CHANDIGARH ADMINISTRATION
LABOUR DEPARTMENT
NOTIFICATION

No. 662869-HII(2)-2026/6255 **Chandigarh, dated the 02.07.2026**

The following draft rules, which the Administrator, Union Territory of Chandigarh proposes to make in exercise of the powers conferred by sections 133 and 135 of the Occupational Safety, Health and Working Conditions Code, 2020 (37 of 2020) (hereinafter refer to as said code) and in supersession of the -

(i) The Punjab Factory Rules, 1952 as applicable to U.T., Chandigarh by virtue of Punjab Reorganization Act,1966;

(ii) The Punjab Welfare Officers (Recruitment and Conditions of Service) Rules, 1952, as applicable to U.T., Chandigarh by virtue of Punjab Reorganization Act,1966;

(iii) The Chandigarh Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Rules, 2009;

(iv) The Chandigarh Contract Labour (Regulation and Abolition) Rules, 1974;

(v) The Chandigarh Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) (Punjab) Rules, 1983; and

(vi) The Punjab Motor Transport Workers Rules, 1963 as applicable to U.T., Chandigarh by virtue of Punjab Reorganization Act,1966, except as respects things done or omitted to be done before such supersession, are hereby published, as required by Section 137 (a) of the said Code, for information of all persons likely to be affected thereby.

Notice is hereby given that the draft will be taken into consideration by the State Government on or after the expiry of a period of 45 days from the date of publication of this notification in the official gazette of Chandigarh Administration together with any objections and suggestion, if any, which may be received in the office of Labour Commissioner, UT, Chandigarh, Labour Welfare Centre Building, Sector 30B, UT, Chandigarh, in writing or an email: alcld-chd@chd.nic.in, from any person before the expiry of the period so specified with regard to the proposed drafts namely:-

DRAFT RULES
CHAPTER-I
PRELIMINARY

1. Short title, extent and commencement.

(1) These rules may be cited as The Chandigarh Occupational Safety, Health and Working Conditions Rules, 2026.

i. These rules shall extend to whole of the Union Territory, Chandigarh.

ii. These rules shall come into force from the date of their final publication in the official gazette.

2. Definitions.

(1) In these rules, unless the context otherwise requires, -

(a) "Appendix" means an appendix appended to these rules;

(b) “Appropriate Government” means Administrator of Union Territory of Chandigarh appointed under clause (1) of article 239 of the constitution vide Ministry of Home Affair Notification no. S.O.27(E) dated 02.01.2026.

(c) “Breathing space” means the minimum cubic space required per worker in a workroom to ensure adequate volume of air for proper respiration.

(d) "Code" means the Occupational Safety, Health and Working Conditions Code, 2020 (Central Act No. 37 of 2020);

(e) “Continuous process” means the materials either dried bulk or fluids that are being processed and are continuously in motion, undergoing chemical reaction and are subject to mechanical or heat treatment or any other process specified by State Government;

(f) “Designated authority” means an authority notified by State Government under section 119 of the Code;

(g) “electronically” means any information submitted by email or uploaded on the portal or making digital payment through any mode for the purposes of Code;

(h) "first employment" means the first employment in any manufacturing process to which the relevant Schedule applies and shall also include re-employment in the manufacturing process following any cessation of

employment for a continuous period exceeding three calendar months;

(i) "form" means the form appended to these rules;

(j) “hazardous waste” means the hazardous waste as defined in clause (17) of sub-rule (1) of rule 3 of the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016;

(k) “Labour welfare fund” means contribution deposited as per the “Punjab Labour Welfare Fund Act,1965” and rules made there under;

(l) "major accident" means an incident involving loss of life inside or outside the establishment or ten or more injuries inside and/ or one or more injuries outside or release of toxic chemical or explosion or fire or spillage of hazardous chemical resulting in ‘on-site’ or ‘off-site’ emergencies or damage to equipment leading to stoppage of process or adverse effect to the environment;

(m) “medium enterprise” means an enterprise as defined in clause (g) of section 2 of the Micro, Small and Medium Enterprises Development Act, 2006 (Central Act No. 27 of 2006);

(n) “micro enterprise” means an enterprise as defined in clause (h) of section 2 of the Micro, Small and Medium Enterprises Development Act, 2006 (Central Act No. 27 of 2006);

(o) “Major Accident Hazard (MAH) Installations” shall have the meaning assigned to them in Rule 2(ja) of the Manufacture, Storage and Import of Hazardous Chemicals Rules, 1989.

(p) “portal” means the website of the Labour Department, Chandigarh Administration for delivering services under the Code and the rules made thereunder;

(q) “recognized university or institution” means,

(i) any University, incorporated by law, by the Central or any State Government; or

(ii) any other University or institution which is declared by the State Government to be a recognized University or institution for the purposes of these rules;

(r) “quarter” means the period of three consecutive months beginning on the 1st of January, the 1st of April, the 1st of July or the 1st of October;

(s) “registering officer” means an officer appointed under section 3 of the

Code;

(t) "Schedule" means the Schedule appended to these rules;

(u) "section" means the section of the Code;

(v) "small enterprise" means an enterprise as defined in clause (m) of section 2 of the Micro, Small and Medium Enterprises Development Act, 2006 (Central Act No. 27 of 2006);

(w) "State" means Union Territory of Chandigarh.

(x) "State Government" means Administrator of Union Territory of Chandigarh appointed under clause (1) of article 239 of the constitution vide Ministry of Home Affair Notification no. S.O.27(E) dated 02.01.2026.

(y) "wages" means the wages as defined in clause (y) of section 2 of the Code on Wages, 2019 (Central Act No. 29 of 2019); and

(z) "work room" means any room in which any "manufacturing process" as defined in section 2(1)(zi) of the code is carried out;

(aa) "year" means the period of twelve months beginning from the 1st day of January in any year.

(2) The words and expressions used in these rules but not defined therein, but defined in the Code, shall have the respective meanings as assigned to them in the Code.

3. Income from the sources

Section 2(1)(x)

For the purposes of clause (x) of sub-section 1 of section 2, such income from such sources means that a dependent having monthly income up to Rs 15000 from the following sources;

(a) Interests from Bank Deposits

(b) Agricultural Income

(c) Income from shares and mutual funds

(d) Salary

(e) Any kind of rental Income

(f) Scholarship

(g) Pension

(h) Any kind of prize money including lottery

(i) Any kind of sponsorship or

(j) Any other source of income notified by government from time to time.

4. Hazardous Substance

Section 2(1)(zb)

Hazardous Substance means any chemical along with quantity as specified in the sub-clause (i), (ii) and (iii) of clause (e) of rule 2 of the Manufacture, Storage and Import of Hazardous Chemical Rules, 1989 as amended from time to time.

CHAPTER-II REGISTRATION

5. Registration of Establishment

Sections 3(2) & 5(1)

(1) (i) The employer seeking registration for an establishment, not already registered, shall apply within the time specified in sub-section (1) of section 3 of the code, electronically in Form-I on Portal by giving details about the establishment, and uploading documents related to Registration of the establishment, proof of Identity and address of the employer(s) as specified in the Form-I. The Form shall be signed digitally or in any other manner as may be required on the portal. The applicant shall be responsible for veracity of all information submitted in the application.

(ii) The Permanent Account Number (PAN) of the applicant or the establishment allotted under Income Tax Act, 1961 or any other unique number allotted to the establishment under any other Act for the time being in force or any other particular furnished in the form, may be verified online.

(iii) The fee to be paid for registration of an establishment shall be as per the Schedule given below:-

SCHEDULE

Number of employees to be employed	**Fee for Registration**
Up to 20	1000
21-50	2000
51-100	3000
101-150	5000
151-200	7500
201-250	10000
251-500	12500
501-750	15000
751-1000	17500

1001-1500	20000
1501-2000	25000
2001-3000	30000
3001-5000	40000
Above 5000	50000

(iv) The certificate of registration shall be issued in such a form as prescribed by the central government electronically if the application is complete in all respect along with prescribed fee but not later than seven working days from the date of submission of complete application, failing which such establishment shall be deemed to have been registered and the certificate of registration shall be auto generated:

Provided that in exceptional circumstances the State Government may, for such period, by notification, dispense with requirement of electronic registration, in respect of establishment or class of establishment, for part or whole of Union Territory, Chandigarh, and submission of application in the form so provided, may be allowed.

The certificate of registration shall be non-transferable and a copy of the certificate of registration shall be displayed in the premises of the establishment at the conspicuous place in hard copy or electronically.

(2) The registering officer under the Code may direct the employer who fails to comply with the requirements of sub-rule (1), to do so within the time stated there in and such employer shall, there upon comply with the instruction issued by the officer in this behalf.

(3) The employer in respect of an establishment already registered under any other central or state labour law for the time being in force shall, update the registration particulars on the Portal, within six months from the date on which the Code comes into force.

(4) Any registration obtained by providing wrong information shall be liable to be cancelled provided that establishment has been given an opportunity to show cause, electronically or by registered post, as to why the certificate of registration should not be cancelled.

(5) The employer shall quote the Registration Number on all documents prepared or completed by him in connection with the Code or the Rules or the Regulations or the Scheme, as the case may be, and in all correspondence with the office concerned.

(6) Any change in the ownership, management or any particular furnished in Registration Form submitted on the specified portal, shall be

updated on the portal by the employer within thirty days of such change.

(7) If there is any increase in the number of employees to be employed in the establishment subsequent to its registration, then the differential amount as per the sub-rule 5 (1)(iii) shall be payable by the employer concerned within thirty days of such change.

(8) The employer of an establishment to which the provisions of the Code apply and whose business activities are in process of closure, may apply for cancellation In Form II of registration online on the Portal after giving complete details of the dues payable under the Central Labor Codes:

Provided that no such application for cancellation of registration shall be entertained unless the employer has furnished all statutory returns, paid all statutory dues under the Central Labour Codes and any other Central or State Labour law in force in accordance with the law applicable for the time being and submitted a self-certification to that effect along with the application.

(9) The registering officer shall maintain a register of establishment electronically in Form-III showing the particulars of establishment in relation to which certificates of registration have been issued by him.

(10) The employer shall, within thirty days of the commencement and completion of any work, intimate to the Inspector-cum-Facilitator, having jurisdiction in the area where the proposed establishment or as the case may be, the work is to be executed, intimating the actual date of the commencement, completion of work and cessation of establishment, as the case may be, in Form-IV annexed to these rules electronically and the same shall be auto shared to EPFO and ESIC.

(11) The responsibility under this rule shall entirely lie with the employer of the establishment.

Provided that the concerned establishment shall be responsible for all financial liabilities, and the occupier or employer of such establishment shall be responsible for all operations relating to safety, health, working conditions and welfare within the premises to which registration or license has been issued under this Code and the rules made thereunder.

6. Late fee for registration

Section 3(1)

1. If an application for registration is not made within the time specified in sub-section (1) of section 3 of the code, a late fee of twenty five percent of fee payable as specified in the schedule under rule 5(1)(iii) shall be payable.
2. If an application for change in the number of workers, along with the differential fees, is not made within thirty days, a late fee of twenty five percent on the differential fees payable as specified under Rule 5(1)(iii), shall be levied.
3. The fees payable under rules 5 and 6(1&2) shall be paid through the online portal as may be notified by the state government from time to time.

7. Appeal

Section 4

(1) The employer aggrieved by the order of registering officer under section 3 of the code, may appeal against such order before appellate officer as may be notified by state government for such purpose with in thirty days from the date of receipt by him of such order, electronically or by registered post or speed post.

(2) Where the memorandum of appeal is in order, the appellate officer shall admit the appeal, acknowledge it and intimate admission of such appeal, and shall register the appeal in electronic form as specified by the state government by general or special order.

(3) When the appeal has been admitted, the appellate officer shall send the notice of the appeal to the Registering Officer, against whose order the appeal has been preferred and the Registering Officer shall there upon send the records of the case to the appellate officer online electronically or by registered post or speed post.

(4) On receipt of the appeal, the appellate officer shall send a notice electronically or by registered post or speed post to the appellant to appear before him on such date and time as may be specified in the notice for the hearing of the appeal. If the appellant is present when the appeal is called on for the hearing, the Appellate Officer shall proceed to hear the appellant or his authorized agent and any other person summoned by him for this purpose, and pronounce judgment on the appeal confirming, reversing or varying the order appealed against the appeal is preferred.

(5) If on the date fixed for hearing, the appellant does not appear, the appellate officer may dismiss the appeal for default of appearance of the appellants by sending the copy of the order of dismissal to the applicant electronically or by registered post or speed post.

(6) Where an appeal has been dismissed, the appellant may apply electronically or by registered post or speed post, to the appellate officer for the restoration of the appeal within thirty days from the date of receipt of the order of dismissal under sub-rule (5) and if the appellate officer is satisfied that the appellant was prevented by sufficient cause from appearing, the appellate officer shall restore the appeal.

(7) The order of the appellate officer under sub-rule (6) shall be communicated electronically or by registered post or speed post to the appellant and copy thereof shall be sent to the Registering Officer against whose order the appeal has been preferred.

(8) An appeal under this rule shall be disposed of within thirty days from the date on which the appeal is received.

CHAPTER-III
DUTIES OF EMPLOYER, EMPLOYEES ETC.

8. Medical examination of employees

Section 6(1)(c)

(1) Every employer of a factory, beedi or cigar work and building or construction work shall arrange to conduct free of cost medical examination for all the employees above the age of forty (40) years annually within one hundred and twenty days from the commencement of the year. The medical examination shall be conducted by a qualified medical practitioner as per proforma in the Form-V given under this rule.

Provided that all the employees irrespective of age or type of establishment, engaged in handling of hazardous substance or hazardous process or dangerous operations shall be medically examined bi-annually within thirty days from the 1st day of January and the 1st day of July.

Provided further that an employer may avail facility for medical examination of the employee (s) under relevant rule of the Chandigarh Code on Social Security Rules, 2026 through Employees' State Insurance Corporation (ESIC).

(2) The record of medical examination shall be maintained in Form-VI electronically or otherwise and shall be made available to the Inspector cum- Facilitator for inspection, whenever required.

9. Appointment letter to employee

Section 6(1)(f)

No employee shall be employed in any establishment unless he has been issued a letter of appointment in the format given below:

Provided that, an employee who has not been issued an appointment letter containing the required particulars, shall be issued an appointment letter within three months of coming into force of this rule.

1. Name of the employee:
2. Name of employee`s father/husband/mother:
3. Date of birth:
4. Identification Number of employee: (Adhaar Number/ESI/UAN/PAN)
5. Name and address of establishment:
6. Registration number/Labour Identification Number:
7. Designation:
8. Category of skill: (Skilled, Semi-Skilled, Unskilled, Staff A/Staff B/Staff C)
9. Date of Joining:
10. Wages, Basic pay and dearness allowance:
11. Other allowance including accommodation whichever is/are applicable:
12. Applicability of Social security EPFO and ESIC benefits:
13. Broad nature of duties to be performed:
14. Any other information:

Occupier/Employer/Owner/ Manager seal and signature

10. Notice of accident

Section 10(1)

(1) When any accident which results in the death of any person, the employer of the establishment, shall inform to the Inspector-cum-facilitator and Chief Inspector- cum-facilitator within twelve hours from time of accident and shall also inform the following electronically or telephonically:

(a) District Magistrate or Sub-Divisional Magistrate;
(b) the Officer-in-charge of the Police Station;
(c) the family of the deceased person; and
(d) to the authorities of concerned State in case of inter-state migrant worker.

(2) An information given as required under sub-rule (1) shall be subsequently confirmed by the employer of the establishment to the authorities mentioned in sub-rule (1) within twenty-four hours of the accident by sending them a report in Form-VII.

(3) When any accident takes place in an establishment and it causes such bodily injury to any person as prevents the person injured from working for a period of forty-eight hours or more immediately following the

accident the employer of the establishment shall send a report thereof to the Inspector-cum-facilitator and Chief Inspector- cum- facilitator in Form-VII within twenty-four hours after the expiry of the forty- eight hours from the time of the accident.

Provided that if in the case of an accident, death occurs of any person injured by such accident after the notices and reports referred to in the foregoing sub-rule have been sent, the employer of the establishment shall forthwith send an intimation thereof by telephone, special messenger or email to the authorities and persons mentioned in sub-rule (1):

Provided further that, if the period of disability from working for forty-eight hours or more referred to in sub-rule (3) does not occur immediately following the accident but later on occurs in more than one spell, the report shall be sent to the Inspector-cum-facilitator and Chief Inspector- cum- facilitator in Form-VII within twenty-four hours immediately following the hour when the actual total period of disability from working resulting from the accident becomes forty-eight hours.

11. Notice of Dangerous Occurrence

Section 11

(1) When any dangerous occurrence specified in the Schedule given under this rule takes place in an establishment, the employer of the establishment shall forthwith send a notice in Form-VII thereof by telephone, special messenger or email within twelve hours to-

(a) Sub-Divisional Magistrate;
(b) Chief Inspector-cum-Facilitator;
(c) the Officer-in-charge of the Police Station; and
(d) Inspector-cum-facilitator.

SCHEDULE

The following class of occurrence shall be dangerous occurrence within the meaning of this rule: -

(i) Bursting, of any plant or pipeline or equipment containing petroleum, steam, compressed air or other substance at a pressure greater than the atmospheric pressure;

(ii) Collapse or failure of a crane, derrick, winch, hoist or other appliances used in raising or lowering persons or goods, or any part thereof, or the overturning of a crane.

(iii) Explosion, explosion due to explosives, fire, leakage or release of harmful toxic gases, bursting out, leakage or escape of any molten

metal, or hot liquid or gas causing bodily injury to any person or damage to any room or place in which persons are employed; Explosion of a receiver or container used for the storage at pressure greater than atmospheric pressure of any gas or gases (including air) or any liquid or solid resulting from the compression of gas.

(iv) collapse or failure of lifting appliances or hoist or conveyors or other similar equipment for handling building or construction material or breakage or failure of rope, chain or loose gears; overturning of cranes used in building or other construction work; falling of objects from height;

(v) collapse of any wall, floor, gallery, roof bridge, tunnel, chimney, wall, building or subsidence of soil or any other structure, platform, staging, scaffolding or any means of access including formwork; contact work, excavation and collapse of transmission;

(vi) Spillage or leakage of hazardous substances and damage to their container;

(vii) collapse, capsizing, toppling or collision of transport equipment within the establishment;

(viii) fall from height of any excavation, loading or transport machinery;

(ix) an instantaneous failure of a pillar, part of a pillar or several pillars of coal (i.e., a bump) in working below ground;

(x) a rock-burst in working below ground; a premature collapse of any part of the working;

(xi) a breakage, fracture or failure of an essential part of any machine or apparatus whereby the safety of persons may be endangered;

(xii) a slide causing injury to any person, damage to any machinery, or interruption of normal mining operations;

(xiii) failure of dump or side in opencast working; a blowout;

(xiv) a failure of any structure or installation whereby the safety of persons may be endangered; or spark generated due to electrical flash-over causing burn injury to any person;

(xv) a major uncontrolled emission of petroleum or chemical spillage;

(xvi) a spontaneous heating or outbreak of fire, or appearance of smoke, or other indication of heating or outbreak of fire in belowground mines;

(xvii) an eruption or inrush of water or other liquid matter in mines;

12. Notice of Disease

Section 12(1) & 12(2)

(1) A notice in Form-VIII shall be sent forthwith to the Inspector-cum-facilitator and Chief Inspector- cum- facilitator by the employer of an establishment in which there occurs any disease as notified under the Third Schedule of the Code.

(2) The qualified medical practitioner shall send a report in writing to the office of the Chief Inspector-cum-Facilitator with a copy to Inspector-cum-Facilitator in Form-VIII through E-mail within forty-eight hours from the time the disease specified in the Third Schedule appended to the Code came to his knowledge.

13. Manner of making report by employee

Section 13(d)

The employee shall submit the report in Form-IX to the Safety Committee or Safety Officer or Employer with regard to unsafe or unhealthy situation with copy to Inspector-cum-Facilitator.

14. Manner of sending report of action taken

Section 14(3)

An Employer or Employee of an establishment shall submit the report in Form-X to the Inspector-cum- Facilitator appointed for such class of establishment within twenty-four hours from the time remedial action is taken with regard to the imminent danger electronically or registered post or speed post.

CHAPTER-IV
OCCUPATIONAL SAFETY AND HEALTH

15. Constitution of the Chandigarh Occupational Safety and Health Advisory Board

Section 17(1)

(1) The Chandigarh Occupational Safety and Health Advisory Board, (hereinafter referred to in these rules as the Board) shall consist of the following, namely:-

(i) Administrative Secretary, Department of Labour, Chandigarh Administration…….Chairperson (ex-officio)

(ii) Chief Inspector-cum-Facilitator, UT, Chandigarh……..Member Secretary (ex-officio)

(iii) Administrative Secretary, Department of Industries, Chandigarh Administration…….member (ex-officio)

(iv) Administrative Secretary, Department of Urban Planning, Chandigarh Administration……member (ex-officio)

(v) Chief Engineer, Engineering Department, Chandigarh Administration…… member (ex-officio)

(vi) Commissioner, Municipal Corporation, Chandigarh…… member (ex-officio)

(vii) Regional Director, Employees' State Insurance Corporation …….member(ex-officio)

(viii) Director, Health Services, Chandigarh Administration……..member (ex-officio)

(ix) Chairman, Chandigarh Pollution Control Board……member (ex-officio).

(x) Assistant Labour Commissioner, UT, Chandigarh……member (ex-officio).

(xi) Three representatives of employers, at least one from MSME sector to be nominated by the State Government……members

(xii) Three representatives of employees/Trade Unions to be nominated by State Government……members

(xiii) Three eminent persons connected with the field of occupational safety and health, or representatives from reputed research institutions or similar other discipline to be nominated by the State Government……members

(2) The terms of office of the members referred to in clauses (xi), (xii), and (xiii) shall be of three years.

16. Constitution of technical committee (Framed under section 17(3))

Section 17(3)

(1) The state government may constitute one or more Technical Committees for the purpose of assisting the State Government or Chandigarh Occupational Safety and Health Advisory Board in discharge of its functions specified in sub section (1) of Section 17 of the Code.

(2) The Technical Committees may be multi-members committee, and consist of members from government, public, autonomous or private institutions/industries.

(3) The member of the committee shall have Bachelor's degree in

engineering or Master's Degree in (Physics/Chemistry) or MBBS with Associate Fellow of Industrial Health (AFIH), having an experience of not less than 10 years in the field of Occupational, Safety and Health.

(4) The Chairperson of the Technical Committee shall be from the department of labour as nominated by the State Government.

(5) The Technical Committee may constitute sub-committees to meet the specific requirements.

17. Notice of meeting and the agenda

Sections 17(2) & 17(3)

1) Notice intimating the date, time and venue of every meeting together with agenda, to be discussed at the meeting, shall be sent by registered post, email or by special messenger, to each member fifteen days before the meeting:

Provided that when the Chairperson calls a meeting for the consideration of any matter, which in his opinion is urgent, notice of not less than three days shall be deemed sufficient.

2) Chandigarh Occupational Safety and Health Advisory Board or technical committees (if constituted) shall meet as often as necessary but at least once in a year.

18. Absence from the State

Section 17(2) & 17(3)

If any member leaves the State for a period of not less than six months without intimation to the Chairperson, he shall be deemed to have resigned from the Board/committee.

19. Transaction of business & Quorum

Section 17(2) & 17(3)

1) Every question considered at a meeting of the Board/Committee shall be decided by a majority of the votes of the members present and voting and in the event of equal votes, the Chairperson shall have and exercise a casting vote.

2) No business shall be transacted at any meeting of the Board, unless at least two third (2/3) members are present or give their consent.

20. Minutes of the meeting

Section 17(2) & 17(3)

The minutes of every meeting, duly approved by the Chairperson, shall be recorded by the Member- Secretary of the Board/Committee which shall

be a permanent record.

21. Fees and allowances

Section 17(2) & 17(3)

Every non-official member of the Board/Committee shall be paid travelling allowance for attending a meeting of the Board/Committee at such rates as are admissible to Grade-1 Officer of the State.

22. Resignation

Sections 17(2) & 17(3)

A member of the Board/Committee, not being an ex-officio member, may resign his office by a letter in writing addressed to the State Government and the Office of such a member shall fall vacant from the date on which his resignation is accepted by the State Government, or on the expiry of thirty days from the date of receipt of the letter of resignation by the State Government, whichever is earlier.

23. Cessation of Membership

Sections 17(2) & 17(3)

If any member of the Board/Committee, not being an ex- officio member, fails to attend two consecutive meetings of the Board/Committee, without obtaining the leave of the Chairperson for such absence, he shall cease to be member of the Board:

Provided that the State Government may, if it is satisfied that such member was prevented by sufficient cause from attending three consecutive meetings of the Board/Committee, direct that such cessation shall not take place and on such direction being made, such member shall continue to be a member of the Board/Committee.

24. Disqualification for membership

Sections 17(2) & 17(3)

(1) A person shall be disqualified for being reappointed, and for being a member of the Board/Committee, -

(a) if he is of unsound mind and stands so declared by a competent court; or

(b) if he is an undischarged insolvent; or

(c) if he has been or is convicted of an offence which, in the opinion of the State Government, involves moral turpitude.

(2) If a question arises as to whether a disqualification has been incurred under sub-rule (1) or not, the State Government shall decide the same.

25. Removal from Membership

Sections 17(2) & 17(3)

The State Government may remove from office any member of the

Board/Committee, if in its opinion such a member has ceased to represent the interest which he purports to represent in the Board/Committee.

Provided that no such member shall be removed, unless a reasonable opportunity is given to him for making any representation against the proposed action.

26. Manner of filling vacancies

Sections 17(2) & 17(3)

When a vacancy occurs or is likely to occur in the membership of the Board/Committee, the Member Secretary of the Board/Committee shall submit a report to the State Government and on receipt of such report, the State Government may, by notification, nominate a person to fill the vacancy and the person so nominated shall hold office for the remaining period of the term of office of the member in whose place he is nominated.

27. Collection and extraction of safety and health statistics

Section 21(2)

(1) Every employer shall submit the details of occupational safety and health statistics in the office of Assistant Labour Commissioner, U.T., Chandigarh as well as to the office of Director General, Labour Bureau electronically on portal in such form and manner as may be prescribed by the Central Government from time to time.

(2) Every inter-State migrant worker, whether employed or self-employed in the Union Territory of Chandigarh, shall get himself registered on portal as may be developed for such purposes either by State or Central Government.

28. Safety Committee

Section 22(1)

(1) In every establishment -

(a) wherein five hundred or more workers are ordinarily employed; or

(b) which handles a hazardous substance as defined in clause (zb) of section 2; or

(c) which carries on any hazardous process as defined in clause (za) of section 2 or carries operation declared to be dangerous under the Code, there shall be a Safety Committee to be set up by the employer consists of equal number representatives of workers and employer.

(2) The representatives for the management of Safety Committee shall include; -

(a) a senior official, who by virtue of his position in the establishment can contribute effectively to the functioning of the Committee. Such a senior official shall be the Chairman of the Safety Committee;

(b) a Safety Officer or Medical Officer, wherever available, the Safety Officer in such a case shall be the Secretary of the Safety Committee; and

(c) a representative each from the human resource, production, maintenance and purchase departments preferably the heads of major departments.

(3) (i) The Safety Committee shall consist of equal number of members representing the employer and the workers, which shall not exceed twenty**;**

(ii) The representatives of the employer in the Safety Committee shall be nominated by the employer and shall, as far as possible, be officials in direct touch with or associated with the working of the establishment, preferably the heads of major departments of the establishment;

(4) The representative of the workers in the Safety Committee shall be chosen in the following manner, namely: -

(a) where there is a sole negotiating union or negotiating union under sub-section (2) or sub-section(3) of section 14 or a negotiating council under sub-section(4) of that section 14 of the Industrial Relations Code,2020(35 of 2020) or negotiating union or under said sub section (3) negotiating council, as the case may be, shall nominate the worker‘s representatives on the Safety Committee and in the case of the negotiating council, the nomination shall be in the manner that every registered Trade Union representing in negotiating council shall be represented in the Safety Committee in proportion to the number of workers of the industrial establishment who are members of such Trade Union;

(b) where there is no such sole negotiating union or negotiating union or negotiation council as referred to the clause (a), the workers of the industrial establishment shall choose amongst themselves the workers’ representatives on the Safety Committee:

Provided that, the employer may, deploy an electronic process of conducting the process of choosing representative of workers over an information technology application, online platform or like other platform under:

Provided further that there shall be adequate representation of women workers on the Safety Committee and such representation shall not be less than the proportion of women workers to the total number of workers employed in the industrial establishment:

Provided further that the tenure of the members of the Safety Committee shall be three years.

Provided also that in case there is no recognized both negotiating union or negotiating council and where any dispute arises regarding choosing of the worker‘s representative to the Safety Committee, the matter may be referred to the concerned Inspector-cum-facilitator who shall after hearing the parties decide the matter and his decision shall be final.

(5) The Safety Committee shall meet as often as necessary but at least once in every quarter. The minutes of the meeting shall be recorded and produced to the Inspector-cum-Facilitator on demand.

(6) The Safety Committee shall have the right to, -

(a) ask for necessary information concerning health and safety of the employees; and

(b) seek any relevant information concerning health and safety of the employees.

(7) The functions and duties of the Safety Committee shall include, -

(a) assisting and co-operating with the management in achieving the aims and objects outlined in the “Health and Safety Policy” of the establishment;

(b) dealing with all matters concerning health, safety and environment and to arrive at practicable solutions to problems encountered;

(c) creating safety awareness amongst all employees;

(d) undertaking educational, training and promotional activities;

(e) deliberating on reports of safety environmental and occupational health surveys, emergency plans, safety audits, risk assessment and implementation of the recommendations made in the reports;

(f) carrying out health and safety surveys and identifying causes of

accidents;

(g) looking into any complaint made on the likelihood of an imminent danger to the safety and health of the employees and suggest corrective measures; and

(h) reviewing the implementation of the recommendations made by it.

(8) Where an establishment employs more than 1,000 workers, the functions referred to in sub-rule (7) cannot be effectively discharged by a Single Safety Committee. Accordingly, the employer shall constitute sub-committee in each unit or section carrying out different operations, to assist the Safety Committee.

(9) Intimation of the constitution of a Safety Committee and any Sub-Committee, if required, shall be sent to the Inspector-cum-Facilitator within fifteen days from the date of such constitution.

29. Safety Officer

Section 22(2)

(1) There shall be one Safety Officer-

a. for factories employing more than five hundred workers:

- between 500 to 1000 Workers - one Safety Officer;
- between 1000 to 1500 Workers – Two Safety Officers;
- between 1500 to 2000 Workers – three Safety Officers;
- between 2000 to 2500 Workers –four Safety Officers;

Provided there shall be an additional Safety Officer for every five hundred workers or a fraction thereof; or

b. for factories carrying on hazardous process or establishments carrying on building or other construction works employing more than two hundred fifty workers:

- between 250 to 500 Workers - one Safety Officer;
- between 500 to 750 Workers – Two Safety Officers;
- between 750 to 1000 Workers – three Safety Officers;
- between 1000 to 1250 Workers –four Safety Officers;

Provided that there shall be an additional Safety Officer for every two hundred fifty workers or a fraction thereof.

(2) A person shall not be eligible for appointment as a Safety Officer, unless he, -

(i) possesses a degree of a recognized university or institution in any

branch of Engineering or Technology and has practical experience of working in a factory or building or other construction work in a supervisory capacity for a period of not less than two years or possesses a degree in Physics or Chemistry from a recognized university or institution and has practical experience of working in a factory or building or other construction work in a supervisory capacity for a period of not less than five years, or possesses a recognized diploma in any branch of engineering or technology and has practical experience of working in a factory or building or other construction work in a supervisory capacity for a period of not less than five years;

(ii) possesses a diploma or degree in industrial safety or occupational safety and health recognized by All India Council for Technical Education or University Grants Commission; and

(iii) has adequate knowledge of language spoken by majority of the workers in the region in which the factory or building or other construction work where he is to be appointed is situated.

(3) Notwithstanding anything contained in sub-rule (2), any person who possesses a degree or diploma in Engineering or Technology of a recognized university or institution and has an experience of not less than five years in a department of the Central Government or State Government which dealt with the administration of the Factories Act, 1948 or the Indian Dock Laborers Act, 1934 or the Building and Other Construction Workers(Regulation of Employment and Conditions of Service) Act, 1996 or deals with the Occupational Health, Safety and Working Conditions Code 2020, shall also be eligible for appointment as a Safety Officer:

Provided that in the case of a person who has been working as a Safety Officer in an establishment for a period of not less than three years on the date of commencement of these rules, the Chief Inspector-cum-Facilitator may, subject to conditions as he may specify, relax all or any of the above said qualifications.

(4) The occupier of the factory or employer of building or other construction establishment, as the case may be, shall inform the Chief Inspector-cum- Facilitator and the Inspector-cum- Facilitator about the appointment of the Safety Officer or Chief Safety Officer within Fifteen (15) days from such appointment.

(5) The Chief Inspector-cum-Facilitator may endorse such appointment if it is in accordance with the section 22 of the Code and this rule.

(6) Where more than one Safety Officers are appointed in an establishment, one of them shall be designated as the Chief Safety Officer and shall be the overall in charge of the Safety functions as envisaged in sub-rule (10).

(7) The Chief Safety Officer or the Safety Officer in the case of an establishment where only one Safety Officer is required to be appointed, shall be given the status of a senior executive and shall work directly under the control of the employer.

(8) The scales of pay and allowances to be granted to the Safety Officers, including the Chief Safety Officer, and the other conditions of their service shall be the same as those of the officers of corresponding status in the establishment.

(9) Following shall be the duties of a Safety Officer, namely: -

(i) to advise and assist the management of the establishment in the fulfilment of its obligations, statutory or otherwise, concerning prevention of personal injuries and maintenance of a safe working environment;

(ii) to advise the concerned departments in planning and organizing measures necessary for the effective control of person injuries;

(iii) to advise on safety aspects in all job studies, and to carry out detailed job safety studies of selected jobs;

(iv) to check and evaluate the effectiveness of the action taken or proposed to be taken to prevent personal injuries;

(v) to advise the purchase and stores departments in ensuring high quality and availability of personal protective equipment;

(vi) to advise on matters relating to plant safety inspections;

(vii) to carry out plant safety inspections in order to observe the physical conditions of work and the work practices and procedures followed by workers and to render advice on measures to be adopted for removing the unsafe physical conditions and preventing unsafe actions by workers;

(viii) to tender advice on matters relating to reporting and investigation of industrial accidents and occupational diseases;

(ix) to investigate accidents;

(x) to investigate the cases of occupational diseases contracted and dangerous occurrences reportable under the Code;

(xi) to advise on the maintenance of such records as are necessary relating to accidents, dangerous occurrences and occupational diseases;

(xii) to promote setting up of safety committees and act as advisor and convener to such committees;

(xiii) to organize in association with the concerned departments of the establishment campaigns, competitions, contests and other activities which will develop and maintain the interest of the workers in establishing and maintaining safe conditions of work and procedures; and

(xiv) to design and conduct either independently or in collaboration with the training department of the establishment, suitable training and educational programs for the prevention of personal injuries.

(10) An employer of the establishment shall provide each Safety Officer with such facilities, equipment and information as are necessary to enable him to discharge his duties effectively.

(11) No Safety Officer shall be required or permitted to do any work which is inconsistent with or detrimental to the performance of the duties specified in sub-rule (10).

CHAPTER-V

HOURS OF WORK AND ANNUAL LEAVE WITH WAGES

30. Daily Hours of work

Section 25(1)(b)

(1) No worker shall be required or allowed to work in an establishment for more than forty-eight hours in any week.

(2) The period of work of workers shall be so arranged that inclusive of his intervals for rest, shall not spread over for more than twelve hours in a day.

(3) The period of works of workers shall not exceed five hours and that no worker shall work for more than five hours before he has had an interval for rest of at least half an hour.

(4) The period of interval for rest shall not exceed two hours in a day provided that the interval of rest may extend beyond two hours with the prior permission of the Chief Inspector-cum- facilitator.

31. Weekly holiday

Section 26(2)

(1). For the purpose of section 26, there shall be posted up in a conspicuous place outside the office of every establishment a notice showing the weekly holiday. Where the weekly holiday is not the same day for all persons employed in the establishment, the notice shall show the holiday allowed to each relay, or set of persons or individual in Hindi, English.

(2) Conditions of exemption from weekly holiday or compensatory holiday shall be notified by the State Government from time to time.

32. Wages for hours of overtime

Section 27

(1) In pursuance of section 27, where in an establishment worker works for more than eight hours in any day or for more than forty-eight hours in any week, as the case may be, he shall in respect of such overtime work be entitled to wages at the rate of twice his ordinary rate of wages and shall be paid at the end of each wage period as per Code on Wages 2019 and rules made thereunder.

(2) In calculating overtime on any day, a fraction of an hour between fifteen (15) to Thirty (30) minutes shall be counted as Thirty (30) minutes and in case of more than Thirty (30) minutes it shall be rounded and shall be counted as an hour on actual basis.

(3) In calculating the wages or earnings in the case of a worker paid by the month, the daily wages shall be 1/26th of his monthly wages; and in the case of any other worker, it shall be the daily wages or earnings, as the case may be.

33. Total Numbers of hours of overtime

Section 27

The spread over for the workers shall exceed period of work as specified under sub-rule (2) of rule 30 in any one day under the following works and circumstances in respect of factories and building or other construction work, namely;

(a) urgent repairs;

(b) work in the nature of preparatory or complimentary work;

(c) work which is necessarily so intermittent that the intervals during which they do not work while on duty ordinarily amount to more than the intervals for rest;

(d) work which for technical reasons must be carried on continuously;

(e) engaged in making or supplying articles of prime necessity which must be made or supplied every day,

(f) engaged in a process which cannot be carried on except during fixed seasons;

(g) engaged in a process which cannot be carried on except at times dependent on the irregular action of natural forces;

(h) engaged in an engine-rooms or boiler-houses or in attending to power-plant or transmission machinery;

(i) engaged in process on account of the break-down of machinery;

(j) engaged in the loading or unloading of railway wagons or lorries or trucks;

(k) exceptional press of work and

(l) engaged in any work, which is notified by the State Government in the Official Gazette as a work of national importance;

Provided that no worker shall be allowed to work overtime for more than seven days at a stretch and total numbers of over time shall not exceed one hundred forty-four hours in any quarter of a year.

34. Exemption for Double Employment

Section 30

A worker may be allowed to work in more than one establishment on the same day if,-

(a) he is working on part-time basis; or

(b) he is doing a particular work of an occasional nature.

35. Notice of periods of work

Section 31(2)

(1) There shall be displayed and correctly maintained in every establishment, a notice of periods of work for adults, showing clearly for every day the periods during which workers may be required to work in Form-XI.

(2) Where all the workers in an establishment are required to work during the same periods, the employer of the establishment shall fix those periods for such workers generally.

(3) Where all the workers in an establishment are not required to work during the same periods, the employer of the establishment shall classify them into groups according to the nature of their work indicating the number of workers in each group.

(4) For each group which is not required to work on a system of shifts, the employer of the establishment shall fix the periods during which the group may be required to work.

(5) Where any group is required to work on a system of shifts and the relays are not to be subject to predetermined periodical changes of

shifts, the employer of an establishment shall fix the periods during which each relay of the group may be required to work.

(6) Where any group is to work on a system of shifts and the relays are to be subject to predetermined periodical changes of shifts, the employer of an establishment shall draw up a scheme of shifts where under the periods during which any relay of the group may be required to work and the relay which will be working at any time of the day shall be known for any day.

(7) The Form-XI as per sub rule-1 shall be sent to Inspector-cum-facilitator electronically or otherwise.

36. Compensatory holidays-

(1) Except in the case of worker engaged in any work which for technical reasons must be carried on continuously throughout the day, the compensatory holidays to be allowed under sub-section (3) of section 26 shall be so spaced that not more than two compensatory holidays are given in one week.

(2) The manager of the establishment shall display, on or before the end of the month in which holidays were lost, a notice in respect of workers allowed compensatory holidays during the following month and of dates thereof, at the place at which the notice of periods of works specified under section 26 is displayed. Any subsequent change in the notice in respect of any compensatory holiday shall be made not less than three days in advance of the date of that holiday.

(3) Any compensatory holiday or holidays to which a worker is entitled shall be given to him before he is discharged or dismissed and shall not be reckoned as part of any period of notice required to be given before discharge or dismissal.

CHAPTER-VI
REGISTERS, RECORDS AND RETURNS

37. Register of adult and adolescent workers

Section 33(a)

Employer or occupier or owner or employer shall maintain a register for all adult and adolescent employees and workers in Form XII electronically or otherwise.

38. Attendance record

Section 33(a)

(1) Muster-roll: -

a). The employer of every establishment shall maintain a muster-roll of all the workers employed in the establishment in Form-XIII electronically or otherwise

b). In case of establishments employing more than hundred workers, attendance shall be marked within one hour and in other cases within half an hour of the start of the duty.

(2) Attendance Card

(a) No worker shall be required or allowed to work unless he has in his possession attendance card with up-to-date entries, in Form-XIV to be supplied by the employer. The attendance card shall always remain with the worker.

The employer or his authorized person shall demand it only to make relevant entries therein, whenever necessary.

(b) If a worker loses his attendance card, the employer shall provide him/her with another copy duly completed from his record on payment of twenty-five rupees within two days of the payment.

Nothing in sub-rule (2) shall be applicable to an establishment having an arrangement of attendance system satisfying the following conditions: -

I. The system must have biometric identity verification capability with a SMS alert to every employee on his mobile number specifying the entry/exit time and the name of the establishment also

II. the data must be safe so as to prevent identity theft;

III. the system must be kept functional always;

IV. there must be sufficient number of access points or kiosks;

V. MIS reports with the queries of daily and weekly hours worked/ overtime hours/ leave record/absenteeism / weekly holidays/gender/ personal details of the employee must be made available to the employees;

VI. the system may have integration to payroll management systems;

VII. the data of the system should be backed up daily with logs of any changes made on the local and external servers used for backup purposes only; and

VIII. regulatory authorities must be given access to the system as well as backup servers.

39. Register of accidents and dangerous occurrences

Section 33(a)

The employer of every establishment shall maintain a register of accidents and dangerous occurrences in Form-XV electronically or otherwise.

40. Register of leave with wages

Section 33(a)

(1) The employer shall maintain a register of leave with wages in Form-XVI electronically or otherwise and the name of each worker shall be entered in this register during the month, in which the worker is taken into employment.

(2) The register mentioned in sub-rule (1) shall be preserved for a period of five years after the last entry in them has been made and shall not be destroyed even after the expiry of that period unless it has been properly transferred to the new register.

41. Register of wages

Section 33(a)

1) The employer shall maintain a register of wages in respect of employees in such form, as may be prescribed by the rules made by the appropriate Government under the Code on Wages, 2019 (Central Act No. 29 of 2019).

2) All the registers maintained under rule 37, 38, 39, 40 and 41 shall be preserved for a period of five Calander years after the last entry in it and shall be produced before the Inspector-cum- Facilitator on demand.

3) Entries in all the registers under rule 37, 38, 39, 40 and 41 shall be made in English or Punjabi or Hindi language.

42. Names of authorities (Framed Under section 33(b))

Section 33(b)

There shall be a notice displayed at conspicuous place near main entrance of the establishment carrying the names and address of authorities under the Code in Form-XVII.

43. Display of certificates and licenses

Section 33(b)

The employer of every establishment shall display a notice carrying registration certificates and licenses issued under the code at entrance of establishment.

44. Display of name and address of establishment

Section 33(b)

a. The name board of every establishment shall be displayed in English or Hindi. Where other languages are also used, their versions shall be placed below the English or Hindi.

b. If any establishment is situated within the periphery of any heritage building, it shall comply with the specific instructions regarding name boards as may be issued by the State Government from time to time.

45. Wage Slip

Section 33(c)

Every employer shall issue wage slips, electronically or otherwise, to the employees in such form, as may be prescribed, by the rules made by the appropriate Government under the Code on Wages, 2019(Central Act No. 29 of 2019) on or before the payment of wages.

46. Annual and half yearly return

Section 33(d)

1) Every employer of an establishment shall send annually, a return relating to such establishment in Form-XVIII (Part I & II) on the portal, not later than 28th February following the end of each calendar year with a copy to the Director General, Labour Bureau, electronically.

2) Every contractor (including the contractors employing less than 50 contract) shall send half-yearly return in FORM-XVIIIA, so as to reach the designated authority concerned not later than 30 days from the close of the half year, electronically, that is to say January to June, July to December.

CHAPTER VII
INSPECTOR-CUM- FACILITATOR AND OTHER AUTHORITY

47. Qualifications and experience of Chief Inspector-cum-Facilitator

Section 34(5)

Any Indian Administrative Services (IAS) officer appointed as Labour

Commissioner, U.T., Chandigarh, shall be Chief Inspector cum Facilitator.

48. Power to take samples of any articles or substances

Section 35(1)(x)

1. An Inspector-cum-facilitator shall take samples or substances in an establishment as per the inspection scheme mandated under the Portal after informing the employer of the establishment, taken in the manner hereinafter provided a sufficient sample of any substance used or intended to be used in the establishment, such use being–

a. in the belief of the Inspector-cum-Facilitator in contravention of any of the provisions of this code or the rules made thereunder, or

b. in the opinion of the Inspector-cum-Facilitator likely to cause bodily injury to, or injury to the health of employee in the establishment.

2. Where the Inspector-cum-facilitator takes a sample under sub-rule (1), he shall, in the presence of the person informed under that sub-section unless such person willfully absents himself, divide the sample into three portions and effectively seal and suitably mark them, and shall permit such person to add his own seal and mark thereto.

3. The person informed as aforesaid shall, if the Inspector-cum-facilitator so requires, provide the appliance for dividing, sealing and marking the sample taken under this section.

4. The Inspector-cum-facilitator shall-

(a) forthwith give one portion of the sample to the person informed under sub-rule (1);

(b) forthwith send the second portion to a Government Analyst or National Accreditation Board for Testing and Calibration Laboratories (NABL) for analysis and report thereon;

(c) retain the third portion for production to the Court before which proceedings, if any, are instituted in respect of the substance.

5. Any document purporting to be a report under the hand of any Government Analyst or NABL accredited laboratory upon any substance submitted to him for analysis and report under this section, may be used as evidence in any proceeding instituted in respect of the substance.

49. Powers and duties of Inspector-cum-facilitator

Section 35(1)(xiv)

1. Inspector-cum-Facilitator shall, after every inspection, as may be deemed necessary, issue prohibition or improvement notice in the Form-XIX pointing out the non-compliance of provisions of safety, health and working conditions under the Code, and rules and regulations framed thereunder, to the employer or occupier.

2. An Inspector-cum-Facilitator shall, at each inspection, ascertain to what extent any shortcomings notified at a previous inspection have been rectified and the notices previously issued have been complied with. His findings and any shortcomings which may come to light during the inspection, together with any order passed by him under the Code or the regulations made thereunder shall be recorded and maintained.

50. Manner of providing alternative employment

Section 38(1)(d)

Every occupier or employer as the case may be, shall provide employment to the affected workers in other areas of the establishment:

Provided that the wages of the affected person shall not be reduced due to alternate employment.

Provided further that if the whole or a part of establishment working as factory is fully closed by an order, then it shall be the duty of the occupier or employer as the case may be to pay wages to the affected workers for the number of days for which the establishment remained closed.

51. Appointment of Medical officer

Section 41(1)

For appointment as Medical Officer in relation to factory, plantation, motor transport undertaking and any other establishment, a person must possesses any recognized medical qualification as prescribed under the National Medical Commission Act,2019(30 of 2020) and who is enrolled on a Indian Medical Register as defined in clause (m) of Section 2, and on a State Medical Register as defined in clause (v) of section 2 of the Act.

52. Dangerous occupations or processes for medical examination

Section 42(2)(a)

Following shall be the dangerous occupations or processes for the purposes of medical examination and certification, namely:-

(i) operations declared dangerous under section 82 of the Code;

(ii) factories carrying hazardous process as per Schedule 1 of the Code;

(iii) treatment of Biomedical waste;

(iv) sewerage treatment;

(v) solid waste management;

(vi) marble cutting;

(vii) ready mix concrete;

(viii) hot mix concrete;

(ix) working at height more than four metres;

(x) operation of crane or heavy-duty machinery; or

(xi) such other occupation or process as may be notified by the State Government from time to time, to be dangerous.

Explanation: for the purpose of this rule **heavy duty machinery** includes Excavator, Bulldozer, Skid Steer loader, Compactor, Trencher, Truck/Dumper having more than six tyres or load capacity more than 15MT, earthmoving equipment and machinery producing noise above 85dBA.

53. Medical supervision of establishments where cases of illness have occurred

Section 42(2)(b)

If any case of a specific illness, arising from the nature of the process associated with an establishment, comes to the notice of the Medical Officer:

(i) the Medical Officer shall report such case to the concerned Inspector-cum-Facilitator;

(ii) the Inspector-cum-Facilitator shall respond immediately and seek approval for inspection from the Chief Inspector-cum-Facilitator; and

(iii) the inspection shall be carried out in accordance with the inspection procedure laid down under these rules.

54. Medical Examination and certification of adolescent

Section 42(2)(c)

(1) A medical officer shall, on the application of any adolescent or his parent or guardian accompanied by a document signed by the employer of an establishment that such person will be employed

therein if certified to be fit for work in an establishment, or on the application of the employer of the establishment in which any adolescent wishes to work, examine such person and ascertain his fitness for work in an establishment.

(2) The medical officer, after examination, may grant to such adolescent, in Form-XX, or may renew a certificate of fitness to work in an establishment as an adolescent, if he is satisfied that the adolescent has completed his fourteenth year, has attained the prescribed physical standards and is fit for such work;

Provided that unless the medical officer has personal knowledge of the place where the adolescent proposes to work and of the manufacturing process in which he will be employed, he shall not grant or renew a certificate under this sub-rule until he has examined such place.

(3) A certificate of fitness granted or renewed under sub-rule (2),

(a) shall be valid only for a period of twelve months from the date thereof;
(b) may be made subject to conditions about the nature of the work in which adolescent may be employed, or requiring re-examination of the adolescent before the expiry of the period of twelve months.

(4) A medical officer shall revoke any certificate granted or renewed under sub-rule (2), if in his opinion the holder of it is no longer fit to work in the capacity stated therein in an establishment.

(5) Where a certificate under this rule with reference to any adolescent is granted or renewed subject to such conditions as are referred to in sub-rule (3), the adolescent shall not be required or allowed to work in any establishment, except in accordance with those conditions.

(6) Medical charges for the issuance of a fitness certificate shall be paid or reimbursed by the employer within one week of such medical examination.

(7) Medical Officer shall maintain record of such examinations conducted under this rule.

Chapter VIII
Special Provisions Relating to Employment of Women

55. Conditions relating to safety, holidays and working hours of women in night shift

Section 43

Women with their consent may be employed before 6:00 AM and beyond 7:00 PM subject to the following conditions, namely:

(a) the consent of women shall be taken;

(b) No women shall be employed against the maternity benefit provisions laid down under the Social Security Code, 2020;

(c) adequate transportation facilities shall be provided to women to pick-up and drop such employee at her residence;

(d) the workplace including passage towards conveniences or facilities concerning toilet, washrooms, drinking water, dining area, rest room, creche, entry and exit of women should be well-lit; the toilet, washroom and drinking facilities shall be within the premises of establishment; and suitable provisions of Closed-circuit television (CCTV) Surveillance on the way to these facilities shall be provided;

(e) Safe, secure and healthy working condition shall be provided so that no women are disadvantaged in connection with her employment.

(f) dedicated telephone numbers of the establishment shall be displayed at conspicuous places both at the establishment as well as inside the vehicles, so that any women employee can utilize them, in case of any exigency or emergency; And such telephones should be manned at all the hours of work;

(g) in case of below ground mine not less than 3 women shall be on duty at any place.

(h) The provisions of the Sexual Harassment of Women at workplace (Prevention, Prohibition and Redressal) Act, 2013 (14 of 2013) and rules made thereunder, as applicable to the establishments, shall be complied with.

56. Employment of Women in dangerous operations

Section 44

1. There shall be a blanket prohibition on the employment of pregnant and lactating women in following operations declared dangerous under section 82 of the code

Sr. No.	Name of Dangerous operation
1	Electrolytic plating or oxidation of metal articles by use of an electrolyte containing acids, bases or salts of metals such as chromium, nickel, cadmium, zinc, copper, silver or gold.
2	Manufacture and repair of electric accumulators.
3	Glass manufacture.
4	Manufacture and treatment of lead and certain compounds of lead.
5	Generation of gas from dangerous petroleum.
6	Carrying on of certain processes of lead and lead material in Printing Presses and Type Foundries.
gghgjhgjhj	Chemical works.
8	Manufacture of Manipulation of Carcinogenic intermediates
9	Manufacture and manipulation of manganese and its compounds.
10	Manufacture or manipulation of dangerous pesticides
11	Protection against hazards of poisoning arising from benzene

2. The state government may by notification prescribe the adequate safeguards to be taken by the employer prior to the employment of woman worker in dangerous or hazardous processes in any establishment or class of establishment or in any particular hazardous or dangerous process.

Chapter-IX
Special Provisions for Contract Labour and Inter-State Migrant Worker, Etc.
PART-I (Contract Labour)

57. Conditions of License

Section 47(3)

(1) The contractor shall ensure that:

(a) the hours of work shall conform to the rules made under Section 25 of the Occupational Safety, Health and Working Conditions Code, 2020 (37 of 2020).

(b) the wages shall be paid in accordance with the Code on Wages, 2019 (29 of 2020).

