



**GOVERNMENT OF KERALA**

**Labour and Rehabilitation (E) Department**

**NOTIFICATION**

G.O. (P) No. 20/ 2002/ LER.

Dated. Thiruvananthapuram, 16.04.2002.

S.R. O. No.291/2002

In exercise of the powers conferred by section 5 of the Kerala Shops and Commercial Establishments Act, 1960 (34 of 1960), the Government of Kerala being satisfied that public interest requires hereby exempt Information Technology Software Industry units in the State from the operation of the provisions of Sanction 6,9,10, 11,and 20 of the said Act permanently from the date of publication of this notification in the Gazette subject to the following conditions, namely:-

- 1.Special and adequate arrangements shall be made for the protection of female employees working between 7 P.M. and 6 A.M
- 2.No female employees shall be employed between those hours otherwise than in groups consisting of at least 5 employees having a minimum of 2 female employees.
3. Arrangements shall be made to provide safe and separate rest rooms for the female employees.
4. Conveyance facilities shall be arranged to the women employees for their to and fro transaction.

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 section 5 of the Kerala Shops and Commercial Establishments Act, 1960, the Government may by notification in the Gazette exempt any Information Technology software Industry units in the State from the provision of sanction 6,9,10,11and 20 of the said Act.

This notification is intended to achieve the above purpose.