GOVERNMENT OF TELANGANA

ABSTRACT

Shops and Establishments – The Telangana Shops and Establishments Act, 1988 – Act No.20 of 1988 – Exemption to all Information Technology Enabled Services (ITES) and Information Technology Establishments in Telangana State for a period of four (4) years – Notification – Orders – Issued.

LABOUR EMPLOYMENT TRAINING & FACTORIES (LABOUR-I) DEPARTMENT

G.O.Ms.No. 5 Dated: 07-06-2024

Read the following:-

1. G.O.Ms.No.25, LET&F (Lab) Dept., dt: 25.07.2019.
2. From the Commissioner of Labour, Telangana, Hyderabad, Lr.No.H2/3713/2017, dt: 08.06.2023 and dt: 19.09.2023.
3. G.O.Ms.No.30, LET & F (LAB-I) Dept, Dt.15.11.2023.

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ORDER:-

In the circumstances reported by the Commissioner of Labour, Telangana, Hyderabad in the letter 2nd read above, Government after careful examination of the matter hereby decided to exempt all Information Technology Enabled Services (ITES) and Information Technology Establishments in Telangana State from the provisions of sections 15, 16, 21, 23 and 31 of the Telangana Shops and Establishments Act, 1988 for a period of four (4) years w.e.f. 30.05.2024, subject to certain conditions.

2. Accordingly, the following notification shall be published in the Telangana Gazette Dated:12.06.2024:

NOTIFICATION

In exercise of the powers conferred by sub-section (4) of section 73 of the Telangana Shops and Establishments Act, 1988, the Government of Telangana hereby exempts all Information Technology Enabled Services (ITES) and Information Technology Establishments in Telangana State from the provisions of sections 15, 16, 21, 23 and 31 of the Telangana Shops and Establishments Act, 1988 for a further period of four (4) years w.e.f.30.05.2024, subject to the following conditions:

(i) Weekly working hours for an employee shall be 48 hours. For the work done beyond 48 hours, employee is entitled for overtime wages.

(ii) Every employee shall be given a weekly off.

(iii) The management is permitted to engage young and women employees during the night shift subject to provision of adequate security during the course of employment and to and fro transport from their respective residences.

(iv) Every employee shall be provided with identity cards and all other welfare measures to which they are entitled as per the rules in force.

(v) Every employee shall be given a compensatory holiday in lieu of notified holidays, with wages under the provision to sub-section (2) of section 31 of the Telangana Shops and Establishments Act, 1988 if they work on notified holidays.

(vi) The companies shall obtain Bio-data of each Driver and conduct pre-employment screening of the antecedents of all Drivers employed on their own or through outsourcing. The details such as driving license, photographs, address, telephone No/Mobile No. etc. of Drivers shall be available with the respective companies.

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(vii) The schedule and route of the pickup and drop shall be decided by the supervisory officer of the company on every Monday (if Monday is holiday the next working day in a week). In case of exigencies change of drivers/routes/shifts shall be allowed only with the prior knowledge of supervisory officers/employees.

(viii) The telephone number particularly mobile phone numbers and addresses of the women employee shall not be disclosed to unauthorized persons.

(ix) Careful selection of routes shall be made in such a way that no women employees shall be picked up first and dropped last.

(x) It is desirable that the company shall provide security guards for night shift vehicles.

(xi) The designated supervisors of the company shall randomly check the vehicle on various routes.

(xii) Company shall have a control room/ travel desk for monitoring vehicle movements; and

(xiii) The exemption granted in these orders may be revoked at any time without any prior notice.

(xiv) The time after / before which security should be provided to women employees for cab drop offs / pickups should be specified. Suggested as before 6 am and after 8 pm.

(xv) General exemption from maintenance of various statutory registers in hard copies and recognition of soft copy of Registers as sufficient compliance.

(xvi) 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.

(xvii) The conditions stipulated above shall not be detrimental to the employees working in the said establishments.

(xviii) The Integrated Registers shall be maintained and integrated Returns to be filed in terms of G.O.Ms.No.23, LET&F Department, dt:24.03.2016.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF TELANGANA)

I. RANI KUMUDINI
SPECIAL CHIEF SECRETARY TO GOVERNMENT

To
The Commissioner of Printing, Stationery and Stores Purchases,
Hyderabad (with a request to publish the notification in an extraordinary issue of Telangana Gazette and supply 50 copies to the Director of Labour, Telangana, Hyderabad and 10 copies to Government)
The Director of Labour, Telangana, Hyderabad
Copy to:
The Spl. Secretary to Chief Minister
The ITE&C Department
The Law (E) Department
SF/SC

// // FORWARDED :: BY ORDER //

SECTION OFFICER