

Government of West Bengal

Labour Department

LW/MW Cell

N.S Building, 12 Floor

1 K.S Roy Road, Kolkata-700001

Computer no. 1362304

No. LABR/773074(LW/MW)/2026

Date:- 21.05.2026

NOTIFICATION

WHEREAS, the State Government, in pursuance of the Ease of Doing Business (EoDB) reforms, has issued various notifications and undertaken measures to rationalise compliance burden on business entities and to improve the ease of doing business in the State;

AND WHEREAS, it has been considered necessary, in the interest of industrial productivity and operational flexibility, to revise the permissible working hour limits for factories in cases of exceptional pressure of work;

NOW, THEREFORE, in exercise of the powers conferred under the relevant provisions of the Factories Act, 1948 and all other powers enabling him in this behalf, the Governor is hereby pleased to permit any or all adult workers in factories to work beyond the normal daily and weekly working hour limits, subject to the following conditions:

1. The periods of work of adult workers shall be so arranged that the total working hours, inclusive of spread-over and intervals for rest, shall not exceed twelve (12) hours in any day.
2. The total hours of work of any adult worker shall not exceed seventy-two (72) hours in any week.
3. No worker shall be required or allowed to work overtime for more than seven (7) consecutive days.
4. The total number of overtime hours worked by any worker in any quarter shall not exceed one hundred and forty-four (144) hours.
5. Where any worker works in a factory for more than nine (9) hours in any day or for more than forty-eight (48) hours in any week, such worker shall, in respect of such overtime work, be entitled to wages at the rate of twice the ordinary rate of wages, in accordance with the provisions of the law.
6. No worker shall be required or permitted to work overtime except with the prior consent of such worker.
7. The occupier and manager of the factory shall ensure strict compliance with all other applicable provisions of the Factories Act, 1948 and the Rules framed thereunder, including provisions



relating to occupational safety, health, welfare, and maintenance of statutory registers and records.

8. This Notification shall come into force with immediate effect and shall remain in force until further orders.

By order of the Governor



Dr. SAUMITRA MOHAN, IAS,
SECRETARY
to the Government of West Bengal

No. LABR/773076 /1(5)/(LW/MW)/2026

Date:- 21.05.2026

Copy forwarded for information to:-

1. Labour Commissioner, Government of West Bengal.
2. The Director, Directorate of Factories, Government of West Bengal
3. Senior P.A to the Secretary, Labour Department, Government of West Bengal.
4. OFFICE COPY.

Special Secretary
to the Government of West Bengal