



Government of Odisha  
**DIRECTORATE OF FACTORIES AND BOILERS, ODISHA**  
KHARAVELA NAGAR, UNIT-3, BHUBANESWAR-751001, PH: NO: 0674-2396070  
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To No.DFB-VI(a)02/2019 2905 / Dated 7/10/2023

All the Assistant Directors of Factories & Boilers In-charge of Zones  
All the Divisional Deputy Directors of Factories & Boilers In-charge of Divisions

Sub:- Engagement of Women Workers in factories at night - Seeking Permission – Reg.  
Sir,

It is observed that a large numbers of factory managements in recent times are seeking exemption under sub-section (1) of section 66 (b) of the Factories Act, 1948 read with the Factories (Odisha Amendment) Act, 2020 for engagement of their women workers between 7.00PM to 6.00AM in factories.

With a view to enforce safe working conditions for women workers at night, hereinafter the following pre-requisites are required to be furnished by the concerned factory management.

1. Total number of women employees to be allowed to work between 7PM to 6AM.
2. The consent of women employees in writing.
3. Details of work to be carried out by women workers.
4. Details of safe transportation facilities for women employees for pick-up and drop at residence in night hours.
5. Suitable provisions of Closed-circuit television (CCTV) surveillance at worksite including entry & exit points.
6. Availability of rest rooms exclusively for women.
7. Provision for dedicated telephone numbers displayed both at the establishment as well as inside the vehicles to utilize in case of any exigency or emergency.
8. Mechanism to implement provisions of the Sexual Harassment of Women at Work-place (Prevention, Prohibition and Redressal) Act, 2013 (14 of 2013), as applicable to the establishment.

You are, therefore, advised to sensitise the factory managements accordingly.

Yours faithfully,

  
Director of Factories & Boilers, Odisha  
Memo No. 2906 / Dt. 7/10/2023

Copy submitted to the Commissioner-cum-Secretary to Government of Odisha, Labour & Employees' State Insurance Department, Bhubaneswar for kind information.

  
Director of Factories and Boilers, Odisha