

EXTRAORDINARY

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Separate paging is given to this part in order that it may be filed as a separate compilation.

PART III

Laws, Regulations and Rules passed thereunder.

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GOVERNMENT OF JAMMU AND KASHMIR
CIVIL SECRETARIAT □ LABOUR AND EMPLOYMENT
DEPARTMENT

Notification

Jammu, the 3rd February, 2021.

SO-36. □ The following draft rules, which the Government of Jammu and Kashmir proposes to make in exercise of powers conferred by sections 133 and 135 of the Occupational Safety, Health and Working Conditions Code, 2020 (37 of 2020) read with section 24 of General Clauses Act, 1897 (10 of 1897) and in supersession of the □

1. The Jammu and Kashmir Building and Other Construction Workers (Regulation of Employment and Condition of Services) Rules, 2006 ;
2. The Jammu and Kashmir Factories Rules, 1972 ;
3. The Contract Labour (Regulation and Abolition) Jammu and Kashmir Rules, 1972 ;

qualified medical practitioner as per proforma in Form-V and such medical certificate shall be submitted to the concerned employer and employee.

10. The information to be included in the letter of appointment and the form of such letter under clause (f) of sub-section (1) of section 6. No employee shall be employed in any establishment unless he has been issued a letter of appointment in the prescribed format as appended to this rule :

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.

Format

- (i) Name of employee :
- (ii) Father's name :
- (iii) Aadhar number :
- (iv) Labour Identification Number (LIN)/registration number of the establishment :
- (v) Universal Account Number (UAN)/Insurance Number (ESIC) :
- (vi) Designation :
- (vii) Category of skill :
- (viii) Date of joining :
- (ix) Wages, Basic Pay and Dearness Allowance :
- (x) Other allowance including accommodation whichever is/are applicable :
- (xi) Avenue for achieving higher wages/higher position :
- (xii) Applicability of social security EPFO and ESIC benefits applicable :
- (xiii) Health check-up : Broad Nature of duties to be performed :
- (xiv) Any other information :

Signature
Occupier/employer/owner/agent/manager.

sub-rules (1) and (2) and also have this information confirmed in writing within 12 hours of the death :

Provided further that, if the period of disability from working for 48 hours or more referred to in sub-rule (2) does not occur immediately following the accident, or the dangerous occurrence, but later, or occurs in more than one spell, the report referred to shall be sent to the Inspector-cum-Facilitator in the prescribed form within 24 Hours following the hours when the actual total period of disability from working resulting from the accident or the dangerous occurrence becomes 48 hours.

SCHEDULE

The following classes of dangerous occurrences, whether or not they are attended by personal injury or disablement, namely :□

- (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 ;
- (iv) 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 ;
- (v) 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 ;
- (vi) Collapse of any wall, floor, gallery, roof bridge, tunnel, chimney, wall, building or subsidence of soil or any other

NOTICE OF DISEASE

- i. Name of establishment :
- ii. Nature of establishment :
- iii. Details of Patient□
 - (a) Name of Patient :
 - (b) Works number of Patient :
 - (c) Address of Patient :
 - (d) Precise occupation of Patient :
- iv. Nature of disease from which patient is suffering :
- v. Date of Detection of Disease :
- vi. Details of Medical Practitioner :
- vii. Has the case been reported to the Medical Officer.

Date :

Signature of Employer or Occupier or Manager.

(2) If any qualified medical practitioner attends on a person who is or has been employed in an establishment and who is or is believed by the qualified medical practitioner to be suffering from any disease specified in the Third Schedule, the qualified medical practitioner shall without delay send a report in writing to the office of the Chief Inspector-cum-Facilitator and Inspector-cum-Facilitator stating□

- (i) the name and full postal address of the patient ;
- (ii) the disease from which he believes the patient to be suffering ; and
- (iii) the name and address of the establishment in which the patient is or was last employed.

13. The manner of making report by employee under clause (d) and other duties of employees under clause (g) of section 13.□ If an employee comes to know about any unsafe or unhealthy condition in the establishment, he shall report to the employer, health and safety representative or safety officer or agent or manager as soon as practicable, electronically or otherwise or telephonically.

(3) **Resignation.** □

- i. A member of the Board, not being an ex-officio member, may resign his office by a letter in writing addressed to the Chairperson of the Board ;
- ii. The seat of such a member shall fall vacant from the date on which his resignation is accepted by the Government of Jammu and Kashmir, or on the expiry of thirty days from the date of receipt of the letter of resignation by the Government of Jammu and Kashmir whichever is earlier.

(4) **Cessation of membership.** □ If any member of the Board, not being an ex-officio member, fails to attend three consecutive meetings of the Board, without obtaining the leave sanctioned by the Chairperson of such Board for such absence, he shall cease to be a member of Board :

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

(5) **Disqualification for membership.** □ A person shall be disqualified for being a member of the Board □

- (i) if he is of unsound mind and stands so declared by the competent authority ;
- (ii) if he is an undischarged insolvent ; or
- (iii) if he has been convicted for an offence, having a penalty of imprisonment of three months or more.

(6) **Removal from membership.** □ The Government of Jammu and Kashmir may remove any member of the Board, if in its opinion such member has ceased to represent the interest which he purports to represent on such Board :

Provided that no such member shall be removed unless a reasonable opportunity is given to him of making a representation against the proposed action under this rule.

requirement of electronic registration, in respect of any class of contractors, for any part or whole of Jammu and Kashmir, and submission of application in the form so provided, may be allowed.

39. The procedure under sub-section (2) of section 48.

(1) Before a license is issued under any rule of these rules, bank guarantee for an amount calculated at the rate of Rupees 1000 for each of the worker to be employed as contract labour, in respect of which the application for license has been made, shall be deposited by the contractor for performance of the conditions of the license and compliance with the provisions of the Code or the rules made thereunder.

(2) Wherein the issued contract license had expired, based on the request of the applicant, the Licensing Officer may adjust the security deposit in respect of his application for new license to be issued in Form-XIV.

(3) The fees to be paid for the grant of a license shall be as specified in the table below, namely :

(a) No license is required up to 49 contract labour	Nil
(b) 50 but does not exceed 100 contract labour	Rs. 1000
(c) 101 but does not exceed 300 contract labour	Rs. 2000
(d) 301 but does not exceed 500 contract labour	Rs. 3000
(e) 501 but not exceeding 1000 contract labour	Rs. 5000
(f) 1001 but not exceeding 5000 contract labour	Rs. 10000
(g) 5001 but not exceeding 10000 contract labour	Rs 20000
(h) 10001 but not exceeding 20000 contract labour	Rs 30000
(i) 20001 and above contract labour	Rs. 40000

40. Manner of applying for the renewal of licence and the manner of renewal of licence under sub-section (3) of section 48.

(1) Every contractor shall apply electronically on the Official Portal of Labour Department (www.jklabour.com) of Jammu and Kashmir Government to the licensing authority for renewal of the license.

□ □
the date of the commencement of these rules or which had not been constructed or extended since then. Such plans shall be drawn to scale showing : □

- (a) the site of the factory and immediate surrounding including adjacent buildings and other structures, roads, drains, etc. ;
- (b) the plan, elevation and necessary cross-sections of the factory buildings indicating all relevant details relating to natural lighting, ventilation and means of escape in case of fire, and the position of the plant and machinery, aisles and passage ways ; and
- (c) such other particulars as the Government or the Chief Inspector-cum-Facilitator, as the case may be, may require.

56. Mode of submission of application under sub-section (2) of section 79. □ (1) No building shall be constructed or used as factory unless plans in respect of such building are approved by the Chief Inspector-cum-Facilitator.

(2) No addition/alteration or extension in the existing factory building shall be made unless plans in respect of such additions, alterations or extensions are approved by the Chief Inspector-cum-Facilitator.

(3) Application for approval of the plans shall be made electronically in Form-XX along with the following plans and documents to the Inspector-cum-Facilitator of the area : □

- (a) Flow chart of the manufacturing process giving a brief description of the process in its various stages ;
- (b) Site plan drawn to scale showing the site of the factory and immediate surroundings including adjacent buildings and other structures, roads, drains, etc. ;
- (c) The plan, elevations and necessary cross-sections drawn to scale showing all relevant details relating to natural lighting, ventilation, and means of escape in case of fire, position of plant and machinery, aisles and passage ways ;
- (d) Such other particulars as the Inspector-cum-Facilitator may require in relation to the approval.

Form-XXI signed by a competent person in respect thereof has been sent by the occupier or manager of the factory to the Chief Inspector-cum-Facilitator and accepted by him.