(c) if the contract worker of the contractor is working at the premises of the principal employer, then it shall be the responsibility of the principal employer to provide the facilities or amenities such as toilet, washroom, drinking water, bathing facilities if required, changing room, first aid box, Canteen and Crèche and

(d) all other facilities and entitlements shall be provided by the contractor.

(e) in case the contractor fails to make payment of minimum wages to the contract worker, then the designated authority, who shall cause such payment to be made to the contract labor who have not been paid out of the security deposit maintained under rule 67 including by invoking the bank guarantee; and

(f) he shall intimate within fifteen days of the receipt of a contract work order about the details the contract work order and in the manner as under rule 61.

(g) A copy of the license shall be displayed prominently at the premises where contract work is being carried on.

58. Procedure of Issue of license to contractor

Section 48(1) &(2)

(1) Application for issuing license shall be made in Form-XXI to the designated authority on Portal.

(2) Every application referred to in sub-rule (1) shall also be accompanied by a security deposit in the form of a bank guarantee and such license fee as specified in the table below, for whom the application for license has been made. Such security shall be furnished to ensure due performance of the conditions of the license and compliance with the provisions of the Code and the rules made thereunder.

Provided that the state government may by notification amend the amount of bank guarantee for performance of the conditions of the licence from time to time.

Number of Workers employed as Contract Labour	**License fee required to be deposited**	**Security deposit**
No license is required up to 49 contract labour	Nil	Rs. 2000/- per worker
50 but does not exceed 100 contract labour	Rs. 3000	
101 but does not exceed 250 contract labour	Rs. 5000	
251 but does not exceed 500 contract labour	Rs. 10000	
501 but not exceeding 1000 contract labour	Rs. 20000	
1001 but not exceeding 2500 contract labour	Rs. 30,000	
2501 and above contract labour	Rs. 50,000	

(3) License fee as required under sub-rule (2) shall be paid through online mode on portal which shall be credited to the treasury in the head of account as may be specified by the State Government from time to time.

(4) After receiving application on portal, the designated authority shall issue license in Form-XXII within a period of Twenty-one days with following Conditions:

(i) the license shall be non-transferable;

(ii) the number of workers employed as contract labour by the contractor shall not, on any day, exceed the maximum number specified in the license;

(iii) save as provided in these rules, the fees paid for the grant, or as the case may be, for the renewal of the license shall be non-refundable;

(iv) the rates of wages payable to the workers by the contractor shall not be less than the rates prescribed under the Code on Wages, 2019 and rules made thereunder and where the rates have been fixed by agreement, settlement or award, not less than the rates so fixed.

(5) If the designated authority fails to grant a license on an application complete in all respects, or fails to decide upon such application within a period of twenty-one days, the license shall be deemed to have been granted upon the expiry of the said period.

(6) The license fee and security deposit, where applicable submitted prior to the commencement of these rules, shall be accounted for at the time of issuing the license under this Code.

(7) All licenses granted under the provisions of the previous acts shall continue to remain valid until the date of their expiry, as originally specified therein

59. Renewal of license for contractor

Section 48(1)

(1) Every contractor shall apply for renewal of the license in Form XXI to designated authority on portal.

(2) Every such application shall be submitted on the said portal at least 30 days prior to expiry of license period but not before 60 days of such expiry of license.

(3) The security *in the form of Bank Guarantee and* the fee chargeable for renewal of the license shall be the same as for the grant of license under rule 58.

Provided that if the application for renewal is not received within the time specified in sub-rule (2), an additional fee of twenty five per cent, shall be payable for such renewal.

(4) If the designated authority fails to renew a license in form XXII on an application complete in all respects, or fails to decide on such application within a period of twenty-one days the license shall be deemed to have been granted upon the expiry of the said period.

(5) The license shall be auto-renewed if there is no change in the number

of workers, name of principal employer, subject to the deposit of labour welfare fund, subject to submission of requisite returns, subject to the payment of such fees or late fees as applicable.

60. Amendment of license for contractor

Section 51

1. Every contractor to whom license is issued under rule 58 or renewed under rule 59 shall make an application for any amendment to the designated authority on portal in the Form-XXI before any change or within three days from such change.

2. The fee for the amendment of a license shall be five hundred plus the amount, if any, by which the fee which would have been payable for issuing the licence in amended form originally.

3. After receiving application on portal complete in all aspects, the designated authority shall amend and issue the license to contractor in Form-XXII within a period of twenty-one days.

61. Responsibility of contractor

Section 48(4)

(1) In case where the contract labour employed by the contractor perform the same or similar kind of work as the worker directly employed by the principal employer of the establishment, the wage rates, holidays, hours of work and other conditions of service of the contract labour of the contractor shall be the same as applicable to the workers directly employed by the principal employer of the establishment on the same or similar kind of work. In case of any dispute whether the work is of similar kind, the matter be referred to the designated authority whose decision shall be final.

(2) In other cases, the wage rates, holidays, hours of work and conditions of service of the contract worker of the contractor shall be such as specified under the Code and rules made thereunder.

(3) A contractor shall be responsible for payment of wages to each worker employed by him as contract labor, and such wages shall be paid before the expiry of such period as prescribed under rules made by the appropriate Government under the Code on Wages, 2019 (Central Act No. 29 of 2019).

(4) Every principal employer shall ensure that the timely and proper disbursement of wages to all the contract labour.

(5) It shall be the duty of the contractor to ensure the disbursement of

wages and proof of the same shall be sent to the principal employer for compliance of sub rule-2.

(6) All contract labour shall be made member of EPFO and ESIC subject to applicability as under respective provisions of the Code on Social Security, 2020.

(7) It shall be the duty of every contractor to ensure the safety, health, working conditions and welfare provisions for contract labour, as provided under sections 23 and 24 of the Code or under any other statute of the Government, as applicable.

Provided that any person aggrieved by the decision of the designated authority may, within 30 days from the date of such decision may file an appeal to the appellate authority as notified by the state government from time to time. The appellate authority may by order confirm, modify or reverse any such decision of the designated authority by passing the speaking order.

62. Register of contractors

Section 48

A register of contractors shall be maintained by the designated authority in Form-XXIII to whom license is issued under rules 58, 59 and 60.

63. Intimation of work order

Section 50

Every contractor shall within, fifteen days of the receipt of a contract work order shall intimate electronically in Form-XXIV to the Chief Inspector-cum-Facilitator, the Designated Authority, and the Inspector-cum-Facilitator of the area in which the establishment is situated.

64. Manner of suspending or cancelling the License of contractor

Section 50(2)

Whenever it comes to the knowledge of the designated authority that any contractor has not given intimation as required under sub section (1) of section 50, the following procedure shall be followed for suspension or cancellation of license, namely: -

a. the designated authority shall issue a show cause notice to the contractor, electronically or otherwise, to explain his conduct;
b. the contractor shall reply to the notice given under clause (a) within fifteen days from the receipt of such notice; and
c. The designated authority shall examine the reply and shall pass a speaking order, recording the reasons thereof, within thirty days and intimate the same to the Inspector-cum-facilitator, the

contractor and principal employer.

65. Appeal

Section 52(1)

The appellate authority for appeal under sub-section (1) of section 52 of the Code shall be as notified by the State Government in this behalf.

66. Release of Security deposit in the form of Bank Guarantee

Section 48(3)

1. On expiry of validity of license of the contractor and if he does not intend to have his license renewed further or the completion of work order in an establishment, contractor may, make an application to the designated authority for the release of security deposit in the form of bank guarantee with copy of licence and notice of completion.
   i. Before releasing the security deposit to the contractor, a notice shall be issued to the principal employer within fifteen days of receipt of the application under sub-rule (1), seeking any objection to such release of security deposit.
   ii. In case any objection is received from the principal employer, the designated authority, after examine such objection, may or may not release the security deposit on the application received under sub-rule1 by passing a speaking order.
2. If the authority is satisfied that there is no breach of the conditions of license or there is no order for the forfeiture of security deposit or any portion thereof, he shall direct the release of the security deposit in the form of bank guarantee to the applicant.

3. If there is any order directing the forfeiture of any portion of contractor 's security deposit in the form of Bank Guarantee, the amount to be forfeited shall be deducted from the security deposit in the form of Bank Guarantee, and balance, if any, shall be released to the contractor.

4. Any application for release shall, as far as possible, be disposed of within 30 days of the receipt of the application and in case bank guarantee is not released within such time period then application shall be moved to higher authority and higher authority will decide such application within 15 days.

5. Record of security deposit in the form of Bank guarantee shall be maintained in Form- XXV.

67. Period of wages for contract labour

Section 55(1)

It shall be the duty of every contractor to pay the wages to the contract

labour as per the provisions of the Code on Wages, 2019 (Central Act No. 29 of 2019) and rules made there under by the State Government.

68. Mode of payment of wages to contract labour

Section 55(2)

(1) The mode of payment of wages shall be made as per section 55 of the Code only. Provided where it is not practicable to disburse the wages in the mode specified in section-55 of the code then contractor may opt for cash or any other mode subject to the following conditions, namely:

i) where the worker does not have a valid bank account or;

ii) where the worker is unable to access the bank account;

Provided further that contractor shall ensure that the worker's bank account becomes operational within a period of 3 months.

(2) The principal employer as well the contractor shall inform the concerned Inspector-cum-Facilitator opting for a mode, other than the mode (s) specified in sub-section (2) of section 55.

(3) The contractor shall prepare details of payment made through any other mode and send a copy of the same to the principal employer and the concerned Inspector-cum-Facilitator.

Provided further that the Government may, by notification, exempt any category of workers/ establishment from the operation of this provision.

69. Manner of payment of wages from security deposit

Section 55(4)

Subject to the provisions of the section 55 of the code, in case the contractor does not pay the wages to the contract labour employed by him,

(i) the Inspector-cum-Facilitator shall prepare the details of payment to be made and send the same to the designated authority to release the payments from the security deposited by the respective contractor;
(ii) the designated authority shall transfer the amount to the Inspector-cum-Facilitator;
(iii) the Inspector-cum-Facilitator shall disburse the amount among contract labour and furnish details to the designated authority;
(iv) Balance amount after above said disbursement shall be refundable as the case may be;
(v) the designated authority shall make entries in register to be maintained in Form-XXV.
(vi) Inspector-cum-facilitator shall maintain a record of disbursement of

payment to contract labour.

70. Experience certificate to contract labour

Section 56

Every concerned contractor shall issue on demand, experience certificate in form XXVI to the contract labour giving details of the period, work performed, experience gained in various fields performed by such contract labour.

71. Prohibition of employment of contract labour

Section 57(2)(b)

In case a question arises as to whether any activity of an establishment is a core activity or otherwise

(1) The aggrieved party shall make an application in the Form-XXVII to the State Government.

(2) The State Government will decide the above said application within 30 days.

PART-II: Inter-State Migrant Workers

72. Journey allowance

Section 61

(1) The employer shall pay to every inter-state migrant worker employed in his establishment, in a year a lump sum amount of fare for to and fro journey by train (not less than II Class Sleeper) or by bus or any other mode of passenger transport, from the place of employment to the place of residence in the home state on the following conditions, namely:

i. the minimum service of the worker entitled for journey allowance shall be one hundred and eighty days;

Provided that the journey allowance shall be given to an inter-state migrant worker once in twelve months.

ii. However, in the event of change of employer by the inter-state migrant worker during the middle of the employment period, and when he has not availed the journey allowance from his previous employer, then, the new employer (where the inter-state migrant worker is now working and such worker has completed one hundred and eighty days days in preceding twelve months including the period spent with the previous employer), shall give journey allowance, to the inter-state migrant worker, on the presentation of a certificate issued by the previous employer (along with the copy of bank statement of preceding 12 months).

(2) The employer shall maintain a register of journey allowance in Form-

XXVIII electronically or otherwise.

73. Toll free help line number

Section 63

The State Government may establish a toll-free number for inter-State migrant workers, which may either operate as an independent facility or be integrated with any existing helpline scheme administered by the State Government.

74. Manner of providing for study of inter-State migrant workers

Section 64

The study of Inter-State Migrant workers may be conducted by any reputed institution through its research scholars with or without the funding from ***State Government.***

PART-III: Audio-Visual Workers

75. Format of agreement

Section 66(3)

The agreement to be entered into between the producer and the employee of audio-visual programme as envisaged in clause (a) of sub-section (2) of section 66 shall be in Form-XXIX.

76. Submission of agreement

Section 66(3)

The copy of agreement shall be forwarded by the producer of the audio-visual programme to the Chief Inspector-cum- Facilitator and the Inspector-cum-Facilitator concerned.

77. Dispute resolution Mechanism

Section 66(4)

1) The procedure (conciliation and arbitration) for reference of dispute shall be in conformity with the Industrial Relation, Code 2020 and rules made thereunder.

PART-IV: Beedi and Cigar Workers

78. License to use place or industrial premises for beedi and cigar work

Section 74(2)

(1) Any person who intends or allows to use any place or premise for beedi or cigar work shall submit an application in Form-XXX on portal for the grant of license along with fee as specified in schedule of Rule 93 (2).

(2) A license in Form-XXXI shall be granted by the authority designated under section 119.

(3) The license under this rule shall be issued within Forty Five days from the date of application on portal complete in all respects.

(4) If the designated authority fails to grant a license on an application complete in all respects, or fails to decide on such application within a period of Forty Five days , the license shall be deemed to have been granted upon the expiry of the said Forty Five days.

(5) The responsibility under this rule shall entirely lie with the occupier of the any place or premise for beedi or cigar work.

79. Plan of place or industrial premises for beedi and cigar work

Section 74(3)

The plan of the place or industrial premises to be used for beedi and cigar work shall conform to the provisions of rules 84 to 95 of these rules.

80. Renewal of license for beedi and cigar work

Section 74(6)

(1) A licence granted in Form XXXI under rule 78 shall be renewed by the authority designated under section 119, upon payment of such fee as specified in schedule of Rule 93(2).

(2) Every application for renewal of the license shall be made on portal in Form-XXX, along with fees specified in sub-rule (1) of Rule 78, for a period of one year or any further period up to five years, as the case may be, and shall be submitted in accordance with sub-section (6) of section 74.

Provided that if an application for renewal, complete in all respects, is not received within the time specified in sub-rule (2), the licence shall be renewed only on payment of an additional fee equal to 25 percent of the licence fee shall be payable by the licensee, in respect of which the application has been received late.

81. Timeline for renewal or refusal to renew license

Section 74(6)

(1) The authority designated under section 119 shall renew or refuse to renew the license within Forty Five days from the date of receipt of application for renewal.

(2) If the designated authority fails to grant a licence to any place or premises for beedi or cigar work on an application complete in all respects, or fails to entertain such application within a period of Forty

Five days, such licence shall be deemed to have been granted on the expiry of the said period.

82. Appeals

Section 75

Any person aggrieved by the decision of the competent authority refusing to grant or renew a license or cancelling or suspending a license may, within 15 days from the date of such refusal, cancellation or suspension of license, and on payment of Rs.1000/-, prefer appeal to such authority as the State Government may, by notification, specify in this behalf. The appellate authority may by order confirm, modify or reverse any order refusing to grant or renew or cancelling or suspending a license.

83. Permission to work by employees outside industrial premises

Section 76(1)

1) The employer shall make an application to the Chief Inspector-cum-Facilitator for the work required to be carried out outside the industrial premises as required under section 76(1) of the code.

2) It shall be the duty of every employer to ensure the provision of safety, health, working conditions and welfare measures, as prescribed under sections 23 and 24 of the Code or under any other statute of the Government, and no employer shall, whether directly or indirectly, charge any fee from any worker for such purpose.

3) The employer shall maintain the records of the workers permitted under sub section (1) to be carried on outside the industrial premises as given below:

(i) Date:

(ii) Place or places where the work required to be carried out outside the industrial premises:

(iii) Nature of work:

(iv) Name of employees:

(v) Remarks:

PART-V: Factories

84. Submission and approval/acceptance of Building plans of factory

Section 79

1. The State Government or the Chief Inspector-cum-Facilitator may require for the purposes of the Code, submission of plans of building(s)/structure(s)/premise(s) to be taken in use as a factory which was either in existence before the date of commencement of the Code or which had been constructed or extended since then.
2. No building shall be constructed or used as a factory, which falls under First Schedule of the code, unless its building plan is duly approved by the Chief Inspector-cum-Facilitator
3. No building shall be constructed or used as a factory, which does not fall under First schedule of the code, unless its building plan is duly self-certified by the competent person and submitted to Chief Inspector-cum- inspector to the effect that plan submitted is in consonance with relevant provisions of the code and the rules made thereunder.
4. No additions, alterations or extensions in an existing factory shall be made, except those specified in the Schedule-I appended to this rule, and unless such additions, alterations or extensions have been duly approved by the Chief Inspector-cum-Facilitator or, as the case may be.
5. Any application for submission of the building plans shall be made in Form- XXXII to the Chief Inspector-cum- Facilitator on the portal along with the following documents/forms, namely: -

    i. letter of allotment from the concerned authority/agency which has developed the focal point, or industrial park or plotted industrial area if the factory is situated therein;
    ii. Copy of Change of Land Use (CLU) by the competent authority, if the site does not fall within focal point, or industrial park or plotted industrial area;
    iii. particulars of building(s)/shed(s) in Form-XXXIII;
    iv. details of the manufacturing process, including raw materials, by-products, or finished products, along with proposed/actual quantity or capacity;
    v. list of chemicals to be used, stored or manufactured/produced, along with proposed/actual quantity;
    vi. details of Building and Other Construction Workers (BOCW) cess paid under the Social Security Code,2020 and rules made thereunder;

vii. Consent of Fire department in case of proposed plans or Fire safety certificate in case existing building plans; and

viii. such other document as the Chief Inspector-cum-Facilitator may require.

6. The occupier and the competent person shall sign the application, forms, building plans/drawings and the documents as required, before making submission of building plan on the portal.

7. All dimensions in the plan shall be indicated in S.I or cgs or fps units

8. Colorings of plans shall be as under: -

Serial No.	**Item**	**Site and Building Plan (on white background)**
I	Plot/Premises line	Thick Black
II	Building lines	Thin Black
III	Open space	No colour
IV	Construction to be approved	Blue filled in
V	Work proposed to be demolished	Yellow filled in
VI	Proposed construction	Brown filled in
VII	Drainage & sewerage work	Red dotted
VIII	Water supply	Green dotted
IX	Already approved construction	Orange filled in
X	Revised/Altered building	Pink filled in
XI	Fire escapes	Orange dotted
XII	Any other	Purple dotted

9. The site plan to be sent along with the application shall be drawn to a scale of 1:100 for plots up-to five hundred square meter in size and on a scale of 1:500 for plots above five hundred square meter in size. This site plan shall show the following: -

(a) boundaries of the site and any contiguous surroundings;
(b) direction of the north point relative to the site;
(c) streets or roads adjoining the site with their width clearly dimensioned and names, if any;
(d) area calculations, such as ground coverage, floor area ratio, parking calculations, any other relevant calculations, as required;
(e) disposal of waste water, sewerage and storm water or storage of hazardous waste;
(f) details of buildings or drains or structures or physical features falling within five hundred meters of factory;
(g) prominent urban service points above or underground (like sewer or water pipes, gas pipeline, transformers, electric poles or lines, phone distribution boxes, etc.) within five hundred meters area; and
(h) such other particulars, as may be required by the Chief Inspector-cum-Facilitator.

10. The application shall consist of building plans, sections and elevations shall be drawn to the scale1:100 and shall include,

i. floor plans of all the floors together with covered area clearly indicating the size and spacing of all framing members, sizes of rooms, staircases, ramps, lift wells, means of lighting, ventilation, fire escapes, position and size of plant and machinery or equipment, drinking water points, details of urinals and latrines, roof materials, washing facilities, decontamination or drenching facilities, space for storing or drying of clothes, crèche, rest-rooms or shelters, lunch-rooms, mess room, canteen, ambulance room or occupational health center;
ii. all possible elevations and one section from front showing the maximum height of the building;
iii. one section through the staircase;
iv. the schedule indicating the size of the doors, windows, openings and other method of ventilation of each room or area;
v. provision for differently-abled person, photovoltaic solar power plant, rain water harvesting system wherever required.
vi. The plans of building or structure to be used as factory shall not be approved unless such plans meet the occupational safety and health standards declared by Central Government under section 18 and 23 of the Code and such plans should also meet the welfare facilities prescribed by Central Government under section 24 of the Code or any other standards as may be prescribed by the Central Government or State Government from time to time.

11) Any submission of building plans and forms made as per above sub-rules shall be accepted by the Chief Inspector-cum-Facilitator, if such building plans and forms are self-certified by the competent person

possessing the qualifications and experience as specified in Schedule - II (2) (1(a & b)) as follow:

(i) On receipt of such self-certified building plans, the Chief Inspector-cum-Facilitator shall raise the requisite fee after scrutiny of the self-certified building plans and forms on the portal. An acceptance letter shall be issued by the Chief Inspector-cum-Facilitator within 30 days of payment of such fee. The Chief Inspector-cum-Facilitator, however, reserves the right to examine such submitted building plans and forms at any point of time.

ii) If the self-certified building plans and forms submitted under rule 84(11) are found not to be in conformity with the provisions of the Code and the rules made there under then: -

a) the Chief Inspector-cum-Facilitator may direct the competent person who has certified the building plans and the applicant/occupier who has self-certified the plans to make such changes in these plans and such building(s) or structure(s) to be used as a factory. The competent person/applicant shall be given a period of thirty days for making such changes. In case the applicant and the competent person fail to comply, then the Chief inspector cum facilitator may by passing the speaking order, may reject such submission made under Rule 84(11).

b) the competent person who has certified such plans incorrectly may be barred or black-listed from self-certification of such building plans by passing a speaking order by the Chief Inspector-cum- Facilitator after issuance of 30 days' notice and affording an opportunity of being heard.

Provided that competent person or applicant or occupier aggrieved by the order of the Chief Inspector-cum-Facilitator may, within thirty (30) days from the date of such order, prefer an appeal to the State Government. The State government may, by order, confirm, modify, or reverse any order passed by the Chief Inspector-cum-Facilitator as the case may be.

12. The building plans and forms as per above subrules of factories which falls in the First Schedule of the code shall either be approved or rejected within 30 days from the date of receipt of application, if Chief Inspector -cum- Facilitator fails to act within the period of 30 days, then the plans shall be deemed to be approved after expiration of 30 days.

SCHEDULE-I (Rule 84(4))	
Serial No.	**Type of additions or alterations or extensions**
1.	Boundary Wall up to height of 4 Feet.
2.	Rooms/Cabins to be used for clerical/managerial/Pantry purposes.
3.	Security picket/Guard Rooms
4.	Sheds for Vehicle Parking
5.	Canopies for Generator Sheds
6.	Balcony/Chajjas.
7.	Changes in Outer Gates.
8.	Rooms to be used for Residential Purposes.
9.	Electricity Meter rooms
10.	Toilets/Urinals
11.	Demolition of any part of factory building
12.	Additional staircases or ramps
13.	Addition or re-orientation of machinery which does not result in any change in manufacturing process or end product or by product or breathing space of the work room
14.	Stores where noncombustible or nonflammable or non-toxic materials to be stored.

SCHEDULE-II (Rule-84)

1)Any person possessing educational qualifications, experience and facilities as specified below shall be eligible to be a competent person for the purpose of carrying tests, examination, inspection and certification for such buildings, dangerous machinery and lifting tackles , pressure plants ,confined space, ventilation system and such other purposes of plant and equipment located in a factory, building and construction site, beedi and cigar establishment or any other type of establishment as stipulated in code and rules made there under.
Provided further that the competent person recognize under this rule shall not be above the age of sixty-five years and shall be physically fit for the purpose of carrying out the requisite tests, examination and inspection.

2) Any institution having employed person(s) possessing educational qualifications, experience and facilities as specified below shall be eligible to be a competent person for the purpose of carrying tests, examination, inspection and certification for such buildings, dangerous machinery and lifting tackles , pressure plants ,confined space, ventilation system and such other purposes of plant and equipment located in a factory, building and construction site, beedi and cigar establishment or any other type of establishment as stipulated in code and rules made there under.

Sr. No.	Purpose for which competency required		Qualifications	Experience	Facilities
1	2		3	4	5
1.	(a)	Rules made under section 79; Preparation of plan of building(s) and structure(s) to be used as factory	Bachelor's or Master 's Degree in Civil or Structural or Mechanical Engineering from a recognized university.	An experience in the field of preparation or scrutiny of building plans of buildings carrying out manufacturing process, as defined in the code, or a minimum period of five years for Bachelor 's Degree or two years for Bachelor 's Degree or two years for Master 's Degree in Civil or Structural or Mechanical Engineering.	
1	(b)	Following leading technical Institutions in the Chandigarh having Civil or Structural Engineering courses shall be the competent person, namely: -			

		(1) Punjab Engineering College (deemed to be University), Sector-12, Chandigarh; (2) Chandigarh College of Engineering and Technology, Sector-26, Chandigarh; (3) any other institute, as may be notified by the State Government.			
1	(c)	Rules made under Section 79; certificate of stability for buildings	Bachelor's or Master 's Degree in Civil or Structural Engineer from a recognized university.	An experience of minimum period of five years for Bachelor 's Degree or two years for Master Degree	(i) Must have laboratory fully equipped with Instruments required for Non- Destructive Test, Compression test Vibration test, Live or Dead load test Estimation of age of structure, Measuring, Weighing. This laboratory should be accredited with National Accreditation Board for Testing and Calibration laboratories; or (ii) May have agreement in place with such laboratory which fulfill the above condition (i)

85. Applicability of Building Bye laws

Section 79

Department of Labour may prepare a draft of the building bye-laws and place the same before the competent authority for approval. The rules shall be framed under section 79, subject to such conditions as may be specified. The bye-laws shall be formulated by the Labour Department, Chandigarh Administration, in respect of all categories of factories, keeping in view the norms relating to safety, health, welfare and working conditions, and by taking note of the prevalent bye-laws in the Chandigarh. The bye-laws may, however, be amended from time to time, keeping in view the requirements and needs of industry, manufacturing processes, setbacks, open areas, floor area ratio (FAR), and other relevant factors. Until such bye-laws are being notified by the Department of Labour, the bye-laws of the Estate Office, Chandigarh, or of any other Department, as the case may be, may be adopted by the Department.

86. Pre-approved plans

Section 79

All the building plans which have already been approved by the Chief Inspector of Factories under the Factories Act, 1948 and rules made thereunder before the coming into force of these rules, shall be deemed to have been approved under these rules.

87. Stability Certificate

Section 79

(1) No manufacturing process shall be carried on in any building or part thereof (whether newly constructed, re-constructed, altered, repaired or extended) as a factory or addition in machinery or change in manufacturing process in any existing factory until a Certificate of Stability in Form-XXXIV in respect thereof, has been submitted to Chief Inspector-cum- Facilitator and accepted by the Chief Inspector-cum-Facilitator in electronic mode.

Provided that if an application for the acceptance of certificate of stability is submitted in electronic mode, complete in all respect, to the Chief Inspector-cum- Facilitator and in case no response is received within thirty days from the date of such submission, the said application shall be deemed to have been approved.

(2) The Certificate of Stability shall be verified and certified by a competent person as defined in Schedule II (2)(1)(c) after examination of such building (s) or structure (s) and after analyzing reports, relating to stability of building(s) or structures(s).

(3) The validity of such stability certificate shall be ten years for all factories except Factories having Manufacturing process as per first schedule of the code and Dangerous operations as stated in rule 100 where the validity of such stability certificate shall be for five years, however the Chief Inspector-cum-Facilitator, for reasons to be recorded in writing may reduce the validity of such stability certificate.

(4) All responsibility with respect to the stability of the building(s)/structure(s), wherever certified by a competent person, shall rest with the competent person and occupier of the said factory.

(5) The Chief Inspector-cum-Facilitator reserves the right to cancel any stability certificate if found contrary to the provisions of the Code or the rules made thereunder at any point of time.

(6) If a stability certificate issued by a competent person is found to be contrary to the provisions of the Code or the rules made thereunder, such competent person may be barred of black listed from certification

of such stability certificate by passing a speaking order by the Chief Inspector- cum-Facilitator, after issuance of a 30 days' notice and after affording an opportunity of being heard.

(7) The Chief Inspector-cum-Facilitator reserves the right to have any factory, building(s) or structure(s) examined if there are reasons to believe that such building(s) or structure(s) may not possess the required structural strength. On such inspection, if the building(s) or structure(s) are found not to be structurally sound, the Chief Inspector-cum-Facilitator may issue a notice granting at least 90 days' time to the occupier or applicant to rectify the anomalies and shall submit fresh stability certificate. For non-compliance of such notice with in specified time, the chief inspector- cum-facilitator may suspend the licence of such factory for such period by passing a speaking order after affording the applicant an opportunity of personal hearing.

(8) Any competent person or occupier or applicant aggrieved by an order of the Chief Inspector-cum-Facilitator may, within thirty days from the date of such order, prefer an appeal to the State Government. The state government may, by order, confirm, modify, or reverse any order passed by the Chief Inspector-cum-Facilitator.

Provided that if the Chief Inspector-cum-facilitator is satisfied that any operation or any building(s)/Structure(s) is dangerous or can compromise the safety or workers, the Chief Inspector- cum-facilitator may by passing a speaking order, may suspend the manufacturing activity in such factory as may be mentioned in the orders.

88. Revocation of Building plan

Section 79

1) If the Chief Inspector-cum-Facilitator is satisfied that any approval/acceptance under this code and rules has been obtained by misrepresentation or suppression of any material fact, such approval/acceptance shall be revoked and may suspend the license of such factory by passing the speaking order after issuing a notice and affording an opportunity of hearing. Further, the concerned competent person may be barred or black-listed from any such submission by passing a speaking order by the Chief Inspector-cum-Facilitator after issuance of 30 days' notice and affording an opportunity of being heard.

2) In case the building(s)/structures(s) have come up in violation of provisions of code and applicable building bye laws, the chief inspector cum facilitator may give a notice to the applicant to make such changes as required in such building giving at least 90 days to do so. In

case, the applicant fails to make such changes, in such time, the chief inspector cum facilitator may after giving an opportunity of personal hearing to the applicant, may refuse to grant such license or suspend the license of such factory by passing the speaking order.

Provided that the competent person or applicant or occupier aggrieved by the order of the Chief Inspector-cum-Facilitator may, within thirty (30) days from the date of such order, prefer an appeal to the State Government. The State government may, by order, confirm, modify, or reverse any order passed by the Chief Inspector-cum-Facilitator as the case may be.

89. Maintenance of register for building plans

Section 79

The chief Inspector-cum- Facilitator shall maintain an online register in Form-XXXV for all the building plans under these rules.

90. Specifications of Factory Buildings/Sheds

Section 79

(1) The minimum internal height of a work room shall be fixed as per table below: -

Sr. No.	Type of roof	Minimum Internal Height
1	Corrugated Iron or cement sheets/any type of shed	5 meters
2	Brick or concrete roof or combination of two	3.75 meters

Provided that, in the case of factories employing less than fifty (50) workers or employing less than twenty (20) workers in a particular work room, the Chief Inspector-cum-Facilitator may exempt such factories from the provisions of this sub-rule, subject to the condition that the minimum height shall not be less than 3.25 meters in any case.

(2) There shall be provided at all times for each person employed in any work room of a factory where mechanical or electrical power is used, at least 36 square feet (3.35 square meter) of floor space exclusive of that space which is occupied by machinery and a breathing space of at least 500 cubic feet (14 cubic meter).

(3) Every part of factory where workers are working shall meet the

occupational safety and health standards notified by Central Government under section 18 and 23 of the Code and such plans shall also meet the welfare provisions prescribed by Central Government under section 24 of the Code or any other standards as may be prescribed by the Central Government or State Government from time to time.

91. Processing fee for building plans

Section 79

1) Processing fee, in respect of building plans, at the rate Rupees one per sq. ft. shall be paid alongwith application by the occupier.

(a) If the factory is on ground floor on total plot area and

(b) If factory is having floors on total covered area or total plot area whichever is more.

2) Processing fee to be paid under sub-rule (1) shall be paid on portal in such manner as may be specified and shall be credited to the "HEAD" as may be specified by State Government from time to time.

92. Prohibition of running a factory without a valid license

Section 79

1) No occupier shall use any premises as a factory, unless a license has been issued in respect of such premises.

2) It shall be responsibility of occupier of the factory to have a valid license at all times till the factory is in operation.

93. Grant of license for factory

Section 79

(1) The occupier of every factory shall submit an application in Form-XXX on portal for the grant of license.

(2) A license for a factory shall be granted in Form-XXXI by the designated authority for a period between one year to ten years on payment of such fees as specified in the schedule thereto:

Provided that if an application is made for a period for more than one year, the fee shall be payable as per fees specified in Schedule by multiplying the number of years for which license is applied for.

SCHEDULE

Annual License fee in respect of factory.

Maximum number of workers to be employed on any day during the year.

Quantity for Horse-power installed	Number of persons to be employed on any one day during the year								
	Up to 20	From 21 to 40	From 41 to 150	From 151 to 250	From 251 to 500	From 501 to 1000	From 1001 to 2000	From 2001 to 3000	From 3001 & above
Nil	1500	3000	4500	6000	7500	9000	10500	12000	13500
Upto 10	3000	6000	9000	12000	15000	18000	21000	24000	27000
Above 10 but not above 50	4500	9000	13500	18000	22500	27000	31500	36000	40500
Above 50 but not above 100	6000	12000	18000	24000	30000	36000	42000	48000	54000
Above 100 but not above 500	7500	15000	22500	30000	37500	45000	52500	60000	67500
Above 500 but not above 1000	9000	18000	27000	36000	45000	54000	63000	72000	81000
Above 1000 but not above 2000	10500	21000	31500	42000	52500	63000	73500	84000	94500
Above 2000	12000	24000	36000	48000	60000	72000	84000	96000	108000

Provided that in the case of a licence for a factory wherein dangerous operations as specified in the Rules, are carried on, an additional registration fee at the rate of 500 rupees per worker shall be charged.

(3) Every licence granted or renewed shall remain in force up to the 31st of December of the year for which the licence is granted or renewed.

(4) The license under this rule shall be issued within **45 days** from the date of submission of the application on the portal, complete in all respects.

(5) If the designated authority fails to decide upon an application submitted for the grant of a licence within a period of **45 days** days, such license shall be deemed to have been granted on the expiry of the said period.

(6) The responsibility under this rule shall entirely lie with the occupier of the factory.

(7) The license shall be granted subject to parameters such as the

approved or accepted building plan, the validity of the stability certificate, the ownership details or registered lease agreement, as applicable, between the landowner and the Occupier, Power of attorney in case of partnership or Limited firm, compliance with the provisions of the Right to Business Act, 2020 and the rules made thereunder(if applicable), and any other aspect as may be specified by the State Government from time to time.

94. Amendment of factory license

Section 79

(1) A licensee shall obtain an amended license in the event of any change or before such change in;

(i) the name of the factory or;

(ii) the manufacturing process or;

(iii) the occupier of the factory or;

(iv) the requirement of motive power or increase in motive power or;

(v) increase in the area of factory or;

(vi) the number of workers employed therein.

(2) A license granted under sub-rule (2) of rule 93 may be amended by the designated authority in Form-XXXI.

(3) A licensee who desires to have license amended, shall submit an application on portal in Form- XXX stating the nature of the amendment within 30 days from such change.

(4) The fee for the amendment of a licence shall be Five Hundred rupees plus the amount (if any) by which the fee that would have been payable if the licence had originally been issued in the amended form exceeds the fee originally paid for the licence.

(5) If the designated authority fails to decide upon an application submitted for the amended license within a period of 45 days, such license shall be deemed to have been amended on the expiry of the said period.

95. Renewal of factory license

Section 79

(1) A license shall be renewed by the designated authority in Form-XXXI.

(2) Every application for renewal of the license shall be made on portal in Form-XXX together with such fees as specified in schedule of Rule 93(2) for a period of one year or any further period up to ten years and shall be submitted not less than thirty days before the date on which the license expires.

(3) If the designated authority fails to decide on an application submitted for renewal of license within the period of 45 days, then such license shall be deemed to have been renewed on the expiration of 45 days.

(4) The license shall be renewed subject to parameters such as the approved or accepted building plan, proof of ownership or registered lease agreement, if any, between the landowner and the Occupier, Power of attorney in case of partnership or Limited firm, the validity of the stability certificate, compliance with the provisions of the Right to Business Act, 2020 and the rules made thereunder, payment of up to date labour welfare fund, and any other aspect as may be specified by the State Government from time to time.

(5) The license shall be auto-renewed if there is no change in the parameters specified in Rule 94(1), subject to validity of stability certificate, deposit of the labor welfare fund and annual return, and payment of such fees or late fees as may be applicable.

96. Procedure on death or disability of factory licensee

Section 79

(1) If a licensee dies or becomes insolvent, the person carrying on the business of such licensee shall make an application for the amendment of the license under in his own name for the unexpired portion of the original license.

(2) No fee shall be charged for such change if application is made within thirty days from date of death or insolvency.

97. Late fee in relation to factory license

Section 79

1) If the application for renewal or amendments as the case may be, is not received within the time specified in sub-rule (3) of rule 94 or sub-rule (2) of rule 95 or sub-rule (2) of rule 96, then an additional fee equal to 25 percent of the licence fee shall be payable by the licensee:

Provided that Chief Inspector-cum-Facilitator may, if satisfied that the delay was unavoidable and beyond the control of the occupier reduce or remit the payment of the additional fee as he thinks fit.

2) The fees required under rules 93, 94, 95, 96 and 97 shall be paid to such account as notified by state government. Any fees paid under the code and rules made thereunder is non-refundable.

98. Suspension of factory license

Section 79

At any point of time, if it come to the notice of the Chief Inspector-cum-Facilitator that the license was obtained by the licensee through fraud or by misrepresentation of facts or any other reason to be specified or reasons as

specified in rule 88(1&2), 87(8), Chief inspector-cum-facilitator may after giving an opportunity of personal hearing to the applicant, may suspend the license for such period of such factory by passing a speaking order.

Provided that occupier or applicant aggrieved by the order of the Chief Inspector-cum-Facilitator may, within thirty (30) days from the date of such order, prefer an appeal to the State Government. The State government may, by order, confirm, modify, or reverse any order passed by the Chief Inspector-cum-Facilitator as the case may be.

99. Liability of owner for common facilities

Section 80

The Chief Inspector-cum-Facilitator may, by order, specify the liability of the owner and the occupiers, jointly or separately, upon receiving an application made by both the occupiers and the owner of the factory. Such application shall be accompanied by a copy of the mutual agreement duly signed between the owner and the occupiers, detailing the utilization of common facilities, including safety and fire prevention and protection, access, hygiene, occupational health, ventilation, temperature control, emergency preparedness and response, canteens, shelters, rest rooms and crèches, and clearly indicating the financial and operational liabilities for maintaining all such facilities. The Chief Inspector-cum-Facilitator shall decide upon such application within a period of fifteen days.

Provided that, in case the occupiers or the owner does not make such application, both the occupier and the owner shall be jointly liable for the common services and facilities.

100. Qualifications and experience of Competent person

Section 18, 82, 133(zzq) & 135(za)

The Chief Inspector-Cum-Facilitator as per section 2(1)(l) of the code shall empanel such person or institution such as Proprietor firm /Registered Firm under Indian Partnership Act, 1932 /Company registered under The Companies Act, 2013/LLP firm under Limited Liability Partnership act,2008 having employed such person(s) possessing educational qualifications, experience and facilities as specified below shall be eligible to be a competent person for the purpose of carrying tests, examination, inspection and certification for such buildings, dangerous machinery and lifting tackles , pressure plants ,confined space, ventilation system and such other purposes of plant and equipment located in a factory, building and construction site, beedi and cigar establishment or any other type of establishment as stipulated in code and rules made there under.

Provided further that the competent person recognize under this rule shall not be above the age of sixty-five years and shall be physically fit for the purpose of carrying out the requisite tests, examination and inspection.

Sr. No.	Purpose for which competency required	Qualifications	Experience	Facilities
1.	**Dangerous machines**	Bachelor 's Degree in Mechanicalor Electrical or Textile Engineering or its equivalent from recognized university	i) An experience of minimum period of five years for Bachelor's Degree or two years for Master's Degree in: - (a) Design or operation maintenance of concerned Plant or Machinery Equipment; or (b)testing, examination and inspection of relevant machinery, their guards, safety	Gauges for measurement and instruments for measurement of speed and any other equipment or device to determine the safety the use of the dangerous machine. c)Scrutiny or examination of test reports of such Plant or Machinery or Equipment

2.	**Hoists & Lifts**	Bachelor Degree in Mechanical Engineering or its equivalent from recognized university.	An experience of minimum period of five years for Bachelor 's Degree or two years for Master's Degree in:- (a) Design erection maintenance hoists and lifts,' or (b) test an inspection procedure of hoists and lifts; or (c) Scrutiny or examination of test reports of such Plan or Machinery or Equipment.	
3.	Lifting Machines, Chains, Ropes and Lifting Tackles, Winch, Jib Crane, Overhead crane, Derrick	Bachelor 's Degree in Mechanical Engineering or its equivalent from recognized university	i) An experience of minimum period of five years for Bachelor 's Degree or two years for Master 's Degree in:- a) design or erection or maintenance of Lifting Machines, chains, Ropes and Lifting Tackles: or b) test and inspection procedure of lifting machines, chains, ropes and lifting tackles; or c) Scrutiny or examination of test reports of such Plant or Machinery or Equipment.	
4.	Pressure Plants	Bachelor Degree in Chemical, Mechanical Engineering or its equivalent from recognized university	Bachelor's Degree or two years for Master's Degree in:- a) design or erection or maintenance of Pressure Plants:	

			or b) testing, examination and inspection procedure of pressure plants; or c) Scrutiny or examination of test reports of such Plant or Machinery or Equipment	
5.	Precautions against fumes, gases.	Bachelor 's Degree in Chemical engineering or its equivalent from recognized university	(i) An experience of minimum period of five years for Bachelor Degree or two years for Master 's Degree in; Collection and analysis of environmental samples and calibration of monitoring equipment's	Meters, instruments and devices duly calibrated and certified for carrying out the tests and certification of safety in working in confined spaces
6.	Ventilation system	Bachelor 's Degree in Mechanical Engineering or its equivalent from recognized university	(i) An experience of minimum period of five years for Bachelor's Degree or two years for Master 's Degree in design, fabrication, testing of ventilating system used for extraction and collection of dust, fumes and vapours and other ancillary equipment.	Facilities for testing the ventilating system instruments and gauges for testing the Effectiveness of extraction

101. Dangerous operations

Section 82

(1) The following operations when carried on in any factory are declared to be dangerous operations: -

(i) manufacture of aerated water and processes incidental thereto;

(ii) electrolytic plating or oxidation of metal articles by use of an electrolyte containing acids, bases or salts of metals such as chromium, nickel, cadmium, zinc, copper, silver or gold;

(iii) manufacture and repair of electric accumulators;

(iv) glass manufacture, cutting, buffing, grinding, shaping, toughening

(v) grinding or glazing, buffing of metals;

(vi) manufacture and treatment of lead and certain compounds of lead;

(vii) generation of gas from dangerous petroleum;

(viii) cleaning, smoothening or roughening etc. of articles by a jet of sand, metal shot, grit or other abrasive propelled by a blast of compressed air of stream;

(ix) liming and tanning of raw hides and skins and processes incidental thereto;

(x) carrying on of certain processes of lead and lead material in Printing Presses and Type Foundries;

(xi) chemical works;

(xii) manufacture of pottery and ceramics;

(xiii) compression of Oxygen and Hydrogen produced by the electrolysis of water;

(xiv) manipulation of stone or any other material containing free silica;

(xv) handling and processing of asbestos, manufacture of any article of asbestos and any other process of manufacture or otherwise in which asbestos is used in any form;

(xvi) handling and manipulation of corrosive substances;

(xvii) manufacture or Manipulation of Carcinogenic intermediates;

(xviii) process extracting vegetable oils from oil cakes in solvent extraction plants;

(xix) manufacture or manipulation of manganese and its compounds;

(xx) protection against hazards of poisoning arising from benzene;

(xxi) carbon di-sulphide plants;

(xxii) manufacture or manipulation of dangerous pesticides;

(xxiii) manufacture of rayon by viscose;

(xxiv) highly flammable liquids and flammable compressed gases;

(xxv) operation in foundries;

(xxvi) process of melting in induction furnace, cupola furnace

(xxvii) rubber mills, processing of plastic, synthetic resin, polymers

(xxviii) manufacture of chromic acid or manufacture or recovery of the bichromate of sodium, potassium or ammonium; and

(xxix) Occupational heat exposure impacts on Health and productivity

(2) The operations specified in sub rule -1, shall have provisions as specified in the annexure -I annexed to these rules.

(3) (a) For the medical examination of workers to be conducted by the medical officer as required by the schedules annexed hereto

(b) The medical examination charges shall be paid by employer only

(4) Wherever a periodical medical examination has been prescribed under the different Schedules in annexure, the occupier shall send a return in Form-XXXVI, to the Chief Inspector-cum-Facilitator, so as to reach him on or before the 5th day of every month in respect of medical examination of the workers conducted during the preceding month.

(5) Notwithstanding anything contained in the Schedules annexed to this rule, the Inspector-cum-Facilitator may issue order in writing to the occupier, directing him to carry such measures, and within such time, as may be specified in such order with a view to remove conditions dangerous to the health of the worker or to suspend any process, where such process constitutes in the opinion of the Inspector-cum-Facilitator imminent danger of poisoning or toxicity.

(6) Any register or record of medical examinations and tests connected therewith required to be carried out, under any of the Schedule annexed hereto, in respect of any worker, shall be kept readily available to the Inspector-cum- Facilitator and shall be preserved till the expiry of a period of one year after the worker ceases to be in employment of the factory.

(7) For the purpose of this rule “Medical Officer” means a qualified medical practitioner having qualification as prescribed under rule 49 and recognized by the Chief Inspector-cum-Facilitator.

(8) The medical officer after examining a worker, shall issue a Certificate of

Fitness in Form-XXXVII. The record of examination and re-examinations carried out shall be kept in the custody of the occupier of the factory. The record of each examination carried out under sub-paragraphs (1) and including the nature and the results of the tests, shall also be entered by the Medical Officer in a health register in Form- XXXVIII electronically or otherwise.

(9) The certificate of fitness and the health register shall be kept readily available for inspection by the inspector-cum-Facilitator.

(10) (a) The employer shall ensure to have General medical examinations of all the workers as mentioned in Rule 8 for schedules not mentioned in matrix relating to dangerous operations.

(b) For the purpose of the schedules relating to dangerous operations, this rule shall apply to all workers employed, directly or indirectly, in any process or operation specified in below mentioned matrix. The employer shall ensure that every worker employed in any dangerous operation is medically examined in accordance with the respective schedule mentioned in below matrix: -

SCHEDULE-WISE PERIODICAL MEDICAL EXAMINATION (Table-1)

Sr. No.	Schedule	Exposure Type	Required Medical Tests	Associated Diseases	Periodicity
1.	Schedule II – Electrolytic Plating	Chromium, Nickel, Cadmium	Chest X-ray, Nasal exam, Urine metals	Nasal perforation, Dermatitis, Lung issues	Every 6 months
2.	Schedule III – Electric Accumulators	Lead	Blood lead, Urine lead, ALA, Hb, RBC stippling	Lead poisoning, Anemia, Neuropathy	Every 3 months
3.	Schedule IV – Glass Manufacture	Silica Dust, Lead	PFT, Chest X-ray, Lead urine	Chronic bronchitis, Lead toxicity	Annual
4.	Schedule V – Grinding/Glazing Metals	Metal dust	PFT, Chest X-ray	Pneumoconiosis	Annual
5.	Schedule VI – Lead Processes	Lead	BLL, Lead urine, ALA, Hb, RBC Stippling	Lead poisoning	Every 3 months
6.	Schedule VIII – Shot Blasting	Silica	PFT, Chest X-ray	Silicosis	Annual
7.	Schedule X – Lead material in	Lead	BLL, Lead urine, ALA, Hb, RBC	Lead Poisoning, Anemia, Neuropathy	Every 6 months

	printing press and Type Foundries		Stippling		
8.	Schedule XI – Chemical works	Acids/Alkali handling (HCl, Sulphuric acid, NaOH) Chlorine, So2, Nox, Solvents (toluene xylene etc.) Heavy metal salt, aromatic amines etc. and others	Eye exam skin exam, chest X-ray, CBC Renal function test	Burns dermatitis cancer risk Neurotoxicity	Every 6 months
9.	Schedule XIV – Manipulation of Stone/Silica	Silica	PFT, Chest X-ray	Silicosis	Annual
10.	Schedule XV – Asbestos	Asbestos	PFT, Chest X-ray, Sputum	Asbestosis, Mesothelioma	Annual (X-ray every 3 yrs)
11.	Schedule XVII – Carcinogens Intermediates	Carcinogens	Dermatitis test, Steadiness test	Dermatitis, Cancer risk	Every 3 months
12.	Schedule XX – uses of Benzene and substance containing Benzene	Acute myeloid leukemia (AML)	Dermatitis test,	Dermatitis, Cancer risk	Every 12 months
13.	Schedule XXII – Manufacture or Manipulation or dangerous pesticide	Pesticide, organophosphate compound	Electroencephalogram (EEG), Depression test	Memory loss	Every 12 months, Every 3 months,
14.	Schedule XXV – Foundries	Silica	PFT, Chest X-ray,	Silicosis	Annual
15.	Schedule XXVI – Process of Melting in Induction Furnace,	Silica, metal fumes, noise	PFT, Chest X-ray, Audiometry	Silicosis, Hearing loss	Annual

	Cupola Furnace				

(11) (a) The Occupier shall ensure to provide appropriate personal protective equipment to all the workers as or when required for schedules not mentioned in matrix relating to dangerous operations.

(b)For the purpose of the schedules relating to dangerous operations this rule shall apply to all workers employed, directly or indirectly, in any process or operation specified in below mentioned matrix. The employer shall ensure that every worker employed in any dangerous operation is medically examined in accordance with the respective schedule mentioned below: -

DETAILS OF PROTECTIVE EQUIPMENT REQUIREMENTS(Table-2)

Sr. No.	**Schedule**	**Process**	**Primary Hazard**	**Required PPE & Clothing**	**Clothing Washing & Reissue Frequency**
1.	I	Aerated water manufacturing	Bottle burst, glass impact	Face guard, neck/throat protector, cut-resistant gauntlets; Cotton overalls	Overalls washed weekly; PPE replaced every 6 months
2.	II	Electrolytic plating	Chromic acid, nickel/cadmium exposure	Acid-resistant gloves, PVC apron, rubber boots, chemical goggles; Acid-proof overalls	Overalls washed twice weekly; PPE reissued every 6 months
3.	III	Electric accumulator (lead)	Lead dust, electrolyte splash	Lead-proof overalls, PVC apron, gumboots, head cover	Overalls washed daily; Head covers replaced monthly; PPE replaced every 6 months
4.	IV	Glass manufacturing	High heat, glass splinters	Heat-resistant gloves, heat face shield, leather apron, heat-proof clothing	Clothing washed weekly; Heat gloves replaced quarterly

5.	V	Grinding/glazing	Metal dust, particles	P2/P3 respirator, safety goggles, dust-resistant clothing	Overalls washed weekly; PPE replaced every 6 months
6.	VI	Lead processes	Lead fumes/dust	Lead-specific overalls, head cover, anti-dust gloves	Overalls washed daily; PPE reissued every 6 months
7.	VIII	Shot Blasting	High-velocity abrasive particles	Air-fed blasting helmet, leather gauntlets, heavy canvas overalls	Overalls washed weekly; Gloves replaced quarterly; Helmet replaced annually
8.	IX	Tanning C liming	Caustic lime, corrosive liquids	Waterproof boots, nitrile gloves, PVC apron, waterproof clothing	Clothing washed twice weekly; PPE replaced every 6 months
9.	X	Lead printing and type foundry	Lead fumes/dust	Full-sleeve overalls, non-linting gloves	Two sets of overalls issued yearly; Washed weekly
10.	XI	Chemical works	Chemical spills & vapour exposure	Chemical suit, nitrile gloves, goggles, apron	Chemical suits washed weekly; Gloves replaced monthly
11.	XII	Pottery	Silica dust	Overalls, hand coverings, P2/P3 respirator	Overalls washed weekly; Respirator filters replaced monthly
12.	XIV	Stone/silica	Respirable silica	Type-5 coverall, P3 respirator	Coveralls washed weekly; PPE replaced every 6 months
14.	XVI	Corrosive substances	Acids/alkalis	Neoprene/nitrile gloves, boots, chemical apron, chemical suit, face shield	Chemical suits washed weekly; Gloves replaced monthly

15.	XVII	Carcinogenic intermediates	Carcinogenic chemicals	(a) Long trouser and shirts or overall, with full sleeve with head covering. (b) rubber hand gloves, apron and gum boots and airline respirator,	Suits washed daily; Gloves replaced monthly; Respirator replaced every 6 months
16.	XIX	Manganese	Mn dust	Dust-resistant overalls, P2/P3 respirator, anti-dust gloves	Overalls washed weekly; Gloves replaced quarterly
17.	XX	Benzene	Carcinogenic vapours	Vapour-tight goggles, nitrile gloves, apron, anti-static clothing	Overalls washed weekly; PPE Replaced every 6 months
18.	XXI	Carbon disulphide	Highly toxic vapours	SCBA, CS_2-resistant gloves, goggles, anti-static clothing	Clothing washed weekly; SCBA checked monthly
19.	XXII	Pesticides	Organophosphate poisoning	Overalls, chemical-resistant gloves, gumboots, apron, goggles, P3 respirator	Overalls washed daily; Gloves replaced monthly
20.	XXIII	Rayon (Viscose)	CS2 fumes, acid vapours	Chemical suit, face shield, SCBA, life belt, neoprene gloves	Suits washed weekly; Gloves replaced monthly
21.	XXIV	Flammable liquids	Fire/explosion risk	Non-metallic footwear, flame-resistant clothing	FR clothing washed weekly; Shoes replaced yearly
22.	XXV	Foundries	Molten metal, heat	Heat-resistant gloves, gaiters, heat clothing, respirator	Heat clothing washed weekly; Gloves replaced quarterly
23.	XXVI	Induction furnace	Radiant heat	Refractory gloves, IR goggles, heat apron, heat boots	Clothing washed weekly; Gloves replaced quarterly

24.	XXVII	Rubber mills	Pinch points, heat, chemicals	Protective clothing, gloves	Clothing washed weekly; Gloves replaced quarterly
25.	XXVIII	Chromic acid manufacture	Hexavalent chromium	P3 respirator, PVC apron, neoprene gloves, acid boots	Overalls washed twice weekly; Gloves replaced monthly

102. Site Appraisal Committee

Section 83(1)

(1) Site appraisal Committee shall consider the cases for approval of sites of industries involving hazardous processes as per First Schedule of the Code as given below:

i. Chief Inspector-cum-Facilitator, Chandigarh Administration …….Chairman
ii..... Assistant Labour Commissioner, UT, Chandigarh…….. Member Secretary
iii. A representative of the Municipal Corporation, Chandigarh (Fire Wing);
iv. A representative of the Department of Industries;
v. Member-Secretary, Chandigarh Pollution Control Board;
vi. A representative of the Department of Forest and Wild Life;
vii. A representative of the Department of Health;
viii. A representative of the Department of Science and Technology and Environment;
ix. A representative of the Chief Town Planner;
x. Two experts to be nominated by the State Government from time to time.

