



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

**Notification**

**Srinagar, 17<sup>th</sup> of October, 2025**

**S.O. 272:** Whereas, draft amendment to the Jammu and Kashmir Factories Rules, 1972 was published vide notice bearing No: LE-LAB/34/2023-12-L&E (e-7202375), dated: 21.10.2024 as required by section 115 of the Factories Act 1948 (Act 63 of 1948), inviting objections and suggestions from all persons likely to be affected; and

Whereas, no objection/suggestion in this regard was received within the stipulated period of time.

Now,, therefore, in exercise of the powers conferred by section 112 of the Factories Act, 1948, the Government of Jammu and Kashmir, hereby makes the following amendment in the Jammu and Kashmir Factories Rules, 1972; namely:-

**After Rule 88, the following shall be added as Rule 88 A namely;**

**"88A.Prescriptions relating to conditions of safety, holidays and working hours or any other condition(s) for women.** -The following prescriptions relating to conditions of safety, holidays and working hours or any other condition(s) to be observed by the employer of each Factory for employing women during night shifts (beyond 7:00 PM and before 6:00 AM) shall be as under: -

1. Consent of women employees shall be obtained in writing to work in night shifts;
2. The establishment shall provide transport facilities from the residence of the woman employee to the

workplace and back, free of cost and with adequate security. Such transport facility shall have CCTV Cameras and GPS for tracking and monitoring;

3. The safety and security measures shall include provision of shelter, rest rooms, lunch rooms, night crèches and ladies toilets, adequate protection of their privacy, dignity, honor and safety, protection from sexual harassment, employment of at least five (5) women employees together.

4. Adequate number of security guards shall be posted during night shift;

5. The establishment shall obtain Bio-data of each driver and conduct pre-employment screening of the antecedents of all drivers employed.

6. The Schedule, route, pick-up point and drop point shall be decided by the supervisory officer of the company only. In case of exigencies, change of drivers/routes/shifts shall be allowed only with the prior knowledge of supervisory officers/employees;

7. Selection of routes shall be made in such a way that no women employees shall be picked up first and dropped last;

8. The personal details, particularly mobile phone numbers, email ID and address of the women employees shall not be disclosed to unauthorized persons;

9. The company shall provide security guards at work place and night shift vehicles when women employees are being picked up first or dropped last;

10. The designated supervisors of the company or service provider shall randomly check the vehicles on various routes as far as possible;

11. The establishment shall have a control room/travel desk for monitoring movement of vehicles; and



12. The Company shall maintain the records and furnish returns as prescribed by the State Government within time.

(2) If any factory fails to comply with the above conditions, it may lead to cancellation of the Registration Certificate.

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

Sd/-  
**Kumar Rajeev Ranjan) IAS**  
**Secretary to the Government**

No. LE-LAB/34/2023-12-L&E (e-7202375)

Dated: 17.10.2025

**Copy to the:-**

1. Secretary to Govt. of India, MoLE, Shram Shakti Bhawan, N. Delhi-110001.
2. All Administrative Secretaries.
3. Principal Secretary to the Hon'ble Lieutenant Governor, J&K
4. Joint Secretary (J&K), Ministry of Home Affairs, Govt. of India.
5. Divisional Commissioner, Jammu/Kashmir.
6. Secretary, J&K Legislative Assembly, Jammu/Srinagar.
7. All Deputy Commissioners.
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 one each from Jammu/Kashmir.
11. Director Archives, Archaeology & Museums, J&K.
12. Special Assistant with Hon'ble Deputy Chief Minister for kind information of Hon'ble Deputy Chief Minister.
13. General Manager, Government Press, Jammu for its publication in the next issue of the Government Gazette.
14. Private Secretary to Chief Secretary, J&K.
15. Private Secretary to the Secretary to Government, Labour & Employment Department.
16. I/c Website (L&E).
17. SO file/Stock file (w.2.s.c.)

  
**(Shahid Mahmood) JKAS**  
**Additional Secretary to the Government**  
**Labour and Employment Department**