

**THE MIZORAM SHOPS AND ESTABLISHMENTS (REGULATION
OF EMPLOYMENT AND CONDITIONS OF SERVICE)
(AMENDMENT) BILL, 2026**

**LABOUR, EMPLOYMENT, SKILL DEVELOPMENT &
ENTREPRENEURSHIP DEPARTMENT**

**THE MIZORAM SHOPS AND ESTABLISHMENTS (REGULATION OF
EMPLOYMENT AND CONDITIONS OF SERVICE) (AMENDMENT)
BILL, 2026**

A BILL

further to amend the Mizoram Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2010.

BE it enacted by the Legislative Assembly of Mizoram in the Seventy-Seventh year of the Republic of India as follows:-

1. **Short title, extent, and commencement.-**

- (1) This Act may be called the Mizoram Shops and Establishments (Regulation of Employment and Conditions of Service) (Amendment) Act, 2026.
- (2) It shall extend to the whole of Mizoram.
- (3) It shall come into force on the date of publication in the Official Gazette.

2. **Amendment of section 8.-**

Sub-section (1) of section 8 of the Mizoram Shops and Establishments (Regulation of Employment and conditions of Service) Act, 2010 (Act no. 14 of 2010) (hereinafter referred to as the principal Act), shall be substituted as follows, namely:-

"(1) No employee in any establishment, to which the provisions of this Act apply, shall be required or allowed to work for more than ten hours in any day and fifty hours in a week:

Provided that the total hours of work, including overtime, shall not exceed twelve hours in any day except on days of stock-taking and preparation of accounts:

Provided further that the total hours of overtime shall not exceed hundred and twenty five hours in three consecutive months."

3. **Amendment of section 9.-**

In section 9 of the principal Act, for the words "eight hours", the words "ten hours" shall be substituted, and for the words "forty-eight hours", the words "fifty hours" shall be substituted.

4. **Amendment of section 11 .-**

In section 11 of the principal Act, for the words “ten hours”, the words “twelve hours” shall be substituted.

5. **Amendment of section 12A .-**

In sub-section (2) of section 12A of the principal Act, for the proviso, the following provisos shall be substituted; namely:-

“Provided that employment between 9 p.m. and 6 a.m. shall be allowed with the written consent of the woman, subject to the employer ensuring workplace safety, separate toilets, protection from sexual harassment, adequate security, and safe transportation. Provided further that employers shall maintain consent records for inspection”.

6. **Insertion of new section 25A.-**

After section 25 of the principal Act, the following new section shall be inserted, namely :-

"25A. Compounding of offences.-

- (1) Notwithstanding anything contained in the Bharatiya Nagarik Suraksha Sanhita, 2023, any offence punishable under this Act, not being an offence punishable with imprisonment only, or with imprisonment and also with fine, may, on an application of the accused person, either before or after the institution of any prosecution, be compounded by an Officer as the State Government may, by notification, specify, for a sum of one-hundred and fifty percent of the maximum fine provided for such offence, in the manner as may be prescribed.
- (2) Nothing contained in sub-section (1) shall apply to an offence committed by a person for the second time or thereafter within a period of five years from the date—
 - (i) of commission of a similar offence which was earlier compounded; or
 - (ii) of commission of a similar offence for which such a person was earlier convicted.
- (3) Every officer referred to in sub-section (1) shall exercise the powers to compound an offence, subject to the direction, control, and supervision of the State Government.
- (4) Every application for the compounding of an offence shall be made in such manner as may be prescribed.

- (5) Where any offence is compounded before the institution of any prosecution, no prosecution shall be instituted in relation to such offence, against the offender in relation to whom the offence is so compounded.
- (6) Where the composition of any offence is made after the institution of any prosecution, such composition shall be brought by the officer referred to in sub-section (1) in writing, to the notice of the court in which the prosecution is pending, and on such notice of the composition of the offence being given, the person against whom the offence is so compounded shall be discharged.
- (7) Any person who fails to comply with an order made by the officer referred to in sub-section (1), shall be punishable with a sum equivalent to twenty per cent of the maximum fine provided for the offence, in addition to such fine.
- (8) No offence punishable under the provisions of this Act shall be compounded except under and in accordance with the provisions of this section.”

