

Rajasthan Factories Rules, 1951

LABOUR DEPARTMENT

NOTIFICATION

Jaipur, July 24, 1952.

No. F. 15 (4) Lab/52.—In exercise of the powers conferred by section 112 of the Factories Act, 1948 (LXIII of 1948), the Government of Rajasthan is pleased to make the following Rule, namely:—

CHAPTER I.

Preliminary

1. *Short title, extent and commencement.*—(1) These Rules may be cited as the Rajasthan Factories Rules, 1951.

1[(2) These Rules extend to the whole of the State of Rajasthan (including the Abu, Ajmer and Sunel area).”

(3) These Rules, except rules 29 to 33, 53, 66, 68 to 80 and 100 shall come into force on 1st September, 1952 and rules 29 to 33, 53, 60, 68 to 80 and 100 shall come into force on such dates as are specified therein.

2. *Definitions.*—In this Rules unless there is anything repugnant in the subject or context:—

(a) “Act” means the Factories Act, 1948, and a “section” means a section of the Act.

(b) “Appendix” means an appendix appended to these Rules.

(c) “Artificial humidification” means the introduction of moisture into the air of a room by any artificial means whatsoever, except the unavoidable escape of steam or water vapour into the atmosphere directly due to a manufacturing process :

Provided that the introduction of air directly from outside through moistened mats or screens placed in openings at times when the temperature of the room is 80 degree or more, shall not be deemed to be artificial humidification.

- (d) "Belt" includes any driving strap or rope.
- (e) "Degree" (of temperature) means degrees on the Fahrenheit scale.
- (f) "District Magistrate" includes such other official as may be appointed by the State Government in that behalf.
- "Form" means a form prescribed in these rules.
- (g) "Fume" includes gas or vapour.
- (h) "Health Officer" means the Municipal Health Officer or District Health Officer or such other official, as may be appointed by the State Government in that behalf.
- (i) "Hygrometer" means an accurate wet and dry bulb hygrometer conforming to the prescribed conditions as regards constructions and maintenance.
- (j) "Inspector" means an officer appointed under section 8 of the Act and includes "Chief Inspector".
- (k) "Maintained" means maintained in an efficient state, in efficient working order and in good repair.
- (l) "Manager" means the person responsible to the occupier for the working of the factory for the purposes of the Act.

Rules 3 to 11 prescribed under Sub-section (1) of section 6. 1["3. Submission of Plans:—The Chief Inspector of Factories may require, for the purposes of the Act, submission of plans of any factory which was either in existence on the date of commencement of the Act or which has not been constructed or extended since then. Such plans shall be drawn to scale showing :—

- (a) The site of the factory and immediate surroundings including adjacent building and other structures, road, drains etc. drawn to a scale not less than 1 cm=5 metres;
- (b) The plans 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 plan and machinery aisles and passage-ways; and shall be drawn to a scale not less than 1 cm=1 metres; and

(c) Such other particulars as the Chief Inspector may require”.

1(3A Approval of plans—

(1) No site shall be used for the location of a factory or no building in a factory be constructed, extended, or taken into use as a factory or part of a factory unless previous permission in writing is obtained from the Chief Inspector of factories.

Application for such permission shall be made in the prescribed Form No. 1 which shall be accompanied by the following documents :—

- (a) A flow chart of the manufacturing process supplemented by a brief description of the process in its various stages.
- (b) Plan in triplicate drawn to scale showing :—
 - (i) the site of the factory and immediate surroundings including adjacent buildings and other structures; roads, drains etc. drawn to a scale not less than “1 cm. equal to 5 metres,” and
 - (ii) The plan, elevation and necessary cross-sections of the various buildings, indicating all relevant details relating to natural lighting, ventilation and means of escape in case of fire. The plans shall also clearly indicate the position of the plant and machinery, aisles and passage ways, and shall be drawn to a scale not less than “1cm. equal to 1 metre”.

(c) Such other particulars as the Chief Inspector may require.

(2) If the Chief Inspector is satisfied that the plans are in consonance with the requirements of the Act he shall, subject to such conditions as he may specify, approve them by signing and returning to the applicant one copy of each plan; or he may call for such other particulars as he may require to enable such approval to be given.

“2(3B. *Prohibition of use of premises as factory without licence*—An occupier shall not use any premises as a factory or carry on any manufacturing process in a factory unless a licence has been issued in respect of such premises and is in force for the time being :

Provided that if a valid application for grant of licence has been submitted and the required fee has been paid the premises shall be deemed to be fully licensed until such date as the Chief Inspector grants or renews the licence or refuses in writing to grant or renew licence."

[4. Notice of occupation of a factory and application for its registration and grant of licence.—(1) The Occupier ~~and~~ [or Manager] of every factory coming within the scope of this Act, after its commencement shall submit to the Chief Inspector an application in triplicate in Form No. 2 for the registration of the factory and grant of a licence therefor:

Provided that the Occupier or Manager of a place to which the provisions of the Act are made applicable by notification under section 85 of the Act shall submit an application within 30 days of the date of that notification.

(2) Every such application shall be accompanied by a treasury receipt or a crossed cheque ~~and~~ [or by a crossed Indian Postal Order] or a Bank Draft or an Invoice for book adjustment as the case may be, for payment of the fee prescribed for the purposes as specified in the ~~and~~ [Schedule A & B below].

1. Substituted vide Notification No. F. 2 (58) L & E/64, dated 25-3-66 published in Gazette, Part IV (C), dated 11-7-68.

2. Deleted vide Notification No. F.1(2)(8)LAB/68, dated 5-6-75

SCHEDULE - A

Scale of fees payable for original licence and for renewal of licence for the factories other than electricity generating, transforming or transmitting factories.

Power pto	Maximum Number of persons to be employed on any day during the year											
	9	20	50	100	250	500	750	1000	1500	2000	3000	Above 3000
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs. & P	Rs.	Rs.	Rs.	Rs.	Rs.
10	10	25	50	100	150	250	375	500	625	750	1000	1250
	25	50	100	175	250	375	500	700	900	1100	1300	1600
50	50	100	175	250	375	550	750	1000	1250	1500	1750	2000
100	100	175	250	375	550	750	1000	1250	1500	1750	2000	2500
250	150	250	375	550	750	1000	1250	1500	1750	2000	2500	3000
500	250	375	550	750	1000	1300	1700	2000	2500	3000	3500	4000
1000	375	550	750	1000	1300	1700	2000	2500	3000	3500	4000	4500
2000	500	600	900	1300	1700	2000	2500	3000	3500	4000	4500	4750
5000	600	750	1000	1500	2000	2500	3000	3500	4000	4500	4750	5000
10,000	750	900	1300	1800	2400	2900	3300	3800	4500	4750	5000	5500
Above 10000	900	1300	1800	2400	22900	3300	3800	4500	4750	5000	5500	6000

Substituted vide Notification No. F. (2) 8 LAB/68, dated 6-3-74.

SCHEDULE — B

Scale of Fees payable for licence and annual renewal of licence
by all electricity generating and transforming factories.

(a) generating and transforming
(Including Converting)
Stations (Factories)

	Fees payable in rupees		
	Total installed generating capacity in K.W.	Generating Stations	Transforming (including Converting) Stations
	1	2	3
		Rs.	Rs.
Not exceeding	50	75	50
”	100	150	100
”	150	200	150
”	300	250	200
”	500	300	250
”	750	400	300
”	1000	500	350
”	2500	750	450
”	5000	1000	525
”	10000	1250	650
”	25000	1500	800
”	50000	2000	1000
”	75000	2500	1250
”	100000	3225	1500
”	150000	4000	2000
”	200000	5000	3000
”	300000	6500	4000
Over	300000	8000	5000

(b) Transmitting Factories	..	..	Rs.
All transmitting stations	..	..	300

Explanation: 1. Where an electricity generating Factory includes a Transmitting or converting stations or plant meant for receiving, transforming, converting or transmitting of electric power supplied

fees payable by the generating, transforming (including converting) and transmitting stations respectively calculated separately as if they were separate factories.

2. If any generating, transforming, conversion or transmitting station is situated in a factory for which licence fee has been prescribed in schedule B and if it is meant for supplying power only to the said factory exclusively and is a part of the said factory the fees will be payable in accordance with schedule A and not schedule B and on the basis of the total rated horse power installed in the factory.]

[5. *Grant of licence.*—(1) The Chief Inspector may, on application being made to him under sub-rule (1) of rule 4 and on payment of the fees prescribed in sub-rule (2) of rule 4 and on being satisfied that there is no objection to the grant of licence applied for register the factory and grant a licence in Form No. 4 to the applicant to use as factory such premises as are specified in the application and subject to compliance with such conditions as are specified in the licence :

Provided that, subject to the provisions of sub-section (3) of section 6, the Chief Inspector may refuse to register the factory and grant of a licence if he is satisfied.—

- (i) That an application is not accompanied by plans:—
 - (a) of the site on which the factory is to be situated, and
 - (b) for the construction or extension of the factory;
- (ii) that the plans so submitted have not been approved by the Chief Inspector,
- (iii) that the factory has not been constructed in accordance with the plans approved by Chief Inspector or in compliance with the conditions subject to which the plans are approved,
- (iv) that material requirements of the relevant provisions specified in the Schedules to rule 100 in relation to the factory concerned have not been complied with, or
- (v) that there is imminent danger to life in the factory due to explosive, or inflammable dust, gas or fumes, and effective measures, in his opinion have not been taken to remove the danger.

(2) Subject to the provisions here in after contained with respect to cancellation and unless earlier renewed under rule 7, every such licence shall remain in force until the 31st day of December next following and shall then expire.]

6. *Amendment of licence.*—(1) A licence granted under rule 5 may be amended by the Chief Inspector.

(2) A licensee shall be required to have the licence amended if there is change in the name of the factory or the factory for which the licence is granted exceeds the limits specified in the licence in regard to horse power or the number of persons employed.

(3) A licensee who desires to have his licence amended shall submit it to the Chief Inspector with an application stating the nature of the amendment and reasons therefor.

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

7. *Renewal of licence.*—(1) An application for the renewal of licence shall be made to the Chief Inspector in Form No. 2 in triplicate accompanied by a treasury receipt or a crossed cheque or by a crossed Postal Order or Bank Draft or an invoice for book adjustment as the case may be, for payment of the fees specified in the Schedule attached to rule 4, so as to reach him not later than two months before the date on which the licence is due to expire:

Provided that where a factory commences work on or after the 1st day of November in any year, application for renewal of licence shall be made on or before the 1st day of January next following.

(2) On receipt of the application under sub-rule (1), the Chief Inspector may if he is satisfied that there is no objection to the renewal of the licence, renew the same or may, after recording his reasons, refuse the renewal of licence applied for on any of the grounds specified in the proviso to sub-rule (1) of rule 5:

Provided that where the application for the renewal of the licence is made after the expiry of the due date specified in sub-rule (1) it may be renewed on payment of an additional fee of 25 per cent of the fee payable for the renewal of the licence.]

1[7A. *When licence deemed to be granted or renewed.*—Where an application for the grant or for renewal of licence is duly made in accordance with these rules, the Factory in respect of which the licence is to be granted or renewed, as the case may, shall be deemed to be duly licenced until such licence is granted or renewed or until an intimation that the licence is granted or renewal of the licence has been refused is communicated to such person.]

Explanation.—For the purpose of this rule, an application for the grant or renewal of a licence shall be deemed to have been duly made only if it is in the prescribe form and is filled in with all relevant particulars and further is accompanied by a treasury receipt or a crossed cheque 2[or a crossed Postal Order] or a Bank Draft or an invoice for book adjustment, as the case may be, for payment of the fees in accordance with the Schedule annexed to rule 4.

8. *Transfer of licence.*—(1) The holder of a licence may at any time before the expiry of the licence, apply for permission to transfer his licence to another person.

(2) Such application shall be made to the Chief Inspector who shall if he approves of the transfer, enter up on the licence under his signature an endorsement to the effect that the licence has been transferred to the person named.

(3) A fee of five rupees shall be charged on each such application.

9. *Procedure on death or disability of licensee.*—If a licensee dies or becomes insolvent, the person carrying on the business of such licensee shall not be liable to any penalty under the Act for exercising the powers granted to the licensee by the licence during such time as may reasonably be required to allow him to make an application for the amendment of the licence under rule 6 in his own name for the unexpired portion of the original licence.

Loss of licence.—(1) Where a licence granted under is lost or destroyed, a duplicate thereof may be granted on a fee of rupees five.

Chief Inspector may require a licensee to obtain payment of rupees five, if the original licence

1[11. *Mode of payment of fees.*—(1) Every application under these rules shall be accompanied by a treasury receipt showing that the appropriate amount of fees has been paid into the local treasury under the head of account "087 LABOUR AND EMPLOYMENT (C) Fees realised under the Factories Act.," or by a crossed cheque or Bank Draft for the appropriate amount of fees drawn in favour of Chief Inspector:

Provided that in case of a Government Factory, payment of appropriate amount of fees shall be made in the same manner as payment of amounts due by one Government Department to another are ordinarily made.]

(2) If an application for the grant, renewal or amendment of a licence is rejected, the fee paid shall be refunded to the applicant.

2[3) Where such application is granted, any amount paid by the applicant in excess of the prescribed fee shall be refundable only after the expiry of one year from the date of such grant or the same may be adjusted against payment of any fees due for the next succeeding year.]

3[11A. *Suspension of licences.*—(1) If before the 31st October of any year an occupier notifies his intention in writing to the Chief Inspector that during the year following, the premises in respect of which licence is issued will not be used for the working of the factory, the Chief Inspector may suspend the licence granted in respect of such factory.

(2) A licence suspended under sub-rule (1) may be renewed on receipt of an application for renewal in Form No. 2 accompanied by the licence, for the remaining part of the year, on payment of surcharge of 10 percent, in addition to the fees specified in these rules.]

Form prescribed under sub-section (1) of section 7.

12. *Notice of occupation.*—The notice of occupation shall be in Form No. 2.

4[12A. *Notice of change of Manager.*—The notice of change of Manager required under sub-section (4)

CHAPTER II

Inspecting Staff.

Rule prescribed under section 9.

13. *Powers of Inspectors.*—An Inspector shall, for the purpose of the execution of the Act, have power to do all or any of the following things that is to say.—

- (a) to photograph any worker, to inspect, examine, measure copy, photograph, sketch or test, as the case may be, any building or room, any plant, machinery, appliance or apparatus, any register or document, or any thing provided for the purpose of securing the health, safety or welfare of the workers employed in a factory;
- (b) in the case of an Inspector, who is a duly qualified medical practitioner, to carry out such medical examinations as may be necessary for the purposes of his duties under the Act;
- (c) to prosecute, conduct or defend before a court any complaint or other proceeding arising under the Act or in discharge of his duties as an Inspector:

Provided that the powers of the District Magistrates and such other public officers as are appointed to be additional Inspectors shall be limited to the inspection of factories in respect of the following matters, namely:—

Cleanliness (Section 11), Over-crowding (Section 16), Lighting (Section 17), Drinking water (Section 18), Latrines and Urinals (Section 19), Spittoons (Section 20), Precautions in the case of fire (Section 38), Welfare (Chapter V), Working hours of adults (Chapter VI except the power of exemption under the proviso to Section 62), Employment of young persons (Chapter VII), Leave with wages (Chapter VIII), and Display of notices (Section 108):

¶*Provided further that:—*

- (i) the District Magistrate shall not pass any original orders or remarks under sections 11, 17 and 38 of the Act. but shall limit and confine his order or remarks under those sections to the points to which the full time Inspector of

Factories, as already directed the attention of Manager or Occupier of the factory as the case may be;

- (ii) all additional Inspectors except District Magistrate shall report the defects found and remedies suggested for enforcing compliance with requirements of sections referred to above, to the Chief Inspector who shall pass final order in each case.]

Rule prescribed under sub-section (4) of section 10.

14. *Duties of Certifying Surgeon.*—(1) For purposes of the examination and certification of young persons who wish to obtain certificates of fitness, the Certifying Surgeon shall arrange a suitable time and place for the attendance of such persons, and shall give previous notice in writing of such arrangements to the managers of factories situated within the local limits assigned to him.

(2) The Certifying Surgeon shall issue his certificates in Form No. 5. The foil and counterfoil shall be filled in and the left thumb mark of the person in whose name the certificate is granted shall be taken on them. On being satisfied as to the correctness of the entries made therein and of the fitness of the person examined, he shall sign the foil and initial the counterfoil and shall deliver the foil to the person in whose name the certificate is granted. The foil so delivered shall be the certificate of fitness granted under section 69. All counterfoils shall be kept by the Certifying Surgeon for a period of at least 2 years after the issue of the certificate.

(3) If a certificate of fitness issued to a young person is lost, on receipt of an application for the grant of a duplicate, the Certifying Surgeon after making such enquiries, as he deems, fit may grant a duplicate thereof. Such application shall be forwarded through the occupier of the factory where the young person is employed.

[(3A) A fee of Re 1/- shall be payable for the issue of every certificate of fitness issued under rule 4 (2) and shall be paid by the occupier.

(B) A fee of Re. 0.50 P. shall be payable on the issue of every duplicate certificate under rule 4 (3) and shall be paid by the occupier.

(C) The Certifying Surgeon shall credit all the collection of fee made under this sub-rule in the Government Treasury at the end of each quarter in head of account as given under rule 11.]

(4) The Certifying Surgeon shall, upon request by the Chief Inspector, carry out such examination and furnish him with such report as he may indicate, for any factory or class or description of factories where—

- (a) cases of illness have occurred which it is reasonable to believe are due to the nature of the manufacturing process carried on, or other conditions of work prevailing therein, or
- (b) by reason of any change in the manufacturing process carried on, or in the substances used therein, or by reason of the adoption of any new manufacturing process or of any new substance for use in a manufacturing process, there is a likelihood of injury to the health of workers employed in that manufacturing process, or
- (c) young persons are, or are about to be, employed in any work which is likely to cause injury to their health.

(5) For the purpose of the examination of persons employed in processes covered by the Rules relating to Dangerous Operations, the Certifying Surgeon shall visit the factories within the local limits assigned to him at such intervals as are prescribed by the Rules relating to such dangerous operations.

(6) At such visits the Certifying Surgeon shall examine the persons employed in such processes and shall record the results of his examination in a Register known as the Health Register (Form No. 19) which shall be kept by the factory manager and produced to the Certifying Surgeon at each visit.

(7) If the Certifying Surgeon finds as a result of his examination that any person employed in such process is no longer fit for medical reasons to work in that process, he shall suspend such person from working in that process for such time as he may think fit and no person after suspension shall be employed in that process without the written sanction of the Certifying Surgeon in the Health register.

(8) The Manager of a factory shall afford to the Certifying Surgeon facilities to inspect any process in which any person is employed or is likely to be employed.

(9) The Manager of a factory shall provide for the purpose of any medical examination, which the Certifying Surgeon wishes to conduct at the factory (for his exclusive use on the occasion of an

CHAPTER III

Health.

Exemptions under sub-section (2) of section 11.

15. *Cleanliness of walls and ceilings.*—(1) Clause (d) of sub-section (1) of section 11 of the Act shall not apply to the class or description of factories or parts of factories specified in the schedule hereto:

Provided that they are kept in a clear state by washing, sweeping, brushing, dusting, vacuum cleaning or other effective means:

Provided further that the said clause (d) shall continue to apply:—

- (i) as respects factories or parts of factories specified in Part A of the said Schedule, to work-rooms in which the amount of cubic space allowed for every person employed in the room is less than ¹(14 cubic Meters)
- (ii) as respects factories or parts of factories specified in Part B of the said Schedule, to work-rooms in which the amount of cubic space allowed for every person employed in the rooms is less than ¹(70 Cubic Metres)
- (iii) to engine houses, fitting shops, lunch room, canteens, shelters, creches, clock rooms, rest rooms, and wash places; and
- (iv) to such parts of walls, sides and tops of passages and stair-cases as are less than ¹(6 meters) above the floor or stair.

(2) If it appears to the Chief Inspector that any part of a factory to which by virtue of Sub-rule (1) any of the provisions of the said clause (d) do not apply, or apply as varied by sub-rule (1), is not being kept in a clean state, he may by written notice require the occupier to white-wash or colour-wash, wash, paint or varnish the same, and in the event of the occupier failing to comply with such requisition within two months from the date of the notice, sub-rule (1) shall cease to apply to such part of

SCHEDULE
PART A

Blast furnaces.

Brick and tile works in which unglazed bricks or tiles are made.

Cement works.

Chemical works.

Copper mills.

Gas works.

Iron and steel mills.

Stone, Slate and Marble works.

The following parts of factories:

Rooms used only for the storage of articles.

Rooms in which the walls or ceilings consist of galvanised iron glazed bricks, glass, slate, asbestos, bamboo, thatch.

Parts in which dense steam is continuously evolved in the process.

Parts in which pitch, tar or like material is manufactured or is used to a substantial extent, except in brush works. The parts of a glass factory known as the glass house. Rooms in which graphite is manufactured or is used to a substantial extent in any process.

Parts in which coal, coke, oxide of iron, ochre, lime or stone is crushed or ground.

Parts of walls, partitions, ceilings or tops of rooms which are at least 4[6 metres] above the floor.

Ceilings, or tops of rooms in print works, bleach works or dye works, with the exception of finishing rooms or warehouses.

Inside walls of oil mills below a height of 4[1.5 metres] from the ground floor level.

Inside walls in tanneries below a height of 4[1.5 metres] from the ground floor level where a wet process is carried

PART B

Coach and motor body works.

Electric generating or transforming stations.

Engineering works.

Factories in which sugar is refined or manufactured.

Foundaries other than foundaries in which brass casting is carried on.

Gun Factories.

Ship building works.

Those parts of factories where unpainted or unvarnished wood is manufactured.

Register prescribe under sub-section (1) of section 11.

16. *Record of white-washing etc.*—The record of dates on which white-washing, colour-washing, varnishing, etc., are carried out shall be entered in a Register maintained in Form No. 7.

16A. *Compound to be kept clean.*—The compound surrounding every factory shall be maintained in a sanitary and clean condition free of rubbish, filth or debris.]

Rule prescribed under sub-section (2) of section 12.

17. *Disposal of trade wastes and effluents.*—(1) In the case of a factory where the drainage system is proposed to be connected to the public sewerage system, prior approval of the arrangements made shall be obtained from the local authority.

(2) In the case of a factory, situated in a place where no public sewerage system exists, prior approval of the arrangements made for the disposal of trade wastes, and effluents shall be obtained from the Public Health Officers of such authority as the State Government may appoint in this behalf.

17-A. *Limits of temperature and Air movement.*—(1) In any factory the maximum wet bulb temperature of air in a work-room at a height of 1.5 metres above the floor level shall not exceed 30°C and adequate air movement of at least 30 metres per minute shall be provided, and in relation to dry bulb temperature the wet bulb temperature in the work-room at the said height shall not exceed that shown in the schedule below, or as regards a dry bulb reading intermediate between the two dry bulb readings that specified in relation to the higher of these two dry bulb readings.

SCHEDULE

Dry bulb temperature	Wet bulb temperature
°C	°C
30	29.0
31	28.9
32	28.8
33	28.7
34	28.6
35	28.5
36	28.4
37	28.3
38	28.2
39	28.1
40	28.0
41	27.9
42	27.8
43	27.7
44	27.6
45	27.5
46	27.4
47	27.3

Provided that if the temperature measured with a thermometer inserted in a hallow globe of 15cms. dia. coated mat black outside and kept in the environment for not less than 20 minutes exceeds the dry-bulb temperature of air, the temperature so recorded by the globe thermometer shall be taken in place of the dry bulb temperature:

Provided further that when the reading of the wet-bulb temperature outside in the shade exceed 27°C the value of the wet-bulb temperature allowed in the schedule for a given dry-bulb temperature may be correspondingly exceeding to same extent.

Provided further that this requirement shall not apply in respect of the factories covered by Section 15 and in respect of factories

exceeding one hour followed by an interval of sufficient duration in thermal environments not exceeding those otherwise laid down in this rule:

Provided further that the Chief Inspector having due regard to the health of the workers, may in special and exceptional circumstances, by an order in writing exempt any factory or part of a factory from the foregoing requirement, in so far as restricting the thermal conditions within the limits laid down in the schedule are concerned, to the extent he may consider necessary, subject to such conditions as he may specify.

2. *Provision of thermometers.*—(i) If it appears to the Inspector that in any factory, the temperature of air in a work-room is sufficiently high and is likely to exceed the limits prescribed in sub-rule (1), he may serve on the manager of the factory an order requiring him to provide sufficient number of whirling hygrometers or any other type of hygrometers and direct that the dry-bulb and wet-bulb reading in each such work room shall be recorded at such positions as approved by the Inspector. Twice during each working shift by a person specially nominated for purpose by the manager and approved by the Inspector.

(ii) If the Inspector has reason to believe that a substantial amount of heat is added inside the environment of a work room by radiation from walls, roofs or other solid surroundings he may serve on the manager of the factory an order requiring him to provide one or more globe thermometers referred to in the first proviso, in sub-rule(1) and further requiring him to place the globe thermometers at places specified by him and keep a record of the temperatures in a suitable register.

3. *Ventilation.*—(1) In every factory the amount of ventilating openings in a work room below the eaves shall except where mechanical means of ventilation as required by sub-rule(2) are provided, be of a aggregate area of not less than 15% of the floor area and so located as to afford a continued supply of fresh air:

Provided that the Chief Inspector may relax the requirements regarding the amount of ventilating openings if he is satisfied that having regard to the location of the factory, orientation of the work room; prevailing winds, roof height and the nature of manufacturing process carried on, sufficient supply of fresh air into the work room is afforded during most part of the working time:

Provided further that this requirement shall not apply in respect of work rooms of factories:—

- (iii) where in any factory owing to special circumstances such as situation with respect to adjacent buildings and height of the building with respect to floor space, the requirement of ventilation openings under sub-clause (1) can not be complied with or in the opinion of the Inspector the temperature of air in a work room is sufficiently high and is likely to exceed the limits prescribed in sub-rule, he may serve on the manager of the factory an order requiring him to provide additional ventilation either by means of roof ventilators or by mechanical means;
- (iv) amount of fresh air supplied by mechanical means of ventilation in an hour shall be equivalent to at least six times the cubic capacity of the work room and shall be distributed evenly through out the work room without dead air pockets or undue draughts caused by high inlet velocities.
- (v) in regions where in summer (15th March to 15th July) dry bulb temperatures of outside air in the shade during most part of the day exceed 35°C and simultaneous wet bulb temperatures are 25°C or below and in the opinion of the Inspector the manufacturing process carried on in the work room of a factory permits thermal environments with relative humidity of 50% or more, the Inspector may serve on the manager of the factory an order to have sufficient supply of outside air for ventilation cooled by passing it through water sprays either by means of unit type of evaporate air coolers (desert cooler) or, where supply of outside air is provided by mechanical means through ducts in a plenum system, by means of Central air washing plants.)

Rules 18 to 28 prescribed under sub-section (1) of section 15.

18. *When artificial humidification not allowed.*—There shall be no artificial humidification in any room of a cotton spinning or weaving factory,

- (a) by the use of steam during any period when the dry bulb temperature of that room exceeds 85 degrees;
- (b) at any time when the wet bulb reading of the hygrometer is higher than that specified in the following Schedule in relation to the dry bulb reading of the hygrometer at that time: or as regards a dry bulb reading intermediate between

wet bulb reading to the extent indicated in relation to the lower of these two dry bulb reading:—

SCHEDULE

Dry bulb	Wet bulb	Dry bulb	Wet bulb	Dry bulb	Wet bulb
60.0	58.0	77.0	75.0	94.0	86.0
61.0	59.0	78.0	76.0	95.0	87.0
62.0	60.0	79.0	77.0	96.0	87.5
63.0	61.0	80.0	78.0	97.0	88.0
64.0	62.0	81.0	79.0	98.0	88.5
65.0	63.0	82.0	80.0	99.0	89.0
66.0	64.0	83.0	80.5	100.0	89.5
67.0	65.0	84.0	81.0	101.0	90.0
68.0	66.0	85.0	82.0	102.0	90.0
69.0	67.0	86.0	82.5	103.0	90.5
70.0	68.0	87.0	83.0	104.0	90.5
71.0	69.0	88.0	83.5	105.0	91.0
72.0	70.0	89.0	84.0	106.0	91.0
73.0	71.0	90.0	84.5	107.0	91.5
74.0	72.0	91.0	85.0	108.0	91.5
75.0	73.0	92.0	85.5	109.0	92.0
76.0	74.0	93.0	86.0	110.0	92.0

Provided, however, that clause (b) shall not apply when the difference between the wet bulb temperature as indicated by the hygrometer in the Department concerned and the wet bulb temperature taken with a hygrometer outside in the shade is less than 3.5 degrees.

19. *Provision of Hygrometer.*—In all Departments of cotton spinning and weaving mills wherein artificial humidification is adopted, hygrometer shall be provided and maintained in such positions as are approved by the Inspector. The number of hygrometer shall be regulated according to the following scale:—

- (a) *Weaving Department.*—One hygrometer for Departments with less than 500 looms, and one additional hygrometer for every 500 or part of 500 looms in excess of 500.
- (b) *Other Departments.*—One hygrometer for each room of less than 1(8500 cubic metres) capacity and one extra

hygrometer for each 1(6600 cubic metres) or part thereof, in excess of this.

- (c) One additional hygrometer shall be provided and maintained outside each cotton spinning and weaving factory wherein artificial humidification is adopted, and in a position approved by the Inspector for taking hygrometer shade readings.

