

GRC BULLETIN

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Govt of Telangana

Exemption for IT AND ITES Companies in Telangana

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LABOUR LAWS

Authority

Government of
Telangana - Labour
Employment Training
& Factories (Labour-I)
Department

Circular Date

Jun 07, 2024

Circular Number

G.O.Ms.No. 5

Effective Date

May 30, 2024

GOVERNMENT OF TELANGANA - EXEMPTION FOR IT AND ITES COMPANIES IN TELANGANA

Applicability:

Applicable to all Information Technology Enabled Services (ITES) and Information Technology (IT) establishments in Telangana State.

Exemption for ITES and IT Establishments under the Telangana Shops and Establishments Act, 1988

Exemption Granted:

- Information Technology Enabled Services (ITES) and Information Technology Establishments in Telangana are exempted from certain sections (15, 16, 21, 23, and 31) of the Telangana Shops and Establishments Act, 1988.
- The exemption is for a period of four years starting from 30.05.2024.

Conditions for Exemption:

- Weekly Working Hours limited to 48 hours, with overtime wages for additional hours.
- Weekly Off is mandatory weekly off for all employees.
- Night Shift Provisions permitted for young and women employees with adequate security and transportation.
- Provision of identity cards and other welfare measures.
- Mandatory for work on notified holidays with wages.
- Obtain bio-data and pre-employment screening of drivers. Maintain driver details.
- Supervisory officers to decide routes and schedules; changes allowed with prior knowledge.
- No disclosure of women employees' contact information to unauthorized persons.
- Avoid women being picked up first or dropped last.
- Provide security guards for night shifts; random vehicle checks.
- Control room/travel desk to monitor vehicle movements.
- Exemption can be revoked without notice if conditions are violated.
- Security for cab drop-offs/pickups required before 6am & after 8 pm.
- General exemption from maintaining hard copies, soft copies recognized.
- Conditions should not harm employee welfare.
- Maintenance and filing as per G.O.Ms.No.23, LET&F Department, dt:24.03.2016.

SOURCE: [Click Here for more details](#)



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