



Haryana Government Gazette

EXTRAORDINARY

Published by Authority

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No. 20-2026/Ext.]

CHANDIGARH, THURSDAY, FEBRUARY 5, 2026
(MAGHA 16, 1947 SAKA)

LEGISLATIVE SUPPLEMENT

CONTENTS

PART-I	ACTS	PAGES
	THE HARYANA SHOPS AND COMMERCIAL ESTABLISHMENTS (AMENDMENT) ACT, 2025 (HARYANA ACT NO. 13 OF 2026)	85—87
PART-II	ORDINANCES	
	NIL	
PART-III	DELEGATED LEGISLATION	
	NIL	
PART-IV	CORRECTION SLIPS, REPUBLICATIONS AND REPLACEMENTS	
	NIL	

PART-I**HARYANA GOVERNMENT****LAW AND LEGISLATIVE DEPARTMENT****Notification**

The 5th February, 2026

No. Leg.14/2026.— The following Act of the Legislature of the State of Haryana received the assent of the Governor of Haryana on the 28th January, 2026 and is hereby published for general information:-

HARYANA ACT NO. 13 OF 2026**THE HARYANA SHOPS AND COMMERCIAL ESTABLISHMENTS
(AMENDMENT) ACT, 2025****AN
ACT**

further to amend the Haryana Shops and Commercial Establishments Act, 1958.

Be it enacted by the Legislature of the State of Haryana in the Seventy-sixth Year of the Republic of India as follows:-

1. (1) This Act may be called the Haryana Shops and Commercial Establishments (Amendment) Act, 2025.
(2) It shall be deemed to have come into force with effect from the 12th November, 2025.
2. After sub-section (4) of section 1 of the Haryana Shops and Commercial Establishments Act, 1958 (hereinafter called the principal Act), the following sub-section shall be added, namely :-
“(5) The provisions of this Act except section 13A shall apply to the shops and establishments employing twenty or more workers and provisions of section 13A of this Act shall apply to the shops and establishments employing less than twenty workers.”.
3. In section 7 of the principal Act ,-
 - (i) in sub-section (1), for the words "nine hours", the words "ten hours" shall be substituted; and
 - (ii) in sub-section (2), in the proviso, in clause (a), for the word "fifty", the words and sign "one hundred fifty-six" shall be substituted.
4. In sub-section (1) of section 8 of the principal Act, for the words “ five hours”, the words “six hours” shall be substituted.

Short title and commencement.

Amendment of section 1 of Punjab Act 15 of 1958.

Amendment of section 7 of Punjab Act 15 of 1958.

Amendment of section 8 of Punjab Act 15 of 1958.

Substitution of section 13 of Punjab Act 15 of 1958.

5. For section 13 of the principal Act, the following sections shall be substituted, namely :-
“13. Registration of establishments.- (1) The employer of every establishment employing twenty or more workers shall, within a period of one month from the date of commencement of his business, submit an application online in such form, together with such fee and documents, as may be prescribed, containing-
 - (a) the name of the employer and the manager, if any;
 - (b) postal address along with GPS location of the establishment;
 - (c) name of the establishment;
 - (d) number of persons employed in the establishment;
 - (e) nature of the business of an establishment; and
 - (f) such other particulars, as may be prescribed.
 (2) On receipt of an application along with documents and fee, the Inspector shall verify the correctness of the application and documents attached thereto and on being satisfied shall issue online registration certificate to the employer in such form, as may be prescribed within the time limit as notified under the Haryana Right to Service Act, 2014 (4 of 2014).

(3) A registration certificate issued under sub-section (2) shall be valid until it is amended or cancelled upon closing of the establishment or revoked by the Inspector after verification, on such conditions and manner, as may be prescribed.

(4) It shall be the duty of the employer to intimate the Inspector online, any change in the particulars furnished in the application submitted for registration within a period of seven days after the change has taken place, in such form, as may be prescribed.

(5) In case of change with regard to the name of establishment, employer, manager and work force details, the employer shall make an application for amended registration certificate as per the provisions of sub-section (2) and no fee shall be charged for issuance of amended registration certificate.

(6) The employer shall intimate to the Inspector online about closing of the establishment, within thirty days of closing. The Inspector shall, on receiving the information and being satisfied about the correctness, remove the name of such establishment from the register of establishment and cancel the registration certificate.

