



**ఆంధ్రప్రదేశ్ రాజపత్రము**  
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**ANDHRA PRADESH ACTS, ORDINANCES AND  
REGULATIONS Etc.,**

The following Act of the Andhra Pradesh Legislature received the assent of the Governor on the 14<sup>th</sup> November, 2018 and the said assent is hereby first published on the 23<sup>rd</sup> November, 2018 in the Andhra Pradesh Gazette for general information :-

**ACT No. 36 of 2018**

**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 Sixty-ninth year of the Republic of India as follows :-

1. [1] This Act may be called the Andhra Pradesh Shops and Establishments (Amendment) Act, 2018. 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 Establishment 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 (2), the following shall be substituted, namely,-

“(2) Any employee may be required or allowed to work in a shop for any period in excess of the limit fixed under sub-section (1), on payment of overtime wages, subject to the following limitations:

- (i) The total number of hours of work, including overtime, in any day shall not exceed twelve;
- (ii) The spread over, inclusive of intervals of rest, shall not exceed thirteen hours in any one day;
- (iii) The total number of hours of work in any week, including overtime, shall not exceed sixty two;
- (iv) No employee shall be allowed to work overtime, for more than seven days at a stretch;
- (v) The total number of hours of overtime work in any month shall not exceed fifty.

Explanation: for the purpose of this sub-section ‘Month’ means Calendar month”.

- (ii) Sub-section (3) shall be omitted.

Amendment  
of section 16.

**3.** In section 16 of the Principal Act:-

- (i) for sub-section (2), the following shall be substituted, namely :-

“(2) Any employee may be required or allowed to work in an establishment for any period in excess of the limit fixed under sub-section (1), on payment of overtime wages, subject to the following limitations:

- (i) The total number of hours of work (including overtime), in any day shall not exceed twelve;
- (ii) The spread over, inclusive of intervals of rest, shall not exceed thirteen hours in any one day;
- (iii) The total number of hours of work in any week, including overtime, shall not exceed sixty two;



- (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 month shall not exceed fifty hours.

Explanation: For the purpose of this sub-section 'Month' means Calendar month"

- (ii) Sub-section (3) shall be omitted.

4. For section 23 of the Principal Act, the following shall be substituted , namely,-

Amendment  
of section 23.

**"23.** No woman employee shall be required or allowed to work in any establishment before 6-00 a.m. and after 8-30 p.m.:

Provided that the women employees may be required or allowed to work between 8.30 p.m. and 6.00 a.m. in any establishment in which adequate safety security measures and other safeguards as may be prescribed by the State Government are provided. The safety and security measures shall include provision of shelter, rest rooms , lunch rooms, night creches and ladies, toilets, adequate protection of their privacy, dignity, honour and safety, protection from sexual harassment, employment of at least five (5) women employees together and their transportation between factory premises and the doorstep of their residence:

Provided further that the above relaxation shall not be allowed to a woman 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".

**DUPPALA VENKATA RAMANA,**

*Secretary to Government,  
Legal and Legislative Affairs and Justice,  
Law Department.*