

F. No. S-17012/01/17-ISH-II  
Government of India  
Ministry of Labour & Employment  
(Industrial Safety & Health)

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Shram Shakti Bhawan, Rafi Marg,  
New Delhi, 7<sup>th</sup> February, 2019

**NOTE**


**Subject: Model Factories Rules (Rule made as under Section 19(3) and Section 112 of the Factories Act, 1948 regarding provision of sanitary napkins for the women workers under the Factories Act, 1948.**

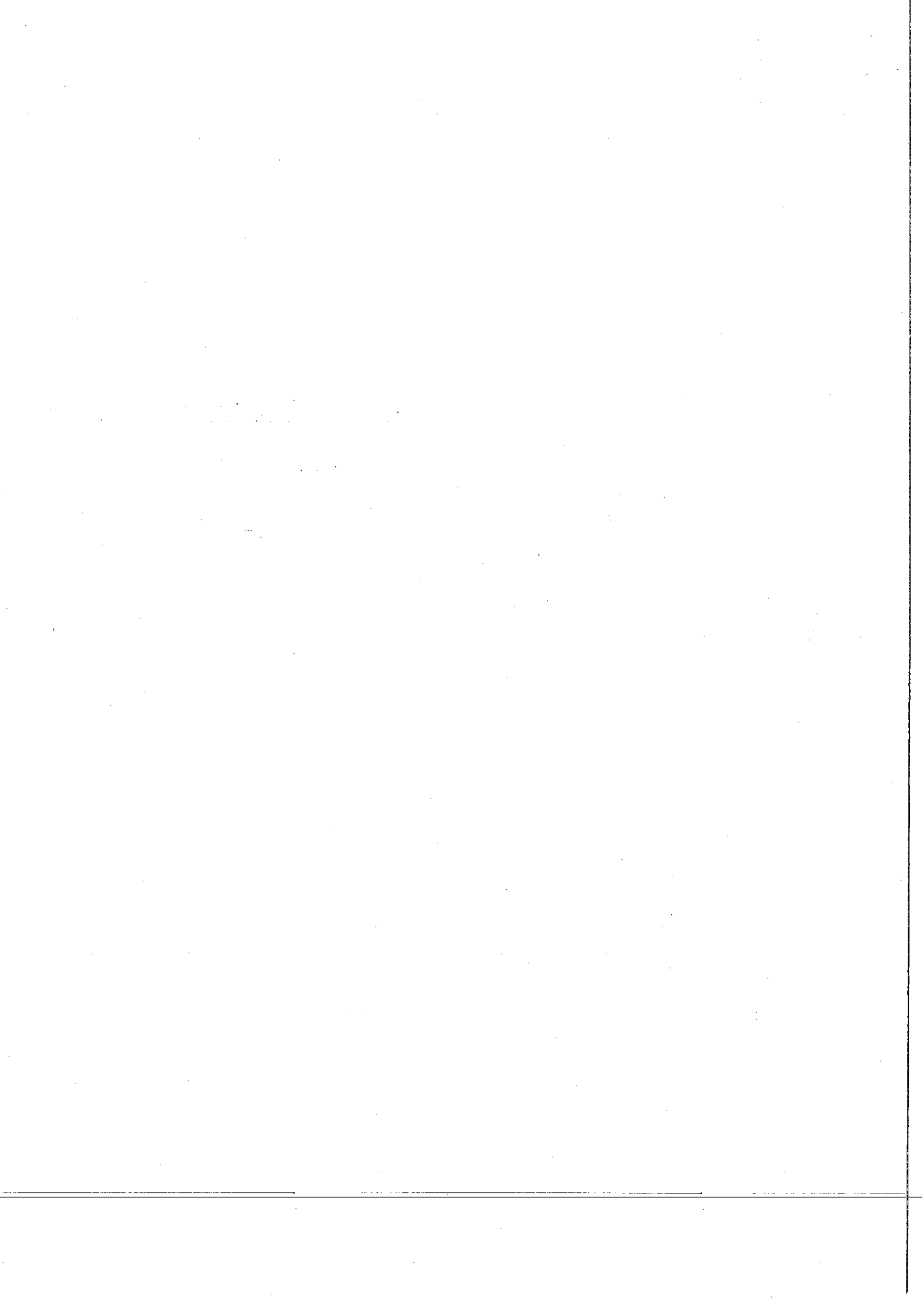
Hon'ble Minister for Labour and Employment has approved the Model Factories Rules (Rule made as under Section 19(3) and Section 112 of the Factories Act, 1948) regarding provision of sanitary napkins for the women workers under the Factories Act, 1948. The approved Model Factories Rules are enclosed herewith.

2. It is requested to kindly upload the Model Rules on the website of Ministry of Labour & Employment in What's New.

Encl: As above

Smt. Dwarki Madhar  
Section Officer (IT Cell)

  
(Ganesh Kumar)  
Section Officer  
Tel. No. 23731574



F. No. S-17012/01/17-ISH-II  
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To

Dated 15<sup>th</sup> January, 2019

Dr. Avneesh Singh,  
Director General,  
DGFASLI, Mumbai

Subject: Model Factories Rules (Rule made as under Section 19(3) and Section 112 of the Factories Act, 1948 regarding provision of sanitary napkins for the women workers under the Factories Act, 1948.

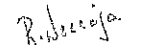
Sir,

I am directed to refer to your letter no. 20/1/2018-Tech dated 15.11.2018 regarding above mentioned subject and to inform that Hon'ble Minister for Labour and Employment has approved the Model Factories Rules (Rule made as under Section 19(3) and Section 112 of the Factories Act, 1948) regarding provision of sanitary napkins for the women workers under the Factories Act, 1948.

2. The approved Model Factories Rules are forwarded herewith for taking necessary action under intimation to this Ministry.

Encl: As above

Yours sincerely

  
(B. Neeraja)

Under Secretary to the Government of India  
Tele No. 23766937

Model Factories Rules  
(Rule made as under Section 19 (3) and Section 112 of the  
Factories Act, 1948)

Rule 44 (c): Sanitary Napkins of adequate quantity conforming to Indian Standards shall be provided and maintained in the women's toilets for their use, and the same replenished on daily basis.

(d) Disposable bins with lids shall be provided within the women's toilets for the collection of the used napkins. The used napkins shall be disposed off as per the procedure approved by the Inspector.