

GOVERNMENT OF TELANGANA
ABSTRACT

Rules – Certain amendments to various Schedules under Rule 95 of the Telangana Factories Rules, 1950 for providing opportunities of employment to women workers in dangerous operations with certain safeguards – Preliminary Notification – Orders – Issued.

LABOUR EMPLOYMENT TRAINING AND FACTORIES (LAB-II) DEPARTMENT

G.O.Rt.No. 384

Dated: 23-09-2025

Read the following:-

1. G.O.Ms.No.39, LET&F (Lab) Department, dt: 30.12.2015.
2. From the Director of Factories, Telangana, Hyderabad, Lr.Nos.A4/613/2025, dt: 20.3.2025 & 5.8.2025.

ORDER:-

The Director of Factories, Telangana, Hyderabad in his letters read above has submitted proposal for allowing women (except pregnant women and lactating women) to work in dangerous operations by revoking existing prohibition mentioned in schedule No.II, III, IV, VI, VII, VIII, XI, XII, XIII, XIV, XV, XIX, XXI, XXII, XXIV, XXV, XXVI, XXVII, XXXI and XXXII under Rule 95 of the Telangana Factories Rules, 1950, to reduce the compliance burden under Ease of Doing Business and requested the Government to issue necessary orders in the matter.

2. Government, after careful examination of the matter, hereby decided to amend schedule No.II, III, IV, VI, VII, VIII, XI, XII, XIII, XIV, XV, XIX, XXI, XXII, XXIV, XXV, XXVI, XXVII, XXXI and XXXII under Rule 95 of the Telangana Factories Rules, 1950, by revoking existing prohibition on women from working in dangerous operations, to reduce the compliance burden under Ease of Doing Business (EODB) and to issue preliminary notification as required under sub-section (1) of section 115 of the Factories Act, 1948 (Central Act No.63 of 1948) calling for objections / suggestions within the period of 45 days from the date of publication of this notification in the Telangana Gazette.

3. Accordingly, the following notification shall be published in an extra-ordinary issue of the Telangana Gazette, dated: **24.09.2025**:

PRELIMINARY NOTIFICATION

The following draft amendment to the Telangana Factories Rules, 1950, which it is proposed to be made in exercise of the powers conferred by section 112 of the Factories Act, 1948 (Central Act 63 of 1948) is hereby published in the Telangana Gazette as required under sub-section (1) of section 115 of the said Act for the general information of the public.

2. Notice is hereby given that the said draft amendments will be taken into consideration by the Government after the expiry of a period of forty-five (45) days from the date on which the copies of the official Gazette in which this notification is published are made available to the public; and any objections or suggestions, which may be received from any person with respect to the said draft notification / rules within the aforesaid period thereof will be taken into consideration by the Government of Telangana.

3. Objections or suggestions, if any, should be addressed to the Director of Factories, Block No.304, 3rd Floor, Maithrivi Commercial Complex, Ameerpet, Telangana, Hyderabad-500 038 in duplicate.

4. Objections and suggestions, which may be received from any person with respect to the said draft notification before expiry of the said period specified above, will be considered by the State Government.

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5. The Commissioner, Printing, Stationary & Stores-Purchase (Printing Wing), Telangana, Hyderabad, is hereby requested to communicate the date on which the copies of the draft notification published in the Telangana Gazette are made available to the public.

AMENDMENT

In the said rules, in rule 95,-

1. in Schedule-II, for paragraph-3 including marginal heading, the following shall be substituted, namely,-

“3. Prohibition relating to young persons, pregnant women and lactating women:-

(a) No young person, pregnant woman and lactating woman shall be allowed to work at a bath.

(b) Women other than those specified above shall be allowed in the above works with provision of appropriate personal protective equipment only”.

2. in Schedule-III, for paragraph-3, including its marginal heading, the following shall be substituted, namely,-

“3. Prohibition relating to young persons, pregnant women and lactating women:-

(a) No young person, pregnant woman and lactating woman shall be allowed to work in any lead processes or in any room in which the manipulation of raw oxide lead or pasting is carried on.

