



കേരള ഗസറ്റ് KERALA GAZETTE

അസാധാരണം EXTRAORDINARY

ആധികാരികമായി പ്രസിദ്ധപ്പെടുത്തുന്നത്
PUBLISHED BY AUTHORITY

വാല്യം 14
Vol. XIV

തിരുവനന്തപുരം,
ബുധൻ

Thiruvananthapuram,
Wednesday

2025 സെപ്റ്റംബർ 03
03rd September 2025

1201 ചിങ്ങം 18
18th Chingam 1201

1947 ഭാദ്രം 12
12th Bhadra 1947

നമ്പർ
No.

3160

GOVERNMENT OF KERALA

Labour and Skills (E) Department

NOTIFICATION

No.LBRD-E1/10/2024-LBRD.

*Dated, Thiruvananthapuram, 2nd September, 2025
17th Chingam, 1201.*

WHEREAS, minimum rates of wages has not been fixed under the Minimum Wages Act, 1948 (Central Act 11 of 1948) in respect of the employment in 'Paint Manufacturing Industries' in the State;

AND WHEREAS, the Government of Kerala are of the opinion that minimum rates of wages should be fixed under the Minimum Wages Act, 1948 (Central Act 11 of 1948) in respect of the



employment in 'Paint Manufacturing Industries' in the State;

NOW, THEREFORE, in exercise of the powers conferred by section 27 of the said Act, the Government of Kerala hereby declare their intention to add the employment in 'Paint Manufacturing Industries' to Part-I of the schedule to the said Act;

Any objections or suggestions, if any, in respect of the said proposal which may be received from any person likely to be affected thereby, within three months from the date of the publication of this notification in the Official Gazette, will be considered by the Government. Objections or suggestions, if any, shall be addressed to the Special Secretary to Government, Labour and Skills (E) Department, Government Secretariat, Thiruvananthapuram-695 001.

By order of the Governor,

SHANAVAS S.,

Special Secretary to Government.





കേരള ഗസറ്റ് KERALA GAZETTE

അസാധാരണം
EXTRAORDINARY

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2025 സെപ്റ്റംബർ 03
03rd September 2025

1201 ചിങ്ങം 18
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1947 ഭാദ്രം 12
12th Bhadra 1947

നമ്പർ
No.

3159

GOVERNMENT OF KERALA

Labour and Skills (E) Department

NOTIFICATION

No.LBRD-E1/15/2024-LBRD.

*Dated, Thiruvananthapuram, 30th August, 2025
14th Chingam, 1201.*

WHEREAS, minimum rates of wages has not been fixed under the Minimum Wages Act, 1948 (Central Act 11 of 1948) in respect of the employment in 'Warehouses, Godowns and Container Freight Stations' in the State;

AND WHEREAS, the Government of Kerala are of the opinion that minimum rates of wages should be fixed under the Minimum Wages Act, 1948 (Central Act 11 of 1948) in respect of the



employment in 'Warehouses, Godowns and Container Freight Stations' in the State;

NOW, THEREFORE, in exercise of the powers conferred by section 27 of the said Act, the Government of Kerala hereby declare their intention to add the Employment in 'Warehouses, Godowns and Container Freight Stations' to Part-I of the schedule to the said Act;

Any objections or suggestions, if any, in respect of the said proposal which may be received from any person likely to be affected thereby, within three months from the date of the publication of this notification in the Official Gazette, will be considered by the Government. Objections or suggestions, if any, shall be addressed to the Special Secretary to Government, Labour and Skills (E) Department, Government Secretariat, Thiruvananthapuram-695 001.

By order of the Governor,

SHANAVAS S.,

Special Secretary to Government.