The Site Appraisal Committee shall make recommendations for the approval of the site of a factory involving a hazardous process, or for its expansion—whether by increase in capacity, change of product, change in manufacturing process, or expansion of land—of such factory as specified in the First Schedule of the Code.

Provided that if the State Government considers it necessary to amend the constitution of the Committee, or to add or remove any member thereof, such amendment shall be made through an executive order.

(2) No member, unless required to do so by a court of law, shall disclose otherwise than in connection with the purposes of the Code, at any time any information relating to the manufacturing or commercial business or any working process which may come to his knowledge

during his tenure as a Member of this Committee.

(3) Applications for appraisal of site –

(a) Applications for appraisal of sites in respect of the factories covered under clause (za) of section 2 shall be submitted to the Chairman of the Site Appraisal Committee; and

(b) The application for site appraisal shall be submitted electronically in Form-XL. The Committee may dispense with furnishing of information on any particular item in the application form, if it considers the same to be not relevant to the application under consideration.

(4) Functions of the Committee. –

(a) The Member Secretary shall arrange to register the applications received for appraisal of site in a separate register and acknowledge the same within a period of seven days;

(b) the Member Secretary shall fix up the meetings in such manner that all the applications received and registered are referred to the Committee within a period of one month from the date of their receipt;

(c) the Committee shall adopt a procedure for its working, keeping in view the need for expeditious disposal of applications;

(d) the Committee shall examine the applications for appraisal of a site with reference to the prohibitions and restrictions on the location of an industry and the carrying on of processes and operations in different areas as per the provisions of different departments given representation in the Committee; and

(e) the Committee may call for documents, examine experts, inspect the site if necessary and take other steps for formulating its views with regard to the suitability of the site.

(f) No meeting shall be held unless at least five members are present.

(5) The committee shall be reconstituted as and when required or in case of retirement or death of any member as the case may be.

(6) Exemption. - Industrial projects granted clearance under Notification No. S.O. 1533(E), dated 14th September, 2006, issued under the Environmental (Protection) Act, 1986 by the Government of India,

Ministry of Environment and Forests, shall not be required to obtain clearance from this Committee. Factories situated or proposed to be set up in designated or approved industrial areas, industrial estates, industrial focal points, approved industrial parks, or industrial zones of the master plan shall also be exempted from the requirement of clearance from this Committee.

Provided further that approval of site from site Appraisal Committee is mandatory for the pyrolysis plant or any other process as notified by the government from time to time irrespective of area where the industry is situated.

103. Health and Safety Policy

Section 84(2)

(1) The occupier of every factory, except as provided for in sub-rule (2), shall prepare a written statement of his policy in respect of health and safety of workers at work.

(2) All factories:

(a) covered under sub-clause (i) of clause (w) of section 2, but employing less than fifty workers;

(b) covered under sub-clause (ii) of the said clause (w), but employing less than one hundred workers; shall be exempted from the requirements of sub-rule (1):

Provided that the factories specified in clauses (a) and (b) above are not covered in the First Schedule under clause (za) of section 2 of the Code and are not carrying out processes or operations declared to be dangerous under section 82.

(3) Notwithstanding anything contained in sub-rule (2), the Chief Inspector- cum-Facilitator may require the occupier of any of the factories or class or description of factories to comply with the requirements of sub-rule (1) if in his opinion, it is expedient to do so.

(4) The Health and Safety Policy shall contain or deal with,-

(a) the declared intention and commitment of the top management to health, safety and environment and compliance with all the relevant statutory requirements;
(b) the organizational set up to carry out the declared policy clearly assigning the responsibility at different levels; and
(c) arrangements for making the policy effective.

(5) In particular, the policy shall specify the following, namely.-

(a) the arrangements for involving the workers;

(b) the intentions of taking into account the health and safety performance of workers at different levels while considering their career advancement;

(c) fixing the responsibility of the contractors, sub-contractors, transporters and other agencies entering the premises;

(d) providing a resume of health and safety performance of the factory in its annual report;

(e) relevant techniques and methods, such as safety audits and risk assessment for periodical assessment of the status on health, safety and environment and taking all remedial measures;

(f) stating its intentions to integrate health and safety in all decisions, including those dealing with purchase of plant, equipment, machinery and materials as well as selection and placement of personnel; and

(g) arrangements for informing educating and training and retraining its own employees at different levels and the public, wherever required.

(6) A copy of the declared Health and Safety Policy duly signed by the occupier shall be made available to the Inspector-cum-Facilitator having jurisdiction over the factory.

(7) The policy shall be made widely known by. -

(a) making copies available to all workers including contract workers, apprentices, transport workers and suppliers, etc.,

(b) displaying copies of the policy at conspicuous places, and

(c) any other means of communication.

(8) The occupier shall revise the Health and Safety Policy as often as may be appropriate, but it shall necessarily be revised under the following circumstances. -

(a) whenever any expansion or modification having implications on safety and health of persons at work is made; or

(b) whenever new substance(s) or articles are introduced in the manufacturing process having implications on health and safety of persons exposed to such substances.

(9) Information regarding processes involved, hazards associated, precautions to be adopted and the requisite details in this regard to be submitted to Inspector-cum-Facilitator.

(10) At the time of registration, Occupier shall submit the health and safety policy as prescribed under rule 102 along with the application for registration to the registering authority.

104. Collection, development and dissemination of information and labeling

Section 84(1)

1. (a) The occupier of every factory carrying on a hazardous process shall arrange to obtain or develop detailed information in the form the Material Safety Data Sheet (MSDS) prescribed in Form-XLI in respect of every hazardous substance or material handled in the manufacture, transportation and storage in the factory. It shall be accessible upon request to a worker for reference.

(b) The occupier while obtaining or developing a Material Safety Data Sheet in respect of a hazardous substance shall ensure that the information recorded accurately reflects the scientific evidence used in making that hazard determination. If Occupier becomes newly aware of any significant information regarding the hazards, of a substance or ways to protect against the hazards, this new information shall be added to the Material Safety Data Sheet within 72 hours of coming into occupier's knowledge.

2. Every container of an hazardous substance shall be clearly labelled or marked to identity: -

(a) the contents of the container;
(b) the name and address of the manufacturer or importer of the hazardous substance;
(c) the physical and health hazards; and
(d) the recommended personal protective equipment needed to work safely with the hazardous substance.

3. In case a container is required to be transported by road outside the factory premises it should in addition be labelled or marked in accordance with the requirements laid down under sub-rule (2).

105. Disclosure of information to Workers

Section 84(1)

1. The occupier of a factory carrying on a hazardous process shall supply to all workers the following information in relation to the handling of hazardous materials or substances in the manufacture, transportation, storage and other processes, namely:-

a. requirements of section 84;
b. a list of hazardous processes carried on in the factory;
c. location and availability of all Material Safety Data Sheets as provided in rule 104;
d. physical and health hazards arising from the exposure to or handling of substances;
e. measures taken by the occupier to ensure safety and control of physical and health hazards;
f. measures to be taken by the workers to ensure safe handling, storage and transportation of hazardous substances;
g. personal protective equipment required to be used by the workers employed in hazardous process or dangerous operations;
h. meaning of various labels and markings used in the containers of hazardous substances as provided under rule 104;
i. signs and symptoms likely to be manifested on exposure to hazardous substances and to whom to report;
j. measures to be taken by the workers in case of any spillage or leakage of a hazardous substance;
k. role of workers vis-à-vis the emergency plan of the factory in particular the evacuation procedures; and
l. any other information considered necessary by the occupier to ensure safety and health of workers.

2. The information required by sub-rule (1) shall be complied and made known to the workers individually through supply of booklets of leaflets and display of cautionary notices at the work places.

3. The booklets, leaflets and the cautionary notices displayed in the factory will be in the language understood by the majority of the workers and also explained to them.

4. The Chief Inspector-cum-Facilitator may direct the occupier to supply further information to the workers as may be deemed necessary.

106. Disclosure of information to Chief Inspector-cum-Facilitator etc.

Section 84(1)

1. The occupier of every factory carrying on hazardous process shall furnish, in writing, to the Chief Inspector-cum-Facilitator a copy of all the information furnished to the workers.

2. A copy of the Material Safety Data Sheet prescribed in Form-XLI, in respect of the hazardous substances used, produced or stored in the factory shall be furnished to the Chief Inspector-cum- Facilitator and the Inspector-cum- Facilitator of the area.

3. The occupier shall also furnish any other information asked for by the Chief Inspector-cum- Facilitator for the purposes of the Code and the rules.

107. Information on industrial wastes

Section 84

1. The information furnished under rules 104, 105 and 106 shall include the quantity of solid and liquid wastes generated per day, their characteristics and the method of treatment such as incineration of solid wastes, chemical and biological treatment of liquid wastes, and arrangements for their final disposal.

2. It shall also include information on the quality and quantity of gaseous waste discharged through the stacks or other openings, and arrangements such as provision of scrubbers, cyclone separators, and electrostatic precipitators or similar such arrangements made for controlling pollution of the environment.

108. Review of information furnished to workers etc.

Section 84

1. The occupier shall review once in every calendar year and modify, if necessary, the information furnished under these rules to the workers, the Chief Inspector- cum-Facilitator and the Inspector- cum-Facilitator of the area.

2. In the event of any change in the process or operations or methods of work or when any new substance is introduced in the process or in the event of a serious accident taking place, the information so furnished shall be reviewed and modified to the extent necessary.

109. Confidentiality of information

Section 84

1. The occupier of a factory carrying on `hazardous process' shall disclose all information needed for protecting safety and health of the workers to:-

   a. his workers; and
   b. the Chief Inspector-cum-Facilitator and the Inspector-cum-Facilitator as required under rules 104,105,106 and 107.

   If the occupier is of the opinion that the disclosure of details regarding the process and formulations will adversely affect his business interests, he may make a representation to the Chief Inspector-cum-Facilitator stating the reasons for withholding such information. The Chief Inspector-cum-Facilitator shall give an opportunity to the

occupier of being heard and pass an order on the representation.

2. An occupier aggrieved by the order of the Chief Inspector-cum-Facilitator may refer an appeal before the State Government within a period of thirty days. The State Government shall give an opportunity to the occupier of being heard and pass an order. The order of the State Government shall be final.

110. Qualifications of supervisors

Section 85(b)

(1) All persons who are required to supervise the handling of hazardous substances in a factory involving hazardous process shall possess the following qualifications and experience as follows: -

Sr. No.	Name of process as first schedule of code	Qualification
1	Ferrous Metallurgical Industries a) Integrated Iron and Steel b) Ferro-alloys c) Special Steels.	1. Diploma in Mechanical, Metallurgy, Production, Chemical or equivalent with two years' experience 2. Degree with any of the above Branch of engineering or equivalent with one year experience.
2	Non-ferrous metallurgical Industries a) Primary Metallurgical Industries, namely, zinc, lead, copper, manganese and aluminum.	
3	Foundries (ferrous and non-ferrous) a) Castings and forgings including cleaning or smoothening/ roughening by sand and shot blasting.	
4	Coal (including coke) industries Coal, Lignite, Coke and like other substances Fuel Gases (including Coal Gas, Producer Gas, Water Gas).	

5	Power Generating Industries.	1.Diploma in Mechanical, Electrical, Instrumentation or equivalent with two years' experience 2. Degree in any of the above branch of engineering or equivalent with one year experience
6.	Pulp and paper (including paper products) industries.	1. Bachelor's degree in Science or Diploma in Chemical Engineering or Technology with two years' experience or equivalent; or 2. Master's Degree in Chemistry or a Degree in Chemical Engineering or Technology with one year experience or equivalent
7.	Fertilizer Industries Nitrogenous Phosphatic Mixed.	
8.	Cement Industries Portland Cement (including slag cement, pozzolana cement and their products).	
9.	Petroleum Industries Oil Refining Lubricating Oils and Greases.	
10.	Petro-chemical Industries	
11.	Drugs and Pharmaceutical Industries Narcotics, Drugs and Pharmaceuticals.	
12.	Fermentation Industries (Distilleries and Breweries).	
13.	Rubber (Synthetic) Industries.	
14.	Paints and Pigment Industries.	
15.	Leather Tanning Industries	1.Diploma in Leather technology or equivalent with two years' experience. Degree in any of the above branch of engineering or equivalent with one year experience.

16	Electro-plating Industries	1. Bachelor's degree in Science or Diploma in Chemical Engineering or Technology with two years' experience; or 2. Master's Degree in Chemistry or a Degree in Chemical Engineering or Technology with one year experience.
17	Chemical Industries. a) Coke Oven by- products and Coal tar Distillation products Industrial Gases (nitrogen, oxygen, acetylene, argon, carbon dioxide, hydrogen, sulphur dioxide, nitrous oxide, halogenated hydrocarbon, ozone, or any like gases); b) Industrial Carbon; c) Alkalies and Acids; d) Chromates and di-Chromates; e) Lead and its compounds; f) electro chemicals (metallic sodium, potassium and magnesium, chlorates, perchlorates and peroxides); g) Electrothermal produces (artificial abrasive, calcium carbide); h) Nitrogenous compounds (cyanides, cyanamides and other nitrogenous compounds); i) Phosphorous and its compounds; j) Halogens and Halogenated compounds (Chlorine, Fluorine, Bromine and Iodine); k) Explosives (including industrial explosives and detonators and fuses).	
18	Insecticides, Fungicides, Herbicides and other Pesticides Industries.	
19	Synthetic Resin and plastics.	
20	Man made Fibre (Cellulosic and non-cellulosic) industry.	

21	Manufacture and repair of electrical accumulators.	1.Diploma in Mechanical, Electrical, Instrumentation or equivalent with two years' experience 2. Degree in any of the above branch of engineering or equivalent with one year experience.
22	Glass and Ceramics	
23	Grinding or glazing of metals.	
24	Manufacture, handling and processing of asbestos and its products.	1. Bachelor's degree in Science or Diploma in Chemical Engineering or Technology with two years' experience; or 2. Master's Degree in Chemistry or a Degree in Chemical Engineering or Technology with one year experience.
25	Extraction of oils and fats from vegetable and animal sources.	
26	Manufacture, handling and use of benzene and substances containing benzene.	
27	Manufacturing processes and operations involving carbon disulphide.	
28	Dyes and Dyestuff including their intermediates.	
29	Highly flammable liquids and gases.	
30	Printing and dyeing on fabrics in textiles and plywood and laminate manufacturing process.	1. Bachelor's degree in Science or Diploma in Chemical /Textile Engineering or Technology with two years' experience; or 2. Master's Degree in Chemistry or a Degree in Chemical /Textile Engineering or Technology with one year experience.
31	Process involving usage of radium or Radioactive Substances.	RSO (Radiological Safety officer) License from AERB (Atomic Energy Regulatory Board)
32	Stone Crushing industry.	Any Discipline
33	Extraction of Oil and Raw material from the scrap tyres	1. Bachelor's degree in Science or Diploma in Chemical Engineering or Technology with two years' experience; or 2. Master's Degree in Chemistry or a Degree in Chemical Engineering or Technology with one year experience.
34	Cigarette manufacturing industry.	

35	Ship breaking industry	1. Bachelor's degree in Science or Diploma in Mechanical, Metallurgy, Production, Chemical or equivalent with two years' experience 2. Master Degree in science or Degree with any of the above Branch of engineering or equivalent with one year experience
36	Hazardous waste and e-waste processing plants.	
37	Semiconductor manufacturing industry.	1. Diploma in Mechanical, Electronics, Electrical or equivalent with two years' experience. 2. Degree with any of the above Branch of engineering or equivalent with one year experience.
38	Styrene manufacturing, handling and processing industry.	1. Bachelor's degree in Science or Diploma in Chemical Engineering or Technology with two years' experience; or 2. Master's Degree in Chemistry or a Degree in Chemical Engineering or Technology with one year experience.
39	Nano-particles utilizing industry.	1. Bachelor's degree in Science or Diploma in Mechanical, Metallurgy, Production, Chemical or equivalent with two years' experience. 2. Master's degree in science or Degree with any of the above Branch of engineering or equivalent with one year experience.

40	Manufacturing, processing, preparation and utilization of Mercury or Compounds of Mercury, Lead Tetra-ethyl, Manganese, Arsenic, Chrome, Aliphatic series, Beryllium, Phosgene and Isocyanates.	1. Bachelor's degree in Science or Diploma in Chemical Engineering or Technology with two years' experience; or 2. Master's Degree in Chemistry or a Degree in Chemical Engineering or Technology with one year experience.

111. Issue of guidelines

Section 84 & 85

For the purpose of compliance with the requirements of section 84 or section 85, the Chief Inspector- cum-Facilitator may, if deemed necessary, issue guidelines from time to time to the occupiers of factories carrying on `hazardous process'. Such guidelines shall be based on National Standards, Codes of Practice, or recommendations of international bodies such as the International Labour Organization and the World Health Organization.

112. Medical examination of workers employed in hazardous process

Section 85

1. Workers employed in a hazardous process shall be medically examined by a qualified medical practitioner, in the following manner, namely: -

    a. once before employment, to ascertain physical fitness of the person to do the particular job;
    b. once in a period of six months, to ascertain the health status of all the workers in respect of occupational health hazards to which they are exposed; and in cases where in the opinion of the qualified medical practitioner it is necessary to do so at a shorter interval in respect of any worker; and
    c. the details of pre-employment and periodical medical examination carried out as aforesaid shall be recorded in the health register in Form-XXXVIII electronically or otherwise.

2. No person shall be employed for the first time without a certificate of Fitness in Form-XXXVII granted by the qualified medical practitioner. If the qualified medical practitioner declares a person unfit for being employed in any process covered under sub-rule (1), such a person shall have the right to appeal to the Inspector-cum-Facilitator who shall refer the matter to the Medical Officer whose opinion shall be

final in this regard. If the Inspector- cum-Facilitator himself is also a Medical Officer, he may dispose of the application himself.

3. Any finding of the qualified medical practitioner revealing any abnormality or unsuitability of any person employed in the process shall immediately be reported to the Medical Officer who shall in turn, examine the concerned worker and communicate his findings to the occupier within thirty days. If the Medical Officer is of the opinion that the worker so examined is required to be taken away from the process for health protection, he will direct the occupier accordingly, who shall not employ the said worker in the same process. However, the worker so taken away be provided with alternate placement unless he is fully incapacitated in the opinion of the Medical Officer in which case the worker affected shall be suitably rehabilitated:

   Provided that the Medical Officer on his own may examine any worker when he considers it necessary to do so for ascertaining the suitability of his employment in the 'hazardous process' or for ascertaining the health status of any worker.

4. The workers taken away from employment in any process under sub-rule (2) may be employed again in the same process only after obtaining the Fitness Certificate from the Medical Officer and after making entries to that effect in the health register.

5. An Inspector-cum-Facilitator may, if he deems it necessary to do so, refer a worker to the Medical Officer for medical examination as required under sub-rule (1) or if he is a Medical Officer himself, conduct such medical examination. The opinion of the Medical Officer in such a case shall be final. The fees required for this medical examination shall be paid by the occupier.

6. The worker required to undergo medical examination under these rules and for any medical survey conducted by or on behalf of the Central or the State Government shall not refuse to undergo such medical examination.

113. Occupational Health Centers

Section 85

1. In respect of any factory carrying on hazardous process, there shall be provided and maintained in good order an Occupational Health Centre with the services and facilities as per the scale laid down here under:-

   a. For factories employing up to fifty workers–

(i) the services of a qualified medical practitioner on retainership basis in his clinic to be notified by the occupier. He will carry out the pre-employment and periodical medical examination as stipulated in rule 112 and render medical assistance during any emergency;

(ii) at least five persons trained in first-aid procedures amongst whom at least one shall always be available during the working period; and

(iii) a fully equipped first-aid box.

b. For factories employing fifty-one to two hundred workers: -

(i) an occupational health Centre having a room with a minimum floor area of fifteen square metres with floors and walls made of smooth and impervious surface and with adequate illumination and ventilation as well as equipment as per the Schedule annexed to this rule;

(ii) a part-time qualified medical practitioner shall be the over all charge of the centre who shall visit the factory at least twice in a week and whose services shall be readily available during medical emergencies;

(iii) one qualified and trained dresser-cum-compounder on duty throughout the working period; and

(iv) a fully equipped first-aid box in all the departments.

c. For factories employing above two hundred workers: -

(i) one full-time qualified medical practitioner for factories employing up to five hundred workers and one more qualified medical practitioner for every additional one thousand workers or part thereof throughout the working period;

(ii) an Occupational Health Centre having at least two rooms each with a minimum floor area of fifteen square meters with floor and walls made of smooth and impervious surface and adequate illumination and ventilation as well as equipment as per the Schedule annexed to this rule.

(iii) there shall be one nurse, one dresser-cum-compounder and one sweeper- cum-ward boy throughout the working period; and

(iv) the Occupational Health Centre shall be suitably equipped to manage medical emergencies.

2. The qualified medical practitioner required to be appointed under sub-rule (1) shall have any recognized medical qualification as defined in the National Medical Commission Act, 2019 (Central Act No. 30 of

2019) and should be enrolled on the National Register as defined in clause (m) of section 2 or on the State Register as defined in clause (v) of section 2 of the aforesaid Act and should possess a certificate of Training in industrial Health of minimum three months duration recognized by the State Government:

Provided that-

(i) a person possessing a diploma in Industrial Health or equivalent shall not be required to possess the certificate of training as aforesaid;

(ii) the Chief Inspector-cum-Facilitator may, subject to such conditions as he may specify, grant exemption from the requirement of this sub-rule, if in his opinion a suitable person possessing the necessary qualification is not available for appointment; and

(iii) in case of a person who has been working as qualified medical practitioner for a period of not less than three years on the date of commencement of these rules, the Chief Inspector- cum-Facilitator may, subject to the condition that the said person shall obtain the aforesaid certificate of training within a period of three years, relax the qualification.

3. The syllabus of the course leading to the above certificate and the organizations conducting the said course shall be approved by the Director General, Factory Advice Service and Labour Institute or the State Government in accordance with the guidelines issued by the Director General, Factory Advice Service and Labour Institute.

4. Within one month of the appointment of a qualified medical practitioner, the occupier of the factory shall furnish to the Chief Inspector-cum-Facilitator the following particulars, namely: -

(a) Name and address of the qualified medical practitioner;
(b) qualifications;
(c) experience, if any; and
(d) the sub-rule under which appointed.

SCHEDULE: Equipment for occupational Health Centre in Factories.

1. A glazed sink with hot and cold water always available
2. A table with a smooth top at least 180 cm. x 105 cm.
3. Means for sterilizing instruments.
4. A couch.

5. Two buckets or containers with close fitting.
6. A kettle and spirits stove or other suitable means of boiling water.
7. One bottle of spirits ammoniac aromatic (120 ml)
8. Two medium size sponges.
9. Two Kidney trays.
10. Four cakes of toilet, preferably antiseptic
11. Two glass tumblers and two wine glasses
12. Two clinical thermometers.
13. Two tea spoons.
14. Two graduated (120 ml) measuring glasses.
15. One wash bottle (1000 cc) for washing eyes.
16. One bottle (one litre) carbolic lotion 1 in 20.
17. Three chairs.
18. One screen.
19. One electric hand torch.
20. An adequate supply of tetanus toxied.
21. Coramine liquid (60 ml.).
22. Tablets-Antihistaminic, antispasmodic (25 each)
23. Syringes with needles-2 cc, and 10 cc.
24. Two needle holders big and small.
25. One dressing forceps
26. One scalpels.
27. One stethoscope.
28. Rubber bandage-pressure bandage.
29. Oxygen cylinder with necessary attachments.
30. One Blood Pressure apparatus,
31. One patellar Hammer.
32. One Peak-flow meter for lung function measurement.
33. One stomach wash set.
34. Any other equipment recommended by the qualified medical practioner according to specific need elating to manufacturing process.
35. in addition–

(1) For factories employing 51 to 200 workers-

1. Four plain wooden splints 900 mm x 00 mm x 6 mm
2. Four plain wooden splints 50 mm x 75 mm x 6 mm.
3. Two plain wooden splints 250 mm x 50 mm x 12 mm.
4. One pair artery forceps.
5. Injections-morphia, pethidine, atropine, adrenaline, coramine, novacan (2 each).
6. One surgical scissors.

(2) For factories employing above 200 workers.

1. Eight plain wooden splints 900 mm x 100 mm x 6 mm.
2. Eight plain wooden splints 350 mm x 75 mm x 6 mm.
3. Four plain wooden splints 250 mm x 50 mm x 12 mm.
4. Two pairs artery forceps.
5. Injections –morphia, pethadine, atropine, adrenaline, coramine, novacan (4 each).
6. Two surgical scissors.

114. Ambulance van

Section 85

1. In any factory carrying on hazardous process, there shall be provided and maintained in good condition, a suitably constructed ambulance van equipped with items as per sub-rule (2) and manned by a full- time Driver-cum-mechanic and helper trained in first-aid for the purposes of transportation of serious cases of accidents or sickness. The ambulance van shall not be used for any purpose other than the purpose stipulated herein and will normally be stationed at or near to the Occupational Health Centre:

   Provided that a factory employing less than two hundred workers may make arrangements for procuring such facility at short notice from nearby hospital or other places, to meet any emergency.

2. The ambulance should have the following equipment: -

(a) General–

- A wheeled stretcher with folding and adjusting devices; with the head of the stretcher capable of being tilled upward;
- Fixed suction unit with equipment;
- Fixed oxygen supply with equipment;
- Pillow with case, sheets, blankets, towels;
- Emesis bag, bed Pan, urinal, glass

(b) Safety equipment–

- Flares with life of thirty minutes;
- Flood lights;
- Flashlights, Fire extinguisher dry powder type;
- Insulated gauntlets.

(c) Emergency care equipment-

(i) Resuscitation–

- Portable suction unit, portable Oxygen units;

- Bag-valve-mask, hand operated artificial ventilation unit;
- Airways; - Mouth gases; - Tracheostomy adoptors;
- Short spine board; - I.V. Fluids with administration unit;
- B.P. manometer; - Gugg; - Stethoscope

(ii) Immobilization–

- Long and short padded boards; - Wire ladder splints;
- Triangular bandage; - Long and short spine boards.

(iii) Dressings–

- Gauze pads –4"x4"; - Universal dressing 10"x36";
- Roll of aluminium foils; - Adhesive tape of 3"; - Safety pins;
- Bandage sheets; - Burn sheet.

(iv) Poisoning–

- Syrup of lpecae; - Activated Charcoal pre-packeted in doses; - Snake bite kit;
- Drinking water.

(v) Emergency Medicines–

- As per requirement (under the advice of Medical Officer only).

115. Decontamination facilities

Section 85

In every factory carrying out `hazardous process', the following provisions shall be made to meet emergency, namely:-

a. fully equipped first aid box;
b. readily accessible means of water for washing, drenching clothing of workers as well as for those who have been contaminated with hazardous and corrosive substances and such means shall be as per the scale shown in the table below:-

Table

No. of persons employed at any Time	**No. of drenching showers**
Upto 50 persons	2

Between 51 to 100	3
101 to 200	3+1 for every 50 persons thereafter
201 to 400	5+1 for every 100 persons thereafter
401 and above	7+1 for every 200 persons thereafter

c. a sufficient number of eye wash bottles filled with distilled water or suitable liquid, kept in boxes or cupboards conveniently situated and clearly indicated by a distinctive sign which shall be visible at all times.

116. Making available health records to workers

Section 85

1. The occupier of every factory carrying out hazardous process shall make accessible the health records including the records of workers exposure to hazardous process or, as the case may be, the medical records of any worker for his perusal under the following conditions, namely: -

   a. once in every six months or immediately after every medical examination;
   b. if the qualified medical practitioner or Medical Officer, as the case may be, is of the opinion that the worker has manifested signs and symptoms of any notifiable disease as specified in the Third Schedule to the Code;
   c. if the worker leaves the employment;
   d. if any one of the following authorities so direct: -
      (i) the Chief Inspector-cum-Facilitator;
      (ii) the Health Authority of Central or State Government;
      (iii) Competent Authority in relation to employee's Compensation;
      (iv) the Director General Employees' State Insurance Corporation;
      (v) the Director, Employees State Insurance Corporation (Medical benefits; and
      (vi) the Director General, Factory Advice Service and Labour Institutes.

2. A copy of the up-to-date health records including the record of worker's exposure to hazardous process or, as the case may be, the medical records shall be supplied to the worker as and when required. X-ray plates and other medical diagnostic reports may also be made available for reference to his medical practitioner.

3. The Occupier shall maintain the records and submit to Inspector-Cum -Facilitator or Chief -cum- facilitator as and when required.

117. Permissible Levels in Factories

Section 88

Without prejudice to the requirements in any other provisions in the Code or the rules made there under, the requirements specified in the Schedule given below shall apply to all factories: -

SCHEDULE

1. Definitions: for the purpose of this schedule–

(a) "mg/m3" means milligrams of a substance per cubic metre of air;

(b) "mppcm" means million particles of a substance per cubic metre of air;

(c) "ppm" means parts of vapour or gas per million parts of air by volume at 25 degrees centigrade and 760 mm of mercury pressure;

(d) "Time weighted average concentration" means the average concentration of a substance in the air at any work location in a factory computed from evaluation of adequate number of air samples taken at that location, spread over the entire shift on any day, after giving weightage to the duration for which each such sample is collected and the concentration prevailing at the time of taking the sample.

Time weighted average Concentration = (C1 T1 + C2 T2 + … Cn

Tn) / (T1 + T2 + … Tn)

Where C1 represents the concentration of the substance for duration T1 (in hours); and

C2 represents the concentration of the substance for duration T2 (in hours); and

Cn represents the concentration of the substance for duration Tn (in hours).

(e) "Work location" means a location in a factory at which a worker works or may be required to work at any time during any shift on any day.

2. Limits of concentration of substances at work location: -

(1) The time weighted average concentration of any substance listed in table 1 or 2 of the schedule, at any work location in a factory during any shift on any day shall not exceed the limit of the permissible time weighted average concentration specified in respect of that substance:

Provided that in the case of a substance mentioned in Table 1 in respect of which a limit in terms of short-term maximum concentration is indicated, the concentration of such a substance may exceed the permissible limit of the time weighted average concentration for the substance for short periods not exceeding 15 minutes at a time, subject to the condition that-

(a) Such periods during which the concentration exceeds the prescribed time weighted average concentration are restricted to not more than 4 per shift;

(b) the time interval between any two such periods of higher exposure shall not be less than 60 minutes; and

(c) At no time the concentration of the substance in the air shall exceed the limit of short-term maximum concentration.

(2) In the case of any substance given in Table 3, the concentration of the substance at any work location in a factory at any time during any day shall not exceed the limit of exposure for that substance specified in the table.

(3) In the cases where the word "skin" has been indicated against certain substance mentioned in Tables 1 and 3, appropriate measures shall be taken to prevent absorption through cutaneous routes particularly skin, mucous membranes, and eyes as the limits specified in these Tables are for conditions where the exposure is only through respiratory tract.

(4) (a) In case, the air at any work location contains a mixture of such substances mentioned in Table 1, 2 or 3, which have similar toxic properties, the time weighted concentration of each of these substances during the shift should be such that when these time weighted concentration divided by the respective permissible time weighted average concentration specified in the above mentioned tables, and the fractions obtained are added together, the total shall not exceed unity.

$(C1 / L1) + (C2 / L2) + \ldots (Cn / Ln) \leq 1$

Where C1, C2..... Cn are the time weighted concentration of toxic substances 1, 2----------, and n
respectively, determined after measurement at work location;

And L1, L2 ... Ln are the permissible time weighted average concentration of the toxic substances 1, 2, and n respectively.

(b) In case the air at any work location contains a mixture of substances, mentioned in Table 1, 2, 3 and these do not have similar toxic properties, then the time weighted concentration of each of these substances shall not exceed the permissible time weighted average concentration specified in the above-mentioned tables, for that particular substance.

(c) The requirement in clauses (a) and (b) shall be in addition to the requirements in paragraphs 2(1) and 2(2).

3. Power to require assessment of concentration of substances. - (1) An Inspector-cum-Facilitator may, by an order in writing, direct the occupier or manager of a factory to get before any specified date, the assessment of the time weighted average concentration at any work location of any of the substances mentioned in Table 1, 2 or 3 carried out.

(2) The results of such assessment as well as the method followed for air sampling and analysis for such assessment shall be sent to the Inspector-cum- Facilitator within 3 days from the date of completion of such assessment and also a record of the same kept readily available for inspection by an Inspector- cum-Facilitator.

4. Exemption.- If in respect of any factory or a part of a factory, the Chief Inspector-cum-Facilitator is satisfied that, by virtue of the pattern of working time of the workers at different work locations or an account of other circumstances, no worker is exposed, in the air at the work locations, to a substance or substances specified in Tables 1, 2 or 3 to such an extent as is likely to be injurious to his health, he (the Chief Inspector-cum-Facilitator) may by an order in writing, exempt the factory or a part of the factory from the requirements in paragraph 2, subject to such conditions, if any, as he may specify therein.

TABLE–1

Substance	**Permissible level of exposure**			
	Time-weighted average concentration		short-term maximum concentration	
	ppm	mg/m3	Ppm	mg/m3
Acetic acid	10	25	15	37
Acrolein	0.1	0.25	0.3	0.8
Aldrin-skin	-	0.25	-	0.75
Ammonia	25	18	35	27
Aniline-skin	2	10	5	20
Anisidine (o-p-isomers)-Skin	0.5	-	-	-
Arsenic and compounds	-	0.2	-	-
Benzene	10	30	-	-
Bromine	0.1	0.7	0.3	2
2- Butanone (methyl ethyl) (ket one-mek)	200	590	300	885
n-Butyl acetate	150	710	200	950
Secondary/Tertiary Butyl Acetate	200	950	250	1190
Cadmium dust and salt (as cd)	-	0.05	-	0.2
Calcium	-	2	-	-
Carbyl (sevin)	-	5	-	10
Carbofuran (furadan)	-	0.1	-	-

Carbon disulfide-skin	20	60	30	90
Carbon monooxide	50	55	400	440
Carbon tetrachloride-skin	10	65	20	130
Carbonyl chloride (Phosgene)	0.1	0.4	-	-
Chlordane-skin	-	0.5	-	2
Chlorobenzone (Mono Chlorobenzene)	75	350	-	-
Chlorine	1	3	3	9
Bi-Chloromethyl Ether	0.001	-	-	-
Chromic Acid and Chromates (as cr)	-	0.05	-	-
Chromium sel Chromic, Chrmous salts	-	0.05	-	-
Copper Fumes	-	0.2	-	-
Cotton Dust (raw)	-	0.2	-	-
Cresol, All Isomers-skin	5	22	-	-
Cynides (as cn) skin	-	5	-	-
Cynanogen	10	20	-	-
DDT (Dicholoro Diphenyl Trichloro-Ethane)	-	1	-	3
Demton-skin	0.01	0.1	0.03	0.3
Diazinon-skin	-	0.1	-	0.3
Dibutyl phthalate	-	5	-	10

Dichlorves (ddv)-skin	1	10	3	30
Dieldrin-skin	-	0.25	-	0.75
Dinitrobenzene (all isomers)-skin	0.15	1	0.5	3
Dinitro toluene-skin	-	1.5	-	5
Diphenyl	0.2	1.5	0.6	4
Endosulfam (thiodan)-skin	-	0.1	-	0.3
Endrin-skin	-	0.1	-	0.3
Ethyl acetate	400	1400	-	-
Ethyl alcohol	1000	1900	-	-
Ethyl amine	60	18	-	-
Flourides	-	2.5	-	-
Fluorin	1	2	2	4
Hydrogen cynide-skin	10	11	15	16
Hydrogen Sulfide	10	15	16	27
Iron oxide fumes	-	5	-	10
Isoamyl acetate	100	525	125	655
Isoamyl alcohol	100	360	125	450
Isobutyl alcohol	50	150	75	225
Lead fumes and dust	-	0.15	-	0.45
Libdane-skin	-	0.5	-	1.5
Malathion-skin	-	10	-	-
Manganese fumes	-	1	-	1

Mercury	-	0.05	-	0.15
Mercury) alkyl compounds) skin	0.01	0.05	0.03	0.15
Methyl alcohol (methanol)- Skin	200	260	250	310
Methyl celloply-skin (2-methoxyethanol)	25	80	35	120
Methyl isobutyl ketone-Skin	100	410	125	510
Naphthalene	10	50	15	75
Nickel carbonyl	0.05	0.35	-	-
Nitric acid	2	5	4	10
Nitric oxide	25	30	35	45
Nitrobenzene-skin	1	5	2	10
Oil mist minerals	-	5	-	10
Parathion-skin	-	0.1	-	0.3
Phenel-skin	5	19	10	38
Phorate (thimet)-skin	-	0.05	-	0.2
Phosgene (Carbonyl Chloride)	0.1	0.4	1	4
Phosphine	0.3	0.4	1	1
Phasphorous (yellow)	-	0.1	-	0.3
Phasphorous pentachloride	-	1	-	3
Phasphorous trichloride	0.5	3	-	-

Picric acid-skin	-	0.1	-	0.3
Pyridine	5	15	10	30
Saline (silicon tetrahydride)	0.5	0.7	1	1.5
Styrene monomer (phenylethylene)	100	420	125	525
Sulfurdioxide	5	13	-	-
Sulphuric acid	-	1	-	-
Toludine (toloul)-skin	100	375	150	500
O-Toludine	5	22	10	44
Trichloroethylene	100	535	150	800
Vinyl chloride	5	10	-	-
Welding fumes (nitrous oxide)	-	5	-	-
Xylene (o-m-p-isomers)-Skin	100	435	150	655

TABLE–2

S. No	Substance	Permissible time weighted average concentration
1	Silica	
(a)	Crystalline	
(i)	Quartz	1) in term of dust count = 10 / (% quartz + 2) in mppcm 2) in term of respirable dust = 10 / (% respirable quartz + 2) in mg/cubic metre 3) in term of total dust = 30 / (% quartz + 3) in mg/cubic metre

(ii)	Cristobalite	Half of the limit given against quartz
(iii)	Tridmite	Half of the limit given against quartz
(iv)	Silica fused	Same limit as for Quartz
(v)	Tripoli	Same Limit as in formula in item 2 given against Quartz
(b)	Amorphous	20 mppcm
2	Silicates having less than 1% free silica by weight	
a)	Asbestos fibres longer than 5 microns	2 fibres per cubic centimeters
b)	Mica	20 Ppcm
c)	Mineral wool fibre	10 mg per cubic metres
d)	Porlite	80 mppcm
e)	Portland cement	10 mppcm
f)	Soapstone	20 mppcm
g)	Talc (non bost)	20 mppcm
h)	Tal (fibrrous)	2 fibres per cubic centimeters
i)	Tetomile	2 fibres per cubic centimeters
3	Coal Dust	
1)	for airborne dust having not more than 5% silicon dioxide by weight	2 mg per cubic metres
2)	for air borne dust having more than 5% silicon dioxide by weight	as for item (2) of quartz

TABLE–3

Substance	Permissible limit of exposure	
	Ppm	mg/m3
Acetic anhydride	5	20
O-Dichlorobenzene	50	300
Formaldehyde	2	3
Hydrogen Chloride	5	7
Manganese & compounds (as Mn)	-	5
Nitrogendioxide	5	9
Nitroglycerin-skin	0.2	2
Potassium hydroxide	-	2
Sodium hydroxide	-	2
-2 2, 4, 6 – Trinitrotoluene (TNT)	-	0.5

118. Appropriate authority for appeal

Section 90

Chief Inspector-cum-Facilitator shall be appropriate authority for the purposes of section 90 of the Code.

119. Form and manner of making application

Section 90

1. Any appeal in Form XLII received by the appellate authority shall be disposed of by the appellate authority within a period of fifteen days.

2. In case no order is passed by the appellate authority within the prescribed period, the applicant may commence operations, and the responsibility for such commencement shall rest with the appellate authority.

120. Persons holding position of supervision or management or confidential position etc.

Section 91

1) The occupier shall submit an application, giving details for the purposes of section 91 of the Code, to the Chief Inspector-cum-Facilitator within fifteen days from the commencement of the Code or from the commencement of operations in the factory.

2) The Chief Inspector-cum-Facilitator shall examine such application and may raise observations, if any.

3) The Chief Inspector-cum-Facilitator shall communicate such observations to the occupier within fifteen days of receipt of the application

4) If no observation is raised within fifteen days, the information submitted shall be deemed to have been accepted, and the persons mentioned therein shall be considered as holding positions of supervision, management, or confidential position, as the case may be.

121. List to be maintained of persons holding confidential position or position of supervision or management.

Section 91(1)

A list showing the names and designations of all persons referred to in rule 120 shall be maintained in every factory.

PART-VI: Plantation

122. Housing accommodation for workers.

Section 92

Every employer shall provide for worker and his family residing in a plantation, housing accommodation as near as possible to the place of work.

123. Standard and specification of housing accommodation.

Section 92

All housing accommodation for workers in a plantation shall conform to such standards and specifications as may be approved by the State Government on the recommendation of the Board constituted under section 17.

124. Sites for housing accommodation.

Section 92

1. The housing accommodation shall be provided on dry well-drained land which is consistent with the requirement regarding distance from the

plantation, has supplies of wholesome drinking water within a reasonable distance.

2. Adequate lighting arrangements shall be provided in and around the area in which housing accommodation is provided.

3. The employer shall maintain in good condition the approach roads and paths to the area where houses are located as also the sewers and drains in that area.

4. The employer shall cause the vicinity of all houses to be kept clear of refuse and excreta and the latrines and drains to be cleaned out daily and all refuse in or near them to be collected, removed and disposed of hygienically.

5. Adequate facilities of toilets with sewage disposal shall be ensured by the employer.

125. Maintenance of houses

Section 92

1. The employer shall, at his own expenses, maintain all houses provided for accommodation of workers in a fit and safe condition and execute annual and such other repairs as may be necessary from time to time.

2. A worker occupying a house may, and an Inspector-cum-Facilitator appointed under the Code shall, bring to the notice of the employer any defect in the condition of a house which makes it dangerous to the health and safety of the worker. It shall be the duty of the employer to rectify the same at the earliest.

3. The employer shall get all the houses lime-washed at least once every year and all the doors, windows and other wooden structure varnished or painted once in three years. A record of dates on which lime-washing or painting was carried out shall be maintained in a register.

4. If any employer fails to comply with the requirements of sub-rules (1), (2) or (3), the Chief Inspector- cum-Facilitator may cause repairs to be done and realise the cost thereof from the employer as arrears of land revenue.

126. Accommodation to be rent free.

Section 92

No rent shall be charged by an employer for the housing accommodation provided to workers and their families residing in his plantation.

127. Occupation of accommodation after termination of employment.

Section 92

1. When a worker dies in the service of the employer, or retires, or goes on transfer, or resigns or goes on leave or when his services are terminated, he or his family may retain the house up to the period as detail below-

- (i) in the case of death, transfer, termination of service, retirement or resignation, a period not exceeding two months;
- (ii) in the case of leave, for the period of leave; and
- (iii) in the case where the discharge of a worker is disputed and the matter has been taken to an Industrial Tribunal or Court, for so long as the case is not finally disposed of".

2. If a worker fails to vacate the house on the expiry of the period mentioned above and continues to occupy the same when no member of his family is working, he shall be liable to pay to the employer such rent at a rate not exceeding ten percent of his wages as may be fixed by the Chief Inspector-cum- Facilitator.

128. Benefit of sickness.

Section 92

1. Every worker shall be entitled to obtain sickness allowance from his employer for each day of certified sickness for a total period of fourteen days in a year at the rate of wages paid normally.

   Provided however, that where under existing provisions under any law the sickness allowance is higher, workers shall not, by the dint of this rule, be deprived of such higher allowance.

2. Sickness allowance specified in sub-rule (1) shall be paid at the option of the worker either at the time of payment of weekly advances on account of wages or along with the first installment of wages payable to the worker after he resumes his work on recovery from certified sickness.

3. The certificate of sickness shall be issued by the Medical Officer or qualified medical practitioner appointed by the employer to every worker entitled to obtain sickness allowance.

4. No sickness allowance shall be paid to a worker if he attends to work on any day for which he has been granted sickness allowance.

129. Crèche for Plantation Workers.

Section 92

1. In every plantation wherein fifty or more workers are employed or were employed on any day of the preceding twelve months, the employer shall provide and maintain creche for the use of the children who are between the age of 2 and 6 years.

2. Every crèche shall be conveniently accessible to the parents of the children accommodated therein.

3. There shall be not less than fifteen square feet of floor area for each child to be accommodated in a crèche.

4. The building in which the crèche is situated shall be of sound construction with a good plinth.

5. The plan of the crèche building shall be in accordance with the standard plan or plans laid down by the Chief Inspector-cum- Facilitator.

6. The crèche shall be furnished with suitable furniture such as cots to lie down, benches to sit, a hammock for each child below the age of two years, etc., and provided with toys and other play things as may be specified by the Chief Inspector-cum-Facilitator with the prior approval of the State Government.

7. A suitably fenced and shady open air play-ground shall be provided for the children.

8. The employer shall appoint a woman as Crèche-in-charge to look after children during the absence of their parents, who shall possess such qualifications and training as may be approved by the State Government.

130. Educational facilities for worker's children.

Section 92

Every employer shall, if the number of workers children between the ages of six and twelve in his plantation exceed twenty five, provide and maintain a Primary School for imparting Primary education to the children:

Provided that an employer may not provide and maintain a Primary School if there is one under the direct management of the State Government or of any local body for imparting free education to the children up to the primary or higher standard, with enough seats to admit the children between the ages of six and twelve of the workers in his plantation or within a distance of

one kilometer from the place where workers reside in his plantation.

131. Equipment in school.

Section 92

The employer or employers, as the case may be shall provide for every Primary School maintained under rule 130 such educational and other equipment as may be considered necessary by the State Education Department.

132. Fee to be charged.

Section 92

No fees shall be charged from the workers' children attending the Primary School.

133. Recreational facilities.

Section 92

1. Every employer shall provide and maintain,-

(i) recreation centre to the scale of one for every one hundred and seventy- five families of resident workers or part thereof with provision for a television with dish connection and indoor games for workers and their families and such other facilities, as may be specified by the Chief Inspector-cum- Facilitator, with prior approval of the State Government; and

(ii) a playground or playgrounds for workers and their families with necessary sports equipment for out-door games:

2. Every recreation centre to be provided and maintained shall be conveniently situated as near as possible to the worker’s quarters.

134. Safeguards for women and adolescent in using or handling hazardous substances.

Section 93(2)

No pregnant woman or adolescent shall be allowed to handle any hazardous substance.

135. Qualifications to supervise the use, handling, storage and transportation of insecticides, chemicals and toxic substances in the plantation of the employer

Section 93(3)

For the purposes of sub-section (3) of section 93, no person shall be appointed by an employer unless such person is,-

(i) in possession of B.Sc in Chemistry or Agriculture;
(ii) able to speak and understand the language of workers; and

(iii) having an experience of three years in such field.

136. Safety measures and safe work practices.

Section 93(4)

The following safety measures and safe work practices with respect to the location, security and access to storage of insecticides, chemicals and toxic substances shall be ensured by the employer, namely:-

(a) the store or storage area shall be separate from other buildings, dwellings, storage of foodstuffs;

(b) accidental or unauthorized access to the storage area shall be prevented;

(c) the store shall be kept locked and fitted with a child proof latch to prevent risks to children, visitors to the workplace, and members of the public who are not familiar with the hazards of insecticides, chemicals and toxic substances;

(d) adequate natural or mechanical ventilation shall be provided;

(e) impervious floors with drainage into a sump concrete door sills concrete or block walls to a sufficient height to contain spills impervious shelving;

(f) the walls (or bund) and door sill shall be high enough to contain a spillage of twenty five per cent of the total volume of packaged liquid pesticides;

(g) provision shall be made for drainage of spills and cleanup water into a sump or pit that can contain the insecticides, chemicals and toxic substances, cleanup materials and the wash water;

(h) supply of wash water shall be made readily available;

(i) good natural cross-flow ventilation shall be provided with vents in opposite walls, above bund height;

(j) substances shall be stored at a cool temperature to prevent deterioration; and

(k) the products shall be protected from moisture so that packaging and labelling does not deteriorate.

137. Medical examination and health record of plantation workers

Section 93(5)

1. Every worker employed in a plantation, who is exposed to insecticides, pesticides, chemicals and toxic substances shall be medically examined by a qualified medical practitioner in the following manner, namely:-

(i) once before employment, to ascertain physical fitness of the person to do the particular job;

(ii) once in a period of twelve months, to ascertain the health status of all the workers in respect of occupational health hazards to which they are

exposed; and

(iii) the details of pre-employment and periodical medical examination carried out as aforesaid shall be recorded in the health register in Form-XXXVIII electronically or otherwise.

2. No person shall be employed for the first time without a certificate of Fitness in Form-XXXVII granted by the qualified medical practitioner. If the qualified medical practitioner declares a person unfit for being employed, such a person shall have the right to appeal to the Inspector-cum-Facilitator who shall refer the matter to the Medical Officer whose opinion shall be final in this regard.

3. Any finding of the qualified medical practitioner revealing any abnormality or unsuitability of any person employed shall immediately be reported to the Medical Officer who shall in turn, examine the concerned worker and communicate his findings to the employer within thirty days. If the Medical Officer is of the opinion that the worker so examined is required to be taken away from the employment for health protection, he will direct the employer accordingly, who shall not employ the said worker in the same employment. However, the worker so taken away shall be provided with alternate placement unless he is fully incapacitated in the opinion of the Medical Officer in which case the worker affected shall be suitably rehabilitated.

4. The workers taken away from employment under sub-rule (3) may be employed again in the same employment only after obtaining the Fitness Certificate from the Medical Officer and after making entries to that effect in the health register.

5. A copy of the upto date health records including the record of worker's exposure to insecticides, pesticides, chemicals and toxic substances or, as the case may be, the medical records shall be supplied to the worker on receipt of an application from him. X-ray plates and other medical diagnostic reports may also be made available for reference to his qualified medical practitioner.

6. If washing facilities as required above are provided for women, such facilities shall be separate for them and adequate privacy at all times shall be ensured in such facilities.

7. Every employer of a plantation where the workers engaged therein are handling insecticides, pesticides, chemicals and toxic substances and fifty workers or more are employed, shall provide for all the workers working in a shift, mess room facilities which are well ventilated and provided with tables and sitting facilities along with the provision of

cold and hygienic drinking water facilities.

8. The facilities mentioned in sub-rule (3) shall include suitable arrangements for cleaning and washing and shall be maintained in a clean and hygienic condition.

9. Every employer of a plantation where the workers engaged therein are handling insecticides, pesticides, chemicals and toxic shall provide for cloak room facilities with lockers. Each worker shall be provided with two lockers, one for work clothing and another separately for personal clothing and the lockers

138. Washing, bathing and cloak-room facilities to plantation workers.

Section 93(7)

(1) There shall be provided and maintained in every plantation for the use of all the workers taps for washing, at the rate of one for every fifteen persons including liquid soap in a container with tilting arrangements and nail brushes or other suitable means for effective cleaning. Such facilities shall be conveniently accessible and shall be kept in a clean and hygienic condition.

(2) If washing facilities as required above are provided for women, such facilities shall be separate for them and adequate privacy at all times shall be ensured in such facilities.

(3) Every employer of a plantation where the workers engaged therein are handling insecticides, pesticides, chemicals and toxic substances and fifty workers or more are employed, shall provide for all the workers working in a shift, mess room facilities which are well ventilated and provided with tables and sitting facilities along with the provision of cold and hygienic drinking water facilities.

(4) The facilities mentioned in sub-rule (3) shall include suitable arrangements for cleaning and washing and shall be maintained in a clean and hygienic condition.

(5) Every employer of a plantation where the workers engaged therein are handling insecticides, pesticides, chemicals and toxic shall provide for cloak room facilities with lockers. Each worker shall be provided with two lockers, one for work clothing and another separately for personal clothing and the lockers should be such as to enable the keeping of the clothing in a hanging position.

(6) The cloak room facilities provided under sub-rule (5) shall be located,

as far as possible, near to the facilities provided for washing under sub-rule (1). If it is not possible to locate the washing facilities near to the cloak room, then the cloak room shall have adequate and suitable arrangements for cleaning and washing.

