



Government of Jammu & Kashmir

Labour & Employment Department

Civil Secretariat, Jammu/Srinagar.

NOTIFICATION

Srinagar, the 27th of October, 2025

S.O. 280: In exercise of the powers conferred by Section 112 of the Factories Act, 1948, (Act 63 of 1948) the Government of Jammu & Kashmir intends to make the following amendments in Jammu and Kashmir Factories Rules 1972; namely:

1. In schedule II, in clause 3, for the words "**Women**" the words "**Pregnant Women**" shall be substituted.
2. In schedule III, in clause 3, for the words "**Women**" the words "**Pregnant Women**" shall be substituted.
3. In schedule IV, in clause 4, for the words "**Women**" the words "**Pregnant Women**" shall be substituted.
4. In schedule VI, in clause 4, for the words "**Women**" the words "**Pregnant Women**" shall be substituted.
5. In schedule VII, in clause 1, for the words "**Women**" the words "**Pregnant Women**" shall be substituted.
6. In schedule VIII, in clause 2, for the words "**Women**" the words "**Pregnant Women**" shall be substituted.
7. In schedule X, in clause 4, for the words "**Women**" the words "**Pregnant Women**" shall be substituted.
8. In schedule XI, in clause 5, for the words "**Women**" the words "**Pregnant Women**" shall be substituted.

Now, in pursuance of sub-section (1) of section 115 of the Factories Act, 1948, the aforesaid amendments are hereby published for information of all persons for inviting objections/suggestions; and notice is hereby given that the draft amendments shall be taken into consideration after the expiry of (07) days from the date of issuance of this Notification.

Objections and suggestions, if any may be addressed to the Administrative Secretary, Department of Labour & Employment, Civil Secretariat, Jammu, Room No. 3/15, 3rd Floor Civil Secretariat, J&K, Jammu or by email at waheed.2831@jk.gov.in. Any objection/suggestion received after the expiry of the said period shall not be entertained.

By the order of the Government of Jammu & Kashmir.

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

No: LE-Pig/34/2024-11-L&E (e-7635854)

Dated: 27.10.2025

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. Director Information, J&K with the request to publish the notification in leading English dailies one each from Jammu/Kashmir.
10. Labour Commissioner, J&K.
11. Director Archives, Archaeology & Museums, J&K.
12. OSD 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.).


27.10. XXV.
**(Waheed Ahmad) JKAS
Under Secretary to the Government**