

GOVERNMENT OF KARNATAKA

No. ITD/180/PrS/2015

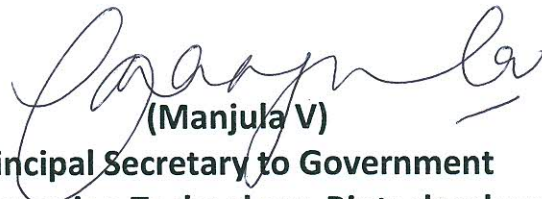
Karnataka Government Secretariat
5th Phase, 5th & 6th Floor, M S Building,
Dated: 23.12.2015

CIRCULAR

In the Circular No.ITD/180/PrS/2015, dt. 15.10.2015, IT Companies were requested to adhere to the provisions of the Karnataka Shops and Commercial Establishments Act and Rules relating to safety and security of women employees working in the night shifts in IT Companies.

In the additional guidelines enclosed to the Circular, point No. 2 reads as follows: *'Women to be provided escorts for drops starting at 6.45 pm to pickups till 6 am. The 6.45 pm timing is there to avoid issues in case of traffic jams or similar delays'*.

It is hereby clarified that the additional guidelines are the best practices suggested for IT Companies. The additional guidelines only suggest that it would be in the best interests of the company to follow the guidelines aimed at providing safety and security to the women employees working in night shifts. Therefore, it is not mandatory to follow the 6.45 pm clause. However, it is reiterated that the IT companies are responsible for the safety and security of the women employees working in night shifts.



(Manjula V)
Principal Secretary to Government
Information Technology, Biotechnology,
and Science and Technology Department

To:

- 1) President – IESA
- 2) President – Association of Bangalore Animation Industry (ABAI)
- 3) Regional Director – American Chamber of Commerce in India (AMCHAM)
- 4) President – Consortium of Electronic Industries of Karnataka (CLIK)
- 5) Vice President & President Elect – CSI –
- 6) CEO – Electronics City Industries Association (ELCIA)
- 7) President – MAIT
- 8) Regional Head – NASSCOM
- 9) Managing Director - KBITS