20. *Exemption from maintenance of hygrometers.*—When the Inspector is satisfied that the limits of humidity allowed by the Schedule to rule 18 are never exceeded, he may, for any Department other than the Weaving Department, grant exemption from the maintenance of the hygrometer. The Inspector shall record such exemption in writing.

21. *Copy of Schedule to rule 18 to be affixed near every hygrometer.*—A legible copy of the Schedule to rule 18 shall be affixed near each hygrometer.

22. *Temperature to be recorded at each hygrometer.*—At each hygrometer maintained in accordance with rule 19, correct wet and dry bulb temperatures shall be recorded thrice daily during each working day by competent persons nominated by the Manager and approved by the Inspector. The temperature shall be taken between 7 a. m. and 9 a. m., between 11 a. m. and 2 p. m. (but not in the rest interval) and between 4 p. m. and 5.30 p. m. In exceptional circumstances such additional readings and between such hours, as the Inspector may specify, shall be taken. The temperatures shall be entered in a Humidity Register in the prescribed Form No. 6, maintained in the factory. At the end of each month, the persons who have taken the readings shall sign the Register and certify the correctness of the entries. The Register shall always be available for inspection by the Inspector.

23. *Specifications of hygrometer.*—(1) Each hygrometer shall comprise two mercurial thermometers of wet bulb and dry bulb of similar construction, an equal in dimensions, scale and divisions of scale. They shall be mounted on a frame with a suitable reservoir containing water.

(2) The wet bulb shall be closely covered with a single layer of muslin, kept wet by means of a wick attached to it and dropping into the water in the reservoir. The muslin, covering and the wick shall be suitable for the purposes clean and free from size or grease.

(3) No. part of the wet bulb shall be within 1(75 mms.) from the dry bulb or less than 1(25 mms.) from the surface of the water in the reservoir and the water reservoir shall be below it, on the side of it away from the dry bulb.

(4) The bulb shall be spherical and of suitable dimensions and shall be freely exposed on all sides to the air of the room.

(5) The bores of the steams shall be such that the position of the top of the mercury column shall be readily distinguishable at a distance of 1(60 cms.).

(6) Each thermometer shall be graduated so that accurate readings may be taken between 50 and 120 degrees.

(7) Every degree from 50 degrees up to 120 degrees shall be clearly marked by horizontal lines on the steam, each fifth and tenth degree shall be marked by longer marks than the intermediate degrees and the temperature marked opposite each tenth degree, i.e. 50, 60, 70, 80, 90, 100, 110 and 120.

(8) The markings as above shall be accurate, that is to say, at no temperature between 50 and 120 degrees shall be the indicated readings be in error by more than two tenths of a degree.

(9) A distinctive number shall be indelibly marked upon the thermometer.

(10) The accuracy of each thermometer shall be certified by the National Physical Laboratory, London, or some competent authority appointed by the Chief Inspector and such certificate shall be attached to the Humidity Register.

24. *Thermometers to be maintained in efficient order.*—Each thermometer shall be maintained at all times during the period of employment in efficient working order, so as to give accurate indications and in particular,—

- (a) the wick and the muslin covering of the wet bulb shall be renewed once a week;
- (b) the reservoir shall be filled with water which shall be completely renewed once a day. The Chief Inspector may direct the use of distilled water or pure rain water in any particular mill or mills in certain localities;
- (c) no water shall be applied directly to the wick or covering

25. *An inaccurate thermometer not to be used without fresh certificate.*—If an Inspector gives notice in writing that a thermometer is not accurate it shall not, after one month from the date of such notice, be deemed to be accurate unless and until it has been re-examined as prescribed and a fresh certificate obtained which certificate shall be kept attached to the Humidity Register.

26. *Hygrometer not to affixed to wall, etc. unless protected by wood.*—(1) No hygrometer shall be affixed to a wall, pillar, or other surface unless protected therefrom by wood, or other non-conducting material at least 1(12.5 mms.) in thickness and distant at least 1(25 mms.) from the bulb of each thermometer.

(2) No hygrometer shall be fixed at a height of more than 1(1.78 metres) from the floor to the top of thermometer stem or in the direct draughts from a fan, window, or ventilating opening.

27. *No reading to be taken within 15 minutes of renewal of water.*—No reading shall be taken for record on any hygrometer within 15 minutes of the renewal of water in the reservoir.

28. *How to introduce steam from humidification.*— In any room in which steam pipes are used for the introduction of steam for the purpose of artificial humidification of the air the following provisions shall apply:—

(a) The diameter of such pipes shall not exceed 1(50 mms.) and in the case of pipes installed after 1st day of January, 1950 the diameter shall not exceed 1(25 mms.).

(b) Such pipes shall be as short as is reasonably practicable;

(c) All hangers supporting such pipes shall be separated from the bare pipes by an efficient insulator not less than 1(13 mms.) in thickness;

(d) No uncovered jet from such pipe shall project more than 1(110 mms.) beyond the outer surface of any cover;

(e) The steam pressure shall be as low as practicable and shall not exceed 1(5 kg/cm);

(f) The pipe employed for the introduction of steam into the air in a Department shall be effectively covered with such non-conducting material as may be approved by the

Inspector in order to minimise the amount of heat radiated by them into the Department.

Rules 29 to 33 prescribed under sub-section (4) of section 17

1 [29. *Lighting—application and commencement.*—(1) Subject as in these rules provided rules 29 to 33 shall apply to factories in which persons are being regularly employed in a manufacturing process or processes for more than 48 hours a week, or in shifts provided that nothing in these Rules shall be deemed to require the provision of lighting of a specified standard in any building or structure so constructed that, in the opinion of the Chief Inspector, it would not be reasonably practicable to comply with such requirement.

(2) Rules 29 to 33 shall come into force, in respect of any class or description of factories on such dates as the State Government may by notification in the Official Gazette. appoint in this behalf.

30. *Lighting of interior parts.*—(1) The general illumination over those interior parts of a factory where persons are regularly employed shall be not less than 2(30 LUX) measured in the horizontal plane at a level of 2(90 cms.) above the floor:

Provided that in any such parts in which the mounting height of the light source for general illumination necessarily exceeds 2(7.5 metres) measured from the floor or where the structure of the room or the position or construction of the fixed machinery or plant prevents the uniform attainment of this standard, the general illumination at the said level shall be not less than 2(10 LUX) and where work is actually being done the illumination shall be not less than 2(30 LUX)

(2) The illumination over all other interior parts of the factory over which persons employed pass shall, when and where a person is passing, be not less than 2(5 LUX) at floor level.

(3) Artificial lighting in accordance, with the following standards shall be provided and used in the interior of cotton ginning factories at times when artificial lighting is necessary and is ordinarily used:—

- (i) by means of electricity, to the satisfaction of the Inspector, one lamp per six gins, each lamp not less than 25 candle power, or

(ii) by candles placed in glass lanterns of a pattern approved by the Inspector not less than one such lantern for every two gins.

(4) The standard specified in this rule shall be without prejudice to the provision of any additional illumination required to render the lighting sufficient and suitable for the nature of the work.

31. *Prevention of glare.*—(1) Where any source of artificial light in the factory is less than 1...5 metres... above floor level, no part of the light source or of the lighting fitting having a brightness greater than 1...5 LABERTS... shall be visible to persons whilst normally employed within 1...30 metres... of the source except where the angle of elevation from the eye to the source or part of the fitting as the case may be exceeds 200.

(2) Any local light, that is to say, an artificial light designed to illuminate particularly the area or part of the area of work of a single operative or small group of operatives working near each other, shall be provided with a suitable shade of opaque material to prevent glare or with other effective means by which the light source is completely screened from the eyes of every person employed at a normal working place, or shall be so placed that no such person is exposed to glare therefrom.

32. *Power to Chief Inspector to exempt.*—Where the Chief Inspector is satisfied in respect of any particular factory or part thereof or in respect of any description of work room or process that any requirement of rules 29 to 31 is inappropriate or is not reasonably practicable, he may by order in writing exempt the factory or part thereof, or description of work room or process from such requirement to such extent and subject to such conditions as he may specify.

33. *Exemption from rule 30.*—(1) Nothing in rule 30 shall apply to the parts of factories specified in Part I of the Schedule annexed hereto.

(2) Nothing in sub-rule (1) of rule 30 shall apply to the factories or parts of factories respectively specified in Part II of the said Schedule.

SCHEDULE

PART I

Parts of factories in which light sensitive photographic materials are made or used in an exposed condition.

PART II

Cement works.
 Works for the crushing and grinding of limestone.
 Gas works.
 Coke oven works.
 Electrical stations.
 Flour mills.
 Malting and breweries.
 Parts of factories in which the following process are carried on
 Concrete or artificial stone making.
 Conversion of iron into steel
 Melting of iron ore
 Iron or steel rolling.
 Hot rolling of forging tempering of annealing of metals.
 Glass blowing and other working in molten glass.
 Tar distilling.
 Petroleum refining and blending.

Rules 34 to 39 prescribed under sub-section (4) of section 18.

34. *Quantity of drinking water.*—The quantity of drinking water to be provided for the workers in every factory shall be at least as many gallons a day as there are workers employed in the factory and such drinking water shall be readily available at all time during working hours.

35. *Source of supply.*—The water provided for drinking shall be supplied,—

(a) from ¹() public water supply system,

(b) from any other source approved in writing by the Health Officer.

136 *Means of water supply.*—If drinking water is not supplied directly from taps either connected with public water supply system or any other water supply system of the factory approved by the Health Officer, it shall be kept in suitable vessels, receptacles or tanks fitted with taps and having dust proof covers placed on raised stands or platforms in shade and having suitable arrangements of drainage to carry away the spilled water. Such vessels or receptacles and tanks shall be kept clean and the water renewed at least once every day. All practicable measures shall be taken to ensure that the water is free from contamination.

37.

38. *Report from Health officer.*—The Inspector may by order in writing direct the Manager to obtain, at such time or at such intervals as he may direct, a report from the Health Officer as to the fitness for human consumption of the water supplied to the workers and in every case to submit to the Inspector a copy of such report as soon as it is received from the Health Officer.

39. *Cooling of water.*—In every factory where in more than two hundred and fifty workers are ordinarily employed,—

- (a) the drinking water supplied to the workers shall from the 1st March to 31st October in every year, be cooled by ice or other effective method:

Provided that if ice is placed in the drinking water, the ice shall be clean and wholesome and shall be obtained only from a source approved in writing by the Health Officer;

- (b) the cooled drinking water shall be supplied in every canteen, lunch room and rest room and also at conveniently accessible points throughout the factory which for the purpose of these Rules shall be called "Water Centres".
- (c) the water centres shall be sheltered from the weather and adequately drained;
- (d) the number of water centres to be provided shall be one "centre" for every 150 persons employed at any one time in the factory:

Provided that in the case of a factory where the number of persons employed exceeds 500 it shall be sufficient if there is one such "centre" as aforesaid for every 150 persons up to the first 500 and one for every 500 persons thereafter;

- (e) every "Water Centre" shall be maintained in a clean and orderly condition;

- (f) every water centre shall be in the charge of a suitable person who shall distribute the water. Such person shall be provided with clean clothes while on duty.

Clause (f) shall not apply to any factory in which suitable mechanically operated drinking water refrigerating units are installed to the satisfaction of the Chief Inspector.

Rules 40 to 49 prescribed under sub-section (3) of section 19.

40. *Latrine accommodation.*—Latrine accommodation shall be provided in every factory on the following scale:—

- (a) where females are employed, there shall be at least one latrine for every 25 females.
- (b) where males are employed, there shall be at least one latrine for every 25 males: provided that, where the number of males employed exceeds 100, it shall be sufficient, if there is one latrine for every 25 males upto the first 100, and one for every 50 thereafter.

In calculating the number of latrines required under this Rule, any odd number of workers less than 25 or 50 as the case may be, shall be reckoned as 25 or 50 and the number of workers to be considered shall be the maximum number employed at any time during the day.

41. *Latrines conform to public health requirements.*—Latrines, other than those connected with an efficient water borne sewage system, shall comply with the requirements of the Public Health Authorities.

42. *Privacy of latrines.*—Every latrine shall be under cover and so partitioned off as to secure privacy, and shall have a proper door and fastenings.

43. *Sign boards to be displayed.*—Where workers of both sexes are employed there shall be displayed outside each latrine block a notice in the language understood by majority of the workers "For Men Only" or "For Women only" as the case may be. The notice shall also bear the figure of a man or of a woman as the case may be.

44. *Urinal accommodation.*—Urinal accommodation shall be provided for the use of male workers and shall not be less than [60 cms.] in length for every 50 males, provided that where the number of males employed exceeds 500, it shall be sufficient if

there is one urinal for every 50 males up to the first 500 employed, and one for every 100 thereafter.

In calculating the urinal accommodation required under this Rule any odd number of workers less than 50 or 100, as the case may be, shall be reckoned as 50 or 100.

45. *Urinals to conform to public health requirements.*—Urinals other than those connected with an efficient water borne sewage system, and urinals in a factory wherein more than two hundred and fifty workers are ordinarily employed shall comply with the requirements of the Public Health Authorities,

46. *Certain latrines and urinals to be connected to sewerage system.*—When any general system of underground sewerage with an assured water supply for any particular locality is provided in a municipality, all latrines and urinals of a factory situated in such locality shall, if the factory is situated within 1[30 metres] of an existing sewer, be connected with that sewerage system.

47. *White washing, colour washing of latrines and urinals.*—The walls, ceilings and partitions of every latrine and urinal shall be white-washed or colour-washed and the white-washing or colour-washing shall be repeated at least once in every period of four months. The dates on which the white-washing or colour-washing is carried out shall be entered in the prescribed Register (Form No. 7):

Provided that this rule shall not apply to latrines and urinals, the walls, ceilings or partitions of which are laid in glazed tiles or otherwise finished to provide a smooth, polished impervious surface and that they are washed with suitable detergents and disinfectants at least once in every period of four months.

48. *Construction and maintenance of drains.*—All drains carrying waste or sullage water shall be constructed in masonry or other impermeable material and shall be regularly flushed and the effluent disposed of by connecting such drains with a suitable drainage line:

Provided that, where there is no such drainage line, the effluent shall be deodorized and rendered innocuous and then disposed of in a suitable manner to the satisfaction of the Health Officer.

49. *Water taps in latrines.*—(1) Where piped water supply is available a sufficient number of water taps, conveniently accessible shall be provided in or near such latrine accommodation.

(2) If the piped water supply is not available sufficient quantity of water shall be kept stored in suitable receptacles near

Rules 50 to 52 prescribed under sub-section (2) of section 20.

50. *Number of location of spittoons.*—The number and location of the spittoons to be provided shall be to the satisfaction of the Inspector.

51. *Type of spittoons.*—The spittoons shall be of either of the following types,—

- (a) a galvanised iron container with a conical funnel-shape cover. A layer of suitable disinfectant liquid shall always be maintained in the container,
- (b) a container filled with dry, clean sand, and covered with a layer of bleaching powder,
- (c) any other type approved by the Chief Inspector.

52. *Cleaning of spittoons.*—The spittoon mentioned in Clause (a) of rule 51 shall be emptied, cleaned and disinfected at least once every day, and the spittoon mentioned in Clause (b) of rule 51 shall be cleaned by scrapping out the top layer of sand as often as necessary or at least once every day.

CHAPTER IV

Safety

Further precautions prescribed under sub-section (2) of section 21.

53. *Further safety precautions.*—(1) Without prejudice to the provisions of sub-section (1) of section 21 in regard to the fencing of machines, the further precautions specified in the Schedules annexed hereto shall apply to the machines noted in each Schedule.

¹(2) The fencing and other devices for protection shall be so constructed and designed as to render it impossible for any person to pass between the fencing and a moving part of the machinery while it is in motion.

SCHEDULE I

Cotton Textiles

1. *Cotton Openers, Scutchers, Combined Openers and Scutchers, Scutchers and Lap Machines, Hand Waste Breakers, etc.* (1)

scutcher and lap machine, hard waste breakers and similar machines, shall be driven by separate motors or from counter shafts provided with fast and loose pulleys and efficient belt shifting devices.

(2) In all openers, combined openers and scutchers, scutchers, scutcher-lap machines, hard waste breakers and similar machines the beater covers and doors which give access to any dangerous part of the machine shall be fitted with effective interlocking arrangements which shall prevent:—

- (a) the covers and doors being opened while the machine is in motion; and
- (b) the machine being re-started until the covers and doors are closed :

Provided that in respect of doors of opening other than dirt doors or desk doors such openings shall be so fenced as to prevent access to any dangerous parts of the machine, if effective interlocking arrangement is not provided.

(3) In all openers, combined openers and scutchers, scutchers, scutchers lap machines, hard waste breakers and similar machines, the openings giving access to the dust chamber shall be provided with permanently fixed fencing, which shall, while admitting light, yet prevent contact between any portion of a worker's body and the beater grid bars.

2. *Combined Openers and Scutchers, Scutchers, Scutchers lap, Silver lap, Lap Machines, Derby Doublers and Ribbon Machines:—*

(1) The lap forming rollers shall be fitted with a guard or cover which shall prevent access to the intake of the lap roller and fluted roller as long as the weighted rack is down; or

(2) The guard or cover shall be so locked that it cannot be raised until the machine is stopped and the machine cannot be started until the guard or cover is closed.

3. *Carding Machines*—All cylinder doors shall be secured by an automatic locking device which shall prevent the door being opened until the cylinder has ceased to revolve and shall render it impossible to re-start the machine until the door has been closed.

“[Provided that the latter requirement in respect of the automatic locking device shall not apply while stripping or grinding operations are carried out:

Provided further that stripping or grinding operations shall be carried out only by specially trained adult workers wearing tight

fitting clothing whose names have been recorded in the register prescribed in this behalf as required in sub-section (1) of section 22 of the Factories Act, 1948".

4. *Speed Frames*.—Headstocks shall be fitted with automatic locking arrangements which shall prevent the doors giving access to jack box wheels being opened while the machinery is in motion and shall render it impossible to re-start the machine until the doors have been closed.

5. *Self-acting Mules*.—The drive shall be from counter-shafts which shall be provided with fast and loose pulleys and efficient belt shifting devices.

6. *Calendering Machines, etc.*—In respect of calendering machines, mangles and similar machines, all such machines shall be provided with an efficient "nip" guard along the whole length on the intake side of each pair of bowls and similar parts, which shall be so fitted and maintained, whilst the rollers of bowls are in motion, as to prevent access to the point of contact of the rollers or bowls.

SCHEDULE II

(Cotton Ginning and Pressing)

1. *Line Shaft*.—The line shaft or second motion in cotton ginning factories, when below floorlevel, shall be completely enclosed by a continuous wall or unclimbable fencing with only so many openings as are necessary for access to the shaft for removing cotton seed, cleaning and oiling, and such openings shall be provided with gates or doors which shall be kept closed and locked.

2. *Gin House*.—No person other than the gin feeder shall be permitted to clean cotton on or in the proximity of a gin roller where the machine of which it is a part is in motion under power.

3. *Press House*.—No person working on an opener in pressing factory shall be permitted to feed the machine by means of his legs. All such workers shall wear tight clothings.

4. *Cotton Opener*.—In all types of openers in use in pressing factories the slope of the feed table shall not be more than one in ten and in no case shall it consist of a smooth metal plate.

The beater or toothed rollers of cotton openers in pressing factories shall be guarded by security fixing across the feed end of

more than [30 cms.] above the lattice and not less than [50 cms.] in width so arranged that in no circumstances can a man's hand come in contact with the beaters or rollers.

SCHEDULE III

(Wood-working Machinery)

1. *Definitions.*—For the purposes of this Schedule:—

- (a) Wood working machine means a circular saw, band saw, planing machine, chain mortising machine or vertical spindle moulding machine operating on wood or cork;
- (b) Circular saw means a circular saw working in a bench (including a rack bench) but does not include a pendulum or similar saw which is moved towards the wood for the purpose of cutting operation;
- (c) Band saw means a band saw, the cutting portion of which runs in a vertical direction but does not include a log saw or band re sawing machine;
- (d) Planing machine means a machine for over hand planing or for thicknessing or for both operations.

2. *Stopping and starting device.*—An efficient stopping and starting device shall be provided on every wood-working machine. The control of this device shall be in such a position as to be readily and conveniently operated by the person incharge of the machine.

3. *Space around machines.*—The space surrounding every wood working machine in motion shall be kept free from obstruction.

4. *Floors.*—The floor surrounding every wood-working machine shall be maintained in good and level condition, and shall not be allowed to become slippery, and as far as practicable shall be kept free from chips or other loose material.

5. *Training and supervision.*—(1) No person shall be employed at a wood-working machine unless he has been sufficiently trained to work that class of machine, or unless he works under the adequate supervision of a person who has a thorough knowledge of the working of the machine.

(2) A person who is being trained to work a wood-working machine shall be fully and carefully instructed as to the dangers of the machine and the precautions to be observed to secure safe working of the machine.

6. *Circular saws.*—Every circular saw shall be fenced as follows:—

(a) Behind and in direct line with the saw there shall be a riving knife, which shall have a smooth surface, shall be strong, rigid and easily adjustable, and shall also conform to the following conditions:—

(i) The edge of the knife nearer the saw shall form an arc of a circle having a radius not exceeding the radius of the largest saw used on the bench;

(ii) The knife shall be maintained as close as practicable to the saw, having regard to the nature of the work being done at the time, and at the level of the bench table the distance between the front edge of the knife and the teeth of the saw shall not exceed 1[12 m.ms.].

(iii) For a saw of a diameter of less than 1[60 cms.] the knife shall extend upwards from the bench table to within 1[25 m.ms.] of the top of the saw, and for a saw of a diameter of 1[60 cms.] or over shall extend upwards from the bench table to a height of at least 1[28.5 cms.].

(b) The top of the saw shall be covered by a strong and easily adjustable guard, with a flange at the side of the saw farthest from the fence. The guard shall be kept so adjusted that the said flange shall extend below the roots of the teeth of the saw. The guard shall extend from the top of the riving knife to a point as low as practicable at the cutting edge of the saw.

(c) The part of the saw below the bench table shall be protected by two plates of metal or other suitable material one on each side of the saw; such plates shall not be more than 1[15 cms.] apart, and shall extend from the axis of the saw outwards to a distance of not less than 1[5 cms.] teeth of the saw. Metal plates if not beaded, shall be of a thickness of at least 1[2.5 m.ms.], or if beaded be of a thickness of at least 1[1.25 m.ms.].

7. *Push sticks.*—A Push stick or other suitable appliance shall be provided for use at every circular saw and at every vertical spindle moulding machine to enable the work to be done without unnecessary risk.

8. *Band saws.*—Every band saw shall be guarded as follows:—

- (a) Both sides of the bottom pulley shall be completely encased by sheet or expanded metal or other suitable material;
- (b) The front of the top pulley shall be covered with sheet or expanded metal or other suitable material;
- (c) All portions of the blade shall be enclosed or otherwise securely guarded except the portion of the blade between the bench table and the top.

9. *Planing Machines.*—(1) A planing machine (other than a planing machine which is mechanically fed) shall not to be used for overhand planing unless it is fitted with a cylindrical cutter block.

(2) Every planing machine used for overhand planing shall be provided with a bridge guard capable of covering the full length and breadth of the cutting slot in the bench, and so constructed as to be easily adjusted both in a vertical and horizontal direction.

(3) The feed roller of every planing machine used for thickening, except the combined machine for overhand planing and thickening, shall be provided with an efficient guard.

10. *Vertical spindle moulding machines.*—(1) The cutter of every vertical spindle moulding machine shall be guarded by the most efficient guard having regard to the nature of the work being performed.

(2) The wood being moulded at a vertical spindle moulding machine shall, if practicable be held in a jig or holder of such construction as to reduce as far as possible, the risk of accident to the worker.

11. *Chain mortising machines.*—The chain of every chain mortising machine shall be provided with a guard which shall enclose the cutters as far as practicable.

12. *Adjustment and maintenance of guards.*—The guards and other appliances required under this Schedule shall be—

- (a) maintained in an efficient state;

- (c) so adjusted as to enable the work to be done without unnecessary risk.

13. *Exemptions.*—Paragraphs 6, 8, 9 and 10 shall not apply to any wood-working machine in respect of which it can be proved that other safeguards are provided, maintained and used which render the machine as safe as it would be if guarded in the manner prescribed in this Schedule.

SCHEDULE IV

(*Rubber Mills*)

1. *Installation of machines.*—Mills for breaking down craking, grating, mixing, refining and warming rubber or rubber compounds shall be so installed that the top of the front roll is not less than forty-six inches above the floor or working level; provided that in existing installations where the top of the front roll is below this height a strong rigid distance bar guard shall be fitted across the front of the machine in such position that the operator cannot reach the nip of the rolls.

2. *Safety Devices.*—(1) Rubber mills shall be equipped with:—

- (a) hoppers so constructed or guarded that it is impossible for operators to come into contact in any manner the nip of the rolls;
- (b) horizontal safety-trip rods or tight wire cables across both front and rear which will, when pushed or pulled, operate instantly to disconnect the power and apply the brakes, or to reverse the rolls.

(2) Safety-trip rods or tight wire cables on rubber mills shall extend across the entire length of the face of the rolls and shall be located not more than 1(1.75 metres) the floor or working level.

(3) Safety-trip rods and tight wire cables on all rubber mills shall be examined and tested daily in the presence of the Manager or other responsible person and if any defect is disclosed by such examination and test the mill shall not be used until such defect has been remedied.

Rules prescribed under sub-section (1) of section 22.

2[54. *Register of specially trained adult workers.*—In every factory a register shall be maintained in Form No. 8 in which the names and other particulars of every such worker as may be employed or required to perform the duties specified in sub-section (1) of Section 21 shall be entered. ?

1[54A. *Tight fitting clothing.*—A worker required to wear tight fitting clothing under sub-section (1) of section 22 shall be provided by the occupier with such clothing which shall consist of at least a pair of closely fitting shirt and a closely fitting half sleeve shirt or vest. Such clothing shall be returned to the occupier on termination of service or when new clothing is provided.

Rules prescribed under section 41.

55. *Belts etc. to be regularly examined.*—All belts shall be regularly examined to ensure the joints are safe and the belts at proper tension.

Rule prescribed under sub-section (2) of section 23.

2[56. *Employment of young persons on dangerous machines.*—The machines specified in sections 28, 29 & 30 and the machine mentioned below shall be deemed to be of such dangerous character that young persons shall not work at them unless the provisions of section 23 (i) are complied with:—

Power presses other than hydraulic presses;

Milling machines used in the metal trades;

Circular saws;

Platen printing machine;

Guillotine machines.

Exemption under sub-section (4) of section 28.

57. *Exemption of certain hoists and:*—(1) A register shall be opened with the following columns to record particulars of examination of hoists and lifts:—

(1) Date of examination.

(2) No. of hoists and lifts if more than one.

- (3) The details of tests made.
- (4) Results of examination.
- (5) Signature of examiner.
- (6) Designation and qualification of the examiner.

(2) In pursuance of the provisions of sub-section (4) of section 28, in respect of any class or description of hoist or lift specified in the first column of the following Schedule, the requirements of the section 28 specified in the second column of the said Schedule and set opposite to that class or description of hoist or lift shall not apply.

SCHEDULE

Class or description of hoist or lift (1)	Requirements which shall not apply (2)
Hoists or lifts mainly used for raising materials for charging blast furnaces or lime kilns	Sub-section 1 (b) in so far as it requires a gate at the bottom landing sub-section (1) (d): sub-section 1 (e).
Hoists not connected with mechanical power and which are not used for carrying persons.	Sub-section 1 (b) in so far as it requires the hoistway or liftway enclosure to be so constructed as to prevent any person or thing from being trapped between any part of the hoist or lift and any fixed structure or moving part, sub-section 1 (e).

1[57A (1) No lifting machine and no chain, rope or lifting tackle, except a fibre rope or fibre rope sling, shall be taken in use in any factory for the first time in that factory unless it has been tested, and all parts have been thoroughly examined by a competent person and a certificate of such test and examination specifying the safe working load or loads and signed by the person making the test and the examination, has been obtained and is available for inspection.

(2) (a) Every jib-crane so constructed that the safe working load may be varied by the raising or lowering of the jib, shall have attached thereto either an automatic indicator of safe working loads, or an automatic jib, angle indicator and a table indicating the safe working loads at corresponding inclination of the jib or corresponding radii of the load.

(b) A table showing the same working load of every kind and size of chain, rope or lifting tackle in use, and in the case of multiple sling, the safe working loads at different angles of the legs, shall be posted in the store room or place where or in which the chains, ropes or lifting tackles are kept, and prominent positions on the premises and no rope, chain or lifting tackle not shown in the table shall be used.

The foregoing provisions of this paragraph shall not apply in respect of such lifting tackle if the same working load thereof, or in the case of a multiple sling, the safe working load at different angles of the legs, is plainly marked upon it.

(3) Register to be maintained under sub-clause (iii) of clause (a) of sub-section (1) of section 29 of the Act, shall contain the following particulars—

- (i) name of occupier of factory,
- (ii) address of the factory,
- (iii) distinguishing number of mark, if any, and description sufficient to identify the lifting machine, chain, rope or the lifting tackle,
- (iv) date when the lifting machine, chain, rope or lifting tackle was first taken in use in the factory,
- (v) date and number of the certificates relating to any test or examination made under sub-rules (1) and (7) together with the name and address of the person who issued the certificates,
- (vi) date of each periodical thorough examination made under clause (a) (iii) of sub-section (1) of section 29 of the Act and sub-rule (6) and by whom it was carried out,
- (vii) date of annealing or other heat treatment of the chain and other lifting tackle made under sub-rule (6) and by whom it was carried out, and

The register shall be kept readily available for inspection.

