



The Gazette of Meghalaya

EXTRAORDINARY
PUBLISHED BY AUTHORITY

No. 161

Shillong, Thursday, October 2, 2025

10th Asvina, 1947 (S. E.)

PART-IV

GOVERNMENT OF MEGHALAYA
LAW (B) DEPARTMENT

NOTIFICATION

The 2nd October, 2025.

No.LL(B).129/93/135.—The Meghalaya Shops and Establishment Act, 2025 (Act No. 13 of 2025) is hereby published for general information.

MEGHALAYA ACT NO. 13 OF 2025

(As passed by the Meghalaya Legislative Assembly)

Received the assent of the Governor on the 2nd October, 2025.

Published in the Gazette of Meghalaya Extra-Ordinary issue dated 2nd October, 2025.

THE MEGHALAYA SHOPS AND ESTABLISHMENT ACT, 2025

An

Act

to Amend the Meghalaya Shops and Establishment Act, 2003 (Act No. 4 of 2004)

Be it enacted by the Legislature of the State of Meghalaya on the Seventy-Sixth Year of the Republic of India.

Short title and commencement	<p>(1) This Act may be called the Meghalaya Shops And Establishments (Amendment) Act, 2025.</p> <p>(2) It shall come into force from the date of publication in the Official Gazette.</p>
Amendment of Section 3	<p>In sub-section (1) of Section 3 of the Meghalaya Shops and Establishments Act, 2003, hereinafter referred to as the principal Act, in section 3, in sub-section (1) in between the words "establishment" and "shall" the words "employing five or more employees" shall be inserted.</p>
Amendment of Section 5	<p>In the principal Act, for the existing section 5 the following shall be substituted as follows, namely; -</p> <p>"5. Hour of work. - (1) The number of hours which shall constitute a normal working day, inclusive of the daily interval of rest shall be as per the following provisos and subject to a maximum of forty-eight hours in any week:</p> <p>Provided that. -</p> <p>(a) If the employee works in the establishment for six days in a week, the period of work of an employee shall be so arranged that inclusive of interval for rest shall not spread over for more than nine hours per day and the seventh day of the said week for the employee shall be a paid holiday;</p> <p>(b) If the employee works in the establishment for five days in a week arising due to provision of flexibility in working hours the period of work of an employee, shall so be arranged that inclusive of interval for rest shall not spread over or more than ten hours per day and the remaining days of the said week for the employee shall be paid holidays;</p> <p>(c) If the employee works in the establishment for four days in a week arising due to provision of flexibility in working hours, the period of work of an employee, shall be so arranged that inclusive of interval for rest shall not spread over for more than twelve hours per day and the remaining days of the said week for the employee shall be paid holidays:</p> <p>Provided further that overtime working hours per quarter shall not be more than 144 hours and that this condition of overtime may be made optional to all employees and employees opting for overtime shall be entitled to wages at the rate of twice the ordinary rate of wages.</p> <p>(2) No employee shall be allowed to work for more than five hours continuously before he has had an interval for rest of at least half an hour."</p>
Amendment of Section 6	<p>In Section 6 of the Meghalaya Shops and Establishment Act, 2003 (hereinafter referred to as the Principal Act), the entire Section may be substituted and replaced by the following new words, namely, -</p> <p>"6. Opening and closing of establishments. - Every establishment registered under the Act may remain open on all days of the year, unless directed otherwise by way of Government order or notice."</p>
Amendment of Section 8	<p>In the principal Act, for the existing section 8 the following shall be substituted, namely. -</p> <p>"8. Women employees in night shift. - (1) Women employees shall be permitted to work in the night shift between the hours of 8 p.m. and 6 a.m. in shops and commercial establishments falling under the ambit of the Act, subject to the following conditions:</p>

	<p>i. Female employees shall be provided 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.</p> <p>ii. Every employer employing women employees in an establishment with 10 or more workers 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. Any establishment having less than 10 workers shall refer any complaint of sexual harassment to the Local Committee of the District.</p> <p>iii. If female employee(s) is/are required to work after 8.00 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 efforts should be made to see that they safely reach home after their work is over.</p> <p>(2) Any other condition pertaining to the employment of women employees as may be specified in this regard may be added by the State Government, by notification, from time to time."</p>
Amendment of Section 23	<p>In Section 23 of the Principal Act, the entire Section may be substituted and replaced by the following new words, namely, -</p> <p>"23. Whoever contravenes any of the provisions of this Act or any Rules made thereunder shall be liable for penalty which may extend to fifty thousand rupees;</p> <p>Provided that for any second or subsequent contravention, the employer shall be liable to a penalty which may extend to one lakh rupees."</p>

D. LYNGDOH,
Joint Secretary to the Govt. of Meghalaya,
Law Department.