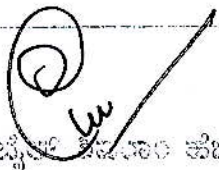


ಕರ್ನಾಟಕ ವಿಧಾನ ಪರಿಷತ್ತು

1. ಚುಕ್ಕೆ ಗುರುತಿಲ್ಲದ ಶ್ರೇಣಿ ಸಂಖ್ಯೆ : 2171
2. ಮೂನ್ಯ ಸವಸ್ಥರ ಹೆಸರು : ಡಾ: ಜಯಮಾಲಾ ರಾಮಚಂದ್ರ (ನಾಮ ನಿರ್ದೇಶನ ಸೇರಿಸಿದವರು)
3. ಉತ್ತರಿಸಬೇಕಾದ ದಿನಾಂಕ : 30/3/2020
4. ಉತ್ತರಿಸುವವರು : ಮೂನ್ಯ ಕಾರ್ಮಿಕ ಮತ್ತು ಸಕ್ಕರೆ ಸಚಿವರು

ಕ್ರ.ಸಂ.	ಪ್ರಶ್ನೆ	ಉತ್ತರಣಾ ಸುಂಕಿ
ಅ	ರಾಜ್ಯದಲ್ಲಿ ಕಳೆದ 03 ವರ್ಷಗಳಿಂದ ಮುಜ್ಜಲಾದ ಗಾರ್ಮೆಂಟ್ಸ್‌ಗಳ ಸಂಖ್ಯೆ ಎಷ್ಟು?	109 (ಪ್ರತಿ ಲಗತ್ತಿಸಿದೆ)
ಆ	ಈ ರೀತಿ ಮುಜ್ಜಲಾದ ಗಾರ್ಮೆಂಟ್ಸ್‌ಗಳಿಂದ ಅವಕಾಶ ಪಡೆದವರಾದ ಮಹಿಳೆಯ ಸಂಖ್ಯೆ ಎಷ್ಟು?	19,695 ಮಹಿಳೆಯರು
ಇ	ಈ ಮಹಿಳೆಯರ ಶೈಕ್ಷಣಿಕ ನಾಣ್ಯ ಯಾವ ರೀತಿಯ ಶ್ರಮ ಕೈಗೊಂಡಿದೆ? (ವಿವರ ನೀಡುವುದು)	<p>ಕಾರ್ಖಾನೆಗಳು, ಉದ್ಯೋಗಗಳು, ಕೈಗಾರಿಕಾ ಸಂಸ್ಥೆ ಮತ್ತು ಸ್ವಾಸ್ಥ್ಯ ಇಲಾಖೆಯ ಸಂಸ್ಥೆಗಳು ಮುಜ್ಜಿಯಾದ ಕಾರ್ಮಿಕರಲ್ಲಿ ಕೆಲವು ನಿರ್ವಹಿಸುತ್ತಿರುವ ಕಾರ್ಮಿಕರಿಗೆ ಅವರು ಕೆಲವು ನಿರ್ವಹಿಸಿದ ಕೆಲಸವು ದಿನದವರೆಗೆ ಪೂರ್ಣ ವೇತನ ಮತ್ತು ಅವರು ಸೇರಿದ ರಜೆ ಸಂಭಾವನೆಯ ಅಡಳಿತವರ್ಗದವರು ಪಾವತಿಸಬೇಕಾಗಿರುತ್ತದೆ. ಇದನ್ನು ಒದಗಿಸಬೇಡಿ ಇದ್ದಲ್ಲಿ ಕಾರ್ಮಿಕಗಳ ಕಾಯ್ದೆ 1948 ಮತ್ತು ವೇತನ ಸಂಭಾವನೆ ಕಾಯ್ದೆ ಪ್ರಕಾರ ನಿಯಮಾನುಸಾರ ಅಡಳಿತವರ್ಗದವರು ವಿರುದ್ಧ ಶ್ರಮ ಆಯೋಗವಾಗುತ್ತದೆ.</p> <p>ನೋಂದಾಯಿತ ಕಾರ್ಮಿಕರಲ್ಲಿ ಕಾರ್ಮಿಕ ನಿರ್ವಹಿಸುತ್ತಿರುವ ಮಹಿಳೆಯರಿಗೆ ಅಧಿಸೂಚನೆ ಸಂಖ್ಯೆ: ಕಾಇ 61 ಕಾರಾಣೆ 2015, ದಿ.20.11.2019ರಲ್ಲಿ ರಾಜ್ಯ ಪಾಲಿಯಲ್ಲಿ ಕೆಲವು ನಿರ್ವಹಿಸಲು ಅವಕಾಶ ಕಲ್ಪಿಸಲಾಗಿದೆ (ಪ್ರತಿ ಲಗತ್ತಿಸಿದೆ).</p>