No person except in the case of building owned by any Government shall be authorized to sign a certificate of stability or to certify plans and specifications who is in the employment of the owner or builder of the building in respect of which the certificate is given.

(9) The employer seeking registration for a factory and grant of a licence shall apply electronically on the official Portal of the Labour Department (www.jklabour.com), Government of Jammu and Kashmir by giving details about the factory as specified in the Form-IA. 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 :

Provided that the occupier of the premises in use as a factory on the date of commencement of these rules shall submit such an application within thirty days from the commencement of these rules.

(10) A registration certificate for a factory shall be granted in Form-XXII by the Chief Inspector-cum-Facilitator or any other officer appointed and specially empowered in this behalf by the Chief Inspector-cum-Facilitator electronically immediately, if the application is complete in all respects but not later than seven days from the date of submission of complete application, failing which such license shall be deemed to have been issued and the license shall be auto generated :

Provided that in exceptional circumstances the Government of Jammu and Kashmir may, for such period, by notification, dispense with requirement of electronic registration, in respect of a factory or class of factories, or part or whole of Jammu and Kashmir, and submission of application in the form so provided, may be allowed.

(11) Every application for renewal, complete in all respects, shall be made on the portal of the Labour Department (www.jklabour.com) and shall be made not less than sixty days before the date on which the licence expires and if the application is complete in all respects, the renewal

certificate shall be auto generated in Form-XXII and the same may be downloaded by the applicant from the portal :

Provided that if the application for renewal, complete in all respects, is not received within the time specified in sub-rule (11), the licence shall be renewed only on payment of a fee of twenty five per cent in excess of the fees ordinarily payable for the renewal of the licence.

(12) The fees for grant of licence shall be the same as for renewal of licence for one year and shall be as specified in the Schedules mentioned below :

SCHEDULE

Quantity of H. P. installed Minimum Number of Persons employed during the year

	20	50	100	250	500	750	1000	2000	5000 & above
	Rs.								
NIL	390	530	950	2210	4310	6410	8510	12710	13510
10	410	610	1020	2290	4380	6480	8590	12780	13980
50	630	880	1310	2560	4660	6760	8860	13060	15080
100	980	1230	1650	2910	5010	7110	9210	13410	17910
250	1960	2280	2710	3960	6050	8160	9860	14460	20050
500	3780	4030	4450	5710	7810	9910	12010	16210	25100
1000	7280	7530	7950	9210	11310	13410	15510	19710	30500
1500	10780	11030	11450	12710	14810	16910	19010	23210	35100
2000	14280	14530	14950	16210	18310	20410	22510	26710	38700
5000 & above	20530	20780	21210	22450	24500	26510	29760	33910	44500

Over 500000 kW but not over 1000000 kW (1000MW)	1 or above	300000
Over 1000000 kW but not over 1500000 kW (1500MW)	do	400000
Over 1500000 kW but not over 2000000 kW (2000MW)	do	500000
Over 2000000 kW (2000MW)	do	667000

(13) Every licence granted or renewed under these rules shall be valid for a period up to ten (10) years as per the request of the licensee and shall remain in force till the 31st December of the year for which the licence is granted or renewed.

57. Common facilities and services for joint liability of owner of premises and occupiers of the factories under section 80.—(1) Wherein any premises, separate buildings are leased to different occupiers for use as separate factories, the owner of the premises shall be responsible for the provisions and maintenance of common facilities and services, such as approach road, drainage, water supply, lighting and sanitation.

(2) Wherein any premises, independent or self contained floors or flats are leased to different occupiers for use as separate factories, the owner of the premises shall be liable as if he were the occupier or manager of the factory, for any contravention of the provisions of this Code, in respect of

- (i) latrines, urinals and washing facilities in so far as the maintenance of the common supply of water for these purposes is concerned ;
- (ii) fencing of machinery and plant belonging to the owner and not specifically entrusted to the custody or use of an occupier ;
- (iii) safeness of access to the floors or flats and maintenance and cleanliness of stair cases and common passages ;
- (iv) precautions in cases of fire ;

- x. Carrying on of certain processes of lead and lead material in Printing Presses and Type Foundries ;
- xi. Manufacture of pottery and ceramics ;
- xii. Chemical works ;
- xiii. Manipulation of stone or any other material containing free silica ;
- xiv. 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 ;
- xv. Handling and manipulation of corrosive substances ;
- xvi. Processing of cashew nuts ;
- xvii. Compression of Oxygen and Hydrogen produced by the electrolysis of water ; Use of ovens and driers in factories ;
- xviii. Process extracting vegetable oils from oil cakes in solvent extraction plants ;
- xix. Manufacture and manipulation of manganese and its compounds ;
- xx. Manufacture or manipulation of dangerous pesticides ;
- xxi. Protection against hazards of poisoning arising from benzene ;
- xxii. Carbon disulphide plants ;
- xxiii. Manufacture or Manipulation of Carcinogenic intermediates ;
- xxiv. Operations involving High Noise levels ;
- xxv. Manufacture of Rayon by Viscose ;
- xxvi. Highly Flammable liquids and Flammable Compressed Gases ;
- xxvii. Operation in foundries.

Schedule B-I to Schedule B-XXVII, 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.

59. Site Appraisal Committee under section 83. (1) The Government of Jammu and Kashmir may constitute a Site Appraisal Committee as and when necessary consisting of

- (i) the Chief Inspector of Factories who shall be its Chairman ;
- (ii) a representative of the State Pollution Control Board of the Government of Jammu and Kashmir ;
- (iii) a representative of the Department of Environment of the Government of Jammu and Kashmir ;
- (iv) a representative of the Local Government wing of the Department of Local Government Housing and Urban Development Department of the Government of Jammu and Kashmir ;
- (v) an expert in the field of occupational health ;
- (vi) a representative of the Department of Industries of the Government of Jammu and Kashmir ; and
- (vii) a scientist having specialised knowledge of the hazardous process which will be involved in the factory ; and
- (viii) any other person as deemed fit by the Government of Jammu and Kashmir.

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

- (3) i. Applications for appraisal of sites in respect of the industries covered under clause (za) of sub-section (1) of section 2 of the Code shall be submitted to the Chairman of the Site Appraisal Committee ;

(12) **Confidentiality of information.** □

(i) The occupier of a factory carrying on a hazardous process □ shall disclose all information needed for protecting safety and health of the workers and the general public in the neighbourhood □

- a. His workers ;
- b. District Emergency Authority ; and
- c. Chief Inspector

as required under sub-rules (3), (6) and (7) of Rule 60. 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 ;

(ii) An occupier aggrieved by an order of Chief Inspector-cum-Facilitator may prefer an appeal before the Government of Jammu and Kashmir within a period of 30 days. The Jammu and Kashmir Government shall give an opportunity to the occupier of being heard and pass an order. The order of the Government shall be final.

61. The conditions for accessibility of the record by the workers under clause (a) of section 85. □ (1) The occupier of every factory carrying out a hazardous process □ shall make accessible the health records including the record of worker's exposure to hazardous process or, as the case may be, the medical records of any worker for his perusal under the following conditions : □

- i. Once in every six months or immediately after the medical examination whichever is earlier ;
- ii. If the factory Medical Officer or the Certifying Surgeon 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 of the Code ;

the appropriate Government in accordance with the guidelines issued by the DGFASLI.

63. The manner of providing for medical examination of a worker under sub-clause (ii) of clause (c) of section 85. (1) Workers employed in a hazardous process shall be medically examined by a qualified medical practitioner herein after referred to as a Factory Medical Officer, in the following manner :

- i. Once before employment, to ascertain physical fitness of the person to do the particular job ;
- ii. Once in a period of 6 months, to ascertain the health status of all the workers in respect of occupational health hazards to which they are exposed and in cases wherein the opinion of the Factory Medical Officer it is necessary to do so at a shorter interval in respect of any workers ;
- iii. The details of pre-employment and periodical medical examination carried out as aforesaid shall be recorded in the Health Register in the Form XXIV.

(2) No person shall be employed for the first time without a certificate of fitness in Form XXIII granted by the Factory Medical Officer. If the Factory Medical Officer 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 who shall refer the matter to the Certifying Surgeon whose opinion shall be final in this regard. If the Inspector is also a Certifying Surgeon, he may dispose of the application himself.

(3) Any findings of the Factory Medical Officer revealing any abnormality or unsuitability of any person employed in the process shall immediately be reported to the Certifying Surgeon who shall in turn, examine the concerned worker and communicate his findings to the occupier within 30 days. If the Certifying Surgeon 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 shall be provided with alternate placement unless he is in the opinion of the Certifying Surgeon, fully incapacitated in which case the worker affected shall be suitably rehabilitated.

