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### NOTIFICATIONS BY GOVERNMENT

#### CONTENTS

	<i>Pages</i>
LABOUR WELFARE AND SKILL DEVELOPMENT DEPARTMENT	
Draft Amendments to the Tamil Nadu Factories Rules. . . . .	64-66

## NOTIFICATIONS BY GOVERNMENT

### LABOUR WELFARE AND SKILL DEVELOPMENT DEPARTMENT

#### Draft Amendments to the Tamil Nadu Factories Rules.

*[G.O. Ms. No. 100, Labour Welfare and Skill Development (M2), 9th September 2025,  
ஆவணி 24, விசுவாவசு, திருவள்ளூர் ஆண்டு-2025.]*

No. SRO A-24/2025.—The following draft of an amendment to the Tamil Nadu Factories Rules, 1950, which it is proposed to issue in exercise of the powers conferred by section 112 of the Factories Act, 1948 (Central Act LXIII of 1948) is hereby published for information to all persons likely to be affected thereby, as required by section 115 of the said Act.

2. Notice is hereby given that the following draft amendment will be taken into consideration on or after the expiry of forty-five days from the date of publication of this notification in the *Tamil Nadu Government Gazette*, and that any objection or suggestion which may be received from any person with respect thereto, before the aforesaid period of expiry, will be considered by the Government of Tamil Nadu. Objection or suggestion, if any, should be addressed in duplicate to the Secretary to Government, Labour Welfare and Skill Development Department, Chennai-600 009, through the Director of Industrial Safety and Health, 47/1, Thiru.Vi.Ka. Industrial Estate, Guindy, Chennai-32.

#### DRAFT AMENDMENTS

In the said Rules, in rule 95-

- (1) in Schedule II, in paragraph 3,
  - (a) for the heading "Prohibition relating to women and young persons", the heading "Prohibition relating to pregnant women and young persons" shall be substituted;
  - (b) for the expression "No woman", the expression "No pregnant woman" shall be substituted.
- (2) in Schedule III, in paragraph 3,
  - (a) for the heading "Prohibition relating to women and young persons", the heading "Prohibition relating to pregnant women and young persons" shall be substituted;
  - (b) for the expression "No woman", the expression "No pregnant woman" shall be substituted.
- (3) in Schedule IV, in paragraph 4,
  - (a) for the heading "Prohibition relating to women and young persons", the heading "Prohibition relating to pregnant women and young persons" shall be substituted;
  - (b) for the expression "No woman", the expression "No pregnant woman" shall be substituted.
- (4) in Schedule VI, in paragraph 4,
  - (a) for the heading "Prohibition relating to women and young persons", the heading "Prohibition relating to pregnant women and young persons" shall be substituted;
  - (b) for the expression "No woman", the expression "No pregnant woman" shall be substituted.
- (5) in Schedule VII, in paragraph 1,
  - (a) for the heading "Prohibition relating to women and young persons", the heading "Prohibition relating to pregnant women and young persons" shall be substituted;
  - (b) for the expression "No woman", the expression "No pregnant woman" shall be substituted.
- (6) in Schedule VIII, in paragraph 10,
  - (a) for the heading "Restriction in employment of young persons and prohibition of employment of women" the heading "Restriction in employment of young persons and prohibition of employment of pregnant women" shall be substituted;
  - (b) for the expression "No woman", the expression "No pregnant woman" shall be substituted.
- (7) in Schedule XI, in paragraph 2,
  - (a) for the heading "Prohibition of employment of women, children and adolescents", the heading "Prohibition of employment of pregnant women, children and adolescents" shall be substituted;
  - (b) for the expression "No woman", the expression "No pregnant woman" shall be substituted.
- (8) in Schedule XII, in paragraph 4,
  - (a) for the heading "Prohibition relating to women and young persons", the heading "Prohibition relating to pregnant women and young persons" shall be substituted;
  - (b) for the expression "No woman", the expression "No pregnant woman" shall be substituted.

