

### Maharashtra Factories (Second Amendment) Rules, 2025 Key highlights

Sr. No.	Rule / Form	Area of Compliance	Earlier Provision (Before Amendment)	Amended Provision (2025)
1	<b>Rule 3</b>	Application for Factory Registration / Construction	Applications were required <b>in physical Form 1</b> , with copies in duplicate.	Applications to be submitted <b>electronically in Form 1</b> . Duplicate copies deleted.
2	<b>Rule 3-A</b>	Certificate of Stability	Required approval and explanation from Inspector; manual process.	<b>Approval clause deleted.</b> Certificate of stability (Form 1A) to be submitted <b>within 12 months of license issue</b> .
3	<b>Rule 5</b>	Licensing Fees	License fee structure last updated in <b>2013</b> .	Fee structure revised <b>for 2026</b> . New <b>Schedule A &amp; B</b> introduced for non-power and power-generating factories.
4	<b>Rule 6</b>	Issue of License	License issued in <b>Form 4</b> (physical).	License to be issued <b>electronically in Form 4</b> .
5	<b>Rule 8</b>	Renewal of License	Manual renewal of license.	Renewal to be done <b>electronically in Form 4</b> .
6	<b>Rule 11</b>	Miscellaneous (Redundant)	Contained redundant provisions.	<b>Deleted.</b>
7	<b>Rule 14</b>	Notice of Occupation	Manual submission of "Notice of Occupation."	To be submitted <b>electronically in Form 1</b> with supporting documents. License also issued online.
8	<b>Rule 15</b>	Amendment / Change of Manager	Used <b>Form 5</b> for amendment or manager change notice.	<b>Form 5 deleted</b> ; amendment/change to be done <b>through Form 1 electronically</b> .
9	<b>Rule 18-A</b>	Medical Examination of Workers	Limited to hazardous factories only.	<b>Annual medical exam mandatory</b> for all workers above 45 years, free of cost via <b>Form 7-A (online)</b> within 15 days.
10	<b>New Rule 73-ZD</b>	Mock Drill	No prior requirement for mock drills.	<b>Mandatory mock drills</b> every 6 months; report date and scenario to Inspector within 15 days.
11	<b>Rule 73-W</b>	Qualification of Medical Officers	Applied to smaller workforce (50–200 workers).  And Certifying surgeons approved by Government.	Thresholds revised: now <b>150–500</b> workers; and experience requirement of <b>3 years</b> for industrial medical examiners.
12	<b>Rule 79</b>	Safety Committees / Procedures	Contained a proviso clause.	<b>Proviso deleted.</b>



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13	<b>Rule 102-B</b>	Employment of Women (Night Shifts)	Women's employment at night was restricted or required prior permission.	<b>Night work (7 p.m.–6 a.m.) allowed</b> with safeguards: transport, lighting, CCTV, consent, minimum two women on shift, grievance meetings.
14	<b>Rule 102-C</b>	Miscellaneous (Deleted)	Separate provisions for women's work.	<b>Deleted.</b>
15	<b>Rule 114</b>	Protection for Women	Referred only to "women."	Substituted with " <b>pregnant women and lactating mothers</b> " across schedules.
16	<b>Rule 114-A</b>	Safety for Women in Dangerous Operations	General provisions for women in hazardous operations.	<b>Detailed safety measures</b> added — PPE, respirators, training, restriction on exposure to harmful substances.
17	<b>Form 1</b>	Application Form	Separate paper forms for application, occupation, renewal, amendment.	<b>Unified digital Form 1</b> for all purposes: registration, renewal, amendment, notice.
18	<b>Form 4</b>	Factory License	Physical license issued manually.	<b>Electronic Factory License</b> introduced.
19	<b>Form 5</b>	Amendment Form	Amendment form.	<b>Deleted</b> ; replaced by electronic Form 1.
20	<b>New Form 7-A</b>	Health Register	Not applicable earlier.	Introduced for <b>Health Register</b> in <b>Form 7-A</b> for <b>online record of medical examinations</b> (for non-hazardous workers).