

**GOVERNMENT OF WEST BENGAL
LABOUR DEPARTMENT (LWMW CELL)
NEW SECRETARIAT BUILDING (12TH FLOOR)
1, K.S.ROY ROAD, KOLKATA-700001**

No. I/98/2025/LABR-25099/31/2025-LWMW Date: 03.12.2025

NOTIFICATION

Whereas, Business Reforms Action Plan under Ease of Doing Business is a state priority and

Whereas, the State Government considers it fit to do so in the public interest;

Now, therefore, the Governor is hereby pleased to allow women to work at night shift between 7pm to 6am provided that the State Government relax by a written order, the provisions of clause (b) of Subsection (1) of Section 66 of the Factories Act, 1948 on the merit of a case and subject to the arrangements made by the occupier for the safety and security of such women employees as may be specified in such order.

-By order of the Governor

Be
Avanindra Singh, IAS

Secretary to the Government of West Bengal

No. I/98/1(5)/2025/LABR-25099/31/2025-LWMW Date: 03.12.2025

Copy forwarded for information & necessary action to the:

OSD & Ex-officio Senior.

1. The Special Secretary & Labour Commissioner (In-charge), New Secretariat Building, 11th Floor, Kolkata 700 001
2. The Director, Directorate of Factories (8th Floor), New Secretariat Building, 11th Floor, Kolkata 700 001
3. PS to the HMIC, Labour Department
4. Sr. P.A./P.S to the Secretary, Labour Department
5. Office Copy

Avanindra Singh, IAS

Secretary to the Government of West Bengal