

**(TO BE PUBLISHED IN PART IV OF THE DELHI GAZETTE EXTRA ORDINARY
GOVERNMENT OF NATIONAL CAPITAL TERRITORY OF DELHI
(LABOUR DEPARTMENT)**

Dated:.....2022

NOTIFICATION

No.CIS/Exemption(CIS-01)/Lab/2022/ -- In exercise of powers conferred by the proviso to Section 4 of the Delhi Shops and Establishments Act, 1954 (Delhi Act 7 of 1954), the Lt. Governor of National Capital Territory of Delhi is pleased to make the following addition in the Schedule-1, appended to the said Act.

In the said Schedule under "Establishment etc." after the existing entry at serial no. 269 the following entry shall be added, namely:-

270 Warehouses in NCT of Delhi

From Section 15 and 16 of the Act, subject to the following conditions:-

- (i) No employee shall be employed or allowed to work for more than nine hours (including that of meal and rest) on any day and for not more than forty Eight hours a week. Further, no employee shall be allowed to work for more than five hours at a stretch. Overtime wages shall be paid to eligible employees at double the normal rate as provided under section 8 of the Delhi Shops and Establishment Act, 1954. The employer shall ensure that the records of the Biometric machine if maintained shall be preserved for the duration mentioned for the similar register/record, in Delhi Shops and Establishment Act, 1954 and Rules made there under.
- (ii) Shift working, if any, shall be in such a way that no employee is forced to work in night shift only.
- (iii) Employer shall make suitable

arrangement regarding safety, security and transportation of all the employees, who have been asked to work overtime or in the shift beyond the normal working hours as prescribed in the Delhi Shops and Establishments Act, 1954. Further the employer shall install Closed Circuit Television (CCTV) for videography of the establishment and preserve the same for not less than a period of six months and submit the same on demand from the Chief Inspector of Shops.

- (iv) Employees working on national holidays shall be given compensatory leave in lieu thereof, and double rate of wages as overtime.
- (v) Weekly off day will be allowed to employees in rotation.
- (vi) The employer shall ensure that the workers are provided all the legal benefits under various labour laws like Minimum Wages, Provident Fund (PF), Employees' State Insurance (ESI), Bonus, Leave facility and the same be put on website of the shop/ establishment.
- (vii) Payment of wages of employees shall be made by cheque/Electronic Clearing Service (ECS).
- (viii) This grant of exemption shall have no overriding effect on any notification/order/advisory/circular/ issued by any other Authority/

Department/Government Agencies
Including Police.

- (ix) A copy of this notification shall be prominently displayed at the employee's entrance/exit of the establishment.

By order and in the name of
Lt. Governor of National Capital Territory of Delhi

(S.C. Yadav)
Additional Secretary (Labour)

No.CIS/Exemption (CIS-01)/Lab/2022/

Dated:.....2022

Copy forwarded to the:-

1. The Principal Secretary to the Hon`ble Lt. Governor, Delhi.
2. The Secretary to the Chief Minister, Govt. of NCT of Delhi.
3. The Secretary to the Hon`ble Minister of Labour, Govt. of NCT of Delhi.
4. The Principal Secretary (L.J. & L.A.) Govt. of NCT of Delhi.
5. The Principal Secretary (Labour.) Govt. of NCT of Delhi
6. The Commissioner (Labour), Govt. of NCT of Delhi.
7. JLCs/ DLCs, Labour Department, Govt. of NCT of Delhi.
8. Chief Inspector of Shops & Establishment – Labour Department, Govt. of NCT of Delhi.
9. The Assistant Director (Planning), Labour Department, Govt. of NCT of Delhi - with the request for publication in the Labour Statistics and on the website and to include in the notification to be placed before the Vidhan Sabha.
10. The Dy. Secretary (GAD), Co-ordination Branch – in duplicate for publication in Delhi Gazette, Part-IV Extraordinary of today's date.
11. System Analyst, Labour Department to upload it on the website of Labour Department.
12. Librarian, Labour Department, Govt. of NCT of Delhi.
14. Guard file.