



E-ALERT: REVISIONS TO THE REGULATORY FRAMEWORK FOR NIGHT-TIME EMPLOYMENT FOR CERTAIN FEMALE SERVICE SECTOR EMPLOYEES



February 2026

In terms of Extraordinary Gazette No. 2473/25 dated 30 January 2026, the Government has introduced amendments to Regulation 3 of the Shop and Office Employees (Regulation of Employment and Remuneration) Regulations, 1954, which regulates the employment of female employees during night-time hours in specified service-sector establishments

These amendments introduce limited changes to the categories of permissible roles in residential hotels and expressly impose employer obligations in respect of female employees engaged in night shifts.

Under the previous regulatory framework, female employees above the age of eighteen years were permitted to be employed between 6.00 p.m. and 6.00 a.m. only in narrowly defined roles, namely, as **receptionists, ladies cloakroom attendants, ladies linen room attendants, or ladies lavatory attendants in residential hotels**, and as **ground hostesses in airline offices situated at airports**.

The recent amendment expands the scope of permissible roles in residential hotels by replacing the category of **'ladies lavatory attendant'** with **'ladies janitorial attendant'** and by introducing the additional role of **'food and beverage stewardess'**.

In addition, the regulation now expressly places responsibility on employers for the healthcare, safety, and welfare of female employees engaged in night-time work. This includes the obligation to provide suitable accommodation from the end of the shift until 6.00 a.m., or transport facilities to the employee's usual place of residence where the shift concludes during night hours.

It is important to note that while these amendments modernise certain job classifications and strengthen employee protection measures, they do not expand the categories of establishments in which female employees may be engaged at night, nor do they remove the underlying restriction that night-time employment remains permissible only in specifically defined roles. The applicable night-time window also remains unchanged in substance.

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