

EMPLOYMENT ACT  
(CHAPTER 91, SECTION 139)

EMPLOYMENT (FEMALE WORKMEN) REGULATIONS

ARRANGEMENT OF REGULATIONS

Regulation

1. Citation
  2. Definition
  3. Employment of pregnant female workmen
  4. Offence
  5. [*Deleted*]
- 

[29th April 1988]

**Citation**

1. These Regulations may be cited as the Employment (Female Workmen) Regulations.

**Definition**

2. In these Regulations, unless the context otherwise requires, “night” means the period between 11 o’clock in the evening and 6 o’clock the following morning.

**Employment of pregnant female workmen**

3.—(1) No female workman who is pregnant shall be employed to work during the night or part thereof unless she has for this purpose consented in writing and is not certified unfit by a medical officer or a registered medical practitioner.

(2) A female workman who is pregnant shall give written notice of that fact to her employer.

(3) The notice under paragraph (2) shall be accompanied by a certificate from a medical officer or a registered medical practitioner certifying that the female workman is pregnant.

**Offence**

4. Any person who employs a pregnant female workman in contravention of regulation 3(1) shall be guilty of an offence and shall be liable on conviction to a fine not exceeding \$5,000 and, in the case of a second or subsequent conviction under that regulation within one year, to a fine not exceeding \$10,000.

*[S 665/2008 wef 01/01/2009]*

5. *[Deleted by S 246/2014 wef 01/04/2014]*

*[G.N. Nos. S 101/88; S 119/88]*

LEGISLATIVE HISTORY  
EMPLOYMENT (FEMALE WORKMEN) REGULATIONS  
(CHAPTER 91, RG 7)

This Legislative History is provided for the convenience of users of the Employment (Female Workmen) Regulations. It is not part of these Regulations.

**1. G. N. No. S 101/1988 — Employment (Female Workmen) Regulations 1988**

(G.N. No. S 119/1988 — Corrigendum)

Date of commencement : 29 April 1988

**2. 1990 Revised Edition — Employment (Female Workmen) Regulations**

Date of operation : 25 March 1992

**3. 2000 Revised Edition — Employment (Female Workmen) Regulations**

Date of operation : 30 April 2000

**4. G. N. No. S 665/2008 — Employment (Female Workmen) (Amendment) Regulations 2008**

Date of commencement : 1 January 2009

**5. G.N. No. S 246/2014 — Employment (Female Workmen) (Amendment) Regulations 2014**

Date of commencement : 1 April 2014