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PART - II

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GOVERNMENT OF PUDUCHERRY
LABOUR DEPARTMENT

(G.O. Ms. No. 8/Lab./JCIF/2025, Puducherry, dated 05th August 2025)

NOTIFICATION

The following Draft Rules further to amend the Puducherry Factories Rules, 1964, which the Lieutenant-Governor of Puducherry, proposes to make in exercise of the powers conferred under section 112 of the Factories Act, 1948 (Central Act No. 63 of 1948), is hereby published as required under sub-section (1) of section 115 of the said Act, for information of all persons likely to be affected thereby and notice is hereby given that the said proposal will be taken into consideration by the Government of Puducherry after expiry of forty-five days from the date of publication of this Draft proposal in the Official Gazette of the Government of Puducherry;

2. Objections or suggestions received by the Government from any person with respect to the Draft Amendment Rules, before expiry of the period specified above shall be considered by the Government of Puducherry.

3. Objections or suggestions, if any, may be addressed to the Secretary to Government (Labour), Puducherry to e-mail ID : *lc@py.gov.in*.

DRAFT AMENDMENT RULES

In exercise of the powers conferred under section 112 of the Factories Act, 1948 (Central Act No. 63 of 1948), the Lieutenant-Governor of Puducherry, is hereby pleased to make the following rules further to amend the Puducherry Factories Rules, 1964, namely:—

1. *Short title, extent and commencement.*— (1) These rules may be called the “Puducherry Factories (Amendment) Rules, 2025”.

(2) These rules shall extend to the whole of the Union territory of Puducherry.

(3) They shall come into force on and from the date of their publication in the Official Gazette.

2. *Amendment to the Schedules under Rule 105 of the Puducherry Factories Rules, 1964.*— In the Puducherry Factories Rules, 1964 (hereinafter referred to as the said rules), in the Schedules under rule 105,–

(1) In Schedule II, para 3 shall be substituted as follows:–

“3. ***Prohibition relating to pregnant women, lactating mothers and young persons.***— No pregnant woman, lactating mother, adolescent or child shall be employed or permitted to work at a bath.”

(2) In Schedule III, para 3 shall be substituted as follows:–

“3. ***Prohibition relating to pregnant women, lactating mothers and young persons.***— No pregnant woman, lactating mother or young person shall be employed or permitted to work in any lead process or in any room in which the manipulation of raw oxide of lead or pasting is carried on.”

(3) In Schedule IV, para 4 shall be substituted as follows:—

“4. *Prohibition relating to pregnant women, lactating mothers and young persons.*— No pregnant woman, lactating mother or young person shall be employed or permitted to work in any of the operations specified in paragraph 3 or at any place where such operations are carried on.

(4) In Schedule VI, para 4 shall be substituted as follows:—

“4. *Prohibition relating to pregnant women, lactating mothers and young persons.*— No pregnant woman, lactating mother or young person shall be employed or permitted to work in any process involving the use of lead compounds if, the process is such that dust or fume from a lead compound is produced therein or the persons employed therein are liable to be splashed with any lead compound in the course of their employment unless the provisions of paragraphs 6 to 14 complied with.”

(5) In Schedule VII, para 1 shall be substituted as follows:—

“1. *Prohibition relating to pregnant women, lactating mothers and young persons.*— No pregnant woman, lactating mother or young person shall be employed or permitted to work in, or shall be allowed to enter any building, in which the generation of gas from dangerous petroleum is carried on.”

(6) In Schedule VIII, para 12 shall be substituted as follows:—

“12. *Restriction in employment of young persons and prohibition of employment of pregnant women, lactating mothers.*— No pregnant woman, lactating mother or person under 18 years of age shall be employed or permitted to work at blasting, or assist at blasting, or in any blasting chamber, or in the cleaning of any blasting apparatus, or any blasting enclosure, or any apparatus, or ventilating plant connected therewith, or be employed on maintenance or repair work at such apparatus, enclosure or plant.”

(7) In Schedule X, para 2 shall be substituted as follows:—

“2. *Prohibition of employment of pregnant women, lactating mothers and young persons.*— No pregnant woman, lactating mother or young person shall be employed in any factory on the operations specified in paragraph 1 above.”

(8) In Schedule XI, para 2 shall be substituted as follows:—

“2. *Prohibition of employment of pregnant women, lactating mothers and young persons.*— No pregnant woman, lactating mother or young person shall be employed in any factory upon any of the operations, specified in paragraph above.”

(9) In Schedule XII, para 4 shall be substituted as follows:—

“4. *Prohibition relating to pregnant women, lactating mothers and young persons.*— No pregnant woman, lactating mother or young person shall be employed or permitted to work in any lead process.”

(10) In Schedule XIII, para 2 shall be substituted as follows:—

“2. *Prohibition of employment of pregnant women, lactating mothers and young persons.*— No pregnant woman, lactating mother or young person shall be employed in any of the processes specified in paragraph 1 except in shelling of roasted cashewnuts.”

(11) In Schedule XIV, para 2 shall be substituted as follows:—

“2. *Prohibition of employment of pregnant women, lactating mothers and young persons.*— No pregnant woman, lactating mother or young person shall be employed or permitted to work in any of the operations specified in clause 1.”

(12) in Schedule XVI, para 5 shall be substituted as follows:—

“5. *Prohibition of the employment of pregnant women, lactating mothers and young persons.*— No pregnant woman, lactating mother or young persons shall be employed or permitted to work in any of the operations specified in paragraph 2, or at any place where such operation is carried on.”

(13) In Schedule XVIII, part IX shall be substituted as follows:—

“PART-IX

Restriction on the employment of young persons under 18 years of age, lactating mothers and pregnant women

- (1) The Chief Inspector of Factories may by an order in writing; restrict or prohibit the employment of pregnant women, lactating mothers and young persons under the age of 18, in any of the process covered in Appendix-‘A’ of this Schedule on considerations of health and safety of pregnant women, lactating mothers and young persons.
- (2) Such persons who are restricted or prohibited from working in the process due to the order issued in pursuance of sub-para (1) above shall be provided with alternate work which is not detrimental to their health or safety.”

(14) In Schedule XIX, para 4 shall be substituted as follows:—

“4. *Prohibition relating to employment of pregnant women, lactating mothers and young persons.*— No pregnant woman, lactating mother or young person shall be employed or permitted to work in any room in which the said manufacturing process is carried on or in which a nitro or amino compound is stored.”

(15) In Schedule XX, para 15 shall be substituted as follows:—

“15. *Employment of pregnant women, lactating mothers and young persons.*— No pregnant woman, lactating mother or young person shall be employed in the solvent extraction plant.”

(16) In Schedule XXI, para 6 shall be substituted as follows:—

“6. *Prohibition in relation to employment of pregnant women, lactating mothers and young persons.*— No pregnant woman or lactating mother or young person shall be employed or permitted to work in any workroom involving exposure to benzene or substances containing benzene”.

(17) In Schedule XXV, para 5 shall be substituted as follows:—

“5. *Prohibition relating to employment of pregnant women, lactating mothers or young persons.*— No pregnant woman, lactating mother or young person shall be employed or permitted to work in any room in which the said manufacturing process is carried on or in any room in which dangerous pesticide is stored.”

(18) In Schedule XXVIII, para 6 shall be substituted as follows:—

“6. *Prohibition relating to pregnant women, lactating mothers and young persons.*— No pregnant woman, lactating mother or young person shall be employed or permitted to work in any manganese process.”

(By order of the Lieutenant-Governor)

R. SMITHA, I.A.S.,
Secretary to Government (Labour).