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THE ANDHRA PRADESH GAZETTE

PART IV-A EXTRAORDINARY

PUBLISHED BY AUTHORITY

No. 11] AMARAVATI, FRIDAY, 19th SEPTEMBER, 2025.

ANDHRA PRADESH BILLS
ANDHRA PRADESH LEGISLATIVE ASSEMBLY

The following Bill was introduced in the Andhra Pradesh Legislative Assembly on 19th September, 2025.

L. A. Bill No. 11 of 2025

A BILL FURTHER TO AMEND THE ANDHRA PRADESH SHOPS AND ESTABLISHMENTS ACT, 1988.

Be it enacted by the Legislature of the State of Andhra Pradesh in the Seventy-sixth Year of the Republic of India as follows : -

1. (1) This Act may be called the Andhra Pradesh Shops and Establishments (Amendment) Act, 2025. Short title and commencement.

 (2) It shall come into force on such date as the State Government may, by notification, in the Andhra Pradesh Gazette, appoint.
2. In the Andhra Pradesh Shops and Establishments Act, 1988 (hereinafter referred to as the Principal Act), in section 9, - Amendment of section 9.
Act No. 20 of 1988.
 - (i) for sub-section (1), the following shall be substituted, namely, -

 “(1) Subject to other provisions of this Act, no employee in any shop shall be required or allowed to work therein for more than ten hours in any day and forty-eight hours in any week.”

(ii) in sub-section (2), -

(a) for clause (ii), the following shall be substituted namely: -

“(ii) The spread-over, inclusive of intervals of rest shall not exceed twelve hours in any one day;”.

(b) clause (iii) shall be omitted.

(c) for clause(v) and Explanation, the following shall be substituted, namely, -

“(v) The total number of hours of overtime work in any Quarter shall not exceed one hundred and forty-four.

Explanation: for the purpose of this sub-section “Quarter” means three Calendar months.”

Substitution of
section 10.

3. For section 10 of the Principal Act, the following shall be substituted, namely, -

“10. No employee in any shop shall be required or allowed to work therein for more than six hours in any day unless he/she has had an interval for rest of at least 30 minutes:

Provided that, an employee who was serving a customer at the commencement of the interval may be required to serve him during the quarter of an hour immediately following such commencement.”

Amendment of
section 16.

4. In section 16 of the Principal Act, -

(i) for sub-section (1), the following shall be substituted , namely, -

“(1) Subject to the provisions of this Act, no employee in any establishment shall be required or allowed to work therein for more than ten hours in any day and forty-eight hours in any week.”.

(ii) in sub-section (2), -

(a) for clause (ii), the following shall be substituted namely: -

“(ii) The spread over, inclusive of intervals of rest shall not exceed twelve hours in any one day;”.

(b) clause (iii) shall be omitted,

(c) for clause(iv) and Explanation, the following shall be substituted, namely, -

“(iv) No employee shall be allowed to work overtime, for more than seven days at a stretch and the total number of hours of overtime work in any quarter shall not exceed one hundred and forty four hours.

Explanation: for the purpose of this sub-section “Quarter” means three Calendar months,”.

5. For section 17 of the Principal Act, the following shall be substituted, namely, - Substitution of section 17.

“17. No employee in any establishment shall be required or allowed to work in such establishment for more than Six hours in any day unless he/she has had an interval for rest of at least 30 minutes”,

6. For section 23 of the Principal Act, the following shall be substituted namely, - Substitution of section 23.

“23. Women employees are allowed to work in any establishment before 6-00 A.M and after 8-30 P.M subject to the following conditions:

(a) The consent of women employee shall be taken;

(b) No women shall be employed against the maternity benefit provisions laid down under the Maternity Benefit Act, 1961;

(c) Adequate transportation facilities shall be provided to women employee to pick-up and drop such employee at her residence;

(d) Facilities concerning toilet, washrooms and drinking water shall be provided. The passage towards these conveniences or facilities including entry and exit of women employee should be well lit;

(e) Provide safe, secure and healthy working condition such that no women employee is disadvantaged in connection with her employment;

Central Act No.
14 of 2013

(f) The provisions of the Sexual Harassment of Women at workplace (Prevention, Prohibition and Redressal) Act, 2013, as applicable to the establishments, shall be complied with:

Provided that the above relaxation shall not be allowed to a women employee during a period of sixteen (16) weeks before and after her childbirth of which at least eight (8) weeks shall be before the expected childbirth, and for such additional period, if any, as specified in the medical certificate stating that it is necessary for the health of the woman employee or her child.

Addition of
section 73.

- 7.** After sub-section (5) of the section 73 of the Principal Act,
following shall be added, namely, -

“(6) Nothing in this Act, except the provisions related to registration and renewal of shops and establishments and sections 9, 10, 16, 17, 19, 23, 24, 25, 30, 31, 32, 47 and other provisions incidental there to, shall apply to shops and establishments engaging less than 20 workers:

Provided that, if at any point of time, the number of workers engaged in the shop or establishment becomes twenty or more, then all the provisions of this act shall apply to such shop or establishment.”