139. Protective clothing and equipment to plantation workers. - When choosing Personal Protective Equipment in accordance with the label, Material Safety Data Sheet and risk assessment, the following items shall be considered, namely: -

Section 93(7)

(a) cotton overalls buttoned to the neck and wrist;
(b) pesticide resistant water-proof aprons when mixing or pouring concentrate;
(c) gloves (pesticide resistant), preferably gauntlets, to be worn when handling or using chemicals;
(d) a wide brim washable hat; if contaminated, the hat should be removed immediately and washed before re-use;
(e) boots such as rubber or Polyvinyl chloride; waterproof leggings providing additional protection, leather boots which can absorb pesticide and prevent exposure during high volume applications;
(f) face shield or splash proof goggles when mixing or pouring;
(g) goggles and appropriate approved respirator, especially if exposure to spray drift is likely; and
(h) full face air-line respirator when working in enclosed spaces, depending on the label and Material Safety Data Sheet self-contained breathing apparatus for entry into confined spaces.

140. Precautionary notices in plantation. - precautionary notice in the form specified below and printed in the language of the majority of the workers employed shall be affixed in a prominent place in the plantation where it can be easily and conveniently read by the workers. - (Framed under section 93(9))

Section 93(9)

PRECAUTIONARY NOTICE

1. Chemicals handled in this plantation are hazardous.
2. Smoking, chewing tobacco, eating food or drinking, in this area is prohibited.
3. No foodstuff or drink shall be brought in this area.
4. Some of these chemicals may be absorbed through the skin and may cause poisoning.
5. A good wash shall be taken before meals.

6. Protective devices supplied shall be used while working in this area.
7. Spillage of the chemicals on any part of the body or on the floors shall be immediately washed away with water.

All workers shall report for the prescribed medical tests regularly to protect their own health.

CHAPTER-X

OFFENCES AND PENALTIES

141. Officer and manner for holding enquiry.

Section 111(1)

(1) The officer for holding enquiry for the purpose of Section 111 (1) of the Code shall be notified by the State Government.

(2) The officer referred to in sub-rule (1), upon acquiring the knowledge of an offence under the Code, shall serve a notice, within seven days of such knowledge, on the person who is alleged to have committed an offence.

(3) The person on whom notice has been served under sub-rule (2) shall submit his reply within the period specified in the notice.

(4) The officer referred to in sub-rule (1), may call any person to appear before him along with any record or document required for the purpose of enquiry he is holding.

(5) The officer referred to in sub-rule (1), shall complete enquiry within thirty days from the start of such enquiry and pass a speaking order.

(6) The amount of penalty imposed and received under section 111 shall be credited to the fund established under sub-section (1) of section 115 and record of such receipt shall be maintained in Form-XLIII.

142. Appellate Authority and manner of appeal.

Section 111(3)

(1) The Appellate authority shall be notified by the State government for the purpose of section 111 (3) of the Code.

(2) The aggrieved person may prefer an appeal to the officer referred to in sub-rule (1) in Form-XLIV within the period specified in sub-section (3) of section 111.

(3) A fee at the rate of twenty-five percent of penalty imposed to be deposited

electronically or otherwise shall be accompanied by appeal which shall be paid on portal and shall be credited to the treasury in the head of the account as may be specified by the State Government from time to time.

143. Officer and manner of compounding of certain offences.

Section 114(1)

1. The officer notified by the State Government for the purposes of compounding of offences under sub-section (1) of section 114 shall issue electronically a compounding notice to the concerned alleged accused person for the offence(s) for which is compoundable under section sub-section (1) of section 114.

2. The person so noticed may apply to the officer electronically and deposit the entire compounding amount by electronic transfer or otherwise, within fifteen days of the receipt of the notice.

3. The Officer referred to in subrule-1 shall issue a composition certificate within ten days of receipt of the composition amount, to such person from whom such amount has been received in satisfaction of the composition notice.

4. If a person so noticed fails to deposit the composition amount within the one month before the institution of prosecution, the prosecution shall be proceeded with in the competent Court.

5. No prosecution shall be instituted without giving an opportunity to the employer to comply with such provisions subjected to proviso of sub-section (1) of Section 110 and compounding as under Section 114.

CHAPTER-XI

SOCIAL SECURITY FUND

144. Social Security Fund

Section 115

(1) The Chief Inspector-cum Facilitator shall maintain record of the social security fund, in Form-XLV. -

(2) The social security fund administered shall be credited to the Chandigarh Unorganized Workers Social Security Board constituted under the Code on Social Security (Chandigarh) Rules, 2026.

(3) The social security fund shall be utilized for welfare schemes of the Chandigarh Unorganized Workers Social Security Board .

(4) The other sources of social security fund shall be, -

(i) The grants and subsidies given by the Central or State Government;
(ii) All voluntary donations.

CHAPTER-XII
MISCELLANEOUS

145. Common License for contractor, factories and to industrial premises, etc.

Section 119

(1) Any person desirous of obtaining common license in respect of a factory, industrial premises for beedi and cigar work and for engaging contract workers or any combination thereof or single license for anyone of them under the Code shall make an application in Form-XXX to the designated authority on portal.

(2) The fee for issue of common licence shall be sum of fees as provided below:-

(a) Annual license fee for factories, as per schedule mentioned under rule 93(2).

(b) Annual licence fees in respect of industrial premise for beedi & cigar works, as per 1st row of schedule mentioned under rule 93(2) with respect to number of workers

(c) Annual licence fees in respect of engagement of contract workers, as per 1st row of schedule mentioned under rule 93(2) with respect to number of workers.

(3) The designated authority, upon being satisfied, shall issue a licence in Form-XXXI within a period of 45 days from the date of submission of the application on the portal, complete in all respects.

(4) If the designated authority fails to decide upon an application submitted for the grant of a licence within a period of 45 days, such licence shall be deemed to have been granted on the expiry of the said period.

(5) The license shall be granted subject to the parameters such as approved/accepted building plans, ownership proof or registered lease agreement, if any, between the landowner and the Occupier , the

validity of the stability certificate, the provisions of the Right to Business Act, 2020 and the rules(if applicable) made thereunder, and any other aspect as may be notified by the State Government from time to time.

146. Appointment of Inspector-cum-Facilitator.

Sections 133(zzq) & 135(za)

State Government shall appoint any officer of Labour Department as Inspector-cum-Facilitator as deemed fit for the enforcement by the way of notification.

147. Issue of Guidelines, specific Instructions.

Sections 133(zzq) & 135(za)

For the purpose of ensuring compliance with provisions relating to occupational health, safety, working and welfare conditions, the Chief Inspector-cum-Facilitator may, if considered necessary, issue guidelines or specific instructions, from time to time, to the employers.

148. Grievance redressal mechanism for contract labour.

Sections 133(zzq) & 135(za)

1. The contract labour may submit his grievance(s) relating to health, working conditions and wages, at the level of principal employer, who shall look into the matter and redress grievance(s) if any.
2. A committee may be constituted consisting of a chairman, who shall be the authorized representative of the principal employer. The committee shall have representatives of principal employer and contractors. The aforesaid committee shall hear and dispose off the grievance(s) of the contract labour within a period of one month.
3. In case, the grievance(s) is not redressed within one month of raising of such grievance(s), the principal employer shall forward the grievance(s) to the concerned designated authority electronically or through registered post or speed post. Designated authority shall proceed as per rule 64 these rules.

149. Annual increment of regular worker of a contractor.

Sections 133(zzq) & 135(za)

A worker who is regularly employed by the contractor for any activity and his employment is governed by mutually accepted standards of the condition of employment shall be such that he gets an annual increment of not less than 2% two percent of his wages.

150. Savings and Repeal

Section 133(zzq) & 135(za)

Notwithstanding anything contained in these rules, where any establishment, to which these rules apply, has already been registered or issued a license under any central acts and rules made there under which are repealed by these rules or state acts which are in the mandate of labour department and rules made there under and which applies to the establishment which is in existence at the time of the commencement of these rules shall be deemed to have been registered or issued license under the provisions of these rules subject to the condition that registration/license holder provides the details of registration to the concerned registering officer/designated authority within 6 months from the commencement of these rules and in the respective forms as prescribed in these rules.

By order and in the name of
Administrator, Union Territory,
Chandigarh.

No.662869-HII(2)-2026/ 6256 **Dated:** 2-7-2026

A copy is forwarded to the Controller, Printing & Stationery, Union Territory, Chandigarh for information and necessary action. It is requested that this notification may please be published in the Chandigarh Administration Gazettee Extra – ordinary.

Joint Secretary Labour
for Secretary Labour,
Chandigarh Administration.

No.662869-HII(2)-2026/ 6257 **Dated:** 2-7-2026

A copy is forwarded to the Labour Commissioner, U.T. Chandigarh for previous publication of above said notification on the official website for inviting objections and suggestions from the general public and other stakeholders within the prescribed period.

Joint Secretary Labour
for Secretary Labour,
Chandigarh Administration.

FORM-I

(See Rule-5(1))

Application for Registration for existing Establishment/New Establishment/Amendment to certificate of Registration

A. Establishment Details

1. Retrieve details of Establishment through Registration No. (In case of already registered Establishment)
2. Name of Establishment:
3. Location details of establishment:
   (a) Location & Address of establishment/Geo tagging
   (b) Zone: (Agriculture/Industrial/Mixed land use) as per Master Plan prevalent in the area.
   (c) Whether this location is part of any Industrial focal point developed by Govt agency or by a private developer?

3a. PAN:

4. Other details of Establishment:
   a. Total Number of employees engaged directly in the establishment:
   b. Total Number of the contract labour engaged:
   c. Total Number of Inter-State Migrant workers employed:

5(a) For factories:

a) Whether the manufacturing process is hazardous in nature as per First schedule of the code : Yes/No
   If yes, please attach the Health and Safety policy as per Rule 102

Details of the manufacturing process	Full postal address and situation of the factory along with plan approval details	Name and address of the occupier and manager	Maximum number of workers to be employed on any day
1	2	3	4

5(b) For building and other construction work:

Type of Construction work	Probable period of commencement of work	Expected period for completion of work	Details of approval of the local authority
1	2	3	4

6. Ownership Type: (Proprietorship/ Partnership/Company/Corporation/Cooperative)
7. Sector:(Public/Private/Mixed)
8. Activity as per National Industrial Classification:
9. Details of Selected NIC Code:
10. Identification of the establishment e-sign/digital sign of employer/representative

B. Details of Employer: -

1. Name & Address of Employer/Occupier/Owner/Agent/Chief Executive etc:
2. Designation:
3. Father's/Husband's Name of the Employer:
4. Email Address, Telephone & Mobile No:

C. Contractor Details

Name and Address Contractor	Email address & Mobile of Contractor	Name of Work	Maximum No. of Contract Labour engaged	Date of Commencement / Probable date of Completion of work
1	2	3	4	5

D. Interstate Migrant Workers Details: -

Sr. No.	Name	Father/Husband`s name	Permanent address Town/Village	District	Aadhaar number	Mobile number
1	2	3	4	5	6	7

Dated:-

Place:-

Signature/E-Sign/Digital Sign of Employer

Form II

(Under Rule 5(8))

Application for closure of establishment

Sr. No.	Particulars
1.	Registration number of establishment
2.	Name of the Establishment
3.	Address of the Establishment
4.	Manufacturing Process
5.	Name and Address of the Occupier/Employer/Owner/Agent/Chief executive
6.	Name and Address of the Manager
7.	Date of Last Inspection
8.	Number of workers
9.	Details of License (Factory/Contract/Beedi-Cigar Activity)
10.	Validity of License
11.	Date of closure establishment
12.	Reason of closure
13.	Whether Establishment has been sold or dismantled?
14.	Whether any court proceedings are pending against the said Establishment and if so, details thereof?
15.	Whether legal dues have been paid to the workers/Employees directly or Indirectly employed?
16.	Labour welfare fund deposited up to ?

Place:

Signature/E-Sign/Digital Sign of Employer

FORM-III

(See Rule-5(9))

Register of Establishment

Sr. No.	Nature of work	Registration No. and Date	Name and Address, location of the establishment registered	Name, Address and Contact Details of Employer	Total number of Workers and Total Motive power (if any)	Total number of contract labour	Remarks
	(a) Factories (b) Building and other Construction work (c) Contract work (d) Interstate Migrant Work (e) Any other work (not covered above)						
1	2	3	4	5	6	7	8

FORM-IV

(See Rule -5(10))

Notice of Commencement / Completion of work/cessation of Establishment

To,

The Inspector-cum-Facilitator

1. Registration No:
2. Name and Address of Establishment: -
3. Name & Designation of employer (who has ultimate control over the affairs of the establishment): -
4. Full address to which communication relating to the establishment to be sent: -
5. Nature of work of the establishment: -
6. In case of the notice is for commencement of work the approximate duration of work: -
7. In case of completion/in case of cessation of establishment, the date of completion/cessation:

I/We hereby intimate that the work of establishment having registration No. ..... dated is likely to commence/cessation is likely to be completed with effect from..... (Date)/On (Date)

In case of cessation of work:

I/we hereby certify that the payment of all dues to the workers employed in the establishment have been made and the premises are kept free from storage of hazardous chemicals and substances.

Signature of the Employer

FORM-V

(See Rule-8(1))
HEALTH EXAMINATION

PART –A (Sl.No.1-11) : To be filled by the Employee:

1. Name of employee……2. Employee Code …….

3. Sex…. ….. 4. Age (with DOB)……..5.Name of establishment.....6. Registration Number of establishment…….. 7.Designation……7a. UAN:……

8. In-charge Employer / Executive Contacts……
9. Complete personal /plant Address ……
10. Mobile /Phone ……
11. Email……
12. Medical illness (Current) and under treatment & medication, If any……
13. Nature of Job (furnish more details, if hazardous and work-related viz. Physical, Chemical, Biological, Ergonomic etc)……

Date: Signature of Employee

Part-B

14. Medical Test Carried out & Reports to be Attached as Annex . Medical Officer's interpretation/ Opinion of the Tests below (To indicate only if abnormal , referring the attached Test reports) :

    a. Ht. Wt. Chest, Waist Circumference, Body Mass Index: ……
    b. Vision (Ophthalmologist tests):
        i. Visual Acuity both Right & left eyes ……
        ii. Colour Vision……..

    c. Blood Pressure ……..
    d. Complete Blood Count: ……
    e. Blood Sugar (Fasting/PPBS/HbAC1)…….
    f. SpO_2……..
    g. Blood Urea Nitrogen (BUN)……..
    h. SGOT/SGPT……..
    i. Lipid profile……..
    j. ESR……..
    k. Thyroid profile……..
    l. X-ray Chest etc……
    m. ECG……
    n. Others if any……

---

15. Final Diagnosis/ Opinion / Treatment if any, advise by qualified medical practitioner ……

16. Does the person has seizure (s) related disorders or difficulties working at Height ?
If yes, explain the works to be avoided: Yes/No/ NA (Not applicable)

Date: Signature of the qualified medical practitioner

SEAL

NOTE: All the above information is highly confidential between the Applicant and the Examining Physician. Sharing of the above with Employer or any other agency/persons is permitted only on obtaining Consent from the Applicant/Employee.

FORM-VI

(See rule-8(2))

Health Register

Sr. No.	Name of Employee	Date of Employment	Age	Gender	Nature of Job	Date of Medical Examination	Results of Medical examination	Signature of the qualified medical Practitioner	Signature of Employer
1	2	3	4	5	6	7	8	9	10

FORM-VII

(See Rule-10(2) & 11(1))

NOTICE OF ACCIDENT OR DANGEROUS OCCURRENCE

1. Registration Number :
2. Name and address of Establishment
3. E.S.I.C. Employer's Code number :
4. E.S.I.C. Insurance Number of the injured person :
5. Name of employer :
6. Address of works / premises where the accident or dangerous occurrence took place :
7. Nature of industry / LIN of the establishment:
8. Branch or department and exact place where the accident or dangerous occurrence took place :
9. Name and address of the injured person :
10. (a) Sex :
    (b) Age (at the last birthday) :
    (c) Occupation of the injured person :

11. Local E.S.I.C. Office to which the injured person is attached :
12. Date, shift and hour of accident or dangerous occurrence :
13. (a) Hour at which the injured person started work on the day of accident or dangerous occurrence :
    (b) whether wages in full or part are payable to him for the day of the accident or dangerous occurrence :
14. (a) Cause or nature of accident or dangerous occurrence :
    (b) If caused by machinery-
        I. Give the name of machine and the part causing the accident or dangerous occurrence :
        II. state whether it was moved by mechanical power at the time of accident dangerous occurrence :
    (c) State exactly what the injured person was doing at the time of accident or dangerous occurrence :

    (d) In your opinion, was the injured person at the time of accident or dangerous occurrence -
        (i) acting in contravention of provisions of any law applicable to him; or
        (ii) acting in contravention of any orders given by or on behalf of his employer; or
        (iii) acting without instructions from his employer?
    (e) In case reply to (d)(i), (ii) or (iii) is in the affirmative, state whether the act was done for the purpose of and in connection with the employer 's trade or business. :
15. In case the accident or dangerous occurrence took place while travelling in the employer's transport, state whether-
    (a) the injured person was travelling as a passenger to or from his place of works; :
    (b) the injured person was travelling with the express or implied permission of his employer; :
    (c) the transport is being operated by or on behalf of the employer or some other person by whom it is provided in pursuance of arrangements made with the employer; and :
    (d) the vehicle is being/not being operated in the ordinary course of public transport service :
16. In case the accident or dangerous occurrence took place while meeting emergency, state-
    (a) its nature; and
    (b) whether the injured person at the time of accident or dangerous occurrence was employed for the purpose of his employer's trade or business in or about the premises at which the accident or dangerous occurrence took place. :
17. Describe briefly how the accident or dangerous occurrence took place :
18. Names and addresses of witnesses : (1) (2)
19. (a) Nature and extent of injury (e.g. fatal, loss of finger, fracture of leg, scald, scratch followed by sepsis, etc.) :
    (b) Location of injury (e.g. right leg, left hand, left eye, etc.)

20. (a) If the accident or dangerous occurrence was not fatal, state whether the injured person was disabled for more than 48 hours :
    (b) date and hour of return of work :
21. (a) Physician, dispensary or hospital from whom or which the injured person received or is receiving treatment :
    (b) Name of dispensary/panel doctor elected by the injured person :
22. (a) Has the injured person died? :
    (b) If so, date of death :

I certify that to the best of my knowledge and belief the above particulars are correct in every respect.

Date of dispatch of report:

Place:

Signature and Name and Designation of owner/employer/manager

FORM-VIII

(See rule 12)
Notice of Disease

1. Registration No.
2. Name and address of Establishment:
3. Nature of Establishment
4. Manufacturing process if any
5. Details of Patient (worker/employee)
    (a) Name
    (b) Employee Code
    (c) Address of patient
    (d) Age/Gender
    (e) Date of joining
    (f) Date since employee working in establishment
    (g) Precise occupation of patient
6. Nature of disease from which worker/employee is suffering
7. Date of detection of diseases
8. Details of Medical practitioner:
9. Has the case been reported to medical officer:

Signature of employer or Qualified Medical Practitioner

FORM-IX

(See rule 13)

Application by employee to Employer

The Employer/Safety Officer/Safety Committee

(Name of establishment) (Address of establishment)

Subject: intimation of unsafe/unhealthy situation

Sir

[Detail of unsafe/unhealthy situation and proposed suggestions]

Name of Employee

Designation

CC: Copy to Inspector-cum-Facilitator

FORM-X

(See rule 14)

Action taken report in regard unsafe/unhealthy situation

To

Inspector-cum-Facilitator

It is brought to your knowledge that an unsafe/unhealthy situation [details] was brought into notice by [Name and designation of employee]. The remedial action report is submitted as below;

[Details of remedial action]

Employer

FORM-XI

(See rule 35)

Notice of period of work

1. Name and Address of establishment…… …
2. Registration No……..
3. Rest day ……. ...

Periods of work	**Total number of Men/Women/Transgender Employed**		**Remarks**
	Adolescent	Adult	
1	2	3	4

Form XII

Adult /Adolescent Employee and worker register

(see rule 37)

Name of Establishment:		
Name of the Employer/owner:		
Registration Number of Establishment		
To be maintained for all Adult/Adolescent employees/workers of the establishments		
1.	Employee Code	
2.	Name	
3.	Surname	
4.	Gender	
5.	Father's/Spouse's Name	
6.	Date of Birth	
7.	Place of Birth	
8.	Nationality	
9.	Education level	
10.	Date of Joining	
11.	Designation	
12.	Category (unskilled, semi-skilled, skilled or highly skilled)	
13.	Type of employees / worker	
14.	Mobile Number	
15.	Universal Account Number (UAN)	

16.	PAN	
17.	PPF No.	
18.	Nominee	
19.	EPS/NPS	
20.	Details of Family	
21.	Details of Posting	
22.	Scale of Pay	
23.	Promotion	
24.	ESIC Insurance No.	
25.	Aadhaar number	
26.	Bank A/c No.	
27.	Bank	
28.	Branch(IFSC)	
29.	Present address	
30.	Permanent address	
31.	Service Book No.	
32.	Date of Exit	
33.	Reason for Exit	
34.	Mark of Identification	
35.	Photo	
36.	In case of Adolescent, fitness certificate No. and date	
37.	Specimen Signature/Thumb Impression	
38.	Remarks	

FORM-XIII

[See rule 38]
Muster-Roll

1. Registration No.
2. Name and Address of establishment: Month and Year:
3. Periods of work and rest period (time and coding)

S. No.	Name	Sex	Department	Employees/ Worker/ adolescent code	Whether local or Inter-State Migrant	Date from 1st of month to last date to the month (1 2...31)	O/T hours	weekly - off	Weekly rest days lost due to exempting order along with Date of compensatory holiday	Lost rest days carried to next month	Remarks
1	2	3	4	5	6	7 (1 to 31) Time in /Out on Each day	8	9	10	11	12

(Note: The table has columns for dates 1-31 under the date range, but due to width, it's summarized; in full Markdown, expand as needed.)

FORM-XIV

[See rule 38(2)]
Attendance Card

Month:

1 Registration No. of Establishment

2 Name and address of the establishment:

3 Name of the worker

4 Father`s name

5 Employee/Worker No./Code:

6 Designation:

7 Gender

Date	Period of Work (From)	Period of Work (To)	Normal Working Hours	Over Time Hours
1	2	3	4	5

FORM-XV

(See rule 39)

Register of Accidents and Dangerous Occurrences

1. Registration No.
2. Name and address of establishment:

Date/month/year of accident or dangerous occurrence	Date/month/year of report to authorities	Description of accident or dangerous occurrence	Details of injured/ died person (if any)	Date of return of injured person to duty	Total man- hours lost due to accident or dangerous occurrence
1	2	3	4	5	6

FORM-XVI

(See rule 40)

Leave with wages register

1. Name of Employee/Worker:
2. Employee Code/ Number in Adult/Adolescent Register
3. Name and address of establishment
4. Nature of work
5. Date of Joining
6. Wage rate
7. Date of Resignation/Superannuation/Dismissal/Death

1	Total number of days worked during the calendar year;		
	I	January	
	II	February	
	III	March	
	IV	April	
	V	May	
	VI	June	
	VII	July	
	VIII	August	
	IX	September	
	X	October	
	XI	November	
	XII	December	
2	Leaves earned during the year		
3	Balance of leaves from previous year		
4	Total number at credit in the end of year		
5	Leaves enjoyed during the year		
6	Leaves en-cashed during the year		
7	Balance leaves at the end of the year		

FORM-XVII

(See rule 42)

Name of Authorities

Name of establishment	
Address of establishment	
Employer's Name	
Details of Inspector-cum-Facilitator of the area	Name
	Address

	Email
Details of medical officer of the area	Name
	Address
	Email

FORM-XVIII

(see Rule 46)

ANNUAL RETURN (For Calander year 1st Jan to 31 Dec,…)

Single Annual Integrated Return to be filed On-line on or before 28th February of the next year under the Occupational Safety, Health and Working Conditions Code, 2020, the Code on Industrial Relations, 2020,theCode on Social Security, 2020, and the Code on Wages, 2019 and the rules made there under.

Instructions to fill up the Annual Return

(1) This return is to be filled-up and furnished on or before 28thFebruary every year.
(2) The return has two parts i.e. Part-I to be filled up by all establishments.
(3) Part-II to be filled-up by the establishments which occupies contractor or manpower supplier who have engaged more than 50 workers.

Applicable to All Establishments - Part-I

A. General Information:

Sl. No.			Instructions for filling the column
1.	Establishment registration Number		
2.	Period of the Return	From - To-	Period should be calendar year
3.	Name of the Establishment		
4.	Email ID (employer)		
5.	Telephone No. (employer)		
6.	Mobile number (employer)		
7.	Premise name		
8.	Sub-locality		
9.	District		
10.	State		
11.	Pin code		
12.	Type of establishment	A. Factory [2w(i)/2w(ii)/81] B. Motor transport C. Building or Other Construction Work D. other	
13.	Hazardous	Yes/No	
14.	NIC Code		

15.	Nature of activity		
16.	Ownership details	Public sector/Private sector/Joint sector/Co-operative sector/Proprietorship/partnership/government department/local authority/L.L.P	
17.	Is the establishment seasonal?	Yes/No	
18.	No. of days worked in the year		

B(a).	**Hours of Work in a day**	
B(b).	**Number of Shifts** **Number of hours in a shift**	

C. Details of Manpower Deployed

Details	**Directly employed**				**Employed through Contractor**				**Grand Total**
Skill Category	**Highly Skilled**	**Skilled**	**Semi -Skilled**	**Un-Skilled**	**Highly Skilled**	**Skilled**	**Semi-Skilled**	**Un-Skilled**	

(i) Maximum No. of employees employed in the establishment in any day during the year	M/F/T	M/F/ T	M/F/T	M/F/T	M/F/T	M/F/T	M/F/T	M/F/T	
(ii) Average No. of employees employed in the establishment during the year	No. to be indicated	M/F/ T	M/F/T	M/F/T	M/F/T	M/F/T	M/F/T	M/F/T	
(iii) Maximum number of Migrant Worker during the year (Section 56 of OSH Code)	M/F/T	M/F/ T	M/F/T	M/F/T	M/F/T	M/F/T	M/F/T	M/F/T	
(iv) Number of fixed term employee engaged	M/F/T	M/F/T	M/F/T	M/F/T					
(v) No. of Adolescent working who are certified by medical officer	M/F/T	M/F/ T	M/F/T	M/F/T	M/F/T	M/F/T	M/F/T	M/F/T	
D. Total No. of Manhours of Overtime	M/F/T	M/F/T	M/F/T	M/F/T	M/F/T	M/F/T	M/F/T	M/F/T	

E. Details of contractors engaged in the Establishment:

Sl. No.	Name of the Contractor	No. of Contract Labour Engaged

F. Details of various Health and Welfare Amenities provided.

Sl. No.	Nature of various welfare amenities provided	Statutory (specify the statute)	Instructions for filling
1.	Whether facility of Canteen provided (as per section24(v) of OSH Code, 2020)	Tick yes or no in the box and not applicable	Applicable to all establishments wherein hundred or more worker including contract labour were ordinarily employed
2.	Crèches (as per section 67of Code on Social Security Code, 2020 and Section 24 of the OSH Code 2020)	Tick yes or no in the box and not applicable	Applicable to all establishments where fifty or more workers are employed
2a	If 2 above is not given than whether Crèches allowance under Rule.. of Social Security Code given.	Tick yes or no in the box and not applicable	Reference rule.. on Social Security
3.	Ambulance Room (as per section 24(2)(i) of OSH Code, 2020)	Tick yes or no in the box and not applicable	Applicable to mine, building and other construction work wherein more than five hundred workers are ordinarily employed
4.	Safety Committee (as per Section 22(1) of OSH Code, 2020.	Tick yes or no in the box and not applicable	Applicable to establishments and factories employing 500 workers or more, factory carrying on hazardous process and BOCW employing 250workers or more, and mines employing 100 or more workers.

5.	Safety Officer (as per Section 22(2) of OSH Code, 2020)	No. of safety officers appointed	In case of Factories 500 or more workers and in case of
			Hazardous factories or BOCW 250 or more workers are ordinarily employed.
6.	Qualified Medical Practitioner (as per Section12 (2) of OSH Code 2020)	No. of Qualified Medical Practitioner appointed.	There is no specification for minimum number of Qualified Medical Practitioner employed in establishment. However, this detail is required to have data on occupational health.
7.	Whether facility of rest rooms, shelters and lunch rooms is provided as per Section 24(2)(iii) of OSH Code,2020	Tick Yes/NO in the box and not applicable	Applicable to concerned establishments as per the section 24(2)(iii) of the code
8.	Welfare officer appointed (as per section 24(2)(iv) of the code	Tick yes /No and No. of officers	Applicable to concerned establishments as per the section 24(2)(iv) of the code

G. Establishments carrying on processes or operation declared hazardous as First schedule or Dangerous as per section 82 of OSH code, furnish the following information

Name of the dangerous process or operation carried on	Average number of persons employed daily in each of the process or operation given	Number of persons	
		Medically examine	Declared Unfit
		M/F/T	M/F/T

H. Leave with wages

Particular of regular, contract, migrant and fixed term employees /workers	Total Number of workers	Number of workers entitles for leave with wages	Number of workers granted leave	Number of workers dismissed/died/discharged/left the service	Number of workers in respect of whom wages in lieu of leave were paid
Adult (M/F/T)					
Adolescent(M/F/T)					

I. The Industrial Relations:			**Instructions for filling**
1.	Is the Works Committee has been functioning. (Section 3 of IR Code, 2020)	Yes/No and not applicable	Industrial establishment in which 100 or more workers are employed
(a)	Date of its constitution.		

2.	Whether the Safety Redressal Committee constituted (Section 4 of IR Code, 2020)			Yes/No and not applicable	Industrial establishment employing 20 or more workers
3.	Number of registered Unions in the establishments.				
4.	Whether any negotiation union exist (Section14 of IR Code,2020)			Yes/No	
5.	Whether any negotiating council is constituted (Section 14 of IR Code, 2020)			Yes/No	
6.	Number of workers discharged/dismissed, retrenched or whose services were terminated during the year:				
	Dismissed	**Retrenched**	**Discharged /Terminated or Removed**	**Grand Total**	
7.	**Man-days lost during the year on account of**				
Sl. No.	Reasons	Period /Date	No. of man- days lost		
A	Strike				
B	Lock out				
8.	**Details of retrenchment / lay off**				
Sl. No.	No. of persons retrenched during the period	Details of payment paid to retrenched employees	No. of workers laid off during the period	No. of man-days lost due to lay-off	Applies on industrial establishment employing 300 or more workers

J. Details pertaining to maternity benefit:

No. of female employees	No. of female employees availed maternity leave	No. of female employees paid medical bonus	No. of deduction of wages, if any made from female employees	

K. Details of payment of bonus:

Sl. No.	No. of employees covered under the Bonus provision	Total amount of bonus actually paid	Date on which the Bonus paid

L. Details of accidents, dangerous occurrence and notifiable diseases:

Sl. No.	Total number of accidents by which a person injured is prevented from working for a period of 48 hours or more as per Section 10 of the OSH Code, 2020.	Total number of fatal accidents and names of the deceased as per Section 10 of the OSH Code, 2020.	Total number of Dangerous Occurrences as defined under Section 11 of the OSH Code,2020	Total number of cases of Notifiable Diseases specified in Third Schedule of the OSH Code, 2020 along with the details of affected persons

M. Mandays and Production Lost due to accidents / dangerous occurrence

Sl. No.	**Accident/Dangerous Occurrence**	**Man days lost**	**Production Lost**

Certified that the tables are duly filled in and information and figures given in all the tables are correct to best of my knowledge.

Date: Signature of employer/occupier/Owner

Place:

PART II

(See rule 46)

ANNUAL RETURN period ending 31st December

(to be submitted by the principal employer on Portal)

1. Name of the principal employer:
2. Name of the establishment:
3. Registration number of the establishment:
4. Details of the Contractors, wages paid, etc.:

Sl. No.	Month	Name and address of the contractors	Name of the work	Maximum number of contract labour employed	Amount paid against wage bill (if applicable) to the contractor (including EPF, ESIC, Bonus etc.)	Date of payment of wage bill (if applicable) -	Amount of the wages paid directly to the contract labour by Principal Employer (in case the contractor fails to pay)	Date of payment of wages paid directly to the contract labour by Principal Employer (in case the contractor fails to pay)

Date:

Place:

Signature of principal employer

Form XVIIIA

(See Rule 46)

Half yearly return (January to June/July to December) to be submitted by Contractor to filled electronically to the designated authority under section 119 of the code

1. Name and address of contractor:
2. Name and address of the principal employer:
3. License no. of contractor (if applicable)
4. Name of contract work with location/station:
5. Details of the number of contract labour, wages paid etc.

Sr. No.	Months	Number of contract labour employed	Total amount wages paid in a month	Overtime	Bonus	Date and amount of wages bill received by contractor from principal employer	ECR No. of ESIC	ECR No. of EPF	Wages paid by 7th of the month or due date as applicable Yes/No	Remarks
	Jan									
	Feb									
	Mar									
	April									

	May									
	June									

Date : Signature of the contractor:

Place:

FORM–XIX

(Rule-49)

IMPROVEMENT NOTICE AND PROHIBITION ORDER

PART I

PROHIBITION ORDER

Inspector-cum-facilitators Notice on Inspection of Establishment, Lifting Appliance, Loose Gears and other such gears, Equipment, Ladders and Staging. Inspector-cum-Facilitator's notice to the occupier, employer, owner, master, Officer-in-charge, Owner of lifting appliances, loose gears and lifting devices or the person, scaffold who, by himself, his agents, or his employers as the case may be.

An inspection of the above named establishment, lifting appliances, loose gears, lifting devices, transport equipment, ladders and staging was made on .

Name of the establishment, lifting appliance, lifting device, transport equipment, ladders and staging	Where situated lying/used/location	Registration no. of the establishment	LIN No. of the establishment
1	2	3	4

The activities connected with establishment which are being carried on by you/about to be carried on by you/under your control involve a risk or danger to the life. Safety and health of employee and involve the following contraventions :

CONTRAVENTIONS

Therefore. I hereby direct that the said activities shall not be carried on by you or under your control unless the said contraventions and matters mentioned have been remedied to the satisfaction of the Inspector-cum-Facilitator. This order is being issued without prejudice or any legal action which may be taken for these contraventions.

On hearing from you that the requirements have been complied with the establishment, lifting appliance, loose gear or similar gear/transport equipment/ladders/ staging, scaffold shall again be visited with a view to the inspection being completed.

No.

Dated at this day of 20

Inspector-cum-Facilitator under the Occupational Safety, Health and Working Conditions Code, 2020

REQUIREMENTS

On compliance with all or any of the above contraventions, the Inspector-cum-Facilitator shall be informed in the manner prescribed overleaf, of the date and place at which the establishment, lifting appliance, loose gears or similar gear transport equipment/ladders and staging, scaffold can be re-inspected.

Sir,

The contravention notified by you have been effectively attended to. The establishment, lifting appliance, loose gears or similar gear, transport equipment, ladders and staging, scaffold shall be ready for inspection on the date and place named below:

Date of Inspection	Place

Dated at this day of 20

Employer, Occupier, Owner, Manager, Master, Officer-in-charge or Agents, owner of machinery and gear or the person, who by himself, his agents or his employers, carried on the establishment.

To

The Inspector-cum-Facilitator under the Occupational Safety, Health and Working Conditions Code, 2020

PART-II

Improvement Notice

Inspector-cum-Facilitator‘s notice to the employer, Owner, Master, Manager, Officer-in-Charge or Agents, Owner of lifting appliances, loose gears lifting devices, scaffold or the person, who, by himself, his agents or his employers, carries on the establishment, as the case may be.....

Name of the establishment, lifting appliances, loose gear, lifting device, transport, equipment, ladders and stagings, scaffold;	Where situated/lying used/location	Port of Registry	Official no. (if any) of the ship

An inspection of the above-named establishment, dock, ship, lifting appliances, loose gears, lifting devices, transport equipment, ladders and stagings, scaffold was made on .....

The following contraventions were observed. You are required to remedy the said contraventions and send the compliance report in writing within days.

This notice is being issued without prejudice to any legal action which may be taken for these contraventions on hearing from you that the requirements have been complied with the establishment, lifting appliance/loose gear or similar other gear/transport equipment/ladders/ staging, scaffold will again be visited with a view to the inspection being completed.

Contraventions No. Dated this day of 20 Inspector-cum-Facilitator under the Occupational Safety, Health and Working Conditions Code, 2020

Requirements. On compliance with all or any of the requirements, the Inspector-cum-Facilitator should be informed in the manner prescribed overleaf of the date and place at which the establishment, lifting appliance, loose gear, transport equipment, ladders and staging, scaffold can be re-inspected.

The requirements noted by you have been effectively fulfilled. The establishment, lifting appliance, loose gear, lifting devices, transport equipment, ladders and staging, scaffold will be ready for inspection on the date and place named below:

Date of Inspection	Place

Dated at this day of 20

Employer, occupier, Owner, Master, Manager, Officer-in-charge or Agents, owner of machinery and gear or the person, who, by himself, his agents or his employers, carried on the establishment.

To

The Inspector-cum-Facilitator under the Occupation Safety, Health and Working Conditions Code, 2020.

FORM-XX

(See rule 54)

Certificate of Fitness

Certificate Number: Date:

Name of adolescent	
Father Name	
Address	
Gender/Age	
Descriptive Marks	
Name of establishment	
Registration No. of establishment	
Details of tests conducted along with results	
Whether	Fit or Unfit
Remarks	

Name and Signature of Medical Officer

FORM-XXI

(Under Rule-58,59,60)

APPLICATION FOR CONTRACT LABOUR

LICENSE

Online Application for License/ Renewal of License/Amendment of License (including Common/Single license)

CONTRACTOR PROFILE

Registration No./LIN No. (If any) Date

Acknowledgement Number: **……** Date of Application: **……..**

I. Particulars of the Contractor for which license required:

1. Name of the Contractor :

2. Constitution of firm (Proprietorship/ Partnership/Company/Cooperative):

2. Address of the Contractor's firm:

3. Contact Details (Mobile/email):

4. Name, Father's Name and residential address of the Contractor:

II. Particulars of the Contract Labour is employed/ proposed to be employed (If licence is required work wise)

Locations and address of sites of work	Name of work	Activity as per national industrial classification	Date of commencement	Probable date of completion	Name of Establishments along with Registration No. (If any) in which contract labour is employed /proposed to be employed	Maximum number of contract labour including inter state migrant worker employed/proposed to be employed	Name and address of the Principal Employer	Name Address, email id of the Site Incharge
1	2	3	4	5	6	7	8	9
5. Amount of License Fee: **INR**			**(Transaction Id :)**					
6. Details of Bank Guarantee as security:			**No. and date**					

III. Details of Establishments for which Common License is required, (If Applying for supply of manpower)

Type of Establishments	Name & Address of establishment along with Registration No (If any)	Maximum number of contract labour including inter state migrant worker supplied/ proposed to be supplied	Start date	End date	(i)Name of work carried out in the establishment (ii) Activity as per National Industrial classification	Name and address of the Principal Employer	**Name of authorized representative of the contractor**	**Remarks**
1	2	3	4	5	6	7	8	9

IV. Details of interstate migrant workers if any

Sr. No.	Name	Father/Husband`s name	Permanent address Town/Village	District	Aadhar number	Mobile number
1	**2**	**3**	**4**	**5**	**6**	**7**

Signature of Contractor

(eSign/DSC)

APPLICATION FOR RENEWAL OF LICENCE	
1. Licence No.	Date :
2. Registration No . / LIN & PAN	
3. Details of Contractor and Establishments retrieved through License No.	
4. Date of expiry of previous license :	
5. Whether the license of the employer/contractor was suspended or revoked:	
6. Details of Fees paid : (Enclose e-payment receipt): Amount ….	date of payment :
E-sign /digital sign of the employer/contractor	date:

APPLICATION FOR AMENDMENT OF LICENCE :
1. Licence No Date:
2. Registration No./ LIN & PAN
3. Details of Contractor and Establishments retrieved through License No.
4.Details for which amendment is sought:
(a). Maximum number of contract labour presently employed: (If there is increase in the maximum number of contract labour to be employed, then additional fees/security deposit as per law needs to be deposited:
(b). Details of fees paid through e payment date on which made:
(c). Other details requiring amendment in the licence issued (Necessary documents may be uploaded in support of change required)

E-sign /digital sign of the employer/contractor

FORM-XXII

(Under Rule-58,59,60)

PROFORMA OF LICENSE

License No. ----------

License is hereby granted to ----------

M/s of ----------

Sh .....s/o----------

for executing the work through contract labour or for supplying/ engaging man power within the limits stated herein after, subject to provisions of the Occupational Safety, Health and Working Conditions Code, 2020, and the rules made there under.

Date ---------- Designated Authority

S.No.	Validity of License From To	Maximum number of Contract labour including Inter state migrant worker on any one day	Name and address of Establishment	Details of sites of work	Name of work	Name of Principal Employer	Fee paid	Date of Payment	Security Deposit/ Bank Guarantee details	Signature of the Issuing Authority

AMENDMENTS:

Year when Amended	Maximum number of Contract labour including Inter state migrant workers on any one day	Date of payment of amendment fee	Date of Payment	Signature of the Issuing Authority

FORM-XXIII

(See rule 62)

Register of Contractors

S. No	License number and date	Name and address of the Contractors	Name and address of the Contractors	Nature of activity to be under taken by the contractor	Maximum contract labour to be employed on any day	Probable date of commencement	date of cessation	Details of amendment, if any	Renewed upto
1	2	3	4	5	6	7	8	9	10

FORM-XXIV

(See rule 63)

Notice of intimation of work-order by contractor

I ..... of M/s …….. having license Number…… hereby intimate about receipt of contract work order with following details:

1. Name of the Principal employer:

2. Address of the Establishment where work is being undertaken:

3. Date of commencement of the contract work:

4. The number of contract labour employed under the work order:

5. Duration of work order:

Signature of the Contractor

FORM-XXV

(See rules 66,69)

Register of Security Deposit/Bank Guarantee

S.No.	Name and Address of the contractor	Amount of security deposit /Bank Guarantee	Details of Bank Guarantee	Amount recovered from Bank Guarantee for payment of wages	Reference of order of authority for recovery of payment of wages from security deposit/Bank Guarantee	Remarks
1	2	3	4	5	6	7

FORM-XXVI

(Under Rule-70)

EXPERIENCE CERTIFICATE TO CONTRACT LABOUR

To whom so ever concerned	
1.	Name of contractor/employer*:
2.	LIN/PAN No./License No of the contractor/employer *:
3.	Email Id of the contractor /employer *:
4.	Mobile No. of the contractor/employer *:
5.	Nature and location of work:

6.	Name of Principal Employer*:
7.	LIN/PAN No/Registration No. of the Principal Employer :*
8.	Email Id of the Principal Employer : *
9.	Mobile No. of the Principal Employer :*
10.	Name of the worker*:
11.	UAN / Aadhaar No.:
12.	Mobile No. :
13.	Employee Code:
14.Registration number, date and name of the Board if the building and other construction worker is registered as a beneficiary:	
15.	Period of Employment:
16.	Designation:
	Seal and Signature of Contractor

FORM-XXVII

[See rule 71]

Application under Section 57 (2)

a. Name of aggrieved party:

b. Address of communication:

c. Details of grievance:

d. Reasons of claim:

e. Details of documents attached:

Signature of aggrieved party

Name and Address of establishment:

Establishment registration number:

FORM-XXVIII

[See rule 72]

Register of Journey Allowance

S. No.	Name of inter-state worker	Entry in Employee's Register/adolescent worker register	Permanent address of inter-state worker	Period of journey	Number of family members	Mode of journey	Amount paid	Signature of inter-state worker
	1	2	3	4	5	6	7	8

FORM-XXIX

(See rule 75)

Agreement between Producer and Audio-visual worker

This agreement is made on this day ..... month ..... year ..... between Messers having office at ..... (hereinafter referred to as the —Producerǁ) on the first part and Shri/Smt/Kum ..... son/daughter/wife of Shri.....residing at (hereinafter referred to as the —audio-visual workerǁ) on the second part. The terms Producer‘ and audio-visual worker‘ shall include their heirs, successors, administrators and legal representatives:

Now, therefore this agreement is made as follows:

1. That both the parties agree that the duration of this agreement shall be from the date hereof till the completion of the audio-visual and this period shall not exceed consecutive months.
2. That the audio-visual worker agrees to attend studio, location or work place, as the case may be, subject to the requirement of his previous engagement and on his confirmation, to his respective job punctually as and when he shall be required by a written intimation by the Producer or the person duly authorised by him in writing.
3. That in consideration of the audio-visual worker services, as aforesaid, the Producer agrees to pay and the audio-visual worker agrees to receive a sum of Rs ..... (Rupees .....) payable as advance on signing of this agreement and the balance of Rs..... payable in equal installments.
4. That in the event of the audio-visual production being not complete within the stipulated period and the Producer still needing the services of the audio-visual worker to complete the audio-visual production, the producer agrees to pay and the audio-visual worker agrees to receive

additional remuneration on pro-rata basis, payable in the same manner as stated in Clause 3 above, till the completion of the production.

5. That in case the assignment of the audio-visual worker is completed earlier than the period stipulated in Clauses 1 and 4 above, the producer shall settle the account of the audio-visual worker and pay the remaining balance of the agreement amount in full before the commencement of re-recording work/censor of the production, whichever is earlier.
6. That the audio-visual worker shall, if so required,
   (a) attend the studios, location or work-place, as the case may be, earlier than the as scheduled time of the shift, for preparatory work, and in that case, he/she shall be paid by the Producer extra wages at the rate of Rs per hour or part thereof for such early attendance.
   (b) continue to work beyond the working day, with one hour break and in that case, he/she shall be paid by the Producer extra wages at the rate of Rs for the work during the extended hours and refreshments, and transport facilities.
7. That the Producer shall provide transport and food or pay traveling allowances to and fro to report to duty and food allowance while on duty as are customary or fixed by bilateral arrangements between the Producer‘s and audio-visual worker‘s representative organizations.
8. That the Producer shall also pay for all travelling and accommodation expenses, fares, cost of food and such other allowances as are customary when the audio-visual worker is required to work on location outdoors.
9. That the Producer shall get the audio-visual worker insured for any injury or damage to his/her person including death caused by accident arising out of or in the course of his/her employment and/or during the period of his/her assignment under this agreement.
10. That where the Producer is prevented from proceeding with the production of the audio-visual by reason of fire, riot, natural calamity, order of the public authority or any other reason beyond his control:-
    (a) he shall be entitled to suspend the operation of this agreement during the period of suspension of production in case the production is suspended. The producer shall serve notice in writing of such suspension on the audio-visual worker and shall pay all his/her dues up to the date of service of such notice. Upon resumption of work on the film, this agreement shall revive and shall remain valid for the period stipulated in Clause I excluding the period of suspension therefrom; or
    (b) he shall be entitled to terminate this agreement as from the cessation of production, in case the production ceases completely. The producer shall serve a notice in writing of such cessation on the audio-visual worker and make payment of all the amount due to the audio-visual worker at the time of termination.
11. That in case if the Producer desires to terminate this agreement before the expiry of its term for reasons other than misconduct in relation to performance of the audio-visual worker‘s duties or of his/her unwillingness to perform the services required under this agreement, the producer shall be entitled to do so only upon payment of the balance of the stipulated amount of the

agreement. Only after such payment to the audio-visual worker, the Producer shall be entitled to employ another audio-visual worker in his/her place.

12. That the Producer shall have the right to terminate this agreement on ground of misconduct on the part of the audio-visual worker in relation to performance of his/her duties or his/her unwillingness to perform the service required under the agreement, upon payment to the audio-visual worker of the amount due at the time of termination, calculated taking into consideration the audio-visual worker's total work in the audio-visual and the work he/she has completed till the date of termination of this agreement. Termination under this clause shall not be made unless the charges of the Producer against the audio-visual worker are proved before a forum comprising equal number of representatives of the Producers' Organisation and the audio-visual worker's Organisation to which the Producer and the audio-visual worker respectively may belong. The decision of the forum shall be binding on both the parties. The producer can engage another audio-visual worker for the job towards this agreement only after the forum has given a decision in favour of such termination and the audio-visual worker has been paid all his dues.
13. That in case of premature termination of this agreement, it shall be the option of the Producer whether or not to retain the work of the audio-visual worker in the audio-visual and at the same time, it shall be option of the audio-visual worker whether or not to allow his/her name to go on the credit titles of the film.
14. That the Producer shall have the right to decide the manner of representing the audio-visual worker's personality on the screen, his/her clothes, make-up and hair-style and the audio-visual worker shall fully and willingly comply with the direction of the Producer in this regard, provided that the requirements of the Producer in this respect have been notified to the audio-visual worker and accepted by him/her.
15. That the audio-visual worker agrees that he/she shall render his/her services to the best of his/her ability in such manner as the Producer or, at his instance, the Director of the audio-visual may direct and shall comply with all reasonable instructions that he may give for the production of the film.
16. That the Producer shall also pay for all traveling and accommodation expenses, fares, cost of food and such other allowances as are customary when the audio-visual worker is required to work on location outdoors.
17. That the Producer shall get the audio-visual worker insured for any injury or damage to his/her person including death caused by accident arising out of or in the course of his/her employment and/or during the period of his/her assignment under this agreement.
18. That where the Producer is prevented from proceeding with the production of the audio-visual by reason of fire, riot, natural calamity, order of the public authority or any other reason beyond his control:-
    (a) he shall be entitled to suspend the operation of this agreement during the period of suspension of production in case the production is suspended. The producer shall serve notice in writing of such suspension on the audio-visual worker and shall pay all his/her dues

up to the date of service of such notice. Upon resumption of work on the film, this agreement shall revive and shall remain valid for the period stipulated in Clause I excluding the period of suspension there from; or

(b) he shall be entitled to terminate this agreement as form the cessation of production, in case the production ceases completely. The producer shall serve a notice in writing of such cessation on the audio-visual worker and make payment of all the amount due to the audio-visual worker at the time of termination.

19. That in case if the Producer desires to terminate this agreement before the expiry of its term for reasons other than misconduct in relation to performance of the audio-visual worker‘s duties or of his/her unwillingness to perform the services required under this agreement the producer shall be entitled to do so only upon payment of the balance of the stipulated amount of the agreement. Only after such payment to the audio-visual worker, the Producer shall be entitled to employ another audio-visual worker in his/her place.
20. That the Producer shall have the right to terminate this agreement on ground of misconduct on the part of the audio-visual worker in relation to performance of his/her duties or his/her unwillingness to perform the service required under the agreement, upon payment to the audio-visual worker of the amount due at the time of termination, calculated taking into consideration the audio-visual worker‘s total work in the audio-visual and the work he/she has completed till the date of termination of this agreement. Termination under this clause shall not be made unless the charges of the Producer against the audio-visual worker are provide before a forum comprising equal number of representatives of the Producers‘ Organisation and the audio-visual worker‘s Organisation to which the Producer and the audio-visual worker respectively may belong. The decision of the forum shall be binding on both the parties. The producer can engage another audio-visual worker for the job towards this agreement only after the forum has given a decision in favor of such termination and the audio-visual worker has been paid all his dues.
21. That in case of premature termination of this agreement, it shall be the option of the Producer whether or not to retain the work of the audio-visual worker in the audio-visual and at the same time, it shall be option of the audio-visual workers whether or not to allow his/her name to go on the credit titles of the film.
22. That the Producer shall have the right to decide the manner of representing the audio-visual worker‘s personality on the screen, his/her clothes, make-up and hair-style and the audio-visual worker shall fully and willingly comply with the direction of the Producer in this regard, provided that the requirements of the Producer in this respect have been notified to the audio-visual worker and accepted by him/her.
23. That the audio-visual worker agrees that he/she shall render his/her services to the best of his/her ability in such manner as the Producer or, at his instance, the Director of the audio-visual may direct and shall comply with all reasonable instructions that he may give for the production of the film.

24. That the audio-visual worker shall comply with all the regulations of the studio, location or workplace as the case may be.
25. That the Producer shall not without the consent in writing of the audio-visual worker, assign or transfer the benefit of this agreement to any other person.
26. That the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 shall be applicable to this agreement.
27. That the Producer shall not utilise the work of the audio-visual worker in any film, other than the audio-visual under this agreement, without prior permission of the audio-visual worker.

The parties have put their hands to this agreement on the date, month and year said above in the presence of each other and in the presence of the witnesses.

