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भाग 4 (ग)

उप-खण्ड (I)

राज्य सरकार तथा अन्य राज्य-प्राधिकारियों द्वारा जारी किये गये (सामान्य आदेशों, उप-विधियों आदि को सम्मिलित करते हुए) सामान्य कानूनी नियम।

**FACTORIES & BOILERS INSPECTION DEPARTMENT**

NOTIFICATION

**Jaipur, October 27, 2025**

**G.S.R.86 .-**Whereas the draft of the Rajasthan Factories (Draft Amendment) Rules, 2025, amending the Rajasthan Factories Rules, 1951, in exercise of the powers conferred by section 112 of the Factories Act, 1948 (Central Act No. 63 of 1948), was published as required by section 115 of the said Act, in the Rajasthan Gazette Extraordinary, Part-4 (ga), sub-part (I) dated 29.07.2025 inviting objections and suggestions from all persons likely to be affected thereby, before the expiry of the period of forty five days from the date on which the copies of the said Gazette containing the said draft rules were made available to the public.

And whereas, copies of the Gazette in which the said draft rules was published were made available to the public on 30.07.2025.

And whereas, objection and suggestion received from the public in respect of the said draft rules have been duly considered by the State Government.

Now, therefore, in exercise of the powers conferred by section 112 of the Factories Act, 1948 (Central Act No. 63 of 1948), the State Government hereby makes the following rules further to amend the Rajasthan Factories Rules, 1951, namely:-

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

(2) They shall come into force with effect from the date of their publication in the Official Gazette.

**2. Amendment of rule 100.-** In rule 100 of the Rajasthan Factories Rules, 1951,-

(i) in Schedule II, the existing paragraph 3 shall be substituted by the following paragraphs 3 and 3A, namely:-

**“3. Special provisions for women and young persons.-** No pregnant woman, lactating mother, adolescent and child shall be employed or permitted to work in any process or operation specified in this schedule or at any place where such process or operation is carried on. However, before employing any woman other than pregnant woman or lactating mother to carry out any process or operation specified in this schedule, the occupier shall ensure that engineering control (enclosed system) is installed at bath and specialised Personal Protective Equipment including impermeable gloves and face shield shall be provided to such employed woman.

**3A. Air monitoring and safety training.-** To maintain air quality, regular air monitoring shall be carried out. Regular safety training shall be provided to all persons employed to carry out process or operation specified in this schedule.”;

(ii) in Schedule III, the existing paragraph 3 shall be substituted by the following paragraphs 3 and 3A, namely:-

**“3. Special provisions for women and young persons.-** No pregnant woman, lactating mother, adolescent and child shall be employed or permitted to work in any process or operation specified in this schedule or at any place where such process or operation is carried on. However, before employing any woman other than pregnant woman or lactating mother to carry out any process or operation specified in this schedule, the occupier shall ensure that automated process is installed at such place to minimise direct human contact.

**3A. Health monitoring and safety training.-** Regular blood lead level monitoring shall be carried out. Regular safety training shall be provided to all persons employed to carry out process or operation specified in this schedule.”;

(iii) in Schedule IV, the existing paragraph 4 shall be substituted by the following paragraphs 4 and 4A, namely:-

**“4. Special provisions for women and young persons.-** No pregnant woman, lactating mother, adolescent and child shall be employed or permitted to work in any process or operation specified in this schedule or at any place where such process or operation is carried on. However, before employing any woman other than pregnant woman or lactating mother to carry out any process or operation specified in this schedule, the occupier shall ensure that engineering control, heat shields and cooling system are installed at every place where such process or operation is carried on and limited exposure periods and rotation schedules shall be maintained and specialized Personal Protective Equipment including respiratory protection shall be provided to such employed woman.

**4A. Heat stress monitoring and safety training.-** Regular heat stress monitoring shall be carried out. Regular safety training shall be provided to all persons employed to carry out process or operation specified in this schedule.”;

(iv) in Schedule VI, the existing paragraph 4 shall be substituted by the following paragraphs 4 and 4A, namely:-

**“4. Special provisions for women and young persons.-** No pregnant woman, lactating mother, adolescent and child shall be employed or permitted to work in any process or operation specified in this schedule or at any place where such process or operation is carried on. However, before employing any woman other than pregnant woman or lactating mother to carry out any process or operation specified in this schedule, the occupier shall ensure that automated handling systems and enclosed system are installed at every place where such process or operation is carried on and specialized Personal Protective Equipment including respiratory protection shall be provided to such employed woman.