ಸಂಖ್ಯೆ: ಕಾಇ 35 ಕಾರಾಣೆ 2020



(ಅರಬ್ಬೀ ಹೆಸರೂ ಹೆಚ್ಚಾರ್)  
ಕಾರ್ಮಿಕ ಮತ್ತು ಸಕ್ಕರೆ ಸಚಿವರು

ಅನುಬಂಧ-1

List of closed Garment Factories

Sl. No.	Licence Number	Name & Address of the Registered Factories	MEN	WOMEN	TOTAL
1	MYMD-383	MAMATHA EXPORTS, FIRST & SECOND FLOOR, SARVASHIVA COMPLEX, MADDUR-571433, MANDYA DIST.	19	23	41
2	MYMD-322	STRABERY, SOMANAHALLI INDL AREA, MADDUR TQ, MANDYA DIST.	54	23	77
3	MYM-1554	NEW OCEAN APPARELS (P) LTD., 115A. BELAGOLA IND AREA, METAGALLI, MYSORE-16	75	100	175
4	MYK-522	Carnival Clothing company unit-2, (Fully owned unit of M/s.Medhin trading pvt., ltd.,) Benganur village, Bangarapet, KGF Road, S.G.Kote post, Kolar	156	780	936
5	MYH-253	GO GO INTERNATIONAL, 207 A,B,D,E,F, IND. GROWTH CENTRE, NAGATHAVALLI, MYSORE ROAD, HASSAN	350	1650	2000
6	MYCT-996	Aniba Solutions Pvt Ltd. No:57 Karur Industrial Area, Davanagere	25	75	100
7	MYB-23099	S.S.Fashions, 7450, Near Navayuga Toll, NH-4, Nelamangala Taluk-562 123	10	70	80
8	MYB-22557	M.K.Clothing Co. No:-21,14th E Cross,A.D. Hail, Rajajinagar industrial Town, Bangalore-79	20	25	45
9	MYB-22216	Aquarelle India Pvt Ltd., No-89/159, Kacharakanahalli, HBR Layout, 2nd Stage, Bangalore-560043	50	300	350
10	MYB-22150	Burnet Rose Lingerie Pvt Ltd, 18, Kadukarenahalli village, Kasaba Hobli, Nelamangala Taluk, Bangalore Rural Dist.,	10	25	35
11	MYB-21749	OSR Intex, 20&21, DITPL, sw-51, Apparel Park, Phase-2, KIADB Industrial Area, Doddaballapura-561 203	45	88	133
12	MYB-21268	Revivl Impex, No.1, 1st Floor, 1st Main Road, "Sneha Jyothi Complex" Ananda Gokula Layout, RT Nagar Post, Bangalore-560032	15	45	60
13	MYB-19992	Madhu Murthy Garments, SLN building, near govt Hospital, Avathi village, Devanahalli Bangalore 562120	2	116	118
14	MYB-18701	Turquoise & Gold Apparels Pvt Ltd, No B-24, Kssidc Indl Area, Yelahanka, Bangalore 560064	80	125	205

