

**GOVERNMENT OF INDIA  
LABOUR AND EMPLOYMENT  
LOK SABHA**

UNSTARRED QUESTION NO:3120  
ANSWERED ON:29.11.2010  
SHIFT IN FACTORIES  
Das Shri Khagen

**Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:**

- (a) whether there is any proposal to restructure shift system in factories in order to increase production or to give employment to more persons;
- (b) if so, the details thereof; and
- (c) if not, the reasons therefor?

**Answer**

MINISTER OF STATE FOR LABOUR AND EMPLOYMENT (SHRI HARISH RAWAT)

(a): No, Madam,

(b): Does not arise.

(c): The existing provision in the Factories Act, 1948 are in line with the International Labour Organisation (ILO) Convention No. 1(1919) on Hours of Work (Industry). In the Indian context, a shift in the factories is normally of 8 hours duration, which amounts to a maximum of 3 shifts in a day (24hrs.) However, the shift timings may vary from company to company based on the process (continuous/intermittent/batch) requirements and the nature of the product. The existing system of working hours has proved the test of times. Historical evidence also suggests that a normal human being working at 100% efficiency can work continuously for 8 hrs. without impairing his/her health and taking normal physiological rest as recommended by various industrial engineering studies and also ILO standards on physiological rest allowance.