

GOVERNMENT OF ANDHRA PRADESH  
ABSTRACT

LFB&IMS Department-The Andhra Pradesh Shops and Establishments (Amendment) Act, 2025 (Act.No.17 of 2025) – Commencement of Act – Notification - Orders –Issued.

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LABOUR FACTORIES BOILERS & INSURANCE MEDICAL SERVICES (LAB.II) DEPARTMENT

G.O.MS.No. 23

Dated: 03-11-2025

Read :

The Andhra Pradesh Shops and Establishments (Amendment) Act, 2025(Act.No.17 of 2025) published in the Extraordinary issue of the Andhra Pradesh Gazette, dt. 21.10.2025

\* \* \* \*

**ORDER:**

The following Notification will be published in Extraordinary issue of Andhra Pradesh Gazette, Dated: 03.11.2025.

**NOTIFICATION**

In exercise of the powers conferred under sub-section (2) of Section (1) of the Andhra Pradesh Shops and Establishments (Amendment) Act, 2025 (Act.No.17 of 2025), Government of Andhra Pradesh hereby appoints the 3<sup>rd</sup> November,2025 as the date on which all the provisions of the said Act shall come into force.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

M.V. SESHAGIRI BABU  
SECRETARY TO GOVERNMENT

To,

The Commissioner of Printing Stationery & Stores Purchase, Vijayawada.

(With a request to publish the said Notification and supply 100 copies to the Commissioner of Labour, A.P, Vijayawada)

The Commissioner of Labour, Andhra Pradesh, Vijayawada.

Copy to:

The P.S.to Secretary to Hon'ble Chief Minister.

The P.S. to Hon'ble Minister(LFB&IMS)

The P.S. to Secretary to Govt., LFB &IMS Department.

The Law Department.

Sf/Sc

//FORWARDED::BY ORDER//

  
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THE ANDHRA PRADESH GAZETTE

PART IV-B EXTRAORDINARY

PUBLISHED BY AUTHORITY

No. 17] AMARAVATI, TUESDAY, 21<sup>st</sup> OCTOBER, 2025.ANDHRA PRADESH ACTS, ORDINANCES AND  
REGULATIONS Etc.,

The following Act of the Andhra Pradesh Legislature received the assent of the Governor on the 15<sup>th</sup> October, 2025 and the said assent is hereby first published on the 21<sup>st</sup> October, 2025 in the Andhra Pradesh Gazette for general information :

**ACT No. 17 of 2025**

**AN ACT 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.”

Job No.4-73

[1]

(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.”

**GOTTAPU PRATIBHA DEVI,**  
Secretary to Government,  
Legal and Legislative Affairs & Justice,  
Law Department.

**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,

**GOTTAPU PRATIBHA DEVI,**  
Secretary to Government,  
Legal and Legislative Affairs & Justice,  
Law Department.