

GOVERNMENT OF PUDUCHERRY

ABSTRACT

Labour - Total number of hours of overtime under the Occupational Safety, Health and Working Conditions Code, 2020 - Notification – Order - Issued.

LABOUR DEPARTMENT

G.O.Ms.No. 25/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 27 of the Occupational Safety, Health and Working Conditions Code, 2020 (Central Act 37 of 2020), 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 total number of hours of overtime, applicable in an establishment or class of establishment, throughout the Union Territory of Puducherry, subject to the following conditions, namely :-

- (1) Where a worker works for more than eight hours in any day, or for more than forty-eight hours in any week, as the case may be, subject to consent of such worker, he shall in respect of such overtime work be entitled to wages at the rate of twice his ordinary rate of wages and shall be paid for such overtime, at the end of each wage period;

- (2) In calculating overtime on any day, a fraction of an hour between 15 to 30 minutes shall be counted as 30 minutes and in case of more than 30 minutes it shall be rounded and shall be counted as an hour on actual basis;
- (3) In calculating the wages or earnings in the case of a worker paid by the month, the daily wages shall be $1/26^{\text{th}}$ of his monthly wages; and in the case of any other worker, it shall be the daily wages or earnings as the case may be; and
- (4) The spread over for the workers shall exceed twelve hours in any one day under the following works and circumstances in factories and building and other construction, namely: —
 - (a) urgent repairs;
 - (b) work in the nature of preparatory or complimentary work;
 - (c) work which is necessarily so intermittent that the intervals during which they do not work while on duty ordinarily amount to more than the intervals for rest;
 - (d) work which for technical reasons must be carried on continuously;
 - (e) engaged in making or supplying articles of prime necessity which must be made or supplied every day;
 - (f) engaged in a process which cannot be carried on except during fixed seasons;
 - (g) engaged in a process which cannot be carried on except at times dependent on the irregular action of natural forces;
 - (h) engaged in engine rooms or boiler houses or in attending to power plant or transmission machinery;
 - (i) engaged in process on account of the break-down of machinery;
 - (j) engaged in the loading or unloading of railway wagons or lorries or trucks;

- (k) exceptional press of work; and
(l) engaged in any work, which is notified by the Central Government/Government of Puducherry in the Official Gazette as a work of national importance:

Provided that no worker shall be allowed to work overtime exceeding **one hundred and forty four hours** in any quarter of a year.

//BY ORDER OF THE LIEUTENANT-GOVERNOR//


(R.SMITHA, I.A.S.,)
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**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.