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TELANGANA BILLS
TELANGANA LEGISLATIVE ASSEMBLY

The following Bill was introduced in the Telangana Legislative Assembly on 4th August, 2023.

L.A. BILL No. 7 OF 2023.

**A BILL FURTHER TO AMEND THE FACTORIES ACT,
1948 IN ITS APPLICATION TO THE STATE OF
TELANGANA.**

Be it enacted by the Legislature of the State of Telangana in the Seventy-fourth Year of the Republic of India as follows:-

1. (1) This Act may be called the Factories (Telangana Amendment) Act, 2023.

(2) It extends to the whole of the State of Telangana.

[1]

B. 33 (RSN)

**Short
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ment.**

(3) It shall come into force on such date as the State Government may, by notification in the Official Gazette, appoint.

Amendment of Section 65. Central Act 63 of 1948. 2. In the Factories Act, 1948 (hereinafter referred to as the principal Act) in its application to the State of Telangana, in section 65, in sub-section (3), in clause (iv), for the words "seventy-five" the words "one hundred and fifty six hours" shall be substituted.

Substitution of section 66. 3. In the principal Act, for section 66, the following shall be substituted, namely,-

"66. Further restriction on employment of women. (1) The provisions of this Chapter shall, in their application to women in factories, be supplemented by the following further restrictions and conditions for employment of women before 6.00 a.m. and beyond 7.00 p.m. in any day, namely,-

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

Central Act 36 of 2020. (b) No women shall be employed against the maternity benefit provisions laid down under the Code on Social Security, 2020;

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

(d) The workplace including passage towards conveniences or facilities concerning toilet, washrooms, drinking water, dining and rest room entry and exit of women employee should be well-lit;

(e) The toilet, washroom, drinking, dining and rest room facilities should be near the workplace where such women employees are employed and suitable provisions of Closed-circuit television (CCTV) surveillance on the way to these facilities shall be provided;

(f) Provide safe, secure and healthy working conditions such that no woman employee is disadvantaged in connection with her employment;

(g) Dedicated telephone numbers of the establishment shall be displayed at conspicuous places both at the factory premises as well as inside the vehicles, so that any woman employee can utilize them, in case of any exigency or emergency;

(h) 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;

**Central
Act 14
of 2013.**

(i) Women security guards and supervisors shall be available during night shifts;

(j) No single woman shall be employed in any work room / place;

(2) The State Government, by notification, may add or delete any of the conditions, or restrictions specified in sub-section (1).

STATEMENT OF OBJECTS AND REASONS

Telangana State is an emerging State in the Industrial sector. It becomes a hub of large number of factories, major manufacturing companies and industrial workers in the country. To provide flexibility to the factories by allowing them to have flexible working hours, it felt necessary to take steps to bring out working hour reforms by making statutory provisions, citing the number of benefits and security measures it could bring for workers especially to women employees, such as,-

(i) to enable workers to avail overtime for an increased period of time in a quarter to deal with exceptional pressure of work;

(ii) to enable the women workers to avail overtime work, to ensure equality and equal opportunity in employment to work and earn;

(iii) to ensure employment of woman round the clock by providing safe, secure and healthy conditions to them at their working place in night shifts.

To achieve the above object, Government have decided to amend the Factories Act, 1948 (Central Act 63 of 1948) in its application to the State of Telangana, suitably, by way of legislation.

This Bill seeks to give effect to the above decision.

CHAMAKURA MALLAREDDY,
Minister for Labour & Employment,
Factories and Skill Development.

MEMORANDUM REGARDING DELEGATED LEGISLATION

Clauses 1 and 3 of the Bill authorizes the Government to issue notifications or to make rules in respect of matters specified therein and generally to carry out the purposes of the Act. All such rules so made or notifications issued which are intended to cover matters mostly of procedural in nature are to be laid on the table of the State Legislature and will be subject to any modifications made by the Legislature.

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

CHAMAKURA MALLA REDDY,
Minister for Labour & Employment,
Factories and Skill Development.

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

The Factories (Telangana Amendment) Bill, 2023, after it is passed by both the Houses of State Legislature may be reserved by the Governor for the consideration and assent of the President under article 254 (2) of the Constitution of India.

CHAMAKURA MALLAREDDY,
Minister for Labour & Employment,
Factories and Skill Development.

Dr. V. NARASIMHA CHARYULU,
Secretary to State Legislature.