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PART IV

Acts of Gujarat Legislature and Ordinances promulgated and Regulations made by the Governor.

The following Act of the Gujarat Legislature, having been assented to by the Governor on the 27th February, 2026 is hereby published for general information.

K. M. LALA,
Secretary to the Government of Gujarat,
Legislative and Parliamentary Affairs Department.

GUJARAT ACT NO. 1 OF 2026.

(First published, after having received the assent of the Governor, in the "Gujarat Government Gazette", on the 27th February, 2026).

AN ACT

further to amend the Gujarat Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2019.

It is hereby enacted in the Seventy-seventh Year of the Republic of India as follows: -

Short title and commencement.

1. (1) This Act may be called the Gujarat Shops and Establishments (Regulation of Employment and Conditions of Service) (Amendment) Act, 2026.

(2) It shall be deemed to have come into force on the 16th December, 2025

Amendment of section 1 of Guj. 4 of 2019.

2. In the Gujarat Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2019 (hereinafter referred to as "the principal Act"), in section 1, in sub-section (3), for the word "ten", occurring at two places, the word "twenty" shall be substituted. **Guj. 4 of 2019.**

Amendment of section 7 of Guj. 4 of 2019.

3. In the principal Act, in section 7. -

(i) for the word "ten", wherever it occurs, the word "twenty" shall be substituted;

(i) in the marginal note, for the word "ten", the word "twenty" shall be substituted.

Amendment of section 12 of Guj. 4 of 2019.

4. In the principal Act, in section 12, for the words "nine hours" and "five hours", the words "ten hours" and "six hours", respectively, shall be substituted.

Amendment of section 13 of Guj. 4 of 2019.

5. In the principal Act, in section 13, -

(i) in sub-section (2), for the existing proviso, the following proviso shall be substituted, namely:-

"Provided that a woman worker with her consent, shall be allowed to work during 9:00 p.m to 6:00 a.m in any shop or establishment in which rest room, night creche, ladies toilet, adequate protection of their dignity, honor and safety, protection from sexual harassment and their transportation from the establishment to the doorstep of their residence exists in such shop or establishment, are provided by the employer.";

(ii) after sub-section (2), the following sub-section shall be added, namely:-

"(3) Notwithstanding anything contained in the preceding sub-sections, the State Government may, by notification in the *Official Gazette*, in the public interest, prohibit or regulate the employment of women workers, after 9:00 p.m and before 6:00 a.m. in such shops or establishments in such area or areas as it may deem fit.

Amendment of section 15 of Guj. 4 of 2019.

6. In the principal Act, in section 15, -

(i) for the words "nine hours", the words "ten hours" shall be substituted;

(ii) for the words "one hundred and twenty-five hours", the words "one hundred and forty-four hours" shall be substituted.

Repeal and Saving.

7. (1) The Gujarat Shops and Establishments (Regulation of Employment and Conditions of Service) (Amendment) Ordinance, 2025 is hereby repealed. **Guj. Ord. 3 of 2025.**

(2) Notwithstanding such repeal, anything done or any action taken under the principal Act as amended by the said Ordinance, shall be deemed to have been done or taken under the principal Act, as amended by this Act.

Government Central Press, Gandhinagar.

Signature Not Verified
Signed by : BHOLUSINGH G THAKUR
Senior Manager
Government Central Press,
Gandhinagar
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