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EXTRAORDINARY

भाग II — खण्ड 1

PART II — Section 1

प्राधिकार से प्रकाशित

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No. 51] NEW DELHI, WEDNESDAY, NOVEMBER 19, 2025/KARTIKA 28, 1947 (Saka)

इस भाग में भिन्न पृष्ठ संख्या दी जाती है जिससे कि यह अलग संकलन के रूप में रखा जा सके।

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

MINISTRY OF LAW AND JUSTICE (Legislative Department)

New Delhi, the 19th November, 2025/Kartika 28, 1947 (Saka)

THE DADRA AND NAGAR HAVELI AND DAMAN AND DIU SHOPS AND ESTABLISHMENTS (REGULATION OF EMPLOYMENT AND CONDITIONS OF SERVICE) AMENDMENT REGULATION, 2025

No. 14 OF 2025

Promulgated by the President in the Seventy-sixth Year of the Republic of India.

A Regulation to amend the Gujarat Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2019 as adapted to the Union Territory of Dadra and Nagar Haveli and Daman and Diu.

In exercise of the powers conferred by article 240 of the Constitution, the President is pleased to promulgate the following Regulation made by her:—

1. (1) This Regulation may be called the Dadra and Nagar Haveli and Daman and Diu Shops and Establishments (Regulation of Employment and Conditions of Service) Amendment Regulation, 2025.

Short title,
extent and
commencement.

(2) It extends to the whole of the Union territory of Dadra and Nagar Haveli and Daman and Diu.

(3) It shall come into force on such date as the Administrator may, by notification in the Official Gazette, appoint.

Amendment of
section 1.

2. In the Gujarat Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2019 as adapted to the Union Territory of Dadra and Nagar Haveli and Daman and Diu (hereinafter referred to as the principal Act), in section 1, in sub-section (3), for the words “ten or more workers”, the words “twenty or more workers” shall be substituted.

Gujarat Act
4 of 2019.

Amendment of
section 2.

3. In section 2 of the principal Act, after clause (p), the following clause shall be inserted, namely:—

‘(pp) “State Government” means the Administrator of the Union territory of Dadra and Nagar Haveli and Daman and Diu appointed by the President under article 239 of the Constitution;’.

Amendment of
section 12.

4. In section 12 of the principal Act,—

(a) for the words “nine hours”, the words “ten hours” shall be substituted;

(b) for the words “five hours”, the words “six hours” shall be substituted.

Amendment of
section 13.

5. In section 13 of the principal Act, in sub-section (2), for the proviso, the following provisos shall be substituted, namely:—

“Provided that women workers may, with their consent, be allowed to work even between the hours of 9 P.M. and 6 A.M. in any establishment in which adequate safety and security measures or provisions for holidays, as may be prescribed, are provided by the employer:

Provided further that where the Administrator considers that the employment of women in any particular hazardous or dangerous processes in an establishment is dangerous for their health and safety due to the operation carried out therein, the Administrator may require the employer to provide adequate safeguards as may be prescribed, prior to the employment of women for such operation.”.

Substitution of
section 14.

6. For section 14 of the principal Act, the following section shall be substituted, namely:—

“14. The working hours of a worker in any shop or establishment shall not exceed twelve hours in any day.”.

Amendment of
section 15.

7. In section 15 of the principal Act,—

(a) for the words “nine hours”, the words “ten hours” shall be substituted;

(b) for the words “one hundred and twenty-five hours”, the words “one hundred and forty-four hours” shall be substituted.

DROUPADI MURMU,
President.

DR. RAJIV MANI,
Secretary to the Govt. of India.