(4) All rails on which a travelling crane moves and every track on which the carriage of a transporter or runway moves shall be of proper size and adequate strength and have an even running surface and every such rail or track shall be properly laid, adequately supported and properly maintained.

(5) To provide access to rail tracks or overhead travelling cranes suitable passage ways, of at least 50 cm. (20 inches) width with toe boards and double hand rails 90 cm. (3 ft.) high, shall be provided along side, and clear of the rail tracks of overhead travelling cranes, such that no moving part of the crane can strike persons on the ways and the passage way shall be at a lower level than the crane track itself. Safe access ladders shall be provided at suitable intervals to afford access to the passage ways and from passage ways to the rail tracks.

(6) All chains and lifting tackle, except a rope sling shall, unless they have been subject to such other heat treatment as may be approved by Chief Inspector of Factories be effectively annealed under the supervision of competent person at the following intervals,—

- (i) all chains, sling, rings, hooks, shackles and swivels used in connection with molten metal or molten slag or when they are made of 1/2 inch bar or smaller once at least in every six months,
- (ii) all other chains, rings, hooks, shackles and swivels in general use once at least in every twelve months:

Provided that chains and lifting tackle not in frequent use shall subject to the Chief Inspector's approval, be annealed only when necessary. Particulars of such annealing shall be entered in a register prescribed under sub-rule (3).

(7) Nothing in the foregoing, sub-rule (6) shall apply to the following classes of chains and lifting tackles:—

- (i) chains made of malleable cast iron,
- (ii) plate link chains,
- (iii) chains rings, hooks, shackles and swivels made of steel or of any non-ferrous metal,
- (iv) pitched chains working on sprocket or packeted wheels,
- (v) ring, hooks, shackles and swivels permanently attached

- (vi) hooks and swivels having screw threaded parts or ball bearing or other case hardened parts,
- (vii) socket shackles secured to wire ropes by white metal capping, and
- (viii) boardaux connections.

Such chains and lifting tackles shall be thoroughly examined by competent person once at least in every twelve months, and particulars entered in the register kept in accordance with sub-rule (3).

(8) All lifting machines, chains, ropes and lifting tackle, except a fibre rope or fibre rope sling which have been lengthened, altered or repaired by welding or otherwise shall before being again taken in use be adequately re-tested and re-examined by a competent person and a certificate of such test and examination be obtained and particulars entered into register kept in accordance with sub-rule (3).

(9) No person under 18 years of age and no person who is not sufficiently trained in the working of lifting machines and acquainted with the hazards of the machine shall be employed as driver of a lifting machine, whether driven by mechanical power or otherwise, or to give signal to a driver.

(10) Where, in the opinion of the State Government, compliance with any of the requirements of the provisions contained in section 29 of the rule made there under, is unnecessary or impracticable, the State Government may, by notification in the Official Gazette, and subject to such conditions as it may deem expedient, exempt any factory or a group or class or description of factories from any such provision.]

PRESSURE PLANT

Rules prescribed under sub-section (2) of section 31.

1[" 58 (1) Definition—

(a) "Design pressure" means the maximum pressure that a pressure vessel or plant is designed to withstand safely when operating normally;

(b) "Maximum permissible working pressure" is the maximum pressure, at which a pressure vessel or plant is permitted to be operated or used under this rule and is determined by the technical requirement of the process,

(c) "Plant" means a system of piping that is connected to a pressure vessel and is used to contain a gas, vapour or liquid under pressure greater than the atmospheric pressure, and includes the pressure vessel,

(d) "Pressure Vessel" means an unfired vessel that may be used for containing, storing, distributing, transferring, distilling, processing or otherwise handling any gas, vapour or liquid under pressure greater than the atmospheric pressure and includes any pipeline fitting or other equipment attached thereto or used in connection therewith, and

(e) "Competent Person" means a person who is, in the opinion of the Chief Inspector, capable by virtue of his qualifications, training and experience, of conducting a thorough examination and pressure tests, as required on a pressure vessel or plant, and of making a full report on its condition.

(2) Exception: Nothing in this rule shall apply to —

(a) Vessels having internal diameter not exceeding 150mm and a capacity not exceeding 150 litres;

(b) Vessels made of ferrous materials having an internal operating pressure not exceeding 1 Kg cm²

(c) Steam boilers, steam and feed pipes and their fittings coming under the purview of Indian Boilers Act, 1923 (V of 1923);

(d) metal bottles or cylinders used for storage or transport of compressed gases or liquified or dissolved gases under pressure covered by the Gas Cylinder Rules, 1940 framed under the Indian Explosives Act, 1884 (V of 1884);

(e) Vessels in which internal pressure is due solely to the static head of liquid;

(f) Vessels with a nominal water capacity not exceeding 500 litres connected in a water pumping system containing air that is compressed to serve as a cushion;

(g) Vessels for nuclear energy application;

- (i) Working cylinders of steam engines or prime movers, feed pumps and steam traps; turbine casings; compressor cylinders; steam separators or dryers; steam strainers; steam de-super heaters; oil separators; air receivers for fire sprinkler installations; air receivers of monotype machine provided the maximum working pressure of the air receiver does not exceed 1.33 Kg/cm² and the capacity 85 litres; air receivers of electrical relays; air vessels on pumps, pipe coils accessories of instruments and appliances, such as cylinders and piston assemblies used for operating relays and interlocking type of guards; vessels with liquids subjected to static head only; and hydraulically operating cylinders other than any cylinder communicating with an air loaded accumulator.

(3) Design and construction—Every pressure vessel or plant used in a factory—

- (a) shall be properly designed on sound engineering practice;
- (b) shall be of good construction, sound material, adequate strength and free from any patent defects; and
- (c) shall be properly maintained in a safe condition provided that the pressure vessel or plant in respect of the design and construction of which there is an Indian standard or a standard of the country of manufacture or any other law or regulation in force, shall be designed and constructed in accordance with said standard, law or regulation, as the case may be and a certificate thereof shall be obtained from the manufacturer or from the competent person which shall be kept and produced on demand by and Inspector.

(4) Safety devices—Every pressure vessel shall be fitted with—

- (a) a suitable safety valve or other effective pressure relieving device of adequate capacity to ensure that the maximum permissible working pressure and when more than one protective device is provided, only one of the devices need be set to operate at the maximum permissible working pressure and the additional device shall be set to discharge at a pressure not more than 5 per cent in excess of the maximum permissible working pressure;

- (b) a suitable pressure gauge with a dial range not less than 1.5

- (c) a suitable nipple and globe valve connected for the exclusive purpose of attaching a test pressure gauge for checking the accuracy of the pressure gauge referred to in clause (b) of this sub-rule;
- (d) a suitable stop valve or valves by which the pressure vessel may be isolated from other pressure vessels or plant or source of supply of pressure. Such a stop valve or valves shall be located as close to the pressure vessel as possible and shall be easily accessible, and
- (e) a suitable drain cock or valve at the lowest part of the pressure vessel for the discharge of the liquid or other substances, that may collect in the pressure vessel:

Provided that it shall be sufficient for the purpose of this sub-rule if the safety valve or pressure relieving device; the pressure gauge and the stop valve are mounted on a pipeline immediately adjacent to the pressure vessel and where there is a range of two or more similar pressure vessels served by the same pressure lead, only one set of such mountings need be fitted on the pressure lead immediately adjacent to the range of pressure vessels, provided they can not be isolated.

5. *Pressure reducing devices:—*

- (a) Every pressure vessel which is designed for a working pressure less than the pressure at the source of supply, or less than the pressure which can be obtained in the pipe connecting the pressure vessel with any other source of supply, shall be fitted with a suitable pressure reducing valve or other suitable automatic device to prevent the maximum permissible working pressure of the pressure vessel being exceeded;
- (b) To further protect the pressure vessel in the event of failure of the reducing valve or device, at least one safety valve having a capacity sufficient to release all the steam, vapour or gas without undue pressure rise as determined by the pressure at the source of supply and the size of the pipe connecting the source of supply shall be fitted on the low pressure side of the reducing valve.

6. *Pressure vessel or plant being taken into use :—*

- (a) No new pressure vessel or plant shall be taken into use in

has remained isolated or idle for a period exceeding 2 months or which has undergone alterations or repairs shall be taken into use in a factory unless it has been thoroughly examined by a competent person externally, and internally, if practicable and has been hydrostatically tested by the competent person at a pressure which shall be 1.5 times the maximum permissible working pressure, provided, however, that the pressure vessel or plant which is so designed and constructed that it cannot be safely filled with water or liquid or is used in service even some traces of water cannot be tolerated, shall be pneumatically tested at a pressure not less than the design pressure or the maximum permissible working pressure as the case may be:

Provided further that the pressure vessel or plant which is linked with glass shall be tested hydrostatically or pneumatically as required at a pressure not less than the design pressure or maximum permissible working pressure as the case may be. Design pressure shall be not less than the maximum permissible working pressure and shall taken into account the possible fluctuations of pressure during actual operation.

- (b) No pressure vessel or plant shall be used in a factory unless there has been obtained from the maker of the pressure vessel or plant or from the competent person a certificate specifying the design pressure or maximum permissible working pressure thereof, and stating the nature of tests to which the pressure vessel or plants and its fittings (if any) have been subjected, and every pressure vessel or plant so used in factory shall be marked so as to enable it to be identified as to the pressure vessel or plant to which the certificate relates and the certificate shall be kept available for perusal by the Inspector.
- (c) No pressure vessel or plant shall be permitted to be operated or used at a pressure higher than its design pressure or maximum permissible working pressure as shown in the certificate.

7. *In service test and examinations*:—Every pressure vessel or plant in service shall be thoroughly examined by a competent person—

- (a) externally, once in every period of six months;

shall be carried out once in every period of two years: Provided that for a pressure vessel or plant in continuous process which cannot be frequently opened, the period of internal examination may be extended to four years;

(c) hydrostatically tested once in every period of four years; and

(d) The hydrostatic pressure to be carried out for the purpose of this rule shall be 1.25 times the design pressure or 1.5 times the maximum permissible working pressure whichever is less:

Provided that in respect of a pressure vessel or plant with thin walls, such as sizing cylinder made of copper or any other non-ferrous metal, periodic hydrostatic test may be dispensed with subject to the condition that the requirements laid down in sub-rule 8 are fulfilled:

Provided further that when it is impracticable to carry out thorough external examination of any pressure vessel or plant every six months as required in clause (a) of this sub-rule, or if owing to its construction and use a pressure vessel or plant cannot be hydrostatically tested as required in clauses (b) and (c) of this sub-rule, a thorough external examination of the pressure vessel or plant shall be carried out at least once in every period of two years, and at least once in every period of four years a thorough systematic non-destructive test like ultrasonic test for metal thickness or other defects of all parts, the failure of which might lead to eventual rupture of the pressure vessel or plant shall be carried out.

8. *Thin walled pressure vessel or plant :*

(a) (i) As far as possible, in respect of every sizing cylinder of which shall be made of copper sheet or any other non-ferrous material, the Manager shall make available to the Inspector and the competent person examining such cylinders, information to show the date on which such cylinder was taken into use for the first time with full particulars as to the thickness of the shell when so taken into use in the factory. Information shall also be made available as to the safe working pressure, recommended by the manufacturers when such cylinder is taken into use for the first time in the factory.

the age of the cylinder shall be submitted by the Manager. The Chief Inspector shall determine the age of the cylinder on such documentary evidence or other oral evidence that may be presented to him by Manager or any other evidence that may be produced by an Inspector, and the age so determined shall be considered as the age of the cylinder for the purposes of this rule (b) (i). The minimum thickness of the shell of a sizing cylinder shall be actually measured as and when possible.

(iii) If during its working life the shell of a sizing cylinder is at any time punctured requiring repairs to the cylinder to close the punctured portion, the thickness of the shell of the shell near such puncture of opening shall be measured by a competent person and the record maintained in Form 9.

(c) (i) No sizing cylinder shall be subjected to a working pressure greater than the safe working pressure recommended by the manufacturers of such cylinder at the time when such cylinder was first taken into use in a factory.

(ii) The safe working pressure of a sizing cylinder which has been in use for more than 5 years shall be calculated in accordance with the following three methods and the lowest figure obtained by any of the three methods shall be considered as safe working pressure of a sizing cylinder.

1. The safe working pressure of the sizing cylinder shall be the same proportion to the original safe working pressure when first taken into use as the minimum thickness of the shell material as actually measured at any time bears to the original thickness of the shell material when first taken into use, or

2. The safe working pressure of a sizing cylinder shall be calculated on the basis of the minimum thickness actually measured so that the tensile stress in the shell shall not exceed safe working stress for the material of the shell. If shell is made of copper; safe working tensile stress shall be taken to be not more than 350 kg ms. per square cms, or

3. The same working pressure of a sizing cylinder shall be reduced at the rate of 5 per cent of the original working pressure for every year of its use after the first five years.

(4) No sizing cylinder shall be continued to be used for more

provided further that the Chief Inspector of factories may authorise the use of sizing cylinders after a period of 20 years upto a further period of not more than 5 years if tests are carried out and further details are made available to his satisfaction to indicate that the cylinder can be used with safety.

- (e) An Inspector may by an order in writing direct the Manager to produce within time specified in such an order a report of examination of a sizing cylinder in Form 9 by a competent person.

9. *Report by competent person* :—

- (a) If during any examination any doubt arises as to the ability of the pressure vessel or plant to work safely until the next prescribed examination, the competent person shall enter in the prescribed register this observations, findings and conclusions with other relevant remarks with reasons and may authorise the pressure vessel or plant to be used and kept in operation subject to a lowering of maximum permissible working pressure or to more frequent or special examination or test, or subject to both of these conditions.
- (b) A report of the result of every examination or test carried out shall be completed in the prescribed Form No. 9 and shall be signed by the person making the examination or test, and shall be kept available for perusal by the Inspector at all hours when the factory or any part there of is working.
- (c) Where the report of any examination under this rule specified any condition for securing the safe working of any pressure vessel or plant, the pressure vessel or plant shall not be used unless the specified conditions are fulfilled.
- (d) The competent person making report of any examination under this rule, shall within seven days of the completion of the examination, send to the Inspector a copy of the report in every case where the maximum permissible working pressure is reduced or the examination shows that the pressure vessel or plant or any part thereof, cannot continue to be used with safety unless certain repairs are carried out or unless any other safety measure is taken.

10. *Application of other law* :—

- (a) The requirements of this rule shall be in addition to and without any prejudice to and not in derogation of the requirement of any other law in force.
- (b) Certificates or reports of any examination, or test of any

apply conducted or required to be conducted under any other law in force and other relevant record relating to such pressure vessel or plant, shall be properly maintained as required under the said law and shall be produced on demand by the Inspector".

1[58A. (1) For the purpose of this rule, the expression "gasholder" means a water-sealed gasholder which has a storage capacity of not less than 141.5 cubic meters (500 C. ft.)

(2) Every gasholder shall be of adequate material and strength, sound construction and properly maintained.

(3) Where there is more than one gasholder in the factory, every such gasholder shall be marked in a conspicuous position with a distinguishing number or letter.

(4) Every gasholder shall be thoroughly examined externally by a competent person at least once in a period of twelve months.

(5) In the case of gasholder of which any lift has been in use for more than ten years, the internal state of sheeting shall, within one year of the coming into operation of these rules and thereafter at least after every period of four years, be examined by a competent person by means of electronic or other accurate devices:

Provided that if the Chief Inspector is satisfied that such electronic or other accurate devices are not available, he may permit the cutting of sample from the crown and the sides of the holder:

Provided further that if the above inspection raises a doubt, an internal visual examination shall be made.

(6) All possible steps shall be taken to prevent or minimise ingress of impurities in the gasholder.

(7) No gasholder shall be repaired or demolished except under the direct supervision of person who, by his training, experience and knowledge of the necessary precautions against risks of explosion and of persons being overcome by gas, is competent to supervise such work.

(8) (a) All sample discs cut under sub-rule (5) above shall be kept readily available for inspection.

(b) A permanent register in Form 9-A duly signed by the Occupier or Manager shall be maintained giving the following particulars:

(i) the serial number of gasholder vide sub-rule (3) above and the particulars of manufacture, *i. e.* maker's name,

- date of manufacture, capacity, number of lifts, pressure thrown by holder when full of gas;
- (ii) the dates of inspection carried out as required under sub-rule (4) and (5) above and whom carried out;
- (iii) the method of inspection used;
- (iv) date of painting etc.;
- (v) nature of repairs and name of person carrying out repairs; and
- (vi) remarks.
- (c) The results of examinations by a competent person carried out under sub-rules (4) and (5) shall be entered in Form No. 9 B.
- (d) A copy of the report in Form B shall be kept in the said register and both the register and the report shall be readily available for inspection.]

Rule prescribed under sub-section (2) of section 34.

59. *Excessive weights.*—(1) No woman or young person shall unaided by another person lift, carry or move by hand or on head any material, article, tool or appliance exceeding the maximum limit in weight set out in the following Schedule:—

[SCHEDULE

Persons	Maximum weight of material, article, tool or appliance.
(a) Adult females	30 Kgs.
(b) Adolescent male	30 Kgs.
(c) Adolescent female	30 Kgs.
(d) Male Child	15 Kgs.
(e) Female Child	16 Kgs.

(2) No woman or young person shall engage, in conjunction with others, in lifting, carrying or moving by hand or on head, any material, article, tool or appliance, if the weight thereof exceeds the lowest weight by the Schedule to sub-rule (1) for any of the persons engaged, multiplied by the number of the persons engaged.

Rule prescribed under section 35.

60. *Protection of Eyes.*—Effective screens or suitable goggles shall be provided for the protection of persons employed in or in the immediate vicinity of the following processes:—

- (a) The processes specified in Schedule I annexed hereto, being processes which involve risk of injury to the eyes from particles or fragments thrown off in the course of the process.
- (b) The process specified in Schedule II annexed hereto, being processes which involve risk of injury to the eyes by reason of exposure to excessive light.

I["SCHEDULE I"]

1. Breaking, cutting, dressing or carving of bricks, stone, concrete, slag or similar materials by means of a hammer, a chisel pick or similar hand tool, or by means of a portable tool driven by mechanical power, and the dry grinding of surfaces of any such materials by means of a wheel or disc driven by mechanical power, wherein any of the foregoing cases particulars or fragments are liable to be thrown off towards the face of the operator in the course of the process.

2. Dry grinding of surfaces of metal by applying them by hand to a wheel, disc or band driven by mechanical power, and of surfaces of metal by means of a portable tool driven by mechanical power.

3. Dividing into separate parts of metal, bricks, stone, concrete or similar materials by means of a high speed of saw driven by mechanical power or by means of an abrasive cutting-off wheel or disc driven by mechanical power.

4. Turning of metals, or articles of metal, where particles or fragments are liable to be thrown off towards the face of the operator in the course of the process.

5. Drilling by means of portable tools, where particles or fragments are liable to be thrown off towards the face of the operator in the course of the process.

6. Welding and cutting of metals by means of an electric, oxyacetylene or similar process.

7. Hot fettling of steel castings, by means of a fluxinjected burner or air torch, and the de-seaming of metals.

8. Fettling of metal castings, involving the removal of metal including runners, gates and risers, and the removal of any other material during the course of such fettling.

9. Chipping of metal and the chipping, knocking out, cutting out or cutting off of cold rivets, bolts, nuts, lugs, pins, collars or similar articles from any structure or plant, or from part of any structure or plant by means of a hammer, chisel, punch or similar hand tool, or by means of a portable tool driven by mechanical power.

10. Chipping or scurfing of paint, scale, slag, rust or other corrosion from the surface of metal and other hard materials by means of a hand tool or by a portable tool driven by mechanical power.

11. Breaking of scrap metal by means of a hammer or by means of a tool driven by mechanical power.

12. Routing of metal, where particles or fragments are liable to be thrown off towards the face of the operator in the course of the process.

13. Work with drop hammers and power hammers used in either case for the manufacture of forgings, and work by any person not working which such hammers whose work is carried on in such circumstances and in such a position that particles or fragments are liable to be thrown off towards his face during work with drop hammers or power hammers.

14. Work at a furnace where there is risk to the eyes from molten metal.

15. Pouring or skimming of molten metal.

16. Work involving risk to the eyes from hot sand being thrown off.

17. Truing or dressing of an abrasive wheel.

18. Handling in open vessels or manipulation of strong acids or dangerous corrosive liquids or materials and the operation, maintenance or dismantling of plant or any part of plant, being plant or part of plant which contains or has contained such acids, liquids or materials, unless the plant or part of plant has been so prepared (by isolation, reduction of pressure, or otherwise) treated or designed and constructed as to prevent risk of injury.

19. Any other process wherein there is a risk of injury to eyes

SCHEDULE II

Welding or cutting of metals by means of an electrical oxy-acetylene or similar process.

2["All work on furnaces where there is risk of exposure to excessive light".

Rule prescribed under sub-section (6) of section 35.

61. *Minimum dimensions of manholes.*—Every chamber, tank, vat, pipe, flue or other confined space, which persons may have to enter and which may contain dangerous fumes to such an extent as to involve risk of the persons being overcome thereby, shall unless there is other effective means of egress, be provided with a manhole which may be rectangular, oval or circular in shape, and which shall:—

- (a) in the case of rectangular or oval shape, be not less than 1[40 cms] long and 1[30 cms] wide,
- (b) in the case of a circular shape, be not less than 1[40 cms] in diameter.

Exemption under sub-section (5) of Section 37.

62. *Exemptions.*—The requirements of sub-section (4) of section 37 shall not apply to the following processes carried on in any factory:—

- (a) The operation of repairing a water-sealed gasholder by the electric welding process, subject to the following conditions:—
 - (i) The gasholder shall contain only the following gases separately or mixed at a pressure greater than atmospheric pressure, namely, town gas, coke-oven gas, producer gas, blast furnace gas, or gases, other than air, used in their manufacture:—

Provided that this exemption shall not apply to any gasholder containing acetylene or mixture of gases to which acetylene has been added intentionally.

- (ii) Welding shall only be done by the electric welding process and shall be carried out by experienced operatives under the constant supervision of a competent person.

- (b) The operations of cutting or welding steel or wrought iron gas mains and services by the application of heat, subject to the following conditions:—
- (i) The main or service shall be situated in the open air and it shall contain only the following gases, separately or mixed at a pressure greater than at atmospheric pressure, namely, gas, coke-oven gas, producer gas, blast furnace gas, or gases other than air, used in their manufacture;
 - (ii) The main or service shall not contain acetylene or any gas or mixture of gases to which acetylene has been added intentionally;
 - (iii) The operation shall be carried out by an experienced person or persons and at least 2 persons (including those carrying out the operations) experienced in work on gas mains and over 18 years of age shall be present during the operation;
 - (iv) The site of the operation shall be free from any inflammable or explosive gas or vapour;
 - (v) Where acetylene gas is used as a source of heat in connection with an operation, it shall be compressed and contained in a porous substance in cylinder; and
 - (vi) Prior to the application of any flame to the gas main or service, this shall be pierced or drilled and the escaping gas ignited.
- (c) The operation of repairing an oil tank on any ship by the electric welding process shall be subject to the following conditions:—
- (i) The only oil contained in the tank shall have a flash point of not less than 1500 F. (close test) and a certificate to this effect shall be obtained from a competent analyst,
 - (ii) The analyst's certificate shall be kept available for inspection by an Inspector, or by any person employed or working on the ship,
 - (iii) The welding operation shall be carried out only on the exterior surface of the tank at a place (a) which is

- (iv) Welding shall be done only by the electric welding and shall be carried out by experienced operatives under the constant supervision of a competent person.

Rule prescribed under sub-section (1) of section 38.

63. *Means of escape in case of fire.*—(1) Every factory shall be provided with adequate means of escape in case of fire for the persons employed therein, and without prejudice to the generality of the forgoing:—

- (a) Each room of a factory building shall in relation to its size and the number of persons employed in it be provided with an adequate number of exits for use in case of fire though not necessarily confined to such use, so positioned that each person will have a reasonably free and unobstructed passage from his work place to an exit.
- (b) No exit intended for use in case of fire shall be less than 1(90 cms) in width nor less than 1(2 metres) in height.
- (c) In the case of a factory building or part of a factory building of more than one storey and in which not less than twenty persons work at any one time, there shall be provided at least one substantial stairway permanently constructed either inside or outside the building and which affords direct and unimpeded access to ground level.
- (d) In the case of a factory building or part of a factory building in which twenty or more persons work at any one time above the level of the ground floor, and wherein explosive or highly-inflammable materials are used or stored, or which is situated below ground level, the means of escape shall include at least two separate and substantial stairways permanently constructed either inside or outside the building and which afford direct and unimpeded access to ground level.
- (e) Every stairway in a factory which affords a means of escape in case of fire shall be provided with a substantial hand-rail which if the stairway has an open side shall be on that side, and if the stairway has two open sides, such handrail shall be provided on both sides.

(2) In the case of a building constructed or converted for use as a factory after the date of the passing of the Act, the following additional requirements shall apply:—

- (a) At least one of the stairways provided shall be of fire-resisting materials;

- (b) Every hoist-way or lift-way inside a factory building shall be completely enclosed with fire-resisting materials and all means of access to the hoist or lift shall be fitted with doors of fire resisting materials :

Provided that any such hoist-way or lift-way shall be enclosed only at the top by some material easily broken by fire or be provided with a vent at the top ;

- (c) No fire escape stair shall be constructed at an angle greater than 45° from the horizontal;
- (d) No part of a factory building shall be further (along the line of travel) than 1(45 metres) from any fire escape stair ;
- (e) No stairway shall be less than 1(1.5 meters) in width.

Rule prescribed under sub-section (7) of section 38.

64. *Means of escape for cotton ginning factory.*—Notwithstanding anything contained in rule 63 cotton ginning factories shall be provided with at least 2 suitable earthen ramps or two flights of stair made of brick work or other fire resisting material.

2[64A. *Fire Fighting Apparatus and Water Supply.*—(1) In every factory there shall be provided and maintained the following fire-fighting equipments:—

- (a) Two fire buckets of not less than 9 litres capacity for every 100 sq. meters of floor area subject to a minimum of four buckets on floor.
- (b) Every bucket provided under this sub-rule shall:—
- (i) conform to appropriate Indian Standards Specification;
 - (ii) be kept in a position approved by the Inspector and shall be used for no other purpose than fire extinguishing; and
 - (iii) at all times be kept full of water, but if the principal fire risk arises from inflammable liquid or other substances where water cannot be used, it shall be kept full of clean, fine dry sand, stone dust or other inert material:

Provided that where the Chief Inspector is of the opinion that other adequate fire-fighting apparatus is provided in the factory building or room, he may issue a certificate in writing (which he may at his discretion revoke) specifying the extent to which the above requirements are relaxed in respect of that building or room.

(2) In every factory, adequate provision of water supply for fire-fighting shall be made and where the amount of water required in litres per minute, as calculated from the formula $A + B + C + D$ divided by 20 is 550 or more, power driven trailer pumps of adequate capacity to meet the requirement of water as calculated above shall be provided and maintained.

In the above formula:—

A—the total area in sq. metres of all floors including galleries in all buildings of the factory;

B—the total area in sq. meters of all floors and galleries including open spaces in which combustible materials are handled or stored;

C—the total area in sq. meters of all floors over 15 metres above ground level; and

D—the total area in sq. meters of all floors of all building other than those of fire-resisting construction:

Provided that in areas where the fire risk involved does not require use of water, such areas under B, C or D may, for the purpose of calculation, be halved:

Provided further that where the areas under B, C or D are protected by permanent automatic fire-fighting installations approved by any fire association or fire insurance company, such areas may, for the purpose of calculation, be halved:

Provided also that where the factory is situated at not more than 3 Km. from an established city or town fireservice, the pumping capacity based on the amount of water arrived at by the formula above may be reduced by 25% but not account shall be taken of this reduction in calculating water supply required under sub-rule (7).

(3) Each trailer pump shall be provided with equipment

(4) Trailer pumps shall be housed in a separate shed/sheds which shall be sited close to a principal source of water supplies in the vicinity of the main risks of the factory.

(5) In factories where the area is such as cannot be reached by man hauling of trailer pumps within reasonable time, vehicles with towing attachment shall be provided at the scale of one for every four trailer pumps with a minimum of one such vehicle kept available at all times.

(6) Water supply shall be provided to give flow of water as required under sub-rule (2) for at least 100 minutes. At least 50% of this water supply or 4,50,000 litres whichever is less, shall be in the form of static tanks of adequate capacities (not less than 45,000 litres each) distributed round the factory with due regard to the potential fire risks in the factory. Where piped supply is provided, the size of the main shall not be less than 15 cm. diameter and it shall be capable of supplying minimum of 4,500 litres per minute at a pressure of not less than 0.7 Kg./Sq. cm.

(7) (a) In factories having more than 100 sq. metres floor area and where fire may occur due to combustible materials other than inflammable liquids, electrical equipment and ignitable metals, soda acid or equivalent type of portable extinguishers at the rate out of one for every 500 sq. metres of area spaced at not more than 30 metres apart subject to a minimum of one extinguisher shall be provided in addition to fire buckets required under sub-rule (1).

(b) In factories where fires may occur due to inflammable liquids or grease or paint, the extinguishers to be provided at the scale laid down in clause (a) shall consist of foam carbon tetrachloride, dry powder, carbondioxide, chlorobrome methane or other equivalent type, as appropriate. In case of inflammable liquids soluble in water, the extinguishers shall be alcohol type foam.

(c) In factories where fire may occur due to electrical equipment the extinguisher to be provided at the scale laid in clause (a) shall consist of carbondioxide, dry powder, carbon tetrachloride or equivalent types.

