

Bill Summary

The Tamil Nadu Shops and Establishments (Amendment) Bill, 2023

- The Tamil Nadu Shops and Establishments (Amendment) Bill, 2023 was introduced in the Tamil Nadu Legislative Assembly on April 13, 2023. The Bill amends the Tamil Nadu Shops and Establishments Act, 1947. The Act regulates the conditions of work, such as working hours, holidays, and the health and safety of the persons employed in shops, restaurants, theatres, and other establishments. The Bill incorporates certain provisions of the Model Shops and Establishments (Regulation of Employment and Conditions of Service) Bill, 2016 which was approved by the Union Ministry of Labour and Employment.
- **Facilities for employees:** The Act requires establishments to provide following facilities: (i) adequate lighting during all work hours, and (ii) suitable seating arrangements for all employees. The Act empowers the state government to exempt certain establishments or classes of establishments from any or all of the provisions of the Act. The Bill requires employers to ensure the following additional facilities: (i) adequate supply of drinking water, (ii) adequate number of latrines and urinals accessible during all working hours, (iii) rest room and a lunch room that has drinking water, proper ventilation, and chairs/benches with back rests, and (iv) prescribed first aid facilities.

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