of a maternity benefit which shall be prescribed by the Government

1. Substituted for the words "Government may" by Punjab Act No. 1 of 1964, section 16.

2. Proviso added by Punjab Act No. 1 of 1964, section 17.

for every day during the six weeks immediately preceding and including the day of her delivery and for each day of the six weeks, following her delivery :

Provided that no such payment shall be made for any day on which she attends work and receives payment therefor during the six weeks preceding her delivery.

(2) The manner in which the maternity benefit shall be payable may be prescribed by the Government.

Bar of Legal Practitioners in certain proceedings.

32. Notwithstanding anything contained in the law relating to legal practitioners for the time being in force, no legal practitioner shall be permitted to appear, plead or act for the employer or the employee in any proceedings, before a court between an employer and an employee, arising out of the contravention of any of the provisions of this Act.

Saving of certain rights and privileges.

33. Nothing in this Act shall affect any rights or privileges to which an employee in any establishment is entitled on the date this Act comes into force, under any other law, contract, custom or usage applicable to such establishment or any award, settlement or agreement binding on the employer and the employee in such establishment, if such rights or privileges are more favourable to him than those to which he would be entitled under this Act.

Cognizance of offences.

[1][**33A.** No court shall take cognizance of any offence punishable under this Act or any rule made thereunder or of the abetment of, or attempt to commit such offence, save on a complaint made by the employee concerned or by such officer as may be authorised in writing in this behalf by the Government.]

Power to make rules.

34. *(1)* Government may make [2]rules for the purposes of giving effect to the provisions of this Act.

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

(a) the manner and form in which the registers and notices shall be kept ;

(b) the officers who may be empowered to inspect registers and call for information as required by this Act ;

1. New section 33A inserted by Punjab Act No. 1 of 1964, section 18.
2. For rules, See Punjab Government notification No. 6089/5544-C-Lab-58, dated 13th May, 1958, published in Punjab Government Gazette (Extraordinary), 1958, pages 1353-1361.

(c) the agency by which and the manner in which prosecution shall be instituted ;

(d) the form of submitting a statement, the particulars under sub-section *(1)* of section 13, the manner in which registration of establishments is to be made and the form of registration certificate under sub-section *(2)* and the form for notifying a change under sub-section *(4)* of section 13 ;

(e) the authority to and the manner in which any notice required by this Act, shall be given ;

(f) the conditions subject to which any exemption under this Act may be granted ;

(g) the manner in which the employer of an establishment shall keep exhibited in the premises the close day, closing and opening hours and such other particulars as may be prescribed ; and

(h) to safeguard health, safety and welfare of the employees while on duty .

(3) All rules made under this section, as soon as possible after they are made, be laid before [1][the house] of the State Legislature.

Repeal.

35. The Punjab Trade Employees Act, 1940, is hereby repealed.

Provided that—

(a) every appointment, order, rule, bye-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 other appointment, order, rule, bye-laws, 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 has not been repealed, but has continued in operation and any penalty imposed in such proceeding shall be recovered under the Act so repealed.

1. Substituted for the words "both Houses" by the Haryana Adaptation of Laws Order, 1968.

SCHEDULE

[*See* section 1 (4)]

Areas to which the Act applies in the First instance.

District	*Name of Local area*
1. Ambala	1. Ambala Cantt.
	2. Ambala City
	3. Naraingarh
	4. Sadhaura
	5. Shahzadpur
	6. Yamunanagar
	7. Jagadhri
	8. Chhachrauli
	9–12. [1][* * *]
	13. Kalka
	14. [1][* * *]
	15. [1][* * *]
2. [2][* * *]	1. [2][* * *]
3. Karnal	1. Karnal
	2. Panipat
	3. Kaithal
	4. Thanesar
	5. Shahabad
	6. Ladwa
	7. Radaur
	8. Samalkha

1. The names of Local areas of "Rupar, Kurali, Kharar, Morinda, Chandigarh and Mani Majra" Omitted by Haryana Adaptation of Laws Order, 1968.