(b) Women other than those specified above shall be allowed in the above works with provision of appropriate personal protective equipment only.

3. in Schedule-IV, for paragraph-4, including its marginal heading, the following shall be substituted, namely,-

“4. Prohibition relating to young persons, pregnant women and lactating women:-

(a) No young person, pregnant woman and lactating woman shall be allowed to work in any of the operations specified in paragraph 3 or at any place where such operations are carried on.

(b) Women other than those specified above shall be allowed in the above works with provision of appropriate personal protective equipment only”.

4. in Schedule-VI, for paragraph-4, including its marginal heading, the following shall be substituted, namely-

“4. Prohibition relating to young persons, pregnant women and lactating women:-

(a) No young person, pregnant woman and lactating woman shall be allowed to work in any of the operations specified in paragraph 3.

(b) Women other than those specified above shall be allowed in the above works with provision of appropriate personal protective equipment only”.

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5. in Schedule-VII, for paragraph-1, including its marginal heading, the following shall be substituted, namely,-

“1. Prohibition relating to young persons, pregnant women and lactating women:-

(a) No young person, pregnant woman and lactating woman shall be allowed to work in or shall be allowed to enter any building in which the generation of gas from dangerous petroleum as defined in the Petroleum Act, 1934 is carried on.

(b) Women other than those specified above shall be allowed in the above works with provision of appropriate personal protective equipment only”.

6. in Schedule-VIII, for paragraph-3, including its marginal heading, the following shall be substituted, namely,-

“3. Prohibition relating to young persons, pregnant women and lactating women:-

(a) No young person, pregnant woman and lactating woman shall be allowed to work at any operation of sand blasting.

(b) Women other than those specified above shall be allowed in the above works with provision of appropriate personal protective equipment only”.

7. in Schedule-XI, for paragraph-2, including its marginal heading, the following shall be substituted, namely,-

“2. Prohibition of employment of pregnant and lactating women, children and adolescents:-

(a) No pregnant and lactating woman, children and adolescents shall be allowed to work in any factory upon any of the operations specified in paragraph 1 above.

(b) Women other than those specified above shall be allowed in the above works with provision of appropriate personal protective equipment only”.

8. in Schedule-XII, for paragraph-4, including its marginal heading, the following shall be substituted, namely,-

“4. Prohibition relating to young persons, pregnant women and lactating women:-

(a) No young person, pregnant woman and lactating woman shall be allowed to work in any lead process.

(b) Women other than those specified above shall be allowed in the above works with provision of appropriate personal protective equipment only”.

9. in Schedule-XIII, for paragraph-2, including its marginal heading, the following shall be substituted, namely,-

“2. Prohibition relating to young persons, pregnant women and lactating women:-

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- (a) No young person, pregnant woman and lactating woman shall be allowed to work in any of the process specified in Rule 1 except in shelling of roasted cashew nuts.
- (b) Women other than those specified above shall be allowed in the above works with provision of appropriate personal protective equipment only”.

10. in Schedule-XIV, for paragraph-4, the following shall be substituted, namely,-

“4. Prohibition relating to young persons, pregnant women and lactating women:-

- (a) No young person, pregnant woman and lactating woman shall be allowed to work in any of the operations specified in paragraph 2 or at any place where such operations are carried on.
- (b) Women other than those specified above shall be allowed in the above works with provision of appropriate personal protective equipment only”.

11. in Schedule-XV, in part-IX, for paragraph-1, the following shall be substituted, namely,-

“(1) The Chief Inspector of Factories may by an order in writing, restrict or prohibit the employment of pregnant woman, lactating woman and young persons under the age of 18; in any of the processes covered in Appendix 'A' of this schedule on considerations of health and safety of women and young persons”.

12. in Schedule-XIX, in paragraph-2, for clause (ii), the following shall be substituted, namely,-

“(ii) Prohibition relating to young persons, pregnant women and lactating women:-

- (a) No young person, pregnant woman and lactating woman shall be allowed to work in any operation of sand blasting.
- (b) Women other than those specified above shall be allowed in the above works with provision of appropriate personal protective equipment only”.

