

GOVERNMENT OF TELANGANA  
ABSTRACT

Labour, Employment, Training and Factories (Labour) Department – Andhra Pradesh Shops and Establishments Act, 1988 – Guidelines for permitting all Shops & Establishments to keep open on all 365 days of the year in Telangana State, for a period of one (1) year – Notification – Issued.

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LABOUR, EMPLOYMENT, TRAINING AND FACTORIES (LABOUR) DEPARTMENT

G.O.MS.No. 18

Dated: 16.06.2015.

Read:-

From the Commissioner of Labour, Telangana, Hyderabad, Letter No.Nil,  
Dated: 18.02.2015.

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ORDER:

On the announcement made by the Hon'ble Chief Minister, the Commissioner of Labour, Telangana, Hyderabad has submitted proposals for framing new revised policy for keep open all Shops & Establishments on all 365 days of the year in Telangana State.

2. Government, after careful examination of the matter hereby decided to permit all Shops & Establishments to keep open on all 365 days of the year in Telangana State for a period of one (1) year only, subject to conditions.

3. Accordingly, the following Notification will be published in an Extraordinary Gazette of Telangana State:-

NOTIFICATION

In exercise of the powers conferred under sub-section (4) of section-73 of the Andhra Pradesh Shops & Establishments Act, 1988 (Andhra Pradesh Act No.20 of 1988), the Government of Telangana hereby permit all the Shops & Establishments as defined in section 2 (21) of Andhra Pradesh Shops & Establishments Act, 1988 to keep open on all 365 days of the year in Telangana State for a period of one (1) year only, subject to the following conditions:-

- (i) The working hours of the employees shall be 8 hours per day and 48 hours in a week. Record of over time will be maintained in the Wages Register separately in respect of the employees who worked beyond normal working hours.
- (ii) Every employee will be allowed to avail a Weekly Holiday as per the list exhibited (form 24) at the main entrance of the shop on rotation basis.
- (iii) If the employees are found working on any Holiday or after normal duty hours without proper indent of Over Time, the exemption granted will be liable for cancellation.
- (iv) Working hours of the shop shall be between 9.00 A.M. to 11.00 P.M.
- (v) In case of Women employees who are required to work beyond 8:30 P.M., transport arrangements will be provided to the women employees. A notice to this effect in Telugu and English will be exhibited at the main entrance of the shop indicating the availability of transport.
- (vi) All employees will be provided with Appointment Letters and copy of the same will be furnished to the jurisdiction inspector and acknowledgement will be preserved in the shop for inspection at any time.

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- (vii) Visit Book will be maintained exhibiting a copy of the exemption for verification by the inspector for compliance with the conditions on exemption.
- (viii) The exemption will be valid for one (1) year only and subject to compliance with the conditions of exemption and also compliance with the welfare provisions applicable under various Labour Laws and renewal will be considered.
- (ix) The wages for the employees will be credited to their saving bank account.
- (x) EPF & ESI deductions shall be implemented in respect of the eligible employees.
- (xi) The Employer shall cooperate in implementing the "Duties of Inspection" under Rule 28 of the A.P. Shops & Establishments Rules, 1990 especially with regard to the implementation of the conditions and also the provisions of other Labour Laws for the workers employed in their shops.
- (xii) If any statutory violation is detected from the Employer of the Shop, the exemption will be cancelled before the sanction period.
- (xiii) The exemption will remain in operation for a period of one (1) year from the date of publication of notification in the official Gazette unless it is revoked.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF TELANGANA)

HARPREET SINGH,  
SECRETARY TO GOVERNMENT

To  
The Commissioner of Printing, Stationery and Stores Purchases,  
Hyderabad (with a request to publish the notification in an  
extraordinary issue of Telangana Gazette and supply 1000 copies  
to the Commissioner of Labour, Telangana, Hyderabad and  
100 copies to Government)

The Commissioner of Labour, Telangana, Hyderabad.

Copy to:

P.S. to Special Secretary to Chief Minister  
P.S. to Minister (Home & Labour)  
P.S. to Secretary to Govt., LET&F Department.  
The Law (B) Department.  
Sf/Sc.

// FORWARDED :: BY ORDER //

SECTION OFFICER