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RELAXATION FOR INDUSTRIES AND COMMERCIAL ACTIVITIES

Relaxations for Industries and Commercial Activities from 20th April 2020 till 19th July 2020

As per Circular dated:17th April 2020
[Circular No.—GHR/2020/56/FAC/142020/346/M3]

The Government of Gujarat has decided to give some relaxations for industries and commercial activities from 20th April 2020. But the relaxation **will not be applicable to areas declared as hotspots or containment zones in different cities of state**. The activities can start but with due procedures of safety and social distancing.

The Factories Act,1948	Comprehend	Description of Law	Relaxations from 20 th April 2020 till 19 th July 2020
Section 5	Power to exempt during public emergency	In any case of public emergency the State Government may, by notification in the Official Gazette, exempt any factory or class or description of factories from all or any of the provisions of this Act for such period and subject to such conditions as it may think fit: Provided that no such notification shall be made for a period exceeding 3 months at a time .	The specific exemptions as per this circular shall apply from 20th April 2020 till 19th July 2020 i.e. 91 Days
Section 51	Weekly hours	No adult worker shall be required or allowed to work in a factory for more than 48 hours in any week .	For the above period, workers can be allowed to work for upto 72 Hours in any week
Section 54	Daily hours	No adult worker shall be required or allowed to work in a factory for more than 9 hours in any day .	Workers can be required and allowed to work for 12 Hours a Day
Section 55	Intervals for rest	An adult worker in a factory each day shall be so fixed that no period shall exceed 5 hours and that no worker shall work for more than 5 hours before he has had an interval for rest of at half an hour .	Workers can now be allowed or required to work for 6 Hours without a rest interval of at least half an hours.
Section 56	Spread over	The periods of work of an adult worker in a factory shall be so arranged that inclusive of his intervals for rest, they shall not spread over more than ten and a half hours in any day :	The spread is extended to 12 Hours a day.
Section 59	Extra wages for overtime	Where a worker works in a factory for more than 9 hours in any day or for more than 48 hours in any week , he shall, in respect to overtime work, be entitled to wages at the rate of twice his ordinary rate of wages .	Wages shall be in a proportion of existing wages and there shall be no need of extra multiple. Ex. If wages for eight hours are Rs. 80, the proportionate wages for twelve hours will be Rs. 120.
Section 66	Restrictions on employment of women	No woman shall be required or allowed to work in any factory except between the hours of 6 a.m. and 7 p.m.	No Female worker shall be allowed or required to work in a factory between 7:00 PM to 6:00 AM.