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

FINAL NOTIFICATION

Sri Vijaya Puram, dated the 8th August, 2025.

No. 67/2025/ F.No.M-2530973/1/2025-ALC(SA)-LAB_AN/921.— Whereas, the draft Andaman and Nicobar Islands Factories (Amendment) Rules, 2025 was published in the Andaman and Nicobar Official Gazette vide Notification No.48/2025/F. No. M-2530973/1/2025-ALC(SA)-LAB_AN/661 dated 03/06/2025 for inviting suggestions and objections from the General Public within a period of 45 days from the date of its publication in the Official Gazette as required under Section 115 of the Factories Act, 1948 (Act No.63 of 1948).

AND, WHEREAS, no objections or suggestions have been received in this matter.

NOW, THEREFORE, in exercise of the powers conferred by Section 66 (1) (b), Section 87 and Section 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 makes the following Rules, namely :-

ANDAMAN AND NICOBAR ISLANDS FACTORIES (AMENDMENT) RULES, 2025

1. Short Title and Commencement :-

- i. These Rules may be called the Andaman and 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), sub-rule (7) of Rule 4 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 Rule shall be added 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. as under :-

"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;

- (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;
- (e) The occupier of a factory shall provide separate dining facility to the workers in night shifts;
- (f) The occupier of a factory shall ensure that wherever the factory provides boarding and lodging for women workers, the same shall be kept exclusively for women and it should be under the control of women wardens or supervisors;
- (g) The occupier of a factory shall ensure that there shall not be less than twelve consecutive hours of rest between the last shift and the night shift whenever a woman worker is changed from day shift to night shift and from night shift to day shift;
- (h) The occupier of a factory shall appoint not less than two women workers per night shift who shall go round and work as Special Welfare Assistants;
- (i) 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;
- (j) The toilet, washroom and drinking facilities should be near the workplace where such women workers are employed;
- (k) Provide safe, secure and healthy working conditions such that no woman worker is disadvantaged in connection with her employment;
- (l) 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;
- (m) It shall be the duty of the occupier of a factory, to take all steps to prevent the commission of the acts of sexual harassment in the factory.
- (n) Whenever there is any untoward incident, the occupier of a factory shall send a report to the Inspector and Police Station concerned as well;
- (o) The occupier of a factory shall provide necessary medical facilities and also make these facilities available at any time of urgency in case of injury or incidental acts of harassment, by providing necessary telephone connections;
- (p) The occupier of a factory shall exhibit these guidelines in a prominent place so that the women workers can be aware of their rights;
- (q) Adequate toilet with water facility, shall be provided to the women workers, conveniently situated and easily accessible containing all basic amenities and safety measures to the workers;
- (r) Creche facility wherever needed, shall be provided to the women workers for the care of their children with care taker with all essential amenities during night shifts;
- (s) Such other conditions as may be specified in this regard by the Administrator through written order from time to time for ensuring safety of women workers during night hours."

4. After Sub-rule (3) of Rule 105 of the Principle Rule, the following Sub-rule shall be added as under :-
- "(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."

**Lieutenant Governor (Administrator)
A & N Islands.**

By Order in the name of the Lt. Governor

**Sd./-
Additional Secretary (Labour)**