15	MYB-18559	Excel Apparels, B-8, First Cross, Gogappa Layout, KG Halli, Bangalore - 560 045.	127	18	145
16	MYB-18239	Reunion Clothing Company ( A Division of Bang overseas Limited), NO. 1941/A & 2011, Gramathana, Kacharakannahalli, Bangalore - 84	80	415	495
17	MYB-16936	Colourlines Clothing India Private Limited, Sy. No. 65/2, B, Hoody Village, Iyyappa Nagar, KR Puram, Bangalore-36	82	490	572
18	MYB-16164	LD Design Apparels (India) Private Limited, 180/41 T.Govindappa complex B.Narayanapura White Field road D.Nagar po Bangalore-16	61	173	234
19	MYB-15861	Scotts Garments Ltd, Unit-21, No 244, Madhavaravillage Tumkur Road, Bangalore - 562123.	100	350	450
20	MYB-15571	Karle International Pvt Ltd -2 Sy No. 26/1,2,27/2, Mallarabanawadi Kunigal Road Nelamangala	853	1429	2282
21	MYB-13162	Paprika Wear No. 7.Krishnagar Industrial Layout, Hosur Main Road, Bangalore-29.	120	320	440
22	MYB-12316	Colour Lines Clothings India Private Limited, 140/122, MTB compound, Hoody Whitefield Road, Mahadevapura Post, Bangalore-560 048	63	508	571
23	MYB-08827	Glory Boys apparels Pvt. Ltd., 28/1, 28/2, Siddanahosahalli, Kasturi Industrial Estate, Timkur Road, Madanayakanahalli, Bangalore	600	900	1500
24	MYB-07575	L T Karle & Co. Unit-2, No 46/2, Madanayakanahalli, Makalli, Bangalore	395	525	920
25	MYB-20587	Indus Intex Pvt Ltd. No. 183, 100 Feet Road, 3rd Phase, Peenya Industrial Area Bengaluru-560058.	125	325	450
26	MYB-23457	APPAREL DESIGNS, NO. 84/5, 5TH CROSS, RAMANNA COMPLEX, SRINIVASANAGAR, SUNKADAKATTE, BANGALORE-91	8	6	14
27	MYB-23313	CPA Fashion Private Limited No.14/20, 19th Cross, Beguru Road, Bommanahalli, Bangalore-68	75	125	200
28	MYB-23085	Sri Manjunatha Knits Wear, No.6, 1B, 1st Cross, Begur rd, Bommanahalli, Bengaluru - 68.	15	10	25

29	22797	Magnum Clothing, 25/1A, 3 & 4th Floor, 2nd Cross, Jaraganahalli, Kanakapura Road, Bengaluru-78.	20	78	98
30	22751	Lacross Ind, No. 43, Srinidhi Vanijya Sankeerna, Mallasandra, Hesaraghatta Road, Bangalore-560 057.	30	150	180
31	22556	Blue Star Apparels, 12, Maruthi Building, 51/1, Hongasandra, Chikbegur Gate, Hosur Road, Bengaluru-68.	30	20	50
32	MYB-22550	Gold Rush Clothing, No.V-52, 7th Main Rd , 2nd stage, Peenya Indl. Area, Bangalore-58	20	55	75
33	22392	Threads N Design, No.175, 2nd Cross, Begur Rd, Bommanahalli, Bengaluru-68.	7	8	15
34	22354	VEENA FASHIONS, #11, RANGANATHPURA, BEHIND VISHAL THEATRE, KAMAKSHIPALYA, BANGALORE-79	5	10	15
35	22178	MAA AMBICA CREATIONS, # 25/1, NAYANDANAHALLI SOUTH LAYOUT CLUB BACKSIDE, MYSORE RD, BANGALORE-39.	20	70	90
36	22039	Sainath Apparels, No.9/7, 8, Sy.No.29/1/8, Yalachenahalli, Chunchaghatta Main Rd, Off Kanakapura Rd, Bengaluru - 560062.	50	200	250
37	MYB-21977	Stitch crafts, No-17/19, 11th Cross Balaji Nagar Opp Shri Jodi Muneshwar Temple, Karihobanahalli Village, Thigalara palya Main Road, Peenya 2nd Stage , Bangalore-58	50	70	120
38	21974	Anka Enterprises Pvt. Ltd., 29/1-2, 1st Flor, Chunchaghatta Road, Yalachenahalli, Kanakapura Rd, Bangalore - 560062.	25	25	50
39	21951	Page Industries Ltd, Unit 7A, 63/3, Bommanahalli, Begur Ho, Kodichikkanahalli Rd, Bangalore - 560068.	200	40	240
40	21904	Texport Creations (Sampling and washing) # 104, 1st and 2 nd floor, 3rd main, 2nd stage, Industrial Suburb, Yeshwanthpur, Bangalore-22.	133	28	161
41	21861	Starone Clothing Company, 14/20, 19th Cross, Milan Towers, Bommanahalli, BegurRoad, Bangalore - 560068.	45	200	245
42	21857	Smartex Clothing, 25/1A, 3rd Floor, 2nd Cross, Rajivgandhi Main Rd, Jaraganahalli, Kanakapura Road, Bangalore - 78.	50	50	100

