

GOVERNMENT OF JHARKHAND

LABOUR, EMPLOYMENT, TRAINING AND SKILL DEVELOPMENT DEPARTMENT
(Office of the Labour Commissioner, Fax no. 0651-2481013 Email:labcomjhr@gmail.com)

DRAFT NOTIFICATION

S.O. :

Ranchi, Dated:

In exercise of the powers conferred by section 115 of the Factories Act, 1948 (Amended 1987) the Department of Labour, employment, Training and Skill Development, Government of Jharkhand invites objections and suggestions to the proposed amendments in Schedule II, III, IV, VI, VII, VIII, X, XI, XIII, XVI, XVII, XVIII, XIX and XX of Rule 95 Jharkhand Factories Rules, 1950 from all persons likely to be affected thereby on or before 15.09.2025 on which the draft of the proposed rules was published.

(1) Short title, extent and commencement.-

- (i) These rules may be called the Jharkhand Factories (Amendment) Rules, 2025.
- (ii) It shall extend to the whole of the State of Jharkhand.
- (iii) It shall come into force from the date of publication in the Official Gazette.

(2) Substitution of Para 3 of Schedule II of Rule (95) of the Jharkhand Factories Rules, 1950

The said Rule shall be substituted by the following-

“Prohibitions relating to pregnant women, lactating mothers and young persons.- No pregnant women, lactating mothers and adolescent or child shall be employed or permitted to work at a bath. Women other than pregnant and lactating mothers may be allowed to work with their consent.”

(3) Substitution of Para 3 of Schedule III of Rule (95) of the Jharkhand Factories Rules, 1950

The said Rule shall be substituted by the following-

“Prohibitions relating to pregnant women, lactating mothers and young persons.- No pregnant women, lactating mothers and young person shall be employed or permitted to work in any lead process or in any room in which the manipulation of raw oxide of lead or pasting is carried on. Women other than pregnant and lactating mothers may be allowed to work with their consent.”

(4) Substitution of Para 4 of Schedule IV of Rule (95) of the Jharkhand Factories Rules, 1950

The said Rule shall be substituted by the following-

“Prohibitions relating to pregnant women, lactating mothers and young persons.- No pregnant women, lactating mothers and young person shall be employed or permitted to work in any of the operations specified in paragraph 3 or at any place where such operations are carried on. Women other than pregnant and lactating mothers may be allowed to work with their consent.”

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(5) Substitution of Para 4 of Schedule VI of Rule (95) of the Jharkhand Factories Rules, 1950

The said Rule shall be substituted by the following-

"Prohibitions relating to pregnant women, lactating mothers and young persons.- No pregnant women, lactating mothers and young person shall be employed or permitted to work in any of the operation specified in paragraph 3. Women other than pregnant and lactating mothers may be allowed to work with their consent."

(6) Substitution of Para 1 of Schedule VII of Rule (95) of the Jharkhand Factories Rules, 1950

The said Rule shall be substituted by the following-

"Prohibitions relating to pregnant women, lactating mothers and young persons.- No pregnant women, lactating mothers and young person shall be employed or permitted to work in or shall be allowed to enter any building in which the generating of petrol gas from petrol is carried on. Women other than pregnant and lactating mothers may be allowed to work with their consent."

(7) Substitution of Para 3 of Schedule VIII of Rule (95) of the Jharkhand Factories Rules, 1950

The said Rule shall be substituted by the following-

"Prohibition of employment of pregnant women, lactating mothers and young persons.- No pregnant women, lactating mothers and young person shall be employed or permitted to work at any operation of sand blasting. Women other than pregnant and lactating mothers may be allowed to work with their consent."

(8) Substitution of Para 4 of Schedule X of Rule (95) of the Jharkhand Factories Rules, 1950

The said Rule shall be substituted by the following-

"Prohibition of employment of pregnant women, lactating mothers and young persons.- No pregnant women, lactating mothers and young persons shall be employed or permitted to work in any lead process. Women other than pregnant and lactating mothers may be allowed to work with their consent."

(9) Substitution of Para 7 of Schedule XI of Rule (95) of the Jharkhand Factories Rules, 1950

The said Rule shall be substituted by the following-

"No pregnant women, lactating mothers and young person shall be employed or allowed to work in any of the operations specified in clause 3 (1) or at any place where such operations are carried on in the following processes :-

(i) the wedging of clay:

(ii) wheel turning for a thrower of wheel turning for pressing tiles ;

Women other then pregnant and lactating mothers may be allowed to work with their consent.

h.c.

(10) Substitution of Para 63 of Schedule XIII of Rule (95) of the Jharkhand Factories Rules, 1950

The said Rule shall be substituted by the following-

"Restrictions on the employment of young persons, pregnant women, and lactating mothers .- (a) Persons under 18 years of age, pregnant women and lactating mothers shall not be employed in any process in which hydrofluoric acid fumes or ammoniacal vapours are given off or in any of the following operations:-

- (i) evaporation of brine in open pans;
- (ii) stoving of salt;
- (iii) work at furnace where the treatment of zinc ores is carried on; and
- (iii) leaning of work-room where the process mentioned in (iii) is carried on.

Women other than pregnant and lactating mothers may be allowed to work with their consent.

(11) Substitution of Para 8 of Schedule XVI of Rule (95) of the Jharkhand Factories Rules, 1950

The said Rule shall be substituted by the following-

"Prohibition relating to pregnant women, lactating mothers and young persons.- No pregnant women, lactating mothers and young persons shall be employed or permitted to work in any manganese process. Women other than pregnant and lactating mothers may be allowed to work with their consent."

(12) Substitution of Para 5 of Schedule XVII of Rule (95) of the Jharkhand Factories Rules, 1950

The said Rule shall be substituted by the following-

"Prohibition relating to employment of pregnant women, lactating mothers and young persons.- No pregnant women, lactating mothers and young persons shall be employed or permitted to work in any room in which the said manufacturing process is carried on or in any room in which any dangerous pesticide is stored. Women other than pregnant and lactating mothers may be allowed to work with their consent."

(13) Substitution of Para 6 of Schedule XVIII of Rule (95) of the Jharkhand Factories Rules, 1950

The said Rule shall be substituted by the following-

"Prohibition relating to employment of pregnant women, lactating mothers and young persons. - No pregnant women, lactating mothers and young persons shall be employed or permitted to work in any room or place in which benzene is used. Women other than pregnant and lactating mothers may be allowed to work with their consent."

(14) Substitution of Para 15 of Schedule XIX of Rule (95) of the Jharkhand Factories Rules, 1950

The said Rule shall be substituted by the following-

"Prohibition in employment of pregnant women, lactating mothers and young persons.- No pregnant women, lactating mothers and young persons shall be employed in any solvent extraction plant. Women other than pregnant and lactating mothers may be allowed to work with their consent."

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(15) Substitution of Para 9 of Schedule XX of Rule (95) of the Jharkhand Factories Rules, 1950

The said Rule shall be substituted by the following-

"Prohibition in employment of pregnant women, lactating mothers, young persons and persons with disabilities- No pregnant women, lactating mothers, young persons and persons with disabilities shall be employed in the process covered by this part of the schedule. Women other than pregnant and lactating mothers may be allowed to work with their consent."

Notification: 7 / झारकाठ संशोधन 1020 / 2025 श्रमनियम (मुद्रांकन) - 455 Ranchi, dated- 01-08-2025

By order of the Governor of Jharkhand,

Rt.
31/07/2025
Under Secretary

Office of the Labour Commissioner,
Jharkhand, Ranchi.