(d) In factories where fires may occur due to magnesium aluminium or zinc dust or shavings of other ignitable metals, the use of liquids, carbondioxide and foam type extinguishers shall be prohibited and an ample supply of clean, fine, dry sand, stone dust or other inert material shall be kept ready for segregating such fires.

Provided that where the Chief Inspector is of the opinion that other adequate fire-fighting apparatus or permanent automatic fire fighting installations approved by any recognised fire association or fire insurance company are provided in the factory building or room, he may issue a certificate in writing (which he may, at his discretion, revoke) specifying the extent to which the above requirements are relaxed in respect of that building or room.

“Note:—The minimum sizes of the various types of portable extinguishers shall be as under:—

Soda acid or foam	9 litres.
Carbontetrachloride or chlorobromomethane	2 litres.
Dry powder	5 Kgs.
Carbondioxide	4.5 Kgs.”

(8) (a) Every portable fire extinguisher to be provided under sub-rule (7) shall:—

- (i) conform to the appropriate Indian Standards Specification;
- (ii) be kept charged ready for use, properly mounted in a position approved by the Inspector and accompanied by the maker's printed instructions for its use; and
- (iii) be examined, tested or discharged periodically in accordance with the maker's recommendation.

(b) The Manager of every factory shall keep and maintain sufficient number of spare charges for each type of extinguisher provided in the factory with a minimum of 12 spare charges always in stock and readily available.

(9) Each factory shall detail a trained officer who shall be responsible for the proper maintenance and upkeep all fire-fighting equipment.

(10) If the Chief Inspector is satisfied in respect of any factory or any part of the factory that owing to exceptional circumstances, such as inadequacy of water supply or for infrequency of the manufacturing process or for any other reason, to be recorded in writing, all or any of the requirements of the rules are impracticable or not necessary for the protection of workers, he may by order in writing (which he may at his discretion revoke) exempt such fac-

SCHEDULE

Equipment for Trailer Pumps:

A1("Unlined or rubber lined 70 mm delivery hose").

9 Metres length of armoured suction hose with wrenches.

1 Metal suction strainer.

1 Basket strainer.

1 Two-way suction collecting-head.

1 Suction adapter.

10 25 metres length of [unlined or rubber lined 70 mm. delivery hose complete with quick-release couplings.

1 Dividing Breeching-piece.

2 Branch-piece with 15 mm. nozzles.

1 Diffuser Nozzle,

1 Standpipe with blank cap.

1 Hydrant key.

4 Collapsible canvas buckets.

2[Fire hook (preventor) with cutting edge.]

1 30 metres length of 25 mm. manila rope.

1 9 metres extension ladder (where necessary).

1 Heavy axe.

1 Spade.

1 Pick-axe.

1 Crowbar.

1 Saw.

1 Hurricane Lamp.

1 Electric Torch.

1 Pair Rubber Gloves.

B1("Unlined or rubber lined 70 mm delivery hose").

1 9 metres length of armoured suction hose with wrenches.

1 Metal strainer.

1 Basket strainer.

1 Three way suction collecting head suction adaptor.

14 25 metres lengths of unlined canvas 75 mm. delivery hose complete with quick/released couplings.

1 Dividing Breeching-piece.

1 Collecting Breeching-piece.

4 Branch pipes with one 25 mm. with 20 mm. and one diffuser nozzle.

2 Standpipes with blank caps.

2 Hydrant keys.

6 Collapsible canvas buckets.

1 Ceiling hook (preventor) with cutting edge.

2[

- 1 30 metres length of 50 mm. manila rope.
- 1 9 metres extension ladder (where necessary).
- 1 Pair Rubber Gloves.
- 1 Heavy axe.
- 1 Spade.
- 1 Pick axe.
- 1 Crowbar.
- 1 Saw
- 1 Hurricane Lamp.
- 1 Electric Torch.

“*Note*:—If it appears to the Chief Inspector of Factories that in any factory the provision of breathing apparatus is necessary, he may by order in writing require the occupier to provide suitable breathing apparatus in addition to the equipment for light trailer pump or large trailer pump as the case may be.”

“1(64—B (1) *Qualifications of the safety Officer*:—(a) A person shall not be eligible for appointment as a Safety Officer unless he:—

- (i) Possesses a recognised degree in any branch of engineering or technology and has had practical experience of working in a factory in a supervisory capacity for a period of not less than 2 years; or

A recognised diploma in any branch of engineering or technology and has had practical experience of working in a factory in a Supervisory capacity for a period of not less than 5 years.

- (ii) possesses a degree or diploma in industrial Safety recognised by the State Government in this behalf, and
- (iii) has adequate knowledge of the language spoken by majority of the workers in the region in which the factory where he is to be appointed is situated.

(b) Notwithstanding the provisions contained in clause (a), any person who:—

Possesses a recognised degree or diploma in engineering or technology, and has had experience of not less than 5 years in a

department of the Central or State Government which deals with the Administration of the Factories Act, 1948 or the Indian Dock Labourers Act, 1934, or

Possesses a recognised degree or diploma in engineering or technology and has had experience of not less than 5 years, full time, on training, education consultancy; or research in the field of accident prevention in industry or in any institution, shall also be eligible for appointment as a Safety Officer:

Provided that the Chief Inspector may, subject to such conditions as he may specify grant exemption from the requirements of these Rules, if in his opinion, a suitable person possessing the necessary qualifications, and experience is not available for appointment:

Provided further that, in the case of a person who has been working as a Safety Officer for a period of not less than 3 years on the date of commencement of this Rule, the Chief Inspector may subject to such conditions as he may specify, relax all or any of the above said qualifications.

(2) *Conditions of service.*—(a) Where the number of Safety Officers to be appointed in a factory as required by a notification in the official gazette exceeds one, one of them shall be designated as the Senior Safety Officer and shall have a status higher than that of the others. The Senior Safety Officer shall be in overall incharge of the Safety functions as envisaged in sub-rule (3), the other Safety Officers working under his control.

(b) The Senior Safety Officer or the Safety Officer in the case of factories where only one Safety Officer is required to be appointed, shall be given the status of a senior executive and he shall work directly under the control of the Chief Executive of the factory. All other Safety Officers shall be given appropriate status to enable them to discharge their functions effectively.

(c) The scale of pay and allowances to be granted to the Senior Safety Officer and Safety Officer shall be as follows:—

(1) *Senior Safety Officer.*—Rs. 1150-50-1650 plus such other allowances and facilities as admissible to other employees of the same status *i. e.* in the similar grade in the Factory.

(2) *Safety Officer.*—750-50-1250 plus such other allowances and facilities as admissible to other employees of the same status *i. e.* in the similar grade in the Factory.

(d) In the case of dismissal or discharge, a Safety Officer shall

(3) *Duties of Safety Officers.*—The duties of Safety Officer shall be to advise and assist the factory management in the fulfilment of its obligations, statutory or otherwise, concerning prevention of personal injuries and maintaining a safe working environment. These duties shall include the following namely:—

- (i) to advise the concerned departments in planning and organising measures necessary for the effective control of personal injuries;
- (ii) to advise on safety aspects in all job studies, and to carry out detailed job safety studies of selected jobs;
- (iii) to check and evaluate the effectiveness of the action taken or proposed to be taken to prevent personal injuries;
- (iv) to advise the purchasing and stores departments in ensuring high quality and availability of personal protective equipment;
- (v) to provide advise on matters related to carrying out plant safety inspections;
- (vi) to carry out plant safety inspections in order to observe the physical conditions of work practices and procedures followed by workers and to render advice on measures to be adopted for removing the unsafe physical conditions and preventing unsafe actions by workers;
- (vii) to render advice on matters related to reporting and investigation of industrial accidents and diseases;
- (viii) to investigate selected accidents;
- (ix) to investigate the cases of industrial diseases contracted and dangerous occurrences reportable under Rule 101;
- (x) to advise on the maintenance of such records as are necessary relating to accidents, dangerous occurrences and industrial diseases;
- (xi) to promote setting up of safety committees and act as adviser and catalyst to such committees;
- (xii) to organise in association with the concerned departments, campaigns, competitions, contest and other activities which will develop and maintain the interest

(xiii) to design and conduct either independently or in collaboration with the training department, suitable training and educational programmes for the prevention of personal injuries

(4) *Facilities to be provided to safety Officers*:—An occupier of the factory shall provide each Safety Officer with such facilities, equipment and information as are necessary to enable him to discharge his duties effectively.

(5) *Prohibition of performance of other duties*:—No Safety Officer shall be required or permitted to do any work which is inconsistent with or detrimental to the performance of the duties prescribed in sub-rule (3)"

65. *Ladders*:—All ladders used in replacing belts shall be specially made and reserved for that work and provided with hooks or an effective non-skid device.

Ladders provided with hooks must have hooks fitted in such suitable position that they rest on the shaft when the bottom end of the ladder is resting on the floor.

1165—A. *Protection of workers attending to prime movers*:—
(1) In every factory the work of oiling or attending to prime movers shall be done only by a specially trained adult male worker authorised to do such work whose name has been recorded in the register maintained in Form 8.

(2) Every such worker while oiling or attending to a prime mover shall wear tight fitting clothing.

(3) A worker required to wear tight fitting clothing under sub-rule (2) shall be provided by the occupier with clothing which shall consist of at least a pair of closely fitting shirts and a closely fitting half sleeve shirt or vest. Such clothing shall be returned to the occupier on termination of service or when new clothing is provided.

1(65 AA. *Polymerizing or curing machine.*—(1) The following precautions shall be taken when fabrics are processed in polymerizing or curing machine for fixing prints by the Emulsion Technique, namely:—

- (i) Printed fabrics shall be thoroughly dried by passing them over drying cans or through a hot flue or other equally effective means, before the same are allowed to pass through the polymerizing machine.
- (ii) The exhaust flap or damper shall be provided with a hole or opening so that at least $2/8$ of it is always open.
- (iii) Infrared ray heaters of the machines shall be cut off while running the prints.
- (iv) The electrical heater shall be connected to a separate circuit and shall be provided with an isolation switch so as to ensure that it is completely cut off in an emergency.
- (v) The electrical heater shall be so located that if there is any dropping of the solvent due to condensation, it does not directly come in contact with the heaters.
- (vi) The drive of the exhaust fan shall be interlocked with the main drive of the machine in such a way that if the exhaust motor stops, the machine including all heating devices shall also stop.
- (vii) The electrical heater shall have thermostate to regulate the temperature so that the heaters automatically cut off, if the temperature rises above the pre-set value.
- (viii) Adequate flaps shall be provided on top of the machine which can open and let off the fumes outside the work-room in case of an explosion or in case any pressure is built up.
- (ix) Filter gauge shall be cleaned at least once a week.
- (x) Exhaust dust shall be cleaned at least once a week.
- (xi) Tension of the V. belt drive of the fans shall be checked every week.

(2) The machine shall be examined, under the direct supervision of a responsible person, designated by the Occupier or Manager, who by his experience and knowledge of necessary precautions, against risks of explosions, is fit to supervise such work.

(3) A register shall be maintained in which the details of the various checks carried under sub-rule (2) shall be entered and every entry made therein shall be signed by the person making the checks.

1(65-B-*Provision of the crawling boards etc. on fragile roofs.*— In any factory no person shall be required to stand or pass over or work on or near any roof or ceiling covered with fragile material through which he is liable to fall, in case it breaks or gives way, a distance of more than three meters unless:—

- (a) suitable and sufficient ladders, such ladders or crawling boards, which shall be securely supported are provided and used, and;
- (b) a permit to work on the fragile roof is issued to him each time he is required to work thereon by a responsible person of the factory concerned”.

2(65-C. *Safety Belts.*— Where any person is required or allowed to work at a place from where he may fall from a distance of more than ten feet, he shall be provided with a safety belt with leather shoulder straps of not less than two inches in width and a “During at the back for fastening a rope, the other end of which shall be securely tied or hooked to some suitable rigid fixture. The safety belt so provided shall be tested and examined thoroughly by competent person at least once in six months and a certificate with regard to its suitability shall be obtained from the said competent person and entered in a register, which shall be produced before the Inspector on demand”.

65-D. *Building and structures.*—No building, wall, chimney, bridge, tunnel, road, gallery, stairway, ramp, floor, platform, staging, or other structure, whether of a permanent or temporary character, shall be constructed, situated or maintained in any factory in such a manner as to cause risk of bodily injury.

65-E. *Machinery and Plant.*—No machinery, plant or equipment shall be constructed, situated, operated or maintained in any factory in such a manner as to cause risk of bodily injury.

65-F. *Methods of work.*— No process or work shall be carried on in any factory in such a manner as to cause risk of bodily injury.

65-G. *Stacking and storing of materials, etc.*—No materials or equipment shall be stocked or stored in such a manner as to cause risk of bodily injury.

3[65-H]—

1. Inserted vide Notification No. F.1 (2) (8) Shram/68, dt. 30-1-71.
2. Inserted vide Notification No. F.1(2) 8 LAB/68, dt.6-8-74.

CHAPTER V

Welfare

66 1[(1)———

(2) There shall be provided and maintained in every factory for the use of employed persons adequate and suitable facilities for washing which shall include soap and nail brushes or other suitable means of cleaning and the facilities shall be conveniently accessible and shall be kept in a clean and orderly condition.

(3) Without prejudice to the generality of the foregoing provisions, the washing facilities shall include—

- (a) a trough with taps on jets at intervals of not less than 2[60 cms] or
- (b) wash-basins with taps attached thereto, or
- (c) Taps on stand-pipe, or
- (d) showers controlled by taps, or
- (e) circular troughs of the fountain type, provided that the Inspector may, having regard to the needs and habits of the workers, fix the proportion in which the afore-mentioned types of facilities shall be installed.

(4) (a) Every trough and basin shall have a smooth, impervious surface and shall be fitted with a waste-pipe and plug.

(b) The floor or ground under and in the immediate vicinity of every trough, tap, jet, wash-basin, stand-pipe and shower shall be so laid or finished as to provide a smooth impervious surface and shall be adequately drained.

(5) For persons whose work involves contact with any injurious or noxious substance there shall be at least one tap for every fifteen persons; and for persons whose work does not involve

such contact the number of taps shall be as follows:—

No. of workers	No. of taps
Up to 20	1
21 to 35	2
36 to 50	3
51 to 150	4
151 to 200	5
Exceeding 200 but not exceeding 500	5 plus one tap for every 50 or fraction of 50.
Exceeding 500	11 plus one tap for every 100 or fraction of 100.)

(6) If female workers are employed, separate washing facilities shall be provided and so enclosed or screened that the interiors are not visible from any place where persons of the other sex work or pass. The entrance to such facilities shall bear conspicuous notice in the language understood by the majority of the workers "For Women Only" and shall also be indicated pictorially.

(7) The water supply to the washing facilities shall be capable of yielding at least 1(30 litres) a day for each person employed in the factory and shall be from a source approved in writing by the Health Officer: provided that where the Chief Inspector is satisfied that such an yield is not practicable he may by certificate in writing permit the supply of a smaller quantity not being less than (5 litres)l per day for every person employed in the factory.

2[66A. All classes of factories mentioned in the Schedule annexed hereto shall provide facilities for keeping clothing not worn during working hours and for the drying of wet clothing. Such facilities shall include the provisions of arrangements approved by the Chief Inspector of factories.

SCHEDULE

1. Glass Works.
2. Engineering Workshops.
3. Iron and Steel Works.
4. Oil Mills.
5. Chemical Works.
6. Automobile Workshops.
7. Dyeing Works.]

1 ("67 First Aid appliance.— The first aidboxes or cupboards shall be distinctively marked with a red cross on a white ground and shall contain the following equipment:—

(A) For factories in the number of persons employed does not exceed ten, or (in the case of factories in which mechanical power is not used) does not exceed fifty persons each first aid box or cupboard shall contain the following equipments:

- (i) 6 small sterilized dressing
- (ii) 3 medium size sterilized dressings
- (iii) 3 large size sterilized dressings
- (iv) 3 large size sterilized burn dressings
- (v) 1(30 ml) bottle containing a two per cent alcoholic solution of iodine
- (vi) 1 (30 ml) bottle containing sal-volatile having the dose and mode of administration indicated on the label.
- (vii) A snake-bite lancet
- (viii) 1 (30 mgs) bottle of potassium permanganate crystals.
- (ix) 1 pair scissors
- (x) 1 copy of the first-aid leaflet issued by the Director General Factories Advice Service & Central Labour Institute, Government of India.
- (xi) A bottle containing 110 tablets (each of .5 grains) of aspirin.
- (xii) Ointment for burns
- (xiii) A bottle of suitable surgical anti-septic solution.

B. For factories in which mechanical power is used and in the number of persons employed exceeds ten but does not exceed fifty, each first-aid box or cupboard shall contain the following equipment—

- (i) 12 small sterilized dressings
- (ii) 6 medium size sterilized dressings
- (iii) 6 large size sterilized dressings
- (iv) 6 large size sterilized burn dressings
- (v) 6 (15 mgs) packets sterilized cotton wool
- (vi) 1 (60 ml) bottle containing a two per cent alcoholic solution of iodine
- (vii) 1 (60 ml) bottle containing sal-volatile having the dose and mode of administration indicated on the label.
- (viii) 1 roll of adhesive plaster
- (ix) A snake bite lancet
- (x) 1 (30 mgs) bottle of potassium permanganate crystals
- (xi) 1 pair scissors
- (xii) 1 copy of first-aid leaflet issued by the Director General Factory Advice Service & Central Labour Institute, Government of India.

- (xiii) A bottle containing 100 tablets (each of 5 grains) of aspirin.
 - (xiv) Ointment for burns
 - (xv) A bottle of a suitable surgical anti-septic solution.
- C. For factories employing more than fifty persons - Each first aid box or cupboard shall contain the following equipments:
- (i) 24 small sterilized dressings
 - (ii) 12 medium size sterilized dressings
 - (iii) 12 large size sterilized dressings
 - (iv) 12 large size sterilized burn dressings
 - (v) 12 (15 mgs) packets sterilized cotton wool
 - (vi) 1 snake bite lancet
 - (vii) 1 pair scissors
 - (viii) 2 (30 mgs) bottles of potassium permanganate crystals
 - (ix) 1 (120 ml) bottle containing a two per cent alcoholic solution of iodine
 - (x) 1 (120 ml) bottle of sal-volatile having the dose and mode of administration indicated on the label.
 - (xi) 1 copy of the first-aid leaflet issued by the Director General Factory Advice Service, Government of India.
 - (xii) (a) A bottle containing 100 tablets (each of 5 grains) of Aspirin
(b) Ointment for burns
(c) A bottle of a suitable surgical antiseptic solution
 - (xiii) 12 roller bandages ten cms. wide
 - (xiv) 12 roller bandages five cms. wide
 - (xv) 2 rolls of adhesive plaster
 - (xvi) 6 triangular bandages
 - (xvii) 2 packets of safety pins.
 - (xviii) 1 supply of suitable splints
 - (xix) 1 tourniquet

Provided that items (xii) (xviii) inclusive need not be included in the standard first-aid box or cupboard (a) where there is a properly equipped ambulance room or (b) If at least one box containing such items and placed and maintained in accordance with the requirements of Section 45 is separately provided.

Rule prescribed under sub-section (3) of section 45.

68. Ambulance Room.(1) 1

(2) The ambulance room or dispensary shall be in charge of a qualified medical practitioner assisted by at least one qualified nurse and such subordinate staff as the Chief Inspector may direct.

2[*Explanation.*—In this Rule, the expression “Qualified Medical Practitioners” means a person holding qualification granted by an authority specified in the Schedule to the Indian Medical Degrees Act, 1916 (Central Act VII of 1916).]

(3) The ambulance room or dispensary shall be separate from the rest of the factory and shall be used only for the purpose of first-aid treatment and rest. It shall have a floor area of at least 3[2.4 Sq. Metres) and smooth, hard and impervious walls and floor and shall be adequately ventilated and lighted by both natural and artificial means. An adequate supply of wholesome drinking water shall be laid on and the room shall contain at least:—

- (i) A glazed sink with hot and cold water always available.
- (ii) A table with a smooth top at least 3[180 cms × 105 cms)
- (iii) Means for sterilizing instruments.
- (iv) A couch.
- (v) Two stretchers.
- (vi) Two buckets or containers with close fitting lids.
- (vii) Two rubber hot water bags.
- (viii) A kettle and spirit stove or other suitable means of boiling water.
- (ix) Twelve plain wooden splints 3[900mms × 100mms × 6mm.]
- (x) Twelve plain wooden splints 3[350mms × 75mms × 6mms]
- (xi) Six plain wooden splints 3[250mms × 50mms × 12mms]
- (xii) Six woollen blankets.
- (xiii) One pair artery forceps.
- (xiv) One bottle of brandy.
- (xv) Two medium size sponges.
- (xvi) Six hand towels.
- (xvii) Four “Kidney” trays.
- (xviii) Four cakes carbolic soap.
- (xix) Two glass tumblers and two wine glasses.
- (xx) Two clinical thermometers.
- (xxi) Graduated measuring glass with teaspoon.
- (xxii) One eye bath.
- (xxiii) One bottle [one litre carbolic lotion 1 in 20.]

1. Deleted vide Notification No.F.1(112) L&E, dt. 24-3-79.
 2. Added vide Notification No.3 (9) Lab./62, dated 6-8-63, published in Gazette dated 19-9-63.

- (xxiv) Three chairs.
- (xxv) One screen.
- (xxvi) One electric hand torch.
- (xxvii) Four first-aid boxes or cupboards stocked to the standards prescribed under item C of rule 63.
- (xxviii) An adequate supply of anti-tetanus serum.

(4) The occupier of every factory to which these rules apply shall, for the purpose of removing serious cases of accident or sickness, provide in the premises and maintain in good condition a suitable conveyance 1()

(5) A record of all cases of accident and sickness treated at the room shall be kept and produced to the Inspector or Certifying Surgeon when required.

2(6). Where a hospital, ambulance room or dispensary is maintained at or within 200 meters of the precincts of the factory and arrangements are made as to ensure immediate treatment of all injuries sustained by workers within the factory and for providing rest to the workers so injured, the Chief Inspector of Factories may be an order in writing, exempt any factory from the requirements of this rule subject to such conditions as he may specify in that order.)

Rules 69 to 75 prescribed under section 46.

69. *Canteens.*—(1) 1()

(2) The occupier of every factory notified by the State Government, and wherein more than two hundred and fifty workers are ordinarily employed shall provide in or near the factory an adequate canteen according to the standards prescribed in these rules.

(3) The Manager of a factory shall submit for the approval of the Chief Inspector plans and site plan, in duplicate, of the building to be constructed or adopted for use as a canteen.

(4) The canteen building shall be situated not less than fifty feet from any latrine, urinal, boiler house, coal stocks, ash dumps and any other source of dust, smoke or obnoxious fumes:

Provided that the Chief Inspector may in any particular factory relax the provisions of this sub-rule to such extent as may be reasonable in the circumstances and may require measures to be adopted to secure the essential purpose of this sub-rule.

(5) The canteen building shall be constructed in accordance with plans approved by the Chief Inspector and shall accommodate at least a dining hall, kitchen, store room, pantry and washing places separately for workers and for utensils.

(6) In a canteen the floor and inside walls up to a height of 4 feet from the floor shall be made of smooth and impervious material; the remaining portion of the inside walls shall be made smooth by cement plaster or in any other manner approved by the Chief Inspector.

(7) The doors and windows of a canteen building shall be flyproof construction and shall allow adequate ventilation.

(8) The canteen shall be sufficiently lighted at all times when any persons have access to it.

(9) (a) In every canteen—

(i) all inside walls of rooms and all ceilings and passages and staircases shall be lime-washed or colourwashed at least once in each year or painted once in three years dating from the period when last limewashed or painted, as the case may be;

(ii) all wood work shall be varnished or painted once in three years dating from the period when last varnished or painted;

(iii) all internal structural iron or steel work shall be varnished or painted once in three years dating from the period when last varnished or painted; provided that inside walls of the kitchen shall be lime-washed once every four months.

(b) Records of dates on which lime-washing, colourwashing, varnishing or painting is carried out shall be maintained in the prescribed Register (Form No. 7).

(10) The precincts of the canteen shall be maintained in a clean and sanitary condition. Waste water shall be carried away in suitable covered drains and shall not be allowed to accumulate so as to cause a nuisance. Suitable arrangement shall be made for the collection and disposal of garbage.

70. *Dining hall.*—(1) The dining hall shall accommodate at a time at least 30 per cent of the workers working at a time:

Provided that in any particular factory or in any particular class of factories, the State Government may, by a notification in this behalf, alter the percentage of workers to be accommodated.

(2) The floor area of the dining hall, excluding the area occupied by the service counter and any furniture except tables and chairs, shall be not less than 1(one Square metre) per diner to be accommodated as prescribed in sub-rule (1).

(3) A portion of the dining hall and service counter shall be partitioned off and reserved for women workers in proportion to their number. Washing places for women shall be separate and screened to secure privacy.

(4) Sufficient tables, chairs or benches shall be available for the number of diners to be accommodated as prescribed in sub-rule (1).

71. *Equipment.*—(1) There shall be provided and maintained sufficient utensils, crockery, cutlery, furniture and any other equipment necessary for the efficient running of the canteen. Suitable clean cloths for the employees serving in the canteen shall also be provided and maintained.

(2) The furniture, utensils and other equipment shall be maintained in a clean and hygienic condition. A service counter, if provided, shall have a top of smooth and impervious material. Suitable facilities including an adequate supply of hot water shall be provided for the cleaning of utensils and equipment.

1[(3) Where the canteen is managed by a Co-operative Society registered under the Rajasthan Co-operative Societies Act, 1963, the occupier shall provide the initial equipment for "such canteen and shall undertake that any equipment required" thereafter for the maintenance of such canteen shall be provided by such Co-operative Society.]

2[72. *Prices to be charged:*—

- (i) Food stuff, beverages and other items served in the canteen shall be sold on non-profit basis;
- (ii) In computing the prices referred to in sub-rule (i) the following items of expenditure shall not be taken into consideration but will be borne by the Occupier:—
 - (a) the rent for the land and buildings.
 - (b) the depreciation and maintenance charges of the building and equipment provided for the canteen;

1. Added vide Notification No. F.2 (58) L&E /64, dated 25-3-68, published in Gazette, Part IV-(C), dated 11-7-68.

2. Substituted vide Notification No. F.1 (47) L&E /77, dated

- (c) the cost of purchase, repairs and replacement of equipment including furniture, crockery, cutlery and utensils;
 - (d) the water charges and expenses for providing lighting and ventilation;
 - (e) the interest on the amount spent on the provisions and maintenance of the building, furniture and equipment provided for canteen;
 - (f) the cost of fuel required for cooking or heating food stuffs or water; and
 - (g) the wages of the employees serving in the canteen and the cost of uniforms, if any provided to them.
- (iii) the charges per portion of food stuff, beverages and any other items served in the canteen shall be conspicuously displayed in the canteen.

73. *Accounts.*—(1) All books of accounts, registers and any other documents used in connection with the running of the canteen shall be produced on demand to an Inspector.

(2) The accounts pertaining to the canteen shall be audited, once every twelve months, by registered accountants and auditors. The balance sheet prepared by the said auditors shall be submitted to the Canteen Managing Committee not later than two months after the closing of the audited accounts:

Provided that the accounts pertaining to the canteen in a Government factory having its own Accounts Department may be audited in such Department :

3[Provided further that where the canteen is managed by a Co-operative Society, registered under the Rajasthan Co-operative Societies Act, 1953 the accounts pertaining to such canteen may be audited in accordance with the provisions of the Rajasthan Co-operative Societies Act, 1953.]

74. *Managing Committee.*—(1) The Manager shall appoint a Canteen Managing Committee which shall be consulted from time to time as to:—

- (a) the quality and quantity of food stuffs to be served in the canteen;
- (b) the arrangement of the menus:

(c) times of meals in the canteen; and

(d) any other matter as may be directed by the Committee :

[Provided that where the canteen is managed by a Co-operative Society registered under the Rajasthan Co-operative Societies Act, 1953, it shall not be necessary to appoint a Canteen Managing Committee.]

(2) The Canteen Managing Committee shall consist of an equal number of persons nominated by the occupier and elected by the workers. The number of elected workers shall be in the proportion of 1 for every 1,000 workers employed in the factory; provided that in no case shall there be more than 5 or less than 2 workers on the Committee.

(3) The Manager shall determine and supervise the procedure for election to the Canteen Managing Committee.

(4) The Canteen Managing Committee shall be reconstituted every two years, the previous Managing Committee holding office till such time as the new Committee takes charge.

(5) Deleted.

²[75. *Food stuffs to be served and prices to be charged.*— (1)

The Inspector of Factories may, by an order in writing direct the Manager to provided in the canteen any item of food stuff if he is satisfied that such item is in general demand. Such order shall specify the size of each portion to be served, the number of portion which shall be available and the frequency of serving the particular item per week. Such order shall also specify the time limit within which the order shall be complied with.

(2) Food, drink and other items served in the canteen shall be sold on non-profit basis and in computing the charges to be made for such food, drink or other items the following items shall not be taken into consideration, namely:—

(a) the rent for the land and building;

(b) the depreciation and maintenance charges of the building and equipment provided for the Canteen;

- (c) the cost of purchase, repairs and replacement of equipment including furniture, crockery, cutlery and utensils;
- (d) the water charges and other charges incurred for lighting and ventilation; and
- (e) the interest "on the amounts" spent on the provision and maintenance of furniture and equipment provided for the canteen.]

Provided that where the canteen is managed by a Co-operative Society registered under the Rajasthan Co-operative Societies Act, 1953 such Society may include in the charges to be made for any such food, drink or other item served, a profit upto 5 per cent on its working capital employed in running the canteen.

