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**ANDAMAN AND NICOBAR ADMINISTRATION
SECRETARIAT**

NOTIFICATION

Sri Vijaya Puram, dated the 15th June, 2026.

No. 221/2026. F. No. M-2530973/2/2025-ALC(SA)-LAB_AN.— In exercise of the powers conferred by **Section 34(1) read with Section 34(2) (k)** of the Andaman and Nicobar Islands Shops and Establishments Regulations, 2004, read with Section 8 of the Andaman and Nicobar Islands Shops and Establishments (Amendment) Regulation, 2025, the Lt. Governor (Administrator), A & N Islands hereby proposes to pre-publish the following draft Rules **for amendment in the Andaman and Nicobar Islands Shops and Establishment Rules, 2005**, for inviting objections and suggestions thereupon from the persons to be affected thereby. Any objections and suggestions should reach within a period of 45 days from the date of the draft publication to the Office of Labour Commissioner, Labour Department, Andaman & Nicobar Administration, Supply Line, Sri Vijaya Puram-744101, email- lcdet@and.nic.in

DRAFT RULES

Andaman and Nicobar Islands Shops and Establishments (Amendment) Rules, 2026

1. Short title and extent:-
 - i. These rules may be called the Andaman and Nicobar Islands Shops and Establishments (Amendment) Rules, 2026.
 - ii. They extend to the whole of the Union Territory of the Andaman and Nicobar Islands.
 - iii. They shall come into force on the date of their publication in the Official Gazette.
2. In the Andaman and Nicobar Islands Shops and Establishments Rules, 2005(hereinafter referred to as the **Principal Rules**), Rule 4 shall be substituted in the following manner:

4. Manner of registering Shops and Establishments and form of registration certificate: On receipt of the statement in Form-A duly completed and accompanied by the prescribed fees, submitted electronically in accordance with Rule 3, a certificate of registration in **Form-B** shall issued electronically without any requirement of prior approval, shall be on auto approval mode and such certificate shall remain valid for life time of the establishment or until an intimation of closing of establishment in accordance with Section 6 of the Andaman and Nicobar Islands Shops and Establishments Regulations, 2004 .
3. Rule 5 of the Principal Rules shall be omitted.
4. Rule 8 of the of the Principal Rules shall be substituted in the following manner:

8. 24X7 operation: The Shops and Establishments shall operate 24x7, subject to following conditions-

- a) Every employee shall be allowed a holiday for rest on one day of a week on rotational basis. Accordingly the employer shall exhibit notice of holiday in Form E in the conspicuous place of the establishment and a copy of notice mentioned in this rule shall be sent to the Registering Officer. Intimation of any changes in the notice made therein shall be sent immediately to the Registering Officer.
- b) **Form-D** shall be omitted.
- c) Weekly working hours for an employee shall be 48 hours. For the work done beyond 48 hours, employee is entitled for overtime wages as per Sub-section (1) of Section 8 of the Andaman and Nicobar Islands Shops and Establishments Regulations, 2004.
- d) An employee in any shop and establishment may be required to work in such establishment on such weekly off, subject to the condition that in lieu thereof, a compensatory holiday with wages shall be allowed such person within thirty days from the date of such holiday.
- e) The following conditions are to be met for employment of women during night shift i.e., between 7.00 p.m. to 6.00 a.m. on any given day, namely:—
 - i. The written consent of women employee shall be taken;
 - ii. No women shall be employed against the maternity benefit provisions laid down under the Maternity Benefit Act, 1961;
 - iii. The working hours of the women workers shall be so arranged by the employer that her working hours limit shall not exceed 10 hours in a day;
 - iv. Adequate transportation facilities free of cost shall be provided for pick-up and drop-off at the residence of the women worker
 - v. The employer shall provide separate dining facility to the workers in night shifts;
 - vi. The employer shall ensure that wherever the shops / establishments provides boarding and lodging for women workers, the same shall be kept exclusively for women and it should be under the control of women wardens or supervisors;
 - vii. The employer shall ensure that there shall not be less than twelve consecutive hours of rest between the last shift and the night shift whenever a woman worker is changed from day shift to night shift and from night shift to day shift;
 - viii. The employer shall appoint not less than two women workers per night shift who shall go round and work as Special Welfare Assistants;
 - ix. The workplace including passage towards conveniences should be with CCTV camera facilities and facilities concerning toilet, washrooms, drinking water, entry and exit of women employee should be well-lit;
 - x. The toilet, washroom and drinking facilities should be near the workplace where such women workers are employed;
 - xi. Provide safe, secure and healthy working conditions such that no women worker is disadvantaged in connection with her employment;
 - xii. The provisions of the Sexual Harassment of Women at workplace (Prevention, Prohibition and Redressal) Act, 2013 (Central Act 14 of 2013), as applicable to the establishments, shall be complied with;
 - xiii. It shall be the duty of the employer, to take all steps to prevent the commission of the acts of sexual harassment in the shops / establishments.
 - xiv. Whenever there is any untoward incident, the employer shall send a report to the Inspector and Police Station concerned as well;
 - xv. The employer shall provide necessary medical facilities and also make these facilities available at any time of urgency in case of injury or incidental acts of harassment, by providing necessary telephone connections;
 - xvi. The employer shall exhibit these guidelines in a prominent place so that the women workers can be aware of their rights;
 - xvii. Adequate toilet with water facility, shall be provided to the women workers, conveniently situated and easily accessible containing all basic amenities and safety measures to the workers;
 - xviii. Creche facility wherever needed, shall be provided to the woman workers for the care of their children with care taker with all essential amenities during night shifts;

