

**THE ASSAM SHOPS AND ESTABLISHMENTS (AMENDMENT)
BILL, 2025**

A

Bill

further to amend the Assam Shops and Establishment Act, 2022.

Preamble

Whereas it is expedient to amend the Assam Shops and Establishment Act, 2022 hereinafter referred to as the principal Act, in the manner hereinafter appearing;

Assam Act
No. III of
2025

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

Short title,
extent and
commencement

1. (1) This Act may be called the Assam Shops and Establishments (Amendment) Act, 2025.
- (2) It shall have the like extent as the principal Act.
- (3) It shall come into force at once.

Amendment of
section 6

2. In the principal Act, in section 6, in sub-section (1), in second line, for the words “five” appearing in between the words “employing” and “or more” the words “twenty” shall be substituted.

Amendment of
section 11

3. In the principal Act, for section 11, the following shall be substituted, namely:-

- “11. (1) There shall be no discrimination in an establishment or any unit thereof among employees on the ground of gender in matters of recruitment, training, transfer or promotion or wages.
- (2) No woman worker shall work or allowed to work in any establishment at night between 9 p.m. to 6 a.m.:

Provided that written consent has to be taken from the women agreed to work at night and the work area shall be under the supervision of women security guards, CCTV surveillance with other safety measures, proper transportation, separate restrooms and shall have additional facility for paid holidays and shall be allowed to take rest between shifts:

Provided further that it shall be the duty of the employer and other responsible persons at the work places to,

- (i) prevent or deter the commission of acts of sexual harassment and to provide the procedures for the resolution, statement or prosecutions of acts of sexual harassment by taking all steps required as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013;

Central Act
No. 14 of
2013


VETTED BY THE
LEGISLATIVE DEPARTMENT
ON 6.11.2025

- (ii) to offer congenial atmosphere in the working place, with health and hygiene and time for leisure, and to ensure that there is no malevolent environment for the women and the women shall not have any reasonable grounds to believe that she is in a disadvantaged employment.”

Amendment of
section 13

4. In the principal Act, for section 13, the following shall be substituted, namely :-

“13. (1) No worker shall be required or allowed to work in a shop or establishment, -

- (i) for more than nine hours in any day or for more than forty-eight hours in any week, who are working for six days in any week:

Provided that the spread over shall not exceed ten and half hours in a day;

- (ii) for more than ten hours in any day or for more than forty-eight hours in any week, who are working for five days in any week:

Provided that the spread over shall not exceed twelve hours in a day and subject to payment of overtime wages which shall be double of the normal wages.

- (2) The total number of hours of work in a shift including the rest interval shall not exceed ten hours in any shop or establishment and in case a worker is entrusted with intermittent nature of work or urgent work, the spread over shall not exceed twelve hours.

- (3) Any working hour beyond nine hours a day for six days working and ten hours a day for five days working or forty-eight hours a week shall be treated as overtime and the total number of overtime hours shall not exceed one hundred and forty four hours in a period of three months.

- (4) No worker shall be allowed to work continuously for more than six hours without interval for rest of at least half an hour.”

Repeal and
saving

5. (1) The Assam Shops and Establishments (Amendment) Ordinance, 2025 is hereby repealed.

- (2) Notwithstanding such repeal, anything done or any action taken under the Ordinance, so repealed, shall be deemed to have been done or taken under the corresponding provisions of this Act.

Assam
Ordinance
No. VI of
2025


VETTED BY THE
LEGISLATIVE DEPARTMENT
ON 6.11.2025

STATEMENT OF OBJECTS AND REASONS

The Assam Shops and Establishment (Amendment) Bill, 2025 seeks to amend the Assam Shops and Establishments Act, 2022.

It is proposed to bring an amendment to section 6, section 11 and section 13 of the Assam Shops and Establishments Act, 2022.

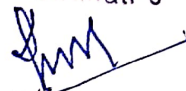
The proposed amendments aims to widen the scope of the Act by easing compliance for smaller establishments, promote gender equality through anti-discrimination and women's safety provisions, ensure a safe and congenial work environment aligned with the Sexual Harassment Act, 2013, and rationalize working hours, rest intervals, and overtime to uphold fair labor practices and worker welfare.

