

State Applicable	Maharashtra	Karnataka	Andhra Pradesh	Delhi	Uttar Pradesh
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No. of Employees

Per Shops & Estb Act ** Each State has its own Act ** Actual copy of the bare act was not available from a government site, so Delhi's S&E Act also considered.

Particulars regarding	Bombay Shops & Estb		Karnataka Shops & Estb		AP Shops & Estb		Delhi Shops & Estb		UP Shops & Estb (for Noida)
	Provision	Clause No.	Provision	Clause No.	Provision	Clause No.	Provision	Clause No.	Provision
Earned Leaves	21 days for 240 days worked	Chap VII, Sec 35.1.a	1 day per 20 days worked	Chap IV, Sec 15.1.i)	15 days Leave with wages for a 240 days of continuous service	Chap VII, Sec 30, 1	15 days for 12 months (encashable)	Clause 22.1.a	15 days for 12 months (encashable)
Casual/ Sick Leave	CL/ SL not specified in Bombay Shops & Estb Act; under this Chap VII, Model Standing Orders are applicable (**see below)	Chap VII Sec 38.B	12 days leave during the first 12 months of continuous work & every subsequent 12 months towards sick leave CL Not specified	Chap IV, Sec 15.3	12 days leave during the first 12 months of continuous work & every subsequent 12 months towards sick leave 12 days casual leave with wages during the first 12 months of continuous work & every subsequent 12 months	Chap VII, Sec 30, 1, 5 a Chap VII, Sec 30, 1, 5 b	12 days of Casual or Sick Leave	Clause 22.1.b	15 days in a calendar year if worked for morer than 6 months Not less than 10 days in a calendar year
If worked Less than 1 year	5 days for 60 days worked	Chap VII, Sec 35.1.b					5 days PL for 4 months continuous employment 1 CL per month for 1 month continuous employment	Clause 22.1. i) Clause 22.1. ii)	
Accumulation of Leave	(Leave can be carried forward up to 42 days & bal encashed at exit or retirement)	Chap VII, Sec 35.1.b	Carry forward up to 30 days (Sick Leave can also be carried forward)	Chap IV, Sec 15.7	Accumulation of leave with wages up to 60 days & encashment of 8 days per year Leave with wages cannot be taken more than 3 times a year	Chap VII, Sec 30, 1, 4 Chap VII, Sec 30, 2	Privilege Leave can be accumulated up to 45 days (SL/CL cannot be accumulated)	Clause 22.1A.i) & ii)	Not mentioned Leave with wages cannot be taken more than 3 times a year
Miscellaneous					One-time Special CL of 6 days for employees who have 2 years or more of service for tubectomy/ vasectomy (Family Planning Leave) Under AP Shops & Estb in addition to the weekly off, government may also require every employee to have an additional 1/2 day off in the week	Chap VII, Clause 30, 1, 6 Chap IV, Sec 19, 2, 3	Watchman/ Caretaker who work continuously more than 11 hrs without day off - entitled to 30 days PL	Clause 22.1. ii)	Watchman/ Caretaker entitled to 60 days PL
Mandatory Holidays per the Acts	Jan 26, Aug 15, Oct 2, May 1	Chap VII, Sec 35.4	Jan 26, Aug 15, Oct 2, + 5 festival holidays	Clause 3.1 of Karnataka Industrial Estb Act 1963	Jan 26, Aug 15, May 1, Oct 2, Nov 1 (AP Formation day)	Chap VII, Clause 31, 1, 6	3 National Holidays (Jan26, Aug 15, Oct2)	Clause 16.2	3 National Holidays (Jan26, Aug 15, Oct2), Holi Parwa, Dr. Ambedkar Jayanti, Diwali Parwa, Kartik Purnima, Idu'l Fitr

Total Days (PL + CL +SL)	21 PL+ CL/SL (optional) 21 days	16 PL+12 SL 28 days	15 PL+12 SL +12 CL 39 days	15 PL +12 CL/SL 27 days	15 PL+15 SL+10 CL 40 days
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Regulation Per The Industrial Employment (Model Standing Orders)Act 1946 Central Rules + Bombay Industrial Employment Rules ***

Regarding Casual Leave

- Employees are entitled to CL but number of days is not specified
- Can be taken up to 3 days at a time (Bombay Industrial standing Orders, Schedule 1. B. 16)
- Can be prefixed suffixed with holidays but not with any other leave (Bombay Industrial standing Orders, Schedule 1. B. 16)
- Leave with Wages are separate from CL & SL per Model Standing Orders (Bombay Industrial standing Orders, Schedule 1. B. 10. b)

Model Standing Orders are applicable to all establishments having 50 or more employees & covered under Shops & Establishment Acts (Chap VII Sec 38.B)

Haryana

** Actual copy of the bare act was not available from a government site, so Delhi's S&E Act also

Haryana Shop & Estb

Provision

21 days for 240 days worked

7 days in a year

7 days in a year

Privilege Leave can be accumulated up to 40 days

3 National Holidays
(Jan26, Aug 15, Oct2)

16 PL + 7 CL + 7 SL

40 days