

Rajasthan bans Child Labor below 14 and Night work for Teens

Prelims: Current events of national and international importance

Why in News?

Recently Rajasthan's chief minister announced the approval of 2 key labour reforms as a step towards enhancing the work environment and promoting economic growth.

The recent reforms

- 1. The Rajasthan Shops and Commercial Establishments (Amendment) Ordinance, 2025,
- 2. Rajasthan Factory (Amendment) Rules, 2025.
- **Objectives** Creating a "progressive and safe working environment" in Rajasthan.
- Balance in promoting trade and ensuring the dignity, health and safety of every worker.
- Key changes in Shops and Commercial Establishments Ordinance -
- Complete ban on child labour below 14 years in shops and commercial settings.
 - *Previously* Rajasthan Shops and Commercial Establishments Act of 1958, allowed limited 3-hour work/day for adolescents aged 12-15.
- Increase in minimum apprentice age from 12 to 14 years.
- <u>Adolescents (14-18 years) prohibited from night work</u> to protect education and health.
- Maximum daily work hours raised from 9 to 10 hours.
- Quarterly overtime limit increased from 126 to 144 hours.
- Expected to enhance operational flexibility and productivity in service and retail sectors.
- **Key changes in Factory Amendment Rules -** Focuses on women's safety, dignity, and workforce participation.
- Improve employment conditions for women in factories.
- Women (except pregnant/nursing) allowed to work if safety measures are

ensured.

- Employers must provide protective equipment like respirators, masks, gloves.
- Ensure safe air quality in workplaces.
- Mandatory regular safety training for all employees.

Reference

Times of India | Rajasthan's Labour Reforms

