

THE HIMACHAL PRADESH SHOPS AND COMMERCIAL ESTABLISHMENT, RULES, 1972

1 Short title:- These rules may be called the Himachal Pradesh shops and commercial Establishments Rules, 1972.

2 Definitions:—(i) In these rules, unless there is anything repugnant in the subject or context,—

- (a) “Act” means the Himachal Pradesh shops and Commercial Establishments Act, 1969;
- (b) “Chief Inspector” means the Chief Inspector of Shops and Commercial Establishments, Himachal Pradesh;
- (c) “Form” means a form appended to these rules;
- (d) “Section” means a section of the Act

(ii) Words and expression used in the Act and not defined in these rules shall have the meanings assigned to them in the Act.

3 Application for Registration and Grant of Registration Certificate:—The employer of every establishment shall submit to the Inspector concerned a statement as required by section 13 in Form No.1 for the registration of the establishment and grant of registration certificate after remitting fee as prescribed in schedule I.

4 Manner of registering of establishment and Form of Registration Certificate:-on receipt of the statement and fees, the Inspector shall, on being satisfied about the correctness of the statement, register the establishment in the Register of establishment in Form No.2 and shall issue a registration certificate in Form No. 3 to the employer of the establishment.

5 Notice of change:- 1. The employer shall give notice to the inspector of the area concerned in Form 4 of any change in respect of any information defined in his statement submitted in Form NO. 1 within seven days after change has taken place together with the registration certificate.

2. The fee for such change shall be one rupee plus the amount, if any as specified in schedule I having regard to the increase in the number employees.

3. On receipt of notice of change in form-4 along with fee as provided sub rule 2, the inspector shall amend the registration certificate or issue fresh one, if necessary and send to the employer.

6. Renew of Registration Certificate:- (1). A registration certificate may be renewed by the inspector.

2. Every application for the renewable of registration certificate shall be on Form No.-I prescribed under rule 3 and shall be made by 31st march, every year, and if the application is so made the premises shall be deemed to be duly certified until the Inspector renews the registration certificate.

3. The same fee shall be charged for the renewal of registration certificate as for the grant thereof:

Provided that if the application for renewable of registration certificate is not received within thirty days after the expiry of the date of the registration certificate, the registration certificate shall be renewed only on payment of the fee 50 per cent in excess of the fee ordinary payable for the registration.

7. Transfer of Certificate- 1. A registration certificate issued under these rule shall not be transferable and if ownership of any shop or establishment is transferred, the employer shall, with in fifteen days of such transfer, notify the fact of transfer and surrender the certificate of registration.

Rules published in Rajpatra extra ordinary, dated the 2nd September, 1972 in the Government of Himachal Pradesh, Labour Department notification number-12- 6th/71- ST, dated the 5th august 1972

to the Inspector of the area and he shall submit to the Inspector a statement signed by himself specifying the name and address of the transferee.

(2) The Inspector on receipt of information required to be sent under sub-rule (1) shall cancel the certificate of registration and amend the register of establishments accordingly.

(3) The transferee shall apply for new registration certificate within thirty days from the date of transfer.

(4) The notice of closing the establishment as required under sub-section (5) of section 13 shall be given by the employer to the Inspector within whose areas the establishment is situated.

8. Procedure On death of disability of employer.- If the employer dies or becomes insolvent, the person carrying on the business of such employer shall not be liable to any penalty under the act for exercising the powers granted to the employer by the registration certificate during a period of 90 days to enable him to make an application for the amendment of the registration certificate under rule 5 in his own name for the un-expired portion of the original registration certificate.

9. Loss of Registration Certificate.- Where a registration certificate granted under these rules is lost, destroyed or defaced a duplicate copy may be granted on payment of a fee of rupees 2.

10. Payment of fees.- (1) All fees payable under these rules shall be paid either into the local treasury under the head of account XXXII-Miscellaneous- Social Development Organization-Labour and Employment Fee Realized under the Himachal Pradesh Shops and Commercial Establishment Act, 1969 or by an un-crossed postal order in the name of inspector of Shops and Commercial Establishments of the Area concerned, and wherever an application is required to be accompanied by any such fee, it shall be accompanied by:

- (a) a treasury receipt in token of such fee having been paid into treasury, or
- (b) an un-crossed postal order of requisite value.

(2) The fee once remitted shall under no circumstance be refunded.

