

HARYANA VIDHAN SABHA

Bill No. 39— HLA OF 2025

THE HARYANA SHOPS AND COMMERCIAL ESTABLISHMENTS (AMENDMENT) BILL, 2025

A

BILL

further to amend the Haryana Shops and Commercial Establishments Act, 1958.

Be it enacted by the Legislature of the State of Haryana in the Seventy-sixth Year of the Republic of India as follows:—

1. (1) This Act may be called the Haryana Shops and Commercial Establishments (Amendment) Act, 2025.

Short title and commencement.

(2) It shall be deemed to have come into force with effect from the 12th November, 2025.

2. After sub-section (4) of section 1 of the Haryana Shops and Commercial Establishments Act, 1958 (hereinafter called the principal Act), the following sub-section shall be added, namely :—

Amendment of section 1 of Punjab Act 15 of 1958.

“(5) The provisions of this Act except section 13A shall apply to the shops and establishments employing twenty or more workers and provisions of section 13A of this Act shall apply to the shops and establishments employing less than twenty workers.”.

3. In section 7 of the principal Act,—

- (i) in sub-section (1), for the words "nine hours", the words "ten hours" shall be substituted; and
- (ii) in sub-section (2), in the proviso, in clause (a), for the word "fifty", the words and sign "one hundred fifty-six" shall be substituted.

Amendment of section 7 of Punjab Act 15 of 1958.

4. In sub-section (1) of section 8 of the principal Act, for the words “five hours”, the words “six hours” shall be substituted.

Amendment of section 8 of Punjab Act 15 of 1958.

5. For section 13 of the principal Act, the following sections shall be substituted, namely :—

Substitution of section 13 of Punjab Act 15 of 1958.

“13. Registration of establishments.— (1) The employer of every establishment employing twenty or more workers shall, within a period of one month from the date of commencement of his business, submit an application online in such form, together with such fee and documents, as may be prescribed, containing—

- (a) the name of the employer and the manager, if any;
- (b) postal address along with GPS location of the establishment;
- (c) name of the establishment;
- (d) number of persons employed in the establishment;
- (e) nature of the business of an establishment; and
- (f) such other particulars, as may be prescribed.

(2) On receipt of an application along with documents and fee, the Inspector shall verify the correctness of the application and documents attached thereto and on being satisfied shall issue online registration certificate to the employer in such form, as may be prescribed within the time limit as notified under the Haryana Right to Service Act, 2014 (4 of 2014).

(3) A registration certificate issued under sub-section (2) shall be valid until it is amended or cancelled upon closing of the establishment or revoked by the Inspector after verification, on such conditions and manner, as may be prescribed.

(4) It shall be the duty of the employer to intimate the Inspector online, any change in the particulars furnished in the application submitted for registration within a period of seven days after the change has taken place, in such form, as may be prescribed.

(5) In case of change with regard to the name of establishment, employer, manager and work force details, the employer shall make an application for amended registration certificate as per the provisions of sub-section (2) and no fee shall be charged for issuance of amended registration certificate.

(6) The employer shall intimate to the Inspector online about closing of the establishment, within thirty days of closing. The Inspector shall, on receiving the information and being satisfied about the correctness, remove the name of such establishment from the register of establishment and cancel the registration certificate.

(7) In case of any contravention of, or failure to comply with the provisions of this section, the employer shall be liable to a penalty which shall not be less than three thousand rupees but may extend to ten thousand rupees for the first violation and in case of second violation, he shall be liable to a penalty which shall not be less than five thousand rupees but may extend to twenty-five thousand rupees:

Provided that in case of continuous subsequent violation, the competent authority, as specified by the Government, may impose penalty at the rate of five hundred rupees for every day.

13A. Intimation of establishment employing less than twenty workers.— The employer of every establishment employing less than twenty workers shall, within a period of one month from the date of commencement of his business, submit online intimation to the Inspector in such form, as may be prescribed. The employer providing intimation shall be provided a Basic Information Performa ID Number.”.