43	21796	primark International No1/3,2nd floor magadi main road sollapuradamma layout sunkadakte bangalore	20	60	80
44	21584	Pradhan Mercantile Pvt. Ltd., No.47-52, Begur Ho, Hongasandra, Bangalore - 560068.	200	295	495
45	21479	B.R.Bhoomika Creations, No.17, Ground & 1st Floor, 9th Main, Begur Road, Bommanahalli, Bangalore - 68.	20	15	35
46	21237	Om Sai Garments, No. 162, 4th Cross, Patel Hanumaiah Road, Opp. Paramananda School, Bahubali Nagar, Jalahalli Post, Bangalore-560 013.	8	10	18
47	21211	Gokuldas Export Ltd.,(R&D-1),No.60, 1st Main Road, Ind Sub Urb,Yeshwanthpur, Bangalore-22	94	154	248
48	20960	Sewak Gartex-Unit 2, 38/1, I Main, Muniyappa Building, Pipe Line Road, Mallasandra, T.Dasarahalli, Bangalore-560 057.	10	20	30
49	20960	Sewak Gartex-Unit 2, 38/1, I Main, Muniyappa Building, Pipe Line Road, Mallasandra, T.Dasarahalli, Bangalore-560 057.	10	20	30
50	MYB-20869	Parthasarathi Fashion,No.59,1st floor, 60feet Road,Near Srinivas nagar,Pattegarapalya,bangalore-72	20	25	45
51	MYB-20836	S.B.Pristine, No.6, 2nd Main Road, Arakere BG Road, Bangalore - 76.	45	100	145
52	20648	Akshara Apparels & Exporters, No. 48/49, 1 Floor, Hariraju Layout, Doddabettahalli, Vidyaranyapura Post, Bangalore-560 097.	10	50	60
53	20357	VD Fashions unit-2, No 30/3 site no-2. Kodichikkanahalli. Near Kaveri water Tank, Bangalore 560068	110	90	200
54	20110	Shahi Exports Pvt.Ltd, # 45/14, Industrial Suburb, Yeshwanthpur, Bangalore-560022.	230	920	1150
55	20046	Aniba Solutions Pvt. Ltd., No. 3&4, 1st & 2nd Floor, Behind Bhanu Nursing Home, Krishnappa Reddy Layout, Bommanahalli, Bangalore-68	25	25	50
56	MYB-19965	Lavanya Creation,#7/60/7, Pettechannappa INDL Estate,Kamakshipalya,Bangalore-79.	20	25	45

57	19370	South India Linen Manufacturing Pvt. Ltd., No. 8, 1st floor. John Avenue, Off Manipal Country Road, Begur Hobli, Singasandra, Bangalore-560068	25	25	50
58	19112	Mahalakshmi Fashions Pvt. Ltd., Sy. No.115 & 116, Gopal Pura Village, Dasanpura Hobli, Bangalore North Taluk .	150	750	900
59	MYB-19070	Prajwal Fashions.,No. 11/4., Kalki Indl.Area., kamakshi palya,magadi Road,Bangalore-79	10	90	100
60	18976	Pruthvi Fashions (Branch-2) No.94, 2nd main, 2ndcross, Andanappa Layout, kamakshipalya,Banglore-79	25	20	45
61	18819	Able Boss Brands Retail Pvt. Ltd., #104/1, Devarchikkanahalli, Golden Nagar, Golden Park Appts, Hongasandra, Bangalore-68	25	25	50
62	18812	Kanila Clothing , No. 12/5, 8th cross, Magadi Main road, Kamakshipalya, Vrushabhavatinagar, Bangalore-79	15	25	40
63	MYB-18778	Loveable Lingerie Ltd., NO.678, 2nd Floor, Doddakallasandra, Kanakapura Main Road, Bangalore-62	60	40	100
64	18474	Loveable Lingerie Ltd., Marasandra Main Road, Ranganatha Layout, harohalli, Kanakapura Taluk, Ramanagar District	40	110	150
65	18381	Mereena Creations, No.1&2, Ayyappa Temple Road, Near Jalahalli Cross, Bangalore-560 057	60	240	300
66	18355	Texport Industries P. Ltd. 9, 8th Main, Karihobana hally, Peeny 2n Stage, Blore-58	120	30	150
67	18341	Sri Lakshmi Apparels No.13, 2nd Floor, Bhadrappa Indl. Estate, Magadi Main Road, Kamakshipalya, Bangalore-560079.	10	25	35
68	18220	Go Go International Pvt Ltd., Unit-2, No. C-3, KSSIDC Industrial Area, Yelahanka, Bangalore-64.	13	10	23
69	17960	Marvel Clothing, No 44 & 45,1st & 2nd Floor Andrahalli main road, Peenya 2nd stage, Bangalore 560091,	25	20	45
70	17758	Prithvi Fashions, No:56, 1st floor, 4th Main, Near maruthi school, Vrushabhavathinagar, Kamakshipalya, Bangalore -79	25	20	45
71	17738	Scotts Garments Limited, Unit-10, SF2, 1st Phase, Peenya Ind Area, Bangalore-58	29	250	279

