

Date: 28<sup>th</sup> August, 2014

Shri. Arvind Kumar  
Principal Secretary,  
Department of Labour, Govt of Maharashtra,  
Mumbai.

**Subject: Seeking extension in working hours from 10<sup>th</sup> October, 2014 to 26<sup>th</sup> October, 2014. (Festival of Diwali)**

Dear Sir,

Greetings from Retailers Association of India (RAI)!

It is my pleasure to write to you from RAI.

Retailers Association of India (RAI) is the unified voice of Indian retailers, working with all the stakeholders for creating the right environment for the growth of the modern retail industry in India. RAI has a three charter aim of Retail Development, Facilitation and Propagation and conducts various programs aimed at the betterment of employees in the sector.

RAI is the representative body of Retailers in India having over 900 member establishments including large and small retailers in the country and represents over 98000 stores in India. RAI is the body that encourages, develops, facilitates and supports retailers to become modern and adopt best practices that will delight customers.

Diwali is the biggest shopping season for state of Maharashtra. Fireworks and family feasts usually mark the festival of lights but it's also synonymous with flex boards screaming "Sale", "Exchange Offers", and "Diwali Bonanza". Diwali sales are famous to attract the consumers in huge numbers wherein citizens shop as a family amidst their busy life, varied tastes and a plethora of choices.

Unfortunately, by the time retailers approach the closing time, there are still uncatered consumers standing in queues outside stores. We request your good office to allow our members establishment to keep their stores open **till 12.00 mid night during the festive season. I.e. from 10<sup>th</sup> October, 2014 to 26<sup>th</sup> October, 2014.** (Subject to appropriate conditions for grant and verification of weekly offs, compensatory offs and such other provisions as may be necessary for labour welfare).

#### RAI National Council

- B A Kodandarama Setty,**  
Vivek Ltd.
- B S Nagesh,**  
Shoppers Stop Ltd
- Kishore Biyani,**  
Future Group
- Noel Tata,** Trent Ltd.
- Shashwat Goenka,** Spencer's Retail
- Vinay Nadkarni,**  
Globus Stores Pvt. Ltd.
- Ajit Joshi,**  
Infiniti Retail Ltd.
- Atul Chand,**  
ITC - LRBD
- Bhaskar Bhat,**  
Titan Industries Ltd
- Bijou Kurien,**  
Chairman, FICCI Retail Committee
- Kabir Lumba,**  
Lifestyle International (P) Ltd
- Gibson G Vedamani,**  
Sharon Wayne Inc
- Govind Shrikhande,**  
Shoppers Stop Ltd
- Jamshed Daboo,**  
Trent Hypermarket Ltd
- Pinikiranjan Mishra,**  
Ernst & Young Pvt. Ltd.
- Rafique Malik,**  
Metro Shoes Ltd
- Rakesh Biyani,**  
Future Group
- Rahul Mehta,**  
CMAI
- Shubhranshu Pani,**  
Jones Lang LaSalle

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The proposal has the following merits:

- Labour interest will continue to be protected as envisaged under Labour Laws.
- Maharashtra, which is one of the fastest growing state in India, with a burgeoning middle class fuelling economic growth through retail consumption, owes much to Maharashtra for its economic progress. The organized retail sector in Maharashtra will get a boost.
- Retailers cater to the changing lifestyle and festival needs of the customer and is based on convenience to customers. This will bring greater convenience and better service to the customer.
- Contributions from modern retail flow to exchequer due to increased transparency. Modern retail sector is the fully statutorily complied sector through number of permits and licenses.

We really appreciate the sincere efforts taken by your progressive government last year by allowing retailers to keep their stores open on extended working hours from October 27th to November 7th on account of festive season. Notification is attached herewith for your reference.

We request you to consider our representation and issue a notification to this effect subject to retailers complying with all the necessary labour compliances. We believe such a step would lead to the growth of the industry and consequently increase consumption across the state and hence contribute to the growth of the economy and the tax revenues for the state government.

Regards,

For Retailers Association of India,



Gautam Jain

Head – Advocacy & Finance

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