7. **Repeal and savings:-**

- (1) The Mizoram Shops and Establishments (Regulation of employment and Conditions of Service) (Amendment) Ordinance, 2025 is hereby repealed.
- (2) Notwithstanding such repeal, anything done or any action taken under the said Ordinance be repealed shall be deemed to have been done or taken under this Act.

Statement of Objects and Reasons

The Mizoram Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2010 was enacted to regulate the conditions of employment, working hours, and welfare of employees in shops and commercial establishments in the State. However, in light of evolving business practices and contemporary labour standards, several provisions of the Act have become restrictive or impractical in their present form. To address these limitations and ensure continued protection of worker rights while enhancing operational flexibility for employers, targeted legislative amendments have been proposed.

The rationale for the proposed amendments is outlined below:

1. Working Hours:

The statutory ceiling of eight hours per day and forty-eight hours per week does not reflect the operational realities of many commercial establishments, particularly during peak business cycles. The proposed enhancement to ten hours per day and fifty hours per week, with an exceptional provision for up to twelve hours per day in specified circumstances (such as stock-taking or annual account preparation), seeks to provide necessary flexibility. To safeguard employee welfare, a cumulative overtime cap of 125 hours over any three consecutive months is introduced.

2. Regulation of Night Shifts for Women:

The existing restriction under Section 12A, which prohibits employment of women between 9:00 p.m. and 6:00 a.m., poses a barrier to gender-inclusive employment in sectors requiring extended or round-the-clock operations. The proposed amendment permits women to work during such hours, subject to their written consent and employer compliance with specific safety measures, including secure transportation, separate sanitation facilities, and protection from harassment. The requirement for prior government notification is removed, and the obligation to maintain consent records for inspection is introduced, ensuring procedural simplicity without compromising safeguards.

3. Spread-Over Period:

The current ten-hour limit on the total spread-over period, including rest intervals, may be insufficient for businesses operating in shifts or with staggered hours. The proposed revision to twelve hours accommodates flexible scheduling models while preserving mandated rest and break periods.

4. Compounding of Offences:

These legislative measures are being undertaken in line with the recommendations of the Task Force on Compliance Reduction and Deregulation and the Ministry of Labour and Employment, Government of India, which recommended the rationalisation of regulatory frameworks at the State level. A follow-up meeting chaired by the Chief Secretary, Government of Mizoram, on Reducing Compliance Burden and Deregulation held on 19th May 2025, identified amendment of the Act as a priority action point for streamlining compliance and enhancing regulatory effectiveness.

The Legislative Assembly of Mizoram is not in session during the last two months of the calendar year, 2025 and the Governor of Mizoram was satisfied that circumstances existed which rendered it necessary for him to take immediate action to facilitate ease of doing business and ensure continued protection of workers, the Mizoram Shops and Establishments (Regulation of Employment and Conditions of Service) (Amendment) Ordinance, 2025 was promulgated by His Excellency, the Governor of Mizoram on the 20th November of 2025 under clause (1) of article 213 of the Constitution of India.

Accordingly, the proposed amendments are considered essential to improve legal clarity, support ease of doing business, and establish a modernised, balanced, and responsive labour regulatory framework within the State of Mizoram.

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

Place : Aizawl

Dated : 06.02.2026

(LALNGHINGLOVA HMAR)

Minister of State

Labour, Employment, Skill Development &

Entrepreneurship Department

Government of Mizoram

FINANCIAL MEMORANDUM

The implementation of The Mizoram Shops and Establishments (Regulation of Employment and Conditions of Service) (Amendment) Bill, 2026 will not involve any additional expenditure from the Consolidated Fund of the State.

Place : Aizawl

Dated : 06.02.2026

(LALNGHINGLOVA HMAR)

Minister of State

Labour, Employment, Skill Development
& Entrepreneurship Department
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