(3) The amount of fees received pursuant of sub-rule (1) by way of un-crossed postal order, shall be deposited into treasury by the Inspector during the week following the one to which the fees relate under head XXXII-Miscellaneous-Social Development Organization Labour and Employment-Fee Realized under the Himachal Pradesh Shops and Commercial Establishments Act, 1969.

(4) The Inspector shall submit the monthly cash report to the Chief Inspector in Form NO. 5.

11. Close-day.- Every establishment to which this Act applies shall remain closed on one day in a week as provided in Schedule II.

12. Form of Intimation under section 10 of the Act.- (i) An intimation under clause (i) of sub-section (2) of section 10 of the Act shall be sent by the employer in Form NO. 6 to the Inspector within whose local limits the establishment is situated:

Provided that such intimation need not be sent by an employer within whose establishment no employee is working:

(2) If any employer referred to under the provision to sub-rule (1) employs in his establishment any person at any subsequent time, he shall send the

Intimation in Form No.6 to the inspector within one week of the employment of such person.

13. Form and display of notice under section 20 of the Act :--(1)The notice under sub-section (1) of section 20 of the Act to be exhibited by the employer in his establishment shall be in Form No.7

(2) The registration certificate obtained in Form No.3 shall be displayed by the employer at a conspicuous place.

14. Maintenance of Registers:-The employer of every establishment about the business of which persons are employed shall maintain the following registers, namely:

- (1) A register of employees in Form No. 8.
- (2) A register of wages, of employees in Form No.9
- (3) A register of deductions in Form No. 10.
- (4)A register of leave with wages in Form No. 11.

15. Language etc. in which records and registers are to be kept:--(1) Every register, form or record required to be maintained or furnished under the Act and these rules shall be in English or Hindi and all entries there in shall be legibly made in ink.

(2) Every such register shall be duly bound and marked in serial number.

16 Preservation of records:--All registers and records required to be maintained under the Act and these rules shall be preserved by the employer for a period of three years to be calculated from the date to which such record or registers relate.

17. Payment of overtime:-The payment in respect of overtime work shall be made by the employer to an employee on the next pay day.

18. Utilization of fines imposed on employees:-- Act and commission on the part of the employees for purposes of imposition of the fine and the manner in which the amount of fine so imposed is to be utilized as laid down in section 8 of the payment of wages Act.1936, shall be approved by the Chief Inspector on an application duly made by the employer in that behalf.

19 .Powers of Inspector:-- For carrying out the purposes of the Act an Inspector may:--

- (i) cause to be taken a photograph of any employee or the premises of any establishment: and
- (ii) call for any information, document or record, and obtain a copy thereof or take into possession any register form, document or record maintained under the Act and these Rules;
- (iii) Prosecute, conduct, and defend before a court any complaint and other proceedings arising under the Act or in discharge of the duties as an Inspector.

20 .Maternity Benefit. - The maternity benefit payable to a woman under section 30 of the Act shall be at the rate of her average daily wages earned during the three months immediately before the period of six weeks preceding the day of her delivery.

(2) The payment of maternity benefit accruing to a woman employee shall be made to her at any time not later than one week after the date of her delivery.

(3) The amount payable to a woman employee as maternity benefit

in accordance with the foregoing rules shall for the purposes of this recovery be deemed to be a part of her wages illegally withheld.

(21) Conditions for grant of exemption. No application for the grant of an exemption under section 27 of the Act shall be entertained unless received by the Chief Inspector within one month before the date of commencement of the period in respect of which the exemption is required.

(22) Health:—(1) The premises of every establishments dealing exclusively in meat, fish dairy produce, bread, confectionery, sweets, ice-cream, cooked food, beverage, drink and refreshments shall be:-

- (i) Kept clean and free from accumulation of dirt and refuse:
- (ii) Properly ventilated so as to permit sufficient air and light into the premises;
- (iii) kept sufficiently lighted during all working hours;
- (iv) white-washed and varnished at least once in a year and notice indicating the date of last white-washed and varnishing shall be exhibited in the premises.

(2) Where the floor of the premises of an establishment is liable to become wet in the course of any manufacturing process effective means of drainage shall be provided and maintained.

(3) In every establishment which is a workshop or in which articles are produced, adapted or manufactured with a view to their use, transport or sale, adequate washing facilities shall be provided and maintained for the use of employees such as soap, towel, nail brush, etc.