6. In sub-section (3) of section 19 of the principal Act, for the words and figure “section 21 of the Indian Penal Code”, the words, figures and brackets “clause (28) of section 2 of the Bharatiya Nyaya Sanhita, 2023 (Central Act 45 of 2023)” shall be substituted.

Amendment of section 19 of Punjab Act 15 of 1958.

7. For sub-sections (5) and (6) of section 20 of the principal Act, the following sub-sections shall be substituted, namely :—

Amendment of section 20 of Punjab Act 15 of 1958.

“(5) In case of any contravention of the foregoing provisions of this section, the employer of an establishment shall be liable to a penalty not exceeding five hundred rupees for every day during which the contravention occurs or continues.

(6) If any person with intent to deceive, makes, or causes, or allows to be made, in any such record, register or notice as aforesaid an entry which is to his knowledge false in any material particular, or wilfully omits or causes or allows to be omitted from any such record, register or notice an entry required to be made therein, he shall be liable to a penalty which shall not be less than three thousand rupees but may extend to ten thousand rupees for the first violation and in case of second violation, he shall be liable to a penalty which shall not be less than five thousand rupees but may extend to twenty-five thousand rupees:

Provided that in case of continuous subsequent violation, the competent authority, as specified by the Government may impose penalty at the rate of five hundred rupees for every day.”.

8. After section 20 of the principal Act, the following sections shall be inserted, namely:—

Insertion of section 20A and 20B in Punjab Act 15 of 1958.

“20A. Appointment letter.—Every employer of an establishment shall furnish to all his employees with the letter of appointment, having affixed the photograph of employee and obtain acknowledgement thereto.

20B. Identity card.—Every employer of an establishment shall furnish to every worker an identity card containing such particulars, as may be prescribed.”.

9. For sub-section (2) of section 21 of the principal Act, the following sub-section shall be substituted, namely:—

Amendment of section 21 of Punjab Act 15 of 1958.

“(2) Whoever contravenes the provisions of sub-section (1) or wilfully obstructs the inspecting authority in exercise of the powers under this Act or conceals or prevents any employee in an establishment from appearing

before or being examined by the authority, shall be liable to a penalty which shall not be less than three thousand rupees but may extend to ten thousand rupees.”.

Substitution of
section 26 of
Punjab Act 15
of 1958.

10. For section 26 of the principal Act, the following section shall be substituted, namely :—

“26. Penalties.—Subject to the other provisions of this Act, whoever contravenes any of the provisions of this Act or the rules made thereunder and no penalty has been provided for such contravention in this Act, shall be liable to a penalty which shall not be less than three thousand rupees but may extend to ten thousand rupees for the first violation and in case of second violation, he shall be liable to a penalty which shall not be less than five thousand rupees but may extend to twenty-five thousand rupees:

Provided that in case of continuous subsequent violation, the competent authority, as specified by the Government may impose penalty at the rate of five hundred rupees for every day.”.

Repeal and
savings.

11. (1) The Haryana Shops and Commercial Establishments (Amendment) Ordinance, 2025 (Haryana Ordinance No. 4 of 2025), is hereby repealed.

(2) Notwithstanding such repeal, anything done or any action taken under the said Ordinance shall be deemed to have been done or taken under this Act.

STATEMENT OF OBJECTS AND REASONS

In pursuance of the Government's objective to reduce compliance burden, promote industrial growth, and align the labour laws with contemporary work practices, a review of selected provisions of the Punjab Shops and Commercial Establishment Act, 1958 has been undertaken. The proposed amendments seek to enhance operational flexibility, ensure gender equality, strengthen workers' welfare, and facilitate ease of doing business.

It is proposed to insert a new sub-section under Section 1 of the Act to cover shops and establishments employing twenty or more workers, while those with fewer than twenty workers will be governed only by Section 13-A. The amendment seeks to ensure better protection of workers in larger establishments and simplified compliance for smaller units, thereby promoting balanced labour reforms and ease of doing business.

To promote efficient business operations and ensure better working conditions, certain amendments relating to working hours in shops and commercial establishments are also proposed.

