



# കേരള ഗസറ്റ് KERALA GAZETTE

## അസാധാരണം EXTRAORDINARY

ആധികാരികമായി പ്രസിദ്ധപ്പെടുത്തുന്നത്  
PUBLISHED BY AUTHORITY

വാല്യം 14  
Vol. XIV

തിരുവനന്തപുരം,  
ചൊവ്വ  
Thiruvananthapuram,  
Tuesday

2025 ഏപ്രിൽ 01  
01st April 2025  
1200 മീനം 18  
18th Meenam 1200  
1947 ചൈത്രം 11  
11th Chaithra 1947

നമ്പർ  
No. } 1289

GOVERNMENT OF KERALA

Labour and Skills (B) Department

NOTIFICATION

G.O.(P)No.19/2025/LBR

*Dated, Thiruvananthapuram, 27<sup>th</sup> March, 2025*

*13<sup>th</sup> Meenam, 1200*

**S. R. O. No. 372/2025**

In exercise of the powers conferred by the proviso to clause (b) of sub-section (1) of section, 66 of the Factories Act, 1948 (Central Act 63 of 1948), and in supersession of the notification issued under G.O.(Rt.) No. 1852/2003/LBR dated 7<sup>th</sup> July 2003 published as S.R.O. No. 649/2003 in the Kerala Gazette Extra ordinary No. 1281 dated 16<sup>th</sup> July 2003, the Government of Kerala, hereby vary the limits of working hours of women in the following group/class of factories mentioned in the schedule hereto from 6 a.m. to 10 p.m., subject to the following



conditions, namely :-

1. No woman shall be employed or caused to be employed between 10.00 p.m and 5.00 a.m.
2. Separate dormitory accommodation shall be given to women workers.
3. Free transport facilities to house with accompanying security personnel shall be provided to women employees working beyond 7.00 p.m.
4. Notice of periods of work prepared in accordance with provisions of the Factories Act and Rules, approved by the Inspector of Factories and Boilers concerned shall be exhibited in the factory.
5. The provisions regarding daily hours of work prescribed in section 54 of the Factories Act, 1948 shall be strictly adhered to. No exemption shall be given in this regard for employing women workers.
6. Rotation of shifts shall be planned in such a way that the intervening weekly holidays are duly availed by the workers before any such changes take effect.
7. The particulars of exemption shall be noted in Form-33 of the inspection book.
8. The management shall ensure adequate protection to women worker's dignity, self-esteem and safety.
9. The exemption given above is without any prejudice to the provisions of the Factories Act, 1948 and the Kerala Factories Rules, 1957 and can be revoked or modified by the Government at any time on sufficient grounds without any prior notice.

## SCHEDULE

Sl.No.	Group/Class of factories
1.	Milk and Milk Products.
2.	Food item and Beverages.
3.	Bakery and Confectionery products.
4.	Manufacturing of ice cream using alternate refrigeration methods other than Ammonia as refrigerant.
5.	Spices processing, grain milling, rice milling, flour milling, dal milling or powdering of corns or seeds.
6.	Processing of cashew nuts and filling and packing of food products including Cashew Kernels.



7. Tea Factories.
8. Blending, bottling and labeling of alcoholic beverages.
9. Coir products manufacturing industries.
10. Spinning and Weaving industries.
11. Stitching units and garment making.
12. Printing Press.
13. Manufacturing of paper products.
14. Manufacturing of medical equipment and laboratory accessories.
15. Manufacturing of medicines including ayurvedic medicines.
16. Clinical diagnostic reagent manufacturing units.
17. Manufacturing of blood bags.
18. Electronic Industry
19. Manufacturing of plastic and rubber products.
20. Latex based industries.
21. Packing industries.
22. Aluminium extrusion process.
23. Aluminium anodising and Metal Coating.
24. Segregation of non-biodegradable waste.

By Order of the Governor,  
Dr. Vasuki K IAS  
*Secretary to Government*

#### Explanatory Note

(This does not form part of the notification, but is intended to indicate its general purport.)

As per the proviso to clause (b) of sub section (1) of section 66 of the Factories Act, 1948 (Central Act 63 of 1948), the Government have issued notification in the Official Gazette vide G.O.(Rt.) No.1852/2003/LBR dated 7<sup>th</sup> July 2003 published as SRO No. 649/2003, varying the limits of working hours of women in certain group/class of factories. Now, it has come to the notice of Government that so many new type of factories which are not covered by the existing notification, are to be notified as per the



above said provision.

The notification is intended to achieve the above object.

