

(31)

GOVERNMENT OF MEGHALAYA
DEPARTMENT OF LABOUR, EMPLOYMENT & SKILL DEVELOPMENT

NOTIFICATION

Dated: Shillong, the 25th August, 2025.

No. LE&SD.132/82/Pt./Vol.I/147 – In exercise of the powers conferred by Section 8 and Section 29 of Meghalaya Shops and Establishment Act, 2003 and other powers enabling him in this behalf, the Governor of Meghalaya is pleased to exempt all establishments from the provisions of Section 8 and Section 6 of the said Act and to permit the employment of women working in night shift and all the establishments registered under the Act in the State of Meghalaya to be open on all 365 days of the year, for a further period of 1 year i.e. upto 31-12-2025, unless it is revoked, subject to the following conditions namely:-

- i. This exemption shall remain in operation for a period of one year from the date of Notification published in the Govt. Gazette.
- ii. Every employee working in the establishment shall be given one day holiday in a week without making any deductions from his/her wages on account thereof and list of the time table of such holidays for a month shall be placed on the notice board in advance.
- iii. If the establishment remains open after 10:00 P.M on any day, adequate safety and security arrangements shall be ensured for employees and visitors.
- iv. As establishments are being given permission to be open every day, new staff shall be appointed for the extended timing.
- v. Female employees shall be provided separate locker, rest rooms and resting area specifically for women during night shift at the work place. The employer shall ensure that proper lighting and CCTV cameras are operable within the premises of the establishment as well as the surroundings.
- vi. Every employer employing women employees shall constitute the Internal Complaints Committee against sexual harassment of women under the Sexual Harassment of Women at Workplace (Prevention Prohibition and Redressal) Act, 2013 (Central Act, 14 of 2013) and the said Committee shall be operative for that particular establishment. This shall be displayed in a conspicuous place of the establishment.
- vii. If female employee(s) is/are required to work after 7:00 P.M, her/their written consent in this regard shall be taken and kept as record in the establishment. Adequate safety and security arrangements of female employees shall be made during working hours and it shall be ensured that they safely reach home after their work is over.
- viii. The Child and Adolescent Labour (Prohibition and Regulation) Act, 1986, as amended from time to time, shall be implemented in all establishments.
- ix. Employees shall be provided all the facilities mentioned in the relevant labour laws.
- x. Employee shall be given national and festival holidays with wages.
- xi. The wages including overtime wages of the employees shall be credited to their saving bank account.
- xii. In addition to these terms and conditions, all the provisions of the Act and other relevant Laws shall be applicable to the establishment.
- xiii. In case of any violation of the above terms and conditions or any other provision of the Act, the exemption shall be cancelled after giving a due opportunity of being heard by the Competent Authority.
- xiv. Any other condition as may be specified in this regard may be added by the State Government from time to time. The State Government may also, by notification add or delete any of the above conditions.

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28/8/25

This Notification is in supersession of previous Government Notification No.LE&SD.132/82/Pt./Vol.I/141, dated 5th June, 2025.

This will come into immediate effect and until further orders.

Sd/-

(Shri C. Songate, IRS)
Principal Secretary to the Government of Meghalaya,
Department of Labour, Employment
& Skill Development.

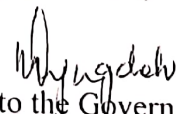
Memo.No.LE&SD.132/82/Pt./Vol.I/147-A

Dated, Shillong, the 25th August 2025

Copy to:-

1. The P.S. to the Hon'ble Minister, in-charge Labour, Employment & Skill Development Department for kind information of the Hon'ble Minister.
2. The P.S to the Chief Secretary to the Govt. of Meghalaya, for kind information of the Chief Secretary.
3. The P.S to the Principal Secretary to the Govt. of Meghalaya, Labour, Employment & Skill Development Department for kind information of the Principal Secretary.
4. The P.A to the Commissioner & Secretary to the Govt. of Meghalaya, Labour, Employment & Skill Development Department for kind information of the Commissioner & Secretary.
5. Director, Printing & Stationery, Meghalaya, Shillong for publication in the next issue of the Meghalaya Gazette.
6. The Labour Commissioner, Meghalaya, Shillong for kind information.
7. The Joint Labour Commissioner, Shillong/Tura for information.
8. The Deputy Labour Commissioner, Shillong / Jowai / Nongstoin / Nongpoh /Tura / Williamnagar / Baghmara for information and necessary action
9. The Assistant Labour Commissioner, Khliehriat / Mawkyrwat/ Ampati/ Resubelpara for information and necessary action.

By order etc.,


Deputy Secretary to the Government of Meghalaya,
Department of Labour, Employment & Skill Development
