

GOVERNMENT OF TELANGANA  
ABSTRACT

The Telangana Shops and Establishments Act, 1988 (Act No.20 of 1988) – Guidelines for permitting all Shops & Establishments to keep open on all the days of the year in Telangana State – Extension for a further period of three (3) years w.e.f. 16.06.2022 – Notification – Orders – Issued.

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LABOUR EMPLOYMENT TRAINING & FACTORIES (LAB-I) DEPARTMENT

G.O.Ms.No. 12

Dated: 15-05-2023

Read the following:-

1. G.O.Ms.No.18, L.E.T. & F. (Lab) Department, Dated: 16.06.2015.
2. G.O.Ms.No.51, L.E.T. & F. (Lab) Department, Dated: 16.06.2016.
3. G.O.Ms.No.24, L.E.T. & F. (Lab) Department, Dated: 25.07.2019.
4. From the Commissioner of Labour, Telangana, Hyderabad, Lr.No.H2/2342/2022, Dated: 10.10.2022.

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ORDER:-

In the G.Os 1<sup>st</sup> to 3<sup>rd</sup> read above, Government have issued orders permitting all Shops & Establishments to keep open on all 365 days of the year in Telangana State upto 15.06.2022, subject to conditions mentioned therein.

2. In the circumstances reported by the Commissioner of Labour, Telangana, Hyderabad in the letter 4<sup>th</sup> read above, Government, after careful examination of the matter hereby decide to extend the permission to all Shops & Establishments to keep open on all the days of the year in Telangana State for a further period of three (3) years w.e.f. 16.06.2022, subject to certain conditions.

3. Accordingly, the following Notification shall be published in an Extraordinary Issue of the Telangana Gazette dated: 18.05.2023:

NOTIFICATION

In exercise of the powers conferred under sub-section (4) of section-73 of the Telangana Shops & Establishments Act, 1988 (Act No.20 of 1988), the Government of Telangana hereby extend the permission to all the Shops & Establishments as defined in section 2 (21) of Telangana Shops & Establishments Act, 1988 to keep open on all the days of the year in Telangana State for a further period of three (3) years w.e.f. 16.06.2022, 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 are to be made to the women employees. A notice to this effect in Telugu and English shall be exhibited at the main entrance of the shop indicating the availability of transport.

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- (vi) All employees are to be provided with Appointment Letters and copy of the same will be furnished to the jurisdiction Inspector and acknowledgement shall be preserved in the shop for inspection at any time.
- (vii) Visit Book shall be maintained exhibiting a copy of the exemption for verification by the Inspector for compliance with the conditions on exemption.
- (viii) The exemption is valid for three (3) years only and subject to compliance with the conditions of exemption and also compliance with the welfare provisions applicable under various Labour Laws.
- (ix) The wages for the employees shall be credited to their saving bank Accounts.
- (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 Telangana 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 committed by 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 three (3) years, subject to fulfillment of conditions as specified above and also subject to any orders / instructions issued from time to time in this regard.

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

I.RANI KUMUDINI,  
SPECIAL CHIEF 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 100 copies  
to the Commissioner of Labour, Telangana, Hyderabad and  
10 copies to Government)

The Commissioner of Labour, Telangana, Hyderabad

Copy to:

The Secretary to Chief Minister

The P.S. to Minister (Labour & Employment)

SF/SC

// FORWARDED :: BY ORDER //

SECTION OFFICER