Under Section 7, the daily working hours may be increased from nine to ten hours while retaining the overall weekly limit of forty-eight hours. Additionally, provisions may be amended to increase the permissible limit of overtime work per quarter from 50 hours to 156 hours, enabling shops and commercial establishments to meet peak business demands more efficiently.

It is proposed to amend Section 8 to increase the maximum period of continuous work without rest from five to six hours.

It is proposed to substitute Section 13 to make registration and fee submission fully online, streamlining procedures and easing compliance. Online intimation of establishment closure will be mandatory to ensure accurate records. Establishments with twenty or more workers will register upon reaching the threshold, while those with fewer than twenty workers must submit online intimation within one month of commencement and receive a Basic Information Performa (BIP) ID. Enhanced penalties for non-compliance will strengthen accountability and enforcement.

It is proposed to amend sub-section (3) of Section 19 of the principal Act to substitute the reference to "Section 21 of the Indian Penal Code" with "Section 2(28) of the Bharatiya Nyaya Sanhita, 2023 (Central Act 45 of 2023)", aligning the Act with the updated central legislation.

It is proposed to substitute sub-section (6) of Section 20 to decriminalize the provision and increase the fine for violations. This amendment will reduce the burden of prosecution for minor infractions while ensuring stricter financial deterrence, promoting compliance in a more balanced and efficient manner.

It is proposed to insert a new sub-section under Section 20A of the Act to make the issuance of appointment letters to all workers mandatory at the time of employment. This will ensure formalization of employment, promote transparency, and safeguard workers' rights.

It is proposed to increase the penalty amounts under Sections 21 and 26 of the Act. This will enhance deterrence against violations, promote timely compliance by employers, and strengthen enforcement of statutory provisions, thereby ensuring better protection of workers and smooth functioning of establishments.

Since the Haryana Legislative Assembly was not in session, immediate legislative action was required to give effect to the proposed amendments in the Haryana Shops and Commercial Establishments Act, 1958. The reforms introduced through the amendment are integral to the State Government's ongoing initiatives for Ease of Doing Business, decriminalization of minor regulatory offences, and labour law modernization. Any delay in the implementation could adversely affect the momentum of business facilitation and the State's compliance with national EoDB benchmarks. Moreover, the amendment rationalizes working hours, introduces digital registration processes, and removes imprisonment provision measures that are essential to provide clarity, certainty, and relief to business establishments and workers alike. Therefore, in public interest and to ensure continuity of reform without administrative or legal vacuum, it was necessary to promulgate the Ordinance immediately under Article 213(1) of the Constitution of India, rather than await the session of the Haryana Legislative Assembly. Now, the Bill of the same is being introduced in the upcoming session of Haryana Legislative Assembly.

Hence, the amendments need to be incorporated in the Act.

ANIL VIJ,
Labour Minister, Haryana

Chandigarh :
The 18th December, 2025.

Rajiv Prashad,
Secretary.

N.B.— The above Bill was published in the Haryana Government Gazette (Extraordinary), dated the 18th December, 2025, under proviso to Rule 128 of the Rules of Procedure and Conduct of Business in the Haryana Legislative Assembly.

ANNEXURE

EXTRACT FROM THE HARYANA SHOPS AND COMMERCIAL
ESTABLISHMENT ACT, 1958 (PUNJAB ACT No. 15 of 1958)

**Subsection 1
of Section 7** (1) Subject to the provisions of this Act, no person shall be employed about the business of an establishment for more than forty-eight hours in any week and nine hours in any one day.

**Subsection 2
(A) of
Section 7** (2) On occasions of seasonal or exceptional pressure of work a person employed in an establishment may be employed about the business of the establishment in excess of the working hours specified in sub section (1):

Provided that –

- (a) the total number of overtime hours worked by an employee does not exceed fifty within a period of any one quarter; and
- (b) the person employed overtime shall be paid remuneration at twice the rate of his normal wages calculated by the hour.

**Subsection 1
of Section 8** (1) Subject to the provisions of section 6, no employee except a chaukidar, watchman or guard, shall be allowed to work in an establishment for more than five hours before he has had an interval for rest of atleast half an hour:

Provided that Government may by notification fix such interval for rest in respect of any class of establishment for the whole of the State or any part thereof as may consider necessary.