STATEMENT OF OBJECTS AND REASONS

A meeting was held between the Secretary (Co-ordination), Cabinet Secretariat, Government of India and Government of Andhra Pradesh and concerned Department from Government of Andhra Pradesh on reducing compliance burden and de-regulation wherein, Government of Andhra Pradesh informed that 3 Priority Areas related to Labour Department are identified to examine the best practices in each of the priority areas, and adopt them with modifications based on local requirements. The first phase of Ease of Doing Business reforms were expected to reduce compliance burden, streamline and digitize systems, processes and information and were operationalized through Business Reforms Action Plan (BRAP). The second phase of reforms being taken up now are focused on certain fundamental and structural issues which are in the domain of State or Concurrent List and these are aimed at liberalizing standards and controls, setting legal safeguards for enforcement and using risk-based regulation. The Objects and reasons of these priority areas.

1. Enhancing Operational Flexibility and Simplifying Compliance,

The proposed amendments to Sections 9, 10, 16, and 17 aim to provide greater operational flexibility to shops and establishments while maintaining necessary worker protections. Increasing the maximum daily working hours from 8 to 10 (while retaining the weekly cap of 48hours) allows better workload distribution without increasing overall work pressure. Rationalizing spread-over limits and replacing monthly overtime caps with quarterly limits enables employers to manage manpower more efficiently over longer periods. Simplification of rest interval requirements, such as allowing six hours of continuous work with a 30-minute break reflects current working conditions and promotes better compliance.

2. Allowing night time employment of women with certain safety and security precautions, -

The amendment to Section 23 introduces a more inclusive and enabling framework for women's employment in establishments operating outside conventional hours. While allowing women to work between 8:30 p.m. and 6:00 a.m., the amendment makes it conditional on consent and

robust safeguards, including transportation, proper lighting, sanitary facilities, and enforcement of anti-harassment laws. This change supports gender parity in employment while ensuring dignity, safety, and health of women workers. The amendment also harmonizes provisions with the Maternity Benefit Act, 1961 and the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

3. Supporting Small Enterprises and Easing Regulatory Burden, -

To promote ease of doing business, a new sub-section (6) to Section 73 is proposed to exempt establishments employing fewer than 20 workers from most provisions of the Act, except key sections concerning registration, working hours, rest, safety, and welfare of the workers. This measure reduces compliance complexity for micro and small businesses, allowing them to focus on growth while still maintaining essential labour standards. However, the safeguard provision ensures, that once the number of employees reaches 20 or more, the full applicability of the Act is triggered automatically, ensuring regulatory equity.

Accordingly, government have decided to amend the Andhra Pradesh Shops and Establishment Act, 1988, suitably,

This Bill seeks to achieve the above objectives.

VASAMSETTI SUBASH

Minister for Labour, Factories, Boilers and
Insurance and Medical Services

FINANCIAL MEMORANDUM

There is no additional financial burden on the Government. The proposed Bill does not impose any additional fiscal liability on the Government. It seeks to amend provisions relating to daily working hours, the permissible limit for overtime work, intervals of rest, and the spread-over period. These modifications pertain solely to conditions of employment and do not entail any direct or indirect financial outlay by the Government. Furthermore, the applicability threshold of the Act is proposed to be raised to establishments employing twenty or more workers. However, the provisions relating to registration and renewal shall continue to apply irrespective of the revised threshold. These amendments are administrative in nature and do not impact the Government's revenue streams. Accordingly, the enactment of this Bill will not result in any financial implications for the Government. Hence there is no additional financial burden on the Government.

VASAMSETTI SUBASH

Minister for Labour, Factories, Boilers and
Insurance and Medical Services

MEMORANDUM REGARDING DELEGATED LEGISLATION

Clause 1(2) of the Bill authorizes the Government to issue notification in respect of the matters specified therein and generally to carry out the purposes of the Act.

As such the notification issued, which is intended to cover matters mostly of procedural in nature is to be laid on the table of the both Houses of the State Legislature and will be subject to any modifications made by the Legislature.

The above provision of the Bill regarding delegated legislation are thus of normal type and mainly intended to cover matters of procedure.

VASAMSETTI SUBASH

Minister for Labour, Factories, Boilers and
Insurance and Medical Services

**MEMORANDUM UNDER RULE 95 OF THE RULES OF
PROCEDURE AND CONDUCT OF BUSINESS IN THE ANDHRA
PRADESH LEGISLATIVE ASSEMBLY.**

The Andhra Pradesh Shops and Establishments (Amendment) Bill, 2025, after it is passed by the Legislature of the State, may be submitted to the Governor for his assent under Article 200 of the Constitution of India.

VASAMSETTI SUBASH

Minister for Labour, Factories, Boilers and
Insurance and Medical Services

PRASANNA KUMAR SURYADEVARA

Secretary-General to Legislature.