

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 employees to work daily 10 hours per day subjected to 48 hours per week in all Commercial establishments (other than shops) in the State of Telangana – Orders – Issued.

LABOUR EMPLOYMENT TRAINING AND FACTORIES (LAB-I) DEPARTMENT

G.O.Rt.No. 282

Dated: 05-07-2025

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 all Commercial Establishments (other than Shops) as defined under Section 2(5) of the Act, from the applicability of sections 16 and 17 of Telangana Shops and Establishments Act, 1988 subject to following conditions.

2. Accordingly, the following notification shall be published in an extraordinary issue of Telangana Gazette, dated:08.07.2025:

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 Commercial Establishments (other than shops) as defined under Section 2(5) of the Act, from the applicability of sections 16 and 17 of Telangana Shops and Establishments Act, 1988 from the date of publication of this notification, to allow daily working hours of 10 hours subjected to weekly hours limit of 48 hours among others under Ease of Doing Business, subject to following conditions:

- (i) Daily Hours for an employee shall not exceed 10 hours and weekly working hours shall be 48 hours. For the work done beyond 48 hours, employee is entitled for overtime wages.
- (ii) No employee shall be required or allowed to work for more than six hours in any day unless he/she has had an interval for rest of not less than 30 minutes.
- (iii) The periods of work of an employee in an establishment shall be so arranged that, along with his / her interval for rest, they shall not spread over for more than twelve hours on any day.
- (iv) Any employee may require or allowed to work in an establishment for any period in excess of the 48 hours per week on payment of overtime wages, subject to a maximum period of 144 hours in any quarter of year.
- (v) If the above conditions are violated, the exemption orders issued to the company shall be revoked by the Government at any time without 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.

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Copy to:
The Special Secretary to C.M.
SF/SC

// FORWARDED :: BY ORDER//

SECTION OFFICER