

To,  
Retailers  
Mumbai.

Association of India,

**NOTIFICATION**  
**Labour and Employment Department**  
**Sachivalaya, Gandhinagar,**  
**Dated: 06/04/2017.**

**GUJARAT  
SHOPS AND  
ESTABLISH-  
MENTS  
ACT, 1948.**

**No. : GHR/2017/51/GSE/19/2016/324393/M:3 :-** In exercise of the powers conferred by the proviso to sub-section(1) of section 4 of the Gujarat Shops and Establishments Act, 1948, (Bom.LXXIX of 1948) (hereinafter referred to as "the said Act"), the Government of Gujarat hereby amends the Schedule II of the said Act, for the purpose of giving exemption to All Shops registered under the Gujarat Shops and Establishments Act, 1948, from the provisions under section 10, 11, 18 and 33 for the period of two years from the date of issue of this notification as follows, namely :-

In Schedule-II, of the said Act, after entry at serial no. 200 the following entry no.201 shall be inserted, namely :-

Sr.No.	Establishments, employees or other persons.	Provisions of the Act.
1	2	3
201	All Shops registered under the Gujarat Shops and Establishments Act, 1948.	<p>Section 10, 11, 18 and 33 subject to the following conditions –</p> <ol style="list-style-type: none"><li>(1) This exemption shall remain in operation for the period of two years from the date of Notification published in Govt. Gazette.</li><li>(2) Every employee shall be given one day holiday in a week without making any deductions from his/her wages on account thereof and list of the time table of such holidays for a month shall be placed on the notice board in advance.</li><li>(3) Employer, employing twenty or more employees, shall pay the wages only through cheque or by depositing the same in Bank.</li><li>(4) No employee shall be required to work for more than 9 hours in a day or 48 hours in a week. Beyond nine hours in a day or 48 hours in a week work shall be considered as overtime work and employee shall be entitled to overtime wages.</li><li>(5) The shop shall not remain open after 11.00 P.M. any day.</li><li>(6) Unless obtaining prior written consent and providing transportation facility from shop/ establishment to the doorstep of their residence, female employees shall not be</li></ol>

		<p>subjected to work after 7.00 p.m. Female employees shall not be made to work beyond 9.00 p.m.</p> <p>(7) The employees shall be provided all the facilities mentioned in the concerned labour laws.</p> <p>(8) Employee's contribution towards EPF and ESI scheme shall be deducted from his/her wages as per the provisions of EPF Act and ESIC Act.</p> <p>(9) Employees shall be given national and festival holidays with wages.</p> <p>(10) This exemption is related only to Gujarat Shops and Establishments Act, 1948.</p> <p>(11) In spite of these terms and conditions, all the provisions of this Act shall be applicable to the shop and establishment.</p> <p>(12) In case of violation of any of the above terms and conditions noticed by shop inspector, the exemption shall be cancelled after giving notice to the shop/ establishment.</p> <p>(13) In case of violation of any provision of the Gujarat Shops and Establishment, Act-1948, exemption shall be cancelled after giving notice to the shop/establishment.</p>
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By order and in the name of the Governor of Gujarat,

  
(D.B. Pandya)

Under Secretary,  
Labour and Employment Department

To,  
The Manager,  
Government Central Press,  
Gandhinagar.

- With a request to publish this notification in the Extra-Ordinary Gujarat Government Gazette Part IV - B and the copies of printed notification may please be distributed as under :



7.00 p.m.  
be made  
all

- (i) The Labour and Employment Department, ..... 10 Copies  
Sachivalaya, Gandhinagar.
- (ii) The Commissioner of Labour, ..... 10 Copies  
Gujarat State, Gandhinagar.

**Copy Forwarded With Compliments To :-**

1. The Commissioner of Labour, Gujarat State, Block No.14, 2<sup>nd</sup> Floor, Udhog Bhavan, Sector-11, Gandhinagar.
2. The Deputy Commissioner of Labour, Ahmedabad/Surat/Vadodara/Rajkot.
3. The Under Secretary, Legislative and Parliamentary Affairs Department, Sachivalaya, Gandhinagar. (The Gujarati Version of this Notification may Please be Published in the Extra-Ordinary Gujarat Government Gazette Part - IV - B.)
4. The Deputy Secretary, Urban Development and Urban Housing Department, Sachivalaya, Gandhinagar.
5. The Deputy Secretary, Panchayats and Rural Housing Department, Sachivalaya, Gandhinagar.
6. The Director, Municipalities, Gujarat State, Gandhinagar.
7. The Municipal Commissioner, Municipal Corporation, Ahmedabad/Vadodara /Surat/Rajkot/Jamnagar/Bhavnagar/Junagadh/Gandhinagar.
8. The Branch Select File/M-3.
9. The Dy. S.O. Select File.