RNI No. MAHENG /2009/35528

सत्यमेव जयते

महाराष्ट्र शासन राजपत्र

असाधारण भाग आठ

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असाधारण क्रमांक ८८

प्राधिकृत प्रकाशन

महाराष्ट्र विधानमंडळाचे अधिनियम व राज्यपालांनी प्रख्यापित केलेले अध्यादेश व केलेले विनियम आणि विधि व न्याय विभागाकडून आलेली विधेयके (इंग्रजी अनुवाद).

In pursuance of clause (3) of article 348 of the Constitution of India, the following translation in English of the Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service) (Amendment) Bill, 2025 (L. A. Billl No. LXXXIX of 2025), introduced in the Maharashtra Legislative Assembly on the 8th December 2025, is hereby published under the authority of the Governor.

By order and in the name of the Governor of Maharashtra,

SATISH WAGHOLE,
Secretary (Legislation) to Government,
Law and Judiciary Department.

L. A. BILL No. LXXXIX OF 2025.

A BILL

further to amend the Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2017.

WHEREAS both Houses of the State Legislature were not in session ;

AND WHEREAS the Governor of Maharashtra was satisfied that circumstances existed which rendered it necessary for him to take immediate action further to amend the Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2017, for the purposes hereinafter appearing ; and, therefore, promulgated the Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service) (Amendment) Ordinance, 2025 on the 1st October 2025 ;

Mah. LXI of 2017.

Mah. Ord. VIII of 2025.

AND WHEREAS it is expedient to replace the said Ordinance by an Act of the State Legislature; it is hereby enacted in the Seventy-sixth Year of the Republic of India as follows :—

Short title and commencement.

1. (*1*) This Act may be called the Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service) (Amendment) Act, 2025.

(*2*) It shall be deemed to have come into force on the 1st October 2025.

Amendment of section 1 of Mah. LXI of 2017.

2. In section 1 of the Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2017 (hereinafter referred to as "the principal Act"), in sub-section (*3*),— Mah. LXI of 2017.

(*1*) in clause (*a*), for the word "ten" the word "twenty" shall be substituted;

(*2*) in clause (*b*), for the word "ten" the word "twenty" shall be substituted.

Amendment of section 6 of Mah. LXI of 2017.

3. In section 6 of the principal Act, in sub-section (*1*), for the word "ten" the word "twenty" shall be substituted.

Amendment of section 7 of Mah. LXI of 2017.

4. In section 7 of the principal Act,—

(*1*) in sub-section (*1*),—

(*a*) for the word "ten" the word "twenty" shall be substituted;

(*b*) in the first proviso, for the word "ten" the word "twenty" shall be substituted;

(*2*) in sub-section (*2*), for the word "ten" the word "twenty" shall be substituted;

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

Amendment of section 12 of Mah. LXI of 2017.

5. In section 12 of the principal Act,—

(*1*) for the word "nine" the word "ten" shall be substituted;

(*2*) for the word "five" the word "six" shall be substituted;

(*3*) the existing proviso shall be deleted.

Substitution of section 14 of Mah. LXI of 2017.

6. For section 14 of the principal Act, the following section shall be substituted, namely :—

Spread-over in establishments.

"**14.** The spread-over of a worker in the establishment shall not exceed twelve hours in any day.".

Amendment of section 15 of Mah. LXI of 2017.

7. In section 15 of the principal Act, for the words "one hundred and twenty-five hours" the words "one hundred and forty-four hours" shall be substituted.

Repeal of Mah. Ord. VIII of 2025 and saving.

8. (*1*) The Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service) (Amendment) Ordinance, 2025, is hereby repealed. Mah. Ord. VIII of 2025.

(*2*) Notwithstanding such repeal, anything done or any action taken (including any notification or order issued) under the corresponding provisions of the principal Act, as amended by the said Ordinance, shall be deemed to have been done, taken or, as the case may be, issued under the corresponding provisions of the principal Act, as amended by this Act.

STATEMENT OF OBJECTS AND REASONS

The State of Maharashtra is India's most economically dynamic State which accomodates enormous industrial and service sectors employing large number of workers. It is an endeavour of the State to reduce compliance burden for small businesses for promoting economic growth while ensuring continued protection for workers under various labour laws. The regulatory reforms in operational flexibility and reduction in compliance burden will eventually lead to economic growth of the State.

2. To align with the reform of regulations and procedures related to Ease of Doing Business and Ease of Living, it was considered necessary to reduce the compliance burden on smaller establishments. It was also considered necessary to provide operational flexibility of working hours without changing the fixed limit of weekly forty-eight hours of work. For the above purposes, the Government considered it expedient to amend the Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2017(Mah. LXI of 2017), suitably.

3. The salient features of the amendments are as follows, namely :—

(*a*) to increase threshold limit of 10 or more employees to 20 or more employees in any establishment for registration and other regulatory provisions of the said Act in order to reduce compliance burden for smaller businesses, encourage job creation and eliminate the fear of non-compliance. Establishments with less than 20 workers will no longer need a registration certificate from the Facilitator but they will only need to provide an intimation of their business. However, the other statutory protections to their workers remain the same;

(*b*) to increase the daily hours of work from the existing nine hours upto ten hours, inclusive of rest intervals, subject to a maximum of forty-eight hours in any week. This measure aims to create greater economic activity, enhance employment opportunities and give establishments the flexibility to handle emergencies, peak demand or staff shortages without disruption;

(*c*) to extend the spread-over of working hours from the existing ten and a half hours to twelve hours in a day to accommodate the increased daily working hours and to provide greater scheduling in establishment;

(*d*) to increase the maximum continuous working hours without a rest interval from five to six hours, to provide flexibility and smoother adjustments to the daily maximum hours of work;

(*e*) to increase overtime period within quarter from 125 hours to 144 hours so that establishments will be allowed to engage workers in overtime for an increased period per quarter to address exceptional work pressure. This change will increase workers' earning potential and formalize overtime practices, ensuring that all additional hours are properly recorded and compensated, which will help in preventing exploitation of workers. However the overtime working will not be mandatory for the workers.

4. As both Houses of the State Legislature were not in session and the Governor of Maharashtra was satisfied that circumstances existed which rendered it necessary for him to take immediate action further to amend the Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2017, for the purposes aforesaid, the Maharashtara Shops and Establishments (Regulation of Employment and Conditions of Service) (Amendment) Ordinance, 2025 (Mah. Ord. VIII of 2025), was promulgated by the Governor of Maharashtra on the 1st October 2025.

5. The Bill is intended to replace the said Ordinance by an Act of the State Legislature.

Mumbai,
Dated the 4th November 2025.

AKASH FUNDKAR,
Minister for Labour.

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