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**GOVERNMENT OF ODISHA  
LABOUR & E.S.I. DEPARTMENT**

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**NOTIFICATION**

Bhubaneswar, Dated 8<sup>th</sup> May, 2020

No.LL2-FE-0003-2020 2716 /LESI, Whereas in view of COVID-19 pandemic, Government of India and Government of Odisha have declared complete lockdown from 24.03.2020 and subsequently, Government of Odisha vide Order No. 2214/R&DM (DM) dtd. 17.04.2020 have decided to provide certain relaxations for industrial and commercial activities from 20<sup>th</sup> April, 2020;

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And whereas the Government of Odisha has decided that these relaxations will not be applicable to areas declared as hotspots or containment zones in different cities of the state and the commercial activities and business can start functioning from 20<sup>th</sup> April, 2020 but with due procedures of safety and social-distancing;

And whereas certain industries and Industry Associations have represented for relaxation in working hours and requested for 12 hour shift instead of 8-hour shift;

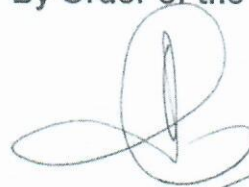
Now, therefore, in exercise of the powers conferred by Section 5 and 65 of the Factories Act, 1948 (LXIII of 1948), the Government of Odisha hereby directs that all the factories registered under the Factories Act, 1948 shall be exempted from provisions relating to weekly hours, daily hours, intervals for rest etc. of adult workers under Section 51, Section 54, Section 55 and Section 56 for a period of three months and 12-hour shift is allowed in this period with the following conditions:

- (1) No adult worker shall be allowed or required to work in a factory for more than twelve hours in any day and seventy-two hours in any week.
- (2) The periods of work of adult worker in a factory each day shall be so fixed that no period shall exceed six hours and that no worker shall work for more than six hours before he has had an interval for rest of at least half an hour.
- (3) The total spread over shall not exceed 13 hours.

- (4) No female workers shall be allowed or required to work in a factory between 7.00PM to 6.00A.M unless specifically permitted by Government in this regard.
- (5) Additional four hours of overtime wages per day shall be paid as prescribed under Section 59 of Factories Act subject to an overtime limit of 24 hours per week.

Other guidelines issued from time to time under COVID will be observed scrupulously.

By Order of the Governor



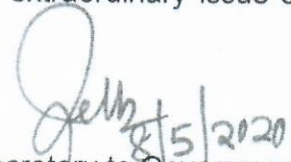
(Anu Garg)

Principal Secretary to Government

8/5/2020

Memo No. 2717 /LESI, Dated 08/05/2020

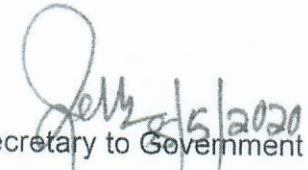
Copy forwarded to the Gazette Cell, Commerce & Transport Department, Lok Seva Bhavan with a request to publish the notification in an extraordinary issue of Odisha Gazette and supply copies thereof to this Department.



Joint Secretary to Government

Memo No. 2718 /LESI, Dated 08/05/2020

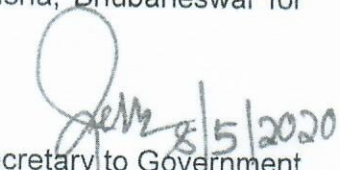
Copy forwarded to P.S. to Hon'ble Chief Minister, Odisha / P.S. to Hon'ble Minister, Labour & ESI, Odisha / OSD to Chief Secretary, Odisha / P.S. to DC-cum-ACS, Odisha for kind information and necessary action.



Joint Secretary to Government

Memo No. 2719 /LESI, Dated 08/05/2020

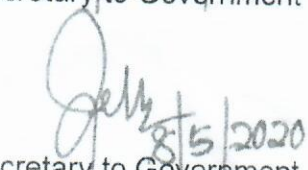
Copy forwarded to Director of Factories & Boilers, Odisha, Bhubaneswar for information and necessary action.



Joint Secretary to Government

Memo No. 2720 /LESI, Dated 08/05/2020

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Joint Secretary to Government