

No. F. 2(345)-FB/EoDB(Vol.-II)/2015(Part)/ 189 - 96  
Government of Tripura  
Labour Department  
(Factories & Boilers Organisation)

Dated, Agartala, the 21<sup>st</sup> May 2020.

**NOTIFICATION**

**WHEREAS**, the situation due to outbreak of Novel Corona Virus (COVID-19) and in order to combat this challenges nationwide lockdown is declared by the Government of India.

**AND WHEREAS**, the Government of India has decided and advised vide D.O letter No. Z-20025/34/2015-LRC (Pt.) dated 05.05.2020 of Ministry of Labour & Employment, Shram Shakti Bhavan, New Delhi to increase working hours from 8 to 12 hours in a day and to increase in threshold under the Factories Act from 10 (with power) and 20 (without aid of power) to 20 and 40 respectively to address COVID-19.

**AND WHEREAS**, the Government of Tripura has also decided to implement the same in Tripura State for functioning manufacturing process maintaining due procedures of safety and social distancing.

**NOW, THEREFORE**, in exercise of the powers conferred by Section-5 of the Factories Act, 1948, the Government of Tripura hereby directs that -

1. All the factories registered under the Factories Act, 1948 shall be exempted (except in the areas declared or may be declared as hotspots or containment zones) from various provisions laid down under Section 51, 54, 55 and 56 of the said Act with the following conditions for a period not exceeding three months from the date of issue of this notification which shall be reviewed by the Labour Department after 3 months.
  - i) No adult worker shall be allowed or required to work in a factory for more than twelve hours in any day and seventy two hours in a week.
  - ii) The periods of work of adult workers in a factory each day shall be so fixed that no period shall exceed six hours and that no worker shall work for more than six hours before he has had an interval for rest of at least half an hour.
  - iii) No female worker shall be allowed or required to work in a factory between 7pm to 6am.
  - iv) Salaries/Wages shall be in a proportion of the existing rate (e.g. if wages for eight hours is Rs 160, then proportionate wages will be Rs. 240 for twelve hours).

2. Increase the threshold as mentioned under Section 2(m) in the Factories Act, 1948 with the following for a period not exceeding three months from the date of issue of this notification which shall be reviewed by the Labour Department after 3 months.

"factory" means any premises including the precincts thereof-

(i) whereon twenty or more workers are working, or were working on any day of the preceding twelve months, and in any part of which a manufacturing process is being carried on with the aid of power, or is ordinarily so carried on, or

(ii) whereon forty or more workers are working, or were working on any day of the preceding twelve months, and in any part of which a manufacturing process is being carried on without the aid of power, or is ordinarily so carried on.

By order of the Governor  
*Tashmifa*  
21-5-20  
(Tashmifa Debbarma)  
Deputy Secretary to the  
Government of Tripura.

Copy to:-

1. The PPS to the Hon'ble Chief Minister for kind information of Hon'ble Minister.
2. The Special Secretary, Labour Department, Govt. of Tripura.
3. The Additional Secretary, G.A. (C&C) Deptt., Govt. of Tripura.
4. The Chief Inspector of Factories & Boilers, Govt. of Tripura.
5. The Joint Director, Directorate of Information Technology, Govt. of Tripura, Agartala for uploading in the department's website under 'Ease of Doing Business'.
6. The Manager, Tripura Government Press, Agartala with a request to publish the Notification in the Extra Ordinary Gazette and 20 copies of printed Notification may please be sent to the Department.
7. All Trade Unions, Tripura.
8. Guard file.