

**Government of Jammu and Kashmir  
Labour and Employment Department  
Civil Secretariat, Jammu/ Srinagar.**

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**Notification**

Jammu the 13<sup>th</sup> April, 2023.

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**S.O. 207.** In exercise of the powers conferred by section 5 of the Jammu and Kashmir Shops and Establishments Act, 1966 (Act No.XXXIX) and in partial modification of SRO Notification 200 dated 27-04-2017, exemption is hereby granted for a further period of two years, w.e.f. 01-04-2023 to 01.04.2025 in favour of M/s Walmart India Pvt. Ltd. located at Plot No. 425, 426 ,428, Top Sherkhania, Jammu, from the provisions of section 9 and 13 of the said Act, and allowing thereby to operate 24 hours a day including night shift from 9:00 pm to 6:00 am (for in-house operations only) throughout the year subject to the following conditions:-

1. The establishment shall pay additional fee equal to ten times the normal fee prescribed under rules.
2. No worker will be made to work beyond the prescribed working period beyond 08 hours a day and for this purpose roster for rotational duty shall be displayed in advance every Saturday for the coming week prominently on the notice board for information of the employees.
3. Employees assigned duties during night hours will be paid suitable additional allowance for food and travel to and fro from home.
4. Female employees will have the option to refuse/ decline duty during the exempted hours during night.
5. Conditions 2, 3 & 4 above shall be displayed prominently and also informed to every employee of M/s Bharti Walmart, Branch Jammu. If during

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inspection it is found that any employee is unaware about these conditions, the above exemption would be cancelled without any further notice.

6. All other provisions of the J&K Shops and Establishments Act, 1966 and Labour Laws applicable, will be strictly complied with; and
7. The employees of the establishment will be extended necessary Health and Medical Insurance Cover.

The period w.e.f. 17-04-2019 to 31-03-2023 is hereby condoned.

**By order of the Government of Jammu and Kashmir.**

Sd/-

**(Sarita Chauhan), IAS**

Commissioner/Secretary to the Government

No. LE-LAB/14/2022-12-L&E

Dated:- 13.04.2023

Copy to the:-

1. Secretary, Ministry of Labour & Employment, GoI, New Delhi.
2. Joint Secretary, MHA, ( J&K and Ladakh Affairs),GoI, New Delhi.
3. Principal Secretary to Hon'ble Lieutenant Governor, J&K.
4. All Administrative Secretaries, J&K.
5. Labour Commissioner, J&K.
6. Provident Fund Commissioner, EPFO, J&K.
7. Private Secretary to Commissioner/Secretary to Government, Labour & Employment Department.
8. SO/Stock file.

  
13/04/2023

(S. Tarandeep Singh)

Under Secretary to Government