

UNDERTAKING

(See rule 13 (2) (vii))

I/We Shri./Smt.

gives undertaking that the Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Services) Rules, 2018 the facilities mentioned in Rule 13 are being provided to woman workers. Also, compliance regarding taking care and diligence of the safety, dignity and honour of woman workers in general and particularly of those working in night shifts.

(1) The following are the conditions for employment of woman workers in general in any establishment irrespective of the number of woman workers employed therein, namely:-

(i) All the provisions of the Sexual Harassment of Woman at Workplace (Prevention, Prohibition and Redressal) Act, 2013 have been strictly implemented and enforced. Also, all measures and precautions are/will be taken to prevent sexual harassment happening at the workplace.

(ii) In case of a sexual harassment at the instance of a third party, either by an act or commission, the employer is bound to take all necessary and reasonable steps to assist the affected woman workers in terms of support and preventive action.

(iii) Adequate lights and lighting arrangements are/will be made in the interior of the establishment as well as in the premises of the establishment and in all places where the woman workers movement is required for work during such shift.

(iv) Besides complaint boxes in the establishment, the telephone numbers of local police station control room and woman's assistance help room are/will be displayed at easily visible place in the establishment.

(v) If there are more than 10 woman workers present, the establishment has/will appoint woman security guards. These female security guards have been/will undergo character verification by the police.

(vi) Separate urinals and latrines shall be maintained for woman workers with safety locking facility only from inside.

(2) The following additional conditions shall be complied for employment of woman workers in night shifts, namely:-

(i) Woman workers shall be allowed to work during 9.30 p.m. and 7.00 a.m. in any establishment only after obtaining her consent in Form 'L'.

(ii) The number of woman workers employed in the night shift shall not be less than three at any point of time.

(iii) To provide safe and secure separate transportation facility for all the woman workers working in the night shift from the place of workplace to the doorstep of her residence and vice-versa. The employer shall have all the details of the drivers, guards and all such workers engaged by themselves or through any agency or contractor. Police verification of all such workers engaged for safe and secure transportation of woman workers shall be mandatory.

(iv) In addition to the leave admissible under Section 18 of the Act, if woman workers work in night shifts as per the schedule of shifts in the establishment, every such woman worker shall be granted/shall be granted additional leave as admissible in one year, one day for every two months.

(v) There shall be not less than twelve consecutive hours of rest or gap between the last shift and night shift whenever a woman worker is changed from day shift to night shift and also from night shift to day shift.

(vi) No woman worker shall be allowed to work in night shift during the period of twenty-four weeks before and after her child birth, of which at least twelve weeks shall be before the expected child birth, and for further such

period, if any, as specified in the medical certificate stating that it is necessary for the health of the woman worker or her child: Provided that, the said period may be relaxed at the request of woman worker on the basis of medical certificate from a qualified medical practitioner stating that neither her health nor that of her child will be endangered.

Place :

Date :

Name and Signature of the Employer
Name and Address of the Establishment with
Seal