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EXTRAORDINARY

भाग II — खण्ड 1

PART II — Section 1

प्राधिकार से प्रकाशित

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इस भाग में भिन्न पृष्ठ संख्या दी जाती है जिससे कि यह अलग संकलन के रूप में रखा जा सके।

Separate paging is given to this Part in order that it may be filed as a separate compilation.

MINISTRY OF LAW AND JUSTICE  
(Legislative Department)

New Delhi, the 19th November, 2025/Kartika 28, 1947 (Saka)

THE ANDAMAN AND NICOBAR ISLANDS SHOPS AND  
ESTABLISHMENTS (AMENDMENT) REGULATION, 2025

No. 10 OF 2025

Promulgated by the President in the Seventy-sixth Year of the Republic of India.

*A Regulation to amend the Andaman and Nicobar Islands Shops and Establishments  
Regulation, 2004.*

In exercise of the powers conferred by article 240 of the Constitution, the President is pleased to promulgate the following Regulation made by her:—

1. (1) This Regulation may be called the Andaman and Nicobar Islands Shops and Establishments (Amendment) Regulation, 2025.

(2) It extends to the whole of the Union territory of Andaman and Nicobar Islands.

(3) It shall come into force on such date as the Administrator may, by notification in the Official Gazette, appoint.

Short title,  
extent and  
commencement.

Insertion of new section 1A.

**2.** In the Andaman and Nicobar Islands Shops and Establishments Regulation, 2004 (hereinafter referred to as the principal Regulation), after section 1, the following section shall be inserted, namely:—

Reg. 1 of 2004.

Application.

“1A. This Regulation applies to all establishments in which twenty or more persons are employed or were employed on any day of the preceding twelve months.”.

Amendment of section 3.

**3.** In section 3 of the principal Regulation, in sub-section (1), in clause (d), for the words “three persons”, the words “twenty persons” shall be substituted.

Amendment of section 4.

**4.** In section 4 of the principal Regulation,—

(a) for sub-section (2), the following sub-section shall be substituted, namely:—

“(2) The employer of an establishment shall, within the period specified in sub-section (6), apply online to the Registering Officer for registration of the establishment in the prescribed form.”;

(b) for sub-section (4), the following sub-section shall be substituted, namely:—

“(4) On receipt of the application under sub-section (2) and on being satisfied about the correctness of the particulars contained therein, the Registering Officer shall register the establishment and upon registration, the employer shall generate the registration certificate from the web portal of the Labour Department on payment of such fees electronically, not exceeding the amount specified in column (3) of the Schedule, which the Administrator may, from time to time, by order, determine.”;

(c) sub-section (7) shall be omitted.

Amendment of section 7.

**5.** In section 7 of the principal Regulation, in sub-section (1),—

(a) for the words “nine hours”, the words “ten hours” shall be substituted;

(b) in the first proviso, for the words “ten hours”, the words “twelve hours” shall be substituted;

(c) in the second proviso, for the words “fifty hours”, the words “one hundred and forty-four hours” shall be substituted.

Amendment of section 8.

**6.** In section 8 of the principal Regulation, in sub-section (1), for the words “nine hours”, the words “ten hours” shall be substituted.

Amendment of section 9.

**7.** In section 9 of the principal Regulation,—

(a) in clause (a), for the words “five hours”, the words “six hours, unless he has had an interval for rest of at least half an hour” shall be substituted;

(b) in clause (b), for the word “before”, the word “unless” shall be substituted.

Substitution of section 21.

**8.** For section 21 of the principal Regulation, the following section shall be substituted, namely:—

Prohibition of employment of women or young persons in certain cases.

“21. No woman or young person shall be required or permitted to work whether as an employee or otherwise in any establishment between the hours of 7 P.M. and 6 A.M.:

Provided that women workers may, with their consent, be allowed to work even between the hours of 7 P.M. and 6 A.M. in any establishment in which adequate safety and security measures or provisions for holidays, as may be prescribed, are provided by the employer:

Provided further that where the Administrator considers that the employment of women in any particular hazardous or dangerous processes in an establishment is dangerous for their health and safety due to the operation carried out therein, the Administrator may require the employer to provide adequate safeguards as may be prescribed, prior to the employment of women for such operation.”.

9. In section 34 of the principal Regulation, in sub-section (2), clauses (d) and (e) shall be omitted.

Amendment of section 34.

10. For the Schedule to the principal Regulation, the following Schedule shall be substituted, namely:—

Substitution of new Schedule for Schedule.

“THE SCHEDULE

[See section 4(4)]

FEES FOR REGISTRATION CERTIFICATE

| Serial No. | Category of establishment                                                   | Fees for registration certificate in rupees |
|------------|-----------------------------------------------------------------------------|---------------------------------------------|
| (1)        | (2)                                                                         | (3)                                         |
| 1.         | Establishment having twenty or more but less than thirty employees          | Rs. 1,000.                                  |
| 2.         | Establishment having thirty or more employees but less than fifty employees | Rs. 1,500.                                  |
| 3.         | Establishment having fifty or more employees                                | Rs. 2,000.”.                                |

DROUPADI MURMU,  
*President.*

DR. RAJIV MANI,  
*Secretary to the Govt. of India.*