(4) A Certifying Surgeon on his own motion or on a reference from an Inspector may conduct medical examination of a worker to ascertain

the suitability of his employment in a hazardous process or for ascertaining his health status. The opinion of the Certifying Surgeon in such a case shall be final. The fee required for this medical examination shall be paid by the occupier.

(5) The worker 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 Certifying Surgeon and after making entries to that effect in the Health Register.

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

64. The measures or standards under sub-section (1) of section 86. (1) **Occupational Health Centres.** In respect of any factory carrying on a hazardous process there shall be provided and maintained in good order an Occupational Health Centre with the services and facilities as per scale laid down hereunder :

- i. For factories employing up to 50 workers
 - a. The services of a Factory Medical Officer on retainer-ship 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 61 and render medical assistance during any emergency ;
 - b. A minimum of 5 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.
- ii. For factories employing 51 to 200 workers
 - a. An occupational Health Centre having a room with a minimum floor area of 15 sq. mm with floors and walls made of smooth and impervious surface and with adequate illumination and ventilation as well as equipment as per the Schedule-D ;

- b. A part-time Factory Medical Officer shall be in overall 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 ;
 - c. One qualified and trained dresser-cum-compounder on duty throughout the working period ;
 - d. A fully equipped first aid box in all the departments ;
- iii. For Factories employing above 200 workers ;
- a. One full-time Factory Medical Officer for factories employing up to 500 workers and one more Medical Officer for every additional 1000 workers or part thereof ;
 - b. An Occupational Health Centre having at least 2 rooms each with a minimum floor area of 15 sq.metre with floors and walls made of smooth and impervious surface and adequate illumination and ventilation as well as equipment as per the Schedule-D ;
 - c. There shall be one nurse, one dresser-cum-compounder and one Sweeper-cum-Ward Boy through out the working period ;
 - d. The Occupational Health Centre shall be suitably equipped to manage medical emergencies.

(2) The Factory Medical Officer required to be appointed under clause (a) shall have qualifications included in Schedule to the Indian Medical Degrees Act of 1916 or in the Schedules to the Indian Medical Council Act, 1956 and possess a Certificate of Training in Industrial Health of minimum three months duration recognised by the Government of Jammu and Kashmir :

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

- Adhesive tape in 3" roll; -Safety pins ;
- Bandage sheets; - Burnsheets.

Poisoning

- Syrup of Ipecae; - Activated Charcoal Pre-packeted in dozes; - Snake bite kit ;
- Drinking water

Emergency Medicines

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

(6) **Decontamination Facilities.** In every factory, carrying out hazardous process, the following provisions shall be made to meet emergency :

- i. fully equipped first aid box ;
- ii. readily accessible means of water for washing by workers as well as for drenching the clothing of workers who have been contaminated with hazardous and corrosive substance; and such means shall be as per the scale shown in the Table below :

TABLE

S. No.	No. of persons employed at any time	No. of drenching showers
(i)	Up to 50 workers	2
(ii)	Between 51 to 200 workers	2+1 for every additional 50 or part thereof
(iii)	Between 201 to 500 workers	5+1 for every additional 100 or part thereof
(iv)	501 workers and above	8 + 1 for every additional 200 or part thereof

specified in the notice for the hearing of the appeal electronically or by registered post.

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

(6) Wherean appeal has been dismissed, the appellant may apply electronically to the appellate authority for the restoration of the appeal within thirty days from the date of receipt of the order and if the appellate authority is satisfied that the appellant was prevented by sufficient cause from appearing, the appellate authority shall restore the appeal subject to costs at the discretion of the authority.

(7) The order of the Appellate Authority shall be communicated electronically or by registered post to the appellant and copy thereof shall be sent to the registering officer against whose order the appeal has been preferred and shall be disposed of within a period of thirty days from the date of receipt of appeal.

72. Manner of compounding under sub-section (1) of section 114. (1) The officer notified by the Government of Jammu and Kashmir for the purposes of compounding of offences under sub-section (1) of section 114 shall issue electronically or otherwise, a compounding notice for the offences which are compoundable under sub-section (1) of section 114.

(2) The person so noticed may apply to the officer electronically or otherwise and deposit the entire compounding amount by electronic transfer or otherwise, within thirty days of the receipt of the notice.

(3) The Compounding Officer shall issue a composition certificate within twenty 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 before 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.



Schedule-A

[See sub-rule (3) of rule 28]

Sr. No.	Area/Field for which competency is required	Qualification Required	Experience for the Purpose	Facilities at his command
(1)	(2)	(3)	(4)	(5)
1	Stability of Buildings	Degree in Civil or Structural Engineering or equivalent or above	(i) A minimum of 07 years of experience of design or construction or testing and repairs of structures ;	
			(ii) Knowledge of non-destructive testing, various & current codes of practice and the effect of vibrations and natural forces on the stability of the building ; and	
			(iii) Ability to arrive at a reliable conclusion with regard to the safety of the structure of the building.	

2	Dangerous Machines	Degree in Electrical or Mechanical or Textile Engineering or its equivalent qualifications or above	<p>(i) A minimum of 07 years of experience in <input type="checkbox"/></p> <p>(a) design or operation and maintenance ; or</p> <p>(b) testing, examination and inspection of relevant machinery, their guards, safety devices and appliances.</p> <p>(ii) He shall <input type="checkbox"/></p> <p>(a) be conversant with safety devices and their proper functioning ;</p> <p>(b) be able to identify defects and any other cause leading to failure ;</p> <p>(c) and ability to arrive at a reliable conclusion with regard to the proper function of safety device and appliance and machine guard.</p>	Gauges for measurement, instruments for measuring speed and any other equipment or device to determine the safety in the use of dangerous machines.
3	Lifts and Hoists	Degree in Electrical and/or Mechanical Engineering or its equivalent or above	<p>(i) A minimum of 07 years of experience in <input type="checkbox"/></p> <p>(a) design or operation or maintenance of lifts and hoists ;</p>	<p>Facilities for load testing, tensile testing, gauges. Other equipments for measurement and for determining the safe</p>

(1)	(2)	(3)	(4)	(5)																																

lifting machinery, chains, working conditions of ropes, lifting tackles. lifting machinery tackles.

(ii) He shall be

(a) conversant with current

relevant codes of

practices and test

procedures ;

(b) conversant with fracture

mechanics and

metallurgy of the material

of construction ;

(c) conversant with heat

treatment/stress relieving

techniques ;

(d) able to identify defects and

arrive at a reliable

conclusion with regards

to the safety such

equipments.

(i) A minimum experience of

07 years in

(a) design or erection or

maintenance of

the same ;

5 Pressure Plant

Degree in Chemical or

Mechanical or Electrical or

Metallurgical Engineering

or its equivalent or above

Facilities for carrying out

hydraulic test, non-

destructive test, gauge,

equipment/gadgets for

measurement and any

(1)	(2)	(3)	(4)	(5)																															
6	Precautions against dangerous fumes	Master <input checked="" type="checkbox"/> degree in Chemistry or degree in Chemical Engineering or	(i) A minimum experience of 07 years in collection and analysis of	pressure plant	Meters, instruments and devices duly calibrated for carrying out the tests and																														

(b) testing, examination and inspection of pressure plants. other equipment or gauges to determine the safety in the use of pressure vessels.