Hence, the Bill for the above amendments of Section 6, section 11 and section 13



Minister
Labour Welfare, Assam

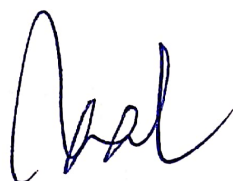
Minister
Labour Welfare, Prisons, Home
Guard and Civil Defense) etc. and Tea
Tribes & Adivasi Welfare, Assam
Guwahati-6



Secretary,
Assam Legislative Assembly
Secretary
Assam Legislative Assembly
Dispur, Guwahati-6

FINANCIAL MEMORANDUM

There is no financial involvement in the proposed bill.



Minister
Labour Welfare, Assam

Minister
Labour Welfare, Home (Prisons, Home
Guard and Civil Defense) etc. and Tea
Tribes & Adivasi Welfare, Assam
Dispur, Guwahati-6

MEMORANDUM OF DELEGATED LEGISLATION

There is no delegation of legislative power to the executive in the proposed bill.



Minister
Labour Welfare, Assam

Minister
Labour Welfare, Home (Prisons, Home
Guard and Civil Defense) etc. and Tea
Tribes & Adivasi Welfare, Assam
Dispur, Guwahati-6



THE ASSAM GAZETTE

অসাধাৰণ

EXTRAORDINARY

প্ৰাপ্ত কৰ্তৃত্ব দ্বাৰা প্ৰকাশিত

PUBLISHED BY THE AUTHORITY

নং ৬৪৬ দিশপুৰ, মঙ্গলবাৰ, ১৪ অক্টোবৰ, ২০২৫, ২২ আশ্বিন, ১৯৪৭ (শক)

No. 686 Dispur, Tuesday, 14th October, 2025, 22nd Asvina, 1947 (S. E.)

GOVERNMENT OF ASSAM

ORDERS BY THE GOVERNOR

LEGISLATIVE DEPARTMENT : : : LEGISLATIVE BRANCH

NOTIFICATION

The 14th October, 2025

No. LGL.239/2022/274.— The following Ordinance of the Assam Legislative Assembly which was assented by the Governor of Assam on 13th October, 2025 is hereby published for general information.

ASSAM ORDINANCE NO. VI OF 2025

THE ASSAM SHOPS AND ESTABLISHMENT

(AMENDMENT) ORDINANCE, 2025

AN

ORDINANCE

to amend the Assam Shops and Establishment Act, 2022.

Preamble

Whereas the Legislative Assembly of the State of Assam is not in session and the Governor of Assam is satisfied that circumstances exist which render it necessary for him to take immediate action for amending the Assam Shops and Establishment Act, 2022 hereinafter referred to as the principal Act;

Assam Act
No. III of
2025

Now, therefore, in exercise of the powers conferred under clause (1) of Article 213 of the Constitution of India, the Governor of Assam is hereby pleased to promulgate in the Seventy-sixth Year of the Republic of India, the following Ordinance, namely:-

Short title,
extent and
commencement

1. (1) This Ordinance may be called the Assam Shops and Establishments (Amendment) Ordinance, 2025.
- (2) It shall have the like extent as the principal Act.
- (3) It shall come into force at once.

Amendment of
section 6

2. In the principal Act, in section 6, in sub-section (1), in second line, for the words “five” appearing in between the words “employing” and “or more” the words “twenty” shall be substituted.

Amendment of
section 11

3. In the principal Act, for section 11, the following shall be substituted, namely:-

“11. (1) There shall be no discrimination in an establishment or any unit thereof among employees on the ground of gender in matters of recruitment, training, transfer or promotion or wages.

- (2) No woman worker shall work or allowed to work in any establishment at night between 9 p.m. to 6 a.m.:

Provided that written consent has to be taken from the women agreed to work at night and the work area shall be under the supervision of women security guards, CCTV surveillance with other safety measures, proper transportation, separate restrooms and shall have additional facility for paid holidays and shall be allowed to take rest between shifts:

Provided further that it shall be the duty of the employer and other responsible persons at the work places to,

- (i) prevent or deter the commission of acts of sexual harassment and to provide the procedures for the resolution, statement or prosecutions of acts of sexual harassment by

taking all steps required as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013;

Central Act
No. 14 of
2013

- (ii) to offer congenial atmosphere in the working place, with health and hygiene and time for leisure, and to ensure that there is no malevolent environment for the women and the women shall not have any reasonable grounds to believe that she is in a disadvantaged employment.”

