



කමිකරු දෙපාර්තමේන්තුව
தொழில் திணைக்களம்
DEPARTMENT OF LABOUR



කමිකරු මහ ලේකම් කාර්යාලය අංක 41, කිරුල පාර, කොළඹ - 05, ශ්‍රී ලංකාව.
தொழிற் செயலகம், இல.41,கிருள வீதி, கொழும்பு 05, இலங்கை.
Labour Secretariat, No. 41, Kirula Road, Colombo - 05, Sri Lanka.

මගේ අංකය :
எனது இலக்கம் : WCA/02/N.A./2024
My No :

ඔබේ අංකය :
உமது இலக்கம் :
Your No :

දිනය / திகதி / Date: 2024.07.10

To all Assistant Commissioners in charge of District Labour Offices

Instructions to be Followed for Issuing Night Approvals for Employing Females in Night Work.

This refers to the instruction letter dated 01. 06. 2020 issued (Copy attached) under the signature of the Commissioner General of Labour on the above subject.

ILO Convention 89, "Night Work (Women) Convention, 1948", aims to regulate the hours of night work of women workers and to ensure appropriate conditions for their health and safety. However, evolving social norms and changing labour practices have led many countries to realize that the Convention's provisions are too restrictive and that limiting flexibility in work schedules and hinder economic competitiveness.

Considering the requests received to relax the conditions imposed under the Employment of Women, Young Persons and Children, Factories, Shop and Office (Regulation of Employment and Remuneration) (Amended) Act No. 32 of 1984, flexible provisions are being incorporated into the new Employment Act.

Accordingly, I advise you to consider the factual background in situations where there is any delay in obtaining the prior written approval of the Labour Commissioner while implementing the instructions given in the letter dated 01. 06. 2020. If there are any such requests received from a certain organization within your area, I hereby inform you to advise the employers before commencing legal action, subject to you are satisfied that the other conditions such as night work payments, or the consent of the female employees and other facilities are fulfilled accordance with the law.

This advice is being given as a response to the trend of closing-down of businesses in the face of the current economic crisis and you are instructed to forwarding the same for my advice, through the Commissioner of Women and Children's Affairs Division.

H.K.K.A. Jayasundara
Commissioner General of Labour
Department of Labour
Copies:

H.K.K.A. Jayasundara
Commissioner General of Labour (Acting)
Department of Labour
Colombo 05

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|---|------------------------|
| 1. Additional Commissioner General (Department) | - for information |
| 2. Additional Commissioner General (Administration) | - for information |
| 3. Additional Commissioner General (Engineering) | - for information |
| 4. All Commissioners of Labour | - for Necessary Action |
| 5. All Zonal Deputy Commissioners of Labour | - for Monitoring |

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