- xix. Such other conditions as may be specified in this regard by the Administrator through written order from time to time for ensuring safety of women worker during night hours.

(f) Adequate safety of employment of women in hazardous or dangerous processes in an establishment—

- i) No Pregnant woman shall be required or allowed to work in an establishment involved in hazardous and dangerous processes, where she is likely to be exposed to hazardous substances which are carcinogenic for herself and teratogenic (for foetus).
- ii) All the measures as mentioned in the provisions related to hazardous process and dangerous operation shall be complied with.
- iii) Women shall be well trained on their job, shall be rendered knowledge about the hazardous properties of the substances being handled, stored, manufactured, hazards present at their workplace, and measure to overcome with that.
- iv) Women employed shall be provided with all the necessary personnel protective appliances at the workplaces, they are deployed.
- v) Women shall be trained and made aware about the means of escape in the events of fire, leakage, spillage hazardous substances.
- vi) The A & N Administration may declare from time to time, by notification, the class of establishments and the standard for safeguarding of women in hazardous and dangerous processes.

5. In Rule 12 of the Principal Rules, for the word 'Challan', the word 'electronically' shall be substituted.
6. After Rule 12 of the Principal Rule, the following shall be inserted—

12 A: Harmonious Construction with the Andaman and Nicobar Islands Shops and Establishments Regulations, 2004 and Occupational Safety, Health and Working Conditions Code, 2020

1) Registration:

- a) Notwithstanding anything contained in the Andaman and Nicobar Islands Shops and Establishments Regulations, 2004 (hereinafter referred to as the "Regulation"), the provisions of the Occupational Safety, Health and Working Conditions Code, 2020 (hereinafter referred to as the "Code") shall apply to every shop or establishment in which ten (10) or more workers are employed or were employed on any day of the preceding twelve months.
- b) Every such shop or establishment shall obtain registration under the Code in accordance with the provisions of the Code and the rules made thereunder.

2) Deemed Compliance and Prohibition of Dual Registration:

- a) Where a shop or establishment employing twenty (20) or more workers has obtained registration under the Regulation, such registration shall be deemed to be sufficient compliance with the requirement of registration under the Code.
- b) No shop or establishment to which the Code applies shall be required to obtain separate registration under the Regulation.

3) Establishments Employing Ten to Nineteen Workers: In respect of shops and establishments employing ten (10) or more but less than twenty (20) workers,—

- a) The provisions of the Code shall apply; and
- b) The provisions relating to registration under the said Regulation shall not apply to such establishments.

4) Harmonious Construction: Where a shop or establishment is covered under both the Code and the Regulation,—

- a) The provisions of the Code shall govern matters relating to occupational safety, health, working conditions and welfare, as provided therein;
- b) The provisions of the Regulation shall continue to apply in respect of matters not expressly provided for or regulated under the Code and the rules made thereunder;

- c) In case of any inconsistency between the provisions of the Code and the Regulation, the provision which is more beneficial to the employee or worker shall prevail to the extent of such inconsistency.

By Order and in the name of the Lieutenant Governor,
A & N Islands.

Sd./-
Additional Secretary (Labour)