

OFFICE MEMORANDUM**NO.LAB-1/1/2024-25/925****Dated Kohima, the 14th November, 2025.****Clarification on engagement of women employees during night hours under Section 20 of the Nagaland Shops & Establishment Act, 1986.**

1. Whereas, it has been observed that doubts have arisen regarding the interpretation of Section 20 of the Nagaland Shops & Establishments Act, 1986, which stipulates that no woman or any person who has not attained the age of seventeen years shall be required or allowed to work in any establishment before 6:00 A.M or after 7:00 P.M.
2. On a plain reading, the Act does not impose blanket prohibition on women above the age of seventeen years from being engaged in employment during night hours. However, in order to ensure the safety, security and welfare of women employees, the following conditions shall be mandatory in case any establishment engages women beyond 7:00 P.M:
 - (i) Engagement of women employees during night hours shall be strictly on the basis of their written consent
 - (ii) Employers shall provide safe and secure working conditions, including adequate security arrangements within the workplace.
 - (iii) Employers shall arrange safe and reliable transport facilities for women employees from the workplace to their residence after duty hours.
 - (iv) There shall be no discrimination in wages, service conditions, or opportunities for women engaged during night shifts.
 - (v) All other statutory provisions of the Act regarding working hours, rest intervals, overtime wages, and weekly holidays shall continue to apply without exception.
3. Any violation of the above conditions shall be deemed contravention of the provisions of the Nagaland Shops & Establishments Act, 1986, and shall invite appropriate action as per law.
4. This O.M is issued for wide circulation and compliance by all concerned authorities, establishments, and stakeholders.

Sd/-

T ZUBEMO OVUNG

Deputy Secretary to the Government of Nagaland.

NOTIFICATION**Dated Kohima, the 18th August, 2025.****NO.POL/ESTT-6/6/2025/539** :: Whereas the police personnel has executed AFFIDAVIT before the Notary Public for correction of name in his service records and documents as detailed below:

Sl. No.	Affidavit No.	Name as erroneously recorded	Name to be corrected to
1.	No. 525/25 Dated: 04-06-2025	Lothungo Ezung (Retd. L/Naik, 4 th NAP Bn, Thizama)	T Lothungo Ezung

2. Henceforth, the name **T LOTHUNGO EZUNG** shall be used by the official for all records and official purposes.
3. This notification is issued with the clearance of P&AR Department (OM Branch) vide their U.O. No.515, dated 30-06-2025.

Sd/-

CHUBASANGLA LONGKUMER

Joint Secretary to the Govt. of Nagaland.