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PART-I

Notifications, Orders and Declarations by Haryana Government

HARYANA GOVERNMENT

LABOUR DEPARTMENT

Notification

The 8th October, 2025

No. 11/69/2025-4Lab.— In compliance of the Ministry of Labour and Employment, Government of India mandate of Labour Reforms, on the grounds of providing equal opportunity for women workers, gender inclusivity and higher female participation in economic activity; the employment of female contract labour by the contractor during night shifts i.e. 07:00 P.M. to 06:00 A.M. in Factories and 08:00 P.M. to 06:00 A.M. in Shops & Commercial Establishments is allowed under Section 31 of the Contract Labour (Regulation and Abolition) Act, 1970 read with Rule 25 (ix) of the Haryana Contract Labour (Regulation and Abolition) Rules, 1975 subject to the following condition:-

“That the female contract labour working in Factories and Shops & Commercial Establishments which have been granted night shift permissions on auto mode on the basis of self-certification as per the Notifications Dated: 4th July, 2025 (Attached Notifications- Factories Act, 1948 and Haryana Shops & Commercial Establishment Act, 1958) will be exempted from Rule 25 (ix) provision of The Haryana Contract Labour (Regulation and Abolition) Rules, 1975 for the period specified in the said establishments exemption.”

RAJEEV RANJAN,
Principal Secretary to Government Haryana,
Labour Department.

12155—C.S.—H.G.P., Pkl.

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