

**GOVERNMENT OF INDIA
LABOUR
LOK SABHA**

UNSTARRED QUESTION NO:2266
ANSWERED ON:12.03.2001
WOMEN WORKERS IN NIGHT SHIFTS
BHUMA NAGI REDDY

Will the Minister of LABOUR be pleased to state:

- (a) whether women`s are not allowed to work in night shifts in certain industries; and
- (b) if so, the steps taken/efforts made to remove discrimination against women?

Answer

MINISTER OF STATE FOR LABOUR AND EMPLOYMENT (SHRI MUNI LALL)

(a) & (b): As per provisions of Section 66 of the Factories Act, 1948 women are not required or allowed to work in any factory except between the hours of 6 A.M. and 7 P.M. However, there are provisions for relaxation by the State Government which are as under:-

(i) The State Government may, by notification in the Official Gazette, in respect of any factory of group or class or description of factories, vary the limits laid down in clause (b), but so that no such variation shall authorize the employment of any women between the hours of 10 P.M. and 5 A.M.

(ii) The State Government may make rules providing for the exemption from the restrictions set out in sub-section (1) to such extent and subject to such conditions as it may prescribe, of women working in fish-curing or fish-canning factories, where the employment beyond the hours specified in the said restrictions is necessary to prevent damage to, or deterioration in, any raw material.

A proposal to ratify ILO Protocol, 1990 to the night work (women) convention No. 89 (Revised), 1948 is with the Ministry of Labour. This ILO Protocol 1990 provides flexibility in the duration of the time limit to the night shifts.