

NATIONAL

# Norms for women working on night shift

THE  HINDU

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# CHECKLIST TO BE FOLLOWED

➤ Willingness of women employees

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➤ There should be more than one woman employee on the shift

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➤ Transport facilities from residence to workplace and back for free with security

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agencies

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➤ Schedule of route of pick-up and drop to be decided by supervisory office of the company

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➤ Cellphone number and address of the employees should not be disclosed to unauthorised persons

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ROTATIONAL BASIS

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➤ Adequate number of security personnel

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➤ Separate and sufficient restrooms with adequate water supply for women

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➤ Establishment to bear the cost of crèche facility used by women employees in voluntary and other organisations

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➤ Companies to conduct pre-employment screening before hiring drivers, even when sourced from other

to be made so that women are not picked up first or dropped last

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➤ Company to have a control room/travel desk for monitoring vehicle movement

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➤ Breach of conditions attracts withdrawal of licence

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➤ Random check of vehicles on various routes that drop women

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➤ Security guards must accompany vehicles

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## SPECIAL CORRESPONDENT

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### Karnataka formulates guidelines to protect their interests

While giving employers the option of deploying women on night shift across industries, the State government has come out with a set of 15 guidelines to safeguard their interests.

The rules are applicable to women employed at any factory and establishment, including malls, dance bars, industries, IT & BT firms.

The order, which was issued under provisions of the Contract Labour (Regulation and Abolition) Karnataka Rules, 1974 noted that women cannot be employed at night without their consent. The Labour Department has imposed 15-conditions for hiring services of women during night time.

The guidelines cautioned that violation of conditions imposed would lead to withdrawal of

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