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PART I

Punjab Government Notifications and Orders

GOVERNMENT OF PUNJAB

DEPARTMENT OF LABOUR

(Labour Branch)

NOTIFICATION

The 24th September, 2026

No.LabOPSCA/2/2024-5L/453.-In exercise of the powers conferred by section 28 of Punjab Shops and Commercial Establishments Act, 1958 and other powers enabling him in this behalf, the Governor of Punjab is pleased to exempt all shops and establishments from the provisions of section-9 and sub-section-(1) of section-10 of the said Act and permit that all the shops and establishments registered under the Act in the State of Punjab may remain open 24 hours 7 days a week on all days of the year, subject to the following conditions:

a. All the provisions of the Sexual Harrasment of Women at Workplace (Prevention Prohibition and Redressal) Act, 2013 (Central Act, 14 of 2013) and rules & instructions thereof as applicable shall be implemented by all the establishments & shops.

b. The instructions of the Labour department regarding conditions for employing women in night shifts, as issued from time to time, shall be duly complied with by every employer of establishments & shops as applicable.

c. The Prevention of The Child and Adolescent Labour (Prohibition and Regulation) Act 1986, as amended from time to time, shall be implemented in the establishments.

d. All the provisions of the Code on Wages, Code on Social Security, Industrial Relations Code and Occupational Safety, Health and Working Conditions Code and the rules thereof, shall be complied with by all the establishments & shops.

2. In case of violation of any of the above terms and conditions or any other provision of the Act, the exemption under section 9 and sub-section (1) of section 10 can be revoked/withdrawn after giving a due opportunity of being heard by the Competent Authority and timings of operation of such establishment(s) or shops(s) can be specifically or generally fixed.

3. This exemption shall remain in operation till further orders or till it is withdrawn specifically or generally. The Government of Punjab reserves the right of reviewing this exemption at any point of time as per requirement or on administrative grounds.

MANVESH SINGH SIDHU, IAS
Secretary, Government of Punjab,
Department of Labour.

Chandigarh
The 24th September, 2026

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