

(Authoritative English Text of this Department notification No. LEP-A003/19/2023-Loose-I dated 16-10-2025, as required under clause (3) of article 348 of the Constitution of India).

Government of Himachal Pradesh
Department of Labour, Employment & Overseas Placement

No. LEP-A003/19/2023-Loose-I

Dated, Shimla-171001

16th October, 2025

Notification

Whereas in pursuance of the provisions of Section 112 read with Section 115 of Factories Act, 1948 (Act No. LXIII of 1948), the draft Himachal Pradesh Factories (Amendment) Rules, 2025 were published in the Rajpatra, Himachal Pradesh on 08-08-2025 vide this Department Notification of even number dated 01-08-2025 for inviting the objections & suggestions of the person(s) likely to be affected thereby:

And whereas, no objections/suggestions have been received, therefore, in exercise of the powers conferred by Section 112 of the Factories Act, 1948 (Act No. LXII of 1948), the Governor, Himachal Pradesh is pleased to make the following rules further to amend the Himachal Pradesh Factories Rules, 1950 notified vide Industries Department Notification No. D 80-12/48-III dated 06.05.1952, namely:-

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| Short title and commencement | 1. | (1) These rules may be called the Himachal Pradesh Factories (Amendment) Rules, 2025.
(2) These rules shall come into force from the date of their publication in the Rajpatra, (e-Gazette), Himachal Pradesh. |
| Amendment of SCHEDULE II | 2. | In clause 3 of SCHEDULE II of the Himachal Pradesh Factories Rules, 1950 (hereinafter referred to as the 'said rules'),- the words "women and" shall be deleted. |
| Amendment of SCHEDULE III | 3. | In clause 3 of SCHEDULE III of the said rules, the words "women and" shall be deleted. |
| Amendment of SCHEDULE IV | 4. | In clause 4 of SCHEDULE IV, of the said rules, the words "women and" shall be deleted. |
| Amendment of SCHEDULE VI | 5. | In clause 4 of SCHEDULE VI, of the said rules, the |

- Amendment of **SCHEDULE VII** 6. **words "women or" shall be deleted.**
In clause 1 of SCHEDULE VII, of the said rules, **the words "women and" shall be deleted.**
- Amendment of **SCHEDULE VIII** 7. In clause 3 of SCHEDULE VIII, of the said rules **the words "women and" shall be deleted.**
- Amendment of **SCHEDULE XI** 8. In clause 5 of SCHEDULE XI, of the said rules, **the words "women or" shall be deleted.**
- Amendment of Form No. 20 9. In Form No. 20 of the said rules,-
(i) In clause 1, the words **"for more than 9 hours in any day"** the words **"for more than 10 hours in any day"** shall be substituted.
(ii) In clause 6, for the words and numbers **"no period shall exceed 5 hours"**, and **"more than 10^{1/2} hours"** in **any day or with the permission of the Chief Inspector in writing, 12 hours"** the words and numbers **"no period shall exceed 6 hours"** and **"more than 12 hours in any day"** shall be substituted respectively.
(iii) In clause 10, the following shall be substituted, namely,-
"10 Leaves of Employment of Women. Section 66.- the words women shall be employed in any factory for not more than 10 hours in any day or between the hours of 7 P.M. to 7 A.M.

By Order

Priyanka Basu Ingty
Secretary (LE & OP) to the
Government of Himachal Pradesh