

GOVERNMENT OF TELANGANA
ABSTRACT

Ease of Doing Business (EoDB) – Reforms in Priority Areas - Granting exemption to all shops and establishments employing upto 10 employees from the applicability of provisions of the Telangana Shops and Establishments Act, 1988 (Act No.20 of 1988) – Notification – Orders - Issued.

LABOUR EMPLOYMENT TRAINING AND FACTORIES (LAB-I) DEPARTMENT

G.O.Rt.No.383

Dated:23.09.2025
Read the following:-

1. D.O.No.15/2024/637363/EoDB-2024, Dated 25.3.2025, Spl.Chief Secretary, Industries & Commerce Dept., Govt. of Telangana.
2. From the Commissioner of Labour, Telangana, Hyderabad, Lr.No.C2/2566/2015-1, dt.8.8.2025.

In pursuance of the instructions of Government of India with regard to the exercise of deregulation and compliance reduction exercise to the industry and as part of the priority areas identified it is suggested that States may revisit the threshold limit, which is currently 0 in most States, for compliance under the Shops & Establishments Act, as this will encourage MSMEs by reducing the compliance burden on them. As per recent Periodic Labour Force Survey (PLFS) data, 4.4% of non-agricultural establishments in India employ between 10 to 19 people. Raising the applicability threshold to 20 workers would reduce per-worker costs for these enterprises.

2. In the circumstances reported by the Commissioner of Labour, Telangana, Hyderabad in the letter second read above, Government after careful examination of the matter hereby exempt all Shops and Establishments employing upto 10 employees from the applicability of provisions of Telangana Shops and Establishments Act, 1988 (Act No.20 of 1988) except the provisions as specified in the notification below.

3. Accordingly, the following notification shall be published in an extraordinary issue of the Telangana Gazette, dated **24.9.2025**.

NOTIFICATION

In exercise of the powers conferred by sub-section (4) of section 73 of the Telangana Shops and Establishments Act, 1988 (Act No.20 of 1988), the Government of Telangana hereby exempt all Shops and Establishments employing upto ten (10) employees from the applicability of the provisions of the said Act and corresponding rules made thereunder except the provisions as specified below with effect from the date of publication of this notification in the Telangana Gazette:-

- Sec 3: Registration of establishments.
- Sec 4: Renewal of Registration Certificate.
- Sec 5: Revocation or Suspension of the Registration Certificate.
- Sec 6: Appeal against revocation or suspension of the Registration Certificate.
- Sec 9: Daily and weekly hours of work in shops.
- Sec 11: Spread over periods of work.
- Sec 12: Closing of shops and grant of holidays.
- Sec 16: Daily and weekly hours of work.
- Sec 17: Interval for rest.
- Sec 18: Spread over of periods of work.
- Sec 19: Holidays.
- Sec 24: Maternity Leave.

...Contd.2.

- Sec 30: Leave.
Sec 31: Other Holidays.
Sec 37: Wages for Overtime Work.
Sec 38: Time of payment of wages.
Sec 47: Conditions for terminating the services of an employee, payment of service compensation for termination, retirement, resignation, disablement, etc., and payment of subsistence allowance for the period of suspension.
Sec 48: Appointment of authority to hear and decide appeals arising out of termination of services.
Sec 49: Notice and payment of service compensation to employees in the case of transfer of establishment.
Sec 50: Appointment of authority to hear and decide claims relating to wages, etc.,
Sec 51: Claims arising out of deductions from wages or delay in payment of wages etc., and penalty for malicious or vexatious claims.
Sec 52: Single application in respect of claims from unpaid group.
Sec 53: Appeal.
Sec 54: Conditional attachment of property of employer.
Sec 55: Power of authority appointed under section 50.
Sec 56: Power of Government to prescribe costs and court fees for proceedings under this Chapter.

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

M. DANA KISHORE
PRINCIPAL SECRETARY TO GOVERNMENT

To

The Commissioner of Printing and Stationery & Stores purchases,
Hyderabad (with a request to publish the notification in an
extraordinary issue of Telangana Gazette and supply 50
copies).

The Commissioner of Labour, Telangana, Hyderabad.


Copy to:

The P.S. to Hon'ble Minister (LET&F and M&G)

The Law (B) Department

SF/SC

// FORWARDED :: BY ORDER//


SECTION OFFICER