©
GOVERNMENT OF TAMIL NADU
2022

[Regd. No. TN/CCN/467/2012-14.
[R. Dis. No. 197/2009.
[Price: Re. 0.80 Paise.

TAMIL NADU GOVERNMENT GAZETTE

EXTRAORDINARY PUBLISHED BY AUTHORITY

No. 317] CHENNAI, THURSDAY, JUNE 2, 2022
Vaikasi 19, Subakiruthu, Thiruvalluvar Aandu–2053

Part II—Section 2

Notifications or Orders of interest to a Section of the public issued by Secretariat Departments.

NOTIFICATIONS BY GOVERNMENT

LABOUR WELFARE AND SKILL DEVELOPMENT DEPARTMENT

PERMITTING ALL SHOPS AND ESTABLISHMENTS TO KEEP OPEN FOR 24X7 ON ALL DAYS OF THE YEAR EXTENDED FOR A PERIOD OF THREE YEARS UNDER THE TAMIL NADU SHOPS AND ESTABLISHMENTS ACT, 1947.

[G.O. Ms.No. 61, Labour Welfare and Skill Development (K2), 2nd June 2022,
வைகாசி 19, சுபகிருது, திருவள்ளுவர் ஆண்டு–2053.]

No. II(2)/LWSD/435(a)/2022.

In exercise of the powers conferred by section 6 of the Tamil Nadu Shops and Establishments Act, 1947 (Tamil Nadu Act XXXVI of 1947) the Governor of Tamil Nadu, in public interests, hereby exempts all shops and establishments **employing 10 or more persons**, from the provisions of **sub-section (1) of section 7 and sub-section (1) of section 13** of the said Act and permits to **keep open for 24x7 on all days of the year**, for a period of three years with effect from 05.06.2022, unless it is revoked, subject to the following conditions, namely:-

(1) Every employee shall be given one day holiday in a week on rotation basis, and the details of every employee shall be provided in 'Form S' added to the Tamil Nadu Shops and Establishments Rules, 1948 and shall be exhibited by the employer in a conspicuous place in the establishments.

(2) Every employer shall exhibit details of the employees who are on holiday/leave, on daily basis, in a conspicuous place in the establishments.

(3) The wages including overtime wages of the employees shall be credited to their savings bank account.

(4) An employer shall not require or allow any person employed to work therein for more than eight hours in any day and forty eight hours in any week and the period of work including over time shall not exceed ten and a half hours in any day and fifty seven hours in a week.

(5) If employees are found working on any holiday or after normal duty hours without proper indent of overtime, penal action will be initiated against the employer/manager as laid down in the Tamil Nadu Shops and Establishments Act, 1947 (Tamil Nadu Act XXXVI of 1947) and the Tamil Nadu Shops and Establishments Rules, 1948.

(6) Women employees shall not be required to work beyond 8.00 p.m. on any day in normal circumstances:

Provided that the employer after obtaining written consent of the women employees shall allow them to work between 8.00 pm and 6.00 am, subject to providing adequate protection of their dignity, honour and safety.

(7) Transport arrangements shall be provided to the women employee who works in shifts. A notice to this effect shall be exhibited at the main entrance of the establishment indicating the availability of transport.

(8) The employees shall be provided with restroom, wash room, safety lockers and other basic amenities.

(9) Every employer employing women employees shall constitute Internal Complaints Committee against sexual harassment of women under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (Central Act 14 of 2013) and the said Committee shall be operative.

(10) The above said terms and conditions shall be treated and implemented in addition to those provisions specified in the Tamil Nadu Shops and Establishments Act, 1947 (Tamil Nadu Act XXXVI of 1947) and the Tamil Nadu Shops and Establishments Rules, 1948.

(11) In the case of violation of any statutory provision or any of the above terms and conditions noticed by the Inspector or otherwise, necessary penal action will be initiated against the employer/manager as laid down in the Tamil Nadu Shops and Establishments Act, 1947 (Tamil Nadu Act XXXVI of 1947) and the Tamil Nadu Shops and Establishments Rules, 1948.

R. KIRLOSH KUMAR,
Secretary to Government.

Verified RedEstate

PRINTED AND PUBLISHED BY THE COMMISSIONER OF STATIONERY AND PRINTING, CHENNAI
ON BEHALF OF THE GOVERNMENT OF TAMIL NADU