- (9) in Schedule XIII, in paragraph 2,  
(a) for the heading "Prohibition of employment of women and young persons", the heading "Prohibition of employment of pregnant women and young persons" shall be substituted;  
(b) for the expression "No woman", the expression "No pregnant woman" shall be substituted.
- (10) in Schedule XIV, in paragraph 2,  
(a) for the heading "Prohibition of employment of women and young persons", the heading "Prohibition of employment of pregnant women and young persons" shall be substituted;  
(b) for the expression "No woman", the expression "No pregnant woman" shall be substituted.
- (11) in Schedule XV, in paragraph 5,  
(a) for the heading "Prohibition of the employment of women and young persons", the heading "Prohibition of the employment of pregnant women and young persons" shall be substituted;  
(b) for the expression "No woman", the expression "No pregnant woman" shall be substituted.
- (12) in Schedule XVI, in PART IX,  
(a) for the heading "Restrictions on the employment of young persons under 18 years of age and women", the heading "Restrictions on the employment of young persons under 18 years of age and Pregnant women" shall be substituted;  
(b) in paragraph (1) (wherever the expression "women" occurs, the expression "pregnant women" shall be substituted.
- (13) in Schedule XVII, in paragraph 2,  
(a) for the heading "Prohibition of the employment of women and young persons", the heading "Prohibition of the employment of pregnant women and young persons" shall be substituted;  
(b) for the expression "No women", the expression "No pregnant women" shall be substituted.
- (14) in Schedule XXII, in paragraph 4,  
(a) for the heading "Prohibition relating to employment of women and young persons", the heading "Prohibition relating to employment of pregnant women and young persons" shall be substituted;  
(b) for the expression "No woman", the expression "No pregnant woman" shall be substituted.
- (15) in Schedule XXIII, in paragraph 15,  
(a) for the heading "Employment of women and young persons", the heading "Employment of pregnant women and young persons" shall be substituted;  
(b) for the expression "No woman", the expression "No pregnant woman" shall be substituted.
- (16) in Schedule XXIV, in paragraph 9,  
(a) for the heading "Employment of women and children", the heading "Employment of pregnant women and children" shall be substituted;  
(b) for the expression "Women workers", the expression "Pregnant women workers" shall be substituted.
- (17) in Schedule XXV, in paragraph 9,  
(a) for the heading "Prohibition relating to women and young persons", the heading "Prohibition relating to pregnant women and young persons" shall be substituted;  
(b) for the expression "No woman", the expression "No pregnant woman" shall be substituted.
- (18) in Schedule XXVII, in paragraph 6,  
(a) for the heading "Prohibition relating to employment of women and young persons", the heading "Prohibition relating to employment of pregnant women and young persons" shall be substituted;  
(b) for the expression "No woman", the expression "No pregnant woman" shall be substituted.
- (19) in Schedule XXVIII, in Part-B, in paragraph 9,  
(a) for the heading "Prohibition in employment of women, young persons and persons with disabilities", the heading "Prohibition in employment of pregnant women, young persons and persons with disabilities" shall be substituted;  
(b) for the expression "No women", the expression "No pregnant women" shall be substituted.
- (20) in Schedule XXIX, in paragraph 5,  
(a) for the heading "Prohibition relating to employment: of women or young persons", the heading "Prohibition relating to employment of pregnant women and young persons" shall be substituted;  
(b) for the expression "No woman", the expression "No pregnant woman" shall be substituted.

[G.O. Ms. No. 103, Labour Welfare and Skill Development (M2), 11th September 2025,  
ஆவணி 26, விசுவாசு, திருவள்ளூர் ஆண்டு-2056.]

No. SRO A-25/2025.—The following draft of an amendment to the Tamil Nadu Factories Rules, 1950, which it is proposed to be made in exercise of the powers conferred by section 112 of the Factories Act, 1948 (Central Act LXIII of 1948), is hereby published for information of all persons likely to be affected thereby, as required by section 115 of the said Act.

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DRAFT AMENDMENT

In the said Rules, in rule 84B, for sub-rule (6), the following sub-rule shall be substituted, namely:-

"(6) The occupier of a factory shall ensure that women workers employed in night shift shall not be less than ten and one third of the Supervisors/ Shift Incharge / Foremen shall be women as well and a written consent shall be obtained from the women workers who are interested to work in night shifts;"

K. VEERA RAGHAVA RAO,  
Secretary to Government.