

INDUSTRIES, ENERGY, LABOUR AND MINING DEPARTMENT

Madam Cama Marg, Hutatma Rajguru Chowk, Mantralaya, Mumbai 400 032,

dated the 3rd October, 2025.

NOTIFICATION

Factories Act, 1948.

No. FAC 2025/CR No. 117 (Part-1)/Labour-4.— In exercise of the powers conferred by section 41 read with sections 112 and 115 of the Factories Act, 1948 (63 of 1948), in its application to the State of Maharashtra and of all other powers enabling it in that behalf, the Government of Maharashtra is hereby makes the following rules further to amend the Maharashtra Factories Rules, 1963, the same having been previously published as required by sub-section (1) of section 115 of the said Act, as follows, namely:-

1. These rules may be called the Maharashtra Factories (Second Amendment) Rules, 2025.
2. In rule 3 of the Maharashtra Factories Rules, 1963 (hereinafter referred to as “the principal Rules”),-
 - (1) in sub-rule (1),-
 - (a) for the words and figure “made in Form 1” the words and figure “made electronically in Form 1” shall be substituted;
 - (b) in clause (b) the words “ in duplicate” shall be deleted;
 - (2) in sub-rule (2) the words “one copy of” shall be deleted;
 - (3) in sub-rule (3),-
 - (a) for the words and figure “made in Form 1” the words and figure “made electronically in Form 1” shall be substituted;
 - (b) in clause (b) the word “duplicate” shall be deleted;
 - (4) in sub-rule (4) the words “one copy of” shall be deleted.
3. In rule 3-A of the principal Rules,-
 - (1) in sub-rule (1),-
 - (a) the words “and approved by him” shall be deleted;
 - (b) the Explanation (1) shall be deleted;
 - (2) for sub-rule (2) the following sub-rule shall be substituted, namely:-

“(2) In case of Factory other than hazardous Factory, the Occupier shall submit the certificate of Stability in Form 1A issued by a competent person to the Chief Inspector of Factory within twelve months from the issuance of License under rule 6A in respect of such factory, building that has been constructed, reconstructed or extended for any premises that has taken in use as a Factory or a part of Factory.”.
4. In rule 5 of the principal Rules,-
 - (1) in sub-rule (1), the words “in triplicate” shall be deleted;
 - (2) in sub rule (2),-
 - (a) for the figures “2013” the figures “2026” shall be substituted.
 - (b) for the existing “SCHEDULE A” and “SCHEDULE B” the following SCHEDULES shall be substituted, namely:-

“Schedule-A

All Factories (except Power Generating Stations) Maximum Number of persons to be employed on the day during the year

Quantity of H.P. Installed (Maximum H.P.)	Number of workers								
	Up to 19	From 20 to 50	From 51 to 150	From 151 to 250	From 251 to 500	From 501 to 1,000	From 1001 to 2,500	From 2501 to 4,000	Above 4000
1	2	3	4	5	6	7	8	9	10
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Nil	385	825	3850	5775	11550	23100	46200	69300	92400
Upto 10	770	2475	7700	11550	17325	34650	69300	92400	115500
Above 10 but not above 50	1155	4125	11550	17325	23100	46200	86625	105875	127050
Above 50 but not above 100	3080	5775	17325	23100	34650	57750	103950	115500	138600
Above 100 but not above 500	6930	11550	34650	46200	57750	86625	115500	138600	161700
Above 500 but not above 1000	13475	24750	46200	63525	75075	115500	138600	161700	184800
Above 1000 but not above 2000	19250	31350	63525	75075	92400	127050	161700	184800	207900
Above 2000	26950	54450	75075	92400	127050	161700	184800	207900	231000