Rules prescribed under section 47

76. *Shelters, rest rooms and lunch rooms.*—(1)[] .

(2) The shelters, or rest rooms and lunch rooms shall conform to the following standards and the manager of a factory shall submit for the approval of the Chief Inspector a site plan in duplicate of the building to be constructed or adapted.—

- (a) The building shall be soundly constructed and all the walls and roof shall be of suitable heat resisting materials and shall be water-proof. The floor and walls to a height of 1[one metre] shall be so laid or finished as to provide a smooth, hard and impervious surface.
- (b) The height of every room in the building shall be not less than 1[3.75metres] from floor level to the lowest part of the roof and there shall be at least 1[1.1 Sq. metre] of floor area for every person employed; provided that (i) workers who habitually go home for their meals during the rest periods may be excluded in calculating the number of workers to be accommodated, and (ii) in the case of factories in existence at the date of commencement of the Act where it is impracticable, owing to lack of space to provide 12 square feet of floor area for each person, such reduced floor area per person shall be provided as may be approved in writing by the Chief Inspector.
- (c) Effective and suitable provision shall be made in every room for securing and maintaining adequate ventilation by the circulation of fresh air and there shall also be provided and maintained sufficient and suitable natural or artificial lighting.
- (d) Every room shall be adequately furnished with chairs or benches with back-rests

- 1[(dd) Where in any factory washing facilities are not located near the rest or lunch room, a sufficient number of wash basins shall be provided in the lunch room.
- (e) Sweepers shall be employed whose primary duty is to keep the rooms, building and precincts thereof in a clean and tidy condition.

Rules 77 to 80 prescribed under sub-section (3) of section 48

77. Creches.—(1) 2[XXX].

(2) The creche shall be conveniently accessible to the mothers of the children accommodated therein and so far as is reasonably practicable it shall not be suitable in close proximity to any part of the factory where obnoxious fumes, dust or odours are given off or in which excessively noisy processes are carried on.

(3) The building in which the creche is situated shall be soundly constructed and all the walls and roof shall be of suitable heat resisting materials and shall be water-proof. The floor and internal walls of the creche shall be so laid or finished as to provide a smooth impervious surface.

(4) The height of the rooms in the building shall be not less than 2[3.75 sq. metres] from the floor to the lowest part of the roof and there shall be not less than 2[2.0 sq. metres] of floor area for each child to be accommodated.

(5) Effective and suitable provision shall be made in every part of the creche for securing and maintaining adequate ventilation by the circulation of fresh air.

(6) The creche shall be adequately furnished and equipped and in particular there shall be one suitable cot or cradle with the necessary bedding for each child (provided that for children over two years of age it will be sufficient if suitable bedding is made available), at least one chair or equivalent seating accommodation for the use of each mother while she is feeding or attending to her child, and a sufficient supply of suitable toys for the older children.

(7) A suitably fenced and shady open air play-ground shall be provided for the older children; provided that the Chief Inspector may by order in writing exempt any factory from compliance with this sub-rule if he is satisfied that there is not sufficient space available for the provision of such a play-ground.

78. Wash-room.—(1) There shall be in or adjoining the creche a suitable wash-room for the washing of the children and their clothing. The wash-room shall conform to the following standards:--

(a) The floor and internal walls of the room to a height

of 1[1 metre] shall be so laid or finished as to provide a smooth impervious surface. The room shall be adequately lighted and ventilated and the floor shall be effectively drained and maintained in a clean and tidy condition.

- (b) There shall be at least one basin or similar vessel for every four children accommodated in the creche at any one time together with a supply of water provided, if practicable, through taps from a source approved by the Health Officer. Such source shall be capable of yielding for each child a supply of at least five gallons of water a day.
- (c) An adequate supply of clean clothes, soap and clean towels shall be made available for each child while it is in the creche.

(2) Adjoining the washing-room referred to above, a latrine shall be provided for sole use of the children in the creche. The design of the latrine and the scale of accommodation to be provided shall either be approved by the Public Health Authorities or where there is no such Public Health Authority, by the Chief Inspector of Factories.

79. *Supply of milk and refreshment.*—At least half a pint of clean pure milk shall be available for each child on every day it is accommodated in the creche and the mother of such a child shall be allowed in the course of her daily work for intervals of at least 15 minutes each (other than those allowed under section 55) to feed the child. For children above two years of age there shall be provided in addition an adequate supply of wholesome refreshment.

2[80. *Creche Staff.*—For each creche there shall be appointed a woman incharge and an adequate number of female attendants to help the woman incharge. The creche staff shall be provided with suitable clean clothes for use while on duty.]

3[80A. *Qualification of a woman incharge.*—(1) Except as provided in sub-rule (2) no woman shall be appointed under rule 80 as a woman incharge of a creche after the 1st of June, 1965 unless she produces a certificate that she has undergone training for a period of not less than 18 months in a hospital maternity home or nursing house approved in this behalf by the Chief Inspector of Factories, or produce a certificate that she has received training for a pre-primary teacher in an institution approved by the State Government.

(2) The provisions of sub-rule (1) shall not apply in case of a woman who is incharge of a creche in a factory on the 1st June, 1965.]

CHAPTER VI

Working Hours of Adults

Rule prescribed under sub-rule (2) of section 52

81. *Compensatory holidays*.-- (1) Except in the case of workers engaged in any work which for technical reasons must be carried on continuously throughout the day, the compensatory holidays to be allowed under sub-section (1) of section 52 of the Act shall be so spaced that not more than two holidays are given in one week.

(2) The Manager of the Factory shall display, on or before the end of the month in which holidays are lost, a notice in respect of workers allowed compensatory holidays during the following month and of the dates thereof, at the place at which the Notice of Periods of Work prescribed under section 61 is displayed. Any subsequent change in the notice in respect of any compensatory holiday shall be made not less than three days in advance of the date of that holiday.

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

(4) (a) The Manager shall maintain a Register in Form No. 10:

Provided that, if the Chief Inspector of Factories is of the opinion that any muster-roll or register maintained as part of the routine of the factory, or return made by the Manager, gives in respect of any or all of the workers in the factory the particulars required for the enforcement of section 52, he may, by order in writing direct that such muster-roll or register or return shall, to the corresponding extent, be maintained in place of and be treated as the register or return required under this rule for that factory.

(b) The register maintained under clause (a) shall be preserved for a period of three years after the last entry in it and shall be produced before the Inspector on demand.

Muster-roll prescribed under sub-section (4) of section 59

65 from the provisions of section 51 or 54 shall keep a muster-roll in Form No. 11 showing the normal piece-work rate of pay, or the rate of pay per hour, of all exempted employees. In this muster-roll shall be correctly entered the over-time hours of work and payments therefore of all exempted workers. The muster-roll in Form No. 11 shall always be available for inspection.

1[82 A. *Cash equivalent of concession in food supplies etc.*—The cash equivalent of the advantage occurring through the concessional sale to a worker of food-grains and other articles shall be computed at the end every wage period fixed under the provisions of the payment of Wages Act, 1936.]

1[82 B. *Method of computing cash equivalent.*—For the purpose of computing cash equivalent of the advantage occurring through the concessional sale to a worker of food-grains and other articles, the difference between the value of food-grains and other articles at the average rates in the nearest market prevailing during the wage period in which over-time was worked and value of food-grains and other articles supplied at concessional rates shall be calculated and allowed for the number of over time hours worked.

This Rule shall not apply to any Federal Railway Factory whose alternative method of computation has been approved by the State Government.]

2[82 C. *Overtime slips.*—The period of overtime worked shall be entered in overtime slips in duplicate, a copy of which duly signed by the Manager or by a person duly authorised by him shall be given to the worker immediately after completion of the overtime work.]

Rules prescribed under section 60.

83. *Double employment of workers.*—(a) The Inspector of Factories may sanction the employment of adult worker in more than one factory on the same day if he is satisfied that such adult worker is allowed to work not more than 48 hours in a week and is allowed Weekly Holidays as per section 52.

(b) A note under the initials of the Inspector shall be made in the remarks column of register of such workers, permitted to work in more than one factory.

Notice prescribed under sub-section (b) of section 61.

84. *The notice of periods of work for adults.*—The notice of periods of work for adult workers shall be in Form No. 12

Register prescribed under sub-section (2) of section 62.

85. *Register of adult workers.*—The Register of adult workers shall be in Form No. 13.

[This register shall be written up afresh each year and shall be preserved for a period of 12 months from the date of last entry in it.]

2[86. *Persons to hold position of Supervision or Management.*—The following persons shall be deemed to hold position of supervision or management.—

- (a) All persons specified in the schedule annexed thereto.
- (b) Any other person who in the opinion of the Chief Inspector holds a position of Supervision or Management in a factory and is declared so in writing by him on application by the Manager of the Factory under such condition as may be imposed by the Chief Inspector:

Provided that the persons so declared shall be drawing a salary of not less than Rs. 500/- per month inclusive of all allowances.

SCHEDULE

List of persons to hold positions of supervision or management in Factories :—

I—All Factories

1. Manager
2. Assistant Manager

3. Labour Officer
4. Welfare Officer
5. Departmental heads and Assistants
6. Engineers (including Assistant Engineers)
7. Head Store-keepers

Such boiler attendants who are in charge of battery of boilers and are only required to do the supervisory work.

8. Technical experts
9. Head Electrician.

II – Engineering Workshop

1. Foremen
2. Inspectors
3. Chageman
4. Workshop overseers

(In addition to persons in the list "I. All Factories" above)

III— Spinning and Weaving Mills Engineering Department

1. Foremen Mechanics

Spinning Department

1. Jobbers or Muccadams

(Note:—Spinning Department shall, for the purpose of this rule, be deemed to include also the blowing, carding, drawing & frame Department)

Weaving Department

1. Jobbers, Overseers or Muccadams.

(Weaving Departments shall, for the purpose of this rule

Dyeing, Bleaching, Folding, Calendering, Finishing and Cloth Printing Departments.

Jobbers, Overseers or Muccadams.

(In addition to persons in the list 'I. All Factories' above)

1["87. *Persons to hold confidential positions.*—(1) Head time keeper employed in a factory shall be deemed to be employed in a confidential position in the factory.

(2) Any other person who in the opinion of the Chief Inspector holds a confidential position in the factory and is declared so in writing by him, on application by the manager of the factory under such conditions as may be imposed by the Chief Inspector".]

Provided that the persons so declared shall be drawing a salary of not less than Rs. 500/- per month inclusive of all allowances.

1["88. *List to be maintained of persons holding confidential position or position of supervision or management.*—A list showing the names, designation and nature of work of all such persons to whom the provisions of sub-section (1) of section 64 have been applied shall be maintained in every factory, and a copy thereof shall be, sent to the Inspector.".]

1["89. *Exemption of certain adult workers.*—Adult workers engaged in factories specified in column 3 of the Schedule hereto annexed on the work specified in column 4 of the said schedule shall be exempted from the provisions of the sections specified in column 5 of the said schedule subject to the conditions, if any, specified in column 6 of the said schedule".]

Provided that :—

- (1) No female adult worker shall be required or allowed to work for more than nine hours on any day except in the case of urgent repairs covered by item (f) of the said schedule and no male adult worker shall be required or allowed to work for more than ten hours on any day.
- (2) no male adult worker shall be required or allowed to work in any quarter for more than fifty hours over time on weekly limits.

- (3) period of work for each male adult worker shall be so arranged that inclusive of his interval rest they shall not spread over more than twelve hours in any day :

Provided further that the restrictions imposed by sub-clause (2) and (3) shall not apply in the case of a shift worker engaged in factories specified against Serial Nos. 9, 11 to 21, 23 to 34 (i), 35 (i), 43, 45 and 57 (i) of the schedule and allowed to work in the whole or part of the subsequent shift in place of a worker who has failed to report for duty.

Section of the Act empowering exemption	Class of factory	Nature of exempted work	Extent of exemption	Conditions
2	3	4	5	6

(2) (a) and (3) All factories Urgent repairs. (Urgent repairs shall mean work to be done to machinery of plant but only so far as may be necessary to avoid serious interference with the ordinary working of the undertaking.

Sections 51, 52, 54, 55, 56 and 61

(a) Unless the Inspector gives permission in writing for reporting otherwise than as herein laid down, the employment of persons on urgent repairs, the manager,
 (i) Shall send within twenty four hours of the commencement of work on urgent repairs, written notice to the Inspector describing briefly the nature of the urgent repairs and the probable period of their duration, and

(ii) Shall send weekly during the continuance of work on urgent repairs, a statement giving the names of all the persons, who have worked for more than nine hours in any one day or for more than forty eight hours of the preceding week in a factory. Such statement shall also show total number of hours worked each day of the week.

(b) If the Inspector is of opinion that any work being carried on or likely to be carried on in factory as "Urgent repairs" is not "Urgent repairs," the Inspector shall serve the manager an order to that effect and the manager shall in respect of such work not allow any worker to work in contravention of the provisions of sections 51,52,54,55,56 and shall comply with the provision of section 61.

All factories other than on continuous process

(a) Such workers shall be allowed not less than two holidays in each period covered by four consecutive statutory factory holidays and shall not be allowed to work for more than six hours on any of the other two weekly holidays.

Works performed by:
(i) All workers attending to engines and boilers or generators of gas preparatory to the commencement of regular work.

4(2) (b)
2) (h)
3)

(b) The notice required by section 52 shall be delivered to the office of the Inspector showing on which days holidays will be allowed.

(ii) Workers attending to mill gearings, starting, stopping and maintaining electric motors and connected switch gear.
(iii) Departmental oilers.

(c) Intervals for food and rest shall be given to all workers allowed to work on such work.

(iv) Workers attending to mechanical or electric lifts.

(d) No workers shall be allowed to

work for more than fifty-four hours in any one week, and

(e) Register or muster-roll required to be maintained under section 62 shall show correctly full particulars of periods within which each such worker may be required to work. The entries in the register or muster-roll shall be up-to-date.

64(2) (b) and 64(3)

All factories

Work performed by drivers on lighting, ventilating and humidifying apparatus

Sections 51,54, 55, 56 and 61

(a) Intervals for food and rest shall be given to all such workers.

(b) Register or muster-roll required to be maintained under sec. 62 shall show correctly full particulars of periods within which each such worker may be required to work. The entries in the register or muster-roll shall be up-to-date.

64(2) (b) and 64(3)

(f) All factories

Work performed on the steam of water pipes or pumps of a factory

Sections 51,54, 55,56 and 61

Register or muster-roll required to be maintained under section 62 shall show correctly full particulars of periods within which each such worker may be required to work. The entries in the register or muster-roll shall be up-to-date.

- (ii) Cotton Spinning and Weaving Mills
 Work involved in cleaning blow room and Flues
 Sections 51,54 and 56
- (a) No worker shall be allowed to work for more than fifty-one hours in any one week.
- (b) No worker shall be allowed to work in such manner that the spread over exceeds ten and a half hours except on one day in a week previously notified to the Inspector when it shall not exceed twelve hours.
- (2) (b) Dyeing and bleaching Factories or departments
 Work performed by kiermen
 Sections 51,54 and 56.
- (2) (b) Cloth printing factories or departments of factories carrying on printing, sanforizing, finishing and mercerising of cloth
 Work in the nature of preparatory or complementary to main operations
 Sections 51,54 and 56
- (a) No worker shall be allowed to work for more than fifty-one hours in any one week.
- (b) No worker shall be allowed to work in such manner that the spread over exceeds ten and a half hours except on one day in a week previously notified to the Inspector when it shall not exceed twelve hours.
- The intervals for food and rest totalling one hour if working hours exceed eight and a half in a day or half an hour, if working hours do not exceed eight and half hours shall be given to each worker every day and the register or muster-roll maintained in accordance with section 62 shall show correctly the periods of work of each worker.

-do-

2	3	4	5	6
(2) (d)	Cloth printing factories or departments or factories and bleaching, raising, finishing, mercerising, dyeing, singeing and sanforising departments of factories	All work	Section 55	Workers shall be allowed to work on shift of no longer than eight hours duration.
(2) (b)	All factories other than Cotton, spinning and weaving mills	(a) Work performed by oilers and (b) Work in mechanic shops, smithies or foundries so far as such work is complementary to the main operations	Sections 51, 54 and 56	This exemption shall not apply:— (i) in the case of work performed by oilers, where these workers or the factories in which the work have been exempted from the provisions of section 52 or 55 and, (ii) to the work in the mechanic shop, smithy or foundry portion of Engg. Workshop or to a smithy or foundry used solely as such.

64(2)(d) 64(3)
and 64(4)

Oil Tank in-
stallations

Work performed by
workers in connec-
tion with pumping
operations

Sections 51, 52,
54, 55, 56 and 61

(a) Intervals for food and rest shall be given to all workers allowed to work on such work;

(b) A compensatory rest period of at least twenty-four consecutive hours shall be given to each worker after the cessation of the pumping operations continuing after 10 p.m.;

(c) Notice of such pumping operations with the number of workers allowed to work shall be sent to the Inspector as soon as possible after commencement of such work.;

(d) Exemption from section 61 shall be availed of only during the continuance of pumping operations.

64(2) (d)
and 64(4)

Public elec-
tricity supply
factories
generating
electricity in
any manner
and those
engine rooms
and boilers
department
generating
electricity in

Operation and main-
tenance of

(i) Prime movers
and auxiliaries, gen-
erators, transformers
and switch gear;
(ii) Boilers and auxi-
liaries

Sections, 51, 52,
54, 55 and 56

(a) The workers shall be allowed to work on shift of no longer than eight hours duration.

(b) In the absence of a worker who has failed to report for duty, a shift worker may be allowed to work the whole or part of a subsequent shift provided that the next shift of the shift worker shall not commence before a period of 16 hours has elapsed after the (specified) stopping time of the shift to which the worker belongs;

any manner for their own use employing workers on shifts of not more than eight hours each

(c) No worker shall be allowed to work for more than fifty-six hours in any one week except that when employed as in condition;

(d) above he shall not be allowed to work for more than sixty-four hours in any one week;

(e) such workers shall be allowed not less than two holidays in each period covered by four consecutive statutory factory holidays.

64(2) (d) and Electrical receiving stations and substations or in any factory, the departments of the factory receiving and distributing electrical energy for the use of the factory

Operations and maintenance of transformers and their auxiliaries including receiving and distributing switch gear lighting, arrestors, synchronous and other condensers and rotary and static condensers

As in exemption No. 10.

Sections 51,52, 54,55 and 56

As in exemption No. 10.

Factories or departments of factories charging electrical accumulators

-do-

Sections 51,52, 53,54,55 and 56

Distilleries

-do-

Work on the extraction of sugar from various basis, fermentation of sugar juice and distillation of fermented wash

-do-

-do-

Sugar factory

-do-

Operations beginning with receiving and weighing of cane and ending with bagging of sugar

-do-

-do-

Chemical factories

-do-

All continuous process work

Sections 51,52, 54, 55 and 56

-do-

Rayon and Synthetic fibre factories

-do-

All continuous process work

-do-

-do-

(2)(d) and 4(4)

Vegetable oil hydrogenation, bleaching, filtering, generation of

Sections 51,52, 54, 55 and 56

-do-

2

3

4

5

6

hydrogen, hydro-
genating and deorish-
ing processes also
compression of oxygen
and the cylinder fil-
ling

(2)(d) and
4(4)

Magnesium
Chloride
factories

The work on con-
centrating process

Sections 51,52,
54,55 and 56
As in exemption No. 10.

--do--

Public pum-
ping and
compressor
stations

All work

--do--

--do--

--do--

Water supply
pumping fac-
tories of rail-
way work-
shops

All work

--do--

--do--

--do--

Ice factories

Work of the engine
and compressor dri-
vers and assistants
and oilers

--do--

--do--

--do--

Carbonic acid
gas work.

Work of firemen,
pumpmen, plant dri-

--do--

--do--

(f)	Carbonic acid gas work	Work of fireman to light Lye boiler	Sections 51,54 and 55	These exemptions shall be availed of only one day when plant is restarted after closure.
(d) and (4)	Carbonic acid gas solli-dification works	All work except packing blocks	Sections 51,52, 54, 55 and 56	As in exemption No. 10.
-do-	Oxygen factories	Engine and Plant drivers, oilers and filling of cylinders	-do-	-do-
(d)	Coal gas factories and departments	All work in the retort house and on the water gas plant, work of the male yard labour staff in unloading coal, feeding hoppers and removing coke, work on the syphones, boilers, station meters and governors	-do-	-do-
(d) and)	Hydraulic pumping stations	All work	Sections 51,52, 54 55 and 56	-do-

(d) &	3	4	5	6
-do-	Paper card-board and straw board factories working on three eight hours shift system	Work performed by male adult workers on choppers, strainers and washers, Reaking on three machines, pumping plants, reelers and cutters, Kheeders and digesters.	Sections 51,52,54, 55 & 56	As in exemption No. 10.
-do-	Cement factories and asbestos cement factories	All work on continuous process units	-do-	-do-
-do-	Glycerine factories	All continuous process work	-do-	-do-
-do-	Dextrine manufacturing factories	-do-	-do-	-do-
-do-	Acetyline factories	Generation of gas and filling of Cylinders	-do-	-do-
-do-	Starch Factories working in 8 hours shifts	All work except the engineering department and workshop	-do-	-do-

-do-	Potassium chloride factories.	Work in the cell room.	-do-	-do-
2)(d) and (4)	(i) Ferrous and non ferrous metal factories. (ii) -do-	All work on furnace	Sections 51,52, 54,55 and 56	As in exemption No. 10.
-do-	(i) Sodium potassium bicromate factories Oil Mills	Hot rolling	Section 55	Workers shall be allowed to work on shifts not longer than eight hours duration. As in exemption No. 10
-do-	Flour Mills	All continuous Process work. All work	Sections 51,52, 54,55 and 56	-do-
2)(b)	(i) Gur Factories	The work performed by workers in crushing sugarcane	Sections 51, 55 and 56	-do-
2)(c) and (3)	(ii) Gur Factories	All other work except crushing sugarcane	Sections 51, 54, 55,56 and 61	A notice showing the periods of work of the crusher shall be exhibited in the factory and a copy shall be sent to the Inspector.
4(2) (d)	Cement tiles factories	Work on the 'Curing' of tiles	Sections 51 and 52	(a) No worker shall be allowed to work for more than four hours on any of the weekly holidays.

(b) No worker shall be allowed to work on consecutive weekly holidays.

(c) No worker shall be allowed to work in excess of limits of weekly hours of work as laid down in section 51 except during the week, when the worker work on a weekly holiday as in (a) above and when his total hours of work may be allowed to exceed the weekly limit laid down in section 51 by the number of hours not exceeding 4 worked on the weekly holidays.

(2)(c) and Salt Factories Work performed by Sections 51,54
(3) 'Baramassees' on 55,56 and 61
Salt Kyars.

(a) Intervals for food and rest shall be given to all workers allowed to work on such work.

(b) Register or muster roll required to be maintained under Section 62 shall show correctly full particulars of periods within which each such worker may be required to work, entries in the register or muster roll shall be up-to-date.

(2)(g) and Salt Factories All workers
(3)

No worker shall be allowed to work on consecutive weekly holidays.

(-do -	Rice Mills	Works of persons employed in drying lifting and storing of paddy.	-do -	No worker shall be allowed to work on consecutive weekly holidays.
(2) and	Glass factories	All work except packing work in Engineering Department	Sections 51, 52, 54 55 and 56	As in exemption No. 10.
(d)	Smelting & Refining factories	(i) Work on the reducing furnace (ii) All continuous process work in Electrolytic refining factories.	Section 55	(a) The workers shall be allowed to work on shifts of not longer than eight hours duration. (b) Intervals for food and rest shall be given to all workers allowed to work on such work.
(d) and	Rubber tyre factories	All work on curing process	Sections 51, 54, 55 & 56	(a) The workers shall be allowed to work on shifts of not longer than eight hours duration. (b) In the absence of worker who has failed to report for duty a shift worker may be allowed to work the whole or part of a subsequent shifts, provided that the next shift of the shift worker shall not commence before a period of 16 hours has elapsed after the (specified) stopping time of the shift to which the worker belongs.
(d)	Soap Factories	Work on soap boiling pans and soap drying pans.	Section 55	Worker shall be allowed to work on shifts of not longer than eight hours duration.

2)	(d)	Pottery work (i) Work of firemen on kilns	Section 55	(a) Workers shall be allowed to work on shift of not longer than eight hours duration.
2)	(d)	(ii) Work on tunnel kilns.	Sections 52 & 55	(b) No worker shall be allowed work on consecutive weekly holidays.
2)	(d)	Brick Factories	Section 55	As in exemption No. 46.
2)	(d)	Plastic factories	Section 55	-do-
2)	(c)	Pharmaceutical Factories	Section 55	As in exemption No. 46.
2)	(i)	All Factories	Section 55	The intervals for food and rest totalling one hour if working hours exceed eight and a half in a day or half an hour if working hours does not exceed eight and half hours shall be given to each worker every day and the same noted in the register of muster roll maintained in accordance with section 62.
2)	(i)	Newspaper printing press	Sections 51,54, 55 and 56	(a) No worker shall be allowed to work for more than 56 hours in any Week.

- (b) All work on weekly newspaper Sections 51,54, 55 and 56. (b) No over time shall be carried on except for two days prior to the date of publication of the weekly newspaper.
- (c) The exemption under this entry shall be availed of only in that section of the press where there is a break down of machinery.
- (i) & All Factories Loading and un-loading of Railway waggons Lorries and trucks] Sections 51,52, 54, 55 & 56 Exemption from section 61 may be availed of provided that every worker at the end of the days' work supplied with a note showing the total No. of hours of work put in by such worker.
- (d) Cycle Manufacturing Factories Work in colouring and enamelling section and semi-automatic plating plant Section 55 As in exemption No. 46.
- (d) Confectionery manufacturing Confectionery making of malted chocolate flavoured food & chocolate making Section 55 As in exemption No. 46.
- (d) Chemical products Factories Process of manufacturing Activated Carbon Sections 51, 52, 54,55 and 56 (a) The workers shall be allowed to work on shift of not longer than eight hours duration. (b) No worker shall be allowed to work in such a manner that the spread-

over exceeds twelve hours in any day and this shall be permissible only in cases when a shift reliver working on continuous process does not attend at the correct time and alternative relief cannot be arranged.

(c) No worker shall be allowed to work more than fifty six hours in any one week except that when employed as in condition (b) above he shall not be allowed to work for more than sixty four hours in any week.

(d) Such workers shall be allowed not less than two holidays in each period covered by four consecutive statutory holidays.

As in exemption No. 10.

(d) and Power Cable Work on improg- Sections 51,52,
Factories nation of paper in- 54,55 and 56
sulated laid up
cables

~do~ Work on wire annealing Section 55
furnaces lead
sheathing and armou-
ring

d) Cotton Spin- Work on hot air sizing Section 55
ning and machines
Weaving Mills

Workers shall be allowed to work one shift of not longer than eight hours duration.

(i) Workers shall be allowed to work on shift of not longer than eight hours duration.

(ii) Workers shall be given specified rest intervals for food and rest.

The following shall be considered to be urgent repairs:—

- (a) Repairs to any part of the machinery plant or structure of a factory which are of such a nature that delay in their execution would involve danger to human life or safety or the stoppage of manufacturing processes.
- (b) Break down repairs to the motive power, transmission or other essential plant of other factories, collieries, railways, dockyards, harbours, tramways, transport, gas electrical generating and transmission pumping or similar essential or public utility services carried out in general engineering works and foundries and which are necessary to enable such concerns to maintain their main manufacturing processes production or services during normal working hours.
- (c) Repairs to deep sea ships and repairs to commercial aircrafts done in a factory which are essential to enable such ships, aircraft to leave port at proper time or continue their normal operations in a sea or air worthy condition as the case may be.
- (d) Repairs in connection with a change of active power from steam to electricity or *vice versa*, when such work cannot possible be done without stoppage of the normal manufacturing process.

2. Periodical cleaning is not included in the terms "examining" or "repairing".

CHAPTER VII

*Employment of Young Persons.***Notice prescribed under sub-section (3) of section 72.**

90. *Notice of periods of work for children.*—The notice of periods of work for child workers shall be in Form No. 14.

Register prescribed under sub-section (2) of section 73.

91. *Register of child workers.*—The Register of child workers shall be in Form No. 15.

[This register shall be written up afresh each year and shall be preserved for a period of 12 months from the date of last entry in it.]

1. Added vide Notification No. F. 3 (58) L & E/64, dated 25-3-68 published in Gazette, Part-IV (C), dated 11-7-68.

CHAPTER VIII

Leave with wages

Rules 92 to 99 prescribed under sections 83 and 112.

92. *Leave with wages Register.*—(1) The Manager shall keep a Register in Form No. 16 hereinafter called the Leave with Wages Register:

Provided that if the Chief Inspector is of the opinion that any muster-roll or register maintained as part of the routine of the factory, or return made by the Manager, gives, in respect of any or all of the workers in the factory, the particulars required for the enforcement of Chapter VIII of the Act, he may, by order in writing direct that such muster-roll or register or return shall, to the corresponding extent, be maintained in place of and be treated as the register or return required under this Rule in respect of that factory.

(2) The Leave with Wages Register shall be preserved for a period of three years after the last entry in it and shall be produced before the Inspector on demand.

93. *Leave Book.*—(1) The Manager shall provide each worker who has become entitled to leave during a calendar year with a book in Form No. 17 (hereinafter called the Leave Book) not later than 31st January of the following calendar year. The leave book shall be the property of the workers and the Manager or his agent will not demand it except to make entries of the date, holidays or interruptions in service, and shall not keep it for more than a week at a time :

Provided that in case of a worker who is discharged or dismissed from service during the course of the year i. e. who is covered under sub-section (3) of section 79 of the Factories Act, 1948, the Manager shall issue an abstract from the "Register of Leave with Wages" in (Form No. 16) within a week from the date of discharge or dismissal, as the case may be.]

