



GOVERNMENT OF KERALA

No. 27064/E3/2013/LBR

Labour & Skills (E) Department.

Thiruvananthapuram, Dated, 08.07.2015.

From

The Principal Secretary to Government

To

The Director of Printing,  
Thiruvananthapuram.

Sir,

Sub:- Labour & Skills Department – Exemption from Section 11 and Section 20 of Kerala Shops and Commercial Establishment Act to M/s Jayalakshmi Textiles - reg.

Ref:- G.O.(P) No. 82/2015/LBR dated 06.07.2015.

I am to forward herewith a copy of the notification cited and to request you to print and publish the same as Gazette Extraordinary after assigning SRO No. and to forward 100 copies of the notification to the Labour Commissioner, Thiruvananthapuram, and 250 copies to the Government in Labour and Skills (E) Department soon after its publication.

Yours faithfully,  
Moly John. J. S,  
Under Secretary

For Principal Secretary to Government.

Copy to:-  The Labour Commissioner, Thiruvananthapuram.  
The Managing Director, M/s Jayalakshmi, M.G.Road,  
Thiruvananthapuram – 695 001.  
P.S to Principal Secretary, Labour & Skills Department.  
C.A to Joint Secretary, Labour & Skills Department.  
P.S to Minister, Labour & Skills Department.  
Stock File / Office Copy.

Approved for Issue,

Section Officer.

Enclosure: As above.

**GOVERNMENT OF KERALA**  
**Labour and Skills (E) Department**  
**NOTIFICATION**

G.O.(P.) No. 82/2015/LBR

Dated, Thiruvananthapuram, 6<sup>th</sup> July, 2015.  
*21<sup>st</sup> Midhunam, 1190.*

S.R.O. No...../2015.- In exercise of the powers conferred by section 5 of the Kerala Shops and Commercial Establishments Act, 1960 (34 of 1960), the Government of Kerala, being satisfied that it is necessary in the public interest so to do, hereby exempt the establishments of M/s Jayalakshmi Textiles in Ernakulam, Thiruvananthapuram, Thrissur, and Kozhikkode Districts from the operation of the provisions of sub - section (1) of section 11 and section 20 of the said Act, for a period of one year from the date of publication of this notification in the Gazette, subject to the following conditions, namely :-

(1) Every person employed in the establishment shall be provided with all benefits under Labour Laws.

(2) Every person employed in the establishment shall be allowed a weekly holiday with full wages as envisaged in sub-section (2) of section 11 of the said Act.

(3) The Register of employment under sub- rule (1) of rule 10 of the Kerala Shops and Commercial Establishments Rules, 1961, must properly be kept in the establishment and shall be produced before the Labour Officers for inspection as and when requested by them.

(4) Every person employed in the establishment shall be given overtime wages as envisaged in section 7 of the said Act.

(5) Every person employed in the establishment shall be allowed interval for rest as envisaged in section 8 of the said Act.

(6) The working period of every person employed in the establishment shall not exceed ten and a half hours including spread over, as provided in section 9 of the said Act.

(7) The female employees working after 7 PM shall be provided either hostel facilities for their stay or conveyance facilities.

(8) No female employee shall be employed after 7 PM, otherwise than in groups consisting of at least five employees having a minimum of two female employees.

(9) Special and adequate arrangements shall be made to provide safe and separate rest room for the female employees.

The officials of Labour Department shall ascertain the status of implementation of the above mentioned conditions. The above exemptions shall be liable to be cancelled for not adhering to said conditions.

By order of the Governor,  
Tom Jose  
Principal Secretary to Government.

### **Explanatory Note**

(This does not form part of the notification, but is intended to indicate its general purport.)

As per section 5 of the Kerala Shops and Commercial Establishments Act, 1960, Government may if they are satisfied that public interest so requires or that the circumstances of the cases are such that it would be just and proper to do so having regard to the nature and capacity of the establishment, by notification in the Gazette, exempt either permanently or for any specified period, any establishment or class of establishments in any area or persons or class of persons to which or to whom this Act applies, from all or any of its provisions subject to such restrictions and conditions as the Government

deem fit, Government have decided to exempt the establishments of Jayalakshmi Textiles in Ernakulam, Thiruvananthapuram, Thrissur and Kozhikkode districts for a period of one year, from the date of the publication of this notification in the Gazette, from the provisions of sub-section (1) of section 11 and section 20 of the said Act.

The notification is intended to achieve the above object.