Schedule-B

Power Generating Stations

General Capacity in Megawatts	Numbers of workers			
	Upto 100	From 101 to 500	From 501 to 1,000	Over 1,000
	Rs.	Rs.	Rs.	Rs.
Upto 20 M.W.	4620	6930	11550	17325
Over 20 M.W. and Upto 50 M.W.	6545	10395	17325	23100
Over 50 M.W. and Upto 100 M.W.	9625	13475	23100	28875
Over 100 M.W. and Upto 250 M.W.	13475	17325	28875	34650
Over 250 M.W. and Upto 500 M.W.	17325	28875	34650	40425
Over 500 M.W. and Upto 750 M.W.	26950	28875	42570	46200
Over 750 M.W. and Upto 1,000 M.W.	26950	34650	46200	57750
Over 1,000 M.W.	30800	34650	57750	69300

(3) in sub rule (3), the figures “2013” wherever it occurs shall be substituted for the figures “2026”.

(4) sub-rule (4) shall be deleted.”.

5. In rule 6 of the principal Rules, in sub-rule (1) for the words and figure “licence in Form 4” the words and figure “licence electronically in Form 4” shall be substituted.

6. In rule 8 of the principal Rules, in sub-rule (2) for the words “renew the same” the words and figure “renew the same electronically in Form 4” shall be substituted.

7. Rule 11 of the principal Rules shall be deleted.

8. For rule 14 of the principal Rules, the following rule shall be substituted, namely:-

“14. Notice of occupation.-The notice of occupation, along with supporting documents, shall be submitted in Form 1 electronically. The Deputy Chief Inspector after accepting the notice, shall issue a license electronically in the name of occupier for the remaining period of previously granted license.”.

9. In rule 15 of the principal Rules, for the words and figure “in Form 5” the words and figure “in Form 1 electronically” shall be substituted.

10. For rule 18-A of the principal Rules the following rule shall be substituted, namely:-

“18-A. Medical Examination of workers.-

(1) Every occupier shall arrange to conduct medical examination of every worker, free of cost except workers covered under rules 73-V and 114, who has completed forty-five years of age annually;

(2) The medical examination shall be conducted by qualified medical practitioner or Certifying Surgeon appointed or authorised by the Government under section 10 or an institute of qualified medical practitioners or medical officer of Employees’ State Insurance Corporation or medical officer of Employees’ State Insurance Society.;

Explanation.- “Institute of qualified medical practitioners” means an organization having group of at least five qualified medical practitioners.

(3) The occupier shall send Form 7-A electronically to the Chief Inspector within fifteen days from the date of medical examination.”.

11. In rule 73-W of the principal Rules,-

(1) in sub-rule (1),-

(a) in clause (a) for the figures “50”, the figures “150” shall be substituted;

(b) in clause (b) for the figures and word “51 to 200”, the figures and word “151 to 500” shall be substituted;

(c) in clause (c),-

(i) for the figures “200” the figures “500” shall be substituted;

(ii) in sub-clause (i) for the figures “500” the figures “1000” shall be substituted;

(2) In sub-rule (2) after the words “by the State Government” the words “or minimum three years’ experience of medical examination of Industrial workers” shall be inserted.

12. After rule 73-ZC of the principal Rules, the following rule shall be inserted, namely:-

“73-ZD. Mock Drill.-

(1) The Occupier of every factory shall conduct a mock drill based on probable emergency scenario arising out of hazard in the factory at least once in six months.

(2) The dates and the scenario of the mock drill shall be informed to the Inspector within fifteen days from the date when the mock drill is conducted.”.

13. In rule 79 of the principal Rules, in sub-rule (1), the proviso shall be deleted.

14. For rule 102-B of the principal Rules, the following rule substituted, namely:-

“102-B.- Safety, security measures and safeguards to be provided to women workers working in factory between 7.00 p.m. to 6.00 a.m.- The Occupier shall, for employment of women, in factory before 6.00 a.m. and beyond 7.00 p.m., ensure the following conditions, namely:-

(a) Adequate transportation facilities shall be provided to women workers to pick-up from her residence and drop to factory and *vice-versa*.

(b) The workplace including passage towards conveniences and facilities concerning toilets, washrooms, drinking water, changing room, entry and exit of women worker shall be well-lit.

(c) Minimum two women workers shall be present on duty at any work place.

