

**(TO BE PUBLISHED IN PART IV OF THE DELHI GAZETTE EXTRA ORDINARY
GOVERNMENT OF NATIONAL CAPITAL TERRITORY OF DELHI
(LABOUR DEPARTMENT)**

Dated: 07/08/2025

NOTIFICATION

F.No.28/Addl.LC/Exemp./S&E, Act/2021/2438 In exercise of powers conferred by the proviso to Section 4 of the Delhi Shops and Establishments Act, 1954 (Delhi Act 7 of 1954), the Lt. Governor of National Capital Territory of Delhi is pleased to make the following addition in the Schedule-1, appended to the said Act.

In the said Schedule under "Establishment etc." after the existing entry at serial no. 300 the following entry shall be added, namely:-

Entry No.	Description of Shops/establishments	Sections of Shops & Establishments under which exemption given	Conditions
301	All Establishments except Liquor Shops	Section 14 of Delhi Shops & Establishments Act, 1954 so far as it relates to the employment of women subject to the conditions mentioned in the column 4	(i).No employee shall be employed or allowed to work for more than nine hours (including that of meal and rest) on any day and for not more than forty Eight hours a week. Further, no employee shall be allowed to work for more than five hours at a stretch. Overtime wages shall be paid to eligible employees at double the normal rate as provided under section 8 of the Delhi Shops and Establishment Act, 1954. The daily hours, weekly hours, spread over, over-time and interval for rest shall be subject to notification from time to time.
302	All shops and commercial establishments except Liquor Shops	Section 15 and 16 of Delhi Shops & Establishments Act, 1954 subject to the conditions mentioned in the column 4	(ii) Shift working, if any, shall be in such a way that no employee is forced to work in night shift only. (iii) Employer shall make suitable arrangement regarding safety, security and transportation of all the employees, who have been asked to work overtime or in the shift beyond the normal working hours as prescribed in the Delhi Shops and Establishments Act, 1954. Further the employer shall install Closed Circuit Television (CCTV) for videography of the

			establishment and preserve the same for not less than a period of one month and submit the same on demand from the Chief Inspector of Shops. (iv) Employees working on national holidays shall be given compensatory leave in lieu thereof, and double rate of wages as overtime. (V) Weekly off day will be allowed to employees in rotation. (vi) The employer shall ensure that the workers are provided all the legal benefits under various labour laws like Minimum Wages, Provident Fund (PF), Employees' State Insurance (ESI), Bonus, Leave facility and the same be put on website of the shop/establishment. (vii) Payment of wages of employees shall be made by cheque/Electronic Clearing Service (ECS). (viii) This grant of exemption shall have no overriding effect on any notification/order/advisory/circular/issued by any other Authority/Department/Government Agencies Including Police. (ix) The employees shall be provided with wash room, safety lockers and other basic amenities. (x) Every employer employing women employees shall constitute Internal Complaints Committee against sexual harassment of women under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (Central
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			Act 14 of 2013) and the said Committee shall be operative. (xi) Consent of women shall be required before employing them in night shifts. (xii) A copy of this notification shall be prominently displayed at the employee's entrance/exit of the establishment. (xiii) Those establishments intending to avail exemption under section 14,15 or 16 of the Delhi Shops & Establishments shall furnish details of the establishment like registration number, name of establishment, details of occupier/employer such as name, contact number and email ID, address of establishment, nature of business, number of employees (men and women) along with an undertaking that the establishment shall follow all the conditions mentioned in the notification, to the Labour Department, Government of National Capital Territory Delhi.
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By order and in the name of
Lt. Governor of National Capital Territory of Delhi


(Shilpa Shinde)
Secretary (Labour)

Copy forwarded for information to:-

1. Pr. Secretary to Hon'ble Lt. Governor, Delhi.
2. The Additional Secretary to the Hon'ble Chief Minister. Government of National Capital Territory of Delhi, Delhi Sachivalaya, I.P. Estate, New Delhi.
3. Secretary to Hon'ble Minister of Labour, Government of National Capital Territory of Delhi, Delhi Sachivalaya, I.P. Estate, New Delhi.

4. Deputy Secretary (GAD) with request to publish it in Delhi Gazette Extra Ordinary Part-IV.
- ✓ 5. System Analyst to upload it on the website of Labour Department.
6. Guard File.