

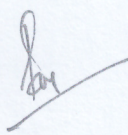
No.F.7(121)-FB/AM(Vol-II)/2007/117-125
Government of Tripura
Factories & Boilers Organisation
Labour Department

Dated, Agartala, the 22nd April, 2025.

NOTIFICATION

In exercise of powers conferred under proviso to clause (b) of sub-section (1) of section 66 of the Factories Act, 1948 (Act. No. 63 of 1948), the Governor is pleased to order not to allow a woman to work in any factory in the State of Tripura beyond the hours of 10 p.m. of the preceding night to 5 a.m. of the next morning, in the public interest, with effect from the date of publication of this Notification in the official Gazette, subject to the following conditions, namely:

- 1) It shall not be compulsory or mandatory for a woman to work beyond the hours of 7 p.m. and written consent shall be obtained from a woman worker if she is interested to work beyond the hours of 7 p.m.;
- 2) The Occupier shall arrange adequate lighting and CCTV camera surveillance not only inside the factory, but also surroundings of the factory and to all places where the female workers may move out of necessity in the course of work;
- 3) The Occupier shall provide transportation facility to the women workers from the factory to their residence;
- 4) The Occupier shall provide appropriate working conditions in respect of works leisure, health and hygiene to further ensure that there is no hostile environment towards women at workplaces and no woman employee should have reasonable grounds to believe that she is disadvantaged in connection with her employment;
- 5) The Occupier shall ensure sufficient number of separate rest rooms for the female workers to arrive in advance and also leave after the working hours;
- 6) The employer shall display notices in conspicuous place on women's right as worker;



- 7) Occupiers are required to mandatorily comply with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013;
- 8) It shall be the duty of the Occupier or Manager of the factory or other responsible persons at the work places to prevent or deter the commission of acts of sexual harassment and to provide the procedures for the resolution, statement or prosecutions of acts of sexual harassment by taking all steps required, a General Policy is to be formulated for the purpose and to be submitted to the authority and a Grievance Officer shall be designated;
- 9) No women worker shall be employed against the maternity benefit provisions laid down under the Maternity Benefit Act, 1961;
- 10) No pregnant woman or lactating mother shall be allowed to work in any factory beyond the hours of 6 a.m. to 7 p.m.

By order,

17/22/04/25

Under Secretary to the
Government of Tripura

Copy to :

1. P.S./P.A. to the Chief Minister, Tripura for kind information of the Hon'ble Chief Minister.
2. P.S./P.A. to the Minister, Labour etc. Department for kind information of the Hon'ble Minister.
3. P.S./P.A. to the Chief Secretary, Tripura for kind information of the Chief Secretary.
4. The P.S./P.A. to the Secretary, Labour Department, Government of Tripura, for kind information of the Secretary.
5. The Chief Inspector of Factories & Boilers, Tripura, Agartala.
6. The Director, Dept. of Industries and Commerce, Govt. of Tripura. Agartala.
7. The Director, Directorate of Information Technology, Tripura for uploading the Notification in the Website of Factories & Boilers Organisation.
8. The Manager, Tripura Government Press, Agartala with a request to publish the Notification in the next issue of Extra Ordinary Issue of Tripura Gazette.
9. Guard File.