

अण्डमान तथा
Andaman And



निकोबार राजपत्र
Nicobar Gazette

असाधारण

EXTRAORDINARY

प्राधिकार से प्रकाशित

Published by Authority

सं. 103, श्री विजयपुरम, गुरुवार, 20 नवम्बर, 2025
No. 103, Sri Vijaya Puram, Thursday, November 20, 2025

अण्डमान तथा निकोबार प्रशासन
ANDAMAN AND NICOBAR ADMINISTRATION
श्रम आयुक्त का कार्यालय और डी. ई. टी.
OFFICE OF THE LABOUR COMMISSIONER & DET
श्री विजयपुरम / SRI VIJAYA PURAM

NOTIFICATION

Sri Vijaya Puram, dated the 20th November, 2025.

No. 97/2025/ F. No. M-2530973/1/2025-ALC (SA)-LAB_AN.— The following Regulation, published in the Gazette of India, Extraordinary, Part-II, Section (I) is hereby re-published for information of General information.

Admiral D. K. Joshi
PVSM, AVSM, YSM, NM, VSM (Retd.)
Lieutenant Governor,
Andaman and Nicobar Islands.

By order and in the name of Lieutenant Governor,

Sd./-
Additional Secretary (Labour)

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:—

Short title, extent
and
commencement.

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.

Insertion of new
Section 1 A.

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

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.

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 8.

7. In Section 9 of the principal Regulation,—

Amendment of Section 9.

(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.

8. For Section 21 of the Principal Regulation, the following section shall be substituted, namely :— Substitution of Section 21.

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

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.