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അസാധാരണം EXTRAORDINARY

ആധികാരികമായി പ്രസിദ്ധപ്പെടുത്തുന്നത്
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തിരുവനന്തപുരം,
ശനി
Thiruvananthapuram,
Saturday

2025 സെപ്റ്റംബർ 27
27th September 2025
1201 കന്നി 11
11th Kanni 1201
1947 ആശ്വിനം 5
5th Aswina 1947

നമ്പർ
No. 3464

GOVERNMENT OF KERALA

Labour and Skills (B) Department

NOTIFICATION

G.O.(P)No.81/2025/LBR

*Dated, Thiruvananthapuram, 25th September, 2025
9th Kanni, 1201*

S. R. O. No. 1136/2025

WHEREAS, the draft rules further to amend the Kerala Factories Rules, 1957 were published as required under section 115 of the Factories Act, 1948 (Central Act 63 of 1948) as per notification No. B2/176/2024/LBR dated 12th May, 2025 in the Kerala Gazette Extraordinary No.1801 dated 13th May, 2025, inviting objections or suggestions from all persons likely to be affected thereby;



AND WHEREAS, the objections and suggestions received from the public in respect of the said draft rules have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by section 112 of the Factories Act (Central Act 63 of 1948), the Government of Kerala hereby make the following rules further to amend the Kerala Factories Rules, 1957, namely:-

RULES

1. *Short title and commencement.* – (1) These rules may be called the Kerala Factories (Amendment) Rules, 2025.

(2) They shall come into force at once.

2. *Amendment of the Rules.* – In the Kerala Factories Rules, 1957, for rules 108, 109, 110 and 111, the following rules shall be substituted, namely:-

" 108. *Persons who hold position of supervision or management or are engaged in confidential position in a factory.* - (1) The following persons shall be deemed to hold positions of supervision or management, namely:-

1. Managers
2. Assistant Managers
3. Departmental Heads and Assistants
4. Engineers
5. Foremen
6. Chargemen or Head Maistries in Engineering Workshops
7. Weaving Master and Spinning Master in Textile Mills
8. Head Electricians/Electrical Supervisors
9. Head Tea Makers
10. Head Rubber Makers
11. Assistant Head Tea Makers
12. Assistant Head Rubber Makers
13. Moopans in Oil Mills
14. Moopans, Yard Superintendents, Yard supervisors, Assistant Yard Superintendents and Assistant Yard- Supervisors in Coir Factories
15. Labour or Welfare Officers
16. Security Officers
17. Assistant Security Officers including Security Inspectors
18. Guards
19. Shifts in charge
20. Industrial Relations Managers
21. Supervisors
22. Safety Officers.

(2) The following persons are deemed to hold confidential positions, namely:-

- (i) Time keepers employed in a factory within the meaning of clause (1) of section 2 of the Act.
- (ii) Stenographers and Personal Clerks, Managers or Managing Director of factories;



- (iii) Any other person, declared in writing by the Government as holding a confidential position in the factory and is declared so, in writing, by Government on application by the manager of the factory under conditions as may be imposed by the Government;
- (iv) Staff maintaining personal files/Service Registers.

109. *List to be maintained of persons holding confidential position or position of supervision of Management.*- A list showing the names and designations of all persons to whom the provisions of sub-section (1) of section 64 have been applied, shall be maintained in every factory.

110 . *Exemption of certain adult workers.*-Adult workers engaged in factories specified in column (2) of the schedule below for the work specified in column (3) of the said schedule shall be exempted from the provisions of the sections specified in column (4) subject to the conditions, if any, specified in column (5) of the said schedule.

SCHEDULE

<i>Section of the Act empowering grant of exemption</i>	<i>Class of factory</i>	<i>Nature of exempted work</i>	<i>Extent of exemption</i>	<i>Remarks</i>
(1)	(2)	(3)	(4)	(5)
64(2)(a) and 64(3)	All factories	Urgent repairs	Sections 51, 52, 54, 55, 56 and 61	<p>(1) No worker shall be employed on such repairs for more than 15 hours on any one day, 30 hours during any three consecutive days or 66 hours during each period of seven consecutive days commencing from his first employment on such repairs.</p> <p>(2) Within 24 hours of the commencement of the work, notice shall be sent to the Inspector describing the nature of the urgent repairs and the period probably required for their completion.</p> <p>(3) Exemption from the provisions of section 54 shall apply only in the case of adult male workers.</p>