(4) In every establishment in which, by reason of the manufacturing process carried on, there is given off any dust or fume or other impurity of such nature and to such an extent as is likely to be injurious or offensive to the persons working therein or any dust in substantial quantities, effective measures shall be taken to prevent its inhalation and accumulation in the premises and if any exhaust, appliance is necessary for this purpose, it shall be applied as near as possible to the point of origin of the dust, fume or other impurity, and such point shall be enclosed so far as possible.

(23) Safety.—(1) Every dangerous part of a machinery in an establishment shall be securely fenced by safeguards or substantial construction which shall be kept in position while the parts of machinery they are fencing are in motion or in use.

(2) In every establishment, where manufacturing process is carried on with the aid of electric power, Suitable devices for cutting off power in emergencies from running machinery shall be provided and maintained.

(3) No Employee with loose fitting clothes on shall be allowed or made to work near the moving machinery or belt and the light fitting clothes for the purpose will be provided by the employer.

24. Precautions in case of fire—(1) Every establishment shall be provided with adequate means of escape in the case of fire.

(2) No person shall smoke or use a naked light or cause or permit any such light to be used in the immediate vicinity of any inflammable material in any establishment.

25. Welfare.--(I) The employer of every establishment, where smoke is produced in the course of carrying out its business, will take effective measures to exhaust out the smoke in order to safeguard the health of the person employed in the premises.

(2) The employer of establishment where food drink and beverage is served shall ensure that his employees are free from any infectious/contagious disease. A certificate in Form No. 12 to the effect that the person is free from communicable diseases shall be obtained and produced before the Inspector on demand.

(26)Period for supplying information required by Inspector.—Any information or document required by the inspector in his office for carrying out the purposes of the Act and these rules shall be furnished to him by the employer of every establishment within one week from the date on which such requisition received by the employer.

27. Authority competent to prosecute.—A prosecution under this Act shall be instituted on a complaint in writing before a court of competent jurisdiction by the Chief Inspector appointed under this Act or by an Inspector in whose jurisdiction the Offence is committed, with the prior approval of the Chief Inspector.

FORM NO.1

(See Rule 3 and 6)

Statement under Section 13 of Himachal Pradesh Shops Commercial Establishments Act, 1969 for registration renewal of establishments for the year.....

PART-I

- (1) Name of establishment.....
- (2) Name of employer.....
- (3) Name of Manager, if any.....
- (4) Full postal address of the establishment.....
- (5) Category of establishment, i.e. whether a Shop, Commercial establishment, residential hotel, restaurant, eating house, theatre or other place of public amusement of entertainment.
- (6) Nature of business.
- (7) Residential address of the employer.
- (8) Name of partners and residential address (if a partnership concern).
- (9) Date of commencement of business.

PART-II

- (10) Name of members of employer’s family engaged in establishment.

Relationship	Adults	Young persons
--------------	--------	---------------

Males:

- 1.
- 2.

Female

- 1.
- 2.

Total.....

.....

(11) No. of the employees:

- (i) Young persons.
(ii) Other persons.

Total.....

(12) Maximum No. of employees proposed to be employed during the year.

Part III

(13) Amount of fees Rs. (Rupees.....)

- (i) paid in Treasury on
Vide Challan No (enclosed in original).
(ii) transmitted by un-crossed postal order No dated.....
..... of the Post office drawn
in favor of Inspector of Shops and Commercial Establishments.....

(14) No. and date of registration certificate (to be given in the case of renewal). Registration Certificate attached.

The above information is correct to the best of my knowledge.

Signature of the employer.
(Name and full address).

Date of declaration.

Note

- (1) This statement shall be sent to the Inspector with such fees as are prescribed.
(2) This form should be filled in ink in block letters or typed.
(3) The fee shall be calculated on the maximum No. of employees during the year.

FORM NO.2
(See Rule 4)
REGISTER OF ESTABLISHMENT

Part I	Shops
Part II	Commercial Establishment
Part III	Residential hotels, restaurants, eating houses etc.
Part IV	Theatres and other places of public entertainments or amusements.