Amendment of
section 13

4. In the principal Act, for section 13, the following shall be substituted, namely :-

“13. (1) No worker shall be required or allowed to work in a shop or establishment, -

- (i) for more than nine hours in any day or for more than forty-eight hours in any week, who are working for six days in any week:

Provided that the spread over shall not exceed ten and half hours in a day;

- (ii) for more than ten hours in any day or for more than forty-eight hours in any week, who are working for five days in any week:

Provided that the spread over shall not exceed twelve hours in a day and subject to payment of overtime wages which shall be double of the normal wages.

- (2) The total number of hours of work in a shift including the rest interval shall not exceed ten hours in any shop or establishment and in case a worker is entrusted with intermittent nature of work or urgent work, the spread over shall not exceed twelve hours.

- (3) Any working hour beyond nine hours a day for six days working and ten hours a day for five days working or forty-eight hours a week shall be treated as overtime and the total number of overtime hours shall not exceed one hundred and forty four hours in a period of three months.

- (4) No worker shall be allowed to work continuously for more than six hours without interval for rest of at least half an hour.”

SHRI LAKSHMAN PRASAD ACHARYA,
GOVERNOR OF ASSAM.

MEHBOOBA BEGUM,
Joint Secretary (Secretary in-charge)
to the Government of Assam,
Legislative Department.

২০২৫ চনৰ অসম অধ্যাদেশ নং ৬
(২০২৫ চনৰ ১৩ অক্টোবৰ তাৰিখে ৰাজ্যপালৰ দ্বাৰা স্বীকৃত)
অসম দোকান আৰু প্ৰতিষ্ঠান (সংশোধন) অধ্যাদেশ, ২০২৫

অধ্যাদেশ
১৪ অক্টোবৰ, ২০২৫

অসম দোকান আৰু প্ৰতিষ্ঠান অধিনিয়ম, ২০২২ ক সংশোধন কৰিবলৈ
এখন অধ্যাদেশ।

প্ৰস্তাৱনা

যিহেতু অসম ৰাজ্যৰ বিধানসভাৰ অধিৱেশন চলি থকা নাই আৰু
অসমৰ ৰাজ্যপাল সন্তুষ্ট হৈছে যে এনে পৰিস্থিতিৰ উদ্ভৱ হৈছে যিটোৱে,
অসম দোকান আৰু প্ৰতিষ্ঠান অধিনিয়ম, ২০২২ ক, ইয়াৰ পিছত মূল
অধিনিয়ম হিচাপে যাক উল্লেখ কৰা হৈছে, সংশোধন কৰিবলৈ তাৎক্ষণিক
কাৰ্য্যব্যৱস্থা গ্ৰহণ কৰাতো তেখেতৰ বাবে জৰুৰী হৈ পৰিছে;

২০২৫ চনৰ
অসম
অধিনিয়ম
নং III

এতিয়া, সেয়েহে, ভাৰতৰ সংবিধানৰ অনুচ্ছেদ ২১৩ ৰ খণ্ড (১) ৰ
অধীনত অৰ্পণ কৰা ক্ষমতাৱলী প্ৰয়োগ কৰি, অসমৰ ৰাজ্যপালে ইয়াৰ দ্বাৰা
ভাৰত গণৰাজ্যৰ ছয়সত্তৰ সংখ্যক বৰ্ষত, নিম্নলিখিত অধ্যাদেশখন প্ৰখ্যাপন
কৰিছে, যথা:—

- | | |
|--|---|
| সংক্ষিপ্ত নাম,
বিস্তাৰ আৰু
প্ৰাৰম্ভণ | ১। (১) এই অধ্যাদেশখন অসম দোকান আৰু প্ৰতিষ্ঠান (সংশোধন)
অধ্যাদেশ, ২০২৫ বুলি অভিহিত হ'ব।

(২) ইয়াৰ বিস্তাৰ মূল অধিনিয়মখনৰ দৰেই হ'ব।
(৩) ই তাৎক্ষণিকভাৱে বলৱৎ হ'ব। |
| ধাৰা ৬ ৰ
সংশোধন | ২। মূল অধিনিয়মত, ধাৰা ৬ ত, উপ-ধাৰা (১) ত, দ্বিতীয় শাৰীত, শব্দাৱলী
“নিয়োজিত” আৰু “বা অধিক” ৰ মাজত প্ৰতীত শব্দ “পাঁচ” ৰ সলনি,
শব্দ “বিশ” প্ৰতিষ্ঠাপিত হ'ব। |
| ধাৰা ১১ ৰ
সংশোধন | ৩। মূল অধিনিয়মত, ধাৰা ১১ ৰ সলনি, নিম্নলিখিত প্ৰতিষ্ঠাপিত হ'ব,
যথা:—

