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GOVERNMENT OF KERALA

Labour and Rehabilitation (B) Department

NOTIFICATION

G O (Rt.) No. 1852/2003/LBR.

Dated, Thiruvananthapuram, 7<sup>th</sup> July, 2003.

S R O No. 649/2003.- In exercise of the powers conferred by the proviso to clause (b) of sub-section 66 of the factories Act, 1948 (Central Act 63 of 1948), the Government of Kerala hereby vary the limits for working hours of women in the following group/class of factories mentioned in the schedule hereto from 6 am to 20 pm., subject to the following conditions, namely:-

1. For the protection of female workers, special and adequate arrangements such as,-

(1) To and fro free transport facilities shall be provided to the women workers who are employed beyond 7 p.m.

(2) Separate dormitory accommodation should be given to women workers.

(3) No female employee shall be employed between those hours otherwise than in groups consisting of at least five employees having a minimum of two female employees.

(4) Notice of periods of work prepared in accordance with the provisions of the Factories Act, 1948 and the rules made there under, availing this exemption shall be got approved by the concerned Inspector of factories and Boilers and a copy of the same shall be exhibited in the factory in a conspicuous place.

(5) The spread over time to a worker in a day shall be limited to 9 hours including rest period.

2. This exemption is only to enable the management to employ women workers between 6 a.m and 10 p.m. and therefore all other provisions of the Factories Act, 1948 and the rules, pertaining to working hours of the workers in factories shall be strictly complied with.

3. The particulars of exemption shall be noted in Form No. 33 of the inspection Book maintained in the factory as per rule 132 of the Kerala Factories Rules, 1957.

4. The Government reserve the right to withdraw or modify the exemption at any time on sufficient ground without notice.

#### SCHEDULE

Sl.No	Group / Class of factories
1	Spinning and Weaving Industries
2	Garment making
3	Confectionery and Bakery
4	Printing Press
5	Milk and Milk Products
6	Latex based Industries
7	Food item and Beverages
8	Electronic Industry

By order of the Governor,

Elias George,  
*Secretary to Government*

#### Explanatory Note

(This does not form part of the notification, but is intended to indicate its general purport.)

As per the proviso to clause (b) of sub-section 91) of section 66 of the Factories Act, 1948, the Government may, by notification in the official gazette vary the limits of working hours of women in factories. The Government have now decided to vary the limits of working hours of women in the factories mentioned in the schedule from 6 a.m to 10 p.m. but in no case it shall cover the period of time between the hours of 10 p.m. and 6 a.m. subject to the conditions specified in the notification.

This notification is intended to achieve the above subject.