

# Emploment of **Women** in **Night Work**



Commissioner General of Labour  
Dept of Labour  
Colombo - 05.



**01. What is meant by night work ?**

A period of 11 consecutive hours in between 10.00 p.m. and 5.00 a.m.

**02. Is there a minimum age for a person to be employed in night work ?**

Yes. No person below 18 years can be employed in night work.

**03. Can women be employed in night work ?**

Yes, but the employer is obliged to obtain written permission from the Commissioner of Labour before employing women in night work. It is obligatory on the part of the employer to fulfill certain conditions before seeking such permission.

**04. Can women be forced to do night work under those conditions ?**

No. No woman should be forced to do night work against her wish.

**05. Can those employed during the day be employed at night ?**

No. A woman employed in between 6.00 a.m. and 6.00 p.m. on a particular day should not be forced to work after 10.00 p.m. on the same day.

**06. What is the rate of payment to those employed in night work ?**

Every woman employed in night work should be paid not less than one and half times her normal wage. Contributions to EPF should be made on such payment.



### **07. What are the other facilities Provided ?**

Rest rooms and refreshments should be provided to the women workers employed in night work by the employer and female wardens should be appointed to see to the welfare of women who work at night.

### **08. Can women be employed in night duty daily?**

No. No woman shall be employed more than 10 days in night duty during a month.

### **09. Can work shifts be knocked off whilst women are being employed in night work ?**

They should be allowed to work throughout the night.

### **10. Do these conditions apply to every woman employed in night work ?**

No. These conditions apply only to women employed in an industrial undertaking.

### **They do not apply to**

Women holding responsible positions of managerial and technical character.

Women employed in health and welfare services who do not usually engage in manual work and

women employed in an industrial undertaking in which only members of the same family are employed.



**11. Until what time at night can a woman be employed in a shop or an office.**

Up to 8.00 p.m.

**12. Until what time at night can a woman be employed on night duty at a hotel or a restaurant**

Up to 10.00 p.m.

**13. Can the employers who contravene night work conditions be dealt with under the law ?**

Yes,

On being convicted in a case filed in a magistrate's court a punishment in the form of a fine not exceeding Rs. 10,000/- or imprisonment not exceeding I year, or both such fine and imprisonment may be imposed.

**Should you need clarifications  
for further clarifications  
please contact the nearest  
Labour Office or**



**Commissioner of Labour  
Women and Children's  
Affairs Division  
Dept of Labour  
Colombo - 05.**



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