72	17393	MICRO APPARELS NO.399, 1ST FLOOR,PATTECHANAPA INDUSTRIAL ESTATE,KAMAKSHIPALYA, BANGLORE-93	15	25	40
73	17353	Jayakrishna Tex India Pvt Ltd., 781/791, 7th Main, Hongasandra Main Road, Garebhavipalya, Bangalore -68	40	200	240
74	MYB-16936	Colourines Clothing India Private Limited, Sy. No. 65/2, B, Hoody Village, Iyyappa Nagar, KR Puram, Bangalore-36	82	490	572
75	16819	Inspiration Clothing and U Shed No C-4, KSSIDC Area Yelahanka	45	100	145
76	16403	Sai Creations No 1/1,3 rd Cross, Begur Main, Bommanahalli, Bangalore-68	40	10	50
77	15874	MANDHANA INDUSTRIES LIMITED,#31/161,LAGGARE PEENYA,BANGALORE-58.	175	300	475
78	15861	Scote Garments, Unit-21, Madavara, Tumakur Road, Bangalore	200	500	700
79	15672	Inspiration Clothing and U, Sy No 4, KSSIDC Indl.Area, Yelahanka-64	75	85	160
80	15372	Pradan Marcantile Pvt Ltd, No87,Chikka Begur road,singasandra Bangalore-68	100	250	350
81	MYB-15294	Formal Clothing Company, (A division of M/s Bangalore Overseas Ltd), No 19/2, 9th Mile, Basavapura Village, Begur Hobli, Bangalore - 68	190	300	490
82	14950	Fahsion Impex, Maruthi Indl Complex, Shed No.3 and 4, 1st Main Road, Opp Govt School, Kamakshipalya, Bangalore-79	25	28	53
83	14483	Pradhan Merchantile Pvt. Ltd., Site No1, House list no. 336 / 2 / 1, Katha no 441, Bommanahalli, Begur Hobli, Bangalore 68	20	50	70
84	MYB-14414	Aandic Apperals. #75/1.Kareembsab Layout. Near Peenya 2nd stage, B.lore-58	40	50	90
85	13925	Wear Craft Apparels-3, # 49, Industrial Suburb,Yeshwanthpur, Bangalore-22	75	175	250
86	12622	SONETHRA READYMADE GARMENTS, NO.951/9, MAALAGALU MAIN ROAD , NAGARABHAVI II STAGE, B,LORE - 560091	20	55	75
87	12361	K.G.M.Sweaters& Knits Pvt. Ltd, Site.no.9 &10, Mohan tower, Begur Road, Hongasandra, Bangalore-68	32	20	52

