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Separate paging is given to this Part in order that it may be filed as a Separate Compilation.

PART IV-B

Rules and Orders (Other than those published in Parts I, I-A, and I-L) made
by the Government of Gujarat under the Gujarat Acts

LABOUR, SKILL DEVELOPMENT AND EMPLOYMENT DEPARTMENT

NOTIFICATION

Sachivalaya, Gandhinagar, 19th May, 2026

GUJARAT SHOPS AND ESTABLISHMENT (REGULATION OF EMPLOYMENT AND CONDITIONS OF SERVICE) ACT, 2019

No: GHR/2026/35/LED/GAS/e-file/11/2025/2135/M3: The following draft of rules which is proposed to be issued under section 39 of the Gujarat Shops and Establishment (Regulation of Employment and conditions of Service) Act, 2019 (Guj. 4 of 2019) is published as required under sub-section (2) of section 39 of the said Act for information of all persons likely to be affected thereby and notice is hereby given that the said draft rules will be taken into consideration by the Government of Gujarat on or after the expiry of thirty days from the date of publication of this notification in the *Official Gazette*.

Any objections or suggestions which may be received by the Deputy Secretary (Labour), Labour, Skill Development and Employment Department, Block No.5, 6th Floor, Sachivalaya, Gandhinagar or via e-mail id:ds-labour-led@gujarat.gov.in from any person with respect to the said draft on or before the expiry of the aforesaid period will be considered by the Government.

DRAFT NOTIFICATION**GUJARAT SHOPS AND ESTABLISHMENT (REGULATION OF EMPLOYMENT AND CONDITIONS OF SERVICE) ACT, 2019**

No: GHR/2026/35/LED/GAS/e-file/11/2025/2135/M3:- In exercise of the power conferred by section 39 of the Gujarat Shops and Establishment (Regulation of Employment and conditions of Service) Act, 2019 (Guj.4 of 2019), the Government of Gujarat hereby makes the following rules further to amend the Gujarat Shops and Establishment (Regulation of Employment and conditions of Service) Rules, 2020, namely:-

1. (1) These rules may be called the Gujarat Shops and Establishment (Regulation of Employment and conditions of Service) (Amendment) Rules, 2025.
- (2) They shall come into force on the date of their publication in the *Official Gazette*.
2. In the Gujarat Shops and Establishment (Regulation of Employment and Conditions of Service) Rules, 2020, (hereinafter referred to as "the said rules"), for rule 11, the following rule shall be substituted namely: -

Conditions for employment of women in night shifts: -

Any shop or establishment or class of employers on which this Act applies can employ women workers from 9:00 pm to 6:00 am subject to the following conditions: -

- (1) The consent of women employees willing to work at night shall be taken in writing; in Form-J;
 - (2) There shall be at least three women employees, which may include onsite woman employer, if any;
 - (3) Adequate transportation facilities with GPS tracking system to pick-up and drop women employees at or near their residence shall be provided;
 - (4) The establishment shall obtain Bio-data and Police verification of each driver of the night transportation vehicle, whether employed directly or through service provider;
 - (5) The employer shall provide toilet or washroom and drinking water facilities near the work place where such women employees are employed, with provisions of closed-circuit television (CCTV) surveillance and proper lighting including the passages towards conveniences;
 - (6) The provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressed) Act, 2013 (14 of 2023), as applicable to the establishment, and shall be complied as per the provisions of this Act;
 - (7) Any Employer engaging women employees during night, shall submit a Self-declaration in Form-J1 - to the concerned inspector, that he/she has provided all the facilities in accordance of the Act as and shall take due care and diligence regarding the safety, security and dignity of women employees;
 - (8) No adolescent shall be allowed to work whether as an employee or otherwise in any establishment during night;
 - (9) If any establishment fails to comply with the above conditions, it shall be liable for penalty under section 29 of the the Gujarat Shops and Establishment (Regulation of Employment and conditions of Service) Act, 2019.”.
3. In the said rules, after Form-J, the following Form-J1 shall be inserted namely:

FORM- J 1**(See rule 11)****Self- Declaration**

Certified that I/we,..... Employer of M/S....., situated at..... Dist..... bearing Registration No. have complied all the conditions prescribed by the Government of Gujarat for engagement of women employees in my/our shop or commercial establishment during night.

Certified further that no woman employee has been engaged in my/our establishment during night without her consent in writing.

I am / We will provide necessary facilities such as women toilet, safe transportation facility, security surveillance measures considering safety for women working at our premise.

I/We are conducting the said business as per the labour laws, Rules, Order of any Labour Court or and Competent Authority under labour laws in force from time to time.

I/We have obtained necessary labour laws related licenses, permissions, permit for the conduct of this business and the place of business from the appropriate Authority. I/We shall be responsible and liable for legal action if the business is conducted without proper labour laws related license, permission, permit from the appropriate Authority.

I/We understand and acknowledge that if any of the afore mentioned facts or information are found to be false, misleading or misrepresented, I/We shall be held liable for legal action as per applicable Acts and rules.

I am / we are the authorised person(s) to submit the above declaration which is true to the best of my/our knowledge and belief.

Signature of the Employer

Name:

Mobile No.

E-mail ID.

Date:

By order and in the name of the Governor of Gujarat,

POOJA UPADHYAY,

Deputy Secretary to Government.