"১১। (১) এখন প্ৰতিষ্ঠান অথবা ইয়াৰ কোনো শাখাৰ কৰ্মচাৰীৰ
মাজত লিংগৰ ভিত্তিত নিযুক্তি, প্ৰশিক্ষণ, বদলি বা
পদোন্নতি অথবা মজুৰিৰ ক্ষেত্ৰত কোনো ধৰণৰ বৈষম্য
নাথাকিব।

(২) কোনো মহিলা শ্ৰমিকে কোনো প্ৰতিষ্ঠানত ৰাতি ৯ বজাৰ
পৰা ৰাতিপুৱা ৬ বজাৰ ভিতৰত কাম নকৰিব অথবা
কাম কৰিবলৈ অনুমতি দিয়া নহ'ব: |

পৰন্তু ৰাতি কাম কৰিবলৈ সন্মত হোৱা মহিলাৰ পৰা
লিখিত সন্মতিপত্ৰ ল'ব আৰু কৰ্মস্থলীত মহিলা
নিৰাপত্তাৰক্ষীৰ তত্ত্বাৱধানৰ অধীনত থাকিব, অন্যান্য

সুৰক্ষা ব্যৱস্থাসহ চিচিটিভিৰ নিৰীক্ষণ, উপযুক্ত পৰিবহণ, পৃথক জিৰণিকোঠা আৰু বেতনপ্ৰাপ্ত বন্ধৰ দিনৰ বাবে অতিৰিক্ত সুবিধা থাকিব আৰু কামৰ পালৰ মাজত জিৰণি ল'বলৈ অনুমতি দিয়া হ'ব:

উপৰন্ত নিয়োগকৰ্তা আৰু কৰ্মস্থলীত থকা অন্যান্য দায়িত্বশীল ব্যক্তিসকলৰ এইটো কৰ্তব্য হ'ব যে,

- (i) যৌন নিৰ্যাতন সংঘটিত কৰাটো প্ৰতিহত কৰা বা বাধা দিয়া আৰু কৰ্মস্থলীত মহিলাৰ যৌন নিৰ্যাতন (নিবাৰণ, নিষেধাজ্ঞা আৰু প্ৰতিকাৰ) অধিনিয়ম, ২০১৩ অনুসৰি প্ৰয়োজনীয় সকলো পদক্ষেপ গ্ৰহণ কৰি যৌন নিৰ্যাতনৰ সমাধান, সাক্ষ্য বা অভিযোজনৰ বাবে প্ৰক্ৰিয়াসমূহ উপবন্ধিত কৰা;
- (ii) কৰ্মস্থলীত, স্বাস্থ্য আৰু স্বচ্ছতা তথা অৱসৰৰ সময়ৰ সৈতে, সৌহৰ্দপূৰ্ণ পৰিবেশৰ সৃষ্টি কৰা আৰু মহিলাসকলৰ বাবে কোনো অসুৰক্ষিত পৰিবেশ নথকাটো নিশ্চিত কৰা আৰু মহিলাসকলৰ বিশ্বাস কৰাৰ কোনো যুক্তিসংগত আধাৰ নাথাকিব যে তেখেত অসুবিধাজনক কৰ্মসংস্থাপনত আছে। "

২০১৩ চনৰ
কেন্দ্ৰীয়
অধিনিয়ম
নং ১৪

ধাৰা ১৩ ৰ
সংশোধন

৪। মূল অধিনিয়মত, ধাৰা ১৩ৰ সলনি, নিম্নলিখিত প্ৰতিষ্ঠাপিত হ'ব, যথা:—

"১৩। (১) কোনো শ্ৰমিকক দোকান বা প্ৰতিষ্ঠানত কাম কৰিবলৈ বাধিত কৰোৱা নহ'ব বা অনুমতি দিয়া নহ'ব,

- (i) যিসকলে কোনো সপ্তাহত ছয় দিন ধৰি কাম কৰি আছে তেনে ক্ষেত্ৰত, যিকোনো দিনত ন ঘণ্টাতকৈ অধিক বা যিকোনো সপ্তাহত আঠচল্লিশ ঘণ্টাতকৈ অধিক সময়ৰ বাবে:

