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LABOUR & ESI DEPARTMENT

NOTIFICATION

The 25th August, 2012

No. 7575-LL-II-FM-84/11/LESI.— In exercise of Powers conferred by sub-section (1) of Section 66 of the Factories Act, 1948 (63 of 1948), the State Government do hereby permit M/s. Vedanta Aluminum Limited, Lanjigarh, Kalahandi for extension of the working hours for women employees for restricted hours only between night 7.00 PM to 10.00 PM and morning 5.00 AM to 6.00 AM for a period of one year subject to following conditions:—

1. No women worker should be required to work for more than 09 (nine) 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 in 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 facilities to such women employees from residence to workplace and back shall be provided free of cost with adequate security.
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, latrines and washing facilities with adequate water supply shall be provides separately for women employees so as to secure privacy.

8. The establishment should 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 exemptions shall not be applicable to the employees of the concerned establishment, who are working on piece rated basis on written contract signed between the employer and employees.
12. That the above exemptions shall remain valid for a period of one year from the date of publication of this Notification in the Official Gazette.

By Order of the Governor

B. PRADHAN

Joint Secretary to Government