SI No.	No. and date of Registration	Name of employer	Name and address of establishment	Nature of business	No. of employees		
					Young Person	Other Person	Total
1	2	3	4	5	6	7	8

Maximum No. Of employees For which certificate granted	NO. of members of employers' family			fee paid for registration	Renewal for the year.....	
	Male	Female	Young Person		No. of employees	fees paid
9	10	11	12	13	14	15

Renewal for the year.....		Renewal for the year.....		Renewal for the year.....		Remarks
No. of Employees	fees paid	No. of Employees	fees paid	No. of Employees	fees paid	
16	17	18	19	20	21	22

FORM NO.3

(See Rule 4)

Himachal Pradesh Shops and Commercial Establishments Act, 1969

"Registration certificate of establishments"

1. Name of the establishment.
2. Name of the employer.
3. Postal address of the establishment.
4. Registration No.
5. Number of employees.
6. Nature of business.

It is hereby certified that the establishment as mentioned herein has been registered as a*..... under the Himachal Pradesh Shops and Commercial Establishments Act, 1969 this day of.....

*Inspector,
Shops and Commercial Establishments.*

*Here insert the category of the establishment.

RENEWALS

Date of renewal	for the year	Signature of the inspector of Shops and Commercial Establishment with seal
-----------------	--------------	----------------------------------------------------------------------------

1	2	3
1.		
2.		
3.		
4.		
5.		
6.		
7.		

FORM NO.4

(See Rule 5)

Form of change in respect of information contained in statement required by sub-section (4) of section 13 of the Himachal Pradesh Shops and Commercial Establishment Act, 1969.

To
The Inspector of Shops and Commercial Establishments
Circle _____

I hereby notify that the following change(s) has/have with effect from _____ (date taken place in respect of the information relating to my establishment as supplied by me in my statement dated _____)

My registration certificate number is _____

dated _____

(Here mention the change)

Dated: _____ *Signature of the employer*

~~— Note: (1) The change is required under sub-section(4) of section 13 of the Himachal Pradesh Shops and Commercial Establishments Act,1969 to be notified by the employer within seven days after the change has taken place. (2) Notice of change in this form shall be sent together with fees as per sub-rule (2) of rule 5.~~

FORM NO.5
[See Rule 10(4)]
Himachal Pradesh Shops and Commercial Establishment Rules.1972

MONTHLY CASH REPORT

Circle.

Fees collected during the month

ending.....

Name of Inspector.

Date	Name and Address of The employer	Nature of Business	Maximum No. of employees	Details of fees	Fees charged
1	2	3	4	5	6

Mode of Deposit

In ease of direct deposit in the Treasury by the employer

in ease of deposit though uncrossed postal order

Remarks

Name of Treasury/ Sub Treasury	Date of deposit	Treasury receipt No.	No, and date if Postal order	Name of post office fromwhere issued	Date of deposit in the Treasury by the Inspector with Treasury receipt No. And name of Treasury. Attested copy of Treasury receipt be Attached	
7	8	9	10	11	12	13

Signature of Inspector.
Seal

Note:-- This form shall be bound in the shape of register in duplicate .
Original shall be sent to the Chief Inspector and duplicate retained by the inspector

FORM NO.6
(See Rule 12)

Intimation under section 10 (2) (i) of the Himachal Pradesh Shops and Commercial Establishment Act, 1969

Registration No:.....

To

The Inspector of Shops and
Commercial Establishments,
Circle.....

I hereby furnish the following information which is correct to the best of my knowledge.

The working hours and the period of interval of the persons employed in my establishment are fixed below and shall take effect from (date).....

Name of the employee and father's name	Working Hours		Interval		for rest	
	From	To	From	To	From	To
1	2	3	4		5	

Young persons:

- 1.
- 2.
- 3.
- 4.

Other persons:

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.

Name of the employer

With full address.

Date.....

FORM NO.7

Notice to be exhibited under Section 20(1) of the Himachal Pradesh Shops and Commercial Establishment Act,1969.

(See rules 13 of the Himachal Pradesh Shops and Commercial Establishment Rules 1972)

Year.

1. Close day if any

..

- 2. Opening hours of the establishment ..
- 3. Closing hours of the establishment ..
- 4. Name of the employer ..
- 5. Full postal address of the establishment ..
- 6. Name of establishment ..
- 7. Nature of business ..
- 8. Name of employers' family engaged in the Establishment ..

	Relationship	adults	Young persons
--	--------------	--------	---------------

- (1) Males:
 - (i)
 - (ii)
 - (iii)

- (2) Females:
 - (i)
 - (ii)
 - (iii)

Total.....

