

**GOVERNMENT OF PUDUCHERRY**  
**ABSTRACT**

LABOUR – Puducherry Shops and Establishments Act, 1964 – Permitting Shops and Establishments in the Union territory of Puducherry to be open for 24x7 hours on all days of the year and permitting women to work in Night Shifts - Notification – Order – Issued.

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**LABOUR DEPARTMENT**

G.O. Ms. No. 10

Puducherry, dated 14.8.2025

READ: (1) e-File No. M-17041(11)/19/2025 dated 25.7.2025 of Labour  
Department, Puducherry.

(2) G.O. MS. No.16/AIL/LAB/G/2022, dated 27.10.2022 of Labour  
Department, Puducherry.

**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 6 of the Puducherry Shops and Establishments Act, 1964, and in supersession of the G.O. Ms. No. 16/AIL/LAB/G/2022, dated 27.10.2022 of the Labour Department, Government of Puducherry, save as respects things done or omitted to be done before such supersession, the Lieutenant-Governor of Puducherry, hereby exempts all Shops and Establishments employing 50 or more persons, from the provisions of sub-section (1) of section 10 and sub-section (1) of section 16 of the said Act, and permits the shops and establishments to be open for 24x7 hours on all the days of the year, with effect from the date of publication of this Notification, subject to the following conditions, namely :-

(1) Every employee shall be given one day holiday in a week on rotation basis, and the details of every such employee shall be provided in 'Form IX' appended to the Puducherry Shops and Establishments Rules, 1964 and shall be

- exhibited by the employer in the conspicuous place in the shop/establishment.
- (2) Every employer shall exhibit details of the employees who are availing holiday/leave on daily basis, in a conspicuous place in the shop/establishment.
- (3) The wages including overtime wages of the employees shall be credited to their respective Savings Bank Account.
- (4) If employees are found working on any holiday or after normal duty hours without proper indent of overtime, appropriate action shall be initiated against the Employer/Manager as laid down in the Puducherry Shops and Establishments Act, 1964 and the Puducherry Shops and Establishments Rules, 1964.
- (5) The following conditions shall be met for employment of women during night shift i.e., between 8.00 p.m. to 6.00 a.m. on any given day, namely:-
- (i) The written consent of the women worker shall be taken;
  - (ii) No women shall be employed against the maternity benefit provisions laid down under the Maternity Benefit Act, 1961;
  - (iii) The workplace including passage towards conveniences or facilities concerning toilet, washrooms, drinking water, entry and exit of women worker shall be maintained with sufficient and suitable lighting, natural or artificial or both as provided in section 17 of the Factories Act, 1948 ;
  - (iv) The toilet(s), washroom(s) and drinking facilities, shall be within the workplace premises where such women workers are employed;
  - (v) CCTVs shall be installed in the premises as a safety and security measure;
  - (vi) 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 the shops/establishments, shall be complied with.

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

Digitally signed by  
Smitha R  
(RSMITHA08-2025)  
13.31.03  
SECRETARY TO GOVERNMENT  
(LABOUR)

To

The Director of Stationery & Printing  
Puducherry

*... for Publication in the Official Gazette*

Copy to

1. The District Collector, Puducherry/Karaikal.
2. The Director, Department of Industries and Commerce, Puducherry
3. The Dy. Labour Commissioner, Puducherry.
4. The Regional Administrator, Mahe/Yanam.
5. The Labour Officer (Enforcement), Puducherry
6. The Labour Officer, Karaikal
7. The Assistant Inspectors of Labour, Puducherry/Karaikal/Mahe/Yanam
8. The Web Master, Labour Department, Puducherry.
9. G.O. Copy.
10. Spare