(ii) He shall be (a) conversant with relevant codes of practices, statutory requirements and test procedures relating to pressure vessels ;

(b) conversant with non-destructive testing techniques of pressure vessels ;

(c) able to identify defects and arrive at a reliable conclusion with regards to the safety of the pressure plant

6 Precautions against dangerous fumes Master degree in Chemistry or degree in Chemical Engineering or (i) A minimum experience of 07 years in collection and analysis of pressure plant Meters, instruments and devices duly calibrated for carrying out the tests and

their equivalent or above	environmental samples and calibration of monitoring equipment ;	certification of safety in working in confined spaces
	(ii) He shall be	
	(a) conversant with the hazardous properties of the chemicals and their permissible values ;	
	(b) conversant with current techniques of sampling and analysis of environmental	
	contaminants ;	
	(c) able to arrive at a reliable conclusion as regard the safety in respect of entering and carrying out hot work.	
7	Ventilation system as may be required for (i) grinding and glazing of metals and	Facilities for testing of the ventilation systems, instruments and gauges for testing the effectiveness
	Degree in Chemical or Mechanical or Metallurgical Engineering or its equivalent or above	
	(i) A minimum experience of 07 years in design, fabrication, installation or testing of ventilation	

(1)	(2)	(3)	(4)	(5)
	<p>processes incidental thereto ;</p> <p>(ii) Cleaning or smoothening or roughening etc. of articles by a jet sand, metal shot or grit ;</p> <p>(iii) Other processes propelled by a blast of compressed air or steam ;</p> <p>(iv) Handling and processing of asbestos ;</p> <p>(v) Manufacture of rayon by viscose process ;</p> <p>(vi) Foundry operations.</p>		<p>system and their equivalent systems used for extraction and collection for dusts, fumes, vapours and ancillary equipments ;</p> <p>(ii) He shall be conversant with current relevant codes of practice and test procedures in respect of ventilation and extraction system for fumes and shall be able to arrive at a reliable conclusion with regard to effectiveness of the system.</p>	<p>of the extraction systems for dusts, vapours, fumes. Other equipments needed for determining the efficiency and adequacy of these systems. He shall have assistance of suitable qualified technical persons who can come to a reasonable conclusion as to the adequacy of the system.</p>

□ □ □ □ □

Schedule B-VI

Manufacture and treatment of lead and certain compounds of lead

1. **Definitions.** □ For this purpose of this schedule □

- (a) □ 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;

- (b) □ 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 : □

- (a) work at a furnace where the reduction or treatment of zinc or lead ores is carried on ;
- (b) the manipulation, treatment or reduction of ashes containing lead, the desilvering of lead or the melting of scrap lead or zinc ;
- (c) the manufacture of solder or alloys containing more than ten per cent of lead ;

shall be taken to prevent dust escaping from such enclosure, and from apparatus connected therewith, into the air of any room ;

- (c) **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.

- (d) **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.
- (e) **Operation of ventilating plant.**—The ventilating plant provided for the purpose of sub-paragraph (d) 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.**

- I. Every blasting enclosure shall be specially inspected by a competent 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 in every month.

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.

- II. 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.

7. Storage accommodation for protective wear. Adequate and suitable storage accommodation for the helmets, gauntlets and overalls required to be provided by paragraph 5 shall be provided outside and conveniently near to every blasting enclosure and such accommodation shall be kept clean. Helmets, gauntlets and overalls when not in actual use shall be kept in this accommodation.

8. Maintenance and cleaning of protective wear. All helmets, gauntlets, overalls and other protective devices or clothings provided and worn for the purposes of this schedule, shall be kept in good condition and so far as is reasonably practicable shall be cleaned on every weekday in which they are used. Where dust arising from the cleaning of such protective clothing or devices is likely to be inhaled, all practicable measures shall be taken to prevent such inhalation. Vacuum cleaners shall, wherever practicable, be used for removing dust from such clothing and compressed air shall not be used for removing dust from any clothing.

9. Maintenance of vacuum cleaning plant. Vacuum cleaning plant used for the purpose of this schedule shall be properly maintained.

10. Restrictions in employment of young persons.

- I. 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.
- II. 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

4. Cautionary Notices and Instructions. □

- I. 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.
- II. 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 1 month of their employment and for old workers employed, within one month of coming into operation of the rules, 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 colors 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. □

- I. 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.

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.

- II. 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 Rule 66.
- III. Without prejudice to the generality of the requirements in sub- Para (II) 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.
- IV.
 - (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 clauses (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 ;
 - (d) 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.

deterioration or defects, or accumulation of flammable or explosive substances, and record kept of any defects found and repairs made.

8. Fire fighting systems. □

- I. Every factory employing 500 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 and ward personnel, fire pump man and departmental supervisors and operators trained in the operation of fire and emergency services ;
 - (b) Squad leaders shall preferably be trained in a recognized 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.
- II. 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.
- III. 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.
- IV. 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 interlined and placed in a convenient location near such areas.

PART IV

Risks of Toxic Substances

1. Leakage. □

- I. All plants shall be so designed and constructed as to prevent the escape of toxic substance. Where necessary, separate

incapacitated in the opinion of the Certifying Surgeon, in which case the person affected shall be suitably rehabilitated :

Provided that the Certifying Surgeon on his own may examine any other worker whom he feels necessary to be examined for ascertaining the suitability of his employment in the process covered in Appendix [A] or for ascertaining the health status of any other worker and his opinion shall be final.

- III. No person shall be newly appointed without the Certificate of Fitness granted by the Factory Medical Officer. If the Factory Medical Officer declares a person unfit for being appointed to work in the process covered in Appendix [A], such person shall have a right of appeal to the Certifying Surgeon, whose opinion shall be final in this regard.
- IV. The worker suspended from the process owing to the circumstances covered in sub-para (2) shall be employed again in the same process only after obtaining the Fitness Certificate from the Certifying Surgeon and after making entries to that effect in the health register.

PART VII

Additional Welfare Amenities

1. Washing facilities.—

- I. 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.
- II. 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. □

- I. 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.

- □□□ □ □
- 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, benzyle chloride, phenol, methyl ethyl keytone 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 gas or 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 chloralkali plants.
6. Manufacture, manipulation or recovery of nickel and its compounds.
7. All processes involving the 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 ;

5. **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.

6. **Transport.** □

- I. 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 placed in crates of sound construction and of sufficient strength.
- II. 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.
- III. Containers for corrosive substances shall be plainly labelled.

7. **Devices for handling corrosive.** □

- I. Tilting, lifting of pumping arrangements shall be used for emptying jars, carboys and other containers of corrosives.
- II. Corrosive substance shall not be handled by bare hands but by means of a suitable scoop or other device.

8. **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.

9. **Cleaning tanks, stills, etc.–**

- I. In cleaning out or removing residues from stills or other large chambers used for holding any corrosive substance,

shall be deposited in approved containers and removed from the premises at least once a day.

- III. Space within the solvent extraction plant and within 15 meters from the plant shall be kept free from any combustible materials and any spills of oil or solvent, shall be cleaned up immediately.

13. Examination and repairs.

- I. 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 with his observation as to whether or not the plant is in safe condition to work.
- II. No repairs shall be carried out to the machinery or plant except under the direct supervision of the competent person.
- III. 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 young persons. No woman or young person 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 shall be drawnout and entered in a register maintained for the purpose.

17. Exemption. If in respect of any factory, the Chief Inspector-cum-Facilitatoris 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.

□□□□□□□□

under an efficient exhaust ventilation which shall be applied as near to the point of generation as practicable.

6. Medical facilities and records of examinations and tests.—

- I. The occupier of every factory to which this schedule applies, shall
 - a) employ a qualified medical practitioner for medical surveillance of the workers employed therein whose employment shall be subject to the approval of the Chief Inspector of Factories ; and
 - b) Provide to the medical practitioner all the necessary facilities for the purpose referred to in clause (a).
- II. The record of medical examinations and appropriate tests carried out by the said medical practitioner shall be maintained in a separate, register approved by the Chief Inspector-cum-Facilitator, which shall be kept readily available for inspection by the Inspectorcum facilitator.

7. Medical examination by certifying Surgeon. □

- I. Every worker employed in any manganese process shall be medically examined by a Certifying Surgeon within 15 days of his first employment. Such examinations shall include tests for detection of serum calcium, serum phosphate and manganese in blood and urine and also include steadiness tests and other neuro-muscular coordination tests. No worker shall be allowed to work after 15 days of his first employment in the factory unless certified for such employment by the Certifying Surgeon.
- II. Every worker employed in a manganese process shall be re-examined by a Certifying Surgeon at least once in every three calendar months and such examination shall, wherever the Certifying Surgeon considers appropriate, include all the tests in sub-paragraph (I).
- III. The Certifying Surgeon after examining a worker shall issue a Certificate of Fitness in Form XXIII. The record of examination and re-examinations carried out shall be entered in the Certificate and the Certificate shall be kept in the custody of the manager of the factory. The record of each examination carried out under sub-paragraph (I) and (II), including the nature and the

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 headaches, prolonged sleeplessness or abnormal sensations in the body, report to the manager who would make arrangements for your examination and treatment.

□□□□□□

III. 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.

9. **Spillage and waste.**—

- I. 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.
- II. 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.
- III. Suitable deactivating agents, where available, shall be kept in a readily accessible place for use while attending to a spillage.
- IV. Easy means of access shall be provided to all parts of the plant for cleaning, maintenance and repairs.

10. **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.

