

GOVERNMENT OF WEST BENGAL  
LABOUR DEPARTMENT, 12<sup>TH</sup> FLOOR (LWMW CELL)  
NEW SECRETARIAT BUILDING  
1, K.S.ROY ROAD, KOLKATA-700 001

No. I/ 97 /2025/LABR-25099/31/2025-LWMW Date: 03.12.2025

**NOTIFICATION**

Whereas Business Reforms Action Plan under Ease of Doing Business is a state priority and

Whereas, the State Government considers it fit to do so in the public interest;

Now, therefore, in exercise of the power conferred by subsection (2) of Section 4 of the West Bengal Shops & Establishments Act, 1963 as amended by the Section 2 of the West Bengal Shops & Establishments Act (Amendments), 2002, the Governor is hereby pleased to allow State Government to exempt by written order, any shop or establishment falling under the purview of the said Act, from operation of provisions of Section 10 (b) of the said Act regarding employment of women employees in night shift between 7pm to 6 on the merit of the case and subject to arrangement made by the employer for the safety and security of such women as may be specified in such order.

-By order of Governor

  
Avanindra Singh, IAS

Secretary to the Government of West Bengal

No. I/ 97/1(5)/2025/LABR-25099/31/2025-LWMW Date: 03.12.2025

Copy forwarded for information & necessary action to the:

~~OSD & Ex-officio Senior.~~

1. The Special Secretary & Labour Commissioner (In-charge), New Secretariat Building, 11th Floor, Kolkata 700 001
2. The Director, Directorate of Factories (8th Floor), New Secretariat Building, 11th Floor, Kolkata 700 001
3. PS to the HMIC, Labour Department
4. Sr. P.A./P.S to the Secretary, Labour Department
5. Office Copy

Avanindra Singh, IAS

Secretary to the Government of West Bengal