88	11763	Inspiration Cloths and U, B33 Kssidc Ind Estate Yelahanka Bangalore 64	36	63	99
89	11612	Simplirity-A Unit of Pradhan Mercantile Pvt. Ltd., No.2 & 3, Singasandra Village, Hosur Road, Bangalore - 560 068.	75	350	425
90	11559	Inspiration Cloths and U, B 32 KSSIDC Ind Estate Yalahanka Bangalore 64	80	20	100
91	9911	Lolly Togs, No.8(old), 29 (New), 4th Main Road, Dollor Scheme, N S Palya, Bangalore - 76	20	110	130
92	8469	Inspiration Clothing and U, Kssidc Incl. Estate, Yelhanka, Bangalore.64	90	158	248
93	8291	Birdy Fashions Pvt Ltd, No.224, 2nd Cross, 40th Main, 2nd Stage, BTM layout, Behind Silk Board, Bangalore-68	75	155	230
94	MYBGM-2819	Shri Mahaveer Co-op Sugar Agro Textile & Allied Industries Ltd A/P:Bedkihal, Chikkodi Taluk, Belgaum District.	25	75	100
95	851	Woodupu fashions Pvt.Ltd No-16, KIADB Indu Area, New Mandli, Shimoga	15	90	105
96	734	D.G.Clothing Pvt Ltd., NH-206, Nandini Layout, Mallasandra, Tumkur	40	60	100
97	703	Wear Well-II, NH-206, Bandihalli Gate, Ind Estate, Tiptur	250	350	600
98	MYH-260	GO GO International, No 207, Grouth Center, Mysore Road, Hassan	240	250	490
99	MYB-21239	JVV Vetements India Pvt Ltd, Bengaluru	150	300	450
100	MYB18327	Inspiration Cloths&U, S No 4, Yalahanka, Bengaluru	200	200	400
101	MYB12542	Inspiration Cloths&U, S No 4, Yalahanka, Bengaluru	100	250	350
102	MYB-23558	Bomby Reyan Fastions Ltd, Unit-26, No 115 & 116, Gopalapura, Dasanapura Hobli, Bengaluru	400	550	950
103	MYB-24067	Design For Life, No 6/6, 1st Floor, Hongasandra, Begur Roadm Bangalore	100	300	400
104	MYB20869	PRARTHANA Fashion No.59, 1st floor, 60feet Road, Near Srinivas nagar, Pattegarapalya, bangalore-72	20	25	45
105	MYB22178	MAA AMBICA CREATIONS # 25/1, NAYANDANAHALLI SOUTH LAYOUT CLUB BACKSIDE, MYSORE RD, BANGALORE-39.	20	70	90



106	MYB22354	VEENA FASHIONS #11, RANGANATHPURA, BEHIND VISHAL THEATRE, KAMAKSHIPALYA, BANGALORE-79	5	10	15
107	MYB19965	Lavanya Creation #7/60/7, Pettechannappa INDL Estate,Kamakshipalya,Bangalore-79.	20	25	45
108	MYB12622	SONETHRA READYMADE GARMENTS NO.951/9, MAALAGALU MAIN ROAD , NAGARABHAVI II STAGE, B,LORE - 560091	15	55	70
109	MYCT0996	Aditya Garments No:57 Karur Industrial Area, Davanagere	10	60	70
			<b>8914</b>	<b>19695</b>	<b>28609</b>

Government of Karnataka

FD No. KaBaSe 2015

Karnataka Government Secretariat

Vikasa Soudha

Bangalore, Dated 20.11.2019.

NOTIFICATION

Whereas in the judgment of the Hon'ble Madras High Court in Case No. WP 4604/06 of 1999, it has been declared that section 69(1)(b) of Factories Act 1948 (Central Act 63 of 1948) is unconstitutional as violative of Articles 14, 15 and 16 of the constitution and have been struck down. By virtue of which, now women can be employed in factories in the night shifts i.e. between 7.00 P.M to 6.00 A.M. The Hon'ble Madras High Court in the said judgment has also laid down certain conditions for employing women in night shift in respects of their security and safety so as to safeguard the interest of the women workers.

In view of the above decision, the Government of Karnataka hereby allows employment of women workers, who come forward to work during night shifts, i.e. between 7.00 P.M to 6.00 A.M. in the factories registered under the Factories Act, 1948 (Central Act 63 of 1948) subject to the following conditions namely:-

1. It shall be the duty of the employer 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.
2. The employer or persons in charge of factory shall take the following steps to prevent sexual harassment namely:-
  - i. Express prohibition of Sexual harassment in any form such as unwelcome Sexually determined behavior either directly or by implication or advances or contact to gain contact or demand sexual favours or make sexually coloured remarks or showing pornography or any other unwelcome phisic, verbal or non-verbal contact of sexual nature;
  - ii. The rules or regulations shall be framed by the factory managements relating to conduct and disciplined prohibiting sexual harassment and provide for appropriate penalties in such rules against the offenders and also introduce amendment wherever necessary which are existing in the Standing Orders;
  - iii. Provide appropriate working conditions in respects 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.

