

Government of Tripura

Factories & Boilers Organisation



Government of Tripura

Business Reforms Action Plan 2024-25	
BRAP No.	133
Area	Labour Regulation Enablers
Sub-Area	Registration of Factories under The Factories Act, 1948
Recommendation/Reform	Ensure safety conditions are prescribed in line with the provision made in the OSH Code which permits women to work at night and in all occupations subject to their consent.
Applicable to Department(s)	Factories & Boilers Organisation

Compliance Supporting Documentation

Approach to reform	<p>The Tripura Occupational, Safety, Health and Working Conditions Rules, 2022 (Draft Rules) Notified by the Government of Tripura vide No.F.21(99-03)LAB/ENF/OSHWC/ 2021/2155, Dated, 14th March, 2022 in Gazette No.449, dated, 21st march, 2022 in line with The Occupational, Safety, Health and Working Conditions Code, 2020 (Central Act No. 37 of 2020) Notified by the Ministry of Labour & Employment , GOI, New Delhi, in Gazette no. 62, dated, 29.09.2020.</p> <p>Chapter VIII of the State Rules is dedicated to discussing special provisions relating to employment of women.</p> <ol style="list-style-type: none">1. Rule 25 discussed Employment of women in establishment under Section 432. Rule 26 discussed adequate safety of employment of women in dangerous operations under Section 44.	
Act/GO/ Circular/ Notification No. (Attached)	Notification No.F.21(99-03)LAB/ENF/OSHWC/2021/2155, Dated, Agartala, the 14th March, 2022.	
URL	Website of Factories & Boilers Organisation	https://.factory.tripura.gov.in
	Home Page	BRAP-24
	Notification on OSH Rules which permits women to work at night and in all occupations subject to their consent.	https://factory.tripura.gov.in/sites/default/files/Tripura%20OSH%26WC%20Rules%2C2022%20%28449%29_0.pdf
Screenshot of process/ documents	Step by step process for viewing/ downloading the Notification is illustrated below through screenshots.	