(7) In case of any contravention of, or failure to comply with the provisions of this section, the employer shall be liable to a penalty which shall not be less than three thousand rupees but may extend to ten thousand rupees for the first violation and in case of second violation, he shall be liable to a penalty which shall not be less than five thousand rupees but may extend to twenty-five thousand rupees:

Provided that in case of continuous subsequent violation, the competent authority, as specified by the Government, may impose penalty at the rate of five hundred rupees for every day.

13A. Intimation of establishment employing less than twenty workers.- The employer of every establishment employing less than twenty workers shall, within a period of one month from the date of commencement of his business, submit online intimation to the Inspector in such form, as may be prescribed. The employer providing intimation shall be provided a Basic Information Performa ID Number.”.

Amendment of
section 19 of
Punjab Act
15 of 1958.

6. In sub-section (3) of section 19 of the principal Act, for the words and figure “section 21 of the Indian Penal Code”, the words, figures and brackets “clause (28) of section 2 of the Bharatiya Nyaya Sanhita, 2023 (Central Act 45 of 2023)” shall be substituted.

Amendment of
section 20 of
Punjab Act 15
of 1958.

7. For sub-sections (5) and (6) of section 20 of the principal Act, the following sub-sections shall be substituted, namely :-

“(5) In case of any contravention of the foregoing provisions of this section, the employer of an establishment shall be liable to a penalty not exceeding five hundred rupees for every day during which the contravention occurs or continues.

(6) If any person with intent to deceive, makes, or causes, or allows to be made, in any such record, register or notice as aforesaid an entry which is to his knowledge false in any material particular, or wilfully omits or causes or allows to be omitted from any such record, register or notice an entry required to be made therein, he shall be liable to a penalty which shall not be less than three thousand rupees but may extend to ten thousand rupees for the first violation and in case of second violation, he shall be liable to a penalty which shall not be less than five thousand rupees but may extend to twenty-five thousand rupees:

Provided that in case of continuous subsequent violation, the competent authority, as specified by the Government may impose penalty at the rate of five hundred rupees for every day.”.

Insertion of
section 20A and
20B in Punjab
Act 15 of 1958.

8. After section 20 of the principal Act, the following sections shall be inserted, namely:-

“20A. Appointment letter.- Every employer of an establishment shall furnish to all his employees with the letter of appointment, having affixed the photograph of employee and obtain acknowledgement thereto.

20B. Identity card.- Every employer of an establishment shall furnish to every worker an identity card containing such particulars, as may be prescribed.”.

9. For sub-section (2) of section 21 of the principal Act, the following sub-section shall be substituted, namely:-

Amendment of
section 21 of
Punjab Act 15 of
1958.

“(2) Whoever contravenes the provisions of sub-section (1) or wilfully obstructs the inspecting authority in exercise of the powers under this Act or conceals or prevents any employee in an establishment from appearing before or being examined by the authority, shall be liable to a penalty which shall not be less than three thousand rupees but may extend to ten thousand rupees.”.

10. For section 26 of the principal Act, the following section shall be substituted, namely :-

Substitution of
section 26 of
Punjab Act
15 of 1958.

“26. Penalties.- Subject to the other provisions of this Act, whoever contravenes any of the provisions of this Act or the rules made thereunder and no penalty has been provided for such contravention in this Act, shall be liable to a penalty which shall not be less than three thousand rupees but may extend to ten thousand rupees for the first violation and in case of second violation, he shall be liable to a penalty which shall not be less than five thousand rupees but may extend to twenty-five thousand rupees:

Provided that in case of continuous subsequent violation, the competent authority, as specified by the Government may impose penalty at the rate of five hundred rupees for every day.”.

11. (1) The Haryana Shops and Commercial Establishments (Amendment) Ordinance, 2025 (Haryana Ordinance No. 4 of 2025), is hereby repealed.

Repeal and
savings.

(2) Notwithstanding such repeal, anything done or any action taken under the said Ordinance shall be deemed to have been done or taken under this Act.

RITU GARG,
ADMINISTRATIVE SECRETARY TO GOVERNMENT, HARYANA,
LAW AND LEGISLATIVE DEPARTMENT.