

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT**

LOK SABHA

**UNSTARRED QUESTION NO. 2271
TO BE ANSWERED ON 24.12.2018**

MODEL SHOPS AND ESTABLISHMENTS BILL

**2271. DR. NARAMALLI SIVA PRASAD:
SHRI RAM MOHAN NAIDU KINJARAPU:**

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) whether the Ministry has drafted and circulated among States the Model Shops and Establishments Bill;**
- (b) if so, the details thereof including the salient features and objectives of the bill;**
- (c) the States which have formulated act on the lines of the Model Bill;**
- (d) whether some State Governments including Andhra Pradesh have taken steps through the Bill to improve the working conditions of workers and provide favorable environment for doing business; and**
- (e) if so, the details thereof?**

ANSWER

**MINISTER OF STATE (IC) FOR LABOUR AND EMPLOYMENT
(SHRI SANTOSH KUMAR GANGWAR)**

(a): Yes, Madam.

(b): The Union Cabinet considered the Model Shops and Establishment, (Regulation of Employment and Conditions of Service) Bill, 2016. Accordingly, this Model Bill was sent to all States/Union Territories in July, 2016 to modify their individual Act, if they so desire either by adopting the said Bill as it is or after modifying its provisions as per the requirement of that particular State/Union Territories.

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The salient features of the Model Shops and Establishment (Regulation of Employment and Conditions of Service) Bill, 2016 are: (i) The Model Bill applies to shops and establishments employing ten or more workers except manufacturing units, (ii) freedom to operate 365 days in a year and opening/closing time of establishments, (iii) women to be permitted during night shift, if the provisions of shelter, rest room, ladies toilet, adequate protection of their dignity and transportation etc. exist, (iv) no discrimination against women in the matter of recruitment, training, transfer or promotion, (v) online one common Registration through a simplified procedure, (vi) power to appropriate Government to make rules regarding adequate measures to be taken by the employer for the safety and health of workers, clean and safe drinking water, first aid, lavatory, crèche and canteen by group of establishments, in case it is not possible due to constraint in space or otherwise by individual establishment, (vii) five paid festival holidays in addition to national holidays etc.

(c) to (e): States/Union Territories (UTs) including Andhra Pradesh have their own Shops and Establishments Acts which governs the working conditions of workers. A proposal from Government of Chhattisgarh namely the Chhattisgarh Shops and Establishments (Regulation of Employment and Conditions of Service) Bill, 2017 on the lines of Model Bill received in Ministry of Labour & Employment through Ministry of Home Affairs (being the Nodal Ministry) and the same has been concurred.