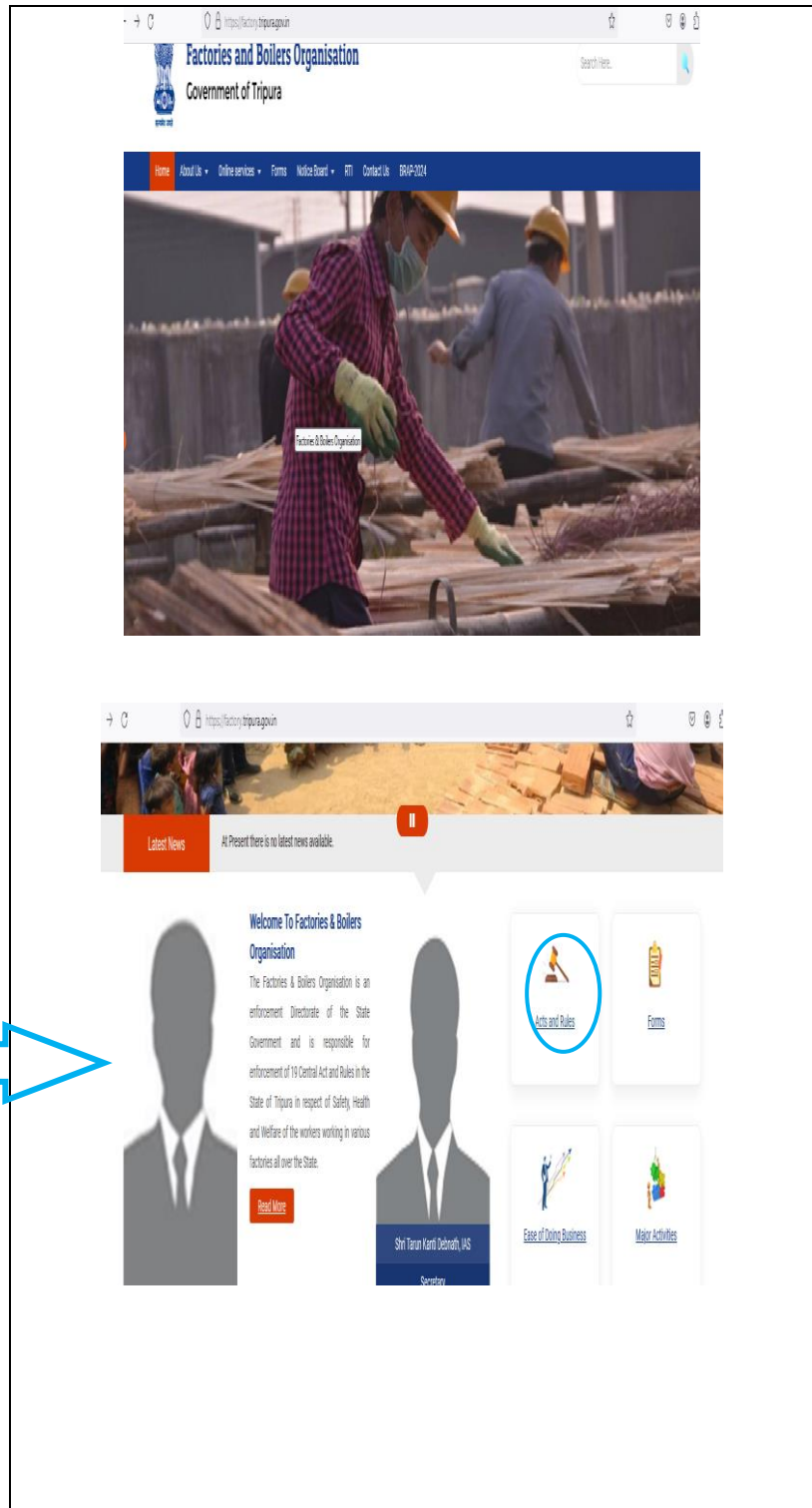
Government of Tripura
Factories & Boilers Organisation



Step-1

Click on <https://factory.tripura.gov.in> and Go to **Acts & Rules** on Home page

First go to
<https://factory.tripura.gov.in>



Step-2

Then Go to **Acts & Rules**

Government of Tripura

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Step-3

Click on [Tripura OSH&WC Rules,2022](#)


The screenshot shows the website interface for the Factories and Boilers Organisation, Government of Tripura. The browser address bar displays 'https://factory.tripura.gov.in/acts-and-rules'. The page header includes the organization's name and logo, a search bar, and a navigation menu with links for Home, About Us, Online services, Forms, Notice Board, RTI, Contact Us, and BRAP-2024. Below the header, a breadcrumb trail reads 'Home > About Us > Acts and Rules'. The main content area is titled 'Acts' and lists two items: 'Tripura OSH&WC Rules,2022' (Format: PDF, Size: 99.05MB, Language: English) and 'THE FACTORIES (TRIPURA AMENDMENT) ACT, 2022' (Format: PDF, Size: 277.01KB, Language: English). The first item is circled in blue. To the right, a 'What's New' section contains three notifications, including one about a bye-election and another about a holiday on the day of a poll. A blue callout box on the left contains the text 'Click on Tripura OSH&WC Rules,2022' with an arrow pointing to the circled link.

Government of Tripura
Factories & Boilers Organisation



Screenshots of the relevant draft Rules of Government Order :

No. 449 Registered No. N. E. 930.

TRIPURA  **GAZETTE**

Published by Authority
EXTRAORDINARY ISSUE

Agartala, Monday, March 21, 2022 A. D., Phalguna 30, 1943 S. E.

PART--I-- Orders and Notifications by the Government of Tripura,
The High Court, Government Treasury etc.

