

## **THE PUNJAB INDUSTRIAL ESTABLISHMENTS (NATIONAL AND FESTIVAL HOLIDAYS AND CASUAL AND SICK LEAVE) ACT 1965.**

The Act provides for the grant of National and Festival Holidays and Casual and Sick Leave to persons employed in Industrial Establishments in the State. The Act is applicable on every factory as defined in clause (m) of Section 2 of the Factories Act, 1948 or any place which is deemed to be a factory under Sub Section 85 of that Act.

### **REGULATORY PROVISIONS**

The Act provides for paid holidays three national holidays, 26<sup>th</sup> January for Republic Day, 15<sup>th</sup> August for Independence Day, and 2<sup>nd</sup> October for Gandhi Jayanti besides five festival holidays every year. It also provides for seven casual leaves and seven sick leaves in a calendar year. The employer has to maintain records of the workers in this regard as per the formats provided in the rules.

### **ADMINISTRATIVE MACHINERY**

All the Inspecting Officers of the Labour Department are notified as inspectors for the purpose of this Act. On receipt complaints inspections are conducted by the inspectors. For any violation prosecution is filled in the Court of respective area Metropolitan Magistrate by the Inspectors.

### **PENALTIES**

1. Any employer who contravenes any of the provisions of Section 3, 4, 5 & 6 relating to National Festival Holidays and leave to be kept shall be punishable for the first time offence with fine which may extend to Rs 1000 but not less than Rs 200 and for a second or subsequent offence with fine which may extend to Rs 4000 but not less than Rs 200.
2. Whoever willfully obstructs an inspector shall be punishable with imprisonment for a term which may extend to three months or with fine which may extend to Rs 5000 but not less than Rs 2000 or with both