11. **Manual handling.** □

- I. A dangerous pesticide shall not be required or allowed to be manipulated by hand except by means of a long handled scoop.
- II. Direct contact of any part of the body with a dangerous pesticide during its manipulation shall be avoided.

12. **Ventilation.**—

- I. 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.
- II. 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 ;

□ □
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.—**

- I. 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.
- II. 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.—**

- I. 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.
- II. 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.
- III. 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

processes when there is danger of injury during the performance of normal duties or in the event of emergency :□

- (a) rubber hand-gloves ;
- (b) rubber aprons ; and
- (c) airline respirators or other suitable respiratory protective equipment.

(3) It shall be the responsibility of the manager to maintain all items of personal protective equipment in a clean and hygienic condition and in good repair.

8. **Prohibition relating to employment of women and young persons.**□ No woman or young person shall be employed or permitted to work in any room in which the said processes are carried on.

9. **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.

10. **Disposal of empty containers.**□ Empty containers used for holding controlled substances shall be thoroughly cleaned of their contents and treated with an inactivating agent before being discarded.

11. **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.

12. **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.

13. **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.

14. **Obligations of the workers.** □ It shall be the duty of the persons employed in the said processes to submit themselves for the medical examination including exfoliative cytology of urine by the Certifying Surgeon or the qualified medical practitioner as provided for under these rules.

15. **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 per cent 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 everyday.

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 messroom, for the storage of protective equipment provided under

Certificate shall be kept in the custody of the manger of the factory. The record of each examination carried out under sub-paragraph (1) and (2) , including the nature and the results of these test, shall also be entered by the Certifying Surgeon in a health register in Form XXIV.

(4) The Certificate of Fitness and the health register shall be kept readily available for inspection by the Inspector.

(5) If at any time the Certifying Surgeon is of the opinion that a worker is no longer fit for employment in the said processes on the ground that continuance therein would involve special danger to the health of the worker, he shall make a record of his findings in the said certificate and the health register. The entry of his findings in those documents should also include the period for which he considers that the said person is unfit to work in the said process shall be provided with alternate placement facilities unless he is fully incapacitated in the opinion of the Certifying Surgeon , in which case the person affected shall be suitably rehabilitated.

(6) No person who has been found unfit to work as said in sub-paragraph (5) shall be re-employed or permitted to work in the said processes unless the Certifying Surgeon , after further examination, again certifies him fit for employment in those processes.

23. Exemptions-prohibited substances. (1) The Chief Inspector may by a certificate in writing (which he may at his discretion revoke at any time), subject to such conditions, if any, as may be specified therein, exempt any process in the course of which any of the prohibited substances is formed, processed, manufactured, handled, or used, from the provisions of paragraph 5 if he is satisfied that the process is carried out in a totally enclosed and hermetically sealed system in such a manner that the prohibited substance is not removed from the system except in the quantities no greater than that required for the purpose of control, of the process or such purposes as is necessary to ensure that the product is free from any of the prohibited substances.

(2) The Chief Inspector may allow the manufacture, handling or use of benzidine hydrochloride provided that all the processes in connection with it are carried out in a totally enclosed system in such a manner that no prohibited substance other than benzidine hydrochloride is removed therefrom except in quantities no greater than that required for the purpose of control of the processes or such purposes as is necessary to ensure that the product is free from prohibited substances and that adequate steps are taken to ensure that benzidine hydrochloride is, except while not in a totally enclosed system, kept wet not less than one part of water to two parts of benzidine hydrochloride at all times.

Schedule B-XXIV

Operations involving high noise levels

1. **Application.** This schedule shall apply to all operations in any manufacturing process having high noise level.
2. **Definitions.** For the purpose of this schedule,
 - (a) Noise means any unwanted sound.
 - (b) High noise level means any noise level measured on the A-weighted scale is 90 dB or above.
 - (c) Decibel means one-tenth of Bel which is the fundamental division of a logarithmic scale used to express the ratio of two specified or implied quantities, the number of Bels denoting such a ratio being the logarithm to the base 10 of this ratio. The noise level (or the sound pressure level) 6 corresponds to a reference pressure of 20×10^{-6} Newton per square meter or 0.0002 dynes per square centimetre which is the threshold of hearing, that is, the lowest sound pressure level necessary to produce the sensation of hearing in average healthy listeners. The decibel in abbreviated form is dB.
 - (d) Frequency is the rate of pressure variations expressed in cycles per second or hertz.
 - (e) dBA refers to sound level in decibels as measured on a sound level meter operating on the A-weighting net work with slow meter response.
 - (f) A-weighting means making graded adjustments in the intensities of sound of various frequencies for the purpose of noise measurement, so that the sound pressure level measured by an instrument reflects the actual response of the human ear to the sound measured.
3. **Protection against noise.**
 - i. In every factory, suitable, a suitable engineering control or administrative measures shall be taken to ensure, so far as is reasonably practicable, that no worker is exposed to sound levels exceeding the maximum permissible noise exposure levels specified in Tables 1 and 2.

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 may be carried on in such room only when required for the purposes of the process itself under the direction of a responsible person.

12. Washing and bathing facilities.

- I. 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.
- II. The washing places shall have standpipes placed at intervals of not less than one meter.
- III. Not less than one half of the total number of washing places shall be provided with bathrooms.
- IV. 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.
- V. Sufficient supply of soap and nail brushes shall be provided.

13. Rest Room.

- I. A rest room shall be provided for the workers engaged in doffing operations of filament yarn spinning process.
- II. Such rest room shall be provided with fresh air supply and adequate seating arrangement.

14. Cautionary notice and instructions—

- I. 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 ;

- (c) Calcined aluminous fire clay ;
 - (d) Sillimanite ;
 - (e) Calcined or fused alumina ;
 - (f) Olivine ;
 - (g) Natural sand.
- II. 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.**—
- I. 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.
 - II. 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.
 - III. 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.**—
- I. All accessible parts of the walls of every indoor workplace in which the processes are carried on and of everything

impurities from entering into or remaining in the atmosphere of the workroom.

- II. 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.
- III. 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.
- IV. 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
 - (b) in an area of the foundry in which, so far as reasonably practicable, effective and suitable local exhaust ventilation is provided, or where compliance with this requirement is not reasonably practicable, a high standard of general ventilation is provided.
- V. 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.**

- I. All ventilation plant used for the purpose of extracting, suppressing or controlling dust or fumes shall be properly maintained.
- II. 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

every 12 months and such examination shall, wherever the Certifying Surgeon considers appropriate, include all the tests in sub-paragraph (I).

- III. The Certifying Surgeon after examining a worker, shall issue a Certificate of Fitness in Form XXIII. The record of examination and re-examinations carried out shall be entered in the Certificate and the Certificate shall be kept in the custody of the manager of the factory. The record of each examination carried out under sub-paragraph (I) and (II) including the nature and the results of these test, shall also be entered by the Certifying Surgeon in a health register in Form XXIV.
- IV. The Certificate of Fitness and the health register shall be kept readily available for inspection by the Inspector.
- V. If at any time the Certifying Surgeon is of the opinion that a worker is no longer fit for employment in the said processes on the ground that continuance therein would involve special danger to the health of the worker, he shall make a record of his findings in the said certificate and the health register. The entry of his findings in those documents should also include the period for which he considers that the said person is unfit to work in the said process shall be provided with alternate placement facilities unless he is fully incapacitated in the opinion of the Certifying Surgeon, in which case the person affected shall be suitably rehabilitated.
- VI. No person who has been found unfit to work as said in sub-paragraph (V) shall be re-employed or permitted to work in the said processes unless the Certifying Surgeon, after further examination, again certifies him fit for employment in those processes.

19. **Exemptions.** If in respect of any factory, the Chief Inspector 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 Part is not necessary for the protection of the workers in the factory, the Chief Inspector 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.

□□□□□□□□

Vapour Pressure	Vapour density (Air=1)	Evaporation Rate	Boiling point(oC)	Freezing (oC)
Solubility in water pH (20°C)		Density (g/ml)	Coefficient of water / oil distribution	

SECTION IV-FIRE AND EXPLOSION HAZARD OF MATERIAL

Flammability

..... Yes _____ No. If yes, under what conditions

Means of Extinction _____

Special Procedure _____

Flash Point (°C) and Method	Upper Explosion Limit (% by Volume)	Lower Explosion Limit (% by Volume)
Anti-ignition Temperature (°C)	TDG Flammability Classification	Hazardous Combustion Products
Explosion Data-Sensitivity Sensitivity to Static		Chemical Impact Discharge

**SECTION V
REACTIVITY DATA**

Chemical Stability

_____ Yes _____ No. If no, under what conditions

Incompatibility to other substances

_____ Yes _____ No. If yes, which ones

Reactivity and under what conditions

Hazardous Decomposition Products

- B. P. Manometer; - Cunn;-Stethoscope.

