

Government of Himachal Pradesh
Department of Labour Employment & Overseas Placement

No. LEP-A003/19/2023-Loose-II

Dated-171002 the

2nd August, 2025

NOTIFICATION

In supersession to this department's notification No. Shram(A)3-4/2022 dated 12th August, 2022, and in compliance to the Priority Area No. 10, Sub-Priority Area No. 36 of Government of India, the Governor, Himachal Pradesh, in exercise of powers conferred by section 112 of the Factories Act, 1948 and clause 10 of Form 20 of Rule 99 of the Himachal Pradesh Factories (Amendment) Rules, 2025, notified vide notification No. LEP-A003/19/2023-Loose-I dated 01st August, 2025, is pleased to allow women workers engaged in all factories in the State to work in night shift in order to enhance Ease of Doing Business in the State of Himachal Pradesh and to ensure compliance reduction and deregulation in State, with immediate effect, subject to the following conditions:-

1. Any woman worker can be employed in any factory establishment in night employment from 7.00pm to 07:00am to provide them work place gender equality.
2. Any woman employee can be allowed to work for more than eight hours any day and not for more than 48 hours in any week.
3. Every woman employee shall be given the maternity benefits as prescribed under the Maternity Benefit Act, 1961.
4. Employer shall ensure sufficient safety through CCTV during such working hours.
5. Employer shall provide proper lighting in the workplace in the concerned factory establishment.
6. Employer shall maintain First-Aid Box in the concerned factory establishment and shall provide first aid facilities immediately as and when required by any employee during her shift.
7. The toilets, washroom and drinking water facilities should be near to the workplace including passage towards conveniences or facilities concerning to these amenities.
8. The employer shall provide safe, secure and healthy working condition such that no woman employee is disadvantaged in connection with her employment.
9. The provisions of the Sexual Harassment of women at workplace (Prevention, Prohibition and Redressal) Act, 2013 (14 of 2013), as applicable to the establishment, shall be complied with.

10. Employer shall send a quarterly return to the Inspector having jurisdiction about the details of employees engaged during night shifts through electronic mode.
11. Such other conditions as may be specified in this regard by the State Government from time to time.

By Order

Priyanka Basu Ingty
Secretary (LE & OP) to the
Government of Himachal Pradesh