2. Entry 2 relating to District and local area Simla omitted by Haryana Adaptation of Laws Order, 1968.

4. Hissar	1. Hissar
	2. Bhiwani
	3. Sirsa
	4. Hansi
	5. Mandi Dabwali
5. Gurgaon	1. Gurgaon Cantonment
	2. Rewari
	3. Palwal
	4. Balabgarh
	5. Nuh
	6. Hodel
	7. Ferozepur-Jhirka
	8. Faridabad
	9. Sohna
6. Rohtak	1. Rohtak
	2. Sonepat
	3. Bahadur Garh
	4. Gohana
	5. Jhajjar
	6. Beri
7-15 [1][* *]	[1][* *]
16. [2][Jind]	1. [2][Jind]
17. Mohindergarh	1. Narnaul
	2. Dadri

1. Entry 7-15 relating to District and Local areas against it omitted by Haryana Adaptation of Laws Order, 1968.

2. Entry 16 substituted by the Haryana Adaptation of Laws Order, 1968.

PART I

HARYANA GOVERNMENT

LEGISLATIVE DEPARTMENT

Notification

The 2nd November, 2004

No. Leg. 23/2004.—The following Act of the Legislature of the State of Haryana received the assent of the Governor of Haryana on the 21st October, 2004, and is hereby published for general information :—

Haryana Act No. 21 of 2004

THE PUNJAB SHOPS AND COMMERCIAL ESTABLISHMENTS (HARYANA AMENDMENT) ACT, 2004

AN

ACT

further to amend the Punjab Shops and Commercial Establishments Act, 1958, in its application to the State of Haryana.

Be it enacted by the Legislature of the State of Haryana in the Fifty-fifth Year of the Republic of India as follows :—

Short title.

1. This Act may be called the Punjab Shops and Commercial Establishments (Haryana Amendment) Act, 2004.

Amendment of section 8 of Punjab Act 15 of 1958.

2. In sub-section (2) of section 8 of the Punjab Shops and Commercial Establishments Act, 1958 (hereinafter called the principal Act), for the words "ten hours", the words "twelve hours" shall be substituted.

Amendment of section 12 of Punjab Act 15 of 1958.

3. In clause (b) of section 12 of the principal Act, for the word "three", the word "five" shall be substituted.

Amendment of section 13 of Punjab Act 15 of 1958.

4. In sub-section (6) of section 13 of the principal Act,—

(i) for the sign "." existing at the end, the sign ":" shall be substituted; and

(ii) the following proviso shall be added at the end, namely :—

"Provided that the amount of registration or renewal fee so recovered from the employer shall be paid in the Government treasury or in any other mode as may be prescribed so as to enable the prescribed authority to issue or renew the registration certificate, as the case may be.".

Amendment of section 19 of Punjab Act 15 of 1958.

5. In section 19 of the principal Act,—

(i) for the existing marginal heading, the following marginal heading shall be substituted, namely :—

"Enforcement and appointment of Inspecting officers.";

(ii) in sub-section (1),—

(a) for the sign "." existing at the end, the sign ":" shall be substituted; and

(b) the following proviso shall be added, namely :—

"Provided that the Government may, by notification in the Official Gazette, also appoint such persons, as it may deem fit, not below the rank of Deputy Labour Commissioner, to be the Chief Inspector or Deputy Chief Inspector of shops and commercial establishments who shall, in addition to the powers conferred on a Chief Inspector or Deputy Chief Inspector under this Act or the rules made thereunder, exercise the powers of Inspector throughout the territory of the State of Haryana.".

Insertion of section 26A in Punjab Act 15 of 1958.

6. After section 26 of the principal Act, the following section shall be inserted, namely :—

"26 A. Power to compound offences.— (1) Notwithstanding anything contained in this Act or the rules framed thereunder, the compounding authority as may be notified by the Government in the Official Gazette, shall compound the offence committed under this Act or the rules framed thereunder. The said authority shall discharge the offender by recovering a sum of money not less than fifty percent of the maximum amount of fine prescribed under this Act or the rules framed thereunder. However, if the violation relates to registration of shops or commercial establishments, in that case the amount of fee as may be prescribed shall be recovered from the offender in full in addition to the amount of fine :

Provided that no offence of the same nature shall be compoundable if it is committed more than twice in a year.

(2) An appeal against the order of the compounding authority shall lie within thirty days from the date of the order of the compounding authority before the appellate authority as may be notified by the Government and whose decision shall be final :

Provided that no appeal shall be maintainable unless the amount of fine is deposited with the said authority.