64 (2)(a) and 64(3)	Defense Establishments and Shipyards engaged in defence related activities and projects of national importance	Urgent repairs	Sections 51, 52, 54, 55, 56 and 61	(1) No worker shall be employed on such repairs for more than 75 hours of work in any week, including overtime. (2) No worker shall be allowed to work overtime, for more than seven days at a stretch and the total number of hours of overtime work in any quarter shall not exceed one hundred and twenty five.
64(2)(b) and 64(3)	All factories	(1) Work in the machine- shop, the smithy or the foundry or in connection with the mill gearing the electric driving of lighting apparatus, the mechanical or electrical lifts or the steam or water pipes or pumps of a factory. (2) Work of examining or repairing any machinery or other part of the plant which is necessary for carrying on the work in the factory. (3) Work in boiler houses and engine rooms, such as lighting fires, in order to raise steam or generate gas preparatory to the commencement	Sections 51, 54 55, 56 and 61	The limits of work inclusive of overtime shall not exceed those mentioned in sub-section (4) of section 64.



		of regular work in the factory.		
64 (2)(c) and 64(3)	All factories	Work performed by drivers, on lighting, ventilating and humidifying apparatus work performed by fire pump men.	Sections 51, 54, 55, 56 and 61	The limits of work inclusive of overtime shall not exceed those mentioned in sub-section (4) of section 64.
64(2)(c)	Rice mills	Work of persons employed for filling and sewing bags of rice for delivery to customers.	Sections 51, 54, 55 and 56	-do-
-do-	News paper presses	Work of persons employed in the rotary machines, stereo, binding and process departments.	Sections 51, 54, 55 and 56	-do-
-do-	Railway Creosoting Plant	Treatment of wooden sleepers required for railway work	Sections 51, 54, 55 and 56	-do-
-do-	Coir Factories	Workers engaged in drying coir yarns	Sections 55	Nil
-do-	Beedi Factories	Work of all persons	Sections 55 and 61	Exemption from the provisions of section 61 will apply in so far as it relates to a specification of the periods of rest intervals in the notice of work periods for adults.
64 (2)(c), 64(2)(e) and 64(3)	Fertilizer mixing Factories	Workers engaged in mixing of fertilizers	Sections 51, 52, 54, 55, 56 and 61	The limits of work inclusive of overtime shall not exceed those mentioned in sub section (4) of section 64.
64 (2)(d)	Enamel Works	Work in furnace and annealing room	Sections 55 and 61	Exemption from the provisions of section 61 will apply in so far as it relates to a specification of the periods of rest intervals in the notice of work periods for adults.



-do-	Plywood Manufacture	Work of cutting, gumming, pressing and drying of Plywood.	-do-	-do-
-do-	Cashew Factories	Work in the processing of Cashew nut for oil.	Section 52	Nil
-do-	Tanneries	Country and Chrome tanning, all process from, the receiving of skins to the completion of the tanning process, finishing process being excluded.	Sections 51, 54 and 55	(1)The limits of work inclusive of overtime shall not exceed those mentioned in sub-section (4) of section 64. (2) The total number of hours worked in a week inclusive of overtime shall not exceed 56.
64 (2)(d)	Textile dyeing factories (non power)	Workers employed in the dyeing, bleaching and finishing sections.	Sections 51, 54, 55, 56 and 61	(1)The limits of work inclusive of overtime shall not exceed those mentioned in sub-section (4) of section 64. (2) The exemption from the provisions of section 61 will apply in so far as it relates to a specification of the periods of rest intervals in the notice of work periods for adults. (3) Total number of hours inclusive of worked in a week of overtime shall not exceed fifty-six.
64 (2) (d)	Chicory factories	Work of persons engaged in the process of drying chicory	Section 55 and 61	Exemption from the provisions of section 61 will apply in so far as it relates to a specification of the periods of rest intervals in the notice of work periods for adults.
64 (2)(d)	Electrical Battery charging works	All works	Section 55	Nil
64 (2)(d) and 64 (3)	Oil tank installations	Work performed by workers in	Sections 51, 52, 54,	(1) The limits of work inclusive of overtime shall not exceed those



