



Working Women Awareness

Name: _____ Emp.No _____

The Government of India, meeting a longstanding demand for gender parity in the workforce, has approved an amendment in The Factories Act 1948 to allow women employees to work in nightshifts. The amendment suggests that nightshift for women shall be allowed only if the employer ensures safety, adequate safeguards in the factory as regards occupational safety and health, equal opportunity for women workers, adequate protection of their dignity, honor and transportation from the factory premises to the nearest point of their residence are met., As per the 2002 amendment in the act enable women employees to work in BPO/ITO/KPO industry, where night shifts are common. The amendment allows the companies to have female workers work past 8pm.

As a moral and social responsibility, FNFI adequately takes care of security and maintains safe work environment, providing transportation and other security measures for women employees who work past 8pm.

This is an agreement by you to confirm you understand the policy and procedures to be taken to ensure in your safety as an employee.

- As per business requirements, I can be asked to work any shift by the organisation with prior information given to me
- If I am using my own transportation and not availing the company transport, I take full responsibility for my individual safety and will not hold FNFI responsible for any untoward circumstance.
- If I am using the company transportation, I agree to be picked up and dropped off at the designated location detailed in my personal records.
- If I am the last employee to be dropped off, I will ask for a security escort to be present in the cab prior to embarking the cab.
- I am aware of the Transport administration department contact details.

I agree to the above mentioned details.

Employee Signature:

Date: