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**புதுச்சேரி மாநில அரசிதழ்**  
**La Gazette de L'État de Poudouchéry**  
**The Gazette of Puducherry**

**PART - II**

<b>சிறப்பு வெளியீடு</b>	<b>EXTRAORDINAIRE</b>	<b>EXTRAORDINARY</b>
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No. } 67	Poudouchéry	Mardi	19	Août	2025
No. }	Puducherry	Tuesday	19th	August	2025
(28 Sravana 1947)					

**GOVERNMENT OF PUDUCHERRY**  
**LABOUR DEPARTMENT**

*(G.O. Ms. No. 10, Puducherry, dated 14th August 2025)*

**NOTIFICATION**

In exercise of the powers conferred under section 6 of the Puducherry Shops and Establishments Act, 1964, and in supersession of the G.O. Ms. No. 16/AIL/Lab./G/2022, dated 27-10-2022 of the Labour Department, Government of Puducherry, save as respects things done or omitted to be done before such supersession, the Lieutenant-Governor of Puducherry, hereby exempts all Shops and Establishments employing 50 or more persons, from the provisions of sub-section (1) of section 10

and sub-section (1) of section 16 of the said Act, and permits the Shops and Establishments to be open for 24x7 hours on all the days of the year, with effect from the date of publication of this Notification, subject to the following conditions, namely :—

(1) Every employee shall be given one day holiday in a week on rotation basis, and the details of every such employee shall be provided in 'Form IX' appended to the Puducherry Shops and Establishments Rules, 1964 and shall be exhibited by the employer in the conspicuous place in the shop/establishment.

(2) Every employer shall exhibit details of the employees who are availing holiday / leave on daily basis, in a conspicuous place in the shop / establishment.

(3) The wages including overtime wages of the employees shall be credited to their respective Savings Bank Account.

(4) If, employees are found working on any holiday or after normal duty hours without proper indent of overtime, appropriate action shall be initiated against the Employer / Manager as laid down in the Puducherry Shops and Establishments Act, 1964 and the Puducherry Shops and Establishments Rules, 1964.

(5) The following conditions shall be met for employment of women during night shift, *i.e.*, between 8.00 p.m. and 6.00 a.m. on any given day, namely:-

(i) The written consent of the women worker shall be taken;

(ii) No women shall be employed against the maternity benefit provisions laid down under the Maternity Benefit Act, 1961;

(iii) The workplace including passage towards conveniences or facilities concerning toilet, washrooms, drinking water, entry and exit of women worker shall be maintained with sufficient and suitable lighting, natural or artificial or both as provided in section 17 of the Factories Act, 1948;

(iv) The toilet(s), washroom(s) and drinking facilities, shall be within the workplace premises where such women workers are employed;

(v) CCTVs shall be installed in the premises as a safety and security measure;

(vi) The provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (Central Act No. 14 of 2013) as applicable to the shops/ establishments, shall be complied with.

(By order of the Lieutenant-Governor)

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

GOVERNMENT OF PUDUCHERRY  
**LABOUR DEPARTMENT**

*(G.O. Ms. No. 11, Puducherry, dated 14th August 2025)*

NOTIFICATION

In exercise of the powers conferred under section 6 of the Puducherry Shops and Establishments Act, 1964, the Lieutenant-Governor of Puducherry, is pleased to exempt all shops and establishments employing less than 50 employees from all the provisions of the Act, and also exempts all shops and establishments employing 50 or more workmen from the provisions of sections 12(1), 12(2), 17(1) and 17(2) of the Act, with effect from the date of publication of this Notification in the Official Gazette of the Government of Puducherry, subject to the following conditions:—

(a) No person, employed in any shop or establishment shall be required or allowed to work therein for more than 12 hours in any day and 48 hours in any week:

Provided that any such person, may be allowed to work in such shop or establishment for any period in excess of limit fixed under this Notification, subject to payment of overtime wages and such overtime work shall not exceed 180 hours in a quarter.

(b) Every person employed in any shop or establishment, shall be provided with two rest intervals of 30 minutes each in a day, after every 4 hours from the commencement of work.

(By order of the Lieutenant-Governor)

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