



ఆంధ్రప్రదేశ్ రాజపత్రము
THE ANDHRA PRADESH GAZETTE
PUBLISHED BY AUTHORITY

PART I EXTRAORDINARY

No.598

AMARAVATI, WEDNESDAY, SEPTEMBER 3, 2025

G.515

NOTIFICATIONS BY GOVERNMENT

--X--

**LABOUR, FACTORIES, BOILERS & INSURANCE
MEDICAL SERVICES DEPARTMENT
(LAB-I)**

EXEMPTION TO THE BEST PRICE MODERN WHOLESALE, WALMART INDIA PRIVATE LIMITED STORES LOCATED AT VISAKHAPATNAM, RAJAHMUNDY, VIJAYAWADA, GUNTUR, TIRUPATI AND KURNOOL TO OPEN DURING 11:00 PM TO 6:00 AM FOR LOADING/UNLOADING OF STOCKS, RECEIVING MATERIALS, PALLETIZATION, DISPLAY OF STOCKS AND BILLING - EXEMPTION FROM SECTION 15 OF THE ANDHRA PRADESH SHOPS AND ESTABLISHMENTS ACT, 1988 FOR A PERIOD OF ONE (1) YEAR FROM 28.02.2025 TO 28.02.2026.

[G.O.Rt.No.224, Labour Factories Boilers & Insurance Medical Services (Lab.I),

3rd September, 2025.]

NOTIFICATION

In exercise of the powers conferred under sub-section (4) of Section 73 of the Andhra Pradesh Shops and Establishments Act, 1988 (Act No. 20 of 1988), the Government of Andhra Pradesh hereby grants exemption to Best Price Modern Wholesale, Walmart India Private Limited, for its stores located at Six(6) places i.e. at Visakhapatnam, Rajahmundry, Vijayawada, Guntur, Tirupati and Kurnool, to perform loading/unloading of stocks/materials, receiving the stocks/materials, palletization and display of stocks, and night

billing during the hours of 11:00 PM to 6:00 AM for a period of one (1) year from 28.02.2025 to 28.02.2026 under Section 15 of APSE Act, 1988 , subject to the following conditions:

1. Retail enterprise is a "shop" as defined under Section 2(21) of the Andhra Pradesh Shops and Establishments Act, 1988.
2. Retail enterprises shall be allowed to stay open every day of the year, provided that the employees are given compensatory, compulsory weekly holidays on a preferential basis without any deduction of benefits, monetary and otherwise. A list of such holidays for a month shall be displayed on notice boards in advance.
3. Working hours of employees shall not exceed 8 hours per day and 48 hours per week. Manpower deployment details shall be included in the application for registration by the employer, which is now online under the Integrated Registration Act, 2015.
4. Overtime records shall be maintained in wages register separately in respect of the employees who worked beyond normal working hours and Wages for overtime shall be paid to all eligible employees at twice the ordinary rate of wages.
5. Employees working on a national, festival or other holiday shall be given a compensatory holiday with wages at twice the ordinary rate of wages for work on a holiday. Compensatory holiday to such employees shall be given within 30 days from the date of holiday.
6. Retail enterprises shall be allowed to operate between 6:00 AM and 11:00 PM IST, with employees working in at least two shifts with a minimum of one-hour changeover period, subject to the condition that the employer shall furnish the shift wise employee details specifying weekly holiday for each of the employees.
7. Employment of women shall be permitted in all shifts, subject to the enterprises ensuring safe and secure working environment and secure conveyance from workplace to place of residence. The employer shall be solely responsible for ensuring the above till women employees reach respective place of residence.
8. Retail enterprises are allowed to offer part-time employment subject to the working hours for part time employees being expressly specified. Minimum per hour Wages Act. Retail unit cannot engage more than 25% of its employees as part time employees. This would be subject to the enterprises strictly adhering to laws regarding child labour and other similar applicable laws.
9. Wages and any other remuneration of all employees shall be paid only by way of remittance in the bank account of the employee.
10. All employees will be provided with appointment letters and a copy shall be furnished on line, to the Inspector having jurisdiction.
11. EPS & ESI contributions of both employee as well as employer shall be remitted every month.
12. Retail enterprises are allowed to maintain record like wages register, muster roll in respect of the employees in electronic form which shall be accessible online to the inspector under the Act.

The exemption granted under Para (4) above of this order may be revoked at any time without prior notice or assigning any reason, if warranted in public interest and safety.

The Commissioner of Labour, Andhra Pradesh, shall take further necessary action accordingly.

M.V. SESHAGIRI BABU,
Secretary to Government (FAC).

--X--