

**GOVERNMENT OF PUDUCHERRY  
ABSTRACT**

LABOUR – Puducherry Shops and Establishments Act, 1964 – Permitting Shops and Establishments to be open for 24x7 hours on all days of the year – Orders – Issued.

**LABOUR DEPARTMENT**

G.O.Ms.No.16/AIL/LAB/G/2022

Puducherry, the 27.10.2022

READ: This Department I.D. Note No.23/AIL/LAB/G/2022 dated 27.09.2022

**ORDER:**

The following Notification shall be published in the next issue of the Official Gazette.

**NOTIFICATION**

WHEREAS in order to achieve better services and to promote the "Ease of doing Business" – Business Reform Action Plan 2022, the Government of Puducherry is in the process of rationalising and simplifying the various Labour Acts, so as to create more conducive environment for Shops and Establishments, and also based on the request of the Confederation of Indian Industries, it has become necessary to permit the shops and establishments to remain open for 24 x 7 hours on all days without compromising the provisions of the Puducherry Shops and Establishments Act, 1964 (Puducherry Act 36 of 1964) in the interest of the general public;

NOW THEREFORE, in exercise of the powers conferred under section 6 of the Puducherry Shops and Establishments Act, 1964 the Lieutenant Governor of Puducherry, in public interest, hereby exempts all Shops and Establishments employing 10 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 them to be open for 24x7 hours on all days of the year, for a period of three years with effect from the date of publication, unless it is revoked, 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 employee shall be provided in 'Form IX' added to the Puducherry Shops and Establishments Rules, 1964 and shall be exhibited by the employer in a conspicuous place in the establishments.
- (2) Every employer shall exhibit details of the employees who are on holiday/leave, on daily basis, in a conspicuous place in the establishments.

- (3) The wages including overtime wages of the employees shall be credited to their respective savings bank account.
- (4) An employer shall not require or allow any person employed to work therein for more than eight hours in any day and forty eight hours in any week and the period of work including over time shall not exceed ten and a half hours in any day and fifty seven hours in a week.
- (5) If employees are found working on any holiday or after normal duty hours without proper indent of overtime, penal action will 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.
- (6) Women employees shall not be required to work beyond 8.00 p.m on any day in normal circumstances:  

*Provided that the employer after obtaining written consent of the women employees shall allow them to work between 8.00 pm to 6.00 am, subject to providing adequate protection of their dignity, honour and safety.*
- (7) Transport arrangements shall be provided to the women employees who work in shifts. A notice to this effect shall be exhibited at the main entrance of the establishment indicating the availability of transport.
- (8) The employees shall be provided with restroom, wash room, safety lockers and other basic amenities.
- (9) Every employer employing women employees shall constitute Internal Complaints Committee against sexual harassment of women, under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (Central Act 14 of 2013) and the said Committee shall be operative.
- (10) The above said terms and conditions shall be treated and implemented in addition to those provisions specified in the Puducherry Shops and Establishments Act, 1964 and the Puducherry Shops and Establishments Rules, 1964.

(11) In the case of violation of any statutory provision or any of the above terms and conditions noticed by the Inspector or otherwise, necessary penal action will 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.

**//BY ORDER OF LIEUTENANT GOVERNOR//**

*Muthu Meena*  
27/10/22  
**(P.MUTHU MEENA)**

**UNDER SECRETARY TO GOVERNMENT**  
**(LABOUR)**  
5/10

**To**

The Director of Stationery & Printing,  
Puducherry -

-With a request to publish the said notification in the official gazette and to supply 20 copies thereof to this Department for reference and record.

**Copy to:**

1. The Director, Department of Industries and Commerce, Puducherry
2. The District Collector, Puducherry/Karaikal.
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