RNI No. MAHENG /2009/35528

सत्यमेव जयते

महाराष्ट्र शासन राजपत्र

असाधारण भाग आठ

वर्ष ११, अंक ३६] बुधवार, ऑक्टोबर १, २०२५/आश्विन ९, शके १९४७ [पृष्ठे ४, किंमत : रुपये २७.००

असाधारण क्रमांक ८१

प्राधिकृत प्रकाशन

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

INDUSTRIES, ENERGY, LABOUR AND MINING DEPARTMENT

Mantralaya, Madam Cama Marg, Hutatma Rajguru Chowk,
Mumbai 400 032, dated the 1st October 2025.

MAHARASHTRA ORDINANCE No. VIII OF 2025.

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

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

AND WHEREAS the Governor of Maharashtra is satisfied that circumstances exist which render 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 ;

Mah. LXI of 2017.

NOW, THEREFORE, in exercise of the powers conferred by clause (*1*) of article 213 of the Constitution of India, the Governor of Maharashtra is hereby pleased to promulgate the following Ordinance, namely :—

Short title and commencement.

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

(*2*) It shall come into force at once.

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.

STATEMENT

The State of Maharashtra is India's most economically dynamic State which accomodate 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 is considered necessary to reduce the compliance burden on smaller establishments. It is 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 considers 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 proposed 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 are not in session and the Governor of Maharashtra is satisfied that circumstances exist which render 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, this Ordinance is promulgated.

Mumbai,
Dated the 28th September 2025.

ACHARYA DEVVRAT,
Governor of Maharashtra.

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

I. A. KUNDAN,
Principal Secretary to Government.

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