পৰন্তু সময়ৰ বিস্তৃতি এদিনত চাৰে দহ ঘণ্টাৰ অধিক নহ'ব;

- (ii) যিসকলে কোনো সপ্তাহত পাঁচ দিন ধৰি কাম কৰি আছে তেনে ক্ষেত্ৰত, যিকোনো দিনত দহ ঘণ্টাতকৈ অধিক বা যিকোনো সপ্তাহত আঠচল্লিশ ঘণ্টাতকৈ অধিক সময়ৰ বাবে:

পৰন্তু সময়ৰ বিস্তৃতি এদিনত বাৰ ঘণ্টাৰ অধিক নহ'ব আৰু অতিৰিক্ত সময়ৰ মজুৰী শোধ কৰিব লাগিব যিটো সাধাৰণ মজুৰীৰ দুগুণ হ'ব।

- (২) কোনো দোকান বা প্ৰতিষ্ঠানত জিৰণিৰ বিৰতিক অন্তৰ্ভুক্ত কৰি এটা কামৰ পালত কাম কৰাৰ সৰ্বমুঠ সময় দহ

ঘণ্টাৰ অধিক নহ'ব আৰু যদি কোনো শ্ৰমিকক আন্তৰায়িক প্ৰকৃতিৰ কাম বা জৰুৰী কাম ন্যস্ত কৰা হয়, তেন্তে সময়ৰ বিস্তৃতি বাৰ ঘণ্টাৰ অধিক নহ'ব।

- (৩) ছয় দিন কাম কৰাৰ বাবে এদিনত ন ঘণ্টা আৰু পাঁচ দিন কাম কৰাৰ বাবে এদিনত দহ ঘণ্টা বা এসপ্তাহত আঠচল্লিশ ঘণ্টাৰ অধিক যিকোনো কামৰ সময় অতিৰিক্ত সময় হিচাপে গণ্য কৰা হ'ব আৰু তিনি মাহৰ এক অৱধিত মুঠ অতিৰিক্ত সময় এশ চৌৰাল্লিশ ঘণ্টাতকৈ অধিক নহ'ব।
- (৪) কোনো শ্ৰমিকক অন্ততঃ আধা ঘণ্টাৰ জিৰণিৰ বাবে বিৰতিৰ অবিহনে ছয় ঘণ্টাতকৈ অধিক সময়ৰ বাবে অবিৰতভাৱে কাম কৰিবলৈ অনুমতি দিয়া নহ'ব।”

লক্ষ্মণ প্ৰসাদ আচাৰ্য,
ৰাজ্যপাল, অসম চৰকাৰ।

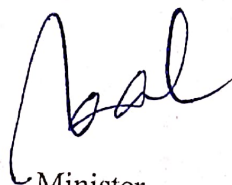
মেহবুবা বেগম
যুটীয়া সচিব, (ভাৰপ্ৰাপ্ত সচিব) অসম চৰকাৰ,
বিধান বিভাগ, দিছপুৰ, গুৱাহাটী-৬

RULE 69 UNDER RULES OF PROCEDURE AND CONDUCT OF BUSINESS

The Ordinance on “The Assam Shops and Establishments (Amendment) Ordinance, 2025” was urgently needed to promote equitable and safe labour conditions, support women’s participation in the workforce, and facilitate the Government’s ongoing reforms for labour welfare and ease of business.

The Assam Shops and Establishments (Amendment) Ordinance, 2025 was required to—

1. **Ease compliance and facilitate small enterprises** by raising the threshold of employees from five to twenty under Section 6 for certain registration and reporting provisions, thereby reducing the regulatory burden on micro and small establishments and promoting ease of doing business.
2. **Promote gender equality and safety at workplaces** by introducing a new Section 11 prohibiting gender-based discrimination in recruitment, training, transfer, promotion or wages, and by allowing employment of women during night shifts with strict safety measures, including written consent, supervision by women security staff, CCTV surveillance, transportation, rest facilities and compliance with the *Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013*.
3. **Ensure better regulation of working hours** through the substitution of Section 13 to clearly prescribe daily and weekly work-hour limits, overtime rules, and rest intervals to protect workers’ welfare and to align with modern work practices.



Minister
Labour Welfare, Assam

Minister
Labour Welfare, Home (Prisons, Home
Guard and Civil Defense) etc. and Tea
Tribes & Adivasi Welfare, Assam
Dispur, Guwahati-6