13. in Schedule-XXI, for paragraph-8, including its marginal heading, the following shall be substituted, namely,-

“8. Prohibition relating to young person, pregnant and lactating women:-

- (a) No young person, pregnant woman and lactating woman shall be allowed to work in any room in which the manufacture or manipulation of Carcinogenic Dye Intermediates is carried on.
- (b) Women other than those specified above shall be allowed in the above works with provision of appropriate personal protective equipment only”.

14. in Schedule-XXII, for paragraph-15, including its marginal heading, the following shall be substituted, namely,-

“15. Prohibition relating to young persons, pregnant women and lactating women:-

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- (a) No young person, pregnant woman and lactating woman shall be allowed to work in the solvent extraction plant.
 - (b) Women other than those specified above shall be allowed in the above works with provision of appropriate personal protective equipment only”.
15. in Schedule-XXIV, for paragraph-5, including its marginal heading, the following shall be substituted, namely,-
- “5. Prohibition relating to Young persons, pregnant women and lactating women:-
- (a) No young person, pregnant woman and lactating woman shall be allowed to work in any room in which the manufacture and manipulation of dangerous pesticides is carried on or in any room in which dangerous pesticide is stored.
 - (b) Women other than those specified above shall be allowed in the above works with provision of appropriate personal protective equipment only”.
16. in Schedule-XXV, for paragraph-6, including its marginal heading, the following shall be substituted, namely,-
- “6. Prohibition relating to young persons, pregnant women and lactating women:-
- (a) No young person, pregnant woman and lactating woman shall be allowed to work in any work-room involving exposure to benzene or substances containing benzene.
 - (b) Women other than those specified above shall be allowed in the above works with provision of appropriate personal protective equipment only”.
17. in Schedule-XXVI, for paragraph-8, including its marginal heading, the following shall be substituted, namely,-
- “8.Prohibition relating to young persons, pregnant women and lactating women:-
- (a) No young person, pregnant woman and lactating woman shall be allowed to work in any manganese process.
 - (b) Women other than those specified above shall be allowed in the above works with provision of appropriate personal protective equipment only”.
18. in Schedule-XXVII, in part-B, for paragraph-9, including its marginal heading, the following shall be substituted, namely,-
- “9. Prohibition relating to young persons, pregnant women and lactating women and persons with disabilities:-
- (a) No young person, pregnant woman, lactating woman and persons with disabilities shall be allowed to work in the process covered by this part of the Schedule.
 - (b) Women other than those specified above shall be allowed in the above works with provision of appropriate personal protective equipment only”.

19. in Schedule-XXXI, for paragraph-9, including its marginal heading, the following shall be substituted, namely,-

“9.Prohibition relating to young persons, pregnant women and lactating women:-

- (a) No young person, pregnant woman, lactating woman shall be allowed to work in the operation where chemicals mixed and where fuses are cut.
- (b) Women other than those specified above shall be allowed in the above works with provision of appropriate personal protective equipment only.
- (c) Children shall not be employed or permitted to work in the manufacturing process or any work or operation or process connected therewith or incidental thereto in fireworks manufacturing”.

20. in Schedule-XXXII, for paragraph-4, including its marginal heading, the following shall be substituted, namely,-

“4. Prohibition relating to young persons, pregnant women and lactating women:-

- (a) No young person shall be employed or permitted to work in any operations specified in clause 1.
- (b) No pregnant woman, lactating woman shall be allowed to work in any operation specified in clause 3.
- (c) Women other than those specified above shall be allowed in the above works with provision of appropriate personal protective equipment only”.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF TELANGANA)

M.DANA KISHORE,
PRINCIPAL SECRETARY TO GOVERNMENT

To

The Commissioner of Printing, Stationary and Stores Purchase,
Hyderabad, for publication in the Telangana Gazette. (with a request to intimate the date of sale of gazette notification made available to public)

The Director of Factories, Telangana, Hyderabad.

Copy to:-

The P.S. to Special Secretary to C.M. (AR).

The P.S. to Minister (LET&F and M&G)

The Law (B) Department.

SF/SC

// FORWARDED :: BY ORDER //

SECTION OFFICER