

9. (1) Fines can be imposed only for such acts and omissions as the employer may, with the previous approval of the Chief Inspector of Factories, or any other officer appointed by the Government of Mizoram specify by a notice displayed at or near the main entrance of the Factory and after giving the employed person an opportunity for explanation.
- (2) **Fines:-**
- (a) shall not exceed five paise in the rupee;
  - (b) shall not be recovered by instalments; or later than sixty days of the date of imposition;
  - (c) shall be recorded in a register and applied to such purposes beneficial to the employed persons as are approved by the Chief Inspector of Factories;
  - (d) shall not be imposed on child;
10. (a) Deduction for absence from duty can be made only on account of the absence of the employed person at time when he should be working, and such deductions must not exceed an amount which is in the same proportion to his wages for the wage-period, as the time he was absent in that period is to the total time he should have been at work.
- (b) If ten or more employed person, acting in concert, absent themselves without reasonable cause and without due notice the deduction for absence can include wages for eight days in lieu of notice, but:-
- (1) no deduction for breaking a contract can be made from persons under 15 or a woman.
  - (2) there must be a provision in writing which forms part of the contract of employment, requiring that specific period of notice of intention to cease work not exceeding 15 days or the period of notice which employer has to give to discharge a worker, must be given to the employer and that wages may be deducted in lieu of such notice;;
  - (3) the above provision must be displayed at or near the main entrance of the Factory or the industrial establishment,
  - (4) no deduction of this nature can be made until a notice that this deduction is to be made has been posted at or near main entrance of the Factory or the industrial establishment;
  - (5) no deduction must exceed the wage of the employed person for the period by which the notice he gives of leaving employment is less than the notice he should give under his contract.
11. Deduction can be made for damage to or loss of goods expressly entrusted to an employed person or for loss of money for which he is required to his neglect or default.

Such deduction cannot exceed the amount of the damage or loss caused and can be made only after giving the employed person an opportunity for explanation.