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PART I—Orders and Notifications by the Governor of West Bengal, the High Court, Government Treasury, etc.

GOVERNMENT OF WEST BENGAL

Labour Department

LW/MW Branch

New Secretariat Buildings (12th Floor), Kolkata-700 001

No. I/775073/2026/Labr-25099/140/2026-LWMW

Date: 29.05.2026

NOTIFICATION

Whereas the issue of flexible working hours for employees in different shops and establishment has been in active consideration of the State Government for some time past, and

Whereas the State Government has decided in Public Interest to modify working hours of the employees employed in different establishments of West Bengal,

Therefore in exercise of the power conferred by Sub-Section 2(a) of Section (4) of the West Bengal Shops & Establishments Act, 1963 (hereinafter referred to as the said Act), the Governor is hereby pleased to grant exemption (hereinafter referred to as the said exemption) to shops and establishments which are registered under the West Bengal Shops & Establishments Act, 1963 from the operation of the provision of sub-section (2)(i) and (2) (ii) of section (7) of the West Bengal Shops & Establishments Act, 1963 subject to the following conditions:-

1. No person employed in such an establishment shall be required or permitted to work in such an establishment for more than eight and half hours in any one day, or, for more than, 48 hours in any one week or after the closing of such establishment
2. The spread-over of a worker i.e. the total number of working hours including overtime in any shop or establishment shall not exceed twelve hours in any one day
3. The total number of hours worked overtime by him shall not exceed one hundred and forty-four (144) hours in any quarter.

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4. Other provisions of the said section of **West Bengal Shops And Establishments Act, 1963** will continue to remain unaltered

The Order takes immediate effect.

By order of the Governor,

DR. SAUMITRA MOHAN, IAS
Secretary to the Government of West Bengal