1. Witness Producer

Name Address

2. Witness audio-visual worker

Name Address

FORM-XXX

(See rules 78, 80, 93, 94, 95, 96, 145)

Application for common grant/renewal/amendment license for factories & industrial premises for beedi or cigar & engagement of contractors

Online Application for License/ Renewal of License/Amendment of License (including Common/Single License)
ESTABLISHMENT PROFILE:
Registration No. Date
Acknowledgement Number: **……** Date of Application: **…….**
I. Particulars of Establishment(Factory/Industrial premises for beedi cigar) for which license required:
1. Name of the Establishment:
2. (a)Address of the establishment
(b) Office address along with email Id :
(c) Other correspondence address along with email Id:
3. Telephone/Mobile Number:
4. Location of establishment/ Geo tagging:
II. Details of Employer/Occupier:
1. Full Name of Employer/Occupier:
2. Full residential address of Employer/Occupier:
3. Email Id of Employer/Occupier:
4. Mobile No. of Employer/Occupier:

Note : Details of all Partners/ Directors/Members to be furnished along with in case Partnership firm/Company/Cooperative (copy to be attached)

III-A Particulars of the Factory

Factory Name	**Full address of Factory**	**Manufacturing Process/ Activity as per national industrial classification and NIC Code**	**Date of applicability as Factory**	**Max power to be used (KW)**	**Total Number of workers proposed to be employed(Including contract labour)**
1	**2**	**3**	**4**	**5**	**6**

A. Name, Father's Name, residential address and mobile no. of manager	
B. Details of approved Building plans	
C. Details of submitted Stability Certificate (Not earlier than 10 years)	
D. Disposal of trade waste/effluents/hazardous waste/e- waste/biomedical waste (which is applicable)	
E. Amount of fees: INR	**Transaction Id:**
F. Type of Factory (Hazardous/Non Hazardous)	

III-B Particulars of the Contract Labour is employed/ proposed to be employed

Name and address of the Contractor	Name of work in which contract labour is employed/proposed to be employed	Maximum Number of contract labour to be employed on any day	Activity as per national industrial classification	Estimated Date of commencement of each contract work	Estimated Date of completion of each contract work	Number of inter state migrants
	1	2	3	4	5	6

A. Amount of License Fee: **INR** **(Transaction Id :)**

B. Details of Bank Guarantee as security deposit :

III-C. Details related to Beedi cigar works in the establishment(Factory or Industrial premises)

A. Maximum Number of workers to be Employed	
B. Details of approved building plans	
C. Fees	Transection id.

(eSign/DSC of employer /Occupier)

FORM-XXXI

(See rules 78, 80, 93, 94, 95, 145)

Common License For Factory/Beedi & Cigar Work/Engaging Contract Labour
Chandigarh Administration

Office of designated authority under section 119 of The Occupational Safety, Health and Working Conditions Code, 2020

License number: Date of issue:

A license is granted to M/S .....registered under the section-3 of the code having registration number.....with following details:

1. Name of Occupier/Employer				
2. Manufacturing Process				
3. Motive Power				
4. Maximum Number of workers				
5.Details of Fees				
6.Name of Contractors	A	B	C	D
7.Number of contract labour				
8.Name of contract work				
9.Details of fee for contract labour and details of security deposit/Bank Guarantee				
10.Number of workers employed in beedi cigar				
11.Details of Building plan and stability certificate (Factory/Industrial Premises)				
12.Details of fees for Beedi cigar				

This license will remain in force from …….till……

Name And DSC of designated authority

FORM-XXXII

[See rule 84(5)]

Application for Permission to Construct/Addition/Alteration/Erection/Take into use any premises as a factory

I hereby submit the application for [construction/addition/alteration/erection] [tick which applicable] any premises as a factory as given below;

1. (a) Name of the Applicant/Occupier:
   (b) Address of the Occupier/Applicant:
   (c) Applicant's relation to the factory:
2. Full name of the factory:
3. Location of factory :

(A) Name of Village/City, Tehsil & Distt.
(B) Khasra Numbers if any :
(C) Street/Mohalla/Colony/Bazzar/Road/ward number if applicable
(D) If in industrial focal point/industrial park then plot number
(E) If above or below the ground level then floor on which it is situated
(F) Number of Floors
(G) Whether having basement

4. Name of competent person:
5. Site visit photograph of competent person along with geo tagging: -
6. Manufacturing process carried on /to be carried out:
7. Total covered area of the Factory:

Signature of the applicant/ Occupier along with date

FORM-XXXIII

[See rule 84(5(c))]

Particulars of Factory Buildings

1. Name of the factory:
2. Address of factory:
3. Name of the Competent person:
4. Name of the Occupier/Applicant:

Name/Number of Buildings (as in plans)	Length (X-axis Coordinate)	Breadth (Y-axis Coordinate)	Height (Z-axis Coordinate)	Area of floor	Area occupied by machinery/other fixtures	Net area of the floor	Volume	Breathing space	No. and size of doors	Ventilation area (Excluding the area of doors)	Lighting level (in lux)	Maximum capacity of room (persons)	Number of persons likely to employed in room	Purpose for room to be used	Construction period	Remarks

Signature of Occupier/Applicant

Signature of Competent person

FORM-XXXIV

(See rule 87)

Stability Certificate

1 Name and address of the factory:
2 Name of occupier of the factory:
3 Nature of manufacturing process carried on in the factory:
4 Number of floors of the factory (Including basement, if any):
5 Location coordinates:
6 Structural strength report:

I certify that I have inspected the building(s)/structure(s), the plans of which have been approved/accepted by the Chief Inspector-cum-Facilitator vide letter No date - - and examined the various parts including the foundations with special reference to the machinery, plant, etc. that have been installed. I am of the opinion that the building(s)/structure(s) which has/have been constructed/reconstructed/extended/taken into use is/are in accordance with the plans approved/accepted by the Chief Inspector vide his letter mentioned above, that these are structurally sound and that their use as a factory/part of the factory for the manufacturing for which the machinery, plant etc. installed is intended. The building is safe to use for the manufacturing process carried on/to be carried out in the factory.

Signature of competent person with date

Name of competent person

Address of competent person

Competency Letter No. issued by Chief Inspector-Cum-facilitator

FORM-XXXV

(See rule 89)

Register of Building Plans of Factories

S.No.	Name and Address of Factory	Date of submission	Date of Processing Regular approval Deemed approval	Date of amendment	Date of refusal	Date of return	Processing fee amount	Remarks
	1	2	3	4	5	6	7	8

FORM-XXXVI

(See rule 101)

Monthly Return

Return for the month ending on ……..

Name of the factory ……..

Address of the factory ……

License Number .....

Name of the hazardous process/dangerous operation undertaken ……

Number of workers/employees normally employed during the month	Number of workers/employees employed in the hazardous manufacturing process	Date of examination of the worker/employees engaged in the dangerous operation	Name and address of the examining medical officer	Number of workers/employees examined	Number of workers/employees declared fit	Number of workers/employees declared unfit with details	Details of alternative work given to workers/employees who have declared unfit
1	2	3	4	5	6	7	8

(Sign of Occupier)

FORM-XXXVII

(See rules 101, 112, 137)

CERTIFICATE OF FITNESS FOR HAZARDOUS PROCESS OR DANGEROUS OPERATION

1. Serial No.
2. I certify that I have Personally examined (Name of person examined) having serial Number (In Adult Worker Register) who is desirous of being employed in (hazardous process/dangerous operation) in factory
3. He is fit to be employed
4. He may be produced for further examination after a period of
5. He has gone undergone following tests/examinations:

S.No.	Name of test/examination	remarks
	1	2

6. Remarks of medical officer:

Name and signature of medical officer

FORM-XXXVIII

(See rule 101, 112,137)

Health Register

S. No.	Name of Worker	Serial Number in Employee's Register	Sex	Age	Date of Employment on present work	Date of leaving Or Transferred to other work	Reason for leaving Transfer Or discharge	Nature of Job or Occupation	Date of medical examination by medical officer	results of medical examination	If suspended from work, state period of suspension with detailed reasons	Recertified fit to resume duty on (with signature of medical officer)	If certifying of unfitness or suspension issued to worker	Signature with date of medical officer
	1	2	3	4	5	6	7	8	9	10	11	12	13	14

FORM-XXXIX

(See rule 101)

Examination of ventilation/exhaust system

1. Description of ventilation/exhaust system
2. Hood
   (a) Serial No. of Hood.
   (b) Contaminant captured.
   (c) Capture velocities (at points to be specified).
   (d) Volume exhausted at Hood.
   (e) Hood static pressure Design Actual Value
3. Total pressure drop at
   (a) Joints
   (b) Other points of system (to be specified)
4. Transport Velocity in Duct (at points alone dust to be specified)
5. Air cleaning Device.
   (a) Type used.
   (b) Velocity at inlet.
   (c) Static Pressure at inlet.
   (d) Velocity at outlet.
   (e) State Pressure at outlet.
6. Fan.
   (a) Type used.
   (b) Volume handled.
   (c) Static pressure.
   (d) Pressure drop at outlet of fan.
7. Fan Motor.
   (a) Type
   (b) Speed and horse Power.
8. Particulars of defects, if any, disclosed during test in any of the above components.

I certify that on this.....day of the above dust extraction system was thoroughly cleaned and (so far as its construction permits) made accessible for thorough examination. I further certify that on the said date, I thoroughly examined the above dust extraction system including its components and that the above is a true report of my examination.

Name and signature of competent person .....

FORM-XL

(See rule 102)

APPLICATION FOR THE SITE APPRAISAL COMMITTEE

1. Name and address of the applicant.
2. Site Ownership Data:
   2.1, Revenue details of the site such as Khasra No., Plot No.
   2.2. Local authority under whose jurisdiction the site is located.
   2.2 Zone (Industrial/ residential/Mix land use)
3. Site plan with clear identification of boundaries and total area proposed to be occupied and showing details nearby the proposed site

(a) Name of adjoining manufacturing units and human habits, educational and training institutions, petrol installations, storages liquefied Petroleum Gas and other hazardous substances, if any, within one kilometre from the proposed unit.

(b) Water sources (rivers, streams, canal dams, water filtration plants) in the vicinity.

(c) Nearest hospitals, Fire-stations, Civil Defense Stations and Police Station and their distances.

(d) Details of high-tension electrical transmission lines, pipe lines for oil, gas sewerage, if any, passing through the site, and

(e) Location of railway stations, railway lines, Scheduled Road, by-pass,, if any near the site.

4. Project Report.
   4.1 A summary of the salient features of Project.
   4.2. Maximum number of persons like be working in the factory.
   4.3. Maximum amount of power and requirements and source of supply.
   4.4. Details of housing colony, hospital, school and other infrastructural facilities proposed.
5. Organisation structure of the proposed manufacturing unit/factory:
6. Manufacturing Process Information:
   6.1. Process flow diagrams.
   6.2 Brief write up on process and technology; and
   6.3 Critical Process parameters such as pressure buildup, temperature rise and run-away reaction.
7. Information of Hazardous Materials:

7.1 Raw materials, intermediates, products and bye products and their quantities (enclosed Material Safety Data Sheet in respect of each hazardous substances).

7.2 Main and intermediate storages proposed far raw material /intermediates/products/Bye Products (maximum quantities to be stored at any time)

7.3 Transportation methods to be used for materials in flow and out flow, their quantities to be stored at any time; and

7.4 Safety measures proposed for:

   a. handing of materials.

b. internal and external transportation, and
c. disposal (packing and forwarding of finished products).

8. Information of Dispersal/Disposal of wastes and pollutants;
9. Process Hazards Information:
   9.1. Enclose a copy of the report on environmental impact assessment.
   9.2. Enclosed a copy of the report an Risk Assessment Study: and
10. Information of proposed Safety and Occupational Health Measure;
11. Any other Information:

I certify that the information furnished above is correct to the best of my knowledge and nothing has been concealed while furnishing it.

Signature

Date

Designation

FORM-XLI

(See rules 104, 105 and 106)
Material Safety Data Sheet

1. CHEMICAL IDENTITY

   (i) Chemical Name

   (ii) Chemical Classification

   (iii) Synonyms Trade Name

   (iv) Formula

   (v) C.A.S. No.

   (vi) U.N. No.

   1.2.

   3.4.

2. PHYSICAL AND CHEMICAL DATA:

(i) Boiling Range/Point oC

(ii) Physical State Appearance

(iii) Melting Freezing Point oC

(iv) Vapur Pressure Odour at 35 0C mm Hg

(v) Vapur Density (Air-I) Solubility in Water at 30 0C Others

(vi) Specific Gravity Water-1

3. **FIRE AND EXPLOSION HAZARD DATA**:

(i) Flammability Yes/No

(ii) LEL %

(iii) UEL %

(iv) Flash Point 0C

(v) Autoignition Temperature

(vi) TDG

(vii) Explosive

(viii) Sensitivity to impact

(ix) Explosion Sensivity to Static Electricity

(x) Hazardous Combustion Products

(xi) Hazardous Polymerisation

(xii) Combustible Liquid

(xiii) Corrosion Material

(xiv) Flammable Material Oxidiser Others Pyrophoric Material Organic Peroxide

4. REACTIVITY DATA:

(i) Chemical Stability

(ii) Incompatibility With other Material

(iii) Reactivity

(iv) Hazardous Reaction Products

5. **HEALTH HAZARD DATA**:

(i) Routes of Entry

(ii) Effects of Exposure/Symptoms

(iii) Emergency Treatment

(iv) ILV (ACGIH) ppm mg/m3

(v) STEL ppm mg/m3

(vi) Permissible Exposure Limit ld ppm mg/m3 Odour Threshold ppm mg/m3 50 LD

50 NFPA Hazards Signals Health Flammability Stability Special

6. **PREVENTIVE MEASURES**:

(i) Personnel Protective Equipment

(ii) Heading and Storage

(iii) Precautions

7. **EMERGENCY AND FIRST AID MEASURE**:

(i) FIRE FIRE EXTINGUISHING Media

(ii) FIRE Special Procedures

(iii) Unusal Hazards

(iv) First–Aid Measures

(v) EXPOSURE

(vi) Antidots/Desages

(vii) Steps to be taken SPILLS

(viii) Waste Disposal Method

8. **ADDITIONAL INFORMATION OR REFERENCE:**

9. **MANUFACTURE AND SUPPLIERS DATA:**

   (i) Name of Firm

   (ii) Mailing Address

   (iii) Telephone/Telex Contact person

   (iv) Nos. Telegraphicin Emergency

   (v) Address

   (vi) Local Bodies involved

   (vii) Standerd Packing

   (viii) Trameard Detail of reference

   (ix) Others

10. DISCLAIMER Information contained in this material data sheet is believed to be reliable but no representation guarantee or warranties of any kind are made as to its accuracy, suitability for a particular application or results to be obtained from them. It is up to the manufacturer / seller to ensure that the information contained in the material safety data sheet is relevant to the product manufacture handled or sold by him as the case may be. The Government makes, no warranties expressed or implied in respect of the adequacy of this document for any particular purpose.

FORM-XLII

(See rule 119)
Application to appropriate authority

a. Name of occupier or manager:

b. Name and Address of factory:

c. Details of grievance:

d. Reasons of claim:

e. Details of documents attached:

Name and signature of occupier/manager

FORM-XLIII

(See rule 141)
Penalty Register

…… (Address of office)

For the month of (Name of month with year)

S.No.	Name and address of person on whom penalty imposed	Name and address of establishment in relation to person on whom penalty imposed	Date and number of reference of D for which penalty imposed	Offence	Amount of penalty	Date of deposit	Whether appeal preferred	Signature of officer imposing penalty	Remarks
	1	2	3	4	5	6	7	8	9

(a) Total penalty collected at the end of month:

(b) Details of transfer of amount to fund:

(i) Date:

(ii) Amount:

(iii) Bank details of transfer:

Signature and seal of office

FORM-XLIV

(See rule 142)

Proforma for Appeal before the Appellate Authority against Order of Imposing Penalty

To,

Appellate Authority

[Under Section 111(2) of the Code]

Sir,

I undersigned with following details prefer an appeal against order of -------- (details of officer imposing penalty) under section 111(2) of The Occupational Safety, Health And Working Conditions Code 2020.

1. Name and address of the establishment.
2. Name of the person preferring appeal and address details
3. Amount of penalty imposed by the officer.
4. Ground for Appeal with supporting documents

Declaration

I/We hear by declare that the particulars given above are true to the best of my/our knowledge and belief and I/We hereby declare that nothing has been concealed or any fact has been mis-represented in the above calculation made by me/us.

Signature l of person preferring appeal

Name:

Date:

Place:

Mobile Number:

E-mail (if any):

FORM-XLV

(See rule 144)

Record of Social Security Fund

S.No.	**Amount received for fund**	**Source of fund**	**Date of receipt**	**Details of credit to the Chandigarh Unorganized Workers Social Security Board**
1	2	3	4	5

Annexure -1

SCHEDULE I

MANUFACTURE OF AERATED WATERS AND PROCESSES INCIDENTAL THERETO

1. **Fencing of machines. –** All machines for filling bottles or syphons shall be so constructed, placed or fenced, as to prevent, as far as may be practicable, a fragment of a bursting bottle or syphon form striking any person employed in the factory.

2. **Face guards and gauntlets.–**

(1) The occupier shall provide and maintain in good condition for the use of all persons engaged in filling bottles or siphons, a suitable face guards to protect the face, neck, throught and suitable gauntlets for both arms. The occupier shall provide and maintain in good condition for the use of all persons engaged in corking, crowning, screwing, wiring , foiling, capsuling, sighting or labelling bottles or syphons –

(a) suitable face-guards to protect the face, neck and throat; and

(b) suitable gauntlets for both arms to protect the arm and at least half of the palm and the space between the thumb and forefinger.

3. **Personal Protective Equipment**

The employer shall ensure to provide the Personal Protective equipment corresponding to the respective schedule as per Table no. 2

SCHEDULE – II

ELECTROLYTIC PLATING OR OXIDATION OF METAL ARTICLES BY USE OF AN ELECTROLYTE CONTAINING ACIDS, BASES OR SALTS OF METALS SUCH AS CHROMIUM, NICKEL, CADMIUM, ZINC, COPPER, SILVER, GOLD ETC.

1. **Definitions –** For the purposes of this Schedule –

(a) "electrolytic process" means the electrolytic plating or oxidation of metal articles by the use of an electrolyte containing acids ,bases or salts of metals such as chromium, nickel, cadmium, zinc, copper, silver, gold, etc.

(b) "bath" means any vessel used for an electrolytic process or for any subsequent process; and

(c) "Employed "means person employed in any process involving contact with electrolyte from a bath.

2. Exhaust draught

(1) An efficient exhaust draught shall be applied to every bath in which an electrolytic process is carried on.

(2) The draught shall be provided by mechanical means and shall operate on the vapour or spray given off in the process as near as may be at the point of origin.

(3) The exhaust draught appliance shall be so constructed, arranged and maintained as to prevent the vapour or spray entering into any room or place in which work is carried on.

(4) All equipment for the extraction or suppression of dust shall at least once in every six months be examined and tested by competent person as per form XXXIX and any defect disclosed by such examination and test shall be rectified as soon as practicable.

(5) A register containing particulars of such examination and tests shall be kept.

3. Prohibition relating to pregnant women and adolescent – No pregnant women or adolescent shall be employed or permitted to work in such operation.

4. Floor of workrooms – The floor of every workroom containing a bath shall be impervious to water. The floor shall be maintained in good and level condition and shall be washed down at least once a day.

5. Water facilities –

(1) There shall be provided and maintained in good repairs for the use of all persons employed in electrolytic process and processes incidental to it-

(a) a wash place under cover, with either-

(i) a trough with a smooth impervious surface filled with a waste pipe , and of sufficient length to allow at least 60cm for every 5 persons employed at any one time, and having a constant supply of water from taps or jets above the trough at intervals of not more than 60cm, or

(ii) at least one wash basin for every five such persons employed at any one time, fitted with a waste pipe and having a constant supply of water laid on.

(iii) a sufficient supply of clean towels renewed daily, and soap or other suitable cleaning material.

(2) In addition to the facility in sub-paragraph 1, an approved type emergency

shower with eye fountain shall be provided and maintained in good working order. Whenever necessary, in order to ensure continuous water supply, storage tank of at least 1500 litres capacity shall be provided as a source of clean water for emergency use.

6. **Cautionary placard –** A cautionary placard in the form specified below and printed in the language of the majority of the workers employed shall be affixed in a prominent place in the factory where it can be easily and conveniently read by the workers.

CAUTIONARY NOTICE

(Electrolytic Plating)

(i) Chemicals handled in this plant are corrosive and poisonous.

(ii) Smoking, chewing tobacco, eating food or drinking, in this area is prohibited. No food stuff or drink shall be brought in this area.

(iii) Some of these chemicals may be absorbed through the skin and may cause poisoning.

(iv) A good wash shall be taken before meals.

(iv) Protective devices supplied shall be used while working in this area.

(vi) Spillage of the chemicals on any part of the body or on the floor shall be immediately washed away with water.

(vii) All workers shall report for the prescribed medical tests regularly to protect their own health.

7. Medical Examination

The employer shall ensure to get the medical examination of the employees and workers done as per the Table no. 1

8. Personal Protective Equipment

The employer shall ensure to provide the Personal Protective equipment corresponding to the respective schedule as per Table no. 2

SCHEDULE–III

MANUFACTURE AND REPAIR OF ELECTRIC ACCUMULATORS

1. **Savings –** This schedule shall not apply to the manufacture or repair of electric accumulators or parts thereof not containing lead or any compound of lead; or to the repair on the premises, of any accumulator forming part of a stationary battery.

2. **Definitions –** For the purposes of this schedule –

(a) "Lead process" means the melting of lead or any material containing lead, casting, pasting, lead burning, or any other work, including trimming, or any other abrading or cutting of pasted plates, involving the use, movement or manipulation of or contact with, any oxide of lead;

(b) "Manipulation of raw oxide of lead" means any lead process involving any manipulation or movement of raw oxides of lead other than its conveyance in a receptacle or by means of an implement from one operation to another;

3. **Prohibition relating to pregnant women and Adolescent –** No pregnant women or adolescent shall be employed or permitted to work in any lead process or in any room in which the manipulation of raw oxide of lead or pasting is carried on.

4. **Separation of certain processes –** Each of the following processes shall be carried on in such a manner and under such conditions as to secure effectual separation from one another, and from other processes:-

a. manipulation of raw oxide of lend;

b. pasting;

c. drying of pasted plates;

d. formation with lead turning (tacking)necessarily carried on in connection therewith; and

e. melting down of pasted plates.

5. **Air space –** In every room in which a lead process is carried on, there shall be at least 14.2 cubic meters of air space for each person employed therein, and in computing this air space no height over 3.75 meters shall be taken into account.

6. **Ventilation –** Every workroom shall be provided with inlets and outlets of adequate size as to secure and maintain efficient ventilation in all parts of the room.

7. **Distance between workers in pasting room –** In every pasting room the distance between the centre of the working position of any paster and that of the paster working nearest to him shall not be less than 1.5 meters.

8. **Floor of workrooms** –

(1) The floor of every room in which lead process is carried on shall be –

(a) of cement or similar material so as to be smooth and impervious to water;

(b) maintained in sound condition; and

(c) kept free from materials, plant, or other obstructions not required for, or produced in, the process carried on in the room.

(2) In all such rooms other than grid casting shops the floor shall be cleansed daily after being thoroughly sprayed with water at a time when no other work is being carried on in the room.

(3) In grid casting shops the floor shall be cleansed daily.

(4) Without prejudice to the requirements of sub-paragraphs (1), (2) and (3), where manipulation of raw oxide of lead or pasting is carried on, the floor shall also be –

(a) kept constantly moist while work is being done;

(b) provided with suitable and adequate arrangements for drainage; and

(c) Thoroughly washed daily by means of hose pipe.

9. Work-benches – The work-benches at which any lead process is carried on shall –

(i) have a smooth surface and be maintained in sound condition

(ii) be kept free from all materials or plant not required for, or produced in the process carried out there at, and all such work-benches other than those in grid casting shops shall be;

(a) cleaned daily either after being thoroughly damped or by means of suction cleaning apparatus at the time when no other work being carried on there at and

(b) all such work-benches in grid casting shops shall be cleaned daily;

(iii) every work-bench used for pasting shall-

(a) be covered throughout with sheet lead and other impervious material;

(b) be provided with raised edges;

(c) be kept constantly moist while pasting being carried on.

10. Exhaust draught-

(1) The following provisions shall not be carried on without the use of an efficient exhaust draught:-

(a) Melting of lead or material containing lead.

(b) Manipulation of raw oxide of lead unless done in an enclosed apparatus so as to prevent the escape of dust into work-room.

(c) Pasting

(d) Trimming, brushing, filing or any other abrading or cutting or pasted plates giving rise to dust.

(e) Lead burning other than-

(i) "tacking" in the formation room

(ii) Chemical burning for making of lead linings for cell cases carried on in such a manner that the application of efficient exhaust is impracticable.

Such exhaust draught shall be affected by mechanical means and shall operate on the dust or fume given off as nearly as may be at the point of reason so as to prevent it entering the air of any room in which persons works.

(2) (a) All equipment for the extraction or suppression of dust shall at least once in every six months be examined and tested by competent person as per form XXXIX, and any defect disclosed by such examination and test shall be rectified as soon as practicable.

(b) A register containing particulars of such examination and tests shall be kept.

11. Fumes and gasses from crucible or melting pots– The products of combustion produced in the heating of any crucible shall not be allow to escape into a room in which persons work .

12. Containers for dross – A suitable receptacle with tightly fitting cover shall be provided and used for dross as it is removed from every crucible. Such receptacle shall be kept covered while in the work room accept when dross is being deposited therein.

13. Container for lead waste – A suitable receptacle shall be provided in every workroom in which old plates and waste material which may give rise to shall be deposited.

14. Racks and shelves drying room – The racks and shelves provided in any drying room shall not be more than 2.4 m from the floor and not more than 60 cm in width provided that as regards racks or shelves set or drawn from both sides the total width shall not exceed 1.2 m .

Such racks and shelves shall be cleaned only after being thoroughly damped unless so efficient suction cleaning apparatus is used for this purpose.

15. Mess room – There shall be provided and maintained for the use of all persons employed in a lead process and remaining on the premises during the meal intervals, a suitable mess room which shall be furnished with sufficient tables and benches. The mess room shall placed under the charge of a responsible person and shall be kept clean.

16. Cloak room- there shall be provided and maintained for the use of all persons employed in a lead process-

(a) a cloak room for clothing put-off during working hours with adequate arrangements for drying the clothes, if wet. Such accommodation shall be separate from mess room.

(b) separate and suitable arrangements for the storage of protective clothing provided as per sub-rule (16)

17. Washing facilities – (1) There shall be provided and maintained in a cleanly state and in good repair for the use of all persons employed in a lead process –

(a) a wash place with either –

(i) a trough with a smooth impervious surface fitted with a waste pipe without plug, and of sufficient length to allow at least 60 cm for every five such persons employed at any one time, and having a constant supply of water from taps or jets above the trough at intervals of not more than 60 cm; or

(ii) at least one wash basin for every five such persons employed at any one time, fitted with a waste pipe and plug and having a adequate supply of water laid on.

(iii) a sufficient supply of clean towels made of suitable materials renewed daily, which supply in case of pasters and person employed in manipulation of raw oxide of lead shall include a separate marked towel for each worker; and

iv) a sufficient supply of soap or other suitable cleansing material and of nail brushes.

(b) There shall in addition be provided means of washing in close proximity to the rooms in which manipulation of raw oxide of lead or pasting is carried on if required by notice in writing from the Chief Inspector-cum-Facilitator.

18. **Time allowed for washing –** Before each meal and before the end of the day's work, at least ten minutes, in addition to the regular meal times, shall be allowed for washing to each person employed in the manipulation of raw oxide of lead or in pasting.

Provided that if there is be one basin or 60 cm of trough for each such person, this paragraph shall not apply.

19. Facilities for bathing- sufficient bath accommodation to the satisfaction of the Chief Inspector-cum-Facilitator shall be provided to all the persons engaged in manipulation of raw oxide of lead or in pasting and a sufficient supply of soap and clean towels.

20. Foods, drinks etc. Prohibited in work-rooms- no food, drink, pan and supari or tobacco shall be consumed or brought by any worker into any work- room in which any lead process is carried on.

21. Medical Examination

The employer shall ensure to get the medical examination of the employees and workers done as per the Table no. 1 of Rule 100

22. Personal Protective Equipment

The employer shall ensure to provide the Personal Protective equipment Corresponding to the respective schedule as per Table no. 2

SCHEDULE – IV

GLASS MANUFACTURE

1. **Definitions –** For the purpose of this schedule –

(a) "efficient exhaust draught" means localised ventilation effected by mechanical means for the removal of gas, vapour, dust or fumes so as to prevent them (as far as practicable under the atmospheric conditions usually prevailing) from escaping into the air of any place in which work is carried on. No draught shall be deemed efficient which fails to remove smoke generated at the point where such gas, vapour, fume, or dust originate;

(b) "lead compound" means any compound of lead other than galena which, when treated in the manner described below, yields to an aqueous solution of hydrochloric acid a quantity soluble lead compound exceeding, when calculated as lead monoxide, five percent of the dry weight of the portion taken analysis.

The method of treatment shall be as follows:-

A weighed quantity of the material which has been dried at 100

degrees centigrade and thoroughly mixed shall be continuously shaken for one hour at the common temperature with 1,000 times its weight of an aqueous solution of hydrochloric acid containing 0.25 per cent by weight of hydrogen chloride. This solution shall thereafter be allowed to stand for one hour and then filtered. The lead salt contained in the clear filtrate shall then be precipitated as lead sulphide and weighed as lead sulphate.

2. **Exhaust draught –** (1) The following processes shall not be carried on except under an efficient exhaust draught or such other conditions as may be approved by the Chief Inspector-cum-Facilitator:-

(a) the mixing of raw materials to form a "Bator";

(b) the dry grinding, glazing and polishing of glass or any article of glass;

(c) all processes in which hydrofluoric acid fumes or ammonical vapours are given off;

(d) all processes in the making of furnace moulds or "pots" including the grinding or crushing of used "pots"; and

(e) All processes involving the use of a dry lead compound.

(2) (i) All equipment for the extraction or suppression of dust shall at least once in every six months be examined and tested by competent person as per form XXXIX, and any defect disclosed by such examination and test shall be rectified as soon as practicable.

(ii) A register containing particulars of such examination and tests shall be kept.

3. **Prohibition relating to women and Adolescent –** No pregnant woman or adolescent shall be employed or permitted to work in any of the operations specified in paragraph 2 or at any place where such operations are carried on.

4. **Floor and work-benches –** The floor and work-benches of every room in which a dry compound of lead is manipulated or in which any process is carried on giving off silica dust shall be kept moist and shall comply with the following requirements :-

(a) The floor shall be –

(i) of cement or similar material so as to be smooth and impervious to water;

(ii) maintained in sound condition; and

(iii) cleansed daily after being thoroughly spread with water at a time when no other work is being carried on the room; and

(b) The work-benches shall –

(i) have a smooth surface and be maintained in sound condition, and

(ii) cleansed daily either after being thoroughly damped or by means of a suction cleaning apparatus at a time when no other work is being carried on threat.

5. **Use of hydrofluoric acid –** The following provisions shall apply to rooms in which glass is treated with hydrofluoric acid :-

(a) there shall be inlets and outlets of adequate size so as to secure and maintain efficient ventilation in all parts of the room;

(b) the floor shall be covered with gutta-percha and be tight and shall slope gently down to a covered drain;

(c) the workplaces shall be so enclosed in projecting hoods that openings required for the bringing in the objects to be treated shall be as small as practicable; and

(d) The efficient exhaust draught shall be so contrived that the gases are exhausted downwards.

6. **Storage and transport of hydrofluoric acid –** Hydrofluoric acid shall not be stored or transported except in cylinders or receptacles made of lead or rubber.

7. **Blow pipes –** Every glass blower shall be provided with a separate blow pipe bearing the distinguishing mark of the person to whom it is issued and suitable facilities shall be readily available to every glass blower for sterilising his blow pipe.

8. **Food, drinks, etc., prohibited in workrooms –** No food, drink, pan and supari or tobacco shall be brought into or consumed by any worker in any room or workplace wherein any process specified in paragraph 2 is carried on.

9. **Washing facilities –** (1) There shall be provided and maintained in a cleanly state and in good repair for the use of all persons employed in the processes specified in paragraph 2

(2) a wash place with either –

(i) a trough with a smooth impervious surface fitted with a waste pipe, without plug, and of sufficient length to allow of at least 60 centimetres for every five such persons employed at any one time, and having a constant supply of water from taps or jets above the trough at intervals of not more than 60

centimetres; or

(3) at least one wash basin for every five such persons employed at any one time, fitted with a waste pipe and plug and having an adequate supply of water laid on or always readily available;

(4) a sufficient supply of clean towels made of suitable material renewed daily with sufficient supply of soap or other suitable cleansing material and of nail brushes; and

(5) a sufficient number of stand pipes with taps the number and location of which shall be to the satisfaction of the Chief Inspector-cum-Facilitator.

10 . Medical Examination

The employer shall ensure to get the medical examination of the employees and workers done as per the Table no. 1 of Rule 100

11. Personal Protective Equipment

The employer shall ensure to provide the Personal Protective equipment corresponding to the respective schedule as per Table no. 2 or Rule 100

12. Exemption - If the Chief Inspector-cum-Facilitator is satisfied in respect of any factory or any class of process that, owing to the special methods of work or the special conditions in a factory or otherwise, any of the requirements of this schedule can be suspended or relaxed without danger to the persons employed therein, or that the application of this schedule or any part thereof is for any reason impracticable, he may be certificate in writing authorize such suspension or relaxation as may be indicated in the certificate for such period and on such conditions as he may think fit.

SCHEDULE – V

GRINDING OR GLAZING OF METALS AND PROCESSES INCIDENTAL THERETO

1. Definitions – For the purpose of this schedule –

1. "grindstone" means a **grindstone** composed of natural or manufactured sandstone but does not include a metal wheel or cylinder into which blocks of natural or manufactured sandstone are fitted;
2. "abrasive wheel" means a wheel manufactured of bonded emery or similar abrasive;
3. "grinding" means the abrasion, by aid of mechanical power of motor, by

means of a grindstone or abrasive wheel;

4. "glazing" means the abrasing, polishing or finishing, by aid of mechanical power of motor, by means of any wheel, buff, mop or similar appliance to which any abrasing or polishing substance is attached or applied;

5. "racing" means the turning up, cutting or dressing of a revolving grindstone before it is brought into use for the first time;

6. "hacking' means the chipping of the surface of a grindstone by a hack or similar tool; and

7. "rodding" means the dressing of the surface of a revolving grindstone by the application of a rod, bar or strip of metal to such surface.

Exception – Nothing in this schedule shall apply to any factory in which only repair are carried on except any part thereof in which one or more persons are wholly or mainly employed in the grinding or glazing of metals.

Nothing in this paragraph shall apply to any grinding or glazing of metals carried on intermittently and at which no person is employed for more than 12 hours in any week

2. Equipment for removal of dust –No racing, dry grinding or glazing shall be performed without –

1. a hood or other appliance so constructed, arranged, placed and maintained as substantially to intercept the dust thrown off;

2. a duct of adequate size, air tight and so arranged as to be capable of carrying away the dust, which duct shall be kept free from obstruction and shall be provided with proper means of access for inspection and cleaning, and where practicable, with a connection at the end remote from the fan to enable the Inspector-cum-Facilitator to attach thereto any instrument necessary for ascertaining the pressure of air in the said duct; and

3. a fan or other efficient means of producing a draught sufficient to extract the dust:

Provided that the Chief Inspector-cum-Facilitator may accept any other appliance that is, in his opinion, as effectual for the interception, removal and disposal of dust thrown off as a hood, duct and fan would be.

3. Restriction on employment on grinding operations – Not more than one person shall at any time perform the actual process of grinding or glazing upon a grindstone, abrasive wheel or glazing appliance:

Provided that this paragraph shall not prohibit the employment of persons

to assist in the manipulation of heavy or bulky articles at any such grindstone, abrasive wheel or glazing appliance.

4. **Glazing –** Glazing or other processes, except processes incidental to wet grinding upon a grindstone shall not be carried on in any room in which wet grinding upon a grindstone is done.

5. **Hacking and rodding –** Hacking or rodding shall not be done unless during the process either an adequate supply of water is laid on at the upper surface of the grindstone or adequate appliances for the interception of dust are provided in accordance with the requirements of paragraph 3.

6. **Examination of dust equipment –** (i) All equipment for the extraction or suppression of dust shall at least once in every six months be examined and tested by competent person as per form XXXIX, and any defect disclosed by such examination and test shall be rectified as soon as practicable.

(ii) A register containing particulars of such examination and tests shall be kept.

7. **Medical Examination**

The employer shall ensure to get the medical examination of the employees and workers done as per the Table no. 1 of Rule 100

8. **Personal Protective Equipment**

The employer shall ensure to provide the Personal Protective equipment corresponding to the respective schedule as per Table no. 2 or Rule 100

9. **Exemption –** The Chief Inspector-cum-Facilitator may by certificate in writing, subject to such conditions as he may specify therein, relax or suspend any of the provisions of this schedule in respect of any factory if owing to the special methods of work or otherwise such relaxation or suspension is practicable without danger to the health or safety of the persons employed.

SCHEDULE – VI

MANUFACTURE AND TREATMENT OF LEAD AND CERTAIN COMPOUNDS OF LEAD

1 **(a) Definitions –** For this purpose of this schedule –

(b) "lead compound" means any compound of lead other than galena which, when treated in the manner described below, yields to an aqueous solution of hydrochloric acid, a quantity of soluble lead compound exceeding, when calculated as lead monoxide, five per cent of the "dry weight" of the portion taken for analysis. In the case of paints and similar

products and other mixtures containing oil or fat the "dry weight" means the dry weight of the material remaining after the substance has been thoroughly mixed and treated with suitable solvents to remove oil, fats, varnish or other media.

The method of treatment shall be as follows:-

A weighed quantity of the material which has been dried at 100 degree centigrade and thoroughly mixed shall be continuously shaken for one hour, at the common temperature with 1,000 times its weight of an aqueous solution of hydrochloric acid containing 0.25 per cent by weight of hydrogen chloride. This solution shall thereafter be allowed to stand for one hour and then filtered. The lead salt contained in the clear filtrate shall then precipitate as lead sulphate and weighed as lead sulphate;

(c)"efficient exhaust draught" means localised ventilation effected by mechanical means for the removal of gas, vapour, dust or fumes so as to prevent them (as far as practicable under the atmospheric conditions usually prevailing) from escaping into the air of any place in which work is carried on. No draught shall be deemed efficient which fails to remove smoke generated at the point where such gas, vapour, fume, or dusts originate.

2 **Application –** This schedule shall apply to all factories or parts of factories in which any of the following operations are carried on:-

(i) work at a furnace where the reduction or treatment of zinc or lead ores is carried on;

(ii) the manipulation, treatment or reduction of ashes containing lead, the desilvering of lead or the melting of scrap lead or zinc;

(iii) the manufacture of solder or alloys containing more than ten percent of lead;

(iv) the manufacture of any oxide, carbonate, sulphate, chromate, acetate, nitrate or silicate of lead;

(v) the handling or mixing of lead tetra-ethyl;

(vi) any other operation involving the use of a lead compound; and

(vii) The cleaning of workrooms where any of the operations aforesaid are carried on.

3 **Prohibition relating to pregnant women and Adolescent –** No pregnant women or adolescent shall be employed or permitted to work in any of the operations specified in paragraph 3.

4 **Requirements to be observed –** No person shall be employed or permitted to work in any process involving the use of lead compounds if the process is such that dust or fume from a lead compound is produced

therein, or the persons employed there in are liable to be splashed with any lead compound in the course of their employment unless the provisions of paragraphs 5 to 13 are compliedwith.

Exhaust draught – (1) Where dust, fume, gas or vapour is produced in the process, provision shall be made for removing them by means of an efficient exhaust draught to contrived as to operate on the dust, fume, gas or vapour as closely as possible to the point of origin.

(2) (i) All equipment for the extraction or suppression of dust shall at least once in every six months be examined and tested by competent person as per form XXXIX, and any defect disclosed by such examination and test shall be rectified as soon as practicable.

(ii) A register containing particulars of such examination and tests shall be kept.

5. **Food, drinks, etc. Prohibited in workroom –** No food, drink, pan and supari or tobacco shall be brought into or consumed by any worker in any worker in any workroom in which the process is carried on and no person shall remain in any such room during intervals for meals or rest.

6 **Cleanliness of workrooms, tools, etc. –** The rooms in which the persons are employed and all tools and apparatus used by them shall be kept in a clean state.

7 **Washing facilities –** (1)The occupier shall provide and maintain for the use of all persons employed suitable washing facilities consisting of –

a. a trough with a smooth impervious surface fitted with a waste pipe, without plug, and of sufficient length to allow of at least two feet for every five such persons employed at any one time, and having a constant supply of water from taps or jets above the trough at intervals of not more than 60 cm; or

b. At least one wash-basin for every ten persons employed at any one time, fitted with a waste pipe and plug and having a constant supply of clean water; together with, in either case, a sufficient supply of nail brushes, soap or other suitable cleansing material and clean towels.

(2) The facilities so provided shall be placed under the charge of a responsible person and shall be kept clean.

8 **Mess room or canteen –** The occupier shall provide and maintain for the use of the persons employed suitable and adequate arrangements for taking their meals. The arrangements shall consist of the use of a room separate from any workroom which shall be furnished with sufficient tables and benches, and unless a canteen serving hot meals is provided, adequate means of warming the food. The room shall be adequately

ventilated by the circulation of fresh air, shall be placed under the charge of a responsible person and shall be kept clean.

9 **Cloakroom –** The occupier shall provide and maintain for the use of persons employed, suitable accommodation for clothing not worn during working hours, and for the drying of wet clothing.

10 **Medical Examination**

The employer shall ensure to get the medical examination of the employees and workers done as per the Table no. 1 of Rule 100

11 **Personal Protective Equipment**

The employer shall ensure to provide the Personal Protective equipment corresponding to the respective schedule as per Table no. 2 or Rule 100

SCHEDULE – VII

GENERATING PETROL GAS FROM DANGEROUS PETROLEUM

1. **Prohibition relating to pregnant women and Adolescent –** No pregnant woman or adolescent shall be employed or permitted to work in or shall be allowed to enter any building in which the generation of gas from dangerous petroleum is carried on.

2. **Flame traps –** The plant for generation of gas from dangerous petroleum and associated piping and fittings shall be fitted with at least two efficient flame traps so designed and maintained as to prevent a flash back from any burner to the plant. One of these traps shall be fitted as close to the plant as possible. The plant and all pipes and valves shall be installed and maintained free form leaks.

3. **Generating building or room –** All plants for generation of gas from dangerous petroleum erected after the coming into force of the provisions specified in this schedule, shall be erected outside the factory building proper in a separate well ventilated building (hereinafter referred to as "generating building"). In the case of such plants erected before the coming into force of the provisions specified in this schedule, there shall be no direct communication between the room where such plants are erected (hereinafter referred to as "the generating room") and the remainder of the factory building. So far as practicable, all such generating rooms shall be constructed of fire-resisting materials.

4. **Fire extinguishers –** An efficient means of extinguishing petrol fires shall be maintained in an easily accessible position near the plant for generation of gas from dangerous petroleum.

5. **Plant to be approved by Chief Inspector-cum-Facilitator –** gas from dangerous petroleum shall not be manufactured except in a plant for generating gas, the design and construction of which has been approved by the Chief Inspector-cum-Facilitator.

6. **Escape of dangerous petroleum –** Effective steps shall be taken to prevent dangerous petroleum from escaping into any drain or sewer.

7. **Prohibition relating to smoking –** No person shall smoke or carry matches, fire or naked light or other means of producing a naked light or spark in the generation room or building or in the vicinity thereof and a warning notice in the language understood by the majority of the workers shall be posted in the factory prohibiting smoking and the carrying of matches, fire or naked light or other means of producing a naked light or spark into such room or building.

8. **Access to dangerous petroleum or container –** No unauthorized person shall have access to any dangerous petroleum or to a vessel containing or having actually contained dangerous petroleum.

9. **Electric fittings –** All electric fittings shall be of flameproof construction and all electric conductors shall either be enclosed in metal conduits or be lead- sheathed.

10. **Construction of doors –** All doors in the generating room or building shall be constructed to open outwards or to slide and no door shall be locked or obstructed or fastened in a such a manner that it cannot be easily and immediately opened from the inside while gas is being generated and any person is working in the generating room or building.

11. **Repair of containers-** No vessel that has contained dangerous petroleum shall be repaired in a generating room or building and no repairs to any such vessel shall be undertaken unless live steam has been blown into the vessel and until the interior is thoroughly steamed out or other equally effective steps have been taken to ensure that it has been rendered free from dangerous petroleum or inflammable vapour.

SCHEDULE – VIII

CLEANING OR SMOOTHING, ROUGHENING, ETC. OF ARTICLES, BY A JET OF SAND, METAL SHOT, OR GRIT, OR OTHER ABRASIVE PROPELLED BY A BLAST OF COMPRESSED AIR OR STEAM (BLASTING REGULATIONS)

1. **Definitions –** For the purposes of this schedule –

(a) "blasting" means cleaning, smoothing, roughening, or removing of any partof the surface of any article by the use of an abrasive of a jet of sand, metal shot, or grit or other material, propelled by a blast of compressed air or steam ;

(b) "blasting enclosure" means a chamber, barrel, cabinet or any other enclosure designed for the performance of blasting therein;

(c) "blasting chamber" means a blasting enclosure in which any person may enter at any time in connection with any work or otherwise; and

(d) "cleaning of castings" where done as an incidental or supplemental process in connection with the making of metal castings, means the freeing of the casting from adherent sand or other substance and includes the removal of cores and the general smoothening of a casting, but does not include the free treatment.

2. **Prohibition of sand blasting –** Sand or any other substance containing free silica shall not be introduced as an abrasive into any blasting apparatus and shall not be used for blasting:

Provided that this clause shall come into force two years after the coming into operation of this schedule.

Provided further that no woman or adolescent shall be employed or permitted to work at any operation of sand blasting.

3. **Precautions in connection with blasting operations –** (1) Blasting shall not be done except in a blasting enclosure and no work other than blasting and any work immediately incidental thereto and clearing and repairing of the enclosure including the plant and appliances situated therein, shall be kept closed and air tight while blasting is being done therein.

(2) Maintenance of blasting enclosure: Blasting enclosure shall always be maintained in good condition and effective measures shall be taken to prevent dust escaping from such enclosure, and from apparatus connected therewith, into the air of any room.

(3) Provision of separating apparatus: There shall be provided and maintained for and in connection with every blasting enclosure, efficient apparatus for separating, so far as practicable, abrasive which has been used for blasting and which is to be used again as an abrasive, from dust or particles of other materials arising from blasting; and no such abrasive shall be introduced into any blasting apparatus and used for blasting until it has been so separated:

Provided that this clause shall not apply, except in the case of blasting chambers, to blasting enclosures constructed or installed before the coming into force of this schedule, if the Chief Inspector-cum-Facilitator is of opinion that it is not reasonably practicable to provide such separating apparatus.

(4) Provision of ventilating plant: There shall be provided and maintained in connection with every blasting enclosure efficient ventilating plant to extract, by exhaust draught effected by mechanical means, dust produced in the enclosure. The dust extracted and removed shall be disposed of by such method and in such manner that it shall not escape into the air of any room; and every other filtering or settling device situated in a room in which persons are employed, other than persons attending to such bag or other filtering or settling device, shall be completely separated from the general air of that room in an enclosure ventilated to the open air.

(5) Operation of ventilating plant: The ventilating plant provided for the purpose of subparagraph (4) shall be kept in continuous operation whenever the blasting enclosure is in use whether or not blasting is actually taking place therein, and in the case of a blasting chamber, it shall be in operation even when any person is inside the chamber for the purpose of cleaning.

4. **Inspection and examination –** (1) Every blasting enclosure shall be specially inspected by a qualified person at least once in every week in which it is used for blasting. Every blasting enclosure, the apparatus connected therewith and the ventilating plant shall be thoroughly examined and in the case of ventilating plant, tested by a competent person at least once after every six months.

(2) Particulars of the result of every such inspection, examination or test shall forthwith be entered in a register which shall be kept in a form approved by the Chief Inspector-cum-Facilitator and shall be available for inspection by any workman employed in or in connection with blasting in the factory. Any defect found on any such inspection, examination or test shall be immediately reported by the person carrying out the inspection, examination or test to the occupier, manager or other appropriate person and without prejudice to the foregoing requirements of this schedule, shall be removed without avoidable delay.

5. **Precautions in connection with cleaning and other work –** (1) Where any person is engaged upon cleaning of any blasting apparatus or blasting enclosure or of any apparatus or ventilating plant connected

therewith or the surroundings thereof or upon any other work in connection with any blasting apparatus or blasting enclosure or with any apparatus or ventilating plant connected therewith so that he is exposed to the risk of inhaling dust which has arisen from blasting, all practicable measures shall be taken to prevent such inhalation.

(2) In connection with any cleaning operation referred to in paragraph 5, and with the removal of dust from filtering or settling devices all practicable measures shall be taken to dispose of the dust in such a manner that it does not enter the air of any room. Vacuum cleaners shall be provided and used wherever practicable for such cleaning operations.

6. **Maintenance of vacuum cleaning plant –** Vacuum cleaning plant used for the purpose of this schedule shall be properly maintained.

7. **Restrictions in employment of Adolescent –** (1) No person under 18 years of age shall be employed in blasting or assisting at blasting or in any blasting chamber or in the cleaning of any blasting apparatus or any blasting enclosure or any apparatus or ventilating plant connected therewith or be employed on maintenance or repair work at such apparatus, enclosure or plant.

(2) No person under 18 years of age shall be employed to work regularly within twenty feet of any blasting enclosure unless the enclosure is in a room and he is outside that room where he is effectively separated from any dust coming from the enclosure.

8. **Medical Examination**

The employer shall ensure to get the medical examination of the employees and workers done as per the Table no. 1 of Rule 100

9. **Personal Protective Equipment**

The employer shall ensure to provide the Personal Protective equipment corresponding to the respective schedule as per Table no. 2 or Rule 100

11. **Power to exempt or relax –** (1) If the Chief Inspector-cum-Facilitator is satisfied that in any factory or any class of factory, the use of sand or other substance containing free silica as an abrasive in blasting is necessary for a particular manufacture or process (other than the process incidental or supplemental to making of metal castings) and that the manufacture or process cannot be carried on without the use of such abrasive or that owing to the special conditions or special method of work or otherwise any requirement of this schedule can be relaxed without endangering the health of the persons employed or that application of any such requirements is for any reason impracticable or inappropriate, he may, with the previous sanction of the State

Government, by an order in writing exempt the said factory or class of factory from such provisions of this schedule, to such an extent and subject to such conditions and for such period as may be specified in the said order.

(2) Where an exemption has been granted under sub-paragraph (1), a copy of the order shall be displayed at a notice board at a prominent place at the main entrance or entrances to the factory and also at the place where the blasting is carried on.

SCHEDULE – IX

LIMING AND TANNING OF RAW HIDES AND SKINS AND PROCESSES INCIDENTAL THERETO.

1. **Cautionary notices –** (1) Cautionary notices as to anthrax in the form specified by the Chief Inspector-cum-Facilitator shall be affixed in prominent positions in the factory where they may be easily and conveniently read by the persons employed.

(2) A copy of a warning notice as to anthrax in the form specified by the Chief Inspector-cum-Facilitator shall be given to each person employed when he is engaged, and subsequently if still employed, on the first day of each calendar year.

(3) Cautionary notices as to the effects of chrome on the skin shall be affixed in prominent positions in every factory in which chrome solutions are used and such notices shall be so placed as to be easily and conveniently read by the persons employed.

(4) Notices shall be affixed in prominent places in the factory stating the position of the first-aid box or cupboard and the name of the person in charge of such box or cupboard.

(5) If any person employed in the factory is illiterate, effective steps shall be taken to explain carefully to such illiterate person the contents of the notice specified in subparagraphs (1), (2) and (4) and if chrome solutions are used in the factory, the contents of the notice specified in sub-paragraph (3).

2. **Washing facilities, mess room and cloakroom –** There shall be provided and maintained in a clean state and in good repair for the use of all persons employed –

(a) a trough with a smooth impervious surface fitted with a waste pipe, without plug, and of sufficient length to allow of at least 60 centimetres for every five such persons employed at any one time, and having a constant supply of

water from taps or jets above the trough at intervals of not more than 60 centimetres; or

(b) at least on wash-basin for every ten such persons employed at any one time, fitted with a waste pipe and plug and having a constant supply of clean water; together with, in either case, a sufficient supply of nail brushes, soap or other suitable cleansing material and clean towels;

(c) a suitable mess room, adequate for the number remaining on the premises during the meal intervals, which shall be furnished with sufficient tables and benches and adequate means for warming food and for boiling water. The mess room shall –

(i) be separate from any room or shed in which hides or skins are stored, treated or manipulated;

(ii) be separate from the cloakroom; and

(iii) be placed under the charge of a responsible person; and

(d) the occupier shall provide and maintain for use of all persons employed suitable accommodation for clothing put off during working hours and another accommodation for protective clothing and also adequate arrangements for drying up the clothing in both the cases, if wet. The accommodation so provided shall be kept clean at all times and placed under the charge of a responsible person.

3. **Food, drinks, etc. Prohibited in workrooms –** No food, drink, pan and supari or tobacco shall be brought into or consumed by any worker in any workroom or shed in which hides or skins are stored, treated or manipulated.

4. **Personal Protective Equipment**
The employer shall ensure to provide the Personal Protective equipment corresponding to the respective schedule as per Table no. 2 or Rule 100

SCHEDULE – X

CARRYING ON OF CERTAIN PROCESSES OF LEAD AND LEAD MATERIAL IN PRINTING PRESSES AND TYPE FOUNDRIES

1. Definitions – For the purpose of this schedule –

(a) "lead material" means material containing not less than five per cent of lead;

(b) "lead process" means –

(i) the melting of lead or any lead material for casting and mechanical composing;

(ii) the recharging of machines with used lead material;

(iii) any other work including removal of dross from crucible and cleaning of plungers; and

(iv) Manipulation, movement or other treatment of lead material.

(c) "efficient exhaust draught" means localised ventilation effected by head or mechanical means for the removal of gas, vapour, dust or fumes so as to prevent them from escaping into the air of any place in which work is carried on. No draught shall be deemed efficient which fails to remove smoke generated at the point where such gas, vapour, fume, or dust originate.

2. Exhaust draught –

(1) None of the following processes shall be carried on except with an efficient exhaust draught unless carried on in such a manner as to prevent free escape of gas, vapour, fumes or dust into any place in which work is carried on, or unless carried on in electrically heated and thermostatically controlled melting pots:-

(a) melting lead material or slugs; and

(b) Heating lead material so that vapour containing lead is given off.

Provided that the aforesaid processes may be carried on without efficient exhaust draught if they are carried on in such a manner as to prevent free escape of gas, vapour, fume or dust into any place in which work is being done or is carried on in electrically- heated and thermostatically controlled crucible.