(3) No penalty shall be imposed unless the person concerned is given a notice in writing informing him of the grounds on which it is proposed to impose a penalty.

(4) The compounding authority and the appellate authority shall have all the powers of a civil court under the Code of Civil Procedure, 1908 (Act 5 of 1908), while exercising any powers under this section, in respect of the following matters, namely :—

(i) summoning and enforcing the attendance of witnesses;

(ii) requiring the discovery and production of any document;

(iii) requisitioning any public record or copy thereof from any court or office;

(iv) receiving evidence on affidavit; and

(v) issuing commissions for the examination of witnesses or documents.".

R. S. MADAN,
Secretary to Government Haryana,
Legislative Department.

Haryana Government Gazette

EXTRAORDINARY

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PART-I

HARYANA GOVERNMENT

LAW AND LEGISLATIVE DEPARTMENT

Notification

The 5th February, 2026

No. Leg.14/2026.— The following Act of the Legislature of the State of Haryana received the assent of the Governor of Haryana on the 28th January, 2026 and is hereby published for general information:-

HARYANA ACT NO. 13 OF 2026

THE HARYANA SHOPS AND COMMERCIAL ESTABLISHMENTS (AMENDMENT) ACT, 2025

AN

ACT

further to amend the Haryana Shops and Commercial Establishments Act, 1958.

Be it enacted by the Legislature of the State of Haryana in the Seventy-sixth Year of the Republic of India as follows:-

Short title and commencement.

1. (1) This Act may be called the Haryana Shops and Commercial Establishments (Amendment) Act, 2025.

(2) It shall be deemed to have come into force with effect from the 12th November, 2025.

Amendment of section 1 of Punjab Act 15 of 1958.

2. After sub-section (4) of section 1 of the Haryana Shops and Commercial Establishments Act, 1958 (hereinafter called the principal Act), the following sub-section shall be added, namely :-

"(5) The provisions of this Act except section 13A shall apply to the shops and establishments employing twenty or more workers and provisions of section 13A of this Act shall apply to the shops and establishments employing less than twenty workers.".

Amendment of section 7 of Punjab Act 15 of 1958.

3. In section 7 of the principal Act ,-

(i) in sub-section (1), for the words "nine hours", the words "ten hours" shall be substituted; and

(ii) in sub-section (2), in the proviso, in clause (a), for the word "fifty", the words and sign "one hundred fifty-six" shall be substituted.

Amendment of section 8 of Punjab Act 15 of 1958.

4. In sub-section (1) of section 8 of the principal Act, for the words " five hours", the words "six hours" shall be substituted.

Substitution of section 13 of Punjab Act 15 of 1958.

5. For section 13 of the principal Act, the following sections shall be substituted, namely :-

"13. Registration of establishments.- (1) The employer of every establishment employing twenty or more workers shall, within a period of one month from the date of commencement of his business, submit an application online in such form, together with such fee and documents, as may be prescribed, containing-

(a) the name of the employer and the manager, if any;

(b) postal address along with GPS location of the establishment;

(c) name of the establishment;

(d) number of persons employed in the establishment;

(e) nature of the business of an establishment; and

(f) such other particulars, as may be prescribed.

(2) On receipt of an application along with documents and fee, the Inspector shall verify the correctness of the application and documents attached thereto and on being satisfied shall issue online registration certificate to the employer in such form, as may be prescribed within the time limit as notified under the Haryana Right to Service Act, 2014 (4 of 2014).

(3) A registration certificate issued under sub-section (2) shall be valid until it is amended or cancelled upon closing of the establishment or revoked by the Inspector after verification, on such conditions and manner, as may be prescribed.

(4) It shall be the duty of the employer to intimate the Inspector online, any change in the particulars furnished in the application submitted for registration within a period of seven days after the change has taken place, in such form, as may be prescribed.

(5) In case of change with regard to the name of establishment, employer, manager and work force details, the employer shall make an application for amended registration certificate as per the provisions of sub-section (2) and no fee shall be charged for issuance of amended registration certificate.

(6) The employer shall intimate to the Inspector online about closing of the establishment, within thirty days of closing. The Inspector shall, on receiving the information and being satisfied about the correctness, remove the name of such establishment from the register of establishment and cancel the registration certificate.

