



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

Notification

Jammu the 25th September 2025

S.O 238 In exercise of the power conferred under section 5 of the Jammu and Kashmir Shops and Establishment Act, 1966, the Government hereby intends to exempt all Commercial malls, Clubs, Banking establishments, Hotels (Category A, B, C, D), IT/ITES, Insurance companies, Call centers, logistics and warehousing services employing 10 or more workers within the territorial jurisdiction of Union territory of Jammu and Kashmir from the provisions of sub-section (1) of section 9 and section 13 of the said Act and allow them to operate 24x7 throughout the year with immediate effect for a period of three years in the first instance or till it is revoked, whichever is earlier subject to the following conditions:-

1. The establishment shall pay additional fee equal to ten times the normal fee prescribed under rules;
2. None of the workers will be made to work beyond the prescribed time limits as prescribed under the shops and establishment act, 1966, as for this purpose roster for rotational duty shall be displayed in advance on 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. The women employees may be allowed to work after obtaining written consent to work in night shifts after 9.00 PM to 6.00 AM and such employees will have the option to refuse/ decline the night duty;
5. The employer shall ensure CCTV surveillance, as per Rules issued under Information Technology Act, 2000, and proper lighting where women employees work.
6. The employer of the shops and establishment shall make all necessary arrangement for to and fro transport service, safety, security and health of all women workers working in the establishment during the night hours of work.

7. The employer of the shops and establishment shall ensure the prevention of sexual harassment of any kind with the women worker working in the night hours strictly as per The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013.
8. The above conditions shall be displayed/ informed to every employee of the above said establishments.
9. All other provisions of the J&K Shops and Establishments Act, 1966 and various Labour Laws will be strictly complied with; and
10. The employees of the establishment shall have necessary Health and
11. Medical Insurance Cover.

This notification is hereby put in public domain for information of all persons for inviting objections/suggestions; and notice is hereby given that the objections/suggestions shall be taken into consideration after the expiry of seven (07) days from the date of issuance of this Notification.

Objections and suggestions, if any may be addressed to the Administrative Secretary, Department of Labour & Employment, Civil Secretariat, Srinagar, Room No. 4/404-405, 4th Floor Civil Secretariat, J&K, Srinagar or by email at secylejk@gmail.com.

Any objection/suggestion received after the expiry of the said period shall not be entertained.

By order of the Government of Jammu & Kashmir.

**Sd/-
(Kr. Rajeev Ranjan), IAS
Secretary to the Government**

No:-LE-LAB/27/2023-12[e-7192173]

Dated:- 25.09.2025

Copy to the:-

1. Secretary to Government of India, MoLE, Shram Shakti Bhawan, New Delhi.
2. All Administrative Secretaries, J&K.
3. Principal Secretary to the Hon'ble Lieutenant Governor, J&K.
4. Joint Secretary (J&K), Ministry of Home Affairs, Government of India.
5. Divisional Commissioner, Jammu / Kashmir.
6. All Deputy Commissioners.
7. All Heads of Department.
8. Labour Commissioner, J&K, Jammu.
9. Director, Information, J&K, Jammu/Srinagar (with request to publish notification in leading English dailies of each division).
10. Director, Archives, Archaeology & Museums, J&K.
11. Secretary, Legislative Assembly, J&K

12. OSD to Hon'ble Chief Minister, J&K.
13. OSD to Deputy Chief Minister (Minister-in-Charge).
14. General Manager, Government Press, Jammu/Srinagar (for publication in next issue of Government Gazette).
15. Private Secretary to Chief Secretary, J&K.
16. Private Secretary to Secretary to the Government, Labour & Employment Department.
17. I/C Website, Labour & Employment Department.
18. SO File / Stock File.

Amit Singh Manhas
25/09/25
(Amit Singh Manhas), JKAS
Under Secretary to the Government

Amit Singh Manhas
25/9/2025