9.Name of the employees and father's name	Working hours	interval for rest	Weekly off day
	From	To	From
	To	From	To

- (1) Young persons:
 - (i)
 - (ii)
 - (iii)
 - (iv)
- (2) Other persons:
 - (i)
 - (ii)
 - (iii)
 - (iv)
 - (v)
 - (vi)
 - (vii)

Registration No.
Date of declaration.

Signature of employer
(Name and full address).

Note:-“Family” in relation to employer means-

- (i) Spouse;
- (ii) Children and step-children; and
- (iii) Parents, sisters and brothers if residing with and wholly dependent upon him

FORM No. 8

(Register of employees)
(See Rule 14)

Rule 14 of Himachal Pradesh Shops and Commercial Establishments Rules, 1972

Name of establishment Year and month.....

Name of employee Father's/Husband's name.....

Age Nature of work: Whether employed on daily, monthly, contract, piece rate-wage with rate:..... Date of appointment.

Spread over				Intervals for rest and			Total
work-				meals			ing hour
Date	From	To	Total	From	To	Total	
1	2	3	4	5	6	7	8

Overtime Employees		Total	Remu-neration	Leave	Rem-arks	Signature of employer			
From	To		Dura-Tion	Date of appli-cation	Date of grant				
9	10	11	12	13	14	15	16	17	18

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.

- 9.
- 10.
- 11.
- 12.
- 13.
- 14.
- 15.
- 16.
- 17.
- 18.
- 19.
- 20.
- 21.
- 22.
- 23.
- 24.
- 25.
- 26.
- 27.
- 28.
- 29.
- 30.
- 31.

1. Total hours of overtime employments during the month.

2. Leave availed during the month.....

Note:- If any employee has worked with a previous employer, the hours worked with him may be shown in the "Remarks" column.

FORM No. 9

Register of Wages of Employees
(See Rule 14)

**Rule 14 of Himachal Pradesh Shops and Commercial Establishments
Rules, 1972**

Name of employee.....Month.....Year.....

Wages fixed.....

Arrears from last month	Wages due	Deductions as shown in register in Form No. 11
-------------------------	-----------	------------------------------------------------

Whether Employee Remarks deduction Shown Cause against Deduction	Amount of deduction and purpose for which utilized	Date of utili- zation	Balance with the employer	Signature of empl- oyee	Signature of employ- er
9 15	10	11	12	13	14

Form No. 11
(See Rule 14)

Register of Leave with wages

Leave due	Date of Application	No. of days applied for	Leave availed	Balance	Remarks
1	2	3	4	5	6

FORM No. 12

**(See Rule 25(2) Of Himachal Pradesh Shops and Commercial Establishments
Rules, 1972)**

I hereby certify that Shri/Shrimati son
of/

Daughter of.....Age.....
resident of

.....District.....

has been thoroughly examined by me and is considered to be free from any communicable diseases and is fit
for being employed, where food, drink and beverage is served to customers.

His mark of identification.....

*Signature or thumb-impression of the
person examined.*

*Signature and the designation of the
Competent medical authority.*

Dated.....

SCHEDULE I

(See Rule 3 and 6)

<i>SI. NO.</i>	<i>Category of establishment</i>	<i>fee for registration renewal</i>
1.	Establishments employing no person	Rs. 2.00
2.	Establishments employing up to two persons	Rs. 3.00
3.	Establishments employing more than two but less than live persons	Rs. 5.00
4.	Establishments employing five and up to ten Persons	Rs. 10.00
5.	Establishments employing more than ten persons	Rs. 15.00

SCHEDULE II
(See Rule 11)

<i>SI. NO.</i>	<i>Name of place</i>	<i>Weekly close day</i>
I	within limits of Shimla Municipal Corporation	Sunday
II	Municipal areas:	
	1. Nalagarh	Sunday
	2. Mandi	Sunday
	3. Sundernagar	Sunday
	4. Rampur	Sunday
	5. solan	Sunday
	6. Theog	Sunday
	7. Bilaspur	Sunday
	8. Shri Naina Devi jee	Sunday
	9. Kulu (Sultanpur)	Sunday
	10. Nurpur	Sunday
	11. Kangra	Sunday
	12. Una	Sunday
	13. Paonta Sahib	Sunday
	14. Chamba	Sunday
III	Cantonment Municipal Areas:	
	15. Dalhousie	Monday
	16. Kasauli	Monday
	17. Dagshai	Monday
	18. Jutogh	Monday
	19. Subathoo	Monday
	20. Bakloh	Monday
	21. Khas Yol	Monday
	22. Nahan	Monday
	23. Dharamshala	Monday
	24. Palampur	Monday
IV	Other areas notified by Government under Section 1 (4) of the Act	Sunday
V	Other such area in which Municipal Committee Is established by the Government after the	Sunday

