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**ANDAMAN AND NICOBAR ADMINISTRATION
OFFICE OF THE LABOUR COMMISSIONER & DET
SRI VIJAYA PURAM**

DRAFT NOTIFICATION

Sri Vijaya Puram, dated the 3rd June, 2025.

No. 48/2025/F. No. M-2530973/1/2025-ALC (SA)-LAB_AN/661. — In exercise of the powers conferred by Sections 66 (1) (b), 87 and 112 of the Factories Act, 1948 (Act No.63 of 1948) read with the Notification of the Govt. of India, Ministry of Labour and Employment No. S.O. 108 dated the 14th February, 1958, the Lieutenant Governor (Administrator), Andaman and Nicobar Islands hereby publish the following Draft Andaman and Nicobar Islands Factories (Amendment) Rules, 2025 as required under Section 115 of the said Act for inviting objections and suggestions from all persons likely to be affected thereby before the expiry of the period of forty-five days from the date of publication of Rules in the Andaman and Nicobar Official Gazette.

Now, therefore, the suggestions and objections are invited from the General Public over the said Draft Rules, within a period of 45 days from the date of its publication in the Official Gazette of the Andaman and Nicobar Administration, which shall be taken into consideration by the department. Suggestions / Objections (if any) may be addressed to the Labour Commissioner and DET, Department of Labour, Supply Lane, Sri Vijaya Puram - 744101.

DRAFT ANDAMAN & NICOBAR ISLANDS FACTORIES (AMENDMENT) RULES, 2025 :

1. Short Title and Commencement :-
 - i. These Rules may be called the Andaman & Nicobar Islands Factories (Amendment) Rules, 2025.
 - ii. It shall come into force on the date of its publication in the Official Gazette.
2. In the Andaman and Nicobar Islands Factory Rules, 1970 (hereinafter referred to as the Principal Rules), Rule 4 Sub-rule (7) shall be substituted in the following manner :-

Rule 4 (7) - Every license granted or renewed under this chapter shall remain in force for a period of five (05) years for which the license is granted or renewed.
3. In the Principal Rules, after Rule 93, the following new Rule 93A shall be inserted to vary the limits laid down in clause (b) of Section 66 (1) of the Factories Act, 1948 allowing women workers to work between 5 a.m. to 10 p.m. namely :-

93 A- All women workers employed in the factories registered under the Factories Act, 1948 shall be allowed to work from 5 am to 10 p.m. subject to the following conditions:

 - a) The written consent of women employee shall be taken for working beyond 7pm.
 - b) No women shall be employed against the maternity benefit provisions laid down under the Maternity Benefit Act, 1961.

- c) The working hours of the women workers shall be so arranged by the occupier that her working hours limit shall not exceed 10 hours in a day.
 - d) Adequate transportation facilities free of cost shall be provided for pick-up and drop-off at the residence of the women worker during night hours.
 - e) The workplace including passage towards conveniences should be with CCTV camera facilities and facilities concerning toilet, washrooms, drinking water, entry and exit of women employee should be well-lit ;
 - f) The toilet, washroom and drinking facilities should be near the workplace where such women workers are employed; and
 - g) Provide safe, secure and healthy working conditions such that no women worker is disadvantaged in connection with her employment.
 - h) The provisions of the Sexual Harassment of Women at workplace (Prevention, Prohibition and Redressal) Act, 2013 (Central Act 14 of 2013), as applicable to the establishments, shall be complied with.
 - i) The occupier shall ensure safety and security of all women workers employed.
 - j) Such other conditions as may be specified in this regard by the Chief Inspector for Factories, A & N Islands through written order from time to time for ensuring safety of women worker during night hours.
4. In the Principal Rules 105, after Sub-rule (3) the following new Sub-rule (4) shall be inserted, namely :-
- (4) (a) No Pregnant woman and lactating mother shall be required or allowed to work in a factory involved in dangerous operations as mentioned in Sub-rule (1), where she is likely to be exposed to hazardous substances which are carcinogenic for herself and teratogenic (for foetus).
 - (b) For employment of women, all the measures as mentioned in the provisions related to hazardous process and dangerous operation shall be complied with.
 - (c) Women shall be well trained on their job, shall be rendered knowledge about the hazardous properties of the substances being handled, stored, manufactured, hazards present at their workplace, and measure to overcome with that.
 - (d) Women employed shall be provided with all the necessary personnel protective appliances at the workplaces, they are deployed.
 - (e) Women shall be trained and made aware about the means of escape in the events of fire, leakage, spillage hazardous substances

By order

Admiral D.K. Joshi, PVSM, AVSM, YSM, NM, VSM (Rtd.)
Lieutenant Governor (Administrator)

By Order and in the name of the Lt. Governor.

Sd./-
Additional Secretary (Labour)