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La Gazette de L'État de Poudouchéry
The Gazette of Puducherry

PART - II

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No. } Puducherry	Friday	7th		November	2025	

(16 Kartika 1947)

GOVERNMENT OF PUDUCHERRY
LABOUR DEPARTMENT

(G.O. Ms. No. 19/Lab./JCIF/2025, Puducherry, dated 06th November 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 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;

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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 through 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 (Second 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. *Insertion of new rule.*— In the Puducherry Factories Rules, 1964 (hereinafter referred to as the said rules), the following rule may be inserted after rule 105, namely:—

“105A. Allowing employment of women in dangerous manufacturing process or operations - Safety precautions thereof .—

- (i) Every women employed in manufacturing process wherein dust or fume or other impurity is given off, shall be provided with suitable respirator, nose mask *etc.*
- (ii) The occupier carrying on dangerous operations shall disseminate the information to every woman worker in relation to dangers, physical and health hazards arising from the exposure, handling, transportation, storage and other processes involved therein and such information

shall be in Tamil in Pondicherry and Karaikal regions, Malayalam in Mahe region, Telugu in Yanam region, and in the language understood by every women worker and a written consent in this regard shall be obtained from such women worker.

- (iii) No pregnant or lactating women worker may be required to work in a factory involved in dangerous operations where she is likely to be exposed to hazardous substances which are carcinogenic or teratogenic.
- (iv) Women shall be well trained on their job and imparted knowledge about the hazardous properties of the substances being handled, stored, manufactured, hazards present at their work place and measures to overcome such hazards.
- (v) Women employed in such dangerous operations shall be provided with all necessary personal protective appliances.
- (vi) Women shall be trained and made aware about the means of escape in the event of fire, leakage, spillage of hazardous substances.
- (vii) The Occupier shall ensure that the women are not allowed to be exposed to materials, if any, which may influence or affect their menstrual cycles, reproductive health or pregnancy.”

(By order of the Lieutenant-Governor)

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