Promulgation of these rules

By order
P.K.MATTOO
Secretary

[Authoritative English text' of this Department Notification No. Shram-F (6) 1-1/92, dated 14-2-2005 as required under clause (3) of article 348 of the constitution of India].

**GOVERNMENT OF HIMACHAL PRADESH DEPARTMENT
LABOUR AND EMPLOYMENT
NOTIFICATION**

No. Shram-F.(6) 1-1 /92, dated: Shimla - 2, 14th februray,2005.

“NOTIFICATION”

=====

Where the draft Amendment rules titled as "the Himachal Pradesh Shops and Commercial Establishment Rules, 2003 were published in the Rajpatra, Himachal Pradesh on 20-11-2004 vide this department Notification or even number dated 1-11-2004 in pursuance of (the provisions of section 34. of the himachal Pradesh Shops and commercial establishment Act, 1969 (Act no 10 or 1970) or individual objections suggestions from persons likely to be affected thereby :

And, whereas no. objection/suggestions has .been received from any persons within the above specified period.

Now,therefore,in exercise of the powers conferred by section 34 of the Himachal Pradesh Shops and Commercial Establishment Act,1969, (Act , No.10 of 1970), the Governor of Himachal Pradesh is ,pleased to make the following rules further to amend the Himachal Pradesh, Shops and Commercial Establishments rules ,1972,published in the Rajpatra ,Himachal Pradesh (Extra-ordinary, on 02-09-1972 vide Government notification no.-12-6/71- ST,dated 5th August,1972, namely :-

Short title.

1. These rules may be called the Himachal Pradesh Shops and Commercial Establishments (Amendment) Rules, 2005.

Amendment of rules 5.

2. In rule 5 of the Himachal Pradesh Shops and Commercial Establishments Rules, 1972 (hereinafter referred to as the, “said rules”) in sub- rule (2),
For the words “One rupee”, the word “fifty rupee “shall be substituted.

....3---

Amendment of

Rule 6

3. In rule 6 of the said rules, in sub— rule (2),for the figures and words "
“31stMarch every year”, the figures and words " 31st December of the year in which the registration certificate is due to expire" shall be substituted.

Amendment of
rule 9

4. In rule 9 of the said rules, for the word and figure
"rupees 2", the word, "Fifty rupees" shall be substituted.

Amendment of Rule 27

5. In rule 27 of the said rules, after the words, "shall be
instituted", signs and words, "within a period of six months
from the date of commission of offence," shall be
substituted.

Substitution of 6.
SCHEDULE- I

6. For the existing SCHEDULE- I appended to the said
rules; the following shall be substituted, namely

"SCHEDULE- I"
=====
(See rules 3 to 6)

Sr No	Category of Embellishment	Fee for registration
-		
1.	Establishments employing no persons,	Rs. 50.00
2.	Establishments employing up to five persons	Rs. 200.00
3.	Establishments employing more Than five but less than eleven persons,	Rs. 300.00
4	Establishments employing more Than ten but less than twenty six persons.	Rs. 500.00
5.	Establishments employing more Than twenty five persons,	Rs. 2000,00

By order
Pr. Secretary (Lab.&
Emp.) to the
Government of Himachal Pradesh,

.....3/-

No. Shram-F.(6) 1-1 /92,
14th februray,2005.

dated: Shimla - 2,

Copy for information and necessary action:-

- All Administrative-Secretaries to the Govt. of H.P.
- All heads of the Department in Fame, himachal Pradesh.
- All Deputy—commissioner, himachal Pradesh.
- Controller, printing and stationary department, H.P shimla-5 for publication in the official Gazette.
- Labour commissioner, himachal Pradesh, Shimla-1 along-with SO spare copies.
- Guard file.

Under (Secretary (Lab. & Emp.) to the Government
