

## Research Papers

## New Age of Franchising

Life Sciences 2025

## The Tour d'Horizon of Data Implications of Digital Tw

## Research Articles

## 2025 Watchlist: Life Sciences Sector India

## Re-Evaluating Press Note Should India's Land Border Define Foreign Investment Boundaries?

## INDIA 2025: The Emerging Powerhouse for Private Equity M&A Deals

**Audio** 

### CCI's Deal Value Test

**Securities Market Regulation  
Continued Quest Against  
“Unfiltered” Financial Activity**  
December 18, 2024

**Digital Lending - Part 1 - v**  
**with NBFC P2Ps**  
November 19, 2024

## NDA Connect

Connect with us at event

conferences and seminars

## NDA Hotline

[Click here to view Hotline :](#)

Video 

Vyapak Desai speaking on the  
danger of deepfakes | Le  
Speaking with Tarun Nan  
NewsX

April 01, 2025

**Vaibhav Parikh, Partner, I  
Desai Associate on Tech,  
Ease of Doing Business**

March 19, 202

## SIAC 2025 Rules: Key changes and implications

The Government of Andhra Pradesh has recently notified the exemption for the Information Technology Enabled Services and Information Technology Establishments (**IT-ITES Establishments**) from certain provisions of the Andhra Pradesh Shops and Establishments Act, 1988 (**"Andhra Pradesh Shops Act"**) for a period of 5 (five) years with effect from date of publication of notification dated March 25, 2025<sup>1</sup> (**"Notification"**), subject to such establishments adhering to certain conditions prescribed in the Notification. The Notification primarily exempts the IT and ITES Establishments from the compliances under Sections 15, 16, 21, 23, 31 and 47(1), (2), (3) & (4) of the Andhra Pradesh Shops Act, which deal with the following:

47(1) **Conditions for terminating employee services-** Employers cannot terminate an employee with at least 6 (six) months of continuous service without reasonable cause, unless they provide at least 1 (one) months' notice or wages in lieu thereof. Employees  
(4) with at least 1 (one) year of continuous service are entitled to service compensation of 15 (fifteen) days' average wages for each year of continuous employment. Termination must be communicated in writing, with a copy sent to the Inspector within 3  
(4) (three) days.

- The schedule and route of the pick and drop shall be decided by the supervisory officer of the company prior knowledge of supervisory officers/employees.
- Careful selection of routes, such that no women employees shall be picked up first and dropped last.

The company shall establish a control room or travel desk for GPS-based vehicle movement monitoring. Additionally, all hired vehicles must be registered under the VAHAN app, and the company shall ensure that women employees have downloaded the police department's security mobile app. A list of hired vehicles should also be shared with the police department to facilitate safe and efficient monitoring of vehicle movement for the security of women employees.

### CONCLUSION:

The Notification aims to strike a balance between regulatory flexibility for IT and ITES establishments while ensuring employee safety and welfare. Exemptions from working hours, holidays, etc. will foster cross-jurisdiction collaboration between teams of an establishment. The Notification mandating stringent security measures such as GPS based vehicle tracking, background verification of drivers, structured pick and drop schedules, and the provision of safe transport for women employees showcases the Andhra Pradesh government's efforts in enabling business growth and workplace security.

This initiative is aligned with Andhra Pradesh's broader vision of attracting IT and ITES investments by creating a conducive business environment while reinforcing its reputation as a safe and progressive state for employment. However, the effectiveness of these exemptions will depend upon strict adherence to the prescribed conditions. Non-compliance could lead to revocation, highlighting the importance of continuous monitoring and enforcement.

## Authors

- Somya Bhargava, Kajol Pokkhriyal and Deepti Thakkar

**HR Law Team:**

**Nishith Desai**, HR and Global Business Strategy

**Deepti Thakkar**, Leader, HR Advisory

You can direct your queries or comments to the relevant member.

[https://apegazette.cgg.gov.in/uploadGazette\\_view?  
filePath=eyJhbGciOiJIUzI1NiJ9.eyJpc3MOJodHRCwzovL2FwZWdhbmV0dGUyY2ZmdmV0dGVzL2NmV0dGVzL2E3NDI5MDAwMjkyNTlucGRminO.7eiHs0uyeDRotDIOXX9eYYOIa2uSIneOTjmuQU2Wgxt](https://apegazette.cgg.gov.in/uploadGazette_view?filePath=eyJhbGciOiJIUzI1NiJ9.eyJpc3MOJodHRCwzovL2FwZWdhbmV0dGUyY2ZmdmV0dGVzL2NmV0dGVzL2E3NDI5MDAwMjkyNTlucGRminO.7eiHs0uyeDRotDIOXX9eYYOIa2uSIneOTjmuQU2Wgxt)

## DISCLAIMER

The contents of this hotline should not be construed as legal opinion. View detailed disclaimer.

This Hotline provides general information existing at the time of preparation. The Hotline is intended as a news update and Nishith Desai Associates neither assumes nor accepts any responsibility for any loss arising to any person acting or refraining from acting as a result of any material contained in this Hotline. It is recommended that professional advice be taken based on the specific facts and circumstances. This Hotline does not substitute the need to refer to the original pronouncements.

This is not a Spam mail. You have received this mail because you have either requested for it or someone must have suggested your name. Since India has no anti-spamming law, we refer to the US directive, which states that a mail cannot be considered Spam if it contains the sender's contact information, which this mail does. In case this mail doesn't concern you, please unsubscribe from mailing list.