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EXTRAORDINARY

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HARYANA GOVERNMENT

LABOUR DEPARTMENT

Notification

The 30th March, 2026

No. 11/26/2025-4Lab.— In exercise of the powers conferred by Section 28 of the Haryana Shop and Commercial Establishments Act, 1958 (Punjab Act 15 of 1958) read with rules framed under the said Act, and all the powers enabling him in this behalf the Governor of Haryana; in substitution of Notification No. I.R-II-Exmp./CD/Mgt./2009-6/41864 dated The 5th November, 2009 hereby exempts any shop and commercial establishment situated in the State of Haryana, which gets itself registered on-line on the departmental website in auto mode ; on the basis of self-certification from the operation of the provisions of Section 9 (Opening and closing hours) & Section 10 (Close day) of the Haryana Shops and Commercial Establishments Act, 1958 from the date of publication of the notification in the Official Gazette subject to the following conditions:-

1. The said establishment for employment of woman employee during night shifts i.e. from 08:00 PM to 06:00 AM shall apply for grant of exemption under section 28 which will be done in auto mode; on the basis of self-certification subject to conditions specified in Notification No. 11/26/2025-4Lab. The 13th October, 2025.
2. No person shall be employed about the business of an establishment for more than forty-eight hours in any one week and ten hours in any one day.
3. The period of work of an employee in an establishment inclusive of his interval for rest shall not exceed twelve hours in a day.
4. The payment of overtime shall be at twice the normal rate of wages.

5. No employee shall be allowed to work in an establishment for more than six hours before he has had an interval for rest of at least half an hour.
6. Any other condition as may be specified in this regard by Labour Department from time to time.
7. The above are subject to compliances of all Labour Legislations applicable on the Establishment.
8. This grant of exemption shall have no overriding effect on any notification/order/advisory/circular/issued by any other Authority/Government Department including Police.
9. A copy of this notification shall be prominently displayed at the employee's entrance/exit of the Establishment.

RAJEEV RANJAN,
Principal Secretary to Government Haryana,
Labour Department.