**4A. Health monitoring and safety training.-** Regular blood lead level monitoring shall be carried out. Regular safety training shall be provided to all persons employed to carry out process or operation specified in this schedule.”;

(v) in Schedule VII, the existing paragraph 1 shall be substituted by the following paragraphs 1 and 1A, namely:-

**“1. Special provisions for women and young persons.-** No pregnant woman, lactating mother, adolescent and child shall be employed or permitted to work in any process or operation specified in this schedule or at any place where such process or operation is carried on. However, before employing any woman other than pregnant woman or lactating mother to carry out any process or operation specified in this schedule, the occupier shall ensure that remote monitoring systems and gas detection equipment are installed at such place and specialized Personal Protective Equipment including self-contained breathing apparatus shall be provided to such employed woman.

**1A. Emergency response and safety training.-** Emergency response training and regular safety training shall be provided to all persons employed to carry out process or operation specified in this schedule.”;

(vi) in Schedule VIII, the existing paragraph 2 shall be substituted by the following paragraphs 2, 2A and 2B, namely:-

**“2. Prohibition of sand blasting.-** Sand or any other substance containing free silica shall not be introduced as an abrasive into any blasting apparatus and shall not be used for blasting.

**2A. Special provisions for women and young persons.-** No pregnant woman, lactating mother, adolescent, child or young person shall be employed or permitted to work in any process or operation specified in this schedule or at any place where such process or operation is carried on. However, before employing any woman other than pregnant woman or lactating mother to carry out any process or operation specified in this schedule, the occupier shall ensure that blasting shall be carried out in enclosed system and local exhaust ventilation is installed at such place and specialised Personal Protective Equipment shall be provided to such employed woman.

**2B. Safety training.-** Regular safety training shall be provided to all persons employed to carry out process or operation specified in this schedule.”;

(vii) the existing PART-IX of the Schedule X shall be substituted by the following, namely:-

#### “PART-IX

##### **Special provisions for women and young persons**

1. No pregnant woman, lactating mother, adolescent and child shall be employed or permitted to work in any process or operation specified in this schedule or at any place where such process or operation is carried on. However, before employing any woman other than pregnant woman or lactating mother to carry out any process or operation specified in this schedule, the occupier shall ensure that chemical-specific preventive measures are taken and toxicity information shall be displayed at such place.

2. Regular safety training shall be provided to all persons employed to carry out process or operation specified in this schedule.”;

(viii) in Schedule XI, the existing paragraph 5 shall be substituted by the following paragraphs 5 and 5A, namely:-

**“5. Special provisions for women and young persons.-** No pregnant woman, lactating mother, adolescent and child shall be employed or permitted to work in any process

or operation specified in this schedule or at any place where such process or operation is carried on. However, before employing any woman other than pregnant woman or lactating mother to carry out any process or operation specified in this schedule, the occupier shall ensure that wet method is used to reduce dust and lead-free glazes shall be used.

**5A. Safety training.-** Regular safety training shall be provided to all persons employed to carry out process or operation specified in this schedule.”

(ix) in Schedule XII, the existing paragraph 4 shall be substituted by the following paragraphs 4 and 4A, namely:-

**“4. Special provisions for women and young persons.-** No pregnant woman, lactating mother, adolescent and child shall be employed or permitted to work in any process or operation specified in this schedule or at any place where such process or operation is carried on. However, before employing any woman other than pregnant woman or lactating mother to carry out any process or operation specified in this schedule, the occupier shall ensure that automation of lead handling is implemented and enclosure of lead processes is installed at such place and specialized Personal Protective Equipment including respiratory protection shall be provided to such employed woman.

**4A. Health monitoring and safety training.-** Regular blood testing shall be carried out. Regular safety training shall be provided to all persons employed to carry out process or operation specified in this schedule.”;

(x) in Schedule XIII, the existing paragraph 3 shall be substituted by the following paragraphs 3 and 3A, namely:-

**“3. Special provisions for women and young persons.-** No pregnant woman, lactating mother, adolescent and child shall be employed or permitted to work in any process or operation specified in this schedule or at any place where such process or operation is carried on. However, before employing any woman other than pregnant woman or lactating mother to carry out any process or operation specified in this schedule, the occupier shall ensure that closed system with local ventilation is installed at such place and limited exposure period shall be maintained for such employed woman.