Section 13 (1) Within the period specified in sub-section (3), the employer of every establishment shall send to the prescribed authority concerned a statement in the prescribed form accompanied by such fee as may be prescribed and containing -

- (a) the name of the employer and the manager, if any;
 - (b) postal address of the establishment;
 - (c) the name, if any, of the establishment;
 - (d) number of persons employed in the establishment;
 - (e) such other particulars as may be prescribed.
- (2) (i) On receipt of the Statement and the prescribed fee the authority shall, on being satisfied about the correctness of the statement, register the

establishment in the register of establishment in such a manner as may be prescribed and shall issue in a prescribed form a registration certificate to the employer. The registration certificate shall on demand by the Inspector, be shown to him by the employer.

- (ii) The registration certificate shall be renewable by the 31st March after every three years. Thirty days grace time shall, however, be allowed for the renewal of the certificate after payment of prescribed fee.

(3) Within thirty days from the date mentioned in column 2 below in respect of the establishment in column 1, the statement together with the prescribed fee shall be sent to the prescribed authority under sub-section (1)

Establishment	Date from which the period of 30 days is to commence
(1)	(2)
(i) Establishment existing in areas to which this Act applies where this Act is extended	The date on which this Act comes into force or the date on which the Act is extended, as the case may be.
(ii) New establishment in such areas.	The date on which the establishment commences its work.

(4) It shall be the duty of the employer to notify to the prescribed authority in the prescribed form any change in respect of any information contained in his statement under this section within seven days after the change has taken place. The authority shall on receiving such notice and on being satisfied about its correctness make the change in the register of establishments in accordance with such notice and shall amend the registration certificate, if necessary.

(5) The employer shall, within ten days of his closing the establishment, notify to the prescribed authority in writing accordingly. The authority shall, on receiving the information and being satisfied about the correctness, remove the name of such establishment from the register of establishments and cancel the registration certificate.

(6) In case of any contravention of, or failure to comply with the provisions of this section, the employer shall be liable, on conviction, to a fine, which shall not be less than one thousand rupees but which may extend to three thousand rupees along with the prescribed registration or renewal fee, as the case may be.

Provided that the amount of registration or renewal fee so recovered from the employer shall be paid in the Government treasury or in any other mode as may be prescribed so as to enable the prescribed authority to issue or renew the registration certificate, as the case may be.

**Subsection 3 of
Section 19**

(3) Every inspecting officer appointed under this section shall be deemed to be a public servant within the meaning of section 21 of the Indian Penal Code.

**Subsection 5 of
Section 20**

(5) In case of any contravention of the foregoing provisions of this Section, the employer of establishment shall be liable on conviction, to a fine not exceeding five rupees for every day on which the contravention occurs or continues.

**Subsection 6 of
Section 20**

(6) If any person with intent to deceive makes, or causes or allows to be made, in any such record, register or notice as aforesaid an entry which is to his knowledge false in any material particulars, or willfully omits or causes or allows to be omitted from any such records, register or notice an entry required to be made therein, he shall be liable, on conviction, to imprisonment for a term not exceeding three months or to a fine which shall not be less than twenty five rupees and may extend to two hundred rupees or both.

**Subsection 2 of
Section 21**

(2) Whoever contravenes the provisions of sub-section (1) or willfully obstructs the inspecting authority in the exercise of the powers under this Act or conceals or prevents any employee in an establishment from appearing before or being examined by the authority, shall be liable, on conviction to a fine which shall not be less than twenty - five rupees and may extend to two hundred rupees.

Section 26

Subject to the other provisions of this Act whoever contravenes any of the provisions of this Act or the rules thereunder and no penalty has been provided for such contravention in this Act, shall be liable, on conviction, to a fine not exceeding one hundred rupees for the first offence and three hundred rupees for every subsequent offence.

Provided that the fine in respect of every subsequent offence within the same year shall not be less than one hundred rupees in any case.

