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EXTRAORDINARY

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HARYANA GOVERNMENT

LABOUR DEPARTMENT

Notification

The 13th October, 2025

No. 11/26/2025-4Lab.— Whereas, the State Government of Haryana has already included Shops and Commercial Establishments in proviso to clause (iv) of sub rule (2) of Rule 15 of the Punjab Shops and Commercial Establishment Rules, 1958 by issuance of notification to allow them to employ women employee during night shifts i.e. from 08:00 PM to 06:00 AM subject to provisions of Section 28 of the Haryana Shops and Commercial Establishments Act, 1958 (Punjab Act No. 15 of 1958);

Now, in exercise of the powers conferred by sub section 3 of section 30 of the Haryana Shops and Commercial Establishments Act, 1958 (Punjab Act No. 15 of 1958), and all other powers enabling him in this behalf the Governor of Haryana, in substitution of the Notification No. 11/26/2025-4Lab. dated The 4th July, 2025 in the subject matter, hereby notify for laying down certain conditions for employing women employees during night shifts with respect to their security, safety and to safeguard the interest of women employees, in the Shops and Commercial Establishments registered under the said Act in the State of Haryana and apply for grant of such exemption under Section 28 of the said Act for employing women employees during night shifts in their respective establishments, which are as under:

1. No application for grant of exemption shall be entertained unless received online within two weeks prior to the date of commencement of the period in respect of which the exemption is prayed for. The exemption in notification will be done in auto mode; on the basis of self-certification.

2. Such exemption shall be valid for one year from the date of order of exemption; if there is any change of security, transportation agreement and other details of employer/director/manager, the same is to be intimated online.

3. The provisions of the Sexual Harassment of women at workplace (Prevention, Prohibition and Redressal) Act, 2013 (14 of 2013), as applicable to the establishment, shall be complied with.

4. The employer shall take a declaration that they have obtained consent from each woman employee to work during night shift 08:00 PM to 06:00 AM., and submit it to authorities when it is asked.

5. The employer shall provide Closed Circuit Television (CCTV) videography and proper lighting not only inside the shop/establishment but also surrounding of the shop/establishment and to all places where the female employees may move out of necessity in the course of such shift.

6. Sufficient security guards shall be provided during the night shift.

7. Transport & Safety:

(a) The establishment shall provide transport facilities from the residence of the woman employee to the workplace and back, free of cost and with adequate security. Such transport facility shall have GPS for tracking and monitoring;

(b) The Schedule of route of pick-up and drop shall be decided by the supervisory officer of the Establishment only;

(c) In case of exigencies, change of drivers/routes/shifts shall be allowed only with the prior knowledge of supervisory officers/employees;

(d) The personal details, particularly mobile phone numbers, email ID and address of the women employees shall not be disclosed to unauthorized persons;

(e) Careful selection of routes shall be made in such a way that no women employees shall be picked up first and dropped last;

(f) The employer shall provide back ground verified security guards at work place and night shift vehicles when women employees are being picked up first or dropped last;

(g) The establishment shall have a control room/travel desk for monitoring movement of vehicles;

Provided that a women worker may opt out of transportation facility by giving her consent if she is willing to come to workplace by herself.

Provided further that the employer may pool the transportation facility by tie-up with the external transporters.

8. The employer or manager shall see that the women workers are employed in a batch of not less than four. However, in IT, ITeS sector quorum may be relaxed for any women in senior position (earning more than one lakh rupees per month) when she give consent to work in night.

9. The employer shall, ensure adequate medical facility through tie-up with the nearby hospital to meet any emergent situation during the night shift. The important telephone numbers such as hospitals, ambulance, Police etc. shall also be displayed at prominent places.

10. The said relaxation shall not apply to a woman employee during the period of twelve (12) weeks before and after her childbirth, miscarriage or medical termination of pregnancy of which at least six (6) weeks shall be after childbirth, miscarriage or medical termination of pregnancy, and for such additional period, if any, as specified in the medical certificate stating that it is necessary for the health of the woman employee or her child.

11. Wherever the establishment/management provides boarding and lodging arrangements for the women employees, the same shall be kept exclusively for the women under the control of woman supervisory officer.

12. The employer shall be at liberty to employ women employees as a whole or in part during night shift, provided, the above directions be complied with.

13. The above are subject to compliances of The Haryana Shops and Commercial Establishments Act, 1958 (Punjab Act No. 15 of 1958), The Maternity Benefit Act, 1961 (53 of 1961), The Equal Remuneration Act, 1976 (25 of 1976) and all other Labour Legislations applicable on the Establishment.

14. This grant of exemption shall have no overriding effect on any notification/ order/ advisory/ circular/ issued by any other Authority/Government Department including Police.

15. 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.

12173—C.S.—H.G.P., Pkl.