**3A. Safety training.-** Regular safety training shall be provided to all persons employed to carry out process or operation specified in this schedule.”;

(xi) in Schedule XVIII, the existing paragraph 3 shall be substituted by the following paragraphs 3 and 3A, namely:-

**“3. Special provisions for women and young persons.-** No pregnant woman, lactating mother, adolescent and child shall be employed or permitted to work in any process or operation specified in this schedule or at any place where such process or operation is carried on. However, before employing any woman other than pregnant woman or lactating mother to carry out any process or operation specified in this schedule, the occupier shall ensure that closed system with local ventilation is installed at such place, limited exposure period shall be maintained and specialised Personal Protective Equipment shall be provided to such employed woman.

**3A. Safety training.-** Regular safety training shall be provided to all persons employed to carry out process or operation specified in this schedule.”;

(xii) in Schedule XIX, the existing paragraph 15 shall be substituted by the following paragraphs 15 and 15A, namely:-

**“15. Special provisions for women and young persons.-** No pregnant woman, lactating mother, adolescent and child shall be employed or permitted to work in any process or operation specified in this schedule or at any place where such process or operation is carried on. However, before employing any woman other than pregnant woman or lactating mother to carry out any process or operation specified in this schedule, the occupier shall ensure that enclosed extraction system is installed at such place and specialized Personal Protective Equipment shall be provided to such employed woman.

**15A. Safety training.-** Regular safety training shall be provided to all persons employed to carry out process or operation specified in this schedule.”;

(xiii) in Schedule XX, the existing paragraph 8 shall be substituted by the following paragraphs 8 and 8A, namely:-

**“8. Special provisions for women and young persons.-** No pregnant woman, lactating mother, adolescent, child or young person shall be employed or permitted to work in any process or operation specified in this schedule or at any place where such process or operation is carried on. However, before employing any woman other than pregnant woman or lactating mother to carry out any process or operation specified in this schedule, the occupier shall ensure that automation of high exposure of manganese tasks is implemented and specialized Personal Protective Equipment including respiratory protection shall be provided to such employed woman.

**8A. Safety training.-** Regular safety training shall be provided to all persons employed to carry out process or operation specified in this schedule.”;

(xiv) in Schedule XXI, the existing paragraph 6 shall be substituted by the following paragraphs 6 and 6A, namely:-

**“6. Special provisions for women and young persons.-** No pregnant woman, lactating mother, adolescent and child shall be employed or permitted to work in any process or operation specified in this schedule or at any place where such process or operation is carried on. However, before employing any woman other than pregnant woman or lactating mother to carry out any process or operation specified in this schedule, the occupier shall ensure that limited exposure period is maintained and Personal Protective Equipment shall be provided to such employed woman.

**6A. Air monitoring and safety training.-** To maintain air quality, regular air monitoring shall be carried out. Regular safety training shall be provided to all persons employed to carry out process or operation specified in this schedule.”;

(xv) in Schedule XXIII, the existing paragraph 5 shall be substituted by the following paragraphs 5 and 5A, namely:-

**“5. Special provisions for women and young persons.-** No pregnant woman, lactating mother, adolescent and child shall be employed or permitted to work in any process or operation specified in this schedule or at any place where such process or operation is carried on. However, before employing any woman other than pregnant woman or lactating mother to carry out any process or operation specified in this schedule, the occupier shall

ensure that automated handling systems and enclosed processes are installed at such place and regular medical testing for organophosphates shall be carried out for such employed woman.

**5A. Safety training.-** Regular safety training shall be provided to all persons employed to carry out process specified in this schedule.”; and

(xvi) in Schedule XXVIII, the existing paragraph 9 shall be substituted by the following paragraphs 9 and 9A, namely:-

**“9. Special provisions for women and young persons.-** No pregnant woman, lactating mother, adolescent and child shall be employed or permitted to work in any process or operation specified in this schedule or at any place where such process or operation is carried on. However, before employing any woman other than pregnant woman or lactating mother to carry out any process or operation specified in this schedule, the occupier shall ensure that automated handling and mixing process systems and dust control systems are installed at such place and specialised Personal Protective Equipment including flame-resistant clothing shall be provided to such employed woman.

**9A. Safety training.-** Regular safety training shall be provided to all persons employed to carry out process or operation specified in this schedule.”

[File No. F.3(1)Legal/CIFB/10-00136-00649]

By order of the Governor,

(Sohan Lal Meena),

Sr. Dy. Secretary to the Government.

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Government Central Press, Jaipur.