

GOVERNMENT OF INDIA  
DEPARTMENT OF ATOMIC ENERGY  
**LOK SABHA**  
**UNSTARRED QUESTION NO. 173**  
TO BE ANSWERED ON 18.07.2018

**ATOMIC ENERGY FACTORY RULES**

173. SHRI RAHUL SHEWALE:

Will the PRIME MINISTER be pleased to state:

- (a) whether Atomic Energy Factories Rules 1996 is amended to permit women workers to be engaged in night shift duties;
- (b) if so, the details thereof and if not, whether the Government intends to amend it in future;
- (c) whether Indian Courts have stipulated any guidelines to be adopted while deploying women workers for night shift duties till the amendment of rules or bringing out rules and if so, the essentials, substances of the guidelines, implementation mechanisms, etc.; and
- (d) whether Department of Atomic Energy / Bhabha Atomic Research Centre engaged women workers in night shift duties for reactor operation and maintenance and if so, the details thereof and whether the guidelines adopted by the courts are in force and if so, the details thereof?

**ANSWER**

THE MINISTER OF STATE FOR PERSONNEL, PUBLIC GRIEVANCES & PENSIONS AND PRIME MINISTER'S OFFICE (Dr. JITENDRA SINGH):

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- (a)to(c) Department is already taking adequate care to ensure safe working environment for women employees working in night shifts. Some of the them include separate transportation facility with escort and Global Positioning System (GPS) based monitoring, separate canteen and locker facilities, proper restrooms, proper lighting facilities in and around work place, working arrangement in groups and monthly meeting for grievances redressal. These provision also conform to the stipulated advice of Hon'ble High Court.

As of now no further change in Atomic Energy Factory Rules 1996 is envisaged.

- (d) Yes, Sir. Bhabha Atomic Research Centre (BARC) has employed women operators in night shift duties for reactor operation. Reactors under BARC are being operated by qualified manpower on round the clock shifts. All plant operators are selected on their merit and licensed after undergoing two years of training to ensure safe operation. During the training and posting all candidates are explained about the requirement of working in round the clock shift which they have accepted at the time of appointment. BARC have also extended the following facilities to the female plant operators working in research reactors so as to ensure safety and security:
- (i) Female operators are posted in a pair for supervision of plant area in a shift.
  - (ii) If the number of female operators reporting to duty is less, they are posted in control room where Shift Engineer/Shift Charge Engineer is continuously present.
  - (iii) Separate ladies change room has been provided.
  - (iv) The Department has implemented a special policy for out of turn allotment of residential quarters to the female plant operators working in round the clock shifts. Under this policy all female plant operators have been provided with accommodation at the residential complex adjacent to the BARC campus. Due to the proximity of accommodation to the working place, female operators would not have any problem while on duty as security, safety, medical care and transport are available in work place as well as residential area 24x7.

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