



Government of Jammu and Kashmir  
**Labour & Employment Department**  
Civil Secretariat, Jammu/Srinagar.

**Draft Notification**

Srinagar, the 19th August, 2025

S.O. 216 In exercise of the powers conferred by Section 112 of the Factories Act, 1948, (Act 63 of 1948), the Government of Jammu & Kashmir intend to incorporate the following rules namely "Personal Protective Equipments (PPEs)'s after Rule 56, sub-rule (2) in the Jammu and Kashmir Factories Rules, 1972.

**"(3) Personal Protective Equipments (PPEs):-** Workers should mandatorily provided with Personal Protective Equipments (PPEs) under any of the provision of the Act or the Rules by the factory Occupiers and such PPEs shall conform to the relevant National Standards. The Occupiers shall require the workers to use such PPEs and same shall be maintained in proper working conditions by the Occupier. No charge, however, shall be charged by the Occupier from the workers for provision of such PPEs. Without prejudice to the generality of the provisions of any other rules made in this regard, the various types of PPEs to which this rule shall extend for use in factories shall be prescribed below:

- i. **Safety Helmet:** All workers who are likely to be exposed to any hazard which may cause head injury shall be provided with safety helmets by the Occupier conforming to the relevant National Standards. All the workers shall be adequately trained on proper use of such PPEs. When work at height is being carried out, such safety helmet shall be provided with a nape strap. No safety helmet which has resisted an impact shall be re-used. Periodic cleaning and visual inspection to check any deformation in size or shape shall be carried out.
- ii. **Protective Footwear:** Protective footwear should be provided to the workers by the Occupier who are exposed to hazards which are likely to cause injury to them by way of materials being dropped on their feet or nails or other sharp objects

  
A. W. Srinagar

penetrating their sole; the type and nature of the footwear to be used at workplaces shall be decided by the occupiers based on the nature of work being carried out at such workplaces. Proper medical care shall be given to the workers who may suffer from ingrown nails, metatarsalgia, heel spur, hammer toes and nerve damage after wearing such safety shoes.

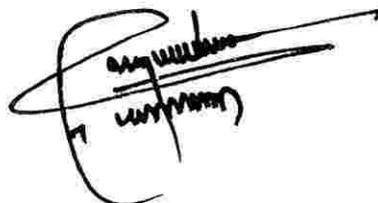
- iii. **Safety Goggles and Spectacles:** The relevant National Standards shall be applicable for eye-protection intended for use in industrial undertakings to provide protection for the eyes of the workers against hazards such as flying particles and fragments, splashing materials and molten metal's harmful dust gases of vapors, aerosols and radiations which are likely to impair vision or damage the eyes. Additional eye protection over their prescription lenses shall be used ensuring that the protective eye-wear does not disturb the proper positioning of the prescription lenses. Such protective eye-wear shall be provided by the Occupier to the workers.
- iv. **Equipment for Eye and Face Protection During Welding:** Relevant National Standards shall be followed for the requirements of goggles, hand shield and helmet intended to protect an operator above the shoulder from harmful radiation and particles of hot metal during welding, cutting and similar operations employing gas flame or electric arc and the same shall be provided by the Occupier.
- v. **Gloves and Protective Clothing:** Suitable gloves, leather gauntlets and mittens conforming to relevant National Standards shall be provided by the Occupier for the protection of hands of the workers from getting injured. Such protective gloves shall be provided where the hands are exposed to hazards like skin-absorption of harmful substances, severe cuts of lacerations, severe abrasions, punctures, chemical burns, thermal burns and harmful extremes. Suitable stitched protective clothing as per the relevant National Standards (Rubberized, acid and alkali resistant) shall be used for protection of workers who are likely to be exposed to any hazard which may cause injury to their skin.



A handwritten signature in black ink, appearing to read 'Anjuman', is written over a horizontal line. Below the signature, the date '1/1/2011' is written.

- vi. **Ear Protection when Exposed to Noise:** Protection against the effects of noise exposure shall be provided by the Occupier to the workers when the sound levels exceed the prescribed levels. The relevant National Standards shall be followed while selection of suitable ear protection.
- vii. **Respiratory Protection:** Respiratory protective equipments based on the nature of hazards as per the relevant National Standards shall be provided by the Occupier to the workers for their respiratory protection against dust, fumes, gases, particulate matter etc.
- viii. **Other Protective Equipment:** Appropriate PPEs bases on the nature of the hazards as per the relevant National Standards shall be provided by the Occupier to the workers. These shall include the following:
- a) Safety harness with independently secured lifeline where protection against falls cannot be provided by other appropriate means.
  - b) Life vests and life preservers where there is a danger of drowning by falling into water.
  - c) Distinguish clothing or reflective devices or otherwise conspicuously visible material when there is regular exposure to danger from moving vehicles. Inspector may, having regard to the nature of the hazards involved in work and the process being carried out, order the Occupier or the Manager, in writing to supply to the workers exposed to a particular hazard any personal protective equipment conforming to the relevant National Standards as may be found appropriate.'

Now, in pursuance of sub section (1) of Section 115 of the Factories Act, 1948, the aforesaid Rules are hereby published for information of the general public and stake holders likely to be affected thereby for inviting objections/suggestions. Those who desire to object to the aforesaid Rules may submit objections/suggestions for consideration in writing to the Commissioner/Secretary to the Government, Labour & Employment Department, Civil Secretariat, Jammu/Kashmir within a period for forty-five (45) days from the date of issuance of this notification.

A handwritten signature in black ink, written over a circular stamp. The signature is cursive and appears to be 'S. Singh'. The stamp is partially obscured by the signature but contains some illegible text.

Objections and suggestions, if any may be addressed to the Administrative Secretary, Department of Labour & Employment, Civil Secretariat, Room No: 405, 4<sup>th</sup> Floor Civil Secretariat, Srinagar or by email on [kumarranjan.iasjk@nic.in](mailto:kumarranjan.iasjk@nic.in)/ [waheed.2831@jk.gov.in](mailto:waheed.2831@jk.gov.in) or by Fax on 0194-2506197.

Any objection/suggestion received after the expiry of the said period shall not be entertained.

**By order of the Government of Jammu & Kashmir.**

Sd/-

**(K. Rajeev Ranjan) IAS  
Secretary to the Government**

No: LE-LAB/1/2025-11-L&E (e-7611767)

Dated: 19.08.2025

**Copy to the:**

1. Secretary to the Government of India, Ministry of Labour & Employment, Shram Shakti Bhawan, New Delhi-110001.
2. All Administrative Secretaries, UT of J&K.
3. Principal Secretary to the Hon'ble Lieutenant Governor, J&K.
4. Joint Secretary (J&K), Ministry of Home Affairs, Government of India.
5. Divisional Commissioner, Jammu/Kashmir.
6. Secretary, J&K Legislative Assembly, Jammu/Srinagar.
7. All Deputy Commissioners, UT of J&K.
8. All Heads of Departments.
9. Labour Commissioner, J&K.
10. Director Information, J&K with the request to publish the notification in leading English Dailies on each from Jammu/Kashmir.
11. Director Archives, Archaeology & Museums, J&K.
12. OSD to Hon'ble Deputy Chief Minister (Minister In-Charge of L&E Department).
13. General Manager Government Press, Srinagar for its publication in the next issue of the Government Gazetted.
14. Private Secretary to the Chief Secretary, J&K.
15. Private Secretary to the Secretary to the Government, Labour and Employment Department.
16. I/C Website (L&E)/
17. SO file/ Stock file (w.2.s.c.)

  
19.08.2025  
(Waheed Ahmed) JKAS  
Under Secretary to the Government