(7) In case of any contravention of, or failure to comply with the provisions of this section, the employer shall be liable to a penalty which shall not be less than three thousand rupees but may extend to ten thousand rupees for the first violation and in case of second violation, he shall be liable to a penalty which shall not be less than five thousand rupees but may extend to twenty-five thousand rupees:

Provided that in case of continuous subsequent violation, the competent authority, as specified by the Government, may impose penalty at the rate of five hundred rupees for every day.

13A. Intimation of establishment employing less than twenty workers.- The employer of every establishment employing less than twenty workers shall, within a period of one month from the date of commencement of his business, submit online intimation to the Inspector in such form, as may be prescribed. The employer providing intimation shall be provided a Basic Information Performa ID Number.".

Amendment of section 19 of Punjab Act 15 of 1958.

6. In sub-section (3) of section 19 of the principal Act, for the words and figure "section 21 of the Indian Penal Code", the words, figures and brackets "clause (28) of section 2 of the Bharatiya Nyaya Sanhita, 2023 (Central Act 45 of 2023)" shall be substituted.

Amendment of section 20 of Punjab Act 15 of 1958.

7. For sub-sections (5) and (6) of section 20 of the principal Act, the following sub-sections shall be substituted, namely :-

"(5) In case of any contravention of the foregoing provisions of this section, the employer of an establishment shall be liable to a penalty not exceeding five hundred rupees for every day during which the contravention occurs or continues.

(6) If any person with intent to deceive, makes, or causes, or allows to be made, in any such record, register or notice as aforesaid an entry which is to his knowledge false in any material particular, or wilfully omits or causes or allows to be omitted from any such record, register or notice an entry required to be made therein, he shall be liable to a penalty which shall not be less than three thousand rupees but may extend to ten thousand rupees for the first violation and in case of second violation, he shall be liable to a penalty which shall not be less than five thousand rupees but may extend to twenty-five thousand rupees:

Provided that in case of continuous subsequent violation, the competent authority, as specified by the Government may impose penalty at the rate of five hundred rupees for every day.".

Insertion of section 20A and 20B in Punjab Act 15 of 1958.

8. After section 20 of the principal Act, the following sections shall be inserted, namely:-

"20A. Appointment letter.- Every employer of an establishment shall furnish to all his employees with the letter of appointment, having affixed the photograph of employee and obtain acknowledgement thereto.

20B. Identity card.- Every employer of an establishment shall furnish to every worker an identity card containing such particulars, as may be prescribed.".

Amendment of section 21 of Punjab Act 15 of 1958.

9. For sub-section (2) of section 21 of the principal Act, the following sub-section shall be substituted, namely:-

"(2) Whoever contravenes the provisions of sub-section (1) or wilfully obstructs the inspecting authority in exercise of the powers under this Act or conceals or prevents any employee in an establishment from appearing before or being examined by the authority, shall be liable to a penalty which shall not be less than three thousand rupees but may extend to ten thousand rupees.".

Substitution of section 26 of Punjab Act 15 of 1958.

10. For section 26 of the principal Act, the following section shall be substituted, namely :-

"26. Penalties.- Subject to the other provisions of this Act, whoever contravenes any of the provisions of this Act or the rules made thereunder and no penalty has been provided for such contravention in this Act, shall be liable to a penalty which shall not be less than three thousand rupees but may extend to ten thousand rupees for the first violation and in case of second violation, he shall be liable to a penalty which shall not be less than five thousand rupees but may extend to twenty-five thousand rupees:

Provided that in case of continuous subsequent violation, the competent authority, as specified by the Government may impose penalty at the rate of five hundred rupees for every day.".

Repeal and savings.

11. (1) The Haryana Shops and Commercial Establishments (Amendment) Ordinance, 2025 (Haryana Ordinance No. 4 of 2025), is hereby repealed.

(2) Notwithstanding such repeal, anything done or any action taken under the said Ordinance shall be deemed to have been done or taken under this Act.

RITU GARG,
ADMINISTRATIVE SECRETARY TO GOVERNMENT, HARYANA,
LAW AND LEGISLATIVE DEPARTMENT.

12400—L.R.—H.G.P., Pkl.