(d) The women worker, who work in night shifts and regular shifts, shall have a meeting through their representatives with the Manager, once in eight weeks as grievance day and the Manager shall try to comply with grievances.

(e) Written consent of each woman worker for such work and for such period, shall be obtained and preserved for three years.

(f) All reasonably practicable measures shall be ensured for the safety and security of women worker including installation of CCTV surveillance with recording facilities for at least forty-five days.”

15. Rule 102-C of the principal Rules shall be deleted.

16. In rule 114 of the principal Rules,-

(1) in Schedule II, in clause (3) for the word “women” the words “pregnant women, lactating mothers” shall be substituted;

(2) in Schedule III, in clause (3) for the word "women" the words "pregnant women, lactating mothers" shall be substituted;

(3) in Schedule IV, in clause (4) for the word "women" the words "pregnant women, lactating mothers" shall be substituted;

(4) in Schedule VI, in clause (4) for the word "women" the words "pregnant women, lactating mothers" shall be substituted;

(5) in Schedule VII, in clause (1) for the word "women" the words "pregnant women, lactating mothers" shall be substituted;

(6) in Schedule VIII, in clause (10), for the word "women" the words "pregnant women, lactating mothers" shall be substituted;

(7) in Schedule X, in clause (2) for the word "women" the words "pregnant women, lactating mothers" shall be substituted;

(8) Schedule-XIII shall be deleted;

(9) in Schedule XIV, in clause (2) for the word "women" the words "pregnant women, lactating mothers" shall be substituted;

(10) in Schedule XV, in clause (4) for the word "women" the words "pregnant women, lactating mothers" shall be substituted;

(11) in Schedule XVIII, in clause (9) for the word "women" the words "pregnant women, lactating mothers" shall be substituted;

(12) in Schedule XX, in clause (6) for the word "women" the words "pregnant women, lactating mothers" shall be substituted;

(13) in Schedule XXI, in clause (16) for the word "women" the words "pregnant women, lactating mothers" shall be substituted;

(14) in Schedule XXII, in clause (9) for the word "women" the words "pregnant women, lactating mothers" shall be substituted;

(15) in Schedule XXVI, in clause (9) for the word "women" the words "pregnant women, lactating mothers" shall be substituted.

17. For rule 114-A, the following rule shall be substituted, namely:-

"114-A. *Additional safety measures for employment of women in dangerous operations under section 87.-*

(1) Every woman employed in manufacturing process wherein dust or fume or other impurity is given off, shall be provided with suitable respirator, nose mask, etc.

(2) No woman worker shall be engaged to work near the machinery in motion without wearing head cap, apron and suitable overcoat so as to avoid the risk of bodily injury from any moving part.

(3) The occupier carrying on dangerous operations shall disseminate the information to every woman worker in relation to dangers, physical and health hazards arising from the exposure, handling, transportation, storage and other processes involved therein and such information shall be in Marathi and in the language understood by every woman worker.

(4) No pregnant or lactating women worker shall be allowed or required to work in a factory involved in dangerous operations, where she is likely to be exposed to hazardous substances which are carcinogenic and teratogenic.

(5) Women shall be well trained on their job and rendered knowledge about the hazardous properties of the substances being handled, stored, manufactured, hazards present at their work place and measures to overcome with that.

(6) Women employed shall be provided with all necessary personal protective appliances at the work places where they are deployed.

(7) Women shall be trained and made aware about the means of escape in the event of fire, leakage, spillage of hazardous substances.

(8) The occupier shall ensure that the women are not allowed to expose to materials if any which may influence or affect their menstrual cycles, reproductive health or pregnancy.”.