		connection with 55, 56 and 61	mentioned in sub-section (4) of section 64.
		pumping operations	(2) The total number of hours worked in a week inclusive of over-time shall not exceed fifty-six.
-do-	Fish curing or canning freezing factories	All adult workers or engaged in fish curing or fish canning or fish freezing.	-do-
64(2)(d) and 64 (4)	Chemical factories	All workers engaged in continuous process work.	Sections (1) The limits of work inclusive of overtime shall not exceed those mentioned in sub-section (4) of section 64. (2) When any shift worker in the continuous process has to work the whole or part of a subsequent shift in the absence of worker who has failed to report for duty, exemption shall be deemed to have been granted to such workers from the restrictions imposed by sections 51, 54 and clauses (i) and (ii) of sub-section (4) of section 64 subject to the following conditions, namely:- (a) The next shift of the shift worker shall not commence before a period of eight hours has elapsed. But, if the same shift worker is again employed for two consecutive shifts on the following day also, his next shift on the succeeding day shall not commence before a period of sixteen hours has elapsed. (b) Within twenty-four hours of the commencement of the subsequent shift notice shall be sent to the Inspector, describing the circumstances under which the worker is required to work in subsequent shift. (c) The exemption will be restricted to only male adult workers.



(3) The total number of hours worked in a week inclusive of overtime shall not exceed fifty-six.

This condition shall not apply to the exemption granted under sub-section (4) of section 64.

64(2)(d), 64(3) and 64 (4)	Petroleum refineries	All workers engaged in continuous process work.	Sections 51, 52, 54, 55, 56 and 61	- do-
-do-	Machine Tool Factory	Workers in the foundry, electrical and final assembly painting, maintenance, heat treatment and rectification work in planning, milling grinding and turning.	Sections 51, 52, 54, 55, 56 and 61	-do-
do-	Bakeries	All workers engaged on continuous process work.	Sections 51, 52, 54, 55, 56 and 61	-do-
64(2)(d) and 64(4)	Electrical generating and distribution station	Operation and maintenance of prime movers and auxiliaries, transformers and switches. The work of engine drivers and assistants, generator attendants, boilers attendants and greasers, switch board operators and pump men.	Sections 52, 54 and 55	(1) The limit of work inclusive of overtime shall not exceed those mentioned in sub-section (4) of section 64. (2) When any shift worker in the continuous process has to work, the whole or part of a subsequent shift in the absence of a worker who has failed to report for duty, exemption shall be deemed to have been granted to such workers from the restrictions imposed by sections 51, 54 and clauses (i) and (ii) of sub-section (4) of section 64, subject to the following conditions, namely:- (a) The next shift of the shift workers shall not commence before



a period of sixteen hours has elapsed.

(b) Within twenty-four hours for the commencement of the subsequent shift, notice shall be sent to the Inspector describing the circumstances under which the worker is required to work in the subsequent shift.

(c) The exemption will be restricted to only male adult workers.

64(2)(d) and 64(4)	Electrical Transforming factories	The work viz., Sections operation and 52, 54 and maintenance of 55 the transforming plant, switches and synchronous condensers.	-do-	
-do-	Distilleries	Work on the extraction of sugar from various bases fermentation of sugar juice and distillation of fermented wash.	-do-	-do-
-do-	Sugar factories	Extraction of the juice from the cane, clarification, evaporation and boiling of the juice, curing of the massecuite and bagging.	-do-	-do-
-do-	Municipal and public water and sewage pumping station	All workers engaged in continuous process work.	-do-	-do-
-do-	Vegetable oil Hydrogenation factories	The work, Sections namely refining 51, 52, 54, bleaching 55 and 56 filtering	(1) The limits of works inclusive of overtime shall not exceed those mentioned in sub-section (4) of section 64.	



generation of hydrogen, hydrogenating and deodorizing processes upto the end of filling up the finished refined or hydrogenated product. Also compression of oxygen and the cylinder filling and work in the electrical power plant.

(2) When any shift worker in the continuous process has to work the whole or part of a subsequent shift in the absence of a worker who has failed to report for duty, exemption shall be deemed to have been granted to such worker from the restrictions imposed by sections 51, 54 and clauses (i) and (ii) of sub-section (4) of section 64, subject to the following conditions, namely:-

(a) The next shift of the shift worker shall not commence before a period of sixteen hours has elapsed;

(b) Within twenty-four hours of the commencement of the subsequent shift, notice shall be sent to the Inspector describing the circumstances under which the worker is required to work in the subsequent shift;

(c) The exemption shall be restricted to only male adult workers.

