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EXTRAORDINARY

भाग II — खण्ड 1

PART II — Section 1

प्राधिकार से प्रकाशित

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इस भाग में भिन्न पृष्ठ संख्या दी जाती है जिससे कि यह अलग संकलन के रूप में रखा जा सके।

Separate paging is given to this Part in order that it may be filed as a separate compilation.

MINISTRY OF LAW AND JUSTICE (Legislative Department)

New Delhi, the 19th November, 2025/Kartika 28, 1947 (Saka)

THE FACTORIES (DADRA AND NAGAR HAVELI AND DAMAN AND DIU) AMENDMENT REGULATION, 2025

No. 12 OF 2025

Promulgated by the President in the Seventy-sixth Year of the Republic of India.

A Regulation further to amend the Factories Act, 1948, in its application to the Union territory of Dadra and Nagar Haveli and Daman and Diu.

In exercise of the powers conferred by article 240 of the Constitution, the President is pleased to promulgate the following Regulation made by her:—

1. (1) This Regulation may be called the Factories (Dadra and Nagar Haveli and Daman and Diu) Amendment Regulation, 2025.

(2) It extends to the whole of the Union territory of Dadra and Nagar Haveli and Daman and Diu.

(3) It shall come into force on such date as the Administrator may, by notification in the Official Gazette, appoint.

Short title,
extent and
commencement.

Amendment of
section 2.

2. In the Factories Act, 1948 (hereinafter referred to as the principal Act), in section 2,—

63 of 1948.

(a) in clause (m),—

(i) in sub-clause (i), for the words “ten or more workers”, the words “twenty or more workers” shall be substituted;

(ii) in sub-clause (ii), for the words “twenty or more workers”, the words “forty or more workers” shall be substituted.

(b) after clause (p), the following clause shall be inserted, namely:—

‘(pp) “State Government” means the Administrator of the Union territory of Dadra and Nagar Haveli and Daman and Diu appointed by the President under article 239 of the Constitution.’.

Amendment of
section 22.

3. In section 22 of the principal Act,—

(a) in sub-section (1), in the long line, for the words “adult male worker”, the words “adult worker” shall be substituted;

(b) in sub-section (2), the words “woman or” at both the places where they occur, shall be omitted.

Amendment of
section 54.

4. In section 54 of the principal Act, for the words “nine hours”, the words “ten hours” shall be substituted.

Amendment of
section 55.

5. In section 55 of the principal Act,—

(a) in sub-section (1), for the words “five hours” at both the places where they occur, the words “six hours” shall be substituted;

(b) sub-section (2) shall be omitted.

Amendment of
section 56.

6. In section 56 of the principal Act,—

(a) for the words “ten and a half hours”, the words “twelve hours” shall be substituted;

(b) the proviso shall be omitted.

Amendment of
section 65.

7. In section 65 of the principal Act, in sub-section (3), in clause (iv), for the word “seventy-five”, the words “one hundred and forty-four” shall be substituted.

Amendment of
section 66.

8. In section 66 of the principal Act, in sub-section (1), in clause (b), for the proviso, the following provisos shall be substituted, namely:—

“Provided that women workers may, with their consent, be allowed to work even between the hours of 7 P.M. and 6 A.M. in any factory in which adequate safety and security measures or provisions for holidays, as may be prescribed, are provided by the employer:

Provided further that where the State Government considers that the employment of women in any particular hazardous or dangerous processes in an establishment is dangerous for their health and safety due to the operation carried out therein, the State Government may require the employer to provide adequate safeguards as may be prescribed, prior to the employment of women for such operation.”.

9. In section 85 of the principal Act, in sub-section (1), in clause (i),—

Amendment of
section 85.

(a) for the word “ten”, the word “twenty” shall be substituted;

(b) for the word “twenty”, the word “forty” shall be substituted.

DROUPADI MURMU,
President.

DR. RAJIV MANI,
Secretary to the Govt. of India.