

GOVERNMENT OF MEGHALAYA
DEPARTMENT OF LABOUR, EMPLOYMENT & SKILL DEVELOPMENT



NOTIFICATION

Dated: Shillong, the 22nd October, 2024

No.LE&SD.132/82/Pt/Vol.I/115 - In continuation of Meghalaya Government's earlier Notification No.LL. (B) 129/93/18, dated 10th March, 2004 and in exercise of the powers conferred by 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-6 of the said Act and permits all the establishments registered under the Act in the State of Meghalaya to keep open on all 365 days of the year, for a further period of 1 year i.e. upto 31-12-2024, unless it is revoked, subject to the following conditions namely:-

- i. This exemption shall remain in operation for the period of one year from the date of Notification published in 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. Every employee shall be given a rest period of one hour after 5 hours of continuous work.
- iv. No employee shall be required to work for more than 9 hours in a day or 48 hours in a week.
- v. If the establishment remains open after 10.00 pm on any day, adequate safety and security arrangements shall be ensured for employees and visitors.
- vi. As establishments are being given permission to be opened for all days new staff shall be appointed for the extended timing.
- vii. Female employees shall be provided separate locker, security and rest rooms at the work place.
- viii. Every employer employing women employees shall constitute Internal Complaint 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.
- ix. If Female employee(s) is/are required to work after 7.00 P.M, her/their written consent in this regard shall be taken. 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.
- x. The Prevention of The Child and Adolescent Labour (Prohibition and Regulation) Act 1986, as amended from time to time, shall be implemented in the establishments.
- xi. The employees shall be provided all the facilities mentioned in the relevant labour laws.
- xii. Consent letter shall be taken from the employees and it should be kept as record in the establishments.
- xiii. The spread over of an employee shall not exceed 11 hours in a day.

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- xiv. Employee shall be given national and festival holidays with wages
- xv. The wages including overtime wages of the employees shall be credited to their saving bank account.
- xvi. In addition to these terms and conditions, all the provisions of the Act and other relevant Laws shall be applicable to the establishment.
- xvii. In case of violation of any 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.

This supersedes Government Notification No.LBG.132/82/Pt/Vol.I/103,
dated 10th April, 2024.

This will come into immediate effect and until further orders.

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

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 Additional Chief Secretary/Principal Secretary to the Govt. of Meghalaya, Education Department
4. The P.S. to the Principal Secretary to the Govt. of Meghalaya, Labour, Employment & Skill Development for kind information of the Principal Secretary.
5. The P.A. to the Secretary to the Govt. of Meghalaya, Labour, Employment & Skill Development for kind information of the Secretary.
6. The Deputy Commissioners, Shillong/ Tura/ Jowai/ Nongstoin/ Nongpoh/ Williamnagar/ Mawkyrwat/ Khlieriat/ Resubelpara/ Ampati/ Baghmara/ Mairang
7. The Joint Secretary to the Govt. of Meghalaya, Labour, Employment & Skill Development Department for information.
8. The Labour Commissioner, Meghalaya, Shillong for information.
9. The Directorate of Employment & Skill Development, Meghalaya, Shillong
10. The Chief Inspector of Boilers & Factories, Meghalaya, Shillong
11. The Administrative Medical Officer: ESI Scheme, Meghalaya, Shillong
12. The Director, Printing & Stationery, Meghalaya, Shillong for publication in the next issue of the Meghalaya Gazette.
13. The Joint Labour Commissioner, Shillong/Tura for information.
14. The Deputy Labour Commissioner, Shillong / Tura / Jowai / Nongstoin / Nongpoh / Williamnagar/ Baghmara for information and necessary action.
15. The Assistant Labour Commissioner, Khliehriat / Mawkyrwat/ Ampati/ Resubelpara for information and necessary action.

By order etc.,



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