(2) Such exhaust draught shall be effected by mechanical means and so contrived as to operate on the dust, fume, gas or vapour given off as closely as may be at its point of origin.

(a) All equipment for the extraction or suppression of dust shall at least once in every six months be examined and tested by competent person as per form XXXIX, and any defect disclosed by such examination and test shall be rectified as soon as practicable.

(ii) A register containing particulars of such examination and tests shall be kept.

3. Prohibition relating to pregnant women and Adolescent – No pregnant woman or adolescent shall be employed or permitted to work in any lead process.

4. Separation of certain processes.- Each of the following processes shall be carried on in such a manner and under such conditions as to secure effectual separation from one another and from any other processes :-

(a) melting of lead or any lead material;

(b) casting of lead ingots; and

(c) Mechanical composing.

5. Container for dross– A suitable receptacle with tightly fitting cover shall be provided and used for dross as it is removed from every melting pots. Such receptacle shall be kept covered while in the workroom near the machine except when the dross is being deposited therein.

6. Floor of workroom – The floor of every workroom where lead process is carried on shall be –

(a) of cement or similar material so as to be smooth and impervious to water;

(b) maintained in sound condition; and

(a) Shall be cleansed throughout daily after being thoroughly damped with water at a time when no other work is being carried on at the place.

7. Mess room – There shall be provided and maintained for the use of all persons employed in a lead process and remaining on the premises during the meal intervals, a suitable mess room which shall be furnished with sufficient tables and benches.

8. Washing facilities – (1) There shall be provided and maintained in a cleanly state and in good repair for the use of all persons employed in a lead process –

(a) a wash place with either –

(i) a trough with a smooth impervious surface fitted with a waste pipe without plug, and of sufficient length to allow at least 60 centimetres for every five such persons employed at any one time, and having a constant supply of water from taps or jets above the trough at intervals of not more than 60 centimetres; or

(ii) at least one wash basin for every five such persons employed at any one time, fitted with a waste pipe and plug and having a adequate supply of water laid on or always readily available; and

(b) a sufficient supply of clean towels made of suitable materials renewed daily, with a sufficient supply of soap or other suitable cleansing material.

9. Food, drinks, etc. Prohibited in workrooms – No food, drink, pan and supari or tobacco shall be consumed or brought by any worker into any workroom in which any lead process is carried on.

10. Medical Examination

The employer shall ensure to get the medical examination of the employees and workers done as per the Table no. 1 of Rule 100

11. Personal Protective Equipment

The employer shall ensure to provide the Personal Protective equipment corresponding to the respective schedule as per Table no. 2 or Rule 100

SCHEDULE – XI
CHEMICAL WORKS
PART I

1. **Application –** This schedule shall apply to all manufacture and processes incidental thereto carried on in chemical works.

2. **Definitions –** For the purpose of this schedule –

(a) "chemical works" means any factory or such parts of any factory as are listed in appendix `A' to this schedule;

(b) "efficient exhaust draught" means localised ventilation effected by mechanical or other means for the removal of gas, vapour, fume or dust to prevent it from escaping into the air of any place in which work is carried on;

(c) "bleaching powder" means the bleaching powder commonly called chloride of lime;

(d) "chlorate" means chlorate or per chlorate;

(e) "caustic" means hydroxide of potassium or sodium;

(f) "chrome process" means the manufacture of chromate or dichromate of potassium or sodium, or the manipulation, movement or other treatment of these substances;

(g) "nitro or amino process" means the manufacture of nitro or amino derivatives of phenol and of benzene or its homologues, and the making of explosives with the use of any of these substances;

(h) the term `permit to work' system means the compliance with the procedures laid down under Para 19 of Part II;

(i) "toxic substances" means all those substances which when they enter into the human body, through inhalation or ingestion or absorption through skin, in sufficient quantities cause fatality or exert serious affliction of health, or chronic harmful effects on the health of persons exposed to it due to its inherent chemical or biological effects. In respect of substances whose threshold limit value is specified in Rule- 116 exceeding the concentration specified therein would make the substance

toxic;

(j) "emergency" means a situation or condition leading to a circumstance or set of circumstances in which there is danger to the life or health of persons or which could result in big fire or explosion or pollution to the work and outside environment, affecting the workers or neighbourhood in a serious manner, demanding immediate action;

(k) "dangerous chemical reactions" means high speed reactions, runaway reactions, delayed reactions, etc. And are characterized by evolution of large quantities of heat, intense release of toxic or flammable gases or vapours, sudden pressure build-up etc.;

(l) "manipulation" means mixing, blending, filling, emptying, grinding, sieving, drying, packing, sweeping, handling, using, etc.;

(m) "approved personal protective equipment" means items of personal protective equipment conforming to the relevant ISI specifications or in the absence of it, personal protective equipment approved by the Chief Inspector- cum-Facilitator;

(n) "appropriate personal protective equipment" means that when the protective equipment is used by the worker, he shall have no risk to his life or health or body; and

(o) "confined space" means any space by reason of its construction as well as in relation to the nature of the work carried therein and where hazards to the persons entering into or working inside exist or are likely to develop during working.

PART II
General Requirements

Applying to all the works in Appendix `A'

1. Housekeeping –

(1) Any spillage of materials shall be cleaned up before further processing.

(2) Floors, platforms, stairways, passages and gangways shall be free of any obstructions.

(3) There shall be provided easy means of access to all parts of the parts of the plant to facilitate cleaning.

2. Improper use of chemicals-No chemicals or solvents or empty containers containing chemicals or solvents shall be permitted to be used by workers for any purpose other than in the processes for which they are supplied.

3. Prohibition on the use of food to be specified clearly – No food, drink,

tobacco, pan or any edible item shall be stored or heated or consumed on or near any part of the plant or equipment.

4. Cautionary Notices and Instructions –

(1) Cautionary notices in a language understood by the majority of workers shall be prominently displayed in all hazardous areas drawing the attention of all workers about the hazards to health, hazards involving fire and explosion and any other hazard such as consequences of testing of material or substances used in the process or using any contaminated container for drinking or eating, to which the workers' attention should be drawn for ensuring their safety and health.

(2) In addition to the above cautionary notice, arrangement shall be made to instruct and educate all the workers including illiterate workers about the hazards in the process including the specific hazards to which they may be exposed to, in the normal course of their work. Such instructions and education should also deal with the hazards involved in unauthorised and unsafe practices including the properties of substances used in the process under normal conditions as well as abnormal conditions and the precautions to be observed against each and every hazard. Further, an undertaking from the workers shall be obtained within one month of their employment to the effect that they have read the contents of the cautionary notices and instructions, understood them and would abide by them. The training and instructions to all workers and all supervisory personnel shall include the significance of different types of symbols and colours used on the labels stuck or painted on the various types of containers and pipe lines.

5. Evaluation and provision of safeguards before the commencement of process –

(1) Before commencing any process or any experimental work, or any new manufacture covered under Appendix `A', the occupier shall take all possible steps to ascertain definitely all the hazards involved both from the actual operations and the chemical reactions including the dangerous chemical reactions. The properties of the raw materials used, the final products to be made and any by-products derived during manufacture, shall be carefully studied and provisions shall be made for dealing with any hazards including effects on workers, which may occur during manufacture.

(2) Information in writing giving details of the process, its hazards and the steps taken or proposed to be taken from the design stage to disposal

stage for ensuring the safety as in sub-paragraph (1) should be sent to the Chief Inspector-cum-Facilitator at the earliest but in no case less than 15 days before commencing manufacture, handling, or storage of any of items covered under Appendix `A', whether on experimental basis, or as pilot plant or as trial production, or as large scale manufacture.

(3) The design, construction, installation, operation, maintenance and disposal of the buildings, plant and facilities shall take into consideration effective safeguards against all the safety and health hazards so evaluated.

(4) The requirements under the sub-Paragraphs (1) (2) and (3) shall not act in lieu of or in derogation to, any other provisions contained in any Act governing the work.

6. Authorized entry – Authorized persons only shall be permitted to enter any section of the factory or plant where any dangerous operations or processes are being carried on or where dangerous chemical reactions are taking place or where hazardous chemicals are stored.

7. Examination of instruments and safety devices –

(1) All instruments and safety devices used in the process shall be tested before taking into use and after carrying out any repair to them and examined once in six months, by a competent person. Records of such tests and examinations shall be maintained in a register.

(2) All instruments and safety devices used in the process shall be operated daily or as often as it is necessary, to ensure its effective and efficient working at all times.

8. Electrical installations – All electrical installations used in the process covered in Appendix `A' shall be of an appropriate type to ensure safety against the hazard prevalent in that area such as suitability against dust, dampness, corrosion, flammability and explosively etc. And shall confirm to the relevant ISI specifications governing their construction and use for that area.

9. Handling and storage of chemicals –

(1) The containers for handling and storage of chemicals shall be of adequate strength taking into consideration the hazardous nature of the contents. They shall also be provided with adequate labelling and colour coding arrangements to enable identification of the containers and their contents indicating the hazards and safe handling methods and shall

conform to the respective ISI standards. The instructions given in the label shall be strictly adhered to. Damaged containers shall be handled only under supervision of a knowledgeable and responsible person and spillage shall be rendered innocuous in a safe manner using appropriate means.

(2) The arrangements for the storage of chemicals including charging of chemicals in reaction vessels and containers shall be such as to prevent any risk of fire or explosion or formation of toxic concentration of substances above the limits specified in these Rules.

(3) Without prejudice to the generality of the requirements in sub- Para (2) above, the arrangements shall have suitable ventilation facilities and shall enable the maintenance of safe levels in vessels and containers. Such arrangements shall also take into consideration, the type of flooring and the capacity of flooring and the compatibility requirements of substances with other chemicals stored nearby.

(4) (a) Storage of chemicals and intermediate products, which are highly unstable or reactive or explosive shall be limited to the quantities required for two months use.

(b) Whenever the quantities laid down in the above clause (a) are to be exceeded, the permission of the Chief Inspector-cum-Facilitator shall be obtained.

(c) Notwithstanding anything contained in clause (a) and (b) above, the Chief Inspector-cum-Facilitator may direct any factory carrying out processes covered in Appendix `A' to further limit the storage of hazardous substances to quantities less than two months on considerations of safety.

(5) Standby arrangements equal to the biggest container shall always be available to transfer the toxic substances quickly into the standby storage facility if any defect develops in any of the container resulting in the release of toxic substances.

(6) Any storage facility constructed using non-metallic material such as Fibre glass Reinforced Plastics (FRP), all glass vessels etc., shall have adequate strength to withstand the stress, if any, exerted by the contents and shall be properly anchored. Working platforms, access ladders, pipelines etc used in such storage facility shall not have any support on the structure of the storage facility and shall be independently supported.

10. Facility for isolation – The plant and equipment shall be so

constructed and maintained as to enable quick isolation of plant or part of plant or equipment, with appropriate indication. One copy of the layout plan indicating the isolation facilities shall always be available with the security personnel, the maintenance and the health and safety personnel and these isolation facilities shall be checked for its effectiveness once in a month.

11. Alarm Systems –

(1) Suitable and effective alarm systems giving audible and visible indications, shall be installed at the control room as well as in all strategic locations where process control arrangements are available so as to enable corrective action to be taken before the operational parameters exceed the predetermined safe levels or lead to conditions conducive for an outbreak of fire or explosion to occur. Such alarm systems shall be checked daily and tested every month at least once to ensure its performance efficiency at all times.

(2) The Chief Inspector-cum-Facilitator may direct such system to be installed in case of plants or processes where toxic materials are being used and spillage or leakage of which may cause wide spread poisoning in or around the plant.

12. Control of escape of substances into the work atmosphere –

(1) Effective arrangements such as, enclosure, or by pass, or efficient exhaust draught, maintenance of negative pressure etc., shall be provided in all plants, containers, vessels, sewers, drains, flues, ducts, culverts, and buried pipes and equipment, to control the escape and spread or substances which are likely to give rise to fire or explosion or toxic hazards during normal working and in the event of accident or emergency.

(2) In the event of the failure of the arrangements for control resulting in the escape of substances in the work atmosphere immediate steps shall be taken to control the process in such a manner, that further escape is brought down to the safe level.

(3) The substances that would have escaped into the work atmosphere before taking immediate steps as required in sub-Para (2), shall be rendered innocuous by diluting with air or water or any other suitable agent or by suitably treating the substances.

13. Control of dangerous chemical reactions – Suitable provision, such as automatic and or remote control arrangements, shall be made for

controlling the effects of dangerous chemical reactions'. In the event of failure of control arrangements automatic flooding or blanketing or other effective arrangements shall come into operation.

14. Testing, examination and repair of plant & equipment –

(1) All parts of plant, equipment and machinery used in the process which in the likely event of their failure may give rise to an emergent situation shall be tested by a competent person before commencing process and retested at an interval of two years or after carrying out repairs to it. The competent person shall identify the parts of the plant, equipment and machinery required to be tested as aforesaid and evolve a suitable testing procedures. In carrying out the test mentioned above in respect of pressure vessels or reaction vessels the following precautions shall be observed, namely –

(a) before the test is carried out, each vessel shall be thoroughly cleaned and examined externally, and as far as practicable, internally also for surface defects, corrosion and foreign matters. During the process of cleaning and removal of sludge, if any, all due precautions shall be taken against fire or explosion, if such sludge is of pyropheric nature or contains spontaneously combustible chemicals;

(b) as soon as the test is completed, the vessel shall be thoroughly dried internally and shall be clearly stamped with the marks and figures indicating the person by whom testing has been done, and the date of test;

(c) and any vessel which fails to pass the test or which for any other reason is found to be unsafe for use shall be destroyed or rendered unusable under intimation to the Chief Inspector-cum-Facilitator.

(2) All parts of plant, equipment, machinery which is the likely event of failure may give rise to an emergent situation shall be examined once in a month by the competent person.

(3) Records of testing and examination referred to in paragraphs (1) and (2) shall be maintained as long as that part of the plant, equipment and machinery are in use.

(4) All repair work including alteration, modification and addition to be carried out to the plant, equipment and machinery shall be done under the supervision of a responsible person who shall evolve a procedure to ensure safety and health of persons doing the work. When repairs or modification is done on pipelines, and joints are required to be welded, butt welding of joints shall be preferred. Wherever necessary, the responsible person shall regulate the aforesaid work through a 'Permit to work system'.

15. Staging –

(1) All staging that is erected for the purpose of maintenance work or repair work or for work connected with entry into confined spaces and used in the processes included in Appendix `A', shall be stable, rigid and constructed out of substantial material of adequate strength. Such staging shall conform to the respective Indian Standard specifications.

(2) Staging shall not be erected over any closed or open vessel unless the vessel is so constructed and ventilated to prevent exposure of persons working on the stages.

(3) All the staging constructed for the purpose of this Paragraph shall have appropriate access which are safe and shall be fitted with proper hand rails to a height of one metre and toe board.

16. Seating Arrangements – The seating arrangements provided for the operating personnel working in processes covered in Appendix `A' shall be located in a safe manner as to prevent the risk of exposure to toxic, flammable and explosive substances evolved in the work environment in the course of manufacture or repair or maintenance, either due to failure of plant and equipment or due to the substances which are under pressure, escaping into the atmosphere.

17. Entry into or work in confined spaces –

(1) The occupier of every factory to which the provisions of this schedule apply, shall ensure the observance of the following precautions before permitting any person to enter or work inside the confined spaces –

(a) identify all confined spaces and the nature of hazards that are encountered in such spaces, normally or abnormally, and arrange to develop the most appropriate safeguards for ensuring the safety and health of persons entering into or working inside, the confined spaces; regulate the entry or work inside the confined spaces through a `permit to work system' which should include the safeguards so developed as required under sub-clause (a) above;

(b) before testing the confined space for entry into or work, the place shall be rendered safe by washing or cleaning with neutralising agents; or purging with steam or inert gases and making adequate forced ventilation arrangements or such measure which will render the confined space safe;

(c) Shall arrange to carry out such tests as are necessary for the purpose by

a competent person and ensure that the confined space is safe for the persons to enter or work. Such testing shall be carried out as often as is necessary during the course of work to ensure its continued safety;

(d) shall arrange to educate and train the personnel who would be required to work in confined spaces about the hazards involved in the work. He shall also keep in readiness the appropriate and approved personal protective equipment including arrangements for, rescue resurrection and first aid, and shall arrange supervision of the work at all times by a responsible and knowledgeable person.

(e) The occupier shall maintain a log of all entry into or work in, confined spaces and such record shall contain the details of persons assigned for the work, the location of the work and such other details that would have a bearing on the log book so maintained shall be retained as long as the concerned workers are in service and produces to the Inspector-cum-Facilitator when demanded.

18. Maintenance work etc –

(1) All the work connected with the maintenance of plants and equipment including cleaning of empty containers which have held hazardous substances used in the processes covered in this Schedule, shall be carried out under 'permit to work system' employing trained personnel and under the supervision of responsible person, having knowledge of the hazards and precautions required to deal with them.

(2) Maintenance work shall be carried out in such a manner that there is no risk to persons in the vicinity or to persons who pass by. If necessary, the place of such work shall be cordoned off or the presence of unconnected persons effectively controlled.

19. Permit to work system – The permit to work system shall inter-alia include the observance of the following precautions while carrying out any specified work to be subjected to the permit to work system –

(a) all work subject to the permit to work system shall be carried out under the supervision of a knowledgeable and responsible person;

(b) all parts of plant or machinery or equipment on which permit to work system is carried out, shall remain isolated from other parts throughout the period of permit to work and the place of work including the parts of plant, machinery shall be rendered safe by cleaning, purging, washing, etc.;

(c) All work subject to the permit to work system shall have predetermined

work procedures which integrate safety with the work. Such procedures shall be reviewed whenever any change occurs in material or equipment so that continued safety is ensured;

(d) persons who are assigned to carry out the permit to work system shall be physically fit in all respects taking into consideration the demands and nature, of the work before entering into the confined space. Such person shall be adequately informed about the correct work procedures as well as the precautions to be observed while carrying out the permit to work system;

(e) adequate rescue arrangements wherever considered necessary and adequate first aid, rescue and resurrection arrangements shall be available in good working condition near the place of work while carrying out the permit to work system, for use in emergency;

(f) appropriate and approved personal protective equipment shall be used while carrying out the `permit to work system';

(g) after completion of work subject to the `permit to work system' the person responsible shall remove all the equipment and tools and restore to the original condition so as to prevent any danger while carrying out regular process.

20. Medical Examination

The employer shall ensure to get the medical examination of the employees and workers done as per the Table no. 1 of Rule 100

21. Personal Protective Equipment

The employer shall ensure to provide the Personal Protective equipment corresponding to the respective schedule as per Table no. 2 or Rule 100

22. Ventilation – Adequate ventilation arrangements shall be provided and maintained at all times in the process area where dangerous or toxic or flammable or explosive substances could be evolved. These arrangements shall ensure that concentrations, which are either harmful or could result in explosion, are not permitted to be built up in the work environment.

23. Procedures for meeting emergencies –

(1) The occupier of every factory carrying out the works covered in Appendix `A', shall arrange to identify all types of possible emergencies that could occur in the processes during the course of work or while carrying out maintenance work or repair work. The emergencies so identified shall be reviewed every year.

(2) The occupier shall formulate a detailed plan to meet all such identified emergencies including arrangements for summoning outside help for rescue and firefighting arrangements for making available urgent medical facilities.

(3) The occupier shall send the list of emergencies and the details of procedures and plans formulated to meet the emergencies, to the Chief Inspector-cum- Facilitator.

(4) The occupier shall arrange to install distinctive and recognisable warning arrangements to caution all persons inside the plant as well as the neighbouring community, if necessary, to enable evacuation of persons and to enable the observance of emergency procedures by the persons who are assigned emergency duties. All concerned must be well informed about the warning arrangements and their meaning. The arrangements must be checked for its effectiveness every month.

(5) Alternate power supply arrangements shall be made and interlocked with the normal power supply system so as to ensure constant supply of power to the facilities and equipment meant for compliance with requirements of Paragraphs 10, 11, 12, 13,14, 18, 22, and this paragraph of Part II, Part III, Part IV and Part V of this Schedule.

(6) The occupier shall arrange to suspend the further process work in a place where emergency is established and shall forthwith evacuate all persons in that area except workers who have been assigned emergency duties.

(7) All the employees of the factory shall be trained about the action to be taken by them including evacuation procedures during emergencies.

(8) All emergency procedures must be rehearsed every three months and deficiencies, if any, in the achievement of the objectives shall suitably be corrected.

(9) The occupier shall arrange to have ten percent of the workers trained in the use of First Aid Fire Fighting appliances and in the rendering of specific hazards of the particular process.

(10) The occupier shall furnish immediately on request the specific chemical identity of the hazardous substance to the treating physician where the information is needed to administer proper emergency or first-aid treatment to exposed persons.

24. Danger due to effluents –

(1) Adequate precautions shall be taken to prevent the mixing of effluents from different processes and operations which may cause dangerous or poisonous gases to be evolved.

(2) Effluents which contain or give rise in the presence of other effluents to poisonous gases shall be provided with independent drainage systems to ensure that they may be trapped and rendered safe.

PART III

Fire and Explosion Risks

1. Sources of ignition including lighting installation.-

(1) No internal combustion engine and no electric motor or other electrical equipment, and fittings and fixtures capable of generating sparks or otherwise causing combustion or any other source of ignition or any naked light shall be installed or permitted to be in the process area where there could be fire and explosion hazards.

(2) All hot exhaust pipes shall be installed outside a building and other hot pipes or hot surface or surfaces likely to become hot shall be suitably protected.

(3) The classification of work areas in terms of its hazard potential and the selection of electrical equipment or other equipment that could constitute a source of ignition shall be in accordance with the respective Indian Standard.

(4) Where a flammable atmosphere may be prevalent or could occur, the soles of footwear worn by workers shall have no metal on them, and the wheels of trucks or conveyors shall be conductive type.

(5) All tools and appliances used for work in this area shall be of non-sparking type.

(6) Smoking in process areas where there are risks of fire and explosion shall be prohibited, and warning notices in the language understood by majority of workers shall be posted in the factory prohibiting smoking into specified areas.

2. Static Electricity –

(1) All machinery and plant, particularly, pipe lines and belt drives, on which static charge is likely to accumulate, shall be effectively earthed. Receptacles for flammable liquids shall have metallic connections to the earthed supply tanks to prevent statics parking. Where necessary, humidity shall be regulated.

(2) Mobile tanker wagons shall be earthed during filling and discharge, and precautions shall be taken to ensure that earthing is effective before such filling or discharge take place.

3. Lightning protection – Lightening protection arrangement shall be

fitted where necessary, and shall be maintained.

4. **Process heating –** The method of providing heat for a process likely to result in fire and explosion shall be as safe as possible and where the use of naked flame is necessary, the plant shall be so constructed as to prevent any escaping flammable gas, vapour, or dust coming into contact with the flame, or exhaust gases, or other sources likely to cause ignition. Wherever possible, the heating arrangement shall be automatically controlled at a pre-determined temperature below the danger temperature.

5. **Leakage of flammable liquids –**

(1) Provision shall be made to confine by means of bund walls, dykes, sumps etc. Possible leakages from storage vessels containing flammable liquids.

(2) Waste material in contact with flammable substances shall be disposed off suitably under the supervision of knowledgeable and responsible person.

(3) Adequate and suitable fire-fighting appliances shall be installed in the vicinity of such vessels.

6. **Safety valves –** Every still and every closed vessel which gas is evolved or into which gas is passed, and in which the pressure is liable to rise above the atmospheric pressure, shall have attached to it a pressure gauge, and a proper safety valve or other equally efficient means to relieve the pressure. These appliances shall be maintained in good condition.

7. **Installation of pipe line etc** – All pipelines carrying flammable or explosive substances shall be protected from mechanical damage and shall be examined by a responsible person once a week to detect any deterioration or defects, or accumulation of flammable or explosive substances, and record kept of any defects found and repairs made.

8. **Fire fighting systems –**

(1) Every factory employing 250 or more persons and carrying out processes listed in Appendix `A' shall provide –

(a) Trained and responsible fire fighting squad so as to effectively handle the fire fighting and life saving equipment in the event of fire or other emergency. Number of persons in this squad will necessarily depend upon the size of risk involved, but in no case shall be less than 8 such trained persons to be available at any time. The squad shall consist of watch C ward personnel, fire pump man and departmental supervisors

and operators trained in the operation of fire & emergency services.

(b) Squad leaders shall preferably be trained in a recognised government institution and their usefulness enhanced by providing residence on the premises.

(c) Squad personnel shall be provided with clothing and equipment including helmets, boots and belts.

(2) A muster roll showing the duties allocated to each member of the squad shall be prepared and copies supplied to each leader as well as displayed in prominent places so as to be easily available for reference in case of emergency.

(3) The pump man shall be thoroughly conversant with the location of all appliances. He shall be responsible for maintaining all fire fighting equipment in proper working order. Any defect coming to his notice shall be immediately be brought to the notice of squad leader.

(4) As far as is practicable, the fire pump room and the main gate(s) of the factory be connected to all manufacturing or storing areas through telephone inter lined and placed in a convenient location near such areas.

PART IV

Risks of Toxic Substances

1. **Leakage –**

(1) All plants shall be so designed and constructed as to prevent the escape of toxic substance. Where necessary, separate buildings, rooms, or protective structures shall e used for the dangerous stages of the process and buildings shall be so designed as to localise any escape of toxic substances.

(2) Catch pits, bund walls, dykes, or other suitable safeguards shall be provided to restrict the serious effects of such leakages. Catch pits shall be placed below joints in pipelines where there is danger involved to maintenance and other workers from such leakage.

2. **Drainage** – Adequate drainage shall be provided and shall lead to collection tanks specifically provided for this purpose wherein deleterious material shall be neutralised, treated or otherwise rendered safe before it is discharged into public drains or sewers.

3. **Covering of vessels –**

(1) Every fixed vessel or structure containing any toxic substance and not so covered as to eliminate all reasonable risk of accidental contact of any

portion of the body of a worker, shall be so constructed as to avoid physical contact.

(2) Such vessel shall, unless its edge is at least 90 centimetres above the adjoining ground or platform, be securely fenced to a height of at least 90 centimetres above such adjoining ground or platform.

(3) Where such vessels adjoin and the space between them, clear of any surrounding brick or other work is either less than 45 centimetres in width or is 45 or more centimetres in width, but is not securely fenced on both sides to a height of at least 90 centimetres, secure barriers shall be so placed as to prevent passage between them :

Provided that sub-paragraph (2) of this paragraph shall not apply to –

(a) saturators used in the manufacture of sulphate of ammonia; and

(b) That part of the sides of brine evaporating pans which require raking, drawing or filling.

4. Continuous exhaust arrangement –

(1) Any process evolving toxic vapour, gas, fume and substance shall have efficient continuous exhaust draught. Such arrangement shall be interlocked in the process control wherever possible.

(2) In the event of failure of continuous exhaust arrangement means shall be provided to automatically stop the process.

5. Work Bench – All the work benches used in the processes involving the manipulation of toxic substances, shall be graded properly and shall be made of smooth impervious surface which shall be washed daily after the completion of work.

6. Waste disposal –

(1) There shall be provided a suitable receptacle made of non-absorbable material with a tightly fitting cover for depositing waste material soiled with toxic substances and the contents of such receptacle shall be destroyed by burning or using other suitable methods under the supervision of a responsible person.

(2) During the course of manufacture, whenever any batch or intermediate products having toxicity is rejected on considerations of quality, sufficient precautions shall be taken to render them innocuous or otherwise treat them or inactivate them, before disposal.

(4) The empty containers of toxic substances shall be cleaned thoroughly before disposal under the supervision of a responsible person.

PART V

Special Provisions

1. Special precautions for Nitro or Amino Processes –

(1) Unless the crystallised intro or amino substances or any of its liquor is broken or agitated in a completely enclosed process so as not to give rise to dust or fume, such process shall be carried on under an efficient exhaust draught or by adopting any other suitable means in such a manner as to prevent the escape of dust or fume in the working atmosphere.

(2) No part of the plant or equipment or implements which was in contact with nitro or amino compounds shall be repaired, or handled unless they have been emptied and thoroughly cleaned and decontaminated.

(3) Filling of containers with nitro or amino compounds shall be done only by using a suitable scoop to avoid physical contact and the drying of the containers in the store shall be done in such a manner that the hot and contaminated air from the stove is not drawn into the work room.

(4) Processes involving the steaming into or around any vessel containing nitro or amino compounds or its raw materials shall be carried out in such a manner that the steam or vapour is effectively prevented to be blown back into the working atmosphere.

(5) Suitable antidotes such as methylene blue injections shall always be available at designated places of work for use during emergency involving the poisoning with nitro or amino compounds.

2. Special precautions for `chrome processes –

(1) Grinding and sieving of raw materials in chrome processes shall be carried on in such a manner and under such condition as to secure effective separation from any other processes and under an efficient exhaust draught.

(2) There shall be washing facilities located very near to places where wet chrome processes such as leaching, acidification, sulphate settling, evaporation, crystallisation, centrifugation or packing are carried out, to enable quick washing of affected parts of body with running water.

(3) Weekly inspection of hand and feet of all persons employed in chrome process shall be done by a qualified nurse and record of such inspections shall be maintained in a form approved by the Chief Inspector-cum-Facilitator.

(4) There shall be always available at designated places of work suitable

ointment such as glycerine, Vaseline, etc. And water proof plaster in a separate box readily accessible to the workers so as to protect against perforation of nasal septum.

3. **Special precautions for processes carried out in all glass vessels –**

(1) Processes and chemical reactions such as manufacture of vinyl chloride, benzyl chloride etc. Which are required to be carried out in all glass vessels shall have suitable means like substantial wire mesh covering to protect persons working nearby in the event of breakage of glass vessel.

(2) Any spillage or emission of vapour from the all glass vessel due to breakage, shall be immediately inactivated or rendered innocuous by suitable means such as dilution with water or suitable solvents so as to avoid the risks of fire or explosion or health hazards.

4. **Special precautions for processes involving chlorate manufacture –**

(1) Crystallisation, grinding or packing of chlorate shall not be done in a place used for any other purpose and such places shall have hard, smooth and impervious surface made of non-combustible material. The place shall be thoroughly cleaned daily.

(2) The personal protective equipment likes overall, etc. Provided for the chlorate workers shall not be taken from the place of work and they shall be thoroughly cleaned daily.

(3) Adequate quantity of water shall be available near the place of chlorate process for use during fire emergency.

(4) Wooden vessels shall not be used for the crystallisation of chlorate or to contain crystallised ground chlorate.

5. **Special precautions in the use of plant and equipment made from reinforced plastics –**

(1) All plant and equipment shall conform to appropriate Indian or any other National Standard.

(2) Care shall be taken during storage, transport, handling and installation of plant and equipment to avoid accidental damage.

(3) All plant and equipment shall be installed in such a way as to ensure that loads are distributed as intended in design or as per the recommendations of the manufacture.

(4) All pipe work shall be supported so that total loads local to the branches on the vessel or tank do not exceed their design values.

(5) After erection all plant and equipment shall be subjected to a pressure test followed by a thorough examination by a competent person. The test and examination shall be as per relevant Standard. A certificate of test

and examination by a competent person shall be obtained and kept available at site.

(6) All plant and equipment shall be subjected to periodical test and examination and record maintained as per Paragraph 15 in Part II of this Schedule

(7) Plant and equipment during their use shall not be subjected to over filling or overloading beyond rated capacity.

PART VI

1. Decontamination facilities – In all places where toxic substances are used in processes listed in Appendix `A' the following provisions shall be made to meet an emergency:

(a) fully equipped first aid box;

(b) readily accessible means of drenching with water persons, parts of body of persons, and clothing of persons who have been contaminated with such toxic and corrosive substances, and such means shall be as shown in the Table below:-

No. of persons employed at any	**No. of drenching showers**
Upto 50 persons	2
Between 51 to 100	3
Between 101 to 200	3 + 1 for every 50 persons thereafter
201 to 400	5 + 1 for every 100 persons thereafter
401 and above	7 + 1 for every 200 persons thereafter

(c) a sufficient number of eye wash bottles filled with distilled water or suitable liquid, kept in boxes or cupboards conveniently situated and clearly indicated by a distinctive sign which shall be visible at all times.

2. **Occupational health centre** – In all the factories carrying out processes covered in Appendix `A' there shall be provided and maintained in good order an occupational health centre with facilities as per scale laid down hereunder

(1) For factories employing up to fifty workers –

(a) the services of a qualified medical practitioner hereinafter known as Factory Medical Officer, available on a retainer ship basis, in his notified clinic near to the factory for seeking medical help during emergency. He will also carry out the pre- employment and periodical medical examinations as stipulated in paragraph 4 of this Part.

(b) A minimum of five persons trained in first aid procedures, amongst whom at least one shall always be available during the working period.

(c) A fully equipped first aid box.

(2) For factories employing 51 to 200 workers –

(a) The occupational health centre shall have a room having a minimum floor area of 15 sq.m., with floors and walls made of smooth, hard and impervious surface and shall be adequately illuminated, ventilated and equipped.

(b) A part-time Medical Officer will be in over all charge of the Centre who shall visit the factory minimum twice in a week and whose services shall be readily available during emergencies.

(c) There shall be one qualified and trained dresser-cum-compounder on duty throughout the working period.

(d) A fully equipped first aid box.

(3) For factories employing above 200 workers –

(a) There shall be one full-time Factory Medical Officer for factories employing upto 500 workers and one more medical officer for every 1000 workers or part thereof.

(b) The occupational health centre in this case shall have a minimum of 2 rooms each having a minimum floor area of 15 sq.m. with floors and walls made of smooth, hard and impervious surface and shall be adequately illuminated, ventilated and equipped.

(c) There shall be one trained nurse, one dresser-cum-compounder and one sweeper-cum-ward boy throughout the working period.

(d) The Occupational Health Centre in this case shall be suitably equipped to manage medical emergencies.

3. Ambulance van –

(1) In every factory carrying out processes covered in Appendix `A', there shall be provided and maintained in good condition, a suitably constructed and fully equipped ambulance van as per Appendix `C' manned by a full-time driver- cum mechanic and a helper, trained in first aid for the purposes of transportation of serious cases of accidents or sickness unless arrangements for procuring such facility at short notice during emergencies have been made with the nearby hospital or other places. The ambulance van shall not be used for any purpose other than the purpose stipulated herein and will always be available near the

Occupational Health Centre.

(2) The relaxation to procure Ambulance Van from nearby places provided for in sub para (1) above will not be applicable to factories employing more than 500 workers.

PART VII

Additional Welfare Amenities

1. Washing facilities –

(1) There shall be provided and maintained in every factory for the use of all the workers taps for washing, at the rate of one every 15 persons including liquid soap in a container with tilting arrangements and nail brushes or other suitable means for effective cleaning. Such facilities shall be conveniently accessible and shall be kept in a clean and hygienic condition.

(2) If washing facilities as required above are provided for women, such facilities shall be separate for them and adequate privacy at all times shall be ensured in such facilities.

2. Mess room facilities –

(1) The occupier of all the factories carrying out processes covered in Appendix `A' and employing 50 workers or more, shall provide for all the workers working in a shift mess room facilities which are well ventilated and provided with tables and sitting facilities along with the provision of cold and hygienic drinking water facilities.

(2) Such facilities shall include suitable arrangements for cleaning and washing and shall be maintained in a clean and hygienic condition.

3. Cloakroom facilities –

(1) The occupier of every factory carrying out any process covered in Appendix `A' shall provide for all the workers employed in the process cloak room facilities with lockers. Each worker shall be provided with two lockers, one for work clothing and another separately for personal clothing and the lockers should be such as to enable the keeping of the clothing in a hanging position.

(2) The cloak room facilities provided in pursuance of sub-para (1) shall be located as far as possible near to the facilities provided for washing in pursuance of para 1(1). If it is not possible to locate the washing facilities the cloakroom facilities shall have adequate and suitable arrangements for cleaning & washing.

4. Special bathing facilities –

(1) The occupier of any factory carrying out the process covered under Appendix `B' shall provide special bathing facilities for all the workers employed and such facilities shall be provided at the rate of 1 for 25 workers or less workers than 25 workers, and shall be maintained in a clean and hygienic condition.

(2) The occupier shall insist all the workers employed in the processes covered in Appendix `B' to take bath after the completion of the day's or shift work using the bathing facilities so provided and shall also effectively prevent such of those workers taking bath in any place other than the bathing facilities.

(3) Notwithstanding anything contained in sub-para (1) above, the Chief Inspector-cum-Facilitator may require in writing the occupier of any factory carrying out any other process for which his opinion bathing facilities are essential from the health point of view, to provide special bathing facilities.

PART VIII

1. Duties of workers –

(1) Every worker employed in the processes covered in Appendix 'A' and Appendix 'B' shall not make safety device or appliance or any guarding or fencing arrangement, inoperative or defective and shall report the defective condition of the aforesaid arrangements as soon as he is aware of any such defect.

(2) Before commencing any work, all workers employed in processes covered in Appendix 'A' shall check their workplace as well as the machinery, equipment or appliance used in the processes and report any mal-function or defect immediately to the supervisor or any responsible person of the management.

(3) All workers shall co-operate in all respects with the management while carrying out any work or any emergency duty assigned to them in pursuance of this schedule and shall always use all the personal protective equipment issued to them in a careful manner.

(4) All workers employed in the processes covered in Appendix `A'or Appendix `B' shall not smoke in the process area or storage area. If special facilities are provided by the management only such facilities should be used.

(5) All workers employed in the processes covered in Appendix `A' shall not remain an unauthorised place or carry cut unauthorised work or improvise any arrangement or adopt short out method or misuse any of

the facilities provided in pursuance of the Schedule, in such a manner as to cause risk to themselves as well as or to others employed.

(6) The workers shall not refuse undergoing medical examination as required under these rules.

PART IX

Restrictions on the employment of Women and Adolescent

(1) The Chief Inspector-cum-Facilitator may by an order in writing, restrict or prohibit the employment of pregnant women and adolescent, in any of the processes covered in Appendix `A' of this schedule on considerations of health and safety of women and young persons.

(2) Such persons who are restricted or prohibited from working in the process due to the order issued in pursuance of sub-para (1) above shall be provided with alternate work which is not detrimental to their health or safety.

PART X
Exemptions

(1) Power of exemption – The State Government or subject to the control of the State Government the Chief Inspector-cum-Facilitator may exempt from the compliance with any of the requirements of this Schedule partly or fully, any factory carrying out processes covered in Appendix `A', if it is clearly and satisfactorily established by the occupier that the compliance with any of the requirement is not necessary to ensure the safety and health of persons employed suitable and effective alternate arrangements are available to any of the requirements covered in this schedule.

Appendix `A'

Any works or that part of works in which –

(a) the manufacture, manipulation or recovery of any of the following is carried on :-

(i) sodium, potassium, iron, aluminium, cobalt, nickel, copper, arsenic, antimony, chromium, zinc, selenium, magnesium, cadmium, mercury, beryllium and their organicand inorganic salts, alloys, oxides and hydroxides;

(ii) ammonia, ammonium hydroxide and salts of ammonium;

(iii) the organic or inorganic compounds of sulphurous, sulphuric, nitric, nitrous, hydrochloric, hydrofluoric, hydriodic, hydro sulphuric, hydrobromic, boric;

(iv) cyanogens compounds, cyanide compounds, cyanate compounds;

(v) phosphorous and its compounds other than oregano phosphorus insecticides.

(vi) chlorine

(b) hydrogen sulphide is evolved by the decomposition of metallic sulphides, or hydrogen sulphide is used in the production of such sulphides;

(c) bleaching powder is manufactured or chlorine gas is produced in chlor-alkali plants;

(d) (i) gas tar or coal tar or bitumen or shale oil asphalt or any residue of such tar is distilled or is used in any process of chemicals manufacture;

(ii) tar based synthetic colouring matters or their intermediates are produced;

(e) nitric acid is used in the manufacture of nitro compounds;

(f) explosives are produced with the use of nitro compounds;

(g) aliphatic or aromatic compounds or their metallic and non-metallic derivatives or substituted derivatives, such as chloroform, ethylene glycol, formaldehyde, benzyl chloride, phenol, methyl ethyl keystone peroxide, cobalt carbonyl, tungsten carbide etc. Are manufactured or recovered.

Appendix `B'

Concerning Special Bathing Accommodation in pursuance of Para 4 of Part IV

1. Nitro or amido processes
2. All chrome processes
3. Processes of distilling gasor coal tar or processes of chemical manufacture in which tar is used
4. Processes involving manufacture, manipulation, handling or recovery of cyanogens compound, cyanide compound, cyanate compounds
5. Processes involving manufacture of bleaching powder or production of chlorine gas in chlor alkali plants
6. Manufacture, manipulation or recovery of nickel and its compounds
7. All processesinvolvingthe manufacture, manipulation or recovery of aliphatic or aromatic compounds or their derivatives or substituted derivatives.

Appendix `C'

Ambulance should have the following equipment :

General :

- An wheeled stretcher with folding and adjusting devices; Head of the stretcher must be capable of being tilted upward;
- Fixed suction unit with equipment;
- Fixed oxygen supply with equipment;
- Pillow with case;
- Sheets;
- Blankets;
- Towels;
- Emesis bag;
- Bed pan;
- Urinal;
- Glass

Safety equipment :

- Flares with life of 30 minutes
- Flood lights;
- Flash lights;
- Fire extinguisher dry powder type;
- nsulated gauntlets.

Emergency care equipment :-

Resuscitation :

- Portable suction unit;
- Portable oxygen unit;
- Bag-valve-mask, hand operated artificial ventilation unit;
- Airways;
- Mouth gags;
- Tracheostomy adapters;
- Short spine board;
- I.V. Fluids with administration unit;
- B.P. manometer;
- Cugg;
- Stethoscope

Immobilisation

- Long C short padded boards;
- Wire ladder splints;
- Triangular bandage;
- Long C short spine boards.

Dressings :

- Gauze pads – 4" x 4" ;
- Universal dressing 10" x 36" ;
- Roll of aluminium foils;
- Soft roller bandages 6" x 5 yards;
- Adhesive tape in 3" roll;
- Safety pins;
- Bandage sheets;
- Burn sheet.

Poisoning :

- Syrup of Ipecac; } } Pre packeted in doses
- Activated charcoal; }
- Snake bite kit;
- Drinking water.

Emergency Medicines:

- As per requirement (under the advice of Medical Officer only)

SCHEDULE – XII
MANUFACTURE OF POTTERY AND CERAMICS

1 **Definitions** – For the purposes of this schedule –

(a) "pottery" includes earthenware, stoneware, porcelain, china tiles, and any other articles made from such clay or from a mixture containing clay and other materials such as quartz, flint, feldspar, and gypsum;

(b) "efficient exhaust draught" means localised ventilation effected by mechanical or other means for removal of dust or fume so as to prevent it from escaping into air of any place in which work is carried on. No draught shall be deemed efficient which fails to remove effectively dust or fume generated at the point where dust or fume originates;

(c) "fettling" includes scalloping, towing, sand papering, sand sticking, brushing or any other process of cleaning of pottery ware in which dust is given off;

(d) "leadless glaze" means a glaze which does not contain more than one per cent of its dry weight, of a lead compound calculated as lead monoxide;

(e) "low solubility glaze" means a glaze which does not yield to dilute hydrochloric acid more than five per cent of its dry weight, of a soluble lead compound calculated as lead monoxide when determined in the manner described below :

A weighed quantity of the material which has been dried at 100 degrees centigrade and thoroughly mixed shall be continuously shaken for one hour at the common temperature with 1000 times its weight of an aqueous solution of hydrochloric acidcontaining 0.25 per cent by weight of hydrogen chloride. This solution shall thereafter be allowed to stand for one hour and then filtered. The lead salt contained in the clear filtrate shall then be precipitated as lead sulphide and weighed as lead sulphide;

(f) "ground or powdered flint or quartz" does not include natural sands; and

(g) "potter's shop includes all places where pottery is formed by pressing or by any other process and all places where shaping, fettling or other treatment of pottery articles prior to placing for the biscuit fire is carried on.

2. **Efficient exhaust draught –** (1) The following processes shall not be carried on without the use of an efficient exhaust draught –

(a) all processes involving the manipulation or use of a dry and un fritted lead compound;

(b) the fettling operations of any kind, whether on green ware or biscuit, provided that this shall not apply to the wet fettling, and to the occasional finishing of pottery articles without the aid of mechanical power;

(c) the shifting of clay dust or any other material for making tiles or other articles or other articles by pressure, except where –

(i) this is done in an machine so enclosed as to effectually prevent the escape of dust; or

(ii) the material to be shifted is so damp that no dust can be given off;

(d) the pressing of tiles from clay dust, an exhaust opening being connected with each press, and pressing from clay dust of articles other than tiles, unless the material is so damp that no dust is given off;

(e) the fettling of tiles made from clay dust by pressure, except where the fettling is done wholly on, or with, damp material, and fettling of other articles made from clay dust, unless the material is so damp that no dust is given off;

(f) the process of loading and unloading of saggars where handling and manipulation of ground and powdered flint, quartz, alumina or other materials are involved;

(g) the brushing of earthenware biscuit, unless the process is carried on in a room provided with efficient general mechanical ventilation or other ventilation which is certified by the Inspector-cum-Facilitator as adequate having regard to all the circumstances of the case;

(h) fettling of biscuit ware which has been fired in powdered flint or quartz except where this is done in machines so enclosed as to effectually prevent the escape of dust;

(i) Ware cleaning after the application of glaze by dipping or other process;

(j) crushing and dry grinding of materials for pottery bodies and saggars, unless carried on in machines so enclosed as to effectively prevent the escape of dust or is so damp that no dust can be given off;

(k) sieving or manipulation of powdered flint, quartz, clay grog or mixture of these materials unless it is so damp that no dust can be given off;

(l) grinding of tiles on a power driven wheel unless an efficient water spray is used on the wheel;

(m) lifting and conveying of materials by elevators and conveyors unless they are effectively enclosed and so arranged as to prevent escape of dust into the air in or near to any place in which persons are employed;

(n) preparation or weighing out of flow material, lawning of dry colours, colour dusting and colour blowing;

(o) mould making unless the bins or similar receptacles used for holding plaster of paris are provided with suitable covers; and

(p) manipulation of calcined material unless the material has been made and remains so wet that no dust is given off.

(i) All equipment for the extraction or suppression of dust shall at least once in every six months be examined and tested by competent person as per form XXXIX, and any defect disclosed by such examination and test shall be rectified as soon as practicable.

(ii) A register containing particulars of such examination and tests shall be kept.

3. **Carrying of process-** Each of the following processes shall be carried on in such a manner and under conditions so as to secure effectual separation from one another and from another processes;

(a) crushing and dry grinding or sieving of materials, fettling, pressing of tiles, drying of clay and green ware, loading and unloading saggers

(b) all processes involving use of dry lead compound

4 **Use of glaze** – No glaze which is not a leadless glaze or a low solubility glaze shall be used in a factory in which pottery is manufactured.

5. **Prohibition relating to pregnant women and Adolescent -** No pregnant woman or adolescent shall be employed or permitted to work in any of the operations specified in clause 2 or at any place where such operations are carried on.

6. **Potter's wheel. –** The potter's wheel (Jolly and Jigger) shall be provided with screens or so constructed as to prevent clay scrapings being thrown off beyond the wheel.

7. **Measures to be taken to prevent dust flowing:-**

(1) All practical measures shall be taken by damping or otherwise to prevent dust arising during cleaning of floors.

(2) Damp saw-dust or other suitable material shall be used to render the moist method effective in preventing dust rising into the air during the cleaning process which shall be carried out after work has ceased.

8. **Cleaning of Floors :-** The floors of potter's shops, slip houses, dipping houses and ware cleaning rooms shall be hard, smooth and impervious and shall be thoroughly cleaned daily by an adult male using a moist method.

9. **Washing facilities –**

(1) The occupier shall provide and maintain, in a clean state and in good repair for the use of all persons employed in any of the processes specified in paragraph 3 –

(a) a wash place under cover, with either –

(i) a trough with a smooth impervious surface fitted with a waste pipe without plug, and of sufficient length to allow of at least one feet for every five such persons employed at any one time, and having a constant supply of clean water from taps or jets above the trough at intervals of not more than two minutes; or

(ii) at least one tap or stand pipe for every five such persons employed at any one time, and having a constant supply of clean water, the tap or stand pipe being spaced not less than 1.20 metres apart; and

(b) a sufficient supply of clean towels made of suitable materials changed daily, with a sufficient supply of soap and nail brushes.

10. **Time allowed for washing –** Before each meal and before the end of the

day's work, at least ten minutes, in addition to the regular meal times, shall be allowed for washing to each person employed in any of the processes mentioned in paragraph 2.

11. Mess room –

(1) There shall be provided and maintained for use of all persons remaining within the premises during the rest intervals, a suitable mess room providing accommodation of 0.93 square meter per head and furnished with –

(a) a sufficient number of tables and chairs or benches with back rest;

(b) arrangements for washing utensils;

(c) adequate means for warming food; and

(d) adequate quantity of drinking water.

(2) The room shall be adequately ventilated by the circulation of fresh air and placed under the charge of a responsible person and shall be kept clean.

12. Food, drinks, etc. Prohibited in workrooms – No food, drink, pan and supari or tobacco shall be brought into, or consumed by any worker in any workroom in which any of the processes mentioned in paragraph 3 are carried on and no person shall remain in any such room during intervals for meals or rest.

13. Cloakrooms etc. – There shall be provided and maintained for the use of all persons employed in any of the processes mentioned in paragraph 2.

(a) a cloakroom for clothing put off during working hours and such accommodation shall be separate from any mess room; and

(b) Separate and suitable arrangements for the storage of protective equipment provided under paragraph 11

14. Applications – These provisions shall not apply to a factory in which any of the following articles, but no other pottery, are made :-

(a) unglazed or salt glazed bricks and tiles; and

(b) Architectural terra-cotta made from plastic clay and either unglazed or glazed with a leadless glaze only.

15. Personal Protective Equipment

The employer shall ensure to provide the Personal Protective equipment corresponding to the respective schedule as per Table no. 2 or Rule 100

16. Exemption – If in respect of any factory the Chief Inspector-cum-Facilitator is satisfied that all or any of the provisions of this schedule are not necessary for the protection of the persons employed in such factory,

he may by a certificate in writing exempt such factory from all or any of such provisions, subject to such conditions as he may specify therein. Such certificate may at any time be revoked by the Chief Inspector-cum-Facilitator without assigning any reasons.

SCHEDULE – XIII

COMPRESSION OF OXYGEN AND HYDROGEN PRODUCED BY ELECTROLYSIS OF WATER

1. **Location of electrolyte plant** – The room in which electrolysis plant is installed shall be separate from the plant for storing and compressing the oxygen and hydrogen and also the electric generator room.

2. **Testing of purity** – (1)The purity of oxygen and hydrogen shall tested by a competent person at least once in every shift at the following posts:-

(a) in the electrolysis room;

(b) at the gas holder inlet; and

(c) at the suction and of the compressor.

(2) The purity figures shall be entered in a register and signed by the persons carrying out such test:Provided, however, that if the electrolysis plant is fitted with automatic recorder of purity of oxygen and hydrogen with alarm lights, it shall be sufficient if the purity of gases is tested at the suction and of the compressor only.

3. **Restriction as to the compression** – The oxygen and hydrogen gases shall not be compressed if their purity as determined under paragraph 2 above falls below 98%at any time.

4. **Provision of negative pressure switch** – In addition to the limit switch in the gasholder, a sensitive negative pressure switch shall be provided in or adjacent to the suction main for hydrogen close to the gas holder and between the gas holder and the hydrogen compressor to switch off the compressor motor in the event of the gas holder being emptied to the extent as to cause vacuum.

5. **Switch for gas holder –** The bell of any gas holder shall not be permitted to go within the 30 centimetres of its lowest position when empty and a limit switch shall be fitted to the gas holder in such a manner as to switch off the compressor motor when the limit is reached.

6. **Purity of caustic soda –** The water, caustic soda and caustic potash used for making lye shall be of standards suitable for electrolysis.

7. **Precautions against reversal of polarity –** Electrical connections at

the electolyser cells and at the electric generator terminals shall be so constructed as to preclude the possibility of wrong connections leading to the reversal of polarity and in addition an automatic device shall be provided to cut off power in the event of reversal of polarity owing to wrong connections either at the switch board or at the electric generator terminals.

8. **Colouring of gas pipes –** Oxygen and hydrogen gas pipes shall be painted with distinguishing colours. Whenever an Hydrogen pipe is opened for repair or any other work, on reconnection the pipe shall be purged of all air before hydrogen is allowed to pass through that pipe.

9. **Use of flameproof fittings –** All electrical wiring and apparatus in the electrolyser room shall be of flameproof construction or enclosed in flameproof fittings and no naked light or flame shall be allowed to be taken either in the electrolyser room or where compression and filling of the gases is carried on and such warning notices shall be exhibited in prominent places.

10. **Prohibition of hot work –** No part of the electrolyser plant and the gas holders and compressor shall be subjected to welding, brazing, soldering or cutting until steps have been taken to remove any explosive substance from that part and render the part safe for such operations and after the completion of such operations no explosive substance shall be allowed to enter that part until the metal has cooled sufficiently to prevent risk of explosion.

11. **Repair, etc. to be done under supervision –** No work or operations, repair or maintenance shall be undertaken except under the direct supervision of a person who, by his training, experience and knowledge of the necessary precautions against risk of explosion is competent to supervise such work. No electric generator after erection or repairs shall be switched on/the electrolysers unless the same is certified by the competent persons under whose direct supervision erection or repairs are carried on to be in a safe condition and the terminals have been checked for the polarity as required by paragraph 7.

12. **Checking of plant –** Every part of the electrolysis plant and the gas holders and compressor shall have a regular schedule of overhaul and checking and every defect noticed shall be rectified forthwith.

