

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 – Orders – Issued.

LABOUR DEPARTMENT

G.O. Ms. No. 4

Puducherry, dated 15.3.2026

READ:(1) e-File No.M-11/55/2026 dated 06.03..2026 of Labour Department,
Puducherry

(2) G.O. MS. No.10, dated 14.08.2025 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. 10, dated 14.08.2025 of the Labour Department, Government of Puducherry and published in the Extraordinary Gazette part-II No.67, dated 19.08.2025 save as respects the things done or omitted to be done before such supersession, the Lieutenant-Governor of Puducherry, is pleased to hereby exempt all Shops and Establishments from the provisions of sub-section (1) of section 10 and sub-section (1) of section 16 of the said Act, and permits all the shops and establishments to be open for 24x7 hours on all the days of the year within the Union Territory of Puducherry, with effect from the date of publication of this Notification, subject to the following conditions, namely :-

(1) Every employee will be given one day holiday in a week on rotation basis, and the details of every such employee may be provided as per Section 26 of the Occupational Safety, Health and Working Conditions Code, 2020 to be exhibited by the employer in a conspicuous place in the shop/establishment.

(2) Every employer will 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 will 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 is liable to be initiated against the Employer/Manager as per section 27 of the Occupational Safety, Health and Working Conditions Code, 2020.

(5) The following conditions are to 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 woman worker;

(ii) No woman is to be so employed in violation of the maternity benefit provisions laid down under the Social Security Code, 2020;

(iii) The workplace including passage(s) towards conveniences or facilities containing toilet(s), washroom(s), drinking water, for entry and exit of women worker are to be maintained with sufficient and suitable lighting, natural or artificial or both as provided in clause (vii) of sub-section (2) of section 23 under the Occupational Safety, Health and Working Conditions Code, 2020;

(iv) The toilet(s), washroom(s) and drinking facilities, will be made available near the workplace premises where women workers are so employed and suitable provisions for CCTV surveillance on the way to the facilities will be provided;-

(v) Women helpline and emergency helpline numbers will be prominently displayed at the workplace premises; and

(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, are to be complied with.

// BY ORDER OF THE LIEUTENANT-GOVERNOR //



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

SECRETARY TO GOVERNMENT

(LABOUR)

To

The Director of Stationery & Printing
Puducherry

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 Regional Administrator, Mahe/Yanam.
6. The Labour Officer (Enforcement), Puducherry.
7. The Labour Officer, Karaikal.
8. The Assistant Inspectors of Labour, Puducherry/Karaikal/Mahe/Yanam.
9. The Web Master, Labour Department, Puducherry.
10. G.O. Copy.
11. Spare.