

Government of Himachal Pradesh
Department of Labour Employment & Overseas Placement

No. LEP-A003/15/2023-Pt-II Dated-171002 the

05th July, 2025

NOTIFICATION

In order to enhance Ease of Doing Business in the State of Himachal Pradesh and in consonance with point No. 155 of Business Reform Action Plan, 2024 & for the purpose of compliance reduction and deregulation in H.P., the Governor, Himachal Pradesh, in exercise of powers conferred by Section 27 of Himachal Pradesh Shops & Commercial Establishments Act, 1969 (Act No. 10 of 1970) is pleased to exempt all shops and commercial establishments in the State of Himachal Pradesh, where the provisions of the Act *ibid* are applicable and which are exempted from the operation of Section 9 and 10 of the Act *ibid*, from the operation of Section 29(1) of the said Act and to permit women workers engaged in all aforesaid shops and commercial establishments to work in night shift, for a period of one year from the date of publication of this notification in the official gazette subject to the following conditions:-

1. Any woman worker can be employed in any shop or commercial establishment in night employment before 06:00 AM and after 07:00 PM. to provide them work place gender equality.
2. Any woman employee can be allowed to work for more than eight hours as per provisions regarding overtime and spread over prescribed under the Act *ibid*/ H.P. Rules framed thereunder.
3. Every woman employee shall be given the maternity benefits as prescribed under the Maternity Benefit Act, 1961.
4. Adequate transportation facilities where feasible shall be provided to women employees to pick up and drop at her residence. The transportation vehicle should be equipped with CCTV and GPS.
5. Employer shall ensure sufficient supervision for effective continuous monitoring and enhanced safety through CCTV during such working hours.
6. Employer shall provide proper lighting in the workplace in the concerned establishment.

7. Employer shall maintain First-Aid Box in the concerned establishment and shall provide first aid facilities immediately as and when required by any employee during his/her shift. There should be availability of Ambulance on call in case of emergency as and when required by any worker.
8. The toilets, washroom and drinking water facilities should be near to the workplace including passage towards conveniences or facilities concerning to these amenities.
9. The employer shall provide safe, secure and healthy working condition such that no women employee is disadvantaged in connection with her employment.
10. 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.
11. Employer shall send a quarterly return to the Inspector having jurisdiction about the details of employees engaged during night shifts through electronic mode.
12. Such other conditions as may be specified in this regard by the State Government from time to time.

By Order

Priyanka Basu Ingty
Secretary (LE & OP) to the
Government of Himachal Pradesh