(3) The total number of hours worked in a week, inclusive of overtime, shall not exceed fifty-six.

This condition shall not apply to the exemption granted under sub-section (4) of section 64.

64(2)(d) Ice Factories
and 64 (4)

Work of the Sections
engine and 52, 54 and
compressor 55
drivers,
assistants and
oilers

(1) The limits of work inclusive of overtime shall not exceed those mentioned in sub-section (4) of section 64.

(2) When any shift worker in the continuous process has to work the whole or part of a subsequent shift in the absence of a worker who has failed to report for duty, exemption shall be deemed to have been granted to such workers from the restrictions imposed by Sections 51 and 54 and Clauses (i) and (ii) of sub-section (4) of section



64 subject to the following conditions, namely:-

(a) The next shift of the shift worker shall not commence before a period of sixteen hours has elapsed;

(b) Within twenty-four hours of the commencement of the subsequent shift, notice shall be sent to the Inspector describing the circumstances under which the worker is required to work in the subsequent shift;

(c) The exemption will be restricted to only male adult workers.

-do-	Glass factories	Work in Section 52 attending to furnace. All work and processes from mixing to removal of the manufactured glassware from the lears.	-do-
-do-	Paper factories	All work on Sections 52, 54 and 55 on the generation and supply of power connected therewith. Work on choppers, digesters, kneaders, strainers, and washers, beaters paper making machines pumping plant, reelers, cutters and power plant.	-do-



-do-	Rubber tyre factories and Tyre Retreading factories	All work	Sections 51, 52, 54 and 55	-do-
-do-	Hardboard factories	All workers on chippers and Sorters, Digesters, Defibractors, Holandors, Mixers and Strainers, Beaters, Board forming Machines, Hardening and tempering chambers, Humidifiers, Pumping, Plants and Trimmers.	Section 55	When any shift worker in the continuous process has to work the whole or part of subsequent shift in the absence of worker who has failed to report for duty, exemption shall be deemed to have been granted to such workers from the restrictions imposed by sections 51, 54 and clauses (i) and (ii) of sub-section (4) of section 64 subject to the following conditions, namely:- (a) The next shift of the shift worker shall not commence before a period of sixteen hours has elapsed. (b) Within 24 hours of the commencement of the subsequent shift, notice shall be sent to the Inspector describing the circumstances under which the worker is required to work in the subsequent shift. (c) The exemption will be restricted to only male adult workers.
-do-	Iron and Steel Factories	All work on steel furnaces	Sections 51, 52, 54, 55 and 56	(1) The limits of work inclusive of overtime shall not exceed those mentioned in sub-section (4) of section 64. (2) When any shift worker in the continuous process has to work the whole or part of a subsequent shift in the absence of a worker who has failed to report for duty, exemption shall be deemed to have been granted to such worker from the restrictions imposed by section 51, 54 and clauses (i) and (ii) of sub-section (4) of section 64, subject to the following conditions, namely:- (a) The next shift of the shift



worker shall not commence before a period of sixteen hours has elapsed;

(b) Within twenty-four hours of the commencement of the subsequent shift, notice shall be sent to the Inspector describing the circumstances under which the worker is required to work in the subsequent shift;

(c) The exemption shall be restricted to only male adult workers.

(3) The total number of hours worked in a week inclusive of overtime shall not exceed 56.

This condition shall not apply to the exemption granted under sub-section (4) of section 64.

64(2)(d) and 64(4)	Factories engaged in the manufacture of bricks, tiles and pottery	Work in Kiln burners and work of firing the producer, loading and unloading of trucks and driving the engine, propelling the trucks in the continuous kiln section of potteries only.	Sections 52, 55 and 61	When any shift worker in the continuous process has to work the whole or part of a subsequent shift in the absence of a worker who has failed to report for duty, exemption shall be deemed to have been granted to such workers from the restrictions imposed by sections 51, 54 and clauses (i) and (ii) of sub-section (4) of section 64, subject to the following conditions, namely:- (a) The next shift of the worker shall not commence before a period of sixteen hours has elapsed; (b) Within twenty-four hours of the commencement of the subsequent shift, notice shall be sent to the Inspector describing the circumstances under which the worker is required to work in the subsequent shift; (c) The exemption shall be restricted to only male adult workers.
-do-	Aluminium Factories	All works	Sections 51, 52, 54, 55, 56 and	(1) The limits of work inclusive of overtime shall not exceed those mentioned in sub-section (4) of



61

section 64.

