Government of Himachal Pradesh
Department of Labour Employment & Overseas Placement

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No. LEP-A003/15/2023-Pt-II Dated-171002 the 22nd September, 2026.

NOTIFICATION

In exercise of the powers conferred under Section 27 of the Himachal Pradesh Shops and Commercial Establishments Act, 1969, the Governor, Himachal Pradesh, with a view to promote ease of doing business and 24×7 operations, is pleased to exempt all shops and commercial establishments in the State of Himachal Pradesh from the operation of the provisions of Sections 9 and 10 of the said Act and Rule 11 of the Himachal Pradesh Shops and Commercial Establishments Rules, 1972, in public interest, with immediate effect, subject to the following conditions, namely:—

1. The total number of working hours of an employee shall not exceed the limits prescribed under the Act.
2. Every employee shall be allowed one weekly holiday as prescribed under the Act.
3. No employee shall be required or allowed to work overtime beyond the limits prescribed under the Act.
4. The employer shall ensure adequate measures for the safety, security, health and welfare of all employees prescribed under the Act.
5. In respect of women employees working during night shifts, the employer shall ensure the terms and conditions as notified by Government vide notification No.LEP-A003/15/2023-Pt-II dated 31st July, 2025.
6. The employer shall comply with all other provisions of the Himachal Pradesh Shops and Commercial Establishments Act, 1969 and the rules made thereunder and other applicable labour laws.

This exemption shall remain in force for a period of **one year** from the date of its publication in the Official Gazette.

By Order

Secretary (LE&OP) to the
Government of Himachal Pradesh.

UNCOMPLY CAFE
Simplifying compliance