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3. In case of any criminal case the employer shall initiate appropriate action in accordance with the penal law without delay and also ensure that victims or witness are not victimized or discriminated while dealing with the complaints of sexual harassment and wherever necessary, at the request of the affected workers, shift or transfer the perpetrator, if circumstances so warrant. The employer shall take appropriate disciplinary action if such conduct amounts to misconduct in employment.
4. The employer shall maintain a complaint redressal mechanism in the factory itself and the said mechanism shall ensure time-bound treatment of complaint. Such mechanism shall provide, when necessary a Complaint Committee, a special counselor or other support services including the maintenance of confidentiality.
5. Such Complaint Committee shall preferably be headed by a women and not less than half of its members should women besides a non-government organization's representation in the committee. Such person should be familiar with the issues of sexual harassment.
6. The Female employees shall be allowed to raise issues of sexual harassment to workers in the Workers' meeting and other appropriate forums.
7. The Female employee shall be made aware of their rights in particular by prominently notifying the guidelines on the subject.
8. Wherever there is a harassment at the instance of the third party, either by an act or omission the employer and the person in charge of the factory shall take all steps necessary and reasonable to assist the affected person in term of support and preventive action.
9. The employer shall provide proper lighting and CCTV coverage not only inside the factory, but also surrounding of the factory and to all places where the female workers may move out of necessity in the course of such shift. CCTV footage shall be storage for not less than forty five days.
10. The employers shall see that the women workers are employed in a batch not less than ten and the total of the women workers employed in a night shift shall not be less than  $2/3^{rd}$  of the total strength.
11. Sufficient women security shall be provided during the night shift at the entry as well as exit point.
12. Sufficient number of rest rooms shall be provided for the female workers to arrive in advance and also leave after the working hours.

13. Separate canteen facility shall be provided for the female employees.
14. The employer shall provide transportation facility to the women workers from their residence and back (for night shift) and security guards (including female security guard) and each transportation vehicle shall also be equipped with CCTV Camera.
15. The factory shall provide appropriate medical facilities and also make available at any time of urgency by providing necessary telephone connections and where more than hundred women workers are employed in a shift, a separate vehicle be kept ready to meet the emergent situation such as hospitalization, whenever there is a case of injury or incidental acts of harassment etc.
16. Wherever the factory provides boarding and lodging arrangements for the women workers, the same shall be kept exclusively for the women under the control of women wardens or supervisors.
17. During night shift not less than 1/3<sup>rd</sup> of strength of the supervisor shift-in-charge or foreman or other supervisory staff shall be women.
18. There shall be not less than twelve consecutive hours of rest or gap between the last shifts and the night shift wherever a women worker is changed from day shift to night shift and so also from night shift to day shift.
19. In other respects, the provisions of the Factories Act and the rules of other statutory provision with respect to the hour of work shall be followed by the employer.
20. The employer shall appoint not less than two female wardens per night shift who shall go around and work as Special welfare Assistants.
21. The female workers who work in night shifts and regular shifts shall have a monthly meeting through their representative with principal employer once in eight weeks as grievance day and the employer shall try to comply all just and reasonable grievances.
22. The employer shall be at liberty to employ women workers as a whole or in part during night shift, provided, the above the directions be complied with.
23. The employer shall send a fortnightly report to Inspector of Factories about the details of employees engaged during night shifts and shall also send express report whenever there is some untoward incident to the Inspector of Factories and local Police Station as well.

24. It shall not be made compulsory or obligatory for any women worker to work in night shifts. Written consent shall be obtained from the women workers who are interested to work in night shifts.

**Note:** The Chief Inspector may by an order withdraw the permission issued by this notification to any factory, if any or all the conditions laid down in the notification are not followed, in the interest of safety and security of the women workers who come forward to work in night Shifts.

By Order and in the name of  
the Governor of Karnataka



(M.K. Bharmarajappa)

Additional Secretary to Govt  
Labour Department.

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To:

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3. Personal Secretary to Chief Secretary, Vidhana Soudha, Bengaluru
4. Director, Department of Factories, Boilers, Industrial Safety and Health, Karmika Bhavana, Bannerugatta Road, Bengaluru.
5. Commissioner, Labour Department, Karmika Bhavan, Bannerugatta Road, Bengaluru
6. Personal Secretary to Labour Minister, Vidhana Soudha, Bengaluru.
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