SCHEDULE – XIV

MANIPULATION OF STONE OR ANY OTHER MATERIAL CONTAINING FREE SILICA

1. **Application –** This schedule shall apply to all factories or parts of factories in which manipulation of stone or any other material containing free silica is carried on.

2. **Definitions-** For the purpose of this Schedule –

(a) "manipulation" means crushing, breaking, chipping, dressing, grinding, sieving, mixing, grading or handling of stone or any other material containing free silica or any other operation involving such stone or material;

(b) "Stone or any other material containing free silica" means a stone or any other solid material containing not less than 5% by weight of free silica.

3. **Precautions in manipulation-** No manipulation shall be carried out in a factory or part of a factory unless one or more of the following measures, namely:

(a) damping the stone or other material being processed,

(b) providing water spray,

(c) enclosing the process,

(d) isolating the process, and

(e) providing localised exhaust ventilation are adopted so as to effectively control the dust in any place in the factory where any person is employed, at a level equal to or below the maximum permissible level for silica dust as laid down in Table 2 appended to Rule-116

Provided that such measures as above said are not necessary if the process or operation itself is such that the level of dust created and prevailing does not exceed the permissible level referred to above.

4. **Maintenance of floors-**

(1) All floors or places where fine dust is likely to settle on and whereon any person has to work or pass shall be of impervious material and maintained in such condition that they can be thoroughly cleaned by a moist method or any other method which would prevent dust being airborne in the process of cleaning.

(2) The surface of every floor of every work room or place where any work is carried on or where any person has to pass during the course of his work, shall be cleansed of dust once at least during each shift after being sprayed with water or by any other suitable method so as to prevent dust being airborne in the process of cleaning.

5. **Prohibition relating Adolescent -** No adolescent shall be employed or

permitted to work in any of the operations involving manipulation or at any place where such operations are carried out.

6. Medical Examination

The employer shall ensure to get the medical examination of the employees and workers done as per the Table no. 1 of Rule 100

7. Personal Protective Equipment

The employer shall ensure to provide the Personal Protective equipment corresponding to the respective schedule as per Table no. 2 or Rule 100

8. **Exemptions –** If in respect of any factory, the Chief Inspector-cum-Facilitator is satisfied that owing to the exceptional circumstances or in frequency of the processes or for any other reason, all or any of the provisions of this schedule is not necessary for protection of the workers in the factory, the Chief Inspector-cum-Facilitator may by certificate in writing, which he may in his discretion revoke at any time, exempt such factory from all or any of such provisions subject to such conditions, if any, as he may specify therein.

SCHEDULE – XV

HANDLING AND PROCESSING OF ASBESTOS, MANUFACTURE OF ANY ARTICLE OF ASBESTOS AND ANY OTHER PROCESS OF MANUFACTURE OR OTHERWISE IN WHICH ASBESTOS IS USED IN ANY FORM.

1. Application – This schedule shall apply to all factories or parts of factories in which any of the following processes is carried on :-

(a) breaking, crushing, disintegrating, opening, grinding, mixing or sieving of asbestos and any other processes involving handling and manipulation of asbestos incidental thereto;

(b) all processes in the manufacture of asbestos textiles including preparatory and finishing processes;

(c) making of insulation slabs or sections, composed wholly or partly of asbestos, and processes incidental thereto;

(d) making or repairing of insulating mattresses, composed wholly or partly of asbestos, and processes incidental thereto;

(e) manufacture of asbestos cardboard and paper;

(f) manufacture of asbestos cement goods;

(g) application of asbestos by spray method;

(h) sawing, grinding, turning, abrading and polishing in dry state of articles composed wholly or partly of asbestos;

(i) cleaning of any room, vessel, chamber, fixture or appliance for the collection of asbestos dust; and

(j) Any other processes in which asbestos dust is given off into the work environment.

2. Definition – For the purpose of this Schedule –

(a) "asbestos" means any fibrous silicate mineral and any admixture containing actionlite, amosite, anthophyllite, dhrysotile, crocidolite, tremolite or any mixture thereof, whether crude, crushed or opened;

(b) "asbestos textiles" means yarn or cloth composed of asbestos or asbestos mixed with any other material;

(c) "approved" means approved for the time being in writing by the Chief Inspector-cum-Facilitator;

(d) "breathing apparatus" means a helmet or face piece with necessary connection by means of which a person using it breathes air free from dust, or any other approved apparatus;

(e) "Efficient exhaust draught" means a localised ventilation by mechanical means for the removal of dust so as to prevent dust from escaping into air of any place in which work is carried on. No draught shall be deemed to be efficient which fails to control dust produced at the point where such dust originates;

(f) "preparing" means crushing, disintegrating, and any other processes in or incidental to the opening of asbestos;

(g) "Protective clothing" means overalls and head covering, which (in either case) will when worn exclude asbestos dust.

3. Tools and equipment – Any tools or equipment used in processes to which this schedule applies shall be such that they do not create asbestos dust above the permissible limit or are equipped with efficient exhaust draught.

4. Exhaust draught –

(1) An efficient exhaust draught shall be provided and maintained to control dust from the following processes and machines:

(a) manufacture and conveying machinery namely –

(i) preparing, grinding, or dry mixing machines;

(ii) carding, card waste and ring spinning machines, and looms;

(iii) machines or other plant fed with asbestos;

(iv) machines used for the sawing, grinding, turning, drilling, abrading or

polishing; in the dry state, of articles composed wholly or partly of asbestos;

(b) cleaning, and grinding of the cylinders or other parts of a carding machine;

(c) chambers, hoppers or other structures into which loose asbestos is delivered or passes;

(d) work-benches for asbestos waste sorting or for other manipulation or asbestos by hand;

(e) workplaces at which the filling or emptying of sacks, skips or other portable containers, weighing or other process incidental thereto which is effected by hand, is carried on;

(f) sack cleaning machines;

(g) mixing and blending of asbestos by hand; and

(h) any other process in which dust is given off into the work environment.

(2) Exhaust ventilation equipment provided in accordance with sub-paragraph

(1) shall, while any work of maintenance or repair to the machinery, apparatus or other plant or equipment in connection with which it is provided is being carried on, be kept in use so as to produce an exhaust draught which prevents the entry of asbestos dust into the air of any work place.

(3) Arrangements shall be made to prevent asbestos dust discharged from exhaust apparatus being drawn into the air of any workroom.

(4) The asbestos bearing dust removed from any workroom by the exhaust system shall be collected in suitable receptacles or filter bags which shall be isolated from all work areas.

5. Testing and examination of ventilating systems –

(1) All ventilating systems used for the purpose of extracting or suppressing dust as required by this schedule shall be examined and inspected once every week by responsible person. It shall be thoroughly examined and tested by a competent person as per form XXXIX once in every period of 06 months. Any defects found by such examinations or test shall be rectified forthwith.

(2) A register containing particulars of such examination and tests and the state of the plant and the repairs or alternations (if any) found to be necessary shall be kept and shall be available for inspection by an Inspector- cum- Facilitator.

6. Segregation in case of certain process – Mixing or blending of asbestos by the hand, or making or repairing of insulating mattresses composed

wholly or partly of asbestos shall not be carried on in any room in which any other work is done.

7. Storage and distribution of loose asbestos –

All loose asbestos shall while not in use be kept in suitable closed receptacles which prevent the escape of asbestos dust threrefrom and such asbestos shall not be distributed in the factory except in such receptacles or in totally enclosed system of conveyance.

8. Asbestos sacks

(1) All sacks used as receptacles for the purpose of transport of asbestos within the factory shall be constructed of impermeable materials and shall be kept in good repair.

(2) A sack which has contained asbestos shall not be cleaned by hand beating but by a machine, complying with paragraph 4.

9. Maintenance of floors and workplaces –

(1) In every room in which any of the requirements of this schedule apply –

(a) the floors, work-benches, machinery and plant shall be kept in a clean state and free from asbestos debris and suitable arrangements shall be made for the storage of asbestos not immediately required for use; and

(b) the floors shall be kept free from any materials, plant or other articles not immediately required for the work carried on in the room, which would construct the proper cleaning of the floor.

(2) The cleaning as mentioned in sub-rule (1) shall so for as is practicable, as carried out by means of vacuum cleaning equipment so designed and constructed and so used that asbestos dust neither escapes nor is discharged into the air of any work place.

(3) When the cleaning is done by any method other than that mentioned in subparagraph 2, the persons doing cleaning work and any other person employed in that room shall be provided with respiratory protective equipment and protective clothing.

(4) The vacuum cleaning equipment used in accordance with provisions of subparagraph (2), shall be properly maintained and after each cleaning operation, its surfaces kept in a clean state and free from asbestos waste and dust.

(5) Asbestos waste shall not be permitted to remain on the floors or other surfaces at the work place at the end of the working shift and shall be transferred without delay to suitable receptacles. Any spillage of

asbestos waste occurring during the course of the work at any time shall be removed and transferred to the receptacles maintained for the purpose without delay.

10. Breathing apparatus and protective clothing –

(1) An approved breathing apparatus and protective clothing shall be provided and maintained in good conditions for use of every person employed –

(a) in chambers containing loose asbestos;

(b) in cleaning, dust settling or filtering chambers of apparatus;

(c) in cleaning the cylinders, including the defer cylinders, or other parts of a carding machine by means of hand-strikes;

(d) in filling, beating, or levelling in the manufacture or repair of insulating mattresses; and

(e) in any other operation or circumstances in which it is impracticable to adopt technical means to control asbestos dust in the work environment within the permissible limit.

(2) Suitable accommodation in conveniently accessible position shall be provided for the use of persons when putting on or taking off breathing apparatus and protective clothing provided in accordance with this rule and for the storage of such apparatus and clothing when not in use.

(3) All breathing apparatus and protective clothing washing not in use shall be stored in the accommodation provided in accordance with sub-rule (2) above.

(4) All protective clothing in use shall be de-dusted under an efficient exhaust draught or by vacuum cleaning and shall be washed at suitable intervals. The cleaning schedule and procedure should be such as to ensure the efficiency in protective the wearer.

(5) All breathing apparatus shall be cleaned and disinfected at suitable intervals and thoroughly inspected once every month by a responsible person.

(6) A record of the cleaning and maintenance and of the condition of the breathing apparatus shall be maintained in a register provided for that purpose which shall be readily available for inspection by an Inspector-cum-Facilitator.

(7) No person shall be employed to perform any work specified in sub-paragraph 1
for which breathing apparatus is necessary to be provided under that sub-

paragraph unless he has been fully instructed in the proper use of that equipment.

(8) No breathing apparatus provided in pursuance of sub-paragraph (1) which has been worn by a person shall be worn by another person unless it has been thoroughly cleaned and disinfected since last being worn and the person has been fully instructed in the proper use of that equipment.

11. Separate accommodation for personal clothing – A separate accommodation shall be provided in a conveniently accessible position for all persons employed in operation to which this schedule applies for storing of personal clothing. This should be separated from the accommodation provided under sub-paragraph (2) of paragraph 10 to prevent contamination of personal clothing.

12. Washing and bathing facilities –

(1) There shall be provided and maintained in a clean state and in good repair for the use of all workers employed in the processes covered by the schedule, adequate washing and bathing places having a constant supply of water under cover at the rate of one such place for every 15 persons employed. The washing places shall have standpipes place at intervals of not less than one metre.

(2) Not less than one half of the total number of washing places shall be provided with bathrooms.

(3) Sufficient supply of clean towels made of suitable material shall be provided:

Provided that such towels shall be supplied individually for each worker if so ordered by the Inspector-cum-Facilitator.

(4) Sufficient supply of soap and nail brushes shall be provided.

13. Mess room –

(1) There shall be provided and maintained for the use of all worker employed in the factory covered by this schedule, remaining on the premises during the rest intervals, a suitable mess room which shall be furnished with:-

(a) sufficient tables and benches with back rest, and

(b) adequate means for warming food.

(2) The mess room shall be placed under the charge of a responsible

person and shall be kept clean.

14. Prohibition of employment of Adolescent – No adolescent shall be employed in any of the process covered by this schedule.

15. Prohibition relating to smoking – No person shall smoke in any area where processes covered by this schedule are carried on. A notice in the language understood by majority of the workers shall be posted in the plant prohibiting smoking at such areas.

16. Cautionary notices –

(1) Cautionary notices shall be displayed at the approaches and along the perimeter of every asbestos processing area to warn all persons regarding –

(a) hazards to health from asbestos dust,

(b) need to use appropriate protective equipment,

(c) Prohibition of entry to unauthorised persons, or authorised persons but without protective equipment.

(2) Such notices shall be in the language understood by the majority of the workers.

17. Air monitoring – To ensure the effectiveness of the control measures,

monitoring of asbestos fibre in air shall be carried out once at least in every shift and the record of the results so obtained shall be entered in a register specially maintained for the purpose.

18. Medical Examination

The employer shall ensure to get the medical examination of the employees and workers done as per the Table no. 1 of Rule 100

19. Exemptions – If in respect of any factory, the Chief Inspector-cum-Facilitator is satisfied that owing to the exceptional circumstances or infrequency of the processes or for any other reason, all or any of the provisions of this schedule is not necessary for protection of the workers in the factory, the Chief Inspector-cum-Facilitator may by a certificate in writing, which he may at his discretion revoke at any time, exempt such factory from all or any of such provisions subject to such conditions, if any, as he may specify therein.

SCHEDULE – XVI

HANDLING OR MANIPULATION OF CORROSIVE SUBSTANCES

1. **Definitions –** For the purposes of this schedule –

(a) "corrosive operation" meansan operation of manufacturing, storing,

handling processing, packing, or using any corrosive substance in a factory; and

(b) "corrosive substance" includes sulphuric acid, nitric acid, hydrochloric acid, hydrofluoric acid, carbolic acid, phosphoric acid, liquid chlorine, liquid bromine, ammonia, sodium hydroxide and potassium hydroxide and a mixture thereof, and any other substance which the State Government by notification in the Official Gazette specify to be corrosive substance.

2. **Flooring** – The floor of every workroom of a factory in which corrosive operation is carried on shall be made of impervious, corrosion and fire resistance material and shall be so constructed as to prevent collection of any corrosive substance. The surface of such flooring shall be smooth and cleaned as often as necessary and maintained in a sound condition.

3. **Water facilities –** Where any corrosive operation is carried on, there shall be provided as close to the place of such operation as possible, a source of clean water at a height of 210 centimetres from a pipe of 1.25 centimetres diameter and fitted with a quick acting valve so that in case of injury to the worker by any corrosive substance, the injured part can be thoroughly flooded with water. Whenever necessary, in order to ensure continuous water supply, a storage tank having a minimum length, breadth and height of 210 centimetres, 120 centimetres and 60 centimetres respectively or such dimensions as are approved by the Chief Inspector-cum-Facilitator shall provided as the source of clean water.

4. **Cautionary notice –** A cautionary notice in the following form and printed in the language which majority of the workers employed understand, shall be displayed prominently close to the place where a corrosive operation is carried out and where any of the operation mentioned in clause 2 above is carried out and where it can be easily and conveniently read by the workers. If any worker is illiterate, effective steps shall be taken to explain carefully to him the contents of the notice so displayed.

CAUTIONARY NOTICE DANGER

Corrosive substances cause severe burns and vapours thereof may be extremely hazardous. In case of contact, immediately flood the part affected with plenty of water for at least 15 minutes.

Get medical attention quickly.

5. **Transport –** (1) Corrosive substances shall not be filled, moved or carried except in containers or through pipes and when they are to be transported in containers, they shall be p laced in crates of sound

construction and of sufficient strength.

(2) A container with a capacity of 11.5 litres or more of a corrosive substance shall be placed in a receptacle or crate and then carried by more than one person at a height below the waist line unless a suitable rubber wheeled truck is used for the purpose.

(3) Containers for corrosive substances shall be plainly labelled.

6. Devices for handling corrosive – (1) Tilting, lifting of pumping arrangements shall be used for emptying jars, carboys and other containers of corrosives.

(2) Corrosive substance shall not be handled by bare hands but by means of a suitable scoop or other device.

7. Opening of valves – Valves fitted to containers holding a corrosive substance shall be opened with great care. If they do not work freely, they shall not be forced open. They shall be opened by a worker suitably trained for the purpose.

8. Cleaning tanks, stills, etc. – (1) In cleaning out or removing residues from stills or other large chambers used for holding any corrosive substance, suitable implements made of wood or other material shall be used to prevent production of arseniuretted hydrogen (Arsine,AsH3).

(2) Whenever it is necessary for the purpose of cleaning or other maintenance work for any worker to enter chamber, tank, vat, pit or other confined space where a corrosive substance had been stored, all possible precautions required under rules framed under Schedule II of the Code shall be taken to ensure the worker's safety.

(3) Wherever possible, before repairs are undertaken to any part of equipment in which a corrosive substance was handled, such equipment or part thereof shall be freed of any adhering corrosive substance by adopting suitable methods.

9. Storage – (1) Corrosive substances shall not be stored in the same room with other chemicals, such as turpentine, carbides, metallic powders and combustible materials, the accidental mixing with which may cause a reaction which is either violent or gives rise to toxic fumes and gases.

(2) Pumping or filling overhead tanks, receptacles, vats or other containers for storing corrosive substances shall be so arranged that there is no possibility of any corrosive substance overflowing and causing injury to any person.

(3) Every container having a capacity of twenty litres or more and every pipeline, valve, and fitting used for storing or carrying corrosive substances shall be thoroughly examined every year for finding out any defects, and defects so found out shall be removed forthwith. A register shall be maintained of every such examination made and shall be produced before the Inspector- cum-Facilitator whenever required.

10. **Fire extinguishers and fire fighting equipment –** An adequate number of suitable types of fire extinguishers or other stored, shall be provided. Such extinguishers or other equipment shall be regularly tested and refilled. Clear instructions as to how the extinguishers or other equipment should be used, printed in the language which majority of the workers employed understand, shall be affixed near each extinguisher or other equipment.

11. **Personal Protective Equipment**

The employer shall ensure to provide the Personal Protective equipment corresponding to the respective schedule as per Table no. 2 or Rule 100

12. **Exemption –** If in respect of any factory on application made by the manager, the Chief Inspector-cum-Facilitator is satisfied that owing to the exceptional circumstances, or the infrequency of the process or for any other reason to be recorded by him in writing, all or any of the provisions of this schedule are not necessary for the protection of the persons employed therein, he may by a certificate in writing, which he may at any time revoke, exempt the factory from such of the provisions and subject to such conditions as he may specify therein.

SCHEDULE – XVII

MANUFACTURE OR MANIPULATION OF CARCINOGENIC DYE INTERMEDIATES

1. **Application –** The schedule shall apply in respect of all factories or any part thereof where processes in which the process of manufacturing or manipulation of a carcinogenic Dye Intermediates (here in referred to as the said manufacturing processes) is carried on.

Provided that Paragraphs 25 and 26 shall only to the a process involving manufacturing, manipulation of compounds mentioned in Appendix B (here in referred to as the said manufacturing processes B)

PART-I

2. **Definition –** (a) For the purpose of this schedule a nitro or amino

compounds means a nitrated or aminated compound of aromatic hydrocarbons mentioned in Appendix A or B attached there to.

(b) "Approved "means approved by Chief Inspector-cum-Facilitator.

(c) "efficient exhaust draught" means localised ventilation effected by mechanical means for the removal of gas, vapour, dust or fume so as to prevent them from escaping into the air of any place in which work is carried on. No draught, shall be deemed to be efficient which fails to remove smoke generated at the point where such gas, vapour, fume or dust originates; and

(d) Manipulation shall include mixing, blending, filling, emptying, grinding, sieving, drying, packing, sweeping, handling, using or chemical processing of a nitro- amino compound.

(e) "Air line respirator" means a helmet or face piece with necessary connections by means of which a person using it in a poisonous or irritatant atmosphere breathes ordinary air or any suitable apparatus approved in writing by Chief Inspector-cum-Facilitator.

3. Cautionary placards – Cautionary placards in the form specified in appendix attached to this schedule and printed in the language of the majority of the workers employed in the said processes shall be affixed in prominent places frequented by them in the factory, where the placards can be conveniently read.

Arrangements shall be made by the manager to instruct periodically all such workers regarding the precautions contained in the cautionary placards.

4. Prohibition relating to employment of pregnant women and Adolescent – No pregnant woman or adolescent shall be employed or permitted to work in any room in which the said processes are carried on.

5. Air space- in every room in which the said manufacturing process is carried on there shall at least 15 cubic-meters of air space excluding any space occupied by machinery equipments or any other article for each person employed there in and in computing this air space no height over 4.25 meters shall be taken into account.

6. Efficient exhaught draught- unless the said process iscompletely enclosed so as to not to give rise to dust or fume it shall not be carried on without the use of an efficient exhaust draught when a nitro -amino compound;

(a) Is introduced into a tank, hopper, machine, or container or filled into cartridge; or

(b) Is ground, crushed, mixed, sieved, or blended.

7. Floors of workroom – The floor of every workroom in which the said processes are carried on shall be

(a) Smooth and impervious to water provided that asphalt or tar shall not be used in the composition of the floor,

(b) Maintained in a state of good repair,

(c) With a suitable slope for easy draining and provided with gutters and

(d) Thoroughly washed daily with the drain water being led into a sewer through a closed channel.

8. Work benches- work benches on which a nitro or amino compound is manipulated shall-

(a) Have a smooth impervious surface preferably of stainless steel; and

(b) Be washed daily with hose-pipe or cleaned by means of suction cleaning apparatus at the time when no other work is carried on there at.

9. Waste disposal –

(1) There shall be provided a suitable receptacle made of non-absorbable material with a tightly fitting cover for depositing waste material like cloth paper or other material soiled with a nitro or amino compound.

(2) Such receptacle shall be destroyed by burning or using other suitable methods under the supervision of a responsible person.

10. Disposal of empty containers – Empty containers used for holding compounds included under Appendix-A shall be thoroughly cleaned of their contents and treated with an inactivating agent before being discarded.

11. Decontamination of Pits, Tanks etc.-

(a) before a worker enters a pit, tank, kettle or any other confined space which contains a nitro or amino compound it shall be thoroughly washed and cleaned.

(b) No part of the plant which contains nitro or amino compounds shall be repaired or opened for repairs unless it has been emptied of such compounds and thoroughly cleaned & decontaminated.

(c) Records of such treatments shall be maintained in a register approved by the Chief Inspector-cum-Facilitator and the register shall be made available for inspection when required by Inspector-cum-Facilitator.

12. Manual handling – Controlled substances shall not be allowed to be mixed, filled, emptied or handled except by means of a scoop with a handle. Such scoop shall be thoroughly cleaned daily

13. Instructions regarding risk – Every worker on his first employment in the said processes shall be fully instructed on the properties of the toxic chemicals to which he is likely to be exposed to, of the dangers involved and the precautions to be taken. Workers shall also be instructed on the measures to be taken to deal with an emergency.

14. Washing and bathing facilities –

(1) The following washing and bathing facilities shall be provided and maintained in a clean state and in good repair for the use of all workers employed in the said processes:-

(a) a wash place under cover having constant supply of water and provided with clean towels, soap and nail brushes and with at least one stand pipe for every five such workers;

(b) 50 percent of the stand pipes provided under clause (a) shall be located in bathrooms where both hot and cold water shall be made available during the working hours of the factory and for one hour thereafter;

(c) The washing and bathing facilities shall be in close proximity of the area housing the said processes;

(d) Clean towels shall be provided individually to each worker; and

(e) in addition to the taps mentioned under clause (a), one stand pipe, in which warm water is made available, shall be provided on each floor.

(2) Arrangement shall be made to wash factory uniforms and other work clothes every day.

15. Washing and bathing- (a) all the workers employed in the said manufacturing process shall carefully wash their hands and faces before taking food or leaving factory.

(b) Bath register- the workers employed in the said manufacturing process shall take bath at factory premises and will enter their names in the bath register as token of having done so.

16. Food, drinks, etc. Prohibited in workroom – No worker shall consume food, drink, pan, supari or tobacco or shall smoke in any workroom in which the said processes are carried on and no worker shall remain in any such room during intervals for meals or rest.

17. Cloakroom – There shall be provided and maintained in a clean state and in good repair for the use of the workers employed in the said processes

(a) a cloakroom with lockers having two compartments – one for street clothes and the other for work clothes, and

(b) a place separate from the locker room and the mess room, for the storage of protective equipment provided under paragraph 7. The accommodation so provided shall be under the care of a responsible person and shall be kept clean.

18. Mess room – There shall be provided and maintained for the use of workers employed in the said processes who remain on the premises during the meal intervals, a mess room which shall be furnished with tables and benches and provided with suitable means for warming food. The mess room shall be placed under the charge of a responsible person and shall be kept clean.

19. Time allowed for washing – Before each meal and the end of the day at least 10 minutes addition to the regular interval shall be allowed for washing to each person who has been employed in the said process.

20. Drying stoves- (a) every drying stove shall be efficiently ventilated to the outside air in such a manner that hot air from stove shall not be drawn into any work room.

(b) No person shall enter into stove to remove the contents until a free current of air has been passed through by mechanical means.

21. Non-sparking tools- non sparking tools shall be provided for the purpose of cleaning or repairing machinery or operating any process where vapours of betanaphthyl amine are evolved.

22. Testing of atmosphere- Amines in the atmosphere of the work room where the manufacturing process is carried on shall be estimated once in every week and records of such estimations shall be made available when required by an Inspector-cum-Facilitator.

PART-II

23. Separation of process- the said manufacturing process 'B' shall be carried on in rooms which shall not communicate with the other rooms except through a passage open entirely to outside atmosphere.

24. Limitation of exposure- (a) no worker under the age of 40 years shall be engaged in the factory for the said manufacturing process 'B for the first time after the date on which these rules come into force.

(b) before the end of the day at least one hour shall be allowed for bathing to each person who is employed in the said manufacturing process 'B' including the

time allowed under paragraph 22.

25. Medical Examination

The employer shall ensure to get the medical examination of the employees and workers done as per the Table no. 1 of Rule 100

26. Personal Protective Equipment

The employer shall ensure to provide the Personal Protective equipment corresponding to the respective schedule as per Table no. 2 or Rule 100

27. Exemptions – If in respect of any factory, the Chief Inspector-cum-Facilitator is satisfied that owing to the exceptional circumstances or infrequency of the processes or for any other reason, all or any of the provisions of this schedule is not necessary for the protection of the workers in the factory, the Chief Inspector-cum-Facilitator may be a certificate in writing (which he may in his discretion revoke at any time), exempt such factory from all or any of such provisions subject to such conditions, if any, as he may specify therein.

APPENDIX-A

[SEE PARAGRAPH 2, 10, 13]

The benzenes, Toulenes, Xylenes, having undergone nitration once or several times (nitro,dinitro and trinitro benzene and its homologues) and chlorinated compounds, naphalenes, having undergone nitration once or several times, anilines and its homologues(toludine, Xylidine, cuminide) anisidine, phenetidine and their chlorinated nitrated and alkyl led compounds (dimethylailine, toluylendiamine, toludine, phenyhydrazine, toluylhydrazine)

APPENDIX-B

[SEE PARAGRAPH 2 & 13]

1. Alphanaphthylamine
2. betanaphthylamine
3. Benzidine and its salts
4. dianisidine
5. Toludine
6. Dichlorobenzidine

APPENDIX – C CAUTIONARY PLACARD/NOTICE

1. Nitro and amino compounds are aromatic hydro carbons are dangerous .In this factory you have to handle them carefully.
2. All items of protective wear provided should be made use of to safeguard your health.
3. Maintain cleanliness at all times. Before meals wash hands and feet. A bath before leaving the factory is essential taking care to wash the hands well.
4. If any chemicals falls on your body wash it off immediately with soap and water. Change clothing at once. If soap with a cynoticnitromino compound contact the appointed doctor immediately.
5. Do not handle any nitro or amino compounds bare hand. Use a long handle scoop.
6. Avoid alcoholic drinks as these can cause risk of poisoning.
7. In case of illness contact the factory manager and the appointed doctor.
8. Don't chew, eat, drink or smoke in the work room or with soiled hands. Keep food and drinks away from the work place.
9. If you work with betanaphthylamine or benzedine or its salt alphanapthalymine or dianisidine :-

(a) Remember the serious effects will follow after a number of year if great care is not taken to observe absolute cleanliness of body, close, missionary and tools

(b) At meal time wash face and hands twice with soap and water to remove all chemicals; wear a long sleeve clean apron while eating

(c) Before leaving the factory take a bath using soap and water twice after this put on your home clothes.

SCHEDULE – XVIII

PROCESS OF EXTRACTING OILS AND FATS FROM VEGETABLES AND ANIMAL SOURCES IN SOLVENT EXTRACTION PLANTS

1. Definitions – For the purposes of this schedule –

(a) "solvent extraction plant" means a plant in which the process of extracting oils and fats from vegetable and animal sources by use of solvents is carried on;

(b) "solvent" means an flammable liquid such as pentane, hexane and

heptane use for the recovery of vegetable oils;

(c) "flameproof enclosure" as applied to electrical machinery or apparatus means an enclosure that will withstand, when covers or other access doors are properly secured, an internal explosion of the flammable gas or vapour which may enter or which may originate inside the enclosure without suffering damage and without communicating internal inflammation (or explosion) to the external flammable gas or vapour;

(d) "competent person" for the purpose of this schedule shall be at least a member of the Institution of Engineers (India) or an Associate Member of the said Institution with 10 years experience in a responsible position as may be approved by the Chief Inspector-cum-Facilitator:

Provided that a graduate in mechanical engineering or chemical technology with specialised knowledge of oils and fats and with a minimum experience of 5 years in a solvent extraction plant shall also be considered to the a competent person.

Provided further that the State Government may accept any other qualifications if in its opinion they are equivalent to the qualifications aforesaid.

2. Location and layout – (1) No solvent extraction plant shall be permitted to be constructed or extended to within a distance of 30 meters from the nearest residential locality.

(2) A 1.5 meter high continuous wire fencing shall be provided around the solvent/extraction plant upto a minimum distance of 15 meters from the plant.

(3) No person shall be allowed to carry any matches or an open flame or fire inside the area round by the fencing.

(4) Boiler houses and other buildings where open flame processes are carried on shall be located at least 30 meters away from the solvent extraction plant;

(5) If godowns and preparatory processes are at a distance of less than 30 metres from the solvent extraction plant, these shall be at least 15 meters distant from the plant, and a continuous barrier wall of non-combustible material -

1.5 meters high shall be erected at a distance of not less than 15 meters from the solvent extraction plant so that it extends to at least 30 meters of vapour travel around its ends from the plant to the possible sources of ignition.

3. Electrical installations – (1) all electrical motors and wiring and other

electrical equipment installed or housed insolvent extraction plant shall be of flameproof construction.

(2) All metal parts of the plant and building including various tanks and containers where solvents are stored or are present and all parts of electrical equipment not required to be energised shall be properly bonded together and connected to earth so as to avoid accidental rise in the electrical potential of such parts above the earth potential.

4. Restriction on smoking – Smoking shall strictly prohibited within 15 meters distance from solvent extraction plant. For this purpose, "NO smoking" signs shall be permanently displayed in the area.

5. Precautions against friction – (1) All tools and equipment including ladders, chains and other lifting tackle required to be used in solvent extraction plant shall be of non-sparking type.

(2) No machinery or equipment in any solvent extraction plant shall be belt driven, unless the belt used is of such a type that it does not permit accumulation of static electricity to a dangerous level.

(3) No person shall be allowed to enter and work in the solvent extraction plant if wearing clothes made of nylon or such other fibre that can generate static electrical charge, or wearing footwear which is likely to cause sparks by friction.

6. Fire fighting apparatus – (1) Adequate number of portable fire extinguishers suitable for use against flammable liquid fires shall be provided in the solvent extraction plant.

(2) An automatic water spray sprinkler system on a wet pipe or open-head deluge system with sufficient supply of storage water shall be provided over solvent extraction plant and throughout the building housing such plant.

7. Precautions against power failure – Provision shall be made for the automatic cutting off of steam in the event of power failure and also for emergency overhead water supply for feeding water by gravity to condensers which shall come into play automatically with the power failure.

8. Magnetic Separators – Oil cake shall be fed to the extractor by a conveyer through a hopper and a magnetic separator shall be provided to remove any pieces of iron during pressure in the event of fire.

9. Venting – (1) Tanks containing solvents shall be protected with emergency

venting to relieve excessive internal pressure in the event of fire.

(2) All emergency relief vents shall terminate at least 6 meters above the ground and be so located that vapours will not re-enter the building in which solvent extraction plant is located.

10. **Waste water –** Process waste water shall be passed through a flash evaporator to remove any solvent before it is discharged into a sump which should be located within the fenced area but not closer than 8 meters to the fence.

11. **Ventilation –** The solvent extraction plant shall be well ventilated and if the plant is housed in a building, the building shall be provided with mechanical ventilation with provision for at least six air changes per hour.

12. **Housekeeping –** (1) Solvents shall not be stored in an area covered by solvent extraction plant except in small quantities which shall be stored in approved safety cans.

(2) Waste materials such as oily rags, other wastes and absorbents used to wipe off solvent and paints and oils shall be deposited in approved containers and removed from the premises at least once a day.

(3) Space within the solvent extraction plant and within 15 meters from the plant shall be kept free form any combustible materials and any spills of oil or solvent, shall be cleaned up immediately.

13. **Examination and repairs –** (1) the solvent extraction plant shall be examined by the competent person to determine any weakness or corrosion and wear once in every 12 months. Report of such examination shall be supplied to the Inspector-cum-Facilitator with his observation as to whether or not the plant is in safe condition to work.

(2) No repairs shall be carried out to the machinery or plant except under the direct supervision of the competent person.

(3) Facility shall be provided for purging the plant with inert gas or steam before opening for cleaning or repairs and before introducing solvent after repairs.

14. **Operating personnel –** The operation of the plant and machinery in the solvent extraction plant shall be in the charge of such duly qualified and trained persons as are certified by the competent person to be fit for the purpose and no other person shall be allowed to operate the plant and machinery.

15. **Employment of women and Adolescent –** No pregnant woman or adolescent shall be employed in the solvent extraction plant.

16. **Vapour detection –** A suitable type of flameproof and portable combustible gas indicator shall be provided and maintained in good working order and a schedule of routine sampling of atmosphere at various locations as approved by the chief Inspector-cum-Facilitator shall be drawn out and entered in a register maintained for the purpose.

17. **Exemption –** If in respect of any factory, the Chief Inspector-cum-Facilitator is satisfied that owing to the exceptional circumstances or infrequency of the processes or for any other reason, all or any of the provisions of this schedule is not necessary for the protection of the workers in the factory, the Chief Inspector-cum-Facilitator may by a certificate in writing (which he may in his discretion revoke at any time) exempt such factory from all or any of such provisions subject to conditions, if any, as he may specify therein.

SCHEDULE – XIX

MANUFACTURE OR MANIPULATION OF MANGANESE AND ITS COMPOUNDS

1. **Definitions –** For the purposes of this schedule –

(a) "manganese process" means processing, manufacture or manipulations of manganese or any ore or any mixture containing manganese;

(b) "first employment" means first employment in any manganese process and includes also re-employment in any manganese process followed any cessation of employment for continuous period of 3 calendar months.

(c) "Manipulations" means mixing, blending, filling, emptying, grinding, sieving, drying, packing, sweeping, or otherwise handling of manganese, or mixture containing manganese; and

(d) "efficient exhaust ventilation" means localised ventilation effected by mechanical means for the removal of dust or fume or at its source of origin so as to prevent it from escaping into the atmosphere of any place where any work is carried on. No draught shall be deemed to be efficient which fails to remove the dust or fume or mist at the point where it is generated and fails to prevent it from escaping into and spreading into the atmosphere of a work place.

2. **Application –** This schedule shall apply to every factory in which or in any part of which any manganese process is carried on.

3. **Isolation of a process –** Every manganese process which may give rise to dust, vapour or mist containing manganese, shall be carried on in a totally enclosed system or otherwise effectively isolated from other processes so that other plants and processes and other parts of the factory and persons employed on other processes may not be affected by the same.

4. **Ventilation of process –** No process in which any dust, vapour or mist containing manganese is generated, shall be carried out except under an efficient exhaust ventilation which shall be applied as near to the point of generation as practicable.

5. **Prohibition relating to pregnant women and Adolescent –** No pregnant women or adolescent shall be employed or permitted to work in any manganese process.

6. **Food, drinks, etc. Prohibited in the work rooms –** No food, drink, pan and supari or tobacco shall be allowed to be brought into or consumed by any worker in any workroom in which any manganese process is carried on.

7. **Mess room –** There shall be provided and maintained for the use of the persons employed in a manganese process a suitable mess room which shall be furnished with sufficient tables and benches and adequate means for warming of food. The mess room shall be placed under the charge of a responsible person and shall be kept clean.

8. **Washing facilities –** There shall be provided and maintained in a clean state and in good condition, for the use of persons employed on manganese process –

(a) A wash place under cover, with either –

(i) A trough with a smooth impervious surface fitted with a waste pipe without plug, and of sufficient length to allow at least 60 centimetres for every ten such persons employed at any one time, and having a constant supply of water from taps or jets above the trough at intervals of not more than 60 centimetres;

(ii) at least on wash basin for every five such persons employed at any one time, fitted with a waste pipe and plug and having a constant supply water; and

(b) sufficient supply of soap or other suitable cleaning material and nail brushes and clean towels.

9. **Clockroom –** If the Chief Inspector-cum-Facilitator so requires there shall be provided and maintained for the use of personsemployed in

manganese process a cloakroom for clothing put off during working hours with adequate arrangements for drying the clothing.

10. **Personal Protective Equipment**

The employer shall ensure to provide the Personal Protective equipment corresponding to the respective schedule as per Table no. 2 or Rule 100

11. **Cautionary placard and instructions –** Cautionary notices in the form specified in appendix and printed in the language of the majority of the workers and employed, shall be affixed in prominent places in the factory where they can be easily and conveniently read by the workers and arrangement shall be made by the occupier to instruct periodically all workers employed in a manganese process regarding the health hazards connected with their duties and the best preventive measures and methods to protect themselves. The notices shall always be maintained in a legible condition.

APPENDIX CAUTIONARY NOTICE

(Manganese and Manganese Compounds)

1. Dust free and mists of manganese and its compounds are toxic when inhaled or when ingested.
2. Do not consume food or drink near the work place.
3. Take a good wash before taking meals.
4. Keep the working area clean.
5. Use the protective clothing and equipment provided.
6. When required to work in situations where dusts, fumes or mists are likely to be inhaled, use respiratory protective equipment provided for the purpose.
7. If you get severe head-aches, prolonged sleeplessness or abnormal sensations on the body, report to the occupier who would make arrangements for your examination and treatment.

11. Exemption – If in respect of any factory, the Chief Inspector-cum-Facilitator is satisfied that owing to any exceptional circumstances, or infrequency of the process, or for any other reason, application of all or any of the provisions of this schedule is not necessary for the protection of the persons employed in such factory, he may by an order in writing which he may at his discretion revoke, exempt such factory from all or any of the provisions on such conditions and for such period as he may specify in the said order.

SCHEDULE – XX

MANUFACTURE, HANDLING AND USAGE OF BENZENE AND SUBSTANCES CONTAINING BENZENE

1. **Application –** This schedule is made to provide protection against hazards of poisoning from benzene and shall apply in respect of factories or parts thereof in which benzene or substances containing benzene are manufactured, handled or used.

2. **Definitions –** For the purpose of this schedule –

(a) "substances containing benzene" means substances wherein benzene content exceeds 1 per cent by volume;

(b) "substitute" means a chemical which is harmless or less harmful than benzene and can be used in place of benzene;

(c) "enclosed system" means a system which will not allow escape of benzene vapours to the workers atmosphere; and

(d) "efficient exhaust draught" means localised ventilated effected by mechanical means for the removal of gases, vapours and dusts or fumes so as to prevent them from escaping into the air of any workroom. No draught shall be deemed to be efficient if it fails to remove smoke generated at the point where such gases, vapours, fumes or dusts originate.

3. **Prohibition and substitution –**

(1) Benzene and substances containing benzene shall not be used as solvent or dilutent unless the process in which it is used is carried on in an enclosed system or unless the process is carried on in manner which is considered equally safe as if it were carried out in an enclosed manner.

Use of benzene and substances containing benzene is prohibited in the following processes :-

(a) manufacture of varnishes, paints and thinners; and

(b) Cleaning and degreasing operations.

(2) Where suitable substitutes are available, they shall be used instead of benzene or substances containing benzene. This provision, however, shall not apply to the processes specified in Appendix A.

(3) The Chief Inspector-cum-Facilitator may, subject to confirmation by the State Government, permit exemptions from the percentage laid down in sub- paragraph 2(a) and also from the provisions of sub-paragraph (2) of this paragraph temporarily under conditions and within limits of time to be determined after consultation with the employers and workers concerned.

4. Protection against installation –

(1) The process involving the use of benzene or substances containing benzene shall be as far as practicable be carried out in an enclosed system.

(2) Where, however, it is not practicable to carry out the process in an enclosed system, the workroom in which benzene or substances containing benzene are used shall be equipped with an efficient exhaust draught or other means for the removal of benzene vapours to prevent their escape into the air of the workroom so that the concentration of benzene in the air does not exceed 10 parts per million by volume or30 milligrams per cubic meter.

(3) Air analysis for the measurement of concentration of benzene vapours in air shall be carried out every 8 hours or at such intervals as may be directed by the Chief Inspector-cum-Facilitator at places where process involving use of benzene is carried on and the result of such analysis shall be recorded in a register specially maintained for this purpose. If the concentration of benzene vapours in air as measured by air analysis, exceeds 10 parts per million by volume or 30 milligrams per cubic meter, the occupier shall forthwith report the concentration to the Chief Inspector-cum-Facilitator stating the reasons for such increase.

(4) Workers who for special reasons are likely to be exposed to concentration of benzene in the air of the workroom exceeding the maximum referred to in subparagraph (2) shall be provided with suitable respirators or face masks. The duration of such exposure shall be limited as far as possible.

5. Measures against skin contact –

(1) Workers who are likely to come in contact with liquid benzene or liquid substances containing benzene shall be provided with suitable gloves, aprons, boots and where necessary vapour tight chemical goggles, made of material not affected by benzene or its vapours.

(2) The protective wear referred to in sub-paragraph (1) shall be maintained in good condition and inspected regularly.

6. Prohibition relating to employment of pregnant women and Adolescent – No pregnant woman or adolescent shall be employed or permitted to work in any workroom involving exposure to benzene or substances containing benzene.

7. **Labelling –** Every container holding benzene or substances containing benzene shall have the word "Benzene" and approved danger symbols clearly visible on it and shall also display information on benzene content, warning about toxicity and warning about infallibility of the chemical.

8. **Improper use of benzene-**

(1) The use of benzene substances containing benzene by workers for cleaning their hands or their work clothing shall be prohibited.

(2) Workers shall be instructed on the possible dangers arising from such misuse.

9. **Prohibition of consuming food, etc. In workrooms –** No worker shall be allowed to store or consume food or drink in the workroom in which benzene or substances containing benzene are manufactured, handled or used. Smoking and chewing tobacco or pan shall be prohibited in such workrooms.

10. **Instructions as regards risks –** Every worker on his first employment shall be fully instructed on the properties of benzene or substances containing benzene which he has to handle and of the dangers involved. Workers shall also be instructed on the measures to be taken to deal with in an emergency.

11. **Cautionary notices –** Cautionary notices in the form specified in appendix and printed in the language easily read and understood by the majority of the workers shall be displayed in prominent places in the workrooms where benzene or substances containing benzene are manufactured, handled or used.

12. **Washing facilities, cloakroom and mess room –** In factories in which benzene or substances containing benzene are manufactured, handled or used, the occupier shall provide and maintain in a clean state and in good repair –

(a) washing facilities under cover, of the standard of at least one tap for every 10 persons having constant supply of water with soap, and a clean towel provided individually to each worker if so ordered by the Inspector-cum- Facilitator;

(b) cloakroom with lockers for each worker, having two compartments – one for street-clothing and one for work-clothing; and

(c) a mess room furnished with tables and benches with means for warming food, provided that where a canteen or other proper arrangements exist for the workers to take their meals, the requirements of mess room shall be dispensed with.

13. Medical Examination

The employer shall ensure to get the medical examination of the employees and workers done as per the Table no. 1 of Rule 100

14. Personal Protective Equipment

The employer shall ensure to provide the Personal Protective equipment corresponding to the respective schedule as per Table no. 2 or Rule 100

APPENDIX-A [SEE CLAUSE 3(B)]

1 production of benzene

2 process where benzene is used for chemical synthesis

3 motor spirits (used as fuel)

APPENDIX-B [SEE CLAUSE 11]

CAUTIONARY NOTICE

(Benzene and substances containing benzene)

1. Hazards:-

(a) Benzene and substances containing benzene are harmful.+

(b) Prolonged or repeated breathing of benzene vapours may result in acute or chronic poisoning.

(c) Benzene can also be absorbed through skin which may cause skin or other diseases.

2. Preventive measures:-

(a) Avoid breathing of benzene vapours.

(b) Avoid prolonged or repeated contact of benzene with the skin.

(c) Remove benzene soaked or wet clothing promptly.

(d) If any time you are exposed to high concentration of benzene vapours and exhibit signs and symptoms such as dizziness, difficulty in breathing, excessive excitation and losing of consciousness, immediately inform your factory manager.

(e) Keep all the containers of benzene closed

(f) Handle, use and process benzene and substances containing benzene carefully in order to prevent their spillage on floor.

(g) Maintain good housekeeping.

3. Protective equipment:-

(a) Use respiratory protective equipment in places where benzene vapours are present in high concentration.

(b) In emergency, use self generating oxygen mask or oxygen or air cylinder masks.

(c) Wear hand gloves, aprons, goggles and gum boots to avoid contact of benzene with your skin and body parts.

4. First-aid measures in case of acute benzene poisoning:-

(a) Remove the clothing immediately if it is wetted with benzene.

(b) If liquid benzene enters eyes, flush thoroughly for at least 15 minutes with clean running water and immediately secure medical attention.

(c) In case of unusual exposure to benzene vapour, call a physician immediately. Until he arrives, do the following :-

(i) If the exposed person is conscious –

(a) Move him to fresh air in open.

(b) Lay down without a pillow and keep him quiet and warm.

(ii) If the exposed person is unconscious –

(aa) Lay him down preferably on the left side with the head low.

(bb) Remove any false teeth, chewing gum, tobacco or other foreign objects which may be in his mouth.

(cc) Provide him artificial respiration in case difficulty is being experienced in breathing.

(dd) In case of shallow breathing or cyanosis (blueness of skin, lips, ears, finger nail beds), he should be provided with medical oxygen or oxygen carbon dioxide mixture. If needed, he should be given artificial respiration. Oxygen should be administered by a trained person only.

SCHEDULE – XXI

MANUFACTURING PROCESS OR OPERATION IN CARBON DISULPHIDE PLANTS

1. Application – This schedule shall apply to all electric furnaces in which carbon disulphide is generated and all other plants where carbon disulphide after generation, is condensed, refined and stored. This schedule is in addition to and not in derogation of any of the provisions of the Code and Rules made there under.

2. Construction, installation and operation-

(1) The buildings in which electric furnaces are installed and carbon disulphide after generation is condensed and refined shall be segregated from other parts of the factory and shall be of open type to ensure optimum ventilation and the plant layout shall be such that only a

minimum number of workers are exposed to the risk of any fire or explosion at any one time.

(2) Every electric furnace and every plant in which carbon disulphide is condensed, refined and stored with all their fittings and attachments shall be of good construction, sound material and of adequate strength to sustain the internal pressure to which the furnace or the plant may be subjected to and shall be so designed that carbon disulphide liquid and gas are in closed system during their normal working.

(3) The electric furnace supports shall be firmly grouted about 60 centimetres in concrete or by other effective means.

(4) Every electric furnace shall be installed and operated according to manufacturers' instructions and these instructions shall be clearly imparted to the personnel in charge of construction and operation.

(5) The instructions regarding observance of correct furnace temperature, sulphur dose, admissible current or power consumption and periodical checking of charcoal level shall be strictly complied with.

3. Electrodes –

(1) Where upper ring electrodes made of steel are used in the electric furnace, they shall be of seamless tube construction and shall have arrangement for being connected t cooling water system through a siphon built in the electrodes or through a positive pressure water-pump.

(2) The arrangement for cooling water referred to in sub-paragraph (1) shall be connected with automatic alarm system which will actuate in the event of interruption of cooling water in the electrodes and give visible and audible alarm signals in the control room and simultaneously stop power supply for the furnace operation and to stop the further supply of water. The alarm system and the actuating device shall be checked every day.

4. Charcoal level indicator and vibrator – Means shall be provided on each electric furnace for indicating the correct level of charcoal in the furnace and vibrating the charcoal. This mean shall employed often as necessary to maintain correct charge and level of charcoal.

5. Charcoal separator – A cyclone type of charcoal separator shall be fitted on the off take pipe between the electric furnace and sulphur separator to prevent entry of pieces of charcoal into the condensers and piping.

6. Rupture discs and safety seal –

(1) At least two rupture discs of adequate size which shall blow off at a pressure twice the maximum operating pressure shall be provided on each furnace and shall either be mounted directly on the top of the furnace or each through an independent pipe as close as possible to the furnace.

(2) A safety water seal shall be provided and tapped from a point between the charcoal separator and the sulphur separator.

7. Pyrometer and manometers –

(1) Each electric furnace shall be fitted with adequate number of pyrometers to give an indication of the temperature as correctly as reasonably practicable at various points in the furnace. The dials for reading the temperatures shall be located in the control room.

(2) Manometers or any other suitable devices shall be provided for indicating pressure–

(a) In the off take pipe before and after the sulphur separator; and

(b) In primary and secondary condensers.

8. Check valves – All piping carrying carbon disulphide shall be fitted with check valves at suitable positions so as to prevent gas from flowing back into any electric furnace in the event of its shut down.

9. Inspection and maintenance of electric furnaces –

(1) Every electric furnace shall be inspected internally by a competent person.

(a) Before being placed in service after installation;

(b) Before being placed in service after reconstruction or repairs; and

(c) Periodically every time the furnace is opened for cleaning or de- or for replacing electrodes.

(2) When an electric furnace is shut down for cleaning or de–

(a) The brick lining shall be checked for continuity and any part found defective removed;

(b) After removal of any part of the lining referred to in (a) the condition of the shell shall be closely inspected; and

(c) Any plates forming shall found corroded to the extent that safety of the furnace is endangered shall be replaced.

10. Maintenance of records – The following hourly records shall be maintained in a logbook.

(a) Manometer readings at the points specified in sub-paragraph 7(2);

(b) Gas temperature indicated by pyrometers and all other vital points

near the sulphur separator and primary and secondary condensers;

(c) Water temperature and flow of water through the siphon in the electrodes; and

(d) Primary and secondary voltages and current and energy consumed.

11. Electrical apparatus, wiring and fittings – All buildings in which carbon disulphide is refined or stored shall be provided with electrical apparatus, wiring and fittings which shall afford adequate protection from fire and explosion.

12. Prohibition relating to smoking – No person shall smoke or carry matches, fire or naked light or other means of producing a naked light or spark in buildings in which carbon disulphide is refined or stored, and a notice in the language understood by a majority of the workers shall be posted in the plant prohibiting smoking and carrying of matches, fire or naked light or other means of producing naked light or spark into such rooms.

13. Means of escape – Adequate means of escape shall be provided and maintained to enable persons to move to a safe place as quickly as possible in case of an emergency. At least two independent staircases of adequate width shall be provided in every building housing the furnaces at reasonable intervals at opposite ends. These shall always be kept clear of all obstructions and so designed to afford easy passage.

14. Warnings in case of fire – There shall be adequate arrangements for giving warnings in case of fire or explosion which shall operate on electrically and in case of failure of electricity by some mechanical means.

15. Fire-fighting equipment –

(1) Adequate number of suitable fire extinguishers or other fire-fighting equipment shall be kept in constant readiness for dealing with risks involved and depending on the amount and nature of materials stored.

(2) Clear instructions as to how the extinguishers or other equipment should be used printed in the language which the majority of the workers employed understand, shall be affixed to each extinguisher or other equipment and the personnel trained in their use.

16. Bulk Sulphur –

(1) Open or semi-enclosed spaces for storage of bulk sulphur shall be sited with due regard to the dangers which may arise from sparks given off by nearby locomotives, etc., and precautions shall be taken to see that

flames, smoking and matches and other sources of ignition do not come in contact with the clouds of dust arising during handling of bulk sulphur.

(2) All enclosures for bulk sulphur shall be of non-combustible construction, adequately ventilated and so designed as to provide a minimum of ledges on which dust may lodge.

(3) The bulk sulphur in the enclosures shall be handled in such a manner as to minimise the formation of dust clouds and no flame, smoking and matches or other sources of ignition shall be employed during handling and non-sparking tools shall be used whenever sulphur is shovelled or otherwise removed by hand.

(4) No repairs involving flames, heat or use of hand or power tools shall be made in the enclosure where bulk sulphur is stored.

17. Liquid sulphur – Open flames, electric sparks and other sources of ignition, including smoking and matches, shall be excluded from the vicinity of molten sulphur.

18. Training and supervision –

(1) All electric furnaces and all plants in which carbon disulphide is condensed, refined or stored shall be under adequate supervision at all times while the furnaces and plant are in operation.

(2) Workers in charge of operation and maintenance of electric furnaces and the plants shall be properly qualified and adequately trained.

19. Washing facilities –

(1) The occupier shall provide and maintain in a clean state and in good repair, for the use of all persons employed wash place under cover with at least one tap or stand- pipe, having a constant supply of clean water for every five such persons, the taps or stand-pipes being spaced not less than 120 centimetres apart with a sufficient supply of soap and clean towels, provided that towels shall be supplied individually to each worker if so ordered by the Inspector- cum-Facilitator.

