Decisions given under the Industrial Disputes Act.

 Labour Department notification

Jaipur, April 15, 2024

No. F.14 (11) (1) Labor/Law/2017: Pursuant to the authority vested in sub-section (2) of Section 3 of the Rajasthan Shops and Commercial Institutions Act, 1958 (Act 31 of 1958), the State Government hereby grants an exemption to registered shops and commercial establishments to operate 24x7 for an additional three-year period from the date of this notification's publication in the Rajasthan Gazette, under the provisions of Section 12(1) (pertaining to the closure of shops and commercial establishments for one day per week), subject to the following conditions:

1. Employers must provide paid weekly leave to all employed staff for one day per week on a rotational basis.
2. Employees' daily working hours shall not exceed 9 hours, and weekly hours shall not exceed 48 hours.
3. Records of any work exceeding the stipulated time shall be maintained separately, with wages for overtime work provided in accordance with the Act's provisions.
4. All employed employees will be given appointment letter by the employer and its copy will be sent to the area inspector and its receipt will be kept in the records. (amendment vide notification F.14(11)(1)Labour/Law/2017/4863577) dt.15.04.2024
5. This exemption applies solely to shops and commercial institutions, with relevant sections of the Employees' Act ensuring continued receipt of entitlements.
6. Compliance with the aforementioned conditions and State Government directives issued periodically on this matter is required for the continuation of this exemption.
7. Non-compliance with the above conditions by any shop or commercial institution shall render the exemption null and void, with the employer subject to legal action under the specified section and other applicable laws.