(iii) **Immobilization :**

- Long and short padded boards; - Wire ladders plints ;
- Triangular bandage; - Long and short spine boards.

(iv) **Dressings :**

- Gauze pads 4" x 4" ; - Universal dressing 10" x 36",
- Roll of aluminum foils ; - Soft roller bandages 6" x 5 yards ;
- Adhesive tape in 3" roll; -Safety pins ;
- Bandage sheets; - Burn sheet.

(v) **Poisoning :**

- Syrup of Ipecae; - Activated Charcoal Pre-packeted in dozes; - Snake bite kit ;
- Drinking water.

(vi) **Emergency Medicines :**

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

DECONTAMINATION FACILITIES

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

- iv. fully equipped first aid box ;
- v. readily accessible means of water for washing by workers as well as for drenching the clothing of workers who have been contaminated with hazardous and corrosive substance; 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
(i) Up to 50 workers	2
(ii) Between 51 to 200 workers	2 + 1 for every additional 50 or part thereof.
(iii) Between 201 to 500 workers	5 + 1 for every additional 100 or part thereof.
(iv) 501 workers and above	8 + 1 for every additional 200 or part thereof.

SCHEDULE-E

(See rule 66)

1. **Definitions.** For the purpose of this schedule

- (a) mg/m³ means milligrams of a substances per cubic metre of air ;
- (b) mppem 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.

$$\text{Time weighted average concentration} = \frac{C_1T_1 + C_2T_2 + C_nT_n}{T_1 + T_2 + \dots + T_n}$$

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

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

C_n represents the concentration of the substance for duration T_n (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.

$$\frac{C_1}{L_1} + \frac{C_2}{L_2} + \frac{C_n}{L_n} \text{ should not exceed unity}$$

Where C_1, C_2, \dots, C_n are the time weighted concentration of toxic substances 1, 2, and n respectively, determined after measurement at work location ;

and L_1, L_2, \dots, L_n 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. **Sampling and evaluation procedures.** (1) Notwithstanding provisions in any other paragraphs, the sampling and evaluation procedures to be adopted for checking compliance with the provisions in the schedule shall be as per standard procedures in vogue from time to time.

(2) Notwithstanding the provisions in paragraph 5, the following conditions regarding the sampling and evaluation procedures relevant to checking compliance with the provisions in the schedule are specified :

- (a) For determination of the number of particles per cubic metre in item 1 (a)(i)(1) in Table 2, samples are to be collected by standard or midget impinger and the counts made by light field technique ;
- (b) The percentage of quartz in the 3 formulae given in item 1(a)(i) of Table 2 is to be determined from air borne samples ;
- (c) For determination of number of fibres as specified in item 2(a) of Table 2, the membrane filter method at 430 x magnification (4mm objective) with phase contrast illumination should be used ;
- (d) Both for determination of concentration and percentage of quartz for use of the formula given in item 1(a)(i)(2) of Table 2, the fraction passing through a size select or with the following characteristics should only be considered :

Aerodynamic diameter (unit density sphere)	Percentage allowed by size selector
2.0	90
2.5	75
3.5	50
5.0	25
10.0	0

Substances	Permissible limits of exposure			
	Time-weighted average concentration		Short-term maximum concentration	
	ppm	mg/m ³	ppm	mg/m ³ n
Butyl acetate	150	710	200	950
sec/tert.Butyl acetate	200	950	250	1190
Cadmium-dust and salts (as Cd)	-	0.05	-	0.2
Calcium Oxide	-	2	-	-
Carbaryl (Sovin)	-	5	-	10
Carbofuran (Furadan)	-	0.1	-	-
Carbon disulphide-skin	2	60	30	90
Carbon monoxide	50	55	400	440
Carbon tetrachloride-skin	10	65	20	130
Carbonyl chloride (Phosgene)	0.1	0.4	-	-
Chlordane-skin	-	0.5	-	2
Chlorobenzene (mono chloro- benzene)	75	350	-	-
Chlorine	1	3	3	9
bis-Chloromethylether	0.001	-	-	-
Chromic acid and chromates (as Cr.)	-	0.05	-	-
Chromium, Sel-Chromic, Chromous salts (as Cr)	-	0.5	-	-
Copper fume	-	0.2	-	-
Cotton dust, raw	-	0.2	-	0.6
Cresol, all isomers-skin	5	22	-	-
Cyanides, (as CN)-skin	-	5	-	-
Cyanogen	10	20	-	-

Permissible limits of exposure

Substances	Time-weighted average concentration		Short-term maximum concentration	
	ppm	mg/m ³	ppm	mg/m ³
DDT (Dichlorodiphenyl-trichlore-ethane)	-	1	-	3
Demeton-skin	0.01	0.1	0.03	0.3
Diazion-skin	-	0.1	-	0.3
Dibutyl phthalate	-	5	-	10
Dichlorves (DDVP)-skin	0.1	1	0.3	3
Dieldrin-skin	-	0.25	-	0.75
Dinitrobenzene (all isomers) skin	0.15	1	0.5	3
Dinitrotoluene-skin	-	1.5	-	5
Diphenyl	0.2	1.5	0.6	4
Endosulfan (Thiodan)-skin	-	0.1	-	0.3
Endrin-skin	-	0.1	-	0.3
Ethyl acetate	400	1000	-	-
Ethyl alcohol	1000	1900	-	-
Ethyl amine	10	18	-	-
Flourides (as F)	-	2.5	-	-
Flourine	1	2	2	4
Hydrogen Cyanide-skin	10	11	15	16
Hydrogen sulfide	10	15	15	27
Iron oxide fume (Fe ₂ O ₃ as Fe)	-	5	-	10
Isoamyl acetate	100	525	125	655
Isoamyl alcohol	100	360	125	450
Isobutylalcohol	50	150	75	225
Lead, inorg, fumes and dusts (as Pb)	-	0.15	-	0.45

Substances	Permissible limits of exposure			
	Time-weighted average concentration		Short-term maximum concentration	
	ppm	mg/m ³	ppm	mg/m ³
Lindane-skin	-	0.5	-	1.5
Mala thion-skin	-	10	-	-
Manganese fume (as Mn)	-	1	-	3
Mercury (as Hg)	-	0.05	-	0.15
Mercury (alkyl compounds) -skin (as Hg)	0.001	0.01	0.003	0.03
Methyl alcohol (methanol) skin		200 260	250	310
Methyl cellosolve-skin (2-methoxy ethanol)		25 80	35	120
Methyl isobutyl ketone-skin		100 410	125	510
Naphthalene		10 50	15	75
Nickel carbonyl (as Ni)		0.05 0.35	-	-
Nitric acid		2 5	4	10
Nitric oxide		25 30	35	45
Nitrobenzene-skin		1 5	2	10
Oil mist-mineral		- 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	-	-
Phosphine		0.3 0.4	1	1
Phosphorous (yellow)		- 0.1	-	0.3
Phosphorous pentachloride		- 1	-	3
Phosphorous trichloride		0.5 3	-	-
Picric acid-skin		- 0.1	-	0.3
Pyridine		5 15	10	30

Substances	Permissible limits of exposure			
	Time-weighted average concentration		Short-term maximum concentration	
	ppm	mg/m ³	ppm	mg/m ³
Silane (silicon tetrahydride)	0.5	0.7	1	1.5
Styrene, monomer (phenyl-ethylene)		100	420	125
Sulphur dioxide		5	13	-
Sulphuric acid		-	1	-
Toluene (toluol)-skin		100	375	150
0-Toludine		5	22	10
Trichloroethylene		100	535	150
Vinyl chloride		5	10	-
Welding fumes (NOC)		-	5	-
Xylene (o-m-isomers)-skin		100	435	150

TABLE 2

Substance	Permissible time weighted average concentration
1. Silica	
(a) Crystalline	
(i) Quartz	1060 _____ mppcm
(1) In terms of dust count :-	% Quartz +10
(2) In terms of respirable dust	10 _____ mg/m ³ % respirable quartz + 2
(3) In terms of total dust :	30.....mg/m ³ % quartz + 3
(ii) Cristobalite	Half the limits given against quartz
(iii) Tridymite	Half the limits given against quartz
(iv) Silicafused	Same limit as for quartz
(v) Tripoli	Same limit as in formula in item 2 given against quartz

Substance Permissible time weighted average concentration

(b) Amorphous	705 mppcm
2. Silicate having less than 1% free silica by weight	
(a) Asbestos (fibres longer than 5 microns)	2 fibres/cubic centimetre
(b) Mica	705 mppcm
(c) Mineral Wool fibre	10 mg/m ³
(d) Porlite	1060 mppcm
(e) Port land cement	1060 mppcm
(f) Soapstone	705 mppcm
(g) Talc (nonobostiform)	705 mppcm
(h) Talc (fibrous)	Same limit as for asbestos
(i) Tromolite	Same limit as for asbestos
3. Coaldust	
(1) For airborne dust having less than 5 % silicon dioxide by weight	: 2mg/m ³
(2) For airborne dust having over 5% silicon dioxide	: Same limit as prescribed by formula in item (2) against quartz.