(2) All the workers employed in the sulphur storage, handling and melting operations shall be provided with a nail brush.

20. Cloakrooms – There shall be provided and maintained for the use of all persons employed in the processes a suitable cloakroom for clothing put off during work hours and a suitable place separate from the cloakroom for the storage or overalls or working clothes. The accommodation so provided shall be placed in the charge of a responsible person and shall

be kept clean.

21. Unauthorized persons – Only maintenance and repair personnel, persons directly connected with the plant operation and those accompanied by authorized persons shall be admitted into the plant.

22. Personal Protective Equipment

The employer shall ensure to provide the Personal Protective equipment corresponding to the respective schedule as per Table no. 2 or Rule 100

SCHEDULE – XXII

MANUFACTURE OR MANIPULATION OF DANGEROUS PESTICIDES

1. Application –This schedule shall apply in respect of all factories or any part thereof in which the process of manufacture or manipulation of dangerous pesticide hereinafter referred to as the said manufacturing process is carried on.

2. **Definitions –** For the purpose of this Schedule –

(a) "dangerous pesticides" means any product proposed or used for controlling, destroying or repelling any pest or for preventing growth or mitigating effects of such growth including any of its formulations which is considered toxic under and is covered by the Insecticides Act, 1968 and the rules made there under and any other product, as may be notified from time to time by the State Government;

(b) "manipulation" includes mixing, blending, formulating, filling, emptying, packing or otherwise handling;

(c) "efficient exhaust draught" means localised mechanical ventilation for removal of smoke, gas, vapour, dust, fume or mist so as to prevent them from escaping into the air of any work room in which work is carried on. No exhaust draught shall be considered efficient if it fails to remove smoke generated at the point where such gas, fume, dust, vapour or mist originates from the process.

3. Instruction to workers – Every worker on his first employment shall be fully instructed on the properties including dangerous properties of the chemicals handled in the said manufacturing process and the hazards involved. The employees shall also be instructed in the measures to be taken to deal with any emergency. Such instructions shall be repeated periodically.

4. Cautionary notice and placards – Cautionary notices and placards in the form

specified in appendix to this schedule and printed in the language of the

majority of the workers shall be displayed in all work places in which said manufacturing process is carried on so that they can be easily and conveniently read by the workers. Arrangements shall be made by the occupier and the manager of the factory to periodically instruct the workers regarding the health hazards arising to in the said manufacturing process and methods of protection. Such notices shall include brief instructions regarding the periodical clinical tests required to be undertaken for projecting health of the workers.

5. Prohibition relating to employment of pregnant women or Adolescent – No pregnant or lactating woman or adolescent shall be employed or permitted to work in any room in which the said manufacturing process is carried on or in any room in which dangerous pesticide is stored.

6. Food drinks, and smoking prohibition – (1) No food, drink, tobacco, pan or supari shall be brought into or consumed by any worker in any workroom in which the said manufacturing process is carried out.

(2) Smoking shall be prohibited in any workroom in which the said manufacturing process is carried out.

7. Floors and work-benches – (1) Floors in every workroom where dangerous pesticides are manipulated shall be of cement or other impervious material giving a smooth surface.

(2) Floors shall be maintained in good repair, provided with adequate slope leading to a drain and thoroughly washed once a day with the hose pipe.

(3) Work-benches where dangerous pesticides are manipulated shall be made of smooth, non-absorbing material preferably stainless steel and shall be cleaned at least once daily.

8. Spillage and waste – (1) If a dangerous pesticide during its manipulation splashes or spills on the work-bench, floor or on the protective clothing worn by a worker, immediate action shall be taken for through decontamination of such areas or articles.

(2) Cloth, rags, paper or other material soaked or soiled with a dangerous pesticide shall be deposited in a suitable receptacle with tight fitting cover. Contaminated waste shall be destroyed by burning at least once a week.

(3) Suitable deactivating agents, where available, shall be kept in a readily accessible place for use while attending to a spillage.

(4) Easy means of access shall be provided to all parts of the plant for cleaning,
maintenance and repairs.

9. Empty containers used for dangerous pesticides – Containers used for dangerous pesticides shall be thoroughly cleaned of their contents and treated with an inactivating agent before being discarded or destroyed.

10. Manual handling – (1) A dangerous pesticide shall not be required or allowed to be manipulated by hand except by means of a long handled scoop.

(2) Direct contact of any part of the body with a dangerous pesticide during its manipulation shall be avoided.

11. Ventilation – (1) In every workroom or area where a dangerous pesticide is manipulated, adequate ventilation shall be provided at all times by the circulation of fresh air.

(2) Unless the process is completely enclosed, the following operations during manipulation of a dangerous pesticide shall not be undertaken without an efficient exhaust draught :-

(a) emptying a container holding a dangerous pesticide;

(b) blending a dangerous pesticide;

(c) preparing a liquid or powder formulation containing a dangerous pesticide; and

(d) Changing or filling a dangerous pesticide into a container, tank hopper or machine or small sized containers.

(3) In the event of a failure of the exhaust draught provided on the above operation, the said operations shall be stopped forthwith.

(4) (i) All equipment for the extraction or suppression of dust shall at least once in every six months be examined and tested by competent person, and any defect disclosed by such examination and test shall be rectified as soon as practicable.

(ii) A register containing particulars of such examination and tests shall be kept in Form 50.

12. Time allowed for washing – (1) Before each meal and before the end of the day's work at least ten minutes in addition to the regular rest interval shall be allowed for washing to each worker engaged in the manipulation of dangerous pesticide.

(2) Every worker engaged in the manipulation of dangerous pesticides shall have a thorough wash before consuming any food and also at the end of the day's work.

13. Washing and bathing facilities – (1) There shall be provided and maintained in a clean state and in good repair for the use of all workers

employed in the factory where the said manufacturing process is carried on, adequate washing and bathing places having a constant supply of water under cover at the rate of one such place for every 5persons employed.

(2) The washing places shall have standpipes placed at intervals of not less than one meter.

(3) Not less than one half of the total number of washing places shall be provided with bathrooms.

(4) Sufficient supply of clean towels made of suitable material shall be provided:

Provided that such towels shall be supplied individually for each worker is so ordered by the Inspector-cum-Facilitator.

(5) Sufficient supply of soap and nail brushes shall be provided.

14. Cloakroom – There shall be provided and maintained for the use of all workers employed in the factory where the said manufacturing process is carried on –

(a) a cloakroom for clothing put off during working hours with adequate arrangements for drying clothing, if wet; and

(b) separate and suitable arrangements for the storage of protective clothing provided under paragraph 7.

15. Mess room – (1) There shall be provided and maintained for the use of all workers employed in the factory in which the said manufacturing process is carried on and remaining on the premises during the rest intervals, suitable mess room which shall be furnished with –

(a) sufficient tables and benches with back rest, and

(b) Adequate means for warming food.

(2) The mess room shall be placed under the charge of responsible person and shall be kept clean.

16. Manipulation not be undertaken – Manufacture or manipulation of a pesticides shall not be undertaken in any factory unless a certificate regarding its dangerous nature or otherwise is obtained from the Chief Inspector-cum- Facilitator.

17. Medical Examination

The employer shall ensure to get the medical examination of the employees and workers done as per the Table no. 1 of Rule 100

18. Personal Protective Equipment

The employer shall ensure to provide the Personal Protective equipment corresponding to the respective schedule as per Table no. 2 or Rule 100

19. Exemption – If in respect of any factory the Chief Inspector-cum-Facilitator is satisfied that owing to the exceptional circumstances or the infrequency of the said manufacturing process or for any other reason which shall record in writing all or any of the provisions of this schedule are not necessary for the protection of workers employed in the factory, he may by a certificate in writing exempt such factory, from all or any of the provisions on such condition as he may specify therein

APPENDIX CAUTIONARY NOTICE

(Insecticides and pesticides)

1. Chemicals handled in this plant are poisonous substances.
2. Smoking, eating food or drinking, chewing tobacco in this area is prohibited. No food stuff or drink shall be brought in this area.
3. Some of these chemicals may be absorbed through skin and may cause poisoning.
4. A good wash shall be taken before meals.
5. A good bath shall be taken at the end of this shift.
6. Protective clothing and equipment supplied shall be used while working in this area.
7. Containers of pesticides shall not be used for keeping food stuffs.
8. Spillage of the chemicals on any part of the body or on the floor or workbench shall be immediately washed away with water.
9. Clothing contaminated sue to splashing shall be removed immediately.
10. Scrupulous cleanliness shall be maintained in this area.
11. Do not handle pesticides with bare hands, use scoops provided with handle.
12. In case of sickness like nausea, vomiting, giddiness, the manager should be informed who will make necessary arrangements for treatment.
13. All workers shall report for the prescribed medical tests regularly to protect their own health.

SCHEDULE – XXIII

MANUFACTURE OF RAYON BY VISCOSE PROCESS

1. Definitions – For the purpose of this schedule –

(a) ”approved” means approved for the time being in writing by the Chief Inspector- cum-Facilitator;

(b) ”breathing apparatus” means a helmet or face piece with necessary connections by means of which the person using it in a poisonous, asphyxiating or irritant atmosphere breathes unpolluted air; or any other

approved apparatus;

(c) ”churn” means the vessel in which alkali cellulose pulp is treated with carbon disulphide;

(d) ”dumping” means transfer of cellulose xanthate from a dry churn to a dissolver;

(e) ”efficient exhaust draught” means localised ventilation by mechanical means for
the removal of any gas or vapour, so as to prevent it from escaping into the air of any place in which work is carried on. No draught shall be deemed to be efficient if it fails to control effectively any gas or vapour generated at the point where such gas or fume originates;

(f) ”fume process” means any process in which carbon disulphide or hydrogen sulphide is produced, used or given off;

(g) “life belt” means a belt made of leather or other suitable material which can be securely fastened round the body with a suitable length of rope attached to it, each of which is sufficiently strong to sustain the weight of a man;

(h) “protective equipment” means apron, goggles, face shields, footwear, gloves and overalls made of suitable materials.

2. Ventilation –

(1) In all workrooms where a fume process is carried on, adequate ventilation by natural or mechanical means shall be provided so as to control, in association with other control measures, the concentration of carbon-di-sulphide and hydrogen sulphide in the air of every work environment within the permissible limits.

(2) Notwithstanding the requirements in sub-paragraph (1) an efficient exhaust draught shall be provided and maintained to control the concentration of carbon- disulphide and hydrogen sulphide in the air at the following locations :-

(a) dumping hoppers of dry churns;

(b) spinning machines;

(c) trio rollers and cutters used in steple fibre spinning;

(d) hydro-extractors for yarn cakes;

(e) after treatment processes; and

(f) spin baths.

(3) In so far as the spinning machines and trio rollers and cutters used in staple fibre spinning are concerned, they shall be, for the purpose of

ensuring the effectiveness of the exhaust draft to be provided as required in sub-paragraph (1), enclosed as fully as practicable and provided with suitable shutters in sections to enable the required operations to be carried out without giving rise to undue quantities of carbon-di-dulphide escaping to the work environment.

(4) No dry churn shall be opened after completion of reaction without initially exhausting the residual vapours of carbon-di-sulphide by operation of a suitable and efficient arrangement for exhausting the vapours which shall be continued to be operated as long as the churn is kept opened.

(5) Whenever any ventilation apparatus normally required for the purpose of meeting the requirements in sub-paragraphs (2), (3), and (4) is ineffective, fails, or is stopped for any purpose whatsoever, all persons shall be required to leave the work areas where the equipment or processes specified in the above said sub-paragraphs are in use, as soon as possible, and in any case not later than 15 minutes after such an occurrence.

(6) (a) All ventilating systems provided for the purposes as required in subparagraphs(2), (3) and (4) shall be examined and inspected once every week by a responsible person. It shall be thoroughly examined and tested by a competent person once In every period of 12 months. Any defects found by such examinations or test shall be rectified forthwith.

(b) A register containing particulars of such examinations and tests, and the state of the systems and the repairs or alterations (if any) found to be necessary shall be kept and shall be available for inspection by an Inspector-cum-Facilitator.

3. Waste from spinning machines- Waste yarn from the spinning machines shall be deposited in suitable containers provided with close fitting covers. Such waste shall be disposed off as quickly as possible after decontamination.

4. Lining of dry churns – The inside surface of all dry churns shall be coated with a non sticky paint so that cellulose xanthate will not stick to the surface of the churn. Such coating shall be maintained in good condition.

5. Air monitoring –

(1) To ensure the effectiveness of the control measures, monitoring of

carbon- disulphide and hydrogen sulphide in air shall be carried out once at least in every shift and the record of the results so obtained shall be entered in a register specially maintained for the purposes.

(2) For the purpose of the requirement in sub-paragraph (1), instantaneous gas detector tubes shall not be used. Samples shall be collected over duration of not less than 10 minutes and analyzed by an approved method. The locations where such monitoring is to be done shall be as directed by the Inspector-cum- Facilitator.

(3) If the concentration of either carbon disulphide or hydrogen sulphide exceeds the permissible limits for such vapour or gas as laid down in Rules, suitable steps shall be taken for controlling the concentrations in air of such contaminants. A report of such occurrences shall be sent to the Chief Inspector-cum- Facilitator forthwith.

6. Prohibition to remain in fume process room – No person during his intervals for meal, or rest shall remain in any room wherein fume process is carried on.

7. Prohibition relating to employment of Adolescent – No adolescent shall be employed or permitted to work in any fume process or in any room in which any such process is carried on.

8. Breathing apparatus – (1)There shall be provided in every factory where fume process is carried on, sufficient supply of –

(a) breathing apparatus,

(b) oxygen and a suitable appliances for its administration, and

(c) life belts.

(2) (a) The breathing apparatus and other appliances referred to in sub paragraph (1) shall be maintained in good condition and kept in appropriate locations so as to be readily available.

(b) The breathing apparatus and other appliances referred to in clauses (a) and (b) of sub-paragraph (1) shall be cleaned and disinfected at suitable intervals and thoroughly inspected once every month by a responsible person.

(c) A record of the maintenance of the condition of the breathing apparatus and other appliances referred to in sub-clause (1) shall be entered in a register provided for that purpose which shall be readily available for inspection by an Inspector-cum- Facilitator.

(2) Sufficient number of workers shall be trained and periodically retrained in the use of breathing apparatus and administering artificial respiration so that at least 2such trained persons would be available during all the working hours in each room in which fume process is carried on.

(3) Breathing apparatus shall be kept properly labelled in clean, dry, light-proof cabinets and if liable to be affected by fumes, shall be protected by placing them in suitable containers.

(4) No person shall be employed to perform any work for which breathing apparatus is necessary to be provided under sub-paragraph (1) unless he has been fully instructed in the proper use of that equipment.

(5) No breathing apparatus provided in pursuance of sub-paragraph (1) which has been worn by a person shall be worn by another person shall be worn by another person unless it has been thoroughly cleaned and disinfected since last being worn and the person has been fully instructed in the proper use of that equipment.

9. Electric fittings – All electric fittings in any room in which carbon-di-sulphide is produced, used or given off or is likely to be given off into the work environment, other than a spinning room, shall be of flame-proof construction and all electric conduct or shall either be enclosed in metal conduits or be lead-sheathed.

10. Prohibition relating to smoking, etc. – No person shall smoke or carry matches, fire or naked light or other means of producing a naked light or spark in a room in which fume process is carried on.

A notice in the language understood by the majority of the workers shall be posted at prominent locations in the plant prohibiting smoking and carrying of matches, fire or naked light or other means of producing naked light or spark into such rooms.

Provided that fire, naked light or other means of producing a naked light of spark maybe carried on in such room only when required for the purposes of the process itself under the direction of a responsible person.

11. Washing and bathing facilities – (1) There shall be provided and maintained in a clean state and in good repair for the use of all workers employed and in the processes covered by the schedule, adequate washing and bathing places having a constant supply of water under cover at the rate of one such place for every 25 persons employed.

(2) The washing places shall have standpipes placed at intervals of not less than one meter.

(3) Not less than one half of the total number of washing places shall be provided with bathrooms.

(4) Sufficient supply of clean towels made of suitable material shall be provided. Provided that such towels shall be supplied individually for each worker if so ordered by the Inspector-cum-Facilitator.

(5) Sufficient supply of soap and nail brushes shall be provided.

12. Rest Room –

(1) A rest room shall be provided for the workers engaged in doffing operations of filament yarn spinning process.

(2) Such rest room shall be provided with fresh air supply and adequate seating arrangement.

13. Cautionary notice and instructions – (1) the following cautionary notice shall be prominently displayed in each fume process room.

Cautionary Notice

I. Carbon disulphide (CS2) and Hydrogen Sulphide (H2S) which may be present in this room are hazardous to health.

II. Follow safety instructions.

III. Use protective equipment and breathing apparatus as and when required.

IV. Smoking is strictly prohibited in this area."

This notice shall be in a language understood by the majority of the workers and displayed where it can be easily and conveniently read. If any worker is illiterate, effective steps shall be taken to explain carefully to him the contents of the notice so displayed.

(2) Arrangements shall be made to instruct each worker employed in any room in which a fume process is carried on regarding the health hazards connected with their work and the preventive measures and methods to protect themselves. Such instructions shall be given on his first employment and repeated periodically.

(3) Simple and special instructions shall be framed to ensure that effective measures will be carried out in case of emergency involving escape of carbon di- sulphide and hydrogen sulphide. Those instructions shall be displayed in the concerned areas and workers shall be instructed and trained in the actions to be taken in such emergencies.

14. Personal Protective Equipment

The employer shall ensure to provide the Personal Protective equipment corresponding to the respective schedule as per Table no. 2 or Rule 100

17. Exemptions – If in respect of any factory, the Chief Inspector-cum- Facilitator is satisfied that owing to the exceptional circumstances or infrequency of the processes or for any other reason, all or any of the provisions of this schedule is not necessary for the protection of the workers in the factory, the Chief Inspector-cum-Facilitator may be a certificate in writing which he may in his

discretion revoke at any time, exempt such factory from all or any of such provisions subject to such conditions, if any, as he may specify therein.

SCHEDULE – XXIV

HIGHLY FLAMMABLE LIQUIDS AND FLAMMABLE COMPRESSED GASES

1. Application – These rules will be applicable to all factories where highly flammable liquids or flammable compressed gases are manufactured, stored, handled or used.

2. Definition – For the purpose of this schedule –

(a) "highly flammable liquid" means any liquid including its solution, emulsion or suspension which when tested in a manner specified by sections 14 and 15 of the Petroleum Act, 1934, (30 of 1934) gives off flammable vapours at a temperature less than 32 degree centigrade;

(b) "flammable compressed gas" means flammable compressed gas as defined isection 2 of the Static and Mobile Pressure Vessels (Unfired) Rules 1981 framed under the Explosive Act, 1884.

3. Storage –

(1) Every flammable liquid or flammable compressed gas used in every factory shall be stored in suitable fixed storage tank, or in suitable closed vessel located in a safe position under the ground, in the open or in a store room of adequate fire resistant construction.

(2) Except as necessary for use, operation or maintenance, every vessel or tank which contains or had contained highly flammable liquid or flammable compressed gas shall be always kept closed and all reasonably practicable steps shall be taken to contain or immediately drain off to a suitable container any spill or leak that may occur.

(3) Every container, vessel, tank, cylinder, or store room used for storing highly flammable liquid or flammable compressed gas shall be clearly and in bold letters marked **"Danger-Highly Flammable Liquid" or "Danger- Flammable Compressed Gas".**

4. Enclosed Systems for Conveying Highly Flammable Liquids – Wherever it is reasonably practicable, highly flammable liquids shall be conveyed within a factory in totally enclosed systems consisting of pipe lines, pumps and similar appliances from the storage tank or vessel to the point of use. Such enclosed systems shall be so designed, installed, operated and maintained as to avoid leakage or the risk of spilling.

5. Preventing Formation of Flammable Mixture with Air – Wherever there is a possibility for leakage or spill of highly flammable liquid or flammable

compressed gas from any equipment, pipe line, valve, joint or other part of a system, all practicable measures shall be taken to contain, drain off or dilute such spills or leakage as to prevent formation of flammable mixture with air.

6. Prevention of Ignition –

(1) In every room, work place or other location where highly flammable liquid or flammable combustible gas is stored, conveyed, handled or used or where there is danger of fire or explosion from accumulation of highly flammable liquid or flammable compressed gas in air, all practicable measures shall be taken to exclude the sources of ignition. Such precautions shall include the following:

(a) All electrical apparatus shall either be excluded from the area of risk or they shall be of such construction and so installed and maintained as to prevent the danger of their being a source of ignition;

(b) Effective measures shall be adopted for prevention of accumulation of static charges to a dangerous extent;

(c) no person shall wear or be allowed to wear any foot wear having iron or steel nails or any other exposed ferrous materials which is likely to cause sparks by friction;

(d) Smoking, lighting or carrying of matches, lighters or smoking materials shall be prohibited;

(e) Transmission belts with iron fasteners shall not be used; and

(f) all other precautions, as are reasonably practicable, shall be taken to prevent initiation of ignition from all other possible sources such as open flames, frictional sparks, overheated surfaces of machinery or plant, chemical or physical- chemical reaction and radiant heat.

7. Prohibition of smoking – No person shall smoke in any place where highly flammable liquid or flammable compressed gas is present in circumstances that smoking would give a risk of life. The occupier shall take all practicable measures to ensure compliance with this requirement including display of a bold notice indicating prohibition of smoking at every place where this requirement applies.

8. Fire Fighting – In every factory where highly flammable liquid or flammable compressed gas is manufactured, stored, handled or used, appropriate and adequate means of fighting a fire shall be provided. The adequacy and suitability of such means which expression includes the fixed and portable fire extinguishing systems, extinguishing material, procedures and the process of fire fighting, shall be to the standards and levels prescribed by the Indian Standards applicable, and in any case not

inferior to the standards prescribed by Central Government under the Code.

9. Personal Protective Equipment

The employer shall ensure to provide the Personal Protective equipment corresponding to the respective schedule as per Table no. 2 or Rule 100

10. Exemptions – If in respect of any factory, the Chief Inspector-cum-Facilitator is satisfied that owing to the exceptional circumstances or infrequency of the processes or for any other reason, all or any of the provisions of this schedule is not necessary for the protection of the workers in the factory, the Chief Inspector-cum- Facilitator may be a certificate in writing which he may in his discretion revoke at any time, exempt such factory from all or any of such provisions subject to such conditions, if any, as he may specify therein.

SCHEDULE – XXV OPERATIONS IN FOUNDRIES

1. Application – Provisions of this schedule shall apply to all parts of factories where any of the following operations or processes are carried on:

(a) the production of iron castings or, as the case may be, steel castings by casting in moulds made of sand, loam, moulding composition or other mixture of materials, or by shall moulding, or by centrifugal casting and any process incidental to such production;

(b) the production of non-ferrous castings by casting metal in moulds made of sand, loam , metal, moulding composition or other material or mixture of materials, or by shall mouldings, die-casting (including pressure die casting), centrifugal casting or continuous casting and any process incidental to such production; and

(c) the melting and casting of non-ferrous metal for the production of ingots, billets, slabs or other similar products, and the stripping thereof;

But shall not apply with respect to –

(a) Any process with respect to the smelting and manufacture of lead and the Electric Accumulators;

(b) Any process for the purpose of a printing works; or

(c) Any smelting process in which metal is obtained by a reducing operation or any process incidental to such operation; or

(d) The production of steel in the form of ingots; or

(e) Any process in the course of the manufacture of solder or any process incidental to such manufacture; or

(f) the smelting and casting of lead or any lead-based alloy for the production

of ingots, billets, slabs or other similar products or the stripping thereof, or any process incidental to such melting, casting or stripping.

2. Definition – For the purpose of this schedule –

(A) "approved respirator" means a respirator of a type approved by the Chief Inspector-cum-Facilitator;

(B) "cupola of furnace" includes a receiver associated therewith;

(C) "dressing or fettling operations" includes stripping and other removal of adherent sand, cores, runners, risers, flash and other surplus metal from a casting and the production of reasonably clean and smooth surface, but does not include (a) the removal of metal from a casting when performed incidentally in connection with the machining or assembling of castings after they have been dressed or fettled, or (b) any operation which is knock-out operation within the meaning of this schedule;

(D) "foundry" means those parts of a factory in which the production of iron or steel or non-ferrous castings (not being the production of pig iron or the production of steel in the form of ingots) is carried on by casting in moulds made of sand, loam, moulding composition or other mixture of materials, or by shell moulding or by centrifugal casting in metal moulds lined with sand, or die casting including pressure die casting, together with any part of the factory in which any of the following processes are carried on as incidental processes in connection with and in course of, such production, namely, the preparation and preparation of moulds and cores, knock out operations and dressing or fettling operations;

(E) "knock-out operations" means all methods of removing castings from moulds and the following operations, when done in connection therewith, namely, stripping, coring-out and the removal of runners and risers;

(F) "pouring aisle" means an aisle leading from a main gangway or directly from a cupola or furnace to where metal is poured into moulds.

3. Prohibition of use of certain materials as parting materials –

(1) A material shall not be used as a parting material if it is a material containing compounds of silicon calculated as silica to the extent more than 5 percent by weight of the dry material :

Provided that this prohibition shall not prevent the following being used as a parting material if the material does not contain an admixture of any other silica –

(a) Zirconium silicate (Zircon)

(b) Calcined china clay

(c) Calcined aluminous fireclay

(d) Sillimanite

(e) Calcined or fused alumina

(f) Olivine

(g) Natural sand

(2) Dust or other matter deposited from a fettling or blasting process shall not be used as a parting material or as a constituent in a parting material.

4. Arrangement and storage – For the purposes of promoting safety and cleanliness in workrooms the following requirements shall be observed:-

(a) Moulding boxes, loam plates, ladles, patterns, pattern plates, frames, boards, box weights, and other heavy articles shall be so arranged and placed as to enable work to be carried on without unnecessary risk;

(b) Suitable and conveniently accessible racks, bins, or other receptacles shall be provided and used for the storage of other gear and tools;

(c) Where there is bulk storage of sand, fuel, metal scrap or other materials or residues, suitable bins, bunkers or other receptacles shall be provided for the purpose of such storage.

5. Construction of floors –

(1) Floors of indoor workplaces in which the processes are carried on, other than parts which are of sand, shall have been surface of hard material.

(2) No part of the floor of any such indoor workplace shall be of sand except where this is necessary by reason of the work done.

(3) All parts of the surface of the floor of any such indoor workplace which are of sand shall, so far as practicable, be maintained in an even and firm condition.

6. Cleanliness of indoor workplaces.-

(1) All accessible parts of the walls of every indoor workplace in which the processes are carried on and of everything affixed to those wall shall be effectively cleaned by a suitable method to a height of not less than 4.2 metres from the floor at least once in every period of fourteen months. A record of the carrying out of every such effective cleaning in pursuance of this paragraph including the date (which shall be not less than five months nor more than nine months after the last immediately preceding washing, cleaning or other treatment.)

(2) Effective cleaning by a suitable method shall be carried out at least once every working day of all accessible parts of the floor of every indoor workplace in which the processes are carried on, other than parts which are of sand; and the parts which are of sand shall keep in good order.

7. Manual operations involving molten metal –

(1) There shall be provided and properly maintained for all persons employed on manual operations involving molten metal with which they are liable to be splashed, a working space for that operation –

(a) Which is adequate for the safe performance of the work and

(b) Which, so far as reasonably practicable, is kept free from obstruction?

(2) Any operation involving the carrying by hand of a container holding molten metal shall be performed on a floor all parts of which where any person walks while engaged in the operation shall be on the same level:

Provided that, where necessary to enable the operation to be performed without undue risk, nothing in this paragraph shall prevent the occasional or exceptional use of a working space on a different level from the floor, being a space provided with a safe means of access from the floor for any person while engaged in the operation.

8. Gangways and pouring aisles –

(1) In every workroom to which this paragraph applies constructed, reconstructed or converted for use as such after the making of this Schedule and, so far as reasonably practicable, in every other workroom to which this Paragraph applies, sufficient and clearly defined main gangway shall be provided and properly maintained which –

(a) shall have an even surface of hard material and shall, in particular, not be of sand or have on them more sand than is necessary to avoid risk of flying metal from accidental spillage;

(b) shall be kept, so far as reasonably practicable, free from obstruction;

(c) if not used for carrying molten metal, shall be at least 920 millimetre in width;

(d) if used for carrying molten metal shall be –

(i) Where truck ladles are used exclusively, at least 600 millimetres wider than the overall width of the ladle;

(ii) Where hand shanks are carried by not more than two men, at least 920 millimetres in width;

(iii) Where hand shanks are carried by more than two men, at least 1.2matters in width; and

(iv) Where used for simultaneous travel in both directions by men carrying hand shanks, at least 1.8 metres in width.

(2) In workroom to which this Paragraph applies constructed, reconstructed or converted for use as such after the making of this Schedule, sufficient and clearly defined pouring aisles shall be provided and properly maintained which –

(a) shall have an even surface of hard material and shall, in particular, not be sand or have on them more sand than is necessary to avoid risk of flying metal from accidental spillage;

(b) Shall be kept so far as reasonably practicable free from obstruction;

(c) if molten metal is carried in hand ladles or bulk ladles by not more than two men per ladle, shall be at least 460 millimetres wide, but where any moulds alongside the aisle are more than 510 millimetres above the floor of the aisle, the aisle shall be not less than 600 millimetres wide;

(d) if molten metal is carried in hand ladles or bull ladles by more than two men per ladle, shall be at least 760 millimetres wide;

(e) if molten metal is carried in crane, trolley or truck ladles, shall be of a width adequate for the safe performance of the work.

(3) Requirements of sub-paragraph (1) and (2) shall not apply to any workroom or part of a workroom if, by reason of the nature of the work done therein, the floor of that workroom or, as the case may be, that part of a workroom has to be of sand.

(4) In this paragraph "workroom to which this paragraph applies" means a part of a ferrous or non-ferrous foundry in which molten metal is transported or used, and a workroom to which this paragraph applies shall be deemed for the purposes of this paragraph to have been constructed, reconstructed or converted for use as such after the making of this schedule if the construction, reconstruction or conversion thereof was begun after the making of this schedule.

9. Work near cupolas and furnaces – No person shall carry out any work within a distance of 4 metres from a vertical line passing through the delivery end of any spout of a cupola or furnace, being a spout used for delivering molten metal, or within a distance of 2.4 metres from a vertical line passing through the nearest part of any ladle which is in position at the end of such a spout, except, in either case, where it is necessary for the proper use of maintenance of a cupola or furnace that work should be carried out within that distance of that work is being carried out at such a time and under such conditions that there is no danger to the person carrying it out from molten metal which is being obtained from the cupola or furnace or is in a ladle in position at the end of the spout.

10. Dust and fumes.-

(1) Open coal, coke or wood fires shall not be used for heating or drying ladles inside a workroom unless adequate measures are taken to prevent, so far as practicable, fumes or other impurities from entering into or remaining in the atmosphere of the workroom.

(2) No open coal, coke or wood fires shall be used for drying moulds except in circumstances in which the use of such fires is unavoidable.

(3) Mould stoves, core stoves and annealing furnaces shall be so designed constructed, maintained and worked as to prevent, so far as practicable, offensive or injurious fumes from entering into any workroom during any period when a person is employed therein.

(4) All knock-out operations shall be carried out –

(a) in a separate part of foundry suitably partitioned off, being a room or part in which, so far as reasonably practicable, effective and suitable local exhaust ventilation and a high standard of general ventilation are provided; or

in an area of the foundry in which, so far as reasonably practicable, effective and suitable 1local exhaust ventilation is provided, or where compliance with this requirement is not reasonably practicable, a high standard of general ventilation is provided.

(5) All dressing or fettling operations shall be carried out –

(a) In a separate room or in a separate part of foundry suitably partitioned off; or

(b) In an area of the foundry set apart for the purpose; and shall, so far as reasonably practicable, be carried out with effective and suitable local exhaust ventilation or other equally effective means of suppressing dust, operating as near as possible to the point of origin of the dust.

11. Maintenance and examination of exhaust plant –

(1) All ventilation plant used for the purpose of extracting, suppressing or controlling dust or fumes shall be properly maintained.

(2) All ventilating plant used for the purpose of extracting, suppressing or controlling dust or fumes shall be examined and inspected once every week by a responsible person. It shall be thoroughly examined and tested by a competent person at least once in every such examination and test shall be entered in an register in Form-49 which shall be available for inspection by an Inspector- cum-Facilitator. Any defect found on any such examination and carrying out the examination and test to the occupier of the factory.

12. Washing and bathing facilities –

(1) There shall be provided and maintained in clean state and good repair for the use of all workers employed in the foundry –

(a) A wash place under cover with either –

(i) a trough with impervious surface fitted with a waste pipe without plug, and of sufficient length to allow at least 60 centimetres for every 10 such persons employed at any one time and having a constant supply of clean

water from taps or jets above the trough at intervals of not more than 60 centimetres or

(ii) at least one tap or stand pipe for every 10 such persons employed at any one time, and having a constant supply of clean water, the tap or stand pipe being spaced not less than 1.2 metres apart; and

(b) Not less than one half of the total number of washing places provided under clause (a) shall be in form of bath rooms.

(c) A sufficient supply of clean towels made of suitable material changed daily, with sufficient supply of nail brushes and soap.

(2) The facilities provided for the purposes of sub-paragraph (1) shall be placed in charge of a responsible person or persons and maintained in a clean and orderly condition.

13. Disposal of dross and skimming – Dross and skimming removed from molten metal or taken from a furnace shall be placed forthwith in suitable receptacles.

14. Disposal of waste – Appropriate measures shall be taken for the disposal of all waste products from shell moulding (including waste burnt sand) as soon as reasonably practicable after the castings have been knocked-out.

15. **Material and equipment left out of doors –** All material and equipment left out of doors (including material, and equipment so left only temporarily or occasionally) shall be so arranged and placed as to avoid unnecessary risk. There shall be safe means of access to all such material and equipment and, so far as reasonably practicable, such access shall be by roadways or pathways which shall be properly maintained. Such roadways or pathways shall have a firm and even surface and shall, so far as reasonably practicable be kept free from obstruction.

16. Medical Examination

The employer shall ensure to get the medical examination of the employees and workers done as per the Table no. 1 of Rule 100

17. Personal Protective Equipment

The employer shall ensure to provide the Personal Protective equipment corresponding to the respective schedule as per Table no. 2 or Rule 100

19. Exemptions – If in respect of any factory, the Chief Inspector-cum- Facilitator is satisfied that owing to the exceptional circumstances or infrequency of the processes or for any other reason, all or any of the provisions of this schedule is not necessary for the protection of the workers in the factory, the Chief Inspector-cum-Facilitator may be a certificate in writing which he may in his discretion revoke at any time, exempt such factory from all or any of such provisions subject to such conditions, if any, as he may specify therein.

SCHEDULE – XXVI

PROCESS OF MELTING IN INDUCTION FURNACE

1. Application:

Provisions of this schedule shall apply to all parts of factories operations where melting of metal is done in induction furnace and other allied processes are carried on.

2. Definitions:

(1) "Induction Furnace" means furnace in which a strong magnetic field created by passing an electric current through a coil wrapped around the furnace. The magnetic field in turn creates a voltage across, and subsequently an electric current through, the metal to be melted.

(2) "Coil" means coil of Induction Furnace

(3) "Ladle" means equipment used to carry melted metal

(4) "Mould" means moulds made of steel, sand, loam, moulding composition or other mixture of materials.

(5) "Personal Protective Equipment" Personal Protective Equipment (PPEs)refers to protective clothing, helmets, goggles, or other garments or equipment designed to protect the wearer's body from injury or infection.

(6) " Refractory" means lining of refractory bricks made in pit

3. Arrangement and storage – For the purposes of promoting safety and cleanliness in workrooms the following requirements shall be observed:-

(a) Moulding boxes, loam plates, ladles, patterns, pattern plates, frames, boards, box weights, and other heavy articles shall be so arranged and placed as to enable work to be carried on without unnecessary risk;

(b) Suitable and conveniently accessible racks, bins, or other receptacles shall be provided and used for the storage of other gear and tools;

(c) Where there is bulk storage of sand, fuel, metal scrap or other materials or residues, suitable bins, bunkers or other receptacles shall be provided for the purpose of such storage.

4. Construction, maintenance of platform and floors –

(1) The platform of furnace should be of good construction, sound material and adequate strength to withstand explosion

(2) The platform must be of adequate size to accommodate persons working there and raw material to be charged

(3) The platform must be provided with at least two stairs

(4) Floors of indoor workplaces in which the processes are carried on, other than parts which are of sand, shall have been surface of hard material.

(5) No part of the floor of any such indoor workplace shall be of sand except where this is necessary by reason of the work done.

(6) All parts of the surface of the floor of any such indoor workplace which are of sand shall, so far as practicable, be maintained in an even and firm condition.

5. Authorised person : – (1) No person except those authorised to work on platform or near furnace shall be allowed on the platform or near furnace.

(2) Person covered under exception of sub-rule (1) must be trained and provided with prescribed personnel protective equipments.

(3) No person shall carry out any work within a distance of 4 metres from a vertical line passing through the delivery end of any spout of a furnace, being a spout used for delivering molten metal, or within a distance of 2.4 metres from a vertical line passing through the nearest part of any ladle which is in position at the end of such a spout, except, in either case, where it is necessary for the proper use of maintenance of furnace that work should be carried out within that distance of that work is being carried out at such a time and under such conditions that there is no danger to the person carrying it out from molten metal which is being obtained from the cupola or furnace or is in a ladle in position at the end of the spout.

6. Maintenance and examination of exhaust plant –

(1) All ventilation plant used for the purpose of extracting, suppressing or controlling dust or fumes shall be properly maintained.

(2) All equipment for the extraction or suppression of dust shall at least once in every six months be examined and tested by competent person as per form XXXIX, and any defect disclosed by such examination and test shall be rectified as soon as practicable.

(3) A register containing particulars of such examination and tests shall be kept.

7. Ladle

(1) Before the ladle is placed for pouring the hot liquid metal, it shall be thoroughly inspected

(2) Place the ladle below the spout.

(3) Before pouring is started, it shall be ensured that:

(a) Only minimum required nos. of persons shall be present.

(b) They all shall use PPEslike face shield, flame retardant suit, anklets, goggles, hand gloves, helmets and safety shoes.

(4) Ladle shall be removed only after clearance from the Furnace In-charge.

(5) Ladle shall not be transported in tilted condition.

8. Operation and Maintenance of furnace:

(1) The occupier shall operate the furnace as per instructions supplied by manufacturer.

(2) The occupier shall keep the maintenance of furnace as per maintenance schedule supplied by manufacturer.

(3) The coil should be checked at regular intervals

(4) The refractories shall be changed at regular interval

9. Work Permit

The occupier shall issue work permit to the person supposed to work in confined space, at height or on electric equipment.

10. Washing facilities –

The occupier shall provide and maintain, in a clean state and in good repair for the use of all persons employed a wash place under cover with sufficient supply of water and soap, towel etc.

11. **Prohibition of employment of pregnant Woman and Adolescent –** No pregnant woman or lactating or adolescent shall be employed in any of the process covered by this schedule

12. Medical Examination

The employer shall ensure to get the medical examination of the employees and workers done as per the Table no. 1 of Rule 100

13. Personal Protective Equipment

The employer shall ensure to provide the Personal Protective equipment corresponding to the respective schedule as per Table no. 2 or Rule 100

14. Exemptions – If in respect of any factory, the Chief Inspector-cum-Facilitator is satisfied that owing to the exceptional circumstances or infrequency of the processes or for any other reason, all or any of the provisions of this schedule is not necessary for the protection of the workers in the factory, the Chief Inspector-cum-Facilitator may be a certificate in writing which he may in his discretion revoke at any time, exempt such factory from all or any of such provisions subject to such conditions, if any, as he may specify therein.

SCHEDULE –XXVII RUBBER MILLS

1. Installation of machines: - Mills for breaking down, cracking, grating, mixing, refining and warming rubber or rubber compounds shall be so

installed that the top of the front roll is not less than 85cm. Above the floor or working level. Provided that in existing installations where the top of the front roll is below this height a strong rigid distance bar shall be fitted across the front of the machine in such position that the operator cannot reach the nip of the rolls.

2. Safety devices: - (1) Rubber Mills shall be equipped with-

- Hoppers so constructed or guarded that it is impossible for the operator to come into contact in any manner with the nip of the rolls.
- Horizonatal-satety trop rods or tight wire cables across both front and rear which will when pushed or pulled, operate instantly to disconnect the power and apply the brakes or to reverse the rolls.

(2) Safety trip rods or tight wire cables on rubber mills shall extend across the entire length of the face of the rolls and shall be located not more than 1.75 meter above the floor or working level.

(3) Safety-trip rods and tight wire cables on all rubber mills shall be examined and tested daily in the presence of the Manager or other responsible person and if any defect is disclosed by such examination and test the mill shall not be used until such defect has been remedied.

3. Personal Protective Equipment

The employer shall ensure to provide the Personal Protective equipment corresponding to the respective schedule as per Table no. 2 or Rule 100

SCHEDULE – XXVIII

MANUFACTURE OF CHROMIC ACID OR MANUFACTURE OR RECOVERY OF THE BICHROMATE OF SODIUM, POTASSIUM OR AMMONIUM

1. Definition:

the purposes of this schedule –

(a) "Chrome process" means the manufacture of chromic acid or bichromate of sodium or potassium or ammonium or the manipulation, movement or other treatment of these substances in connection with their manufacture.

(b) "Efficient exhaust draught" means localized ventilation effected by mechanical or other means for the removal of gas, vapour, dust or fume so as to prevent them from escaping into the air of any place in which work is carried on. No draught shall be deemed efficient which fails to remove smoke generated to the point where such gas, vapour, fumes or dust originate.

(c) "Suspension" means suspension from employment in any of the chrome

process specified by written certificate in the Health Register (Form No. 20) signed by the Certifying Surgeon, who shall have power of suspension as regards all persons employed in any such process.

2. **Prohibition relating to pregnant women and Adolescent**

No pregnant woman or adolescent shall be employed or permitted to work on any chrome process.

3. **Efficient Exhaust System**

(1) The following chrome processes shall not be carried on without the use of an efficient exhaust-draught, namely :-

(a) grinding;

(b) sieving;

(c) batch mixing;

(i) All equipment for the extraction or suppression of dust shall at least once in every six months be examined and tested by competent person as per form XXXIX, and any defect disclosed by such examination and test shall be rectified as soon as practicable.

(ii) A register containing particulars of such examination and tests shall be kept.

4. Separation of certain processes

The following chrome processes namely :-

(a) grinding of raw materials, and

(b) sieving of raw materials, shall be carried on in such manner and under such conditions as to secure effectual separation from any processes.

5. Washing facilities

(1) Where acidification, sulphate settling or washing, concentration, crystallization, centrifugation or packing is carried out, there shall be provided close to each worker's station –

(a) wash places installed for washing hands and feet frequently in running water, and

(b) a container holding at least 20 ounces of 10 per cent solution of sodium bisulphite or any other suitable reducing agent.

(2) There shall also be provided and maintained in a cleanly stated and good repair washing accommodation under cover with a sufficient supply of soap and towels on the scale indicated below –

At least one tap or stand pipe for every 10 employees and the tap or pipe shall be spaced not less than 1.2 meters apart.

Note. – In computing the total number of taps required for the purposes of this rule, the taps or stand pipes as required under clause 5 (1) (c) shall be included.

6. Time allowed for washing

Before each meal and before the end of the day's work at least ten minutes, in addition to the regular meal time shall be allowed for washing to each person employed in a chrome process.

7. Floorings

No woman or young person shall be employed or permitted to work in any room in which the said processes are carried on.

(a) of cement or similar other material so as to be smooth and impervious to water and provided with suitable gradient and drainage;

(b) maintained in sound condition and cleaned daily.

8. Cloak Room

There shall be provided and maintained in a clean state and in good repair for the use of all persons employed in any chrome process –

(a) a cloak-room for street clothing put off during working hours including adequate, arrangements for drying such clothing when wet, such accommodation shall be separate from any mess room;

(b) separate and suitable arrangements for the storage of protective clothing provided under paragraph 8.

9. Mess Room

There shall be provided and maintained for the use of all persons remaining within the premises during the meal intervals a suitable mess-room providing accommodation of at least 0.9 sq. metres per head and furnished with –

a. a sufficient number of tables and chairs or benches;

b. arrangements for washing utensils;

c. adequate means for warming food.

The mess-room shall be placed under the charge of a responsible person and shall be kept clean.

10. Prohibition of foods, drinks etc.

No food, drink, "pan", "supari", or tobacco shall be brought or consumed by any worker or in any work-room in which chrome process is carried on and no person shall remain in any such room during intervals for meals or rest.

11. Fencing of Vessel

Every fixed vessel, whether pot, pan vat or other structure, containing any dangerous material, and not so covered as to eliminate all reasonable risk of accidental immersion of any portion of the body of a person employed shall be fenced as follows :-

(a) Each such vessel shall, unless its edge is at least 91.4 centimetres the adjoining ground or platform be securely fenced to a height of at least

91.4 centimetres above such adjoining ground or platform;

(b) No plank or gang-way shall be placed across or inside any such vessel unless such plank or gang-way is –

(i) at least 45.7 centimetres in width, or

(ii) securely fenced on both sides, either by upper and lower rails to a height of 91 centimetres or by other equally efficient means;

(c) If any two such vessels are near each other and the space between them clear of any surrounding brick-work or other work, is either –

(i) less than 45.7 centimetres in width, or is 45.7 or

(ii) more centimeters in width, but is not securely fenced on both sides to a height of at least 91.4 centimetres secure barriers shall be placed so as to prevent any passage between them.

12. Cautionary Notices

A cautionary notice in the form specified by the Chief Inspector-cum-Facilitator and printed in the language of the majority of the workers, employed shall be affixed in a prominent place in the factory where it can be easily and conveniently read by the workers.

13. Personal Protective Equipment

The employer shall ensure to provide the Personal Protective equipment corresponding to the respective schedule as per Table no. 2 of Rule 100

14. Exemption

If in respect of any factory the Chief Inspector-cum-Facilitator is satisfied that owing to the exceptional circumstances or the infrequency of the process, or for any other reason, all or any of the provisions of this Schedule are not necessary for the protection of the persons employed in such factory, he may be certificate in writing exempt such factory from all or any of the provisions indicated in such certificate on such conditions as he may specify therein. Such certificate may at any time be revoked by the Chief Inspector-cum-Facilitator without assigning reasons.

Schedule XXIX

Occupational heat exposure impacts on Health and productivity

1) **Application: -** In factories where **induction furnace, arc furnace, foundries, any furnace, workers working in open sun, other factories where there is heat source or as directed by inspector cum facilitator.** Exposure to heat in tropical and subtropical regions during the summer is a major challenge for workers without air conditioning or other cooling technologies. Heat stress more than the threshold limit values as prescribed by ACGIH

(American Conference of Governmental Industrial Hygienists) impact worker health in following ways:-

- Heat stress impact worker health by causing excessive sweating, tiredness, headache, excessive thirst, dizziness/fainting, muscle cramps, prickly heat and rashes.
- Heat stress impact workers productivity, absenteeism, sick leave due to heat, more time to complete task, work extra hours, irritation and interpersonal issues.
- Heat stress causes dehydration, changes in urine color, and changes in urine volume, urgency to urinate / painful urination, pain in the botton of the back/side, numbness / swollen legs or hands. This impacts renal health.
- Rise in core body temperature after working in the high heat stress environment.

2) **Definition of Heat Stress:-** Heat stress is measured by Wet bulb globe temperature (WBGT). WBGT uses air or dry-bulb temperature (T_{db}), natural wet-bulb temperature (T_{nwb}) and globe temperature (T_g).The determination of WBGT depends on whether it is measured in direct sun ($WBGT_{out/sun}$) or in shaded or indoor conditions ($WBGT_{in/shade}$) as follows:

$WBGT_{out/sun} = 0.7\ T_{nwb} + 0.2\ T_g + 0.1\ T_{db}$
$WBGT_{in/shade} = 0.7\ T_{nwb} + 0.3\ T_g$

$WBGT_{eff}$ is the effective WBGT, which is the WBGT adjusted for clothing. Clothing affects the ability to dissipate internal heat to the ambient environment. To account for the effects of clothing, Clothing Adjustment Values (CAVs) are provided in Table 2 for some clothing configurations. The CAVs are expressed as equivalent values of WBGT that are added to the ambient WBGT to yield an effective WBGT ($WBGT_{eff}$).

Table 1 Metabolic Rate Categories and the Representative Metabolic Rate with Example Activities

Category	Assigned Metabolic Rate (W)	Examples
Rest	115	Sitting
Light 115-235 W	180	Sitting with light manual work with hands or hands and arms and driving. Standing, with some light arm work and occasional walking.
Moderate 235-360 W	300	Sustained moderate hand and arm work, moderate arm and leg work, moderate arm and trunk work, or light pushing and pulling. Normal walking.
Heavy 360-470 W	415	Intense arm and trunk work, carrying, shoveling, manual sawing; pushing and pulling heavy loads; and walking at a fast pace.
Very heavy >470 W	520	Very intense activity at fast to maximum pace.

Note: The effect of body weight on the estimated metabolic rate can be accounted for by multiplying the estimated rate by the ratio of actual body weight divided by 70 kg (154 lb).

Source: International Organization for Standardization, 2017.

Table 2 Clothing Adjustment Values (CAV) added to WBGT to estimate $WBGT_{eff}$

Clothing Type	CAV (°C)
Short sleeves and pants of woven material	-1.0

Work clothes (long sleeve shirt and pants)	0
Cloth (woven material) coveralls	0
SMS polypropylene coveralls	0.5
Polyolefin coveralls	1
Double-layer woven clothing	3
Limited-use vapor-barrier coveralls with Hood	11
Adding a hood (full head and neck covering; not face)	+1.0

Notes:

- These values must not be used for completely encapsulating suits, often called Level A as defined by OSHA.
- CAVs cannot be added for multiple layers.
- Coveralls assume that only undergarments are worn underneath, not a second layer of clothing.
- There is no evidence to suggest that respirators or face coverings add to the heat

stress burden.

Table 3: Screening Criteria using WBGTeff (°C) for Acclimatized and Unacclimatized Workers.

Allocation of Work in a Heavy Cycle of Work and Recovery	Metabolic Rate for Acclimatized Workers				Metabolic Rate for Unacclimatized Workers			
	Light	Moderate	Heavy	Very Heavy	Light	Moderate	Heavy	Very Heavy
75%-100%	31.0	28.0	—	—	28.0	25.0	—	—
50%-75%	31.0	29.0	27.5	—	28.5	26.0	24.0	—
25%-50%	32.0	30.0	29.0	28.0	29.5	27.0	25.5	24.5
0-25%	32.5	31.5	30.5	30.0	30.0	29.0	28.0	27.0

Notes:

- See Table I for metabolic work demand categories.
- The thresholds are computed as a TWA metabolic rate where the metabolic rate for rest is taken as 115 W and work is the representative (midrange) value of Table 1. The time base is taken as the proportion of work at the upper limit of the percent work range (e.g., 50% for the range of 25%- 50%).
- WBGT values are expressed to the nearest 0.5°C.
- If work and rest environments are different or work and rest are distributed over more than 1 location, hourly time-weighted averages (TWA) WBGT should be calculated and used. TWAs for work rates should also be used when the work demands vary within the hour. Note that the metabolic rate for rest is already factored into the screening limit.
- Values in the table assume 8-hour workdays in a 5-day workweek with conventional breaks.
- Because the physiological strain associated with Heavy and Very Heavy work among less fit workers regardless of WBGT may be unsustainable, screening criteria values are not provided for near continuous work and for up to 25% rest in an hour for Very Heavy. The screening criteria are not recommended, instead a TWA analysis and/or physiological monitoring should be used.
- Table 3 is intended as an initial screening tool to evaluate whether a heat stress situation may exist and thus the table is more protective than the TLV or AL. Because the values are more protective, they are not intended to prescribe work and recovery periods.

3) Monitoring of Heat Stress: - Monitoring of heat stress must be done on monthly basis by measuring Wet bulb globe temperature specifically in factories like induction furnace, ar**c furnace, foundries, working in open sun, other factories where there is heat source or as directed by inspector cum facilitator. Record of WBGT be maintained in a register and produced on demand by inspector cum facilitator.**

If the WBGT is more than the threshold limit values as prescribed by ACGIH (American Conference of Governmental Industrial Hygienists). Then the occupier shall increase the ventilation; install air coolers or any other method / technology available to reduce the effects of heat stress on worker health.

Occupier shall also ensure intermediate rest period to workers, hydration of the body by providing glucose or any other the liquid diet to give immediate relief to worker.

Inspector cum facilitator shall serve the notice to the occupier if he founds that heat stress is more than prescribed standards and give his recommendations for the same.

4) **Responsibility of Occupier:- occupier shall create awareness among the workers about the effects the of Heat Stress on health, renal and productivity. If any of the systems like** excessive sweating, tiredness, headache, excessive thirst, dizziness/fainting, muscle cramps, prickly heat, rashes, dehydration, changes in urine color, and changes in urine volume, urgency to urinate / painful urination, pain in the botton of the back/side, numbness / swollen legs or hands, irritation and interpersonal issues, rise in core body temperature etc. felt by workers, they should immediately report to the occupier/ factory medical officer.

Occupier shall also check whether heat stress is impacting productivity,

absenteeism, sick leave due to heat, more time to complete task, work extra hours,

irritation and interpersonal issues.

5) Medical checkup of workers:- Pre-employment and periodically following qualitative/ medical checkup must be done.

- Monthly monitoring of Core body temperature before entering and after 4 hours of the shift.
- Monthly monitoring of Urine specific gravity/ osmolality test to measures the concentration of dissolved particle in the urine.
- Yearly renal ultrasound test to check any renal anomalies.