(2) When any shift worker in the continuous process has to work the whole or part of a subsequent shift in the absence of a worker who has failed to report for duty, exemption shall be deemed to have been granted to such worker from the restrictions imposed by sections 51, 54 and clauses (i) and (ii) of sub-section (4) of section 64, subject to the following conditions, namely:-

(a) The next shift of the shift worker shall not commence before a period of sixteen hours has elapsed;

(b) Within twenty-four hours of the commencement of the subsequent shift, notice shall be sent to the Inspector describing the circumstances under which the worker is required to work in the subsequent shift;

(c) The exemption shall be restricted to only male adult workers.

(3) The total number of hours worked in a week, inclusive of overtime, shall not exceed fifty six.

This condition shall not apply to the exemption granted under sub-section (4) of section 64.

64(2)(d) Aluminum
and 64 (4) Conductor
Factories

All works

Sections
51, 52, 54,
55 and 56

(1) The limits of work inclusive of overtime shall not exceed those mentioned in sub-section (4) of section 64.

(2) When any shift worker in the continuous process has to work the whole or part of a subsequent shift in the absence of a worker who has failed to report for duty, exemption shall be deemed to have been granted to such workers from the restrictions imposed by sections 51, 54 and clauses (i) and (ii) of sub-section (4) of section 64, subject to the following conditions,



namely :-

(a) The next shift of the worker shall not commence before a period of 8 hours has elapsed. But if the same shift worker is again employed for consecutive shifts of the following day also, his next shift of the succeeding day shall not commence before a period of 16 hours has elapsed;

(b) Within 24 hour of the commencement of the subsequent shift, notice shall be sent to the Inspector describing the circumstances under which the worker is required to work in the subsequent shift;

(c) The exemption will be restricted to only male adult workers.

(3) The total number of hours worked in a week inclusive of overtime, shall not exceed 56.

This condition shall not apply to the exemption granted under sub-section (4) of section 64.

64(2)(d)
and 64 (4)

Copper
Conductor
Factories

All works

Sections
51,52,54,
55 and 56

(1) The limits of work inclusive of over time shall not exceed those mentioned in sub-section (4) of section 64.

(2) When any shift worker in the continuous process has to work the whole or part of a subsequent shift in the absence of a worker who has failed to report for duty, exemption shall be deemed to have been granted to such workers, from the restrictions imposed by sections 51, 54 and clauses (i) and (ii) of sub-section (4) of section 64, subject to the following conditions, namely:-

(a) The next shift of the worker shall not commence before a period of eight hours has elapsed. But if the same shift worker is again employed for two consecutive shifts



64(2)(d) and 64 (4) High Tensile Galvanised Steel Wire Plant and Steel Wire Rope Factories All works

Sections 51, 52, 54, 55 and 56

of the following day also, his next shift of the succeeding day shall not commence before a period of 16 hours has elapsed;

(b) Within twenty-four hours of the commencement of the subsequent shift, notice shall be sent to the Inspector describing the circumstances under which the worker is required to work in the subsequent shift;

(c) The exemption will be restricted to only male adult workers.

(3) The total number of hours worked in a week, inclusive of overtime, shall not exceed 56.

This condition shall not apply to the exemption granted under sub-section (4) of section 64.

(1) The limits of work inclusive of overtime shall not exceed those mentioned in sub-section (4) of section 64.

