

Exemption on Condition of Employment - Gujarat Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2019

The Government of Gujarat declares that the provisions of sections 12 and 14 of the Gujarat Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2019, shall not be applicable to establishments engaged in IT-related Services, IT-enabled Services, and Financial Services. This exemption is subject to the fulfilment of other provisions of the said Act.

Duration of Exemption: For a period of two years from the date of issue of this notification in the official Gazette.

Provisions Exempted:

a) **SECTION 12: FIXING OF HOURS OF WORK :**

- No worker shall work for more than nine hours in any day and forty-eight hours in a week.
- Continuous work for more than five hours requires a break of not less than half an hour.
- Working hours or weekly holidays may be relaxed with the Inspector's previous permission in cases of urgent work.

b) **SECTION 14: SPREAD-OVER OF HOURS OF WORK**

- The spread-over of a worker in any shop or establishment shall not exceed ten and a half hours in any day.
- For workers engaged in intermittent or urgent work, the spread-over shall not exceed twelve hours.

This exemption is subject to the fulfilment of other provisions of the said Act

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<https://Gujarat-Shop-Act-amendment-2024.pdf>