(2) If a worker loses his Leave Book, the Manager shall provide him with another copy on the payment of 15 naye Paise and shall complete it from his record.

1[94. *Medical Certificate*.—If a worker is absent from work due to his illness and he wants to avail himself of the leave with wages due to him to cover the whole or part of the period of his illness under the provisions of clause (7) of section 79 of Chapter VIII as revised by the Factories (Amendment) Act, 1954 he shall, if required by the Manager produce a Medical Certificate signed by a registered Medical Practitioner or by a registered or recognised Vaid or Hakim stating the cause of absence and the period of which the worker is, in the opinion of such Medical Practitioner, Vaid or Hakim, unable to attend to his work, or other reliable evidence to prove that he was actually sick during the period for which the leave is to be availed of.

95. *Notice to Inspector of involuntary unemployment*.—The Manager shall give, as soon as possible, a notice to the Inspector of every case of involuntary unemployment of workers, giving numbers of unemployed and the reason for their unemployment. Entries to this effect shall be made in the Leave with Wages Register and the Leave Book in respect of each worker concerned.

2[96. *Notice by workers*.—Before or at the end of every Calendar year a worker, who may be required to avail of leave in accordance with sub-section (8) of section 79 of the Factories Act, 1948, may give notice to the Manager of his intention not to avail himself of the leave with wages, falling during the following calendar year. The Manager shall make an entry to that effect in the Leave with Wages Register and in the Leave Book of the worker concerned.

97. *Notice of leave with wages*.—(1) Except in regard to a worker who has given notice of his intention not to avail himself of leave with wages in the year in which these fall due, the Manager shall by a notice displayed at the place at which the notice of the periods of work required by section 61 is displayed fix the dates on which leave with wages shall be allowed to each worker or group of workers including any worker who has accumulated his leave. This date shall not in an individual case, be earlier than four weeks from the date of notice unless the worker agrees to take the leave earlier. The necessary entries shall be made in the Leave with Wages Register and the Leave Book of the worker concerned.

1. Substituted vide Government Notification No. F. 18 (4) Lab./52 dated 13-8-57, published in Rajasthan Gazette, Part-IV (C) dated 19-9-57.

(2) As far as circumstances permit, members of the same family, comprising husband, wife and children shall be allowed leave on the same date.

(3) The Manager may alter the dates fixed for leave only after giving a notice of four weeks to the worker.

(4) A worker may exchange the period of his leave with another worker subject to the approval of the Manager.

1[97-A. *Cash Equivalents of concession earned during leave.*—The cash equivalent of the advantage occurring through the concessional sale of food-grains and other articles payable to workers proceeding on leave shall be the difference between the value at the average rates in the nearest market prevailing during the month immediately preceding his leave and the value at the concessional rates allowed of food-grains and other articles he is entitled to.

For the purpose of the cash equivalent monthly average market-rate of food-grains and other articles shall be computed at the end of every month.]

2[98. *Payment of Wages if the worker dies.*—If a worker dies before he resumes work, the balance of his pay, due for the period of leave with wages not availed of, shall be paid to his nominee within one week of the receipt intimation of death of the worker. For this purpose each worker shall submit a nomination in the Form No. 18 duly signed by himself and attested by two witnesses. The nomination shall remain in force until it is cancelled or revised by another nomination.]

99. *Register to be maintained in case of exemption under section 84(1).*—Where an exemption is granted under section 84 the Manager shall maintain a Register showing the position of each worker as regards leave due, leave taken and wages granted.

(2) He shall display at the main entrance of the factory, a notice giving full details of the system established in the factory, for leave with wages and shall send a copy of it to the Inspector.

(3) No alteration shall be made in the scheme approved by the State Government at the time of granting exemption under section 84 without its previous sanction.

1. Added vide Government Notification No. F. 18(4) Lab./52, dated 13-8-57, published in Rajasthan Gazette, Part IV (C), dated 19-9-57.

CHAPTER IX

*Special Provisions.***Rule prescribed under section 87.**

100. *Dangerous 3 (Manufacturing Process or operation).*—(1)
The following operations when carried on in any factory are declared to be dangerous operation under section 87 :—

1. Manufacture of aerated water and processes incidental thereto.
2. Electrolytic plating or oxidation of metal articles by use of an electrolyte containing chromic acid or other chromium compounds.
3. Manufacture and repair of electric accumulators.
4. Glass manufacture.
5. Grinding or glazing of metals.
6. Manufacture and treatment of lead and certain compounds of lead.
- 1[7. Generation of gas from dangerous petroleum as defined in Petroleum Act, 1934 (Central Act 30 of 1934).]
- 2[8. Cleaning or smoothing, roughening, etc. of articles, by a jet of sand metal shot or grit, or other abrasive propelled by a blast of compressed air or steam.
9. Liming and tanning of raw hides and skins and processes incidental thereto.

1. Substituted vide Notification No. F.3(35) Ind./c/49, 2943 dated 24-7-61, published in Gazette, Part-IV (C), dated 28-9-61.

2. Substituted vide Notification No. F 2(3) (9) L & E /65, dated 20-11-68, published in Rajasthan Gazette, Part-IV (C), dated 20-3-69.

10. Manufacture of chemicals and processes incidental thereto.

11. Manufacture of pottery and processes incidental thereto.

12. Printing presses and type foundries-certain lead processes carried therein.

13. Manufacture of bangles and other articles from cinematograph film and toxic and inflammable solvents; and]

14. Compression of oxygen and hydrogen produced by the Electrolysis of water.]

15. 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.

16. Manufacture of articles from refractory materials including manufactures of refractory bricks.

17. Handling and Manipulation of corrosive (liquids and substances)]

18. manufacture or Manipulation of Carcenogenic Dye Intermediates.]

19. Process of extracting vegetable oils from oil cakes in solvent extraction plant.

20. Manufacture or Manipulation of manganese and its compounds.

1. Added vide Notification No. F. 3 (21) L&E/64, dated 27-6-64, published in Rajasthan Gazette, Part IV (C), dated 1-10-64.

2. Added vide Notification No. F.3 (46) (9) L&E/64, dated 28-7-66, published in Rajasthan Gazette, Part IV (C), dated 25-8-66.

3. Added vide Government Notification No. F.2 (3) (9) L&E/65, dated 20-11-68, published in Rajasthan Gazette, Part IV (C), dated 20-3-69.

4. Added vide Government Notification No. F. (5)/(5) L&E/67, dated 10-6-70, published in Rajasthan Gazette, Part IV (C), dated 10-6-70.

5. Inserted vide Notification No. F.1(2) (8) LAB/68, dated

- 1[21. Manufacture, handling and use of Benzene.
 22. Carbon Disulphide Plants.
 23. Manufacture and Manipulation of Dangerous pesticides.]

(2) The provisions specified in the Schedules annexed hereto shall apply to any class or description of factories wherein dangerous 2[Manufacturing Process or Operation] specified in each Schedule are carried out.

- (2A) (a) for the medical examination of workers to be carried out by the certifying surgeon as required by the schedule annexed to this rule, the occupier of the factory shall pay fees at the rate of Rs. 10/- per examination of each worker every time he is examined;
- (b) the fees prescribed in sub-rule (2A) shall be exclusive of any charges for biological, radiological or other tests which may have to be carried out in connection with the medical examinations, such charges shall be payable by the occupier.
- (c) the fees to be paid for medical examination shall be paid into the local treasury under the head of account "087-Labour & Employment Fees realised under the Factories Act."

4[(3) × ×]

SCHEDULE I

(Manufacture of Aerated Waters and processes incidental thereto)

1. *Fencing of machines.*—All machines for filling bottles or syphons shall be so constructed, placed or fenced, as to prevent, as far as may be practicable, a fragment of a bursting bottle or syphons from striking any person employed in the factory.

2. *Face-guards and gauntlets.*—(1) The occupier shall provide and maintain in good condition for the use of all persons engaged in filling bottles or syphons :—

- (a) suitable face-guards to protect the face, neck and throat;
 and

- (b) suitable gauntlets for both arms to protect the whole hand and arms :

Provided that—

- (i) paragraph 2 (1) shall not apply where bottles are filled by means of an automatic machine so constructed that no fragment of a bursting bottle can escape, and
- (ii) where a machine is so constructed that only one arm of the bottle at work upon it is exposed to danger, a gauntlet need not be provided for the arm which is not exposed to danger.
- (2) The occupier shall provide and maintain in good condition for the use of all persons engaged in corking, crowning, screwing, wiring, foiling, capsuling, sighting or labeling bottles or syphons—

- (a) suitable face-guards to protect the face, neck and throat, and
- (b) suitable gauntlets for both arms to protect the arm and at least half of the palm and the space between the thumb and forefinger.

3. *Wearing of face-guards and gauntlets.*—All persons engaged in any of the processes specified in paragraph 2 shall, while at work in such processes, wear the face-guards and gauntlets provided under the provisions of the said paragraph.

SCHEDULE II

(Electrolytic plating or Oxidation of Metal articles by use of an Electrolyte containing Chromic Acid or other Chromium Compounds.)

1. *Definitions.*—For the purposes of this Schedule.—

- (a) “Electrolytic chromium process” means the electrolytic plating or oxidation of metal articles by the use of an electrolyte containing chromic acid or other chromium compounds.

- (c) "Employed" means in paragraphs 5, 7, 8 and 9 of this Schedule, employed in any process involving contact with liquid from a bath.
- (d) "Suspension" means suspension from employment in any process involving contact with liquid from any bath by written certificate in the Health Register, signed by the Certifying Surgeon, who shall have power of suspension as regards all persons employed in any such process.

2. *Exhaust draught.*—An efficient exhaust draught shall be applied to every vessel in which an electrolytic chromium process is carried on. Such draught shall be provided by mechanical means and shall operate on the vapour or spray given off in the process as near as may be at the point of origin. The exhaust draught appliance shall be so constructed, arranged and maintained as to prevent the vapour or spray entering into any room or place in which work is carried on.

3. *Prohibition relating to women and young persons.*—No woman, adolescent or child shall be employed or permitted to work at a bath.

4. *Floor of work-rooms.*—The floor of every room containing a bath shall be impervious to water. The floor shall be maintained in good and level condition and shall be washed down at least once a day.

5. *Protective clothing.*—(1) The Occupier of the Factory shall provide and maintain in good and clean condition the following articles of protective clothing for the use of all persons employed or any process at which they are liable to come in contact with liquid from a bath and such clothing shall be worn by the persons concerned—

(a) water-proof aprons and bibs, and

(b) for persons actually working at a bath loosefitting rubber gloves and rubber boots or other waterproof footwear.

(2) The occupier shall provide and maintain for the use of all persons employed suitable accommodation for the storage and adequate arrangements for the drying of the protective clothing.

6. *Medical requisites.*—The occupier shall provide and

1["7. *Medical Examination*.—(a) Every person employed in electrolytic chrome process, shall be examined by a certifying surgeon within 30 days of his first employment in the said process and if found fit, shall be granted by the certifying surgeon a certificate of 'fitness' in Form No. 30 and after the first examination, shall be examined by the certifying surgeon at intervals of not more than 3 months. Provided that when the Chief Inspector of Factories is of the opinion that conditions of work in the said process are unsatisfactory, he may by an order in writing require the Manager of the factory to have the persons employed in the said process medically examined by a certifying surgeon at more frequent intervals.

(b) If at any time, the certifying surgeon is of the opinion that any person is no longer fit for employment in the said process on the grounds that continuance therein would involve special danger to the health of the worker, he shall cancel the certificate of fitness issued to him.

Surgeon may, after examination suspend the said person from working in the said process. No person shall be employed after suspension without written sanction from the certifying surgeon a certificate of fitness "to the Health register."

8. *Cautionary placard*.—A cautionary placard in the form specified by the Chief Inspector and printed in the language of the majority of the workers employed shall be affixed in a prominent place in the factory where it can be easily and conveniently read by the workers.

1["9. *Weekly Examinations*.—(a) The occupier of every factory shall appoint a qualified medical practitioner, whose appointment shall be subject to confirmation by the Chief Inspector.

(b) No person shall be employed in electrolytic-chrome process unless he has been examined and found fit for the said process by the qualified medical practitioner. Such Examination shall include inspection of hands, fore-arms and nose and will be carried out at intervals of not more than one week. The results of such examination shall be maintained in a Health Register in Form 19A. The register shall be kept by the Manager and shall contain the names of all persons employed in the said process and the certificate of fitness in respect of each person issued by the certifying surgeon shall be attached thereto.

(c) If at any time, the registered medical practitioner is of opinion that any person is no longer fit for employment in the electrolytic chrome process, he shall make a record of his findings

in the health register and intimate the Manager in writing that the said person is unfit for work in the said process.

(d) A person so found unfit by the registered medical practitioner shall be sent by the Manager to the certifying Surgeon with a report from the registered medical practitioner. The certifying surgeon may, after examination suspend the said person from working in the said process. No person shall be employed after suspension without written sanction from the certifying surgeon on a certificate of "fitness" to the health register.

SCHEDULE III

(Manufacture and Repair of Electric Accumulators)

1. *Savings.*—This Schedule shall not apply to the manufacture or repair of Electric Accumulators or parts thereof not containing lead or any compound of lead; or to the repair on the premises, of any accumulator forming part of a stationery battery.

2. *Definitions.*—For the purposes of this Schedule.—

(a) "Lead process" means the melting of lead or any material containing lead, casting, pasting, lead burning, or any other work, including trimming, or any other abrading or cutting of pasted plates involving the use, movement or manipulation of, or contact with, any oxide of lead.

(b) "Manipulation of raw oxide of lead" means any lead process involving any manipulation or movement of raw oxides of lead other than its conveyance in a receptacle or by means of an implement from one operation to another.

(c) "Suspension" means suspension from employment in any lead process by written certificates in the Health Register (Form No. 17) signed by the Certifying Surgeon, who shall have power of suspension as regards all persons employed in any such process.

3. *Prohibition relating to women and young persons.*—No woman or young person shall be employed or permitted to work in any lead process or in any room in which the manipulation of raw oxide of lead or pasting is carried on.

4. *Separation of certain processes.*—Each of the following processes shall be carried on in such a manner and under such conditions as to secure effectual separation from one another, and from any other process :

- (b) Pasting;
- (c) Drying of pasted plates;
- (d) Formation with lead burning ("tacking") necessarily carried on in connection therewith;
- (e) Melting down of pasted plates.

5. *Air space.*—In every room in which a lead process is carried on, there shall be at least 1[14 cubic metres] of air space for each person employed therein and in Computing this air space no air at over 1[3.5 Metres] shall be taken into account.

6. *Ventilation.*—Every work-room shall be provided with inlets and outlets of adequate size as to secure and maintain efficient ventilation in all parts of the room.

7. *Distance between workers in pasting room.*—In every pasting room the distance between the centre of the working position of any paster and that of the paster working nearest to him shall not be less than 1[1.5 metres]

8. *Floor of workrooms.*—(1) The floor of every room in which a lead process is carried on shall be—

(a) of cement or similar material so as to be smooth and impervious to water;

(b) maintained in sound condition;

(c) kept free from materials, plant, or other obstruction not required for, or produced in, the process carried on in the room.

(2) In all such rooms other than grid casting shops the floor shall be—

(a) cleansed daily after being thoroughly sprayed with water at a time when no other work is being carried on in the room.

(3) In grid casting shops the floor shall be cleansed daily.

(4) Without prejudice to the requirements of sub-paragraphs (1); (2) and (3) where manipulation of raw oxide of lead or pasting is carried on, the floor shall also be—

- (a) kept constantly moist while work is being done;
- (b) provided with suitable and adequate arrangements for drainage;
- (c) thoroughly washed daily by means of a hose pipe.

9. *Work-benches.*— The work-benches at which any lead process is carried on shall—

- (a) have a smooth surface and be maintained in sound condition;
- (b) be kept free from all materials or plant not required for, or produced in, the process carried on thereat;

and all such work-benches other than those in grid casting shops shall—

- (c) be cleansed daily either after being thoroughly damped or by means of a suction cleaning apparatus at a time when no other work is being carried on thereat; and, all such work-benches in grid casting shops, shall—

- (d) be cleansed daily;

and every work-bench used for pasting shall—

- (e) be covered throughout with sheet lead or other impervious material;
- (f) be provided with raised edges;
- (g) be kept constantly moist while pasting is being carried on.

10. *Exhaust draught.*—The following processes shall not be carried on without the use of an efficient exhaust draught:—

- (b) Manipulation of raw oxide of lead unless done in an enclosed apparatus so as to prevent the escape of dust into the work-room;
- (c) Pasting;
- (d) trimming, brushing, filing or any other abrading or cutting of pasted plates giving rise to dust;
- (e) Lead burning, other than—
 - (i) "tacking" in the formation room;
 - (ii) chemical burning for the making of lead lining for cell cases necessarily carried on in such a manner that the application of efficient exhaust is impracticable.

Such exhaust draught shall be effected by mechanical means and shall operate on the dust or fume given off as nearly as may be at its point of origin so as to prevent it entering the air of any room in which persons work.

11. *Fumes and gases from melting pots.*—The products of combustion produced in the heating of any melting pot shall not be allowed to escape into a room in which persons work.

12. *Container for dross.*—A suitable receptacle with tightly fitting cover shall be provided and used for dross as it is removed from every melting pot. Such receptacle shall be kept covered while in the work-room, except when dross is being deposited therein.

13. *Container for lead waste.*—A suitable receptacle shall be provided in every work-room in which old plates and waste material which may give rise to dust shall be deposited.

14. *Racks and shelves in drying room.*—The racks or shelves provided in any drying room shall not be more than 1[240 Cms. from the floor nor more than 1[60 Cms.] in width provided that as regards racks or shelves set or drawn from both sides the total width shall not exceed 1[120 Cms.]

Such racks or shelves shall be cleaned only after being thoroughly damped unless an efficient suction cleaning apparatus is used for this purpose.

15. *Medical examination.*— (a) Every person employed in a lead process shall be examined by the Certifying Surgeon within the seven days preceding or following the date of his first employment in such process and thereafter shall be examined by the Certifying Surgeon once in every calendar month, or at such other intervals as may be specified in writing by the Chief Inspector, on a day of which due notice shall be given to all concerned.

“First employment” means first employment in a lead process in the factory or workshop and also re-employment therein a lead process following any cessation of employment in such process for a period exceeding three calendar months.

(b) A Health Register in Form No. 19 containing the names of all persons employed in a lead process shall be kept.

(c) No person after suspension shall be employed in a lead process without written sanction from the Certifying Surgeon entered in or attached to the Health Register.

16. *Protective clothing*—Protective clothing shall be provided and maintained in good repair for all persons employed in—

- (a) Manipulation of raw oxide of lead;
- (b) Pasting;
- (c) the formation room;

and such clothing shall be worn by the persons concerned. The protective clothing shall consist of a water proof apron and Waterproof footwear, and, also, as regards persons employed in the manipulation of raw oxide of lead or in pasting, head coverings. The had coverings shall be Washed dally.

17. *Mess Room.*—There shall be provided and maintained for the use of all persons employed in a lead process and remaining on the premises during the meal intervals, a suitable mess-room, which shall be furnished with a (a) sufficient tables and benches, and (b) adequate means for warming food.

The mess-room shall be placed under the charge of a responsible person, and shall be kept clean.

18. *Cloak-room.*—There shall be provided and maintained for the use of all persons employed in a lead process—

- (a) a cloak-room for clothing put off during working hours with adequate arrangements for drying the clothing if wet. Such accommodation shall be separate from any mess-room.

19. *Washing facilities.*—There shall be provided and maintained in cleanly state and in good repair for the use of all persons employed in a lead process —

- (a) A wash place under cover, with either—
- (i) a trough with a smooth impervious surface fitted with a waste pipe, without plug, and of sufficient length to allow of at least 1[60 cms] for every five such persons at any one time, and having constant supply of water-taps of jets above the trough at intervals of not more than 1(60 cms.); or
 - (ii) at least one wash basin for every five such persons employed at any one time, fitted with a waste pipe and plug and having a constant supply of water laid on;
 - (iii) a sufficient supply of clean towels made of suitable materials renewed daily, which supply, in the case of pasters and persons employed in the manipulation of raw oxide of lead, shall include a separate marked towel for each such worker; and
 - (iv) sufficient supply of soap or other suitable cleansing materials and of nail brushes.
 - (v) There shall in addition be provided means of washing in close proximity to the rooms in which manipulation of raw oxide of lead or pasting is carried on if required by notice in writing from the Chief Inspector.

20. *Time to be allowed for washing.*—Before each meal and before the end of the day's work, at least ten minutes, in addition to the regular meal times, shall be allowed for washing to each person who has been employed in the manipulation of raw oxide of lead or in pasting:

Provided that if there be one basin or 1(60 cms.) of trough for each such person this paragraph shall not apply.

21. *Facilities for bathing.*—Sufficient bath accommodation to the satisfaction of the Chief Inspector shall be provided for all persons engaged in the manipulation of raw oxide of lead or in pasting and a sufficient supply of soap and clean towels.

22. *Food, drinks, etc. Prohibited in work-rooms.*—No food, drink, pan and supari or tobacco shall be consumed or brought by any worker into any work-room in which any process is carried on.

SCHEDULE IV

(Glass Manufacture)

1. *Exemption.*—If the Chief Inspector is satisfied in respect of any factory or any class of process that, owing to the special methods of work or the special conditions in a factory or otherwise, any of the requirements of this Schedule can be suspended or relaxed without danger to the persons employed therein, or that the application of this Schedule or any part thereof is for any reason impracticable, he may by certificate in writing authorise such suspension or relaxation as may be indicated in the certificate for such period and on such conditions as he may think fit.

2. *Definitions.*—For the purposes of this Schedule:—

- (a) "Efficient exhaust draught" means localised ventilation effected by mechanical means for the removal of gas, vapour, dust or fumes so as to prevent the (as far as practicable under the atmospheric conditions usually prevailing from escaping in to the air of any place in which work is carried on. No draught shall be deemed efficient which fails to remove smoke generated at the point where such gas, vapour, fume or dust originate.
- (b) "Lead compound" means any compound of lead other than galena which when treated in the manner described below, yields to an aqueous solution of hydrochloric acid a quantity of soluble lead compound exceeding, when calculated as lead monoxide, five per cent, of the dry weight of the portion taken for analysis.

The method of treatment shall be as follows:—

A weight quantity of the material which has been dried at 100° C. and thoroughly mixed shall be continuously, shaken for one hour, at the common temperature with 1,000 times its weight of an aqueous solution of hydrochloric acid containing 0.25 per cent by weight of hydrogen chloride. This solution shall thereafter be allowed to stand for one hour and then filtered. The lead salt contained in the clear filtrate shall then be precipitated as lead sulphide and weighted as lead sulphate.

in the Health Register, Form No. 17, signed by the Certifying Surgeon who shall have power of suspension as regards all persons employed in any such process.

3. *Exhaust draught.*—The following process shall not be carried on except under an efficient exhausted draught or under such other conditions as may be approved by the Chief Inspector:—

- (a) The mixing of raw materials to form a "batch".
- (b) The dry grinding glazing and polishing of glass or any article of glass.
- (c) All processes in which hydrofluoric acid fumes or ammoniacal vapours are given off.
- (d) All processes in the making of furnace moulds or "pots" including the grinding or crushing of used "pots".
- (e) All processes involving the use of a dry lead compound.

4. *Prohibition relating to women and young persons.*—No women or young person shall be employed or permitted to work in any of the operations specified in paragraph 3 or at any place where such operations are carried on.

5. *Floors and work-benches.*—The floor and work-benches of every room in which a dry compound of lead is manipulated or in which any process is carried on giving off silica dust shall be kept moist and shall comply with the following requirements:—

The floors shall be—

- (a) of cement or similar material so as to be smooth and impervious to water;
- (b) maintained in sound condition; and
- (c) cleansed daily after being thoroughly spread with water at a time when no other work is being carried on in the room.

The work-benches shall—

- (b) be cleansed daily either after being thoroughly damped or by means of a suction cleaning apparatus at a time when no other work is being carried on thereat.

6. *Use of Hydrofluoric Acid.*—The following provisions shall apply to rooms in which glass is treated with hydrofluoric acid:—

- (a) There shall be inlets and outlets of adequate size so as to secure and maintain efficient ventilation in all parts of the room;
- (b) The floor shall be covered with guttaparcha and be tight and shall slope gently down to a covered drain;
- (c) The work places shall be so enclosed in projecting hoods that openings required for bringing in the objects to be treated shall be as small as practicable; and
- (d) The efficient exhaust draught shall be so contrived that the gases are exhausted downwards.

7. *Storage and transport of Hydrofluoric Acid.*—Hydrofluoric acid shall not be stored or transported except in cylinders or receptacles made of lead or rubber.

8. *Blow-pipes.*—Every glass blower shall be provided with a separate blow-pipe bearing the distinguishing mark of the person to whom it is issued and suitable facilities shall be readily available to every glass blower for sterilising his blow-pipe.

9. *Food, drinks etc., prohibited in work-rooms.*—No food, drink, pan and supari or tobacco shall be brought into or consumed by any worker in any room or work-place wherein any process specified in paragraph 3 is carried on.

10. *Protective clothing.*—The occupier shall provide, maintain in good repair and keep in a clean condition for the use of all persons employed in the process specified in paragraph 3 suitable

11. *Washing facilities.*—There shall be provided and maintained in a cleanly state and in good repair for the use of all persons employed in the process specified in paragraph 3—

(a) a wash place with either—

(i) a trough with a smooth impervious surface fitted with a waste pipe, without plug and of sufficient length to allow of at least 1[60cms for every five such persons employed at any one time and having a consistent supply of water from taps or jets above the trough at intervals of not more than 1[60 cms; or

(ii) at least one wash-basin for every five such persons employed at any one time, fitted with a waste pipe and plug and having an adequate supply of water laid on or always readily available;

and

(b) a sufficient supply of clean towels made of suitable material renewed daily with a sufficient supply of soap or other suitable cleansing material and of nail brushes;

and

(c) a sufficient number of stand pipes with taps—the number and location of such stand pipes shall be to the satisfaction of the Chief Inspector.

12. *Medical Examination.*—(a) Every person employed in any process specified in paragraph 3 shall be examined by the Certifying Surgeon within seven days preceding of following the date of his first employment in such process and thereafter shall be examined by the Certifying Surgeon once in every calendar month or at such other intervals as may be specified in writing by the Chief Inspector on a day of which due notice shall be given to all concerned.

(b) A Health Register in Form No. 19 containing the names of all persons employed in any process specified in paragraph 3 shall be kept.

(c) No person after suspension shall be employed in any process specified in paragraph 3 without written sanction from

SCHEDULE V

(Grinding or Glazing of Metals and Processes Incidental thereto.)

1. *Definitions.*—For the purposes of this Schedule—

- (a) "Grindstone" means a grindstone composed of natural or manufactured sandstone but does not include a metal wheel or cylinder into which block of natural or manufactured sandstone are fitted.
- (b) "Abrasive wheel" means a wheel manufactured of bonded emery or similar abrasive.
- (c) "Grinding" means the abrasion, by aid of mechanical power, of metal, by means of a grindstone or abrasive wheel.
- (d) "Glazing" means the abrading, polishing or finishing, by aid of mechanical power, of metal, by means of any wheel, buff, mop or similar appliance to which any abrading or polishing substance is attached or applied.
- (e) "Racing" means the turning up, cutting or dressing of a revolving grindstone before it is brought into use for the first time.
- (f) "Hacking" means the chipping of the surface of a grindstone by a hack or similar tool.
- (g) "Rodding" means the dressing of the surface of a revolving grindstone by the application of a rod, bar or strip of metal to such surface.

2. *Exceptions.*—(1) Nothing in this Schedule shall apply to any factory in which only repairs are carried on except any part thereof in which one or more persons are wholly or mainly employed in the grinding or glazing of metals.

(2) Nothing in this Schedule except paragraph 4 shall apply to any grinding or glazing of metals carried on intermittently and at which no person is employed for more than 12 hours in any week.

(3) The Chief Inspector may by certificate in writing, subject to such conditions as he may specify therein, relax or suspend any of the provisions of this Schedule in respect of any factory.

3. *Equipment for removal of dust.*—No racing, dry grinding or glazing shall be performed without—

(a) a hood or other appliance so constructed, arranged, placed and maintained as substantially to intercept the dust thrown off; and

(b) a duct of adequate size, air tight and so arranged as to be capable of carrying away the dust, which duct shall be kept free from obstruction and shall be provided with proper means of access for inspection and cleaning, and where practicable with a connection at the end remote from the fan to enable the Inspector to attach there to any instrument necessary for ascertaining the pressure of air in the said duct; and

(c) a fan or other efficient means of producing a draught sufficient to extract the dust.

Provided that the Chief Inspector, may accept any other appliance that is, in his opinion, as effectual for the interception removal and disposal of dust thrown off as a hood, duct and fan would be.

4 *Restriction on employment on grinding operations.*—Not more than one person shall at any time perform the actual process of grinding or glazing upon a grindstone, abrasive wheel or glazing appliance:

Provided that this paragraph shall not prohibit the employment of persons to assist in the manipulation of heavy or bulky articles at any such grindstone, abrasive wheel or glazing appliance.

5. *Glazing.*—Glazing or other processes, except processes incidental to wetgrinding upon a grindstone shall not be carried on in any room in which wet grinding upon a grindstone is done.