18. For Form 1 appended to the principal Rules, the following Form shall be substituted, namely:-

“FORM-1

(See rules 3,5,8, 14 and 15)

Application for permission to construct a new factory, to extend existing factory or take into use any building as a factory/Application for Registration and for Grant of license / Renewal of license /Amendment of license of a factory/Notice of occupation /Notice of change of manager (*Mark ✓ which is applicable)		
1.	Full name of the factory	
	Address of factory	
	Location of the factory (latitude °North and longitude °East)	
	Telephone Number	
	E-Mail - Registered Office (if any)	
	E-Mail - Factory	
2.	If already registered, month and year of registration	
3.	License number, if granted	
4.	Reference number and date of latest approval of the plans by the Chief Inspector.	
5.	i. A flow chart of the manufacturing process supplemented by a brief description of the process in its various stages.	
	ii. list of the raw materials used, intermediate products, consumables, including emission of toxic gases, their quantities, methods of storage, handling, loading and transport etc.	
	iii. finished products by-products, their quantities, methods of storage, handling, loading and transport.	
	iv. likely hazards and the method to control or eliminate them.	
	a. Date of last safety audit (if applicable)	
	b. Date of preparation or last update of onsite emergency plan (if applicable)	

6.	The period for which license or renewal of license is applied for (not exceeding ten years)				
	In case of occupier change –Date of change				
	In case of amendment Date of amendment				
7.	Maximum number of workers to be employed on any one day during the year	Male	Female	Other	Total
8.	Installed power in Horse Power / Power generation in Mega Watts				
9.	Full name of Occupier				
	Designation (Director/Partner / Proprietor/ Person Appointed in case of Central/State Government or Local Body)				
	Residential Address				
	Permanent Address				
	Date of Birth				
	Nationality				
	Mobile No.				
	E-mail				
	Digital Signature of Occupier				
10.	Full name of Manager				
	Residential Address				
	Permanent Address				
	Date of Birth				
	Date of appointment as a manager				
	Nationality				
	Mobile No.				
	E-mail				
	Digital Signature of Manager				
11.	Amount of fees Rs. _____ paid online <i>vide</i> order No. _____ dated _____				

Explanations.-

1. Occupier means Director, Partner, Proprietor; Person Appointed in case of Central/State Government or Local Body as per sub-section (n) of section 2 of the Act.

2. Digital Signature means authentication of any electronic record by subscriber by means of an electronic method or procedure in accordance with the provisions of section 3 of the Information Technology Act, 2000.”.

19. For Form 4 appended to the principal Rules, the following Form shall be substituted, namely:-

“FORM - 4

Directorate of Industrial Safety and Health

Maharashtra State

(See rules 6, 6-A and 8)

License to work a factory

License No.

Permanent Serial Number :

License is hereby granted to

----- (Name of the Occupier)

For the premises known as -----

situated at -----

for use as a factory within the limits specified in the plan approved by the Director/Additional/
Joint Director, Industrial Safety and Health, -----

Reff Number ----- Date ----- subject to provisions of the Factories Act, 1948 and the
Rules made thereunder.

The license is issued for:

Maximum Number of workers to be employed on any day during the Year -----

Maximum installed power in H.P. / Power Generation in Mega Watts -----

The license is valid from ____ to 31st December 20XX.

Fees paid Rs :

Date:

Chief Inspector/Deputy Chief Inspector”.

20. Form 5 appended to the principal Rules shall be deleted.

21. After Form 7 appended to the principal Rules, the following Form shall be inserted, namely:-

“FORM 7-A

(See rule 18-A)

Health Register

(In respect of persons employed in factories except workers engaged in dangerous operations and processes or hazardous processes)

Name and address of the factory:

I certify that I examined the person mentioned above personally.

Sr. No.	Department	Name of worker	Sex	Age (as on last birth-day)	Date of employment of present work	Nature of job or occupation	Date of medical examination	Symptoms/ Sign observed during examination	Test conducted to ascertain health of worker	health status of workers/ disease	Signature of qualified medical practitioner with date
1	2	3	4	5	6	7	8	9	10	11	12

Date :

Name and Signature of qualified medical practitioner/ Certifying surgeon / Medical Officer :

Registration No. _____ valid upto _____

Place:”.

By order and in the name of the Governor of Maharashtra,

I. A. KUNDAN,
Principal Secretary to Government.