



Legal & Secretarial

***Recent Amendments to
Shops & Establishments Act
of Various States***

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Recent Amendments to Shops & Establishments Act Across India

Several Indian states have introduced significant reforms to their Shops and Establishments Act, impacting workplace conditions, employee entitlements, and business operations. Here’s an horizontal overview of key state developments:

1	2
<p>Andhra Pradesh</p> <p>March 25, 2025</p> <p>Exempted IT & ITeS sectors for five years from specific provisions relating to working hours, holidays, and termination conditions.</p>	<p>Haryana</p> <p>May 08, 2025</p> <p>Revised conditions for employing women during night shifts (8:00 PM- 6:00 AM) in IT, ITeS, banking, hotels, export oriented establishments and logistics and warehouse establishments.</p>
3	4
<p>Tamil Nadu</p> <p>May 08, 2025</p> <p>Exempted establishments with 10+ employees to operate 24x7 all year for a 3-year period starting June 5, 2025.</p>	<p>Punjab</p> <p>June 17, 2025</p> <p>Exempted all establishments from Section 9 and sub section 1 of Section 10 of the said Act and permit all registered establishments to keep open on all 365 days of the year until 31.05.2026.</p>

These amendments reflect India's evolving business landscape and aim to provide greater operational flexibility while maintaining employee protections.



Andhra Pradesh Government Notification: Exemption from Provisions of Andhra Pradesh Shops & Establishments Act, 1988

G.O.Ms.No.7, Labour Factories Boilers & Insurance Medical Services (Labour. I), 25th March, 2025

For Information Technology Enabled Services (ITES) and Information Technology Establishments (IT) in Andhra Pradesh - Extended for five years from date of publication.

Exemptions from the following sections:

Section 15: Opening & Closing Hours;
Section 16: Daily & Weekly Hours of Work;
Section 21: Special provision for young persons;
Section 23: Special provision for women;
Section 31: Other Holidays;
Section 47: Conditions for termination,
payment of service compensation &
payment of subsistence allowance

Conditions for availing exemptions:

Adequate security during night shifts and transportation
Women not to be picked up first or dropped last
Security guards for night shift vehicles
Specified security for cab drops/pickups before 6am and after 8pm
Driver screening and documentation required
GPS-based vehicle monitoring through control room
VAHAN app registration for vehicles
CCTV coverage at boarding/alighting points
Random route checks by supervisors

Note: The exemptions (mentioned above on left) granted may be revoked without prior notice for any contravention of the conditions (mentioned above on right). Digital compliance permitted with online returns and soft copy registers accepted.



Haryana Government Notification: Employment of Women During Night Shifts

Notification No. 11/26/2025-4 Lab dated May 8, 2025 applies to IT, ITeS, Banking, 3+ star hotels, 100% export oriented, logistics and warehousing establishments.



Application Requirements

Applications must be submitted to Labour Commissioner/Chief Inspector one month prior.
Exemption valid for one year from date of order.
Declaration of consent from each woman employee required



Safety Measures

Proper lighting inside and surrounding the establishment
Sufficient security guards during night shifts
Transportation with security guards, trained drivers, CCTV, GPS
Women employed in batches of not less than four (exceptions for IT/ITeS seniors)



Medical & Welfare

Medical facilities with doctor/female nurse during night shifts
Emergency contact numbers prominently displayed
Women wardens, in case separate boarding and lodging provided
Compliance with Punjab Shops & Establishments Act, Equal Remuneration Act, ESI & Haryana Labour Welfare Fund

Employers must also comply with Sexual Harassment of Women at Workplace Act, 2013 and submit Annual Returns.



Tamil Nadu Government Notification: 24x7 Operation for Shops and Establishments

Notification issued by Labour Welfare and Skill Development Department [G.O.(D). No.207, dated 8th May 2025]

The Governor of Tamil Nadu has exempted all shops and establishments employing 10 or more persons from certain provisions of the Tamil Nadu Shops and Establishments Act, 1947, permitting 24x7 operations for three years from 05.06.2025.

