



తెలంగాణ రాజ పత్రము
THE TELANGANA GAZETTE
PART - I EXTRAORDINARY
PUBLISHED BY AUTHORITY

No. 139]

HYDERABAD, TUESDAY, JULY 29, 2025.

NOTIFICATIONS BY GOVERNMENT

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LABOUR, EMPLOYMENT, TRAINING AND FACTORIES DEPARTMENT

(LAB-I)

ALLOWING WOMEN TO WORK IN NIGHT SHIFTS - EXEMPTION FROM SECTION 23 OF THE ACT
IN TELANGANA STATE - REVISION OF GUIDELINES.

[G.O.Rt.No. 298, Labour, Employment, Training & Factories (Lab-I), 25th July, 2025.]

In exercise of the powers conferred by sub-section (4) of section 73 of the Telangana Shops and Establishments Act, 1988 (Act No.20 of 1988), the Government of Telangana hereby issue orders for modification of the orders issued in G.O.Rt.No.476, Labour Employment Training & Factories (LAB-I) Department, Dt.13.10.2022 to exempt all Establishments in Telangana State from the provisions of Section 23 of the Telangana Shops and Establishments Act, 1988 (Act No.20 of 1988) from the date of publication of this notification, to allow women employees to work in night shifts between 8.30 pm – 6.00 am subject to the following conditions:

1. The consent of women employ shall be taken;
2. Adequate transportation facilities shall be provided.
3. No women shall be employed against the maternity benefit provisions laid down under the applicable law.
4. The workplace including passage towards conveniences of facilities concerning toilet, washrooms, drinking water, entry and exit of women employee should be well-lit;
5. Separate rest rooms and drinking water facilities to be provided near the workplace where such women employee are employed; and Provide secure and healthy working condition such that no women employee is disadvantaged in connection with her employment.
6. The provisions of the Sexual Harassment of Women at workplace (Prevention, Prohibition and Redressal) Act, 2013 (14 of 2013), as applicable to the establishments, shall be complied with.

7. The Company shall maintain the records and furnish returns as prescribed by the State Government within time.
8. Adequate facilities for safety including CCTV to be installed in the premises.

The exemption granted under this order may be revoked at any time without any prior notice.

M. DANA KISHORE,
Principal Secretary to Government.

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