

GOVERNMENT OF PUDUCHERRY

ABSTRACT

Labour-Safety measures for women under the Occupational Safety, Health and Working Conditions Code, 2020-Notification – Order - Issued.

LABOUR DEPARTMENT

G.O.Ms. No.27/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 44 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 16th January, 2023 of the Ministry of Home Affairs, Government of India, the Lieutenant-Governor, Puducherry, hereby notifies the following conditions for adequate safety of employment of women in dangerous operation, in an establishment or class of establishments or in any particular hazardous or dangerous processes in such establishment or class of establishments, in the Union Territory of Puducherry, namely:-

- (1) Notwithstanding anything contained in any rule made under the Code, every woman employed in manufacturing process wherein dust or fume or

other impurity is given off, shall be provided with suitable respirator, nose mask, etc.,;

- (2) No woman worker shall be engaged to work near machinery in motion without wearing adequate safety apparel so as to avoid the risk of bodily injury from any moving part;
- (3) Notwithstanding the provisions under clause (iv) of sub-section (1) of section 24, suitable arrangements for sitting shall be provided and maintained separately for all women obliged to work in a standing position, in order that they shall take advantage of any opportunities for rest which may occur in the course of their work;
- (4) As far as practicable, woman worker shall not be engaged in any workplace involving poor ergonomics detrimental to her safety and health; and
- (5) The employer carrying on hazardous process and dangerous operations shall disseminate the information to every woman 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 local vernacular language and English.

//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
Gazette 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.