

HELLO EMPLOYERS!
LET'S REVIEW



[The Karnataka Shops & Commercial Establishments Amendment Act 2020]

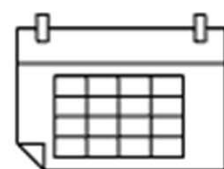
**Employment of Women at Night
15 Conditions**

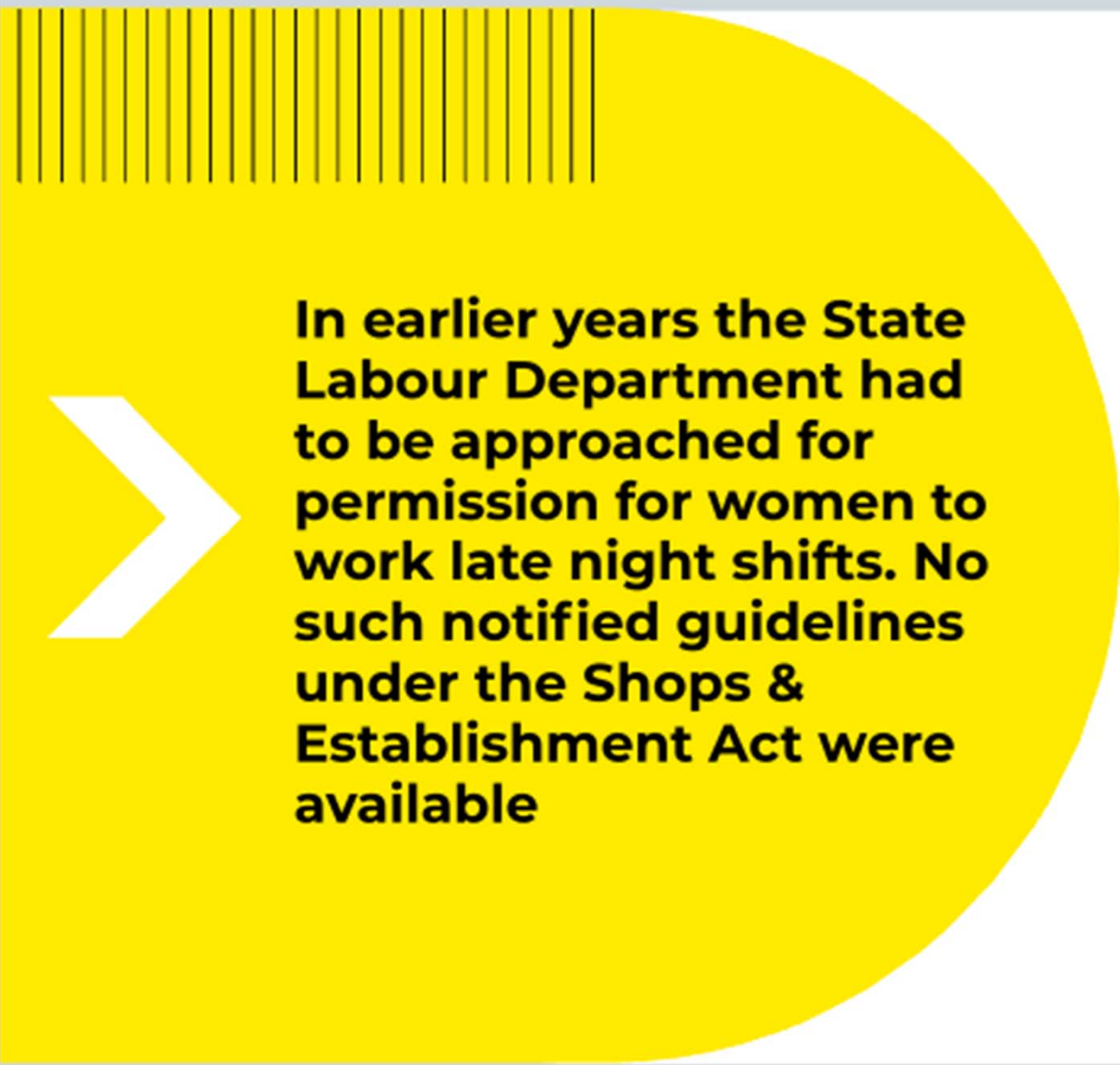


**[Amendment date
19/10/2020]**

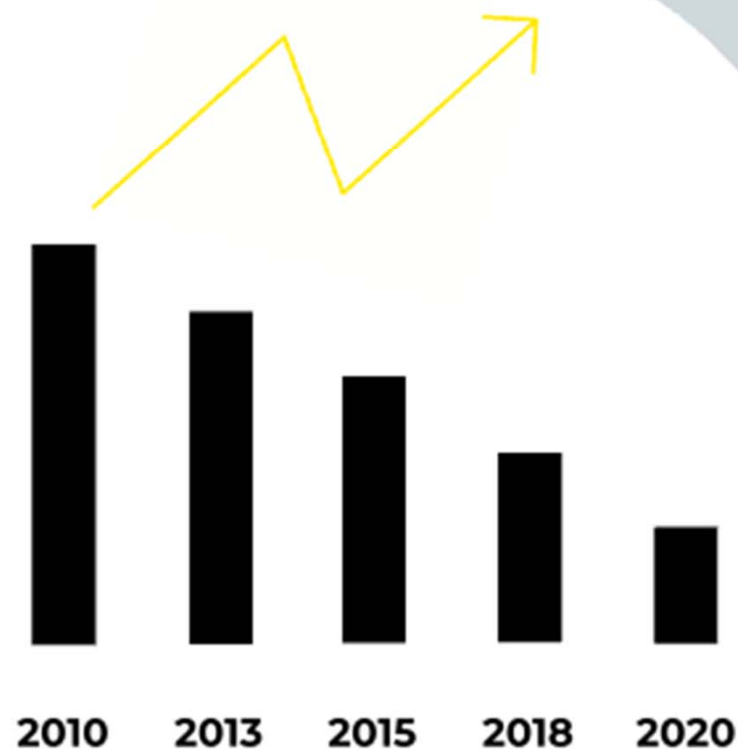
In a continuing wave of India Labour Reforms and following the precedence set under the new OSH Code 2020

The State Government of Karnataka has notified a crucial amendment permitting employment of women at night under the Karnataka Shops and Commercial Establishments (Amendment) Act, 2020 with effect from 19/10/2020





In earlier years the State Labour Department had to be approached for permission for women to work late night shifts. No such notified guidelines under the Shops & Establishment Act were available



EODB Mission & Vision

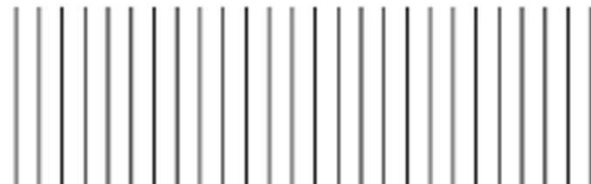
Clearly, such a notification, preceded by the OSH Code 2020, aims to promote the Government's vision & mission of Ease of Doing Business through Labour Law Reforms



15 Conditions Regulating Women working in Night Shifts



The Karnataka S&E Amendment sets out 15 conditions to be ensured by employers before permitting women to be deployed in night shifts



So Let's Review

The top 6 Conditions
(& please refer to the description box below
for the complete list of 15 conditions)



[Consent of women to be obtained in writing]



[Employment of women employees shall be on rotation basis]



[Establishment shall bear the cost of crèche obtained by the women employees]

So Let's Review



The top 6 Conditions
(& please refer to the description box below
for the complete list of 15 conditions)



[Establishment shall have a control room for monitoring movement of vehicles]



[Mobile App to be made available to all women as SOS helpline]



[Security guards at work place and night shift vehicles when women employees are being picked up first or dropped last]

[Pledge to Comply]

**Looking for more
information?
Ask C-Quel
www.cquel.com**

 + 91 8777060650

 info@cquel.com

 [www,cquel.com](http://www.cquel.com)

This awesome video was easily created using  **POWTOON**