GOVERNMENT OF TRIPURA
LABOUR DEPARTMENT

No.F.21(99-03)LAB/ENF/OSHWC/2021/2155 Dated, Agartala, the 14th March, 2022.

NOTIFICATION

The following draft rules, which the Government of Tripura proposes to make in exercise of the powers conferred by Sections 133 and 135 of the Occupational Safety, Health and Working Conditions Code, 2020 (Act no. 37 of 2020) read with section 24 of General Clauses Act, 1897 (10 of 1897) and in supersession of -

1. the Tripura Building and Other Construction Workers (Regulation of Employment and Condition of Services) Rules, 2001,
2. the Tripura Contract Labour (Regulation & Abolition) Rules, 1978,
3. the Tripura Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Rules, 1980,
4. the Tripura Plantation Labour Rules, 1954,
5. the Tripura Motor Transport Workers' Rules, 1962,
6. the Tripura Beedi and Cigar Workers (Conditions of Employment) Rules, 1968 and
7. the Tripura Factories Rules, 2007,
8. the Tripura Factories(Safety Officers) Rules,1984.

except as respects things done or omitted to be done before such supersession, are hereby notified as required by sub- section (1) of said Section 133 and sub-section (1) of sub section 135, for information of all persons likely to be affected thereby and notice is hereby given that the said draft notification will be taken into consideration after the expiry of a period of 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;

GO details corresponding
Notification of Rules under
OSH Code, 2020

Screenshots of the relevant draft Rules of Government Order:

Objections and suggestions, if any, may be addressed to the Labour Commissioner, Labour Department, Shram Bhavan, Office Lane, Agartala, Tripura, Pin-799001 or by email to letripura.agt@gmail.com. The objections and suggestions should be sent in a proforma containing columns (i) specifying the name and address of the persons and organizations and column (ii) specifying the rule or sub-rule which is proposed to be modified and column (iii) specifying the revised rule or sub rule proposed to be submitted and the reasons therefore;

Objections and suggestions, which may be received from any person or organization with respect to the said draft notification before expiry of a period of 45 days, specified above, will be considered by the Government of Tripura.

GO details corresponding
Notification of Rules under
OSH Code 2020

DRAFT RULES

CHAPTER - I

PRELIMINARY

1. Short title, extent and commencement.-

- (1) These rules may be called the Tripura Occupational Safety, Health and Working Conditions Rules, 2022.

**Government of Tripura
Factories & Boilers Organisation**



Screenshots of the relevant chapter from the draft Rules of Government Order (Notification):

**GO details corresponding
Notification of Rules under
OSH Code 2020**

Chapter-VIII
Special Provisions relating to Employment of Women

25. Employment of Women in establishment under Section 43.-
(1) The following conditions shall be met for employment of women during night or before 6.00 a.m. and beyond 7.00 p.m. in any day, namely:-

- (a) The written consent of women employee shall be taken in Form - XV annexed with these Rules;
- (b) No women shall be employed against the maternity benefit provisions laid down under the Social Security Code, 2020 (36 of 2020);
- (c) adequate transportation facilities shall be provided to women employee to pick-up and drop such employee at her residence;
- (d) the workplace including passage towards conveniences or facilities concerning toilet, washrooms, drinking water, entry and exit of women employee should be well-lit;
- (e) the toilet, washroom and drinking facilities should be near the workplace where such women employee are employed; and
- (f) Provide safe, secure and healthy working condition such that no women employee is disadvantaged in connection with her employment.
- (g) in case of below ground mine not less than 3 women employees shall be on duty at any place.
- (h) The provisions of the Sexual Harassment of Women at workplace (Prevention, Prohibition and Redressal) Act, 2013 (14 of 2013), as applicable to the establishments, shall be complied with.

26. Adequate Safety of employment of women in dangerous operations under Section 44.-
The State Government may declare by notification the class of establishments and the scheme, and standards for safeguarding of women in hazardous and dangerous processes.
