



FTCCI Review

THE FEDERATION OF TELANGANA CHAMBERS OF COMMERCE & INDUSTRY

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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.

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.

Contd...2

- (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.
- (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)

Sd/-
SPECIAL CHIEF SECRETARY TO GOVERNMENT

**DIRECTORATE OF ECONOMICS & STATISTICS,
GOVERNMENT OF TELANGANA STATE, HYDERABAD
Consumer Price Index Numbers for Industrial Workers
For the month of "FEBRUARY - 2024"**

Base :: 2001 = 100

CENTRAL SERIES (2001=100)

STATE SERIES (2001=100)

Sl.No	Centre	Jan -24	Feb-24	No of Points	Centre	Jan-24	Feb-24	No of Points
1	2	3	4	5	6	8	8	9
1	Hyderabad	340	340	0	Miryalaguda	445	448	3
2	Warangal	431	433	2	Kothagudem	418	421	3
					Nizamabad	436	439	3
	All India	400	401	1	Telangana State	400	402	2

Source :: Labour Bureau, Government of India, Shimla

Source : Directorate of Economics & Statistics, Govt. of Telangana,Hyd.

LINKING FACTORS :

	1960=100	1982=100	2001=100		1960=100	1982=100	2001=100
1 Hyderabad	5.23	4.79	2.44	1 Warangal	2.36	4.79	2.97
2 Kothagudem	-	4.58		2 Nizamabad (N.S.B.)	2.52	4.21	
All India	4.93	4.63	2.88	3 Godavarikhani (M.G.P)	2.49	4.45	

**DIRECTORATE OF ECONOMICS & STATISTICS,
GOVERNMENT OF TELANGANA STATE, HYDERABAD**
Consumer Price Index Numbers for Industrial Workers
For the month of "MARCH - 2024"

Base :: 2001 = 100

CENTRAL SERIES (2001=100)

STATE SERIES (2001=100)

Sl.No	Centre	Feb -24	Mar-24	No of Points	Centre	Feb-24	March-24	No of Points
1	2	3	4	5	6	8	8	9
1	Hyderabad	340	338	-2	Miryalaguda	448	450	2
2	Warangal	433	432	-1	Kothagudem	421	423	2
					Nizamabad	439	441	2
	All India	401	400	-1	Telangana State	402	403	1

Source :: Labour Bureau, Government of India, Shimla

Source : Directorate of Economics & Statistics, Govt. of Telangana,Hyd.

LINKING FACTORS :

	1960=100	1982=100	2001=100		1960=100	1982=100	2001=100
1 Hyderabad	5.23	4.79	2.44	1 Warangal	2.36	4.79	2.97
2 Kothagudem	-	4.58		2 Nizamabad (N.S.B.)	2.52	4.21	
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**DIRECTORATE OF ECONOMICS & STATISTICS,
GOVERNMENT OF TELANGANA STATE, HYDERABAD**
Consumer Price Index Numbers for Industrial Workers
For the month of "APRIL - 2024"

Base :: 2001 = 100

CENTRAL SERIES (2001=100)

STATE SERIES (2001=100)

Sl.No	Centre	Feb -24	Mar-24	No of Points	Centre	Feb-24	March-24	No of Points
1	2	3	4	5	6	8	8	9
1	Hyderabad	338	339	1	Miryalaguda	450	451	1
2	Warangal	432	436	4	Kothagudem	423	426	3
					Nizamabad	441	443	2
	All India	400	401	1	Telangana State	403	404	1

Source :: Labour Bureau, Government of India, Shimla

Source : Directorate of Economics & Statistics, Govt. of Telangana,Hyd.

LINKING FACTORS :

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The Federation of Telangana Chambers of Commerce and Industry

2nd EDITION OF



HR CONCLAVE

"Work, Employment and
Industrial Relations"

12th July, 2024 at 10 am
at Federation House, FTCCI, Hyderabad

Brief ABOUT

The introduction of new labour codes by the Indian Government aims to reshape the way companies compensate, regulate, and manage their workforce. In this dynamic environment, Indian companies must proactively prepare themselves to adapt to the new regulatory framework while remaining agile and competitive. The participants in the Conclave learn everything about all the four Labour Codes from eminent IR Experts. The session on POSH Act highlights the duties of employer in building a safe work place to its employees.

HR's ability to use sophisticated, reliable AI tools is on rise and the session by the expert explains all about AI impact and HR Analytics in the management of human resources.



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Topics & SPEAKERS



Code on Wages, 2019;
& Code on Social
Security, 2020

**SRI RAMACHANDRA RAO
S V**
Managing Director,
HR Chambers



Industrial Relations
Code, 2020; &
Occupational, Safety,
Health and Working
Conditions Code, 2020

SRI C. NIRANJAN RAO
Advocate - High Court,
Hyderabad



Rights of Women
at Work Places
and POSH Act

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