TABLE 3

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

SCHEDULE-G

(See rule 69)

Section of the Code empowering grant of exemption	Class of factory	Nature of exempted work	Extent of exemption	Remarks
1	2	3	4	5
91(1) (b)	All factories	Urgent repairs	Sections 25, 26 & 31	(i) No worker shall be employed on such repairs for more than 15 hours on any one day, 39 hours during any three consecutive days, or 66 hours during each period of seven consecutive days commencing from his first employment on such repairs ;
				(ii) Within 24 hours of the commencement of the work, notice shall be sent to the Inspector describing the nature of the urgent repairs and the period probably required for their completion.
				(iii) Exemption from the provisions of section 25 shall apply only in the case of adult male workers.
91(1) (b)	All factories	(a) Work in the machine shop, the smithy or the foundry or in connection with the mill gearing, the electric driving or lighting apparatus, the mechanical or electrical	Sections 25, 26 & 31	The limits of work inclusive of overtime shall not exceed those mentioned in section 91.

1	2	3	4	5
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lifts or the steam or water pipes or pumps of a factory ;

(b) Work of examining or repairing any machinery or other part of the plant which is necessary for carrying on work in the factory ; do. do.

(c) Work in boiler houses engine rooms such as lighting fires in order generate gas preparatory to the commencement of regular work in the factory. do. do.

91(1) (b) All factories (a) Work performed by drivers on lighting, ventilating and humidifying apparatus ; Sections 25, 26 & 31 do.

(b) Work performed by fire pumpmen. (1) Oil tank Work performed by, workers installations operations. In the absence of a worker who has failed to report duty, a shift worker shall be allowed to whole or of a subsequent shift provided that (i) the next shift of the shift worker shall not commence before a period of 16 hours has elapsed ;

Sections 25, 26 & 31 connected with pumping

In the absence of a worker who has failed to report duty, a shift worker shall be allowed to whole or of a subsequent shift provided that (i) the next shift of the shift worker shall not commence before a period of 16 hours has elapsed ;

- (ii) within 24 hours of the commencement of the subsequent shift, notice shall be sent to the Inspector describing the circumstances under which the worker is required to work in the subsequent shift ;
- (iii) the exemption will be restricted to only male adult workers ; and
- (iv) the limits of work inclusive of overtime shall not exceed those mentioned in section 91.

(2) Public hydroelectric supply factories	Operation and maintenance of prime movers and auxiliaries, transformers and switches.	Sections 25 & 26	do.
(3) Public electric supply companies generating electricity from oil in internal combustion engines	Work of engine drivers and assistants, generator attendants, oilers and greasers, switch board operators and pumpmen.	do.	do.
(4) Electrical transforming factories	Work of operation and maintenance of the transforming plant, switches and synchronous condensers.	do.	do.

1	2	3	4	5
	(5) Distilleries	Work on the extraction of sugar from various bases, fermentation of sugar juice and distillation of fermented wash.	do.	do.
	(6) Sugar factories	Extraction of the juice from the cane, clarification, evaporation and boiling of the juice; curing of the massecuite; and bagging.	do.	do.
	(7) Chemical factories	Work on the sulphur burners, chambers, concentrators, and pumps; roasting furnaces, manufacture of hydrochloric and nitric acid, sulphates sulphides, nitrates, superphosphates and chlorides; and work on the steam service.	do.	do.
	(8) Vegetable factories	Work on refining, hydrogenation bleaching, filtering, generation of hydrogen; hydrogenating; deodorizing processes; compression of oxygen and cylinder filling; and work on the electrical power plant.	do.	do.
	(9) Ice factories	Work on the engine and compressor drivers and assistants and oilers.	do.	do.



(10) Oil mills	All work.	Section 25	do.
(11) Flour mills	All work.	Sections 25 and 26	do.
(12) Glass factories	(a) Work in attending to furnace ;	Sections 25 & 26	do.
	(b) All work and processes from mixing of batch to removal of the manufactured glassware from the lears.	Section 25	do.
(13) Paper factories	(a) All work on paper making machinery and on the generation and supply of power connected therewith ;	Sections 25	do.
	(b) Work on choppers, digesters, kneaders, strainers and washers, beaters, paper making machines, pumping plant reelers, cutters and power plant.	Sections 25 & 26	do.
(14) Rubber tyre	All work on curing process.	Section 25	do.
(15) Iron and steel	All work on steel furnaces.	Sections 25 & 26	do.

1	2	3	4	5
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(16) All factories Work on automatic equipment engaged in galvanizing, anodizing and enamelling. Sections 25, 26 & 29

(1) The limits of work inclusive of overtime shall not exceed those mentioned in section 91.

(2) The exemption shall be granted only in respect of adult male workers.

64 (2) (i) Newspaper printing factories Teleprinter service. Sections 25 & 26 do.

64 (2) (j) All factories Loading and unloading of railway wagons lorries or trucks. Sections 25 & 26 do.

64(2)(k) Any factory or class or description of factories as may be notified by the J&K Government in the Official Gazette. Work of national importance as may be notified by the J&K Government in mentioned in the Official Gazette. Sections 25, 26 and 29 (1) The limit of work and inclusive of overtime shall not exceed those mentioned in section 91. (2) The exemption shall be limited to adult male workers.

FORM-III

[See sub-rule (12) of rule 6]

Register of Establishment

S. 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 horse power (if any)		Total number of contract workers		Remarks
					Male	Female	Male	Female	
1	2	3	4	5	6	7	8		
(a)	Factories								
(b)	Building and other construction work								
(c)	Contract work								
(d)	Inter-state Migrant Work								
(e)	Motor Transport Undertaking								
(f)	Any other work								

□ □ □ □ □ □ □ □ □ □

□□□□□□□□ □□□ □ □

Night Shift per Week :

Night Shift per Month :

C. Brief Review of Medical History : Diagnosed previously or currently under treatment or currently suffering from :

Question	Answer (Yes/No)	Remarks
Anaemia		
Jaundice		
Asthma		
COPD		
History of any other Lung Disease : (If Yes, Please Specify)		
Vertigo/Dizziness		
Diabetes Mellitus		
Hypertension		
Any Cancer (If Yes, Please Specify the Cancer)		
Chronic Low Back Pain		
Chronic Pain in hand or elbow		
Hernia		
Hydrocele		
Varicose Vein		
Haemorrhoids		
History of amputation/fracture/ dislocation injury during work (If Yes, please specify)		
Dermatitis (If Yes, specify Site)		
Hearing Impairment		
Visual Impairment		

Colour Vision

Field of Vision

Binocularity

Lateral Phoria

Vertical Phoria

Stereoscopic Vision and Depth

Perception Testing

Fundus (Retina) examination

I. 12 lead ECG and Echo cardiography :

Final Report :

J. MEDICAL FITNESS TESTS FOR PERSONS WORKING AT HEIGHT (*as may be applicable*) :

1. Detailed Medical History and in Depth General Medical Examination including tests for Vision, Hearing, Musculoskeletal System, Respiratory System, Cardiovascular System etc.

As applicable to all employees

2. Special Examination□

(a) Cardiovascular :

Uncontrolled hypertension or ischemic heart disease will be a contra-indication. In the presence of hypertension and abnormal ECG findings, the employee should be referred to a Cardiologist for fitness ;

(b) Tests for Labyrinthine functions and for sense of position Eye Examination for Bilateral Nystagmus, Romberg sign. The presence of bilateral nystagmus and a positive Romberg sign will be an absolute contra-indication ;

(c) Neurological examination Evaluate seizure disorders : CT Scan of Brain and E. E. G, if indicated ;

(d) Assessment of Diabetic Control Status : (in case of employees suffering from Diabetes Mellitus) ;

(e) Assessment of Phobia (Acrophobia) and any other Mental Health Disorder like Anxiety or Depression ;

(f) Evaluation for Vertigo and Dizziness.

