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EXTRAORDINARY
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LABOUR & E.S.I. DEPARTMENT

NOTIFICATION

The 31st July, 2018

No.5462-LL-II-FM-42/2018/LESI.— In exercise of powers conferred by sub-section(1) of Section 66 (b) of the Factories Act, 1948, the State Government do hereby permit M/s. Tata Steel Ltd., Jajpur for extension of the working hours for women employees in B shift up to 10:00 P.M. for a period of one year subject to the following conditions.

1. No women worker should be required to work more than 9 hours in any day subject to interval for rest as provided under section 55 of the Factories Act, 1948.
2. There shall be no change of shift except after a weekly holiday or any other holiday.
3. There shall be at least five women employees in one night shift.
4. The transport facilitates to such employees from residence to workplace and back shall be provided free of cost with adequate security and the transport should be fitted with GPS monitoring system and CCTV.
5. The employment of women employees shall be on rotation basis.
6. Adequate number of security guards shall be posted during night shift.
7. Sufficient rest rooms, washing rooms with adequate water supply shall be provided separately for women employees so as to secure privacy.
8. The establishment shall bear the cost of crèche facility obtained by the women employees from voluntary or other Organizations.
9. The employees shall be provided with all the welfare measures to which they are eligible.
10. The exemptions shall not effect the application of any other law for the time being in force to the concerned establishment.

11. The exemption shall not be applicable to the employees of the concerned establishment who are working on piece rate basis on written contract signed between the employer and employees.
12. That the above exemption shall remain valid for a period of one year from the date of publication of this in the official Gazette.

By Order of the Governor

ANU GARG

Principal Secretary to Government