

GOVERNMENT OF TELANGANA
ABSTRACT

Labour, Employment, Training & Factories Department – Ease of Doing Business – Reforms in Priority Areas - Telangana Shops and Establishments Act, 1988 (Act No.20 of 1988) – Allowing women to work in night shifts – Exemption from section 23 of the Act in Telangana State – Revision of guidelines - Notification – Orders – Issued.

LABOUR EMPLOYMENT TRAINING & FACTORIES (LAB-I) DEPARTMENT

G.O.Rt.No.298

Dated.25.07.2025
Read:-

From the Commissioner of Labour, Telangana, Hyderabad,
Lr.No.C2/2566/2015, dt: 22.05.2025.

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In the circumstances reported by the Commissioner of Labour, Telangana, Hyderabad in the letter read above, Government after careful examination of the matter hereby exempt the Shops and Establishments in Telangana State from applicability of Section 23 of the Telangana Shops and Establishments Act, 1988, to allow women to work in night shifts subject to the following revised conditions.

2. Accordingly, the following notification shall be published in an extraordinary issue of Telangana Gazette, dated:29.7.2025:

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 issue orders for modification of the orders issued in G.O.Rt.No.476, Labour Employment Training & Factories (LAB-I) Department, Dt.13.10.2022 to exempt all Establishments in Telangana State from the provisions of Section 23 of the Telangana Shops and Establishments Act, 1988 (Act No.20 of 1988) from the date of publication of this notification, to allow women employees to work in night shifts between 8.30 pm – 6.00 am subject to the following conditions:

1. The consent of women employ shall be taken;
2. Adequate transportation facilities shall be provided.
3. No women shall be employed against the maternity benefit provisions laid down under the applicable law.
4. The workplace including passage towards conveniences of facilities concerning toilet, washrooms, drinking water, entry and exit of women employee should be well-lit;
5. Separate rest rooms and drinking water facilities to be provided near the workplace where such women employee are employed; and Provide secure and healthy working condition such that no women employee is disadvantaged in connection with her employment.
6. The provisions of the Sexual Harassment of Women at workplace (Prevention, Prohibition and Redressal) Act, 2013 (14 of 2013), as applicable to the establishments, shall be complied with.
7. The Company shall maintain the records and furnish returns as prescribed by the State Government within time.
8. Adequate facilities for safety including CCTV to be installed in the premises.

P.T.O.

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3. The exemption granted under this order may be revoked at any time without any prior notice.

(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 M(LET&F and M&G).
SF/SC

// FORWARDED :: BY ORDER //


SECTION OFFICER