FORM-VII

(See Rule 21)

Notice of Period of Work

Name of the Establishment Place..... District

Periods of work Groups, Relays	Men				Women				Description of groups, Nature of work	Remarks
	Total No. of men employed				Total No. of women employed					
	A	B	C	D	E	F	G	H		
	1 2 3	1 2 3	1 2 3	1 2 3	1 2 3	1 2 3	1 2 3	1 2 3		

On working days

From ..

To ..

From ..

To ..

From ..

To ..

On partial working days

From ..

To ..

From ..

To ..

Date on which this notice is first exhibited :

Signature of manager or agent.

Date :

□□□□□□□□

FORM-VIII

[See sub-rule (1) of



FORM-IX
 [See sub-rule (1) of Rule 24]
ANNUAL RETURN
UNIFIED ANNUAL RETURN FORM

FOR THE YEAR ENDING.....

Single Integrated Return to be filed Online under the Occupational Safety, Health and Working Conditions Code, 2020, the Code on Industrial Relations, 2020, the Code on Social Security, 2020, and the Code on Wages, 2020

Instructions to fill up the Annual Return

- (1) This return is to be filled-up and furnished on or before 28th or 29th February every year.
- (2) The return has two parts i. e. Part-I to be filled-up by all establishments.
- (3) The terms Establishment and Mines shall have the same meaning as under the Occupational Safety, Health and Working Conditions Code, 2020.
- (4) This return is to be filled-up in case of contractor or manpower supplier who have engaged more than 50 workers and in case of Mines even if there is one worker employed in the relevant period.

Applicable to All Establishments —

A. General Information :

Sl. No.	Instructions for filling the column
---------	-------------------------------------

1.	Labour Identification Number/Registration No.	EPFO, ESIC, MCA, MoLE (LIN)	
2.	Period of the Return From <input type="checkbox"/> To <input type="checkbox"/>	Period should be calendar year	



3. Name of the Establishment
4. Email ID
5. Telephone No.
6. Mobile number
7. Premise name
8. Sub-locality
9. District
10. State
11. PIN Code
12. Geo Coordinates

B (a). Hours of Work in a day

B (b). Number of Shifts

C. Details of Manpower Deployed :

Detail	Directly employed				Employed through Contractor				Grand Total
	Highly Skilled	Semi-Skilled	Un-Skilled	Total	Highly Skilled	Semi-Skilled	Un-Skilled	Total	
Skill Category	Highly Skilled	Semi-Skilled	Un-Skilled	Total	Highly Skilled	Semi-Skilled	Un-Skilled	Total	Skilled

(i) Maximum No. of employees employed in the establishment in any day during the year

Male	Female	Transgender	Total



(ii) Average No. of employees employed in the establishment during the year	Male	Female	Transgender	Total	Male	Female	Transgender	Total
(iii) Migrant Worker out of (ii) above	Male	Female	Transgender	Total	Male	Female	Transgender	Total
(iv) Number of fixed term employee engaged	Male	Female	Transgender	Total	Male	Female	Transgender	Total

D. Details of contractors engaged in the Establishment :

Sl. No.	Name with LIN/Registration No. of the Contractor	No. of Contract Labour Engaged
---------	--	--------------------------------

E. 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 section 24(v) of OSH Code, 2020)	Tick yes or no in the box	Applicable to all establishments wherein hundred or more workers including contract labour were ordinarily employed
2.	Crèches (as per section 67 of Code on Social Security Code, 2020 and section 24 of the OSH Code, 2020)	Tick yes or no in the box	Applicable to all establishments where fifty or more workers are employed

- | | | |
|---|---|--|
| 3. Ambulance Room (as per section 24(2)(i) of OSH Code, 2020) | Tick yes or no in the box | 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 | Applicable to establishments and factories employing 500 workers or more, factory carrying on hazardous process and BoCW employing 250 workers or more, and mines employing 100 or moreworkers |
| 5. Safety Officer (as per section 22(2) of OSH Code, 2020) | No. of safety officers appointed | In case of mine 100 or more workers and in case of BoCW 250 or more workers are ordinarily employed |
| 6. Qualified Medical Practitioner (as per section 12 (2) of OSH Code, 2020) | No. of Qualified Medical Practitioner appointed | There is no specification for minimum number of Qualified Medical Practitioners employed in establishment. However, this detail is required to have data on occupational health |

F. The Industrial Relations

- | | | |
|---|--------|--|
| 1. If the Works Committee has been functioning (section 3 of IR Code, 2020)
(a) Date of its constitution | Yes/No | Industrial establishment in which 100 or more workers are employed |
|---|--------|--|

8. Details of retrenchment/lay-off

SI. 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 mandays lost due to lay-off

G. Details pertaining to maternity benefit :

No. of female employees	No. of female employees employees	No. of deduction of wages, if any made from female employees

H. Details of payment of bonus :

SI. No.	No. of employees covered under the bonus provision	Total amount of bonus actually paid	Date on which the bonus paid

I. 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

J. Mandays and Production Lost due to accidents/dangerous occurrence

Sl. No.	Accident/Dangerous Occurrence	Mandays lost	Production Lost

Certified that the tables in prescribed format are duly filled in and information and/ figures given in all the tables are correct to the best of my knowledge.

Place :

Dated :

Signature of Owner/Agent/Manager with seal.

5. Maximum number of workmen proposed to be employed on the Establishment on any date :

6. Amount of Licence Fee : **INR** (Transaction Id :)

7. Amount of Security Deposit : **INR** (Transaction Id :)

IV. DETAILS OF ESTABLISHMENTS FOR WHICH COMMON LICENCE REQUIRED (IF APPLYING FOR)

Type of establishments	Name and address of establishment	(i) Nature of work carried out in the establishment (ii) Activity as per National Ind ¹ classification	Date of commencement	Permanent establishment or probable date of completion	Maximum number of labour employed/proposed to be employed	Maximum number of employees employed/proposed to be employed
1	2	3	4	5	6	7

V. DETAILS OF ESTABLISHMENTS FOR WHICH SINGLE LICENCE IS REQUIRED (IF APPLYING FOR)

Name of District in which the establishments are situated	Name of each work	Maximum number of labour will be/is employed	Date of commencement	Permanent establishment or probable date of completion	Maximum number of employees employed/proposed to be employed	Registration number, if obtained, then details thereof
1	2	3	4	5	6	7

Signature of Contractor

(e-Sign/DSC)

Note: This is an online application summary applied on (www.jklabour.com).

APPLICATION FOR RENEWAL OF LICENCE

- Licence No. _____ Date :
- LIN & PAN _____
- Name and address of the establishment :
- Date of expiry of previous licence :

FORM NO. XXIV

(See Schedule-B and rule 58)

HEALTH REGISTER

1	S. No.
2	Department/Works
3	Name of Worker
4	Sex
5	Age (at last birthday)
6	Date of employment on present work
7	Date of leaving or transfer to other work with reasons for discharge or transfer
8	Nature of job or occupation
9	Raw materials, products or by-products likely to be exposed to
10	Dates
11	Result Fit or Unfit
12	Signs and symptoms observed during examination
13	Nature of tests and results thereof
14	If declared unfit for work, state period of suspension with reasons in details
15	Whether certificate of unfitness issued to the workers
16	Re-certified fit to resume duty on
17	Signature of the Certifying Surgeon with date

□ □ □ □ □ □ □ □

5. Organisation structure of the proposed manufacturing unit/factory :

- 5.1 Person responsible for protection of safety, health and environment.
- 5.2 Proposed health and safety policy of the proposed enterprise.

6. Manufacturing Process Information :

- 6.1 Process flow diagrams.
- 6.2 Brief write up on process and technology.
- 6.3 Critical Process parameters such as pressure buildup, temperature rise and run-away reaction.
- 6.4 Other external effects critical to the process having safety implications such as ingress of moisture or water, contact with incompatible substances sudden power failure ; and
- 6.5 High lights of the built-in-safety/pollution control devices or measures incorporated in the manufacturing technology.

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 for 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 anytime ; and

8. Safety measures proposed for :

- . Handling of materials.
- . Internal and external transportation, and
- . Disposal (packing and forwarding of finished products).

9. Information or Dispersal/Disposal of wastes and pollutants :

- 9.1 Major Pollutants (gas, liquids, solid) their characteristics and quantities (average and at peakloads).
- 9.2 Quality and quantity of solid wastes generated, methods of their treatment and disposal.