6. *Hacking and rodding.*—Hacking or rodding shall not be done unless during the process either (a) an adequate supply of water is laid on at the upper surface of the grindstone or (b) adequate appliances for the interception of dust are provided in accordance with the requirements of paragraph 3.

7. *Examination of dust equipment.*—(a) All equipment for the extraction or suppression of dust shall at least once in every six months be examined and tested by a competent person, and any defect disclosed by such examination and test shall be rectified as soon as practicable.

SCHEDULE VI

(*Manufacture and treatment of lead and certain compounds of lead.*)

1. *Exemptions.*—Where the Chief Inspector is satisfied that all or any of the provisions of this Schedule are not necessary for the protection of the persons employed, he may by certificate in writing exempt any factory from all or any of such provisions, subject to such conditions as he may specify therein.

2. *Definitions.*—For the purposes 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 weighted quantity of the material which has been dried at 100°C. and thoroughly mixed shall be continuously shaken for one hour, at the common temperature with 1,000 times its weight of an aqueous solution of hydrochloric acid containing 0.25 per cent by weight of hydrogen chloride. This solution shall thereafter be allowed to stand for one hour and then filtered. The lead salt contained in the clear filtrate shall then be precipitated as lead sulphide and weighed as lead sulphate.

- (b) "Efficient exhaust draught" means localised ventilation affected by heat or 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, fumes or dust originate.

3. *Application.*—This Schedule shall apply to all factories or parts of factories in which any of the following operations are carried on:

- (b) The manipulation, treatment or reduction of ashes containing lead, the desilverising 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.
- (d) The manufacture of any oxide, carbonate, sulphate, chromate, acetate, nitrate or silicate of lead.
- (e) Handling or mixing of lead tetra-ethyl.
- (f) Any other operation involving the use of a lead compound.
- (g) The cleaning of work-rooms where any of the operations aforesaid are carried on.

4. *Prohibition relating to women and young persons.*—No woman or young person shall be employed or permitted to work in any of the operations specified in paragraph 3.

5. *Requirements to be observed.*—No person shall be employed or permitted to work in any process involving the use of lead compounds, if the process is such that dust or fume from a lead compound is produced therein, or the persons employed therein are liable to be splashed with any lead compound in the course of their employment unless the provisions of paragraphs 6 to 14 are complied with.

6. *Exhaust draught.*—Where dust, fume, gas or vapour is produced in the process, provision shall be made for removing them by means of an efficient exhaust draught so contrived as to operate on the dust, fume, gas or vapour as closely as possible to the point of origin.

7. *Certificate of fitness.*—A person Medically examined under paragraph 8 and found fit for employment shall be granted by a Certifying Surgeon a certificate of fitness in Form No. 30 and such certificate shall be in the custody of the Manager of the Factory. The certificate shall be kept readily available for inspection by any Inspector and the person granted such a certificate shall carry with him, while at work, a token giving reference to such certificate.

8. *Medical examination.*—(1) The person so employed shall be medically examined by a Certifying Surgeon within 14 days of his first employment in such process and there after shall be examined by the Certifying Surgeon at intervals of not more than three months.

(2) If at any time the Certifying Surgeon is of opinion that any person is no longer fit for employment on the grounds that continuance therein would involve special danger to health, he shall cancel the special certificate of fitness of that person.

(3) No person whose special certificate of fitness has been cancelled shall be employed unless the Certifying Surgeon, after re-examination, again certifies him to be fit for employment.

9. *Food, drinks etc. prohibited in work-rooms.*—No food, drink, pan and supari or tobacco shall be brought into or consumed by any worker in any work-room in which the process is carried on and no person shall remain in any such room during intervals for meals or rest.

10. *Protective clothing.*—Suitable protective overalls and head coverings shall be provided, maintained and kept clean by the factory occupier and such overalls and head coverings shall be worn by the person employed.

11. *Cleanliness of work-rooms, tools etc.*—The rooms in which the persons are employed and all tools and apparatus used by them shall be kept in a clean state.

12. *Washing facilities.*—(1) The occupier shall provide and maintain for the use of all persons employed suitable washing facilities consisting of—

(a) trough with a smooth impervious surface fitted with a waste pipe without plug and of sufficient length to allow at least 1(60cms) for every ten persons employed at any one time, and having a constant supply of clean water from taps or jets above the trough at intervals of not more than 1(60cms); or

(b) at least one wash-basin for every ten persons employed at any one time, fitted with a waste-pipe and plug and having a constant supply of clean water;

together with, in either case, a sufficient supply of nail brushes, soap or other suitable cleansing material and clean towels.

(2) The facilities so provided shall be placed under the charge of a responsible person and shall be kept clean.

13. *Messs-room or canteen.*—The occupier shall provide and maintain for the use of the persons employed suitable and adequate arrangements for taking their meals. The arrangements shall consist of the use of a room separate from any work-room which

shall be furnished with sufficient tables and benches, and unless a canteen serving hot meals is provided, adequate means of warming food. The room shall be adequately ventilated by the circulation of fresh air, shall be placed under the charge of a responsible person and shall be kept clean.

14. *Cloak-room.* The occupier shall provide and maintain for the use of persons employed, suitable accommodation for clothing not worn during working hours, and for the drying of wet clothing.

SCHEDULE VII

[*Generation of gas from dangerous petroleum as defined in Petroleum Act, 1934.*]

1. *Prohibition—relating to women and young persons.*—No woman or young person shall be employed or permitted to work in or shall be allowed to enter any building in which the generating of gas from petrol is carried on.

2. *Flame traps.*—The plant for generating petrol gas from petrol and associated piping and fittings shall be fitted with at least two efficient flame traps so designed and maintained as to prevent a flash back from any burner to the plant. One of these traps shall be fitted as close to the plant as possible. The plant and all pipes and valves shall be installed and maintained free from leaks.

3. *Generating building or room.*—All plants for generating petrol gas from petrol erected after the coming into force of the provisions specified in this Schedule shall be erected outside the factory building proper in a separate well ventilated building (hereinafter referred to as the "generating building"). In the case of such plant erected before the coming into force of the provisions specified in this schedule there shall be no direct communication between the room where such plants are erected (hereinafter referred to as "the generating room") and the remainder of the factory building. So far as practicable, all such generating rooms shall be constructed of fire resisting materials.

4. *Fire extinguishers.*—An efficient means of extinguishing petrol fires shall be maintained in an easily accessible position near the plant for generating petrol gas from petrol.

5. *Plant to be approved by Chief Inspector.*—Petrol gas shall not be manufactured except in a plant for generating petrol gas the design and construction of which has been approved by the Chief Inspector.

6. *Escape of petrol.*—Effective steps shall be taken to prevent petrol from escaping into any drain or sewer.

7. *Prohibition relating to smoking.*—No person shall smoke or carry matches, fire or naked light or other means of producing a naked light or spark in the generating room or building or in the vicinity thereof and a warning notice in the language understood by the majority of the workers shall be pasted in the factory prohibiting smoking and the carrying of matches, fire or naked light or other means of producing a naked light or spark into such room or building.

8. *Access to petrol or container.*—No unauthorised person shall have access to any petrol or to a vessel containing or having actually contained petrol.

9. *Electric fittings.*—All electric fittings shall be of flame-proof construction and all electric conductors shall either be enclosed in metal conduits or be lead-sheathed.

10. *Construction of doors.*—All doors in the generating room or building shall be constructed to open outwards or to slide and no door shall be locked or obstructed or fastened in such a manner that it cannot be easily and immediately opened from the inside while gas is being generated and any person is working in the generating room or building.

11. *Repair of container.*—No vessel that has contained petrol shall be repaired in a generating room or building and no repairs to any such vessel shall be undertaken unless live steam has been blown into the vessel and until the interior is thoroughly steamed out or other equally effective steps have been taken to ensure that it has been rendered free from petrol or inflammable vapour.

1[SCHEDULE VIII

Cleaning or smoothing, roughening etc. of articles, by a jet of sand, metal shot or grit, or other abrasive propelled by a blast of compressed air or steam.

1. *Definitions:*—

(i) “Blasting” means cleaning, smoothing, roughening, or removing of any part of the surface of any article by the use of an abrasive of a jet of sand, metal shot, or grit or other material, propelled by a blast of compressed air or steam.

(ii) “Blast enclosure” means a chamber, barrel, cabinet or any other enclosure designed for, the performance of blasting therein.

(iii) “Blasting chamber” means a blasting enclosure in which any person may enter at any time in connection with any work or otherwise.

(iv) "Cleaning of castings" where done as an incidental or supplemental process in connection with the making of metal castings, means the freeing of the casting from adherent sand or other substance and includes the removal of cores and include the free treatment.

2. *Prohibition of sand blasting.*—Sand or any other substance containing free silica shall not be introduced as an abrasive into any blasting apparatus and shall not be used for blasting:

Provided that, this clause shall come into force two years after the coming into operation of this Schedule:

Provided further that no women or young person shall be employed or permitted to work at any operation of sand blasting.

3. *Precautions in connection with blasting operations:*

(1) *Blasting to be done in blasting enclosure.*—Blasting shall not be done except in a blasting enclosure and no work, other than blasting and any work immediately incidental thereto and clearing and repairing of the enclosure including the plant and appliances situated therein, shall be performed in a blasting enclosure. Every door, aperture and joint of blasting enclosure shall be kept closed and air tight while blasting is being done therein.

(2) *Maintenance of blasting enclosure.*—Blasting enclosure shall always be maintained in good condition and effective measures shall be taken to prevent dust escaping from such enclosure, and from apparatus connected therewith, into the air of any room.

(3) *Provisions 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 blastings 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 enclosure constructed or installed before the coming into force of this Schedule, if the Chief Inspector is of opinion that it is not reasonably practicable to provide such separating apparatus.

(4) *Provision of ventilating plant.*—There shall be provided

removed shall be disposed of by such method and in such a manner that it shall not escape into the air of any room, and every other filtering or settling device situated in a room in which persons are employed, other than persons attending to such bag or other filtering or settling device, shall be completely separated from the general air of that room in an enclosure ventilated to the open air.

(5) *Operation of ventilating plant.*—The ventilating plant provided for the purpose of sub-clause (5) of clause 3 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 or any repair work.

4. *Inspection and Examination.*—(1) Every blasting enclosure shall be specially inspected by a competent person at least once 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.

(2) Particulars of the result of every such inspection, examination and test shall forthwith be entered in a register which shall be kept in a form approved by the Chief Inspector and shall be available for inspection by any workman employed in or in connection with blasting in the factory. Any defect found on any such inspection, examination or test shall be immediately reported by the person carrying out the inspection, examination or test to the occupier, manager or other appropriate person and without prejudice to the foregoing requirement of this Schedule, shall be removed without available delay.

5. *Provision of protective helmets, gauntlets and overalls.*—(1) There shall be provided and maintained for the use of all persons who are employed in a blasting chamber, where in blasting or any work connected there with or in cleaning such a chamber, protective helmets of a type approved by a certificate of the Chief Inspector and every such person shall wear the helmet provided for his use whilst he is in the chamber and shall not remove it until he is outside the chamber.

(2) Each protective helmet shall carry a distinguishing mark indicating the person by whom it is intended to be used and no person shall be allowed or required to wear a helmet not carrying his mark or a helmet which has been worn by another person and has not since been thoroughly disinfected.

(3) Each protective helmet when in use shall be supplied with clean and not unreasonably cold air at a rate of not less than

(4) Suitable gauntlets and overalls shall be provided for the use of all persons while performing blasting or assisting at blasting, and every such person shall while so engaged wear the gauntlet and overall provided.

6. *Precautions in connection with cleaning and other work.*—Where any person is engaged upon cleaning of any blasting apparatus or blasting enclosure or of any apparatus of ventilating plant connected therewith or the surroundings thereof or upon any other work in connection with any blasting apparatus or blasting enclosure or with any apparatus or ventilating plant connected therewith so that he is exposed to the risk of inhaling dust which has arisen from blasting,

(2) In connection with any cleaning operation referred to in clause (5) and with the removal of dust from filtering or setting 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 operation.

7. *Storage accommodation for protective wear.*—Adequate and suitable storage accommodation for the helmets, gauntlets and overalls required to be provided by clause (5) 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 purpose of this Schedule, shall be kept in good condition and so far as is reasonably practicable shall be cleaned on every week-day 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 any clothing.

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

10. *Restriction in employment of young persons.*—(1) No person under 18 years of age shall be employed in blasting or assisting at blasting or in any blasting chamber or in the cleaning of any blasting apparatus or any blasting enclosures, or any apparatus or ventilating plant connected therewith or be employed on maintenance or repair work at such apparatus, enclosure or plant.

(2) No person under 18 years of age shall be employed to work regularly within 1 (6 meters) of any blasting enclosure unless the enclosure is in a room and he is outside that room where he is effectively separated from any dust coming from the enclosure.

11. *Power to exempt or relax.*—(1) If the Chief Inspector is satisfied that in any factory or any class of factory, the use of sand

blasting is necessary for a particular manufacture or process (other than the process incidental or supplemental to making of metal castings) and that the manufacture or process cannot be carried on without the use of such abrasive, or that owing to the special conditions of special method of work or otherwise any requirement of this Schedule can be suspended either temporarily or permanently, or can be relaxed without endangering the health of the person employed or that application of any such requirements is for any reason impracticable or inappropriate, he may, with the previous sanction of the State Government, by an order in writing exempt the said factory or class of factory from such provisions of this Schedule, to such an extent and subject to such conditions and for such period as may be specified in the said order.

(2) Where an exemption has been granted under sub-clause (1) a copy of the order shall be displayed at a notice board at a prominent place at the main entrance or entrances to the factory and also at the place where the blasting is carried on.

SCHEDULE IX

(Liming and Tanning of raw hides and skins and processes incidental thereto)

1. *Cautionary notices*:—(1) Cautionary notices as to anthrax in the form specified by the Chief Inspector shall be affixed in prominent positions in the factory where they may be easily and conveniently read by the persons employed.

(2) A copy of a warning notice as to anthrax in the form specified by the Chief Inspector shall be given to each person employed when he is engaged, and subsequently, if still employed, on the first day of each calendar year.

(3) Cautionary notices as to the effects of chrome on the skin shall be affixed in prominent positions in every factory in which chrome solutions are used and such notices shall be so placed as to be easily and conveniently read by the persons employed.

(4) Notices shall be affixed in prominent places in the factory stating the position of the "First-Aid" box or cupboard and the name of the person incharge of such box or cupboard.

(5) If any person employed in the factory is illiterate, effective steps shall be taken to explain carefully to such illiterate

1 ["2. Protective clothing: The occupier shall provide and maintain in good condition the following articles of protective clothing:

- (a) Water proof footwear, leg coverings, aprons and gloves for persons employed in processes involving contact with chrome solutions including the preparation of such solutions,
- (b) Gloves and boots for persons employed in lime yard, and
- (c) Protective footwear, aprons and gloves for persons employed in processes, involving the handling of hides or skins, other than in processes specified in sub-clauses (a) and (b),

Provided that :

- (i) the gloves, aprons, leg coverings or boots may be of rubber or leather but the gloves and boots to be provided under sub-clauses (a) and (d) shall be of rubber.
- (ii) the gloves may not be provided to persons fleshing by hand or employed in processes in which there is no risk of contact with lime, sodium sulphate or other caustic liquor".]

3. (a) a trough with a smooth impervious surface fitted will be provided and maintained in a cleanly state and in good repair for the use of all persons employed—

- (a) a trough with a smooth impervious surface fitted with a waste pipe without plug, and of sufficient length to allow at least 2[60 Cms.] for every ten persons employed at any one time, and having a constant supply of water from taps or jets above the trough at intervals of not more than 2[60 Cm s.] or
- (b) at least one wash-basin for every ten such persons employed at any one time, fitted with a waste pipe and plug and having a constant supply of water; together, with in either case, a sufficient supply of nail brushes, soap or other suitable cleansing material, and clean towels,
- (c) a suitable mess-room, adequate for number remaining on the premises during the meal intervals, which shall be furnished with (1) sufficient tables and benches and (2) adequate means for warming food and for boiling water.

The messroom shall (1) be separate from any room or shed in which hides or skins are stored, treated or manipulated, (2) be separate from the clock room and (3) be placed under the charge of a responsible person.

1["(d) the occupier shall provide and maintain, for the use of all persons employed, suitable accommodation for clothing put off during working hours and another accommodation for protective clothing and shall also make adequate arrangements for drying up the clothing in both the cases, if wet. The accommodation so provided shall be kept clean at all times and places under the charge of a responsible person".

4. *Food, drinks etc. prohibited in work-room.*—No food, drink, pan and supari or tobacco shall be brought into or consumed by any worker in any work-room or shed in which hides or skins are stored treated or manipulated.

5. *First aid arrangements.*—The occupier shall—

- (a) arrange for an inspection of the hands of all persons coming into contact with chrome solutions to be made twice a week by a responsible person;
- (b) provide and maintain a sufficient supply of suitable ointment and impermeable water-proof plaster in a box readily accessible to the worker and used solely for the purpose of keeping the ointment and plaster.]

2[SCHEDULE X

Manufacture of Chemicals and Processes incidental thereto.

1. *Application.*—The provisions specified in this Schedule shall apply to all manufactures and processes incidental thereto carried on in chemical works and shall be in addition to and not in derogation of any provision of the Act or any other Rules made thereunder or of any other Act or rules.

2. *Definitions.*— For the purpose of this Schedule:—

- (a) "Chemical Works" means any factory or such parts of any factory as are named in Annexure 1 to this Schedule;
- (b) "breathing apparatus" means (1) a helmet or face piece with necessary connections by means of which a person

using it in poisonous, asphyxiating or irritant, atmosphere breaths ordinary air, or (2) any other suitable apparatus approved in writing by the Chief Inspector;

- (c) "life-belt" means a belt made of leather or other suitable material which can be securely fastened round the body, with a suitable length of rope attached to it, each of which is sufficiently strong to sustain the weight of a man;
- (d) "efficient exhaust draught" means localised ventilation affected by mechanical or other means for the removal of gas, vapour, fume or dust to prevent it from escaping into the air of any place in which work is carried on;
- (e) "surgeon" means a Certifying Surgeon appointed under section 10 of the Act;
- (f) "Suspension" means suspension by written certificate in the Health Register, signed by the surgeon from employment in any process mentioned in the certificate;
- (g) "bleaching powder" means the bleaching powder commonly called chloride of lime;
- (h) "chlorate" means chlorate or perchlorate;
- (i) "caustic" means hydroxide of potassium or sodium;
- (j) "caustic pot" means a metal pot fixed over a furnace or flue and surrounded by brickwork, such as is commonly used for concentrating caustic liquor, whether such pot be used for concentrating or boiling caustic or other liquor;
- (k) "chrome process" means the manufacture of chromate or bichromate of potassium or sodium, or the manipulation, movement or other treatment of these substances in connection with their manufacture; and
- (l) "nitro or amino process" means the manufacture of nitro or amino derivatives of phenol and of benzene or its homologues, and the making of explosives with the use of any of these substances.

3. *Exemptions*.—If the Chief Inspector is satisfied in respect of any factory or any process that, owing to the special conditions or special methods of work, or by reason of the infrequency of the process or for other reasons all or any of the requirements of this Schedule are not necessary for the protection of persons employed in any factory or process, he may by order in writing (which he may at his discretion revoke) exempt such factory or process from all or any of the provisions of this Schedule, subject to such conditions

PART I

APPLYING TO ALL THE WORKS IN ANNEXURE I

GENERAL

4. *Housekeeping.*—(a) Every part of the ways, works, machinery and plant shall be maintained in a clean and tidy condition.

(b) Any spillage of materials shall be cleaned up without delay.

(c) Floors, plate forms, stairways, passages and gangways shall be kept free of temporary obstructions.

(d) There shall be provided easy means of access to all parts of plant to facilitate cleaning, maintenance and repairs.

5. *Improper use of chemicals.*—(a) No chemicals or solvents shall be used by workers for any purpose apart from the processes or which they are supplied.

(b) Workers shall be instructed on the possible dangers arising from such misuse. These instructions shall further be displayed in bold letters in prominent places in different sections.

6. *Storage of food and tasting.*—(a) No food, drink, tobacco, pan or similar article shall be stored or consumed on or near any part of the plant.

(b) Workers shall be instructed on the possible dangers arising from the tasting of materials, or of the use for drinking purposes of any vessel used in, or in connection with, the manufacture of chemicals. These instructions shall further be displayed in bold letters in prominent places in the different sections.

1(a)

1. *Process hazards.*— Before commencing any large scale experimental work, or any new manufacture, all possible steps shall be taken to ascertain definitely all the hazards involved both from the actual operations and the chemical reactions. The properties of the raw materials used, the final products to be made, and any by-products arising during manufacture, shall be carefully studied

and provisions shall be made for dealing with any hazards including effects on workers, and surroundings, which may arise during manufacture. The design of the buildings and plant shall be based on the information so obtained.

1] "Where necessary, advice shall be obtained from the Chief Inspector of factories on measures to be taken in this regard.

"(b) Information in writing giving details of the process, its hazards and the steps taken or proposed to be taken for the safety of the workers in (a) above should be sent to the Chief Inspector before commencing manufacture, handling storage of any of the items covered under schedule I, whether on experimental pilot plant or large scale basis"]

8. *Unauthorised personnel and visitors*:—(a) Unauthorised persons shall not be permitted to enter any section of the factory or plant where there are special dangers.

(b) Visitors shall be provided, where necessary, with suitable safety equipment and shall be accompanied round dangerous plant by a responsible official.

9. *Instruments*:—All instruments such as pressure gauges, thermometers, flow meters and weighing measures shall be tested at regular intervals by a competent person and records of these tests shall be kept in a register.

10. *Cocks and Valves*:—Suitable valves shall be provided in all service lines at sufficient short intervals for convenience in blanking off etc. All cocks and valves shall be operated at least once a month, and tested periodically by a competent person and record of these tests shall be kept in a register. A plan of all service installations shall be kept readily available for perusal.

11. *Manholes*:—No manhole shall be opened for entry until effective fencing has been erected round it.

12. *Emergency instructions*:—Simple and special instructions shall be framed to ensure that effective measures will be carried out in cases of emergency, to deal with escapes of inflammable, poisonous or deleterious, gases vapours, liquid or dusts. These instructions shall further be displayed in bold letters at prominent places in the different sections in Hindi, and English. All workers shall be trained and instructed in the action to be taken in such

13. *Protection of reaction mixtures*.—Suitable arrangements shall be made to ensure that no foreign matter of any sort can fall into reaction mixtures.

14. *Electrical Apparatus*.—Electrical plant, fittings and conductors shall, if exposed to a damp or corrosive atmosphere, be adequately protected. Periodic tests shall be carried out on all circuits.

15. *Place of work*.—(a) Workers shall only be allowed in those places in which they have been given orders to work,

(b) In dangerous sections of a factory the number of workers shall be kept to a minimum compatible with the process.

16. *Packing, storage and transport of chemicals*.—Chemicals shall be packed and stored in containers suitable for the purpose and of adequate strength for storage or transport. All such containers shall be suitably labelled so that they will be stored and transported in such a manner as to ensure that, in the event of a spillage, they will neither produce a reacting mixture, nor cause the development of toxic or fire risks in contact with other products in its vicinity or with walls, floors or dusts thereon.

17. *Fire and explosion risks*.—(a) Site buildings and plant shall be sited with due regards to the dangers which may arise from the processes involved, and in particular shall be spaced at distances which are deemed safe for the fire and explosive risk connected with the processes in adjacent buildings. Due consideration shall be given to the effect of any processes carried out in adjacent factories.

(b) *Isolation of buildings*.—Where special dangers exist, separate buildings shall be used for the different parts of a process. They shall be spaced at sufficient distances apart and shielded to prevent damage to each other in the event of fire or explosion, and shall be safeguarded by the provision of suitable blow-out panels or roofs. Where the risk of fire or explosion is considerable, the building shall be divided by blast or protective screen wall.

(c) *Fire resistance*.—No combustible materials shall be used in the erection of working buildings, unless there are special reasons necessitating their use, when they shall be rendered fire resistant. The roof shall be of light fire resistant constructions and floors shall be of impervious fire and resistant material and shall be regularly maintained in such condition.

18. *Dangers of Ignition (including lighting installation).*—(a) No internal combustion engine, and no electric motor or other electric equipment capable of generating sparks or otherwise causing combustion shall be installed or used in a building or danger zone. Electric conductor shall be fitted with screwed steel conduit.

(b) All hot exhaust pipes shall be installed outside a building and other hot pipes shall be suitably protected.

(c) Portable electric hand lamps shall not be used unless of an intrinsically safe type and portable electric tools, connected by flexible wires shall also not be used unless of the flame-proof type.

(d) Where an inflammable atmosphere may occur the soles of footwear worn by workers shall have no metal on them and the wheels of trucks or conveyors shall be of conducting non-sparking materials. Adequate precautions shall be taken to prevent the ignition of explosive or inflammable substances by sparks omitted from locomotives or other vehicles operated in the factory or on public lanes.

(e) No electric arc lamp, or naked light, fixed or portable, shall be used and no person shall have in his possession any match or any apparatus of any kind for producing a naked light or spark in or on or about any part of the factory where there is liability to fire or explosion from inflammable gas, vapour or dust and all incandescent electric lights in such parts shall be in double air tight glass covers.

(f) Prominent notices in the language understood by the majority of the workers and legible by day and by night, prohibiting smoking, the use of naked lights and the carrying of matches or any apparatus for producing a naked light or spark, shall be affixed at the entrance of every room or place where there is the risk of fire or explosion from inflammable gas, vapour or dust. In the case of illiterate workers, the contents of the notices shall be fully and carefully explained to them when they commence work in the factory for the first time and again when they have completed one week at a factory.

(g) A sufficient supply of spades, scrapers and pails made from non-sparking material shall be provided for the use of persons employed in cleaning out or removing residues from any chamber, still tank or other vessel where an inflammable or explosive danger may occur.

Note:—The risk is not always obvious and may arise, for example through the production of hydrogen in acid tanks.

to accumulate, shall be effectively earthed. Receptacles for inflammable liquids shall have metallic connections to the earthed supply tanks to prevent static sparking. Where necessary, humidity shall be controlled.

(b) Mobile tank wagons shall be earthed during filling and discharge, and precautions shall be taken to ensure that earthing is effective before such filling or discharge takes place.

(c) Lighting protection apparatus shall be fitted where necessary and shall be maintained in good condition.

20. *Process heating.*—The method providing heat for a process shall be as safe as possible and where the use of naked flame is necessary, the plant shall be so constructed as to prevent any escaping inflammable gas, vapour or dust coming into contact with the flame, or exhaust gases or other hot agency likely to cause ignition. So far as practicable, the heating medium shall be automatically controlled at a predetermined temperature below the danger temperature.

21. *Escape of materials.*—(a) Provisions shall be made in all plants, sewers, drains flues, ducts, culverts and buried pipes to prevent the escape and spread of any liquid gas, vapour fume or dust likely to give rise to fire or explosion, both during normal work and in the event of accident or emergency.

(b) If escape occurs, such substances shall be removed expeditiously and efficiently at the point of liberation. The effluents shall be trapped and rendered safe outside the danger area.

22. *Leakage of inflammable liquids.*—(a) Provision shall be made to confine by means of bound walls, sumps, etc. possible leakages from vessels containing inflammable liquids.

(b) Adequate and suitable fixed fire-fighting appliances shall be installed in the vicinity of such vessels.

23. *Cleaning of empty containers and storage of combustible materials.*—(a) All empty containers which have held inflammable liquids, and metal containers which have held sulphuric acid shall be rendered permanently safe as soon as practicable, and shall not be repaired or destroyed until such cleaning has been completed.

(c) Rubbish shall be removed from building without delay and placed in special metal containers provided with close fitting lids, the contents shall be removed daily and suitably dealt with. Waste products containing inflammable or explosive materials shall not be placed on rubbish heaps but shall be destroyed in an appropriate manner.

24. *Installing of pipe lines for inflammable liquids.*—All pipe lines for the transport of inflammable liquids shall be protected from breakage, shall be arranged so that there is no risk of mechanical damage from vehicles and shall be so laid that they drain throughout without the collection of deposits at any part. All flanged joints, bends and other connections shall be regularly inspected. Cocks and valves shall be so constructed that explosive residues cannot collect therein. The open and closed positions of all cocks and valves shall be clearly indicated on the outside.

25. *Packing of reaction vessels.*—Packing and joints materials for reaction vessels (including covers, manhole covers and exhaust pipe) and the pipe lines and high or low temperature insulating materials shall not contain materials which are combustible or which react with the products of the plant.

26. *Safety valves.*—Every still and every closed vessel in which gas is evolved or into which gas is passed, and in which the pressure is liable to rise to a dangerous degree, shall have attached to it a pressure gauge, and a proper safety valve or other equally efficient means to relieve the pressure, maintained in good condition. Nothing in this schedule shall apply to metal bottles or cylinders used for the transport of compressed gases.

27. *Vigorous or delayed reactions.*—Suitable provision, such as automatic and distant control shall be made for controlling the effects of unduly vigorous or delayed reactions. Automatic flooding or blanketing shall be provided for in the event of an accident.

28. *Examination, testing and repair of plant.*—Examination, testing and repair of plants parts which have been in contact with explosive and inflammable material, or which is under pressure, shall only be carried out under proper supervision.

29. *Alarm Systems.*—(a) Gravity or pressure feed systems of supplying inflammable materials to the various parts of the buildings or plant shall be fitted with alarm systems.

cut-offs or other devices to prevent overcharging or otherwise endangering the plant.

(b) The amount of inflammable material taken in to a building in bulk containers at any one time shall be kept as low as practicable.