(2) When any shift worker in the continuous process has to work the whole or part of a subsequent shift in the absence of a worker who has failed to report for duty, exemption shall be deemed to have been granted to such workers from the restrictions imposed by sections 51, 54 and clauses (i) and (ii) of sub-section (4) of section 64, subject to the following conditions, namely:-

(a) The next shift of the worker shall not commence before a period of 8 hours has elapsed. But if the same shift worker is again employed for consecutive shifts of the following day also, his next shift on the succeeding day shall not commence before a period of 16 hours has elapsed;

(b) Within 24 hours of the



64(2)(d) and 64 (4)	Rayon Factories	All works	Section 55
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commencement of the subsequent shift, notice shall be sent to the Inspector describing the circumstances under which the worker is required to work in the subsequent shift;

(c) The exemption shall be restricted to only male adult workers.

(3) The total number of hours worked in a week inclusive of overtime shall not exceed 56.

This condition shall not apply to the exemption granted under sub-section (4) of section 64.

(1) The limits of work inclusive of overtime shall not exceed those mentioned in sub-section (4) of section 64.

(2) When any shift worker in the continuous process has to work the whole or part of a subsequent shift in the absence of a worker who has failed to report for duty, exemption shall be deemed to have been granted to such worker from the restrictions imposed by sections 51, 54 and clauses (i) and (ii) of sub-section (4) of section 64, subject to the following conditions, namely:-

(a) The next shift of the shift worker shall not commence before a period of sixteen hours has elapsed;

(b) Within twenty-four hours of the commencement of the subsequent shift, notice shall be sent to the Inspector describing the circumstances under which the worker is required to work in the subsequent shift;

(c) The exemption will be restricted to only male adult workers.



64(2)(d) and 64(4)	Soap factories	<p>(1) Work of Sections 51, 52, 54, stage of handling 55 and 56 and mixing of raw materials to the stamping and packing of soap tablets or bars both inclusive.</p> <p>(2) Glycerine recovery and distillation plant complete working of the plant.</p> <p>(3) Soap powder (spray plant) complete working of the plant.</p>	<p>(1) The limits of work inclusive of overtime shall not exceed those mentioned in sub-section (4) of section 64.</p> <p>(2) When any shift worker in the continuous process has to work the whole or part of a subsequent shift in the absence of a worker who has failed to report for duty, exemption shall be deemed to have been granted to such worker from the restrictions imposed by sections 51, 54 and clauses (i) and (ii) of sub-section (4) of section 64, subject to the following conditions, namely:-</p> <p>(a) The next shift of the shift worker shall not commence before a period of sixteen hours has elapsed;</p> <p>(b) Within twenty-four hours of the commencement of the subsequent shift, notice shall be sent to the Inspector describing the circumstances under which the worker is required to work in the subsequent shift;</p> <p>(c) The exemption shall be restricted to only male adult workers.</p> <p>(3) The total number of hours worked in a week inclusive of overtime shall not exceed 56.</p> <p>This condition shall not apply to the exemption granted under sub-section (4) of section 64.</p>
-do-	Cement Factories	<p>All workers engaged on continuous process work.</p>	<p>When any shift-worker in the continuous process has to work the whole or part of a subsequent shift in the absence of a worker who has failed to report for duty, exemption shall be deemed to have been granted to such worker from the restrictions imposed by sections 51, 54 and clauses (i) and (ii) of sub-section (4) of section 64, subject to the following conditions, namely:-</p>



(a) The next shift of the worker shall not commence before a period of sixteen hours has elapsed;

(b) Within twenty-four hour of the commencement of the subsequent shift, notice shall be sent to the Inspector describing the circumstances under which the worker is required to work in the subsequent shift;

(c) The exemption shall be restricted to only male adult workers.

64 (2)(f) and 64 (3)	Establishments dealing in the Export of Pepper, Ginger and Spices and other hill products	All works	Sections 52 and 61	The limits of work inclusive of overtime shall not exceed those mentioned in sub-section (4) of section 64.
64(2)(g) and 64(3)	Factories in Tea and Rubber Plantations	Work of persons engaged in any manufacturing process in a factory situated in and used solely for the purpose of Tea and Rubber Plantations	Sections 52, 55 and 61	-do-
-do-	Salt factories	All works	-do-	-do-
-do-	Oil Mills	Workers employed in the yard.	-do-	-do-
-do-	Flour Mills	Workers employed in the yard.	-do-	-do-
-do-	Rice Mills	Work of persons employed in drying, lifting and storing of paddy.	-do-	-do-