Key Conditions:

- One day weekly holiday on rotation basis for all employees
- Maximum 8 hours work per day, 48 hours per week
- Overtime not to exceed 10.5 hours/day and 57 hours/week
- Women employees not to work beyond 8:00 PM under normal circumstances
- Special provisions for women working between 8:00 PM and 6:00 AM

Additional Requirements:

- Transport arrangements for women working in shifts
- Provision of restrooms, washrooms, safety lockers
- Internal Complaints Committee against sexual harassment
- Wages including overtime to be credited to savings bank accounts
- Exhibition of employee holiday/leave details daily
- Penal action for violations of statutory provisions

Punjab Government Notification: Exemption from Shops & Commercial Establishments Act

The Governor of Punjab has extended exemption from Section-9 and Sub-Section-(1) of Section-10 for all registered establishments to remain open 365 days per year until 31-05-2026 vide notification no. Lab OPSCA/2/2024-5L/495 dated: 17.06.2025, subject to these key conditions:



Work Hours & Employee Welfare

- One-day weekly holiday for each employee without wage deduction.
- One-hour rest period after 5 hours of continuous work.
- Maximum 10 hours/day or 48 hours/week work limit.
- Maximum 12-hour spread over per day.
- National and festival holidays with wages.
- Wages credited to saving bank accounts.



Workplace Safety & Facilities

- Safety arrangements required after 10:00 PM.
- New staff must be hired for extended timings.
- For female employees: separate facilities, an Internal Complaint Committee, and written consent required for work after 8:00 PM.



Legal Compliance & Enforcement

- Strict implementation of Child and Adolescent Labour laws.
- All provisions of relevant laws remain applicable.
- The exemption may be cancelled for any violations of these conditions.

SERVICES WE PROVIDE

Drafting & Revision of HR Policy

- ☐ Various states have revised their provisions regarding women's night shift employment, mandating stricter safety and welfare measures. We help incorporate these regulatory requirements into your HR policies.
- ☐ Some states like Andhra Pradesh have introduced updates on record-keeping digitization, requiring establishments to maintain precise records. Our service ensures your leave entitlements, attendance policies, and ethical codes reflect these mandates.

Drafting & Revision of Employment Agreement

We can assist with revision and addition of:

- ☐ Provisions related to weekly off, compensatory holidays, and shift-based employment need to be explicitly documented to avoid legal ambiguities.
- ☐ Provisions ensuring voluntary consent from employees for extended operational hours.
- ☐ Clearly defined weekly off arrangements and overtime compensation.

Advisory on Labour Law Amendments

- ☐ Comprehensive guidance on regulatory changes across various states.
- ☐ Analysis and recommendations for compliance.



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DELHI OFFICE (HEAD OFFICE)

**Unit No. 317, Rectangle 1, D-4 PLOT, Saket Place, Saket, New Delhi
110017 Tel: +91-11-4565-1750, +91-11-4104-4827**

Mob: +91-98-1860-8511

BANGALORE OFFICE

**No. 82/1, 3rd Floor, 2nd Cross, KHB Colony, Koramangala, 5th Block,
Bengaluru, Karnataka- 560 095**

Mob : +91-98-1860-8511

MUMBAI OFFICE

**A-502, Mittal Commercial, Off. M. V. Road, Andheri-Kurla Road,
Marol, Andheri East, Mumbai - 400059**

Mob: +91-98-1860-8511

CHENNAI OFFICE

**Real Enclave, No. 43, 4th Floor, Block No.406, Josiar Street,
Nungambakkam, Chennai 600034, Tamil Nadu, India.**

Mob: +91-98-1860-8511

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The Newsletter has been written based on the rules and regulations, law, ordinances set by the Government time to time, so sometimes the newsletter can be found outdated as law and regulations are regularly updating. Please feel free to contact us if you found any outdated information and we will try to publish latest.

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