(c) Adequate steps shall be taken to prevent the escape of inflammable and explosive vapour from any container into the atmosphere of any building.

30. *Gas, Vapour, fume or dust risks and escape of gases, etc.*—(a) Effective steps shall be taken to prevent the escape of dangerous gases, vapours fumes or dust from any part of the plant, by the total enclosure of the process involved or by the provision of efficient exhaust draught. Effective arrangements shall be made to ensure that in the event of failure of the control measure provided in compliance of the foregoing, the process shall stop immediately.

(b) In the event of any such escape, provision shall be made to trap the materials and render them safe.

31. *Danger due to effluents.*—(a) Adequate precautions shall be taken to prevent the mixing of effluents which may cause dangerous or poisonous gases to be evolved.

(b) Effluents which may contain or give rise, in the presence of other effluent to such gases shall be provided with independent drainage systems to ensure that they may be trapped and rendered safe.

32. *Staging.*—(a) Staging shall not be erected over and open vessel, unless the vessel is so constructed and ventilated to prevent the omission of vapour or fumes about such staging.

(b) Where such staging is provided to give access to higher levels in large plants effective means shall be provided at all levels with direct means of access to the outside of the room or building and thence to ground level.

(c) Such staging shall be fitted with suitable hand rails and toe boards, and the floors and staging shall be impervious and easily cleaned.

33. *Instructions as regards risk.*— Before commencing work every worker shall be fully instructed on the properties of the materials they have to handle, and of the dangers arising from a gas, fume,

34. *Breathing apparatus.*—(a) There shall be provided in every factory where dangerous gas or fume is liable to escape a sufficient supply of:—

- (i) breathing apparatus of an approved make for the hazards involved;
- (ii) oxygen and suitable means of its administration; and
- (iii) Life belts.

The breathing apparatus and other appliances required by this schedule shall—

- (i) be maintained in good order and kept in an ambulance room or in some other place approved in writing by the Chief Inspector, and
- (ii) be thoroughly inspected once every month by a competent person, appointed in writing by the occupier and a record of their condition shall be entered in a book provide for that purpose, which shall be produced when required by an Inspector.

(b) Workers shall be trained, and given periodic refresher course; in the use of breathing apparatus and respirators.

(c) Respirators shall be kept properly labelled in clean dry light proof cabinets, and if liable to be affected by fumes, shall be protected by suitable containers. Respirators shall be dried and cleaned after use and shall be periodically disinfected.

35. *Treatment of Persons.*—In every room or place where required in writing by the Chief Inspector there shall be affixed the official cautionary notice regarding gassing and burns. Such notices shall be legible by day and by night and shall be printed in the language understood by the majority of the workers.

36. *Personnel protective equipment.*—(a) Suitable protective clothing shall be provided for the use of operatives:—

- (i) When operating valves or cock controlling fluids which by their nature, pressure or temperature would be highly dangerous if a blow-out occurred or when cleaning chokes in systems containing such fluids if pressure is likely to exist behind the chokes;

- (ii) When there is danger of injury by absorption through

(iii) Whenever there is the risk of injury in handling corrosive substances, hot or cold articles and sharp or rough objects,

(iv) When there is the risk of poisonous materials being carried away on their clothes.

(b) There shall be provided for the use of all persons employed in the processes specified in Annexure I to this Schedule an adequate supply of suitable protective equipment including gloves, overalls, protective footwear, goggles and respirators. Respirators shall be of a type approved in writing by the Chief Inspector.

(c) Protective equipment shall be provided and stored in the appropriate place for use during abnormal conditions or in an emergency.

(d) Arrangements shall be made for the proper and efficient cleaning of all such protective equipment.

37. *Cloak rooms.*—There shall be provided and maintained for the use of all persons employed in the processes specified in Annexure II to this Schedule a suitable cloak room for clothing put off during working hours and a suitable place separate from the cloak-room for the storage of overalls or working clothes. The accommodation so provided shall be placed in the charge of a responsible person, and shall be kept clean.

38. *Special bathing accommodation.*—(a) There shall be provided for the use of all persons employed in the processes specified in Annexure III to this Schedule separate sanitary convenience and sufficient and suitable bathing facilities, which shall be to the satisfaction of the Chief Inspector.

(b) A bath register shall be kept containing the names of all persons employed in these processes and an entry of the date when each person takes bath.

39. *Entry into vessels.*—(a) Before any person enters, for any purpose except that of rescue, any absorber, boiler, culvert, drain flue, gas purifier, sewer, still tank, tower, vitriol chamber or other place where there is reason to apprehend the presence of dangerous gas or fume, a responsible person appointed in writing by the occupier for the purpose, shall personally examine such place and shall certify in writing in a book kept for the purpose either that such place is isolated and sealed from every source of gas or fume and is free from danger, or that it is not so isolated and sealed and free from danger. No person shall enter any such place which is certified not to be so isolated and sealed.

(where there are not cross stays or obstructions likely to cause entanglement) a life-belt the free end of the rope attached to which shall be left with a man outside whose sole duty shall be to keep watch and to draw out the wearer if he appears to be affected by gas or fume. The belt and rope shall be so adjusted and worn the wearer can be drawn up head foremost through any manhole or opening.

(b) A person entering for the purpose of rescue any such place for which a clearance certificate has not been issued shall wear a breathing apparatus and a life-belt in the manner specified.

40. *Examination and repair of plant.*— Where poisonous materials are likely to be present the examination and repair of plant and piping shall only be done under the supervision of a competent person, and after the plant and piping has been thoroughly cleansed and ventilated. When opening vessels and breaking joints in pipe lines, respirators, goggles and protective clothing shall be worn to the extent required by the competent person.

41. *Storage of acid carboys.*—Carboys containing nitric acid or "mixed" acid shall be stored in open sided shed detached from other buildings, and placed on a flooring of sandstone brick or other suitable inorganic material. A passage way shall be provided and kept free from obstructions between every four rows of such carboys. An ample supply of water shall be available for washing away spirit acid and all precautions shall be taken to prevent workers being exposed to fumes.

42. *Corrosive or deleterious substances risks in buildings.*— All buildings and plant shall be sited with due regard to possible dangers from accidental libration or splashing of corrosive and deleterious liquids, and shall be so designed as to facilitate through washing and cleaning. The construction of staging and other parts of buildings shall be carried out with materials impervious and resistant to corrosion so far as practicable.

43. *Leakage.*—(a)... All plant shall be so designed and constructed as to obviate the escape of corrosive liquid, where necessary, separate buildings, rooms or protective structures shall be used for the dangerous stages of the process and the building shall be so designed as to localise any escape of liquid,

(b) Catch pits, bund walls or other suitable precautions shall be provided to restrict the serious effects of such leakages. Catch pits shall be placed below joints in pipe lines where danger is involved to maintenance and other workers from such leakage.

liquid. Access to such parts shall, so far as practicable, be prohibited and danger notices shall be affixed at suitable points.

44. *Precautions against escape.*—Adequate precautions shall be taken to prevent the escape of corrosive or deleterious substances and means shall be provided for rendering safe any such escape.

45. *Drainage.*—Adequate drainage shall be provided and shall lead to special treatment tanks where deleterious material shall be neutralised or otherwise rendered safe before it is discharged into ordinary drains or sewers.

46. *Covering of vessels.*—(a) Every fixed vessel or structure containing any dangerous material, and not so covered as to eliminate all reasonable risk of accidental immersion in it of any portion of the body of a worker, shall be so constructed that there is no foothold on the top or the sides.

(b) Such vessel shall, unless its edge is at least three feet above the adjoining ground or platform, be securely fenced to a height of at least three feet above such adjoining ground or platform

(c) No plank or gangway shall be placed across or inside any such vessel, unless such plank or gangway is at least 18 inches wide, and is securely fenced on both sides by rails spaced at 9 inches apart to a height of at least 3 feet, or by other equally efficient means.

(d) Where such vessels adjoin and the space between them, clear of any surrounding brick or other work, is either less than 18 inch in width or is 18 or more inches in width, but is not securely fenced on both sides to a height of at least three feet, secure barriers shall be so placed as to prevent passage between them :

Provided that sub-clause (b) shall not apply to :—

(i) Saturators used in the manufacture of sulphate of ammonia, and

(ii) that part of the sides of brine evaporating pans which require raking, drawing or filing.

48. *Means of escape.*—Adequate means of escape from room or buildings in the event of a leakage of corrosive liquid shall be provided and maintained.

49. *Treatment of personnel.*—In all places where (strong acids or dangerous) corrosive liquids are used—

(a) There shall be provided for use in an emergency:—

(i) adequate and readily accessible means of drenching with cold water persons, and the clothing of persons, who have become splashed with such liquid;

(ii) adequate special arrangements to deal with any person who has been splashed with poisonous material that can be absorbed through the skin; and

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

(b) Except where the manipulation of such corrosive liquids is so carried on as to prevent risk of personal injury for splashing or otherwise, there shall be provided for those who have to manipulate such liquids sufficient and suitable goggles and gloves or other suitable protection for the eyes and hands. If gloves are provided they shall be collected, examined and cleansed at the close of the days work and shall be repaired or renewed when necessary.

50. *Maintenance.*—(a) Before any examination or repairs are carried out on plant or pipe lines, a competent person shall issue a clearance certificate permitting such examination or repairs.

(b) Adequate precautions shall be taken to liberate any pockets of gas or liquid which may have been formed in pipe lines and which may cause corrosive spray at the point where dismantling takes place.

51. *Washing facilities.*—There shall be provided and maintained in every factory for the use of employed persons adequate and suitable facilities for washing which shall include soap and nail brushes or other suitable means of cleaning and the facilities shall be

(2) If female workers are employed, separate washing facilities shall be provided and so enclosed or screened that the interiors are not visible from any place where persons of the other sex work or pass. The entrance to such facilities shall bear conspicuous notice in the language understood by the majority of the workers "For Women only", and shall be indicated pictorially.

52. *Mess-room facilities.*—In every factory there shall be provided and maintained for the use of those remaining on the premises during the rest intervals, suitable and adequate mess-room or canteen accommodation which shall be furnished with sufficient tables and Chairs or Bench with back rests and where sufficient drinking water is available.

53. *Ambulance room.*—(a) (i) In every factory, in which more than 250 persons are employed on the processes to which the provisions of this Schedule apply, there shall be provided and maintained in good order an ambulance room.

(ii) The ambulance room shall be a separate room used only for the purpose of treatment and rest. It shall have a floor space of not less than 100 square feet, and smooth, hard and impervious walls and floor, and shall be provided with ample means of natural and artificial lighting. It shall contain all the items specified in Annexure IV of the Schedule.

(iii) Where persons of both sexes are employed arrangements shall be made at the Ambulance Room for their separate treatment.

(iv) The Ambulance Room shall be placed under the charge of qualified nurse or other person trained in First Aid, who shall always be readily available during working hours, and shall keep a record of all cases of accidents or sickness treated in the room.

(b) In every factory there shall be provided and maintained in good conditions a suitably constructed ambulance van for the purpose of the removal of serious cases of accidents or sickness, unless arrangements have been made with a hospital or other place in telephonic communication with the factory for obtaining such a carriage immediately when required.

54. *Medical Personnel.*—There shall be a whole time Medical Officer in every factory employing 250 persons or more.

55. *Medical Examination.*—Workers engaged in the manufacture, processing, formulation or use of the following shall be

and records maintained:—

- (i) Hexaethyl tetra phosphate.
- (ii) Tetra ethyl Pyrophosphate.
- (iii) O. O.Diethyl O.P-nitrophenyl thiophosphate (parathion),
- (iv) Nicotine, nicotine sulphate.
- (v) Mercury derivatives.
- (vi) Methyl bromide.
- (vii) Arsenical derivatives.
- (viii) Cyanides.
- (ix) Chrome Process Compounds.
- (x) Nitro or amino process compounds.

(a) A Health Register containing the names of all persons employed in the process shall be kept in a form approved by the Chief Inspector.

(b) No person shall be newly employed for more than 14 days without certificate of fitness granted after examination by the Certifying Surgeon by a signed entry in the Health Register.

(c) Every person so employed shall present himself at the appointed time for examination by the Certifying Surgeon as provided in (b) of this rule.

(d) The Certifying Surgeon shall have power of suspension as regards all persons employed and no person after suspension shall be employed without written sanction from the Surgeon and entered in the Health Register.

56. *Duties of Workers.*—Every person employed shall—

(a) report to his foreman any defect in any fencing, breathing apparatus, appliance or other requisite provided in pursuance of these rules, as soon as he become aware of such defect;

(b) use the articles, appliances or accommodation required by the provisions of this Schedule for the purpose for which they are provided; and

(2) No person shall:—

(a) remove any fencing provided in pursuance of clause 46, unless duly authorised; or

(b) stand on the edge or on the side of any vessel to which clause 46 applies; or

(c) pass or attempt to pass any barrier erected in pursuance of clause 46; or

(d) Place across or inside any vessel to which clause 46 applies any plank or gangway which does not comply with that clause or make use of any such plank or gangway while in such position, or

(e) take a naked light or any lamp or matches or any apparatus for producing a naked light or spark into, or smoke in any part of the works where there is liability to explosion from inflammable gas, vapour or dust; or

(f) use a metal spadescraper or pail when cleaning out or removing residues from any chamber, still tank, or other vessel which has contained sulphuric acid or hydrochloric acid or other substance which may cause evolution of arseniuretted hydrogen; or

(g) remove from a First Aid-Box or cupboard or from the Ambulance Room any First-Aid appliance or dressing except for the treatment of injuries in the works.

ANNEXURE I

[See clause 2 (a) of this Schedule]

“Chemical Works” means any works or that part of a work in which:—

(1) The manufacture or recovery of any of the following is carried on—

(a) carbonates, chromates, chlorates, oxides or hydroxides of potassium, sodium, iron, aluminium, cobalt, nickel, arsenic, antimony, zinc or magnesium;

(b) ammonia and the hydroxide and salts of ammonium;

arsenious, arstic lacenic, arsic tartartic or citric acids and metallic or organic salts; and

(d) cyanogen compounds.

(2) A wet process is carried on—

(a) for the extraction of metal from ore or from any by product or residual material; or

(b) in which electrical energy is used in any process of chemical manufacture;

(3) Alkali waste or the drainage therefrom is subject to any chemical process for the recovery of sulphur, or for the utilisation of any constituent of such waste or drainage;

(4) Carbon bisulphide is made or hydrogen sulphide is evolved by the decomposition of metallic sulphides or hydrogen sulphide is used in production of such sulphides;

(5) Bleaching powder is manufactured or chlorine gas is made or is used in any process of chemical manufacture;

(6) (a) Gas tar or coal tars or any compound product or residue or such tars is distilled or is use in any process of chemical manufacture;

(b) Synthetic colouring matters of their intermediates are made.

(7) Refining of crude shell oil or any process incidental thereto is carried on;

(8) Nitric acid is used in the manufacture of nitro compounds;

(9) Explosives are made within the use of nitro compounds; and

(10) Insecticides which may be phosphorous, nicotin, mercury nephthalene, cyanogen, arsenic, flourine, copper, benzene and etha-neo compounds or deriatives and methybroxide are manufactured, mixed, blended and packed.

(11) Phosgene (Carbony chloride) is manufactured or is used in the process of chemical manufacture; and

ANNEXURE II

(See clauses 36 and 37 of this Schedule)

1. A nitro or amino process (overalls or suits of working clothes and protective footwear).
2. Grinding raw materials in a chrome process (overhall suits).
3. The crystal department and in packing in a chrome process (protective coverings).
4. Packing in a chrome process (respirators).
5. Any room or place in which chlorate is crystallised ground or packed clothing or woollen material and boots or over shoes, the soles of which have no metal on them).
6. Any room in which caustic is ground or crushed by machinery (goggles and gloves or other suitable protection for the eyes and hands).
7. Bleaching powder chambers or in packing charges drawn from such chambers (suitable respirators).
8. Drawing off of molten sulphur from sulphur pots in the process of carbon disulphide manufacture (overalls, face shields gloves and footwear of fire-proof material).
9. (a) Manufacture, mixing, blending and packing of insecticides which are phosphorous, nicaltine, naphthalene, cyanogesharasnic, flourine, mercury and copper compounds or derivatives and metillyloroxide (rubber aprons-chemical type goggles and suitable respirators and in addition rubber gloves and boots for phosphorous and nafothine derivatives, saynthetic rubber aprons, gloves and boots when working with oil solution and washable working clothes laundered daily).
- (b) Manufacture, mixing, blending and packing of insecticides which are derivatives of benzene or ethanej(rubber aprons, and suitable respirators, separate work clothes, laundered frequently).

ANNEXURE III

(See clause 38 of this Schedule)

1. A nitro or amino process.
2. The crystal department and the packing room in a chrome process,
3. The process of distilling gas or coal tar (other than blast furnacetar) and any process of chemical manufacture in which

ANNEXURE IV

(See clause 53 of this Schedule)

- (i) A glazed sink with hot and cold water always available.
- (ii) A table with a smooth top.
- (iii) Means for sterilising instruments.
- (iv) A couch.
- (v) A stratcher.
- (vi) Two buckets or containers with close fitting lids.
- (vii) Two rubber hot water bags.
- (viii) A kettle and spirit stove or other suitable means of boiling water.
- (ix) Twelve plain wooden splints $1[900 \text{ mms} \times 100 \text{ mms} \times 6 \text{ mms}]$
- (x) Six plain wooden splints $1[250 \text{ mms} \times 50 \text{ mms} \times 12 \text{ mms}]$
- (xi) Twelve plain wooden splints $1[350 \text{ mms} \times 75 \text{ mms} \times 6 \text{ mms}]$
- (xii) Three woollen blankets.
- (xiii) One pair artery forceps.
- (xiv) One bottle of brandy.
- (xv) Two medium size sponges.
- (xvi) Three hand towels.
- (xvii) Two kidney trays.
- (xviii) Four carbolic soaps.
- (xix) Two glass tumblers and two wine glasses.
- (xx) Two clinical thermometers.
- (xxi) Graduated measuring glass with tea spoon.
- (xxii) One eye bath.
- (xxiii) One bottle $1(1 \text{ Litre})$ carbolic cotton 1 in 20.
- (xxiv) Two chairs.
- (xxv) One screen.
- (xxvi) One electric hand torch.
- (xxvii) An adequate supply of antitetanus serum.
- (xxviii) Two first aid boxes, each containing:—

(a) 24 small sterilised dressings, (b) 12 medium size sterilised dressing, (c) 12 large size sterilised dressing, (d) 12 large size sterilised burn dressing, (e) 12 half ounce packets sterilised cotton wool, (f) one snake-bites lancet, (g) one pair of scissors, (h) two (oz.) bottle of potassium permanganate crystals, (i) one (4oz.) bottle of sal volatile having the dose and mode of administration indicated on the label,

(j) one (4 oz.) bottle containing a two per cent alcoholic solution of iodine, (k) sufficient quantity of burn ointment and dressing or any other modern ointment for treating burn cases and (l) copy of the first aid leaflet issued by the Chief Adviser, Factories, Government of India.

(m) Full apparatus for administering fluids or plasma.

PART II

Applying towards or parts thereof in which—

- I. caustic pots are used; or
- II. chlorate of bleaching powder is manufactured; or
- III. (a) gas tar or coal tar is distilled or is used in any process of chemical manufacture; or
(b) a nitro or amino process is carried on; or
- IV. crude shell oil is refined or processes incidental thereto are carried on; or
- V. Nitric acid is used in the manufacture of nitro compounds; or
- VI. the evaporation of brine in open pans and the stoving of salt are carried on; or
- VII. the manufacture or recovery of hydrofluoric acid or any of its salts is carried on;
- VIII. work at a furnace where the treatment of Zinc ores is carried on; and
- IX. insecticides mentioned in Annexure I are manufactured mixed blended or packed.

57. *Entry of gas tar or coal tar still*—Before any person enters a gas tar or coal tar still for any purpose except that of rescue, it shall be completely isolated from adjoining tar stills, either by disconnecting—

(a) the pipe leading from the swan neck to the condenser warm; or

(b) the waste gas pipe fixed to the warm and or receiver, and in addition, blank flanges shall be inserted between the disconnected parts, and the pitch discharge pipe or cock at the bottom of the still shall be disconnected.

58. *Entry into bleaching powder chambers.*—(i) No person shall enter a chamber for the purpose of withdrawing the charge of

- (ii) the air in the chamber has been tested and found to contain not more than 2.5 grains of free chlorine gas per cubic feet.

A register containing details of all such tests shall be kept in a form approved by the Chief Inspector of Factories.

59. *Special precautions for nitro and amino processes.*—In a nitro or amino process—

- (a) if crystallised substances are broken or any liquor agitated by hand, means shall be taken to prevent, as far as practicable, the escape of dust or fume into the air of any place in which any person is employed. The handles of all implements used in the operations shall be cleansed daily;
- (b) cartridges shall not be filled by hand except by means of a suitable scoop;
- (c) every drying stove shall be efficiently ventilated to the outside air in such a manner that hot air from the stove shall be drawn into any work-room;
- (d) no person shall enter a stove to remove the contents until a free current of air has been passed through it;
- (e) every vessel containing nitro or amino derivatives of phenol or of benzene or its homologues shall, if steam is passed into or around it, or if the temperature of the contents be at or above the temperature of boiling water, be covered in such a way that steam or vapour shall be discharged into the open air at a height of not less than 25 feet from the ground or the working platform, and at a point where it cannot be blown back again into the work-room.

60. *Precautions during caustic grinding, etc.*—(a) Every machine used for grinding or crushing caustic shall be enclosed; and

(b) Where any of the following processes are carried on:—

- (i) grinding or crushing of caustic;
- (ii) packing of ground caustic;
- (iii) grinding, sieving, evaporating or packing in a chrome process; or
- (iv) crushing, grinding or mixing of material of cartridge filling in a nitro or amino process; an efficient exhaust draught shall be provided.

any other purpose, the floor of which room or place shall be of cement or other smooth, impervious and incumbrable material, and shall be thoroughly cleansed daily.

(b) Wooden vessels shall not be used for crystallisation of chlorate, or to contain crystallised or ground chlorate; provided that this clause, shall not prohibit the packing of chlorate for sale into wooden casks or other wooden vessels.

62. *Restrictions on employment of young persons and women.*—

(a) Persons under 18 years of age and women shall not be employed in any process in which hydrofluoric acid fumes or ammoniacal vapour are given off or in any of the following operations—

- (i) evaporation of brine in open pans,
- (ii) stoving of salt,
- (iii) work at a furnace where the treatment of zinc ores is carried on, and
- (iv) the cleaning of work-rooms where the process mentioned in (iii) is carried on.

(b) No person under 18 years of age shall be employed in a chrome process or in a nitro or amino process or in a process in which the following materials are used or where the vapour of such materials given off:—

Carbon bisulphide, chlorides of sulphur benzene carbon tetra chloride, trichloroethy lene, any carbon chlorine compound or any mixture containing any of such materials.

63. *Duties of employees.*—Every person employed (a) in a process to which clause 36 applied shall wear the protective clothing, foot wear, respirators, goggles or gloves provided under the said clause and shall deposit overalls or suits or working clothing so provided, as well as—clothing put off during working hours in the places provided under clause (37).

(b) in processes to which clause 38 applies shall carefully wash the hands and face before partaking of any food or leaving the premises.

(c) in any processes to which Part II of this Schedule applies

I[SCHEDULE XI

Manufacture of Pottery and Processes incidental thereto.

1. *Definitions*.—For the purposes of this Schedule:—

- (a) "Pottery" includes earthen ware, stoneware, porcelain, china tile and any other article made from clay or from a mixture containing clay and other materials such as quartz flint, feedspar and gypsum;
- (b) "efficient exhaust draught" means localised ventilation affected by mechanical or other means for removal of dust or fume so as to prevent it from escaping into the air of any place in which work is carried on. No draughts, shall deemed efficient which fails to remove effectively dust or fume generated at the point where dust or fume originates;
- (c) "fetting" includes scalloping, towing, sand papering, sand sticking, brushing or any other process of cleaning of pottery ware in which dust is given off;
- (d) "leadless glaze" means a glaze which does not contain more than 1 percent of dry weight of a lead compound calculated as lead monoxide;
- (e) "low solubility glaze" means a glaze which does not yield to dilute hydrochloric acid more than five percent of its dry weight of a soluble lead compound calculated as lead monoxide when determined in the manner described below:—

A weighted quantity of the material which has been dried at 1000° C. 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 percent by weight of hydrogen chloride. This solution shall there after be allowed to stand for one hour and then filtered. The lead salt contained in the clear filtrate shall then be precipitated as lead sulphide and weighed as lead sulphide;

- (f) "ground or powdered flint or quartz" does not include natural sands, and
- (g) "potters' shop" includes or places where pottery is formed by pressing or by any other process and all places where shaping, fetting or other treatment of pottery articles

2. *Efficient exhaust draught.*—The following process shall not be carried on without the use of an efficient exhaust draught:—

- (i) All processes involving the manipulation or use of a dry and unfritted lead compound;
- (ii) The fettling operations of any kind, whether on greenware or biscuit; provided that this shall not apply to the wet fettling, and the occasional finishing of pottery articles without the aid of mechanical power;
- (iii) The shifting of clay dust or any other material for making or other articles by pressure, except where:—
 - (a) this is done in a machine so enclosed as to effectually prevent the escape of dust, or
 - (b) the material to be shifted so damp that no dust can be given off,
- (iv) The processing of tiles from clay dust, an exhaust opening being connected with each press. This sub clause shall also apply to the pressing from clay dust of articles other than tiles, unless the material is so damp that no dust is given off,
- (v) The fettling of tiles made from clay dust by pressure, except where the fettling is done wholly on, or with, damp material. This sub-clause shall also apply to the fettling of other articles made from clay dust, unless the material is so damp that no dust is given off,
- (vi) The process of loading and unloading of saggars where handling and manipulation of ground and powdered flint, quartz alumina or other materials are involved,
- (vii) The brushing of earthenware biscuit, unless the process is carried on in a room provided with efficient general mechanical ventilation or other ventilation which is certified by the Inspector of Factories as adequate, having regard to all the circumstances of the case,
- (viii) Fettling of biscuitware which has been fired in powdered lint or quartz except where this is done in machines so enclosed as to effectually prevent the escape of dust,
- (ix) Ware cleaning after the application of glaze by dipping or other process,

(x) Crushing and drying of materials for the production of

(xi) Sieving or manipulation of powdered flint, quartz, clay grog or mixture of these materials, unless it is so damp that no dust can be given off,

(xii) Grinding of tiles on a power driven wheel, unless an efficient water spray is used on the wheel,

(xiii) Lifting and conveying of materials by elevators and conveyors unless they are effectively enclosed and so arranged as to prevent escape of dust into the air in or near any place at which persons are employed,

(xiv) The preparation or weighing out of flow material, lawning or drycolours, colouring, dusting and colour blowing,

(xv) Mould making, unless the bins or similar receptacles used for holding plaster of Paris are provided with suitable covers,

(xvi) The manipulation of calcined material, unless the material has been made and remains so wet that no dust is given off.

3. *Carrying of processes.*—Each of the following processes shall be carried on in such a manner and under such conditions so as to secure effectual separation from one another and from other wet processes:—

(a) Crushing and dry grinding or sieving of materials fettling, pressing of tiles, drying of clay and greenware, loading and unloading saggars.

(b) All processes involving the use of dry lead compound.

4. *Use of glaze.*—No glaze which is not a leadless glaze or a low solubility glaze shall be used in a factory on which pottery is manufactured.

5. *Restriction on employment of women and young persons.*—No woman or young person shall be employed or permitted to work in any of the operations specified in clause 2 or at any place where such operations are carried on.

6. *Potter's Wheel.*—The potter's wheel (jolly and jigger) shall be provided with screens or so constructed as to prevent clay scrapings being thrown off beyond the wheel.

7. *Measures to be taken to prevent dust flowing.*—(1) All practical measures shall be taken by damping or otherwise to prevent dust arising during cleaning of floors.

(2) Damp saw dust or other suitable material shall be used

8. *Cleaning of floors.*—The floors of potter's shops slip houses, dipping, houses and ware cleaning, rooms shall be hard, smooth and impervious and shall be thoroughly cleaned daily by a most method by an adult male.

9. *Medical examination.*—(1) All persons employed in any process included under clause 2 shall be examined by the Certifying Surgeon within 7 days preceding or following the date of their first employment in process, thereafter all persons employed in any process included under clause 2 (i) and 2 (xiv) shall be examined by the Certifying Surgeon once in every three calendar months, and those employed in any process included in sub-clauses (ii) to (xiii), sub-clauses (xv) and (xvi) of clause 2, once in every 12 months by the Certifying Surgeon, records of such examination shall be entered by the Certifying Surgeon in the Health Register and certificate of fitness granted to him under clause 10.

(2) If at any time the Certifying Surgeon is of the opinion that any person employed in any process included in clause 2 is no longer fit to continue in the same job, he may ask the management to provide such a person an alternative job and if the Certifying Surgeon is of the opinion that the person so employed is no longer fit for employment even in any other process on the ground that his continuance therein would involve damage to his health, he shall cancel the certificate of fitness granted to that person.

(3) No person whose certificate of fitness has been cancelled shall be re employed unless the Certifying Surgeon, after examining, again certifies him to be fit for employment in the same process or same alternative process.

10. *Certificate of fitness.*—A person medically examined under clause 9 and found fit for employment shall be granted by the Certifying Surgeon a certificate of fitness in Form No. 31 and such certificate shall be in the custody of the Manager of the Factory. The certificate shall be kept readily available for inspection by any Inspector and the person granted such a certificate shall carry with him, while at work, a token giