

**GOVERNMENT OF PUDUCHERRY**

**ABSTRACT**

Labour - Employment of women during night under the Occupational Safety, Health and Working Conditions Code, 2020-Notification – Order - Issued.

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**LABOUR DEPARTMENT**

G.O.Ms. No.26/LAB/AIL/G/2025

Puducherry, the 15.12.2025

READ: This Department's I.D.Note in E-file No: M-13/1642/2025-O/o IB-PDY dated 02.12.2025.

**ORDER:**

The following Notification shall be published in the next issue of the Official Gazette of the Government of Puducherry:-

**NOTIFICATION**

In exercise of the powers conferred under section 43 of the Occupational Safety, Health and Working Conditions Code, 2020 (Central Act 37 of 2020), [hereinafter referred to as the 'Code'], read with Notification in S.O.No. 272 (E) dated 16<sup>th</sup> January, 2023 of the Ministry of Home Affairs, Government of India, the Lieutenant-Governor, Puducherry, hereby notifies the following conditions for employment of women during night in any establishments for all types of work under the Code, in the Union Territory of Puducherry, namely:-

- (1) The consent of women employees shall be taken for employment during night i.e., before 6.00 a.m. and beyond 7.00 p.m. in any day;
- (2) No women shall be employed in violation of the provisions conferring maternity benefits under the Code on Social Security, 2020 (Central Act No.36 of 2020);

- (3) Adequate transportation facilities shall be provided to woman employee to pick-up and drop such employee at her residence;
- (4) The workplace including passage towards conveniences or facilities concerning toilet, washrooms, drinking water, entry and exit of woman employee shall be well-lit;
- (5) The toilet, washroom and drinking facilities, shall be in close proximity to the workplace where such women workers are employed;
- (6) Provide safe, secure and healthy working conditions such that no woman employee is disadvantaged in connection with her employment;
- (7) In case of women employees employed in mines below ground not less than 3 women employees shall be on duty at any place and time; and
- (8) 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 all the establishments, shall be complied with.”

**//BY ORDER OF THE LIEUTENANT-GOVERNOR//**

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**(R.SMITHA, I.A.S.,)**  
SECRETARY TO GOVERNMENT  
(LABOUR)

To  
The Director of Stationery and Printing,  
Puducherry

--With a request to publish in the  
Official Gazette of Government of  
Puducherry.

Copy to:

1. The Deputy Labour Commissioner, Puducherry.
2. The Joint Chief Inspector of Factories, Puducherry.
3. The Labour Officer (Enforcement), Puducherry/Karaikal.
4. The Inspector of Factories, Karaikal.
5. The Asst. Inspector of Labour, Mahe / Yanam.
6. The Web Master, Labour Department, Puducherry.
7. G.O. copy.
8. Spare.