-do-	Cashew factories	Work of persons employed in receiving, drying, lifting and storing unpeeled or unshelled cashew nuts	-do-	-do-
-do-	Wood working factories	Work of persons engaged in drying of splints or veneers	-do-	-do-
64 (2) (i)	Newspaper printing factories	Teleprinter Services	Sections 51, 54 and 56	-do-
64(2)(j) and 64(3)	All factories	Workers engaged in the loading or unloading of railway wagons, lorries or trucks.	Sections 51, 52, 54, 55, 56 and 61	(1) The total number of hours worked in a week inclusive of overtime shall not exceed 60. (2) The limits of work inclusive of overtime shall not exceed those mentioned in sub-section (4) of section 64
64(2)(d) and 64(3)	All factories	Works on automatic equipment engaged in galvanizing, anodising and enameling	Sections 51, 52, 54, 55, 56 and 58	(1) The limits of work inclusive of overtime shall not exceed those mentioned in sub-section (4) of section 64. (2) The exemption shall be granted only in respect of adult male workers.
64(2)	Any factory or class or description, of factories as may be notified by the State Government in the Official Gazette	Work of national importance as may be notified by the State Government in the Official Gazette	Sections 51, 52, 54, 55, 56 and 58	(1) The limits of work inclusive of overtime shall not exceed those mentioned in sub-section (4) of section 64. (2) The exemption shall be limited to adult male workers.

Explanation:-(1) The following shall be considered to be urgent repairs:-

- Repairs to any part of the machinery, plant or structure of a factory which are of such a nature that delay in their execution would involve danger to human life or safety or the stoppage of manufacturing process;
- Breakdown repairs to the motive power, transmission or other essential plant or other



factories, collieries, railways, dock-yards, harbours, tramways, motor transport, gas, electrical generating and transmission, pumping or similar essential of public utility services carried out in general engineering works and foundries and which are necessary to enable such concerns to maintain their main manufacturing process, production of services or service during normal working hours;

(c) Repairs to deep-sea ships and repairs to air-craft done in a factory which are essential to enable such ship or aircraft to leave port at proper time or continue their normal operation in a sea or air worthy condition, as the case may be;

(d) Repairs in connection with a change of motive power, for example from steam to electricity or vice versa, when such work cannot possibly be done without stoppage of the normal manufacturing process;

(e) All essential functions pertaining directly or indirectly to the repair, maintenance, manufacture of defence assets for Indian armed forces and projects of national importance.

(2) Periodical cleaning is not included in the term 'examining or 'repairing.

111. *Exemption to women working in fish curing, fish - canning by freezing factories.*- All women working in fish curing , or fish – canning by fish freezing factories shall be exempted from the provisions of sub-section (1) of section 66, subject to the following conditions, namely:-

(1) All women whose duty terminates or starts after 7 p.m. and before 6 a.m. should be provided with free conveyance from their residence to factory and back;

(2) No women shall be employed before 6 a.m. or after 7 p.m. for more than three days in any one week. The number of days on which a woman may be so employed shall not exceed ninety in a year;

(3) A period of uninterrupted rest of at least nine hours shall intervene between the cessation of a period of work after 7 p.m., on any day and the beginning of a fresh period of work on the following day."

By order of the Governor,
S. HARIKISHORE
Secretary to Government.

Explanatory Note

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

As the validity of rules 108, 109, 110 and 111 of the Factories Rules, 1957, issued under sections 64 and 66 of the Factories Act, 1948 (Central Act 63 of 1948) had been expired, the Government have decided to republish the above said rules and also to incorporate a new provision in rule 110 regarding overtime hours in respects of defense/military establishments, based on the proposals received from Cochin Naval Industrial Units and Cochin Shipyard and to amend the



Kerala Factories Rules,1957 accordingly, after considering the objections and suggestions received from the public in respect of the draft rules published as per notification No.B2/176/2024/LBR dated 12th May, 2025 in the Kerala Gazette Extraordinary No. 1807 dated 13th May, 2025.

The notification is intended to achieve the above object

