

**Government of Rajasthan**  
**Factories and Boilers Inspection Department**

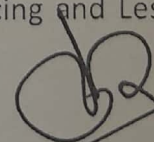
No. F 3 (15) Legal / F&B / 2020 / 188

Date 11.04.2020

**ORDER**

In the wake of the National Public Emergency due to COVID-19, for the purpose of extending working hours to 12 hours per day for 3 months, to reduce manpower requirement in factories manufacturing essential food and grocery supplies (All exempted category of factories by GOR/GOI), The State Government hereby exempt the provisions of Working Hours of Adults workers of the Factories Act, 1948, for the three months from the date of this order upto the extent/conditions mentioned below:-

1. To achieve the dual objective of restoring full supply of essential goods and ensure a minimal presence of people in manufacturing and distribution facilities it is allowed that the usual "8 Hours of working per day" as per Factories Act, 1948 be Exempted for next 3 months to allow "maximum 12 Hours of working per day" for all essential goods manufacturing and distribution factories (All exempted category of factories by GOR/GOI). The additional 4 hours a day shall be paid as overtime subject to an overtime limit of 24 hours per week. This would allow to run the majority of operations for 6 days with a reduction of close to 33% of people passing through the facility on a daily basis.
2. Secondly it would also limit the movement of people from work to home and back during the day by half. Instead of having people to move to and from work in the morning and evening this would now happen only once during the day hours and once during the night. The late night movement also applies for a three-shift pattern.
3. The above measure of allowing working hours increase from "8 hours per day" to "12 hours per day" will enable operations to full capacity of most essential goods factories with around 60-65% of normal manpower.
4. All precautionary measures advised time to time by the GOI/GOR for sanitisation and principles of Social Distancing and Less Contact etc shall be strictly adhered to .



(Dr. Niraj Kumar Pawan )  
Secretary Labour, Employment, Skill &  
Entrepreneurship, Factories & Boilers Inspection  
Rajasthan, Jaipur

No. 189-196

Date 11-04-2020

Copy to following for information and necessary action:-

1. DS to Chief Secretary, GoR, Jaipur .
2. SA to Hon'ble State Labour Minister, GoR.
3. PS to Secretary, Labour & Employment, GoR, Jaipur.
4. PS to Add. Chief Secretary, Industries Department, GoR, Jaipur.
5. PA to Labour Commissioner, GoR, Jaipur.
6. Addl. Labour Commissioner, GoR, Jaipur.
7. All Area Officers and Programmer, Factories and Boilers Inspection Department.

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11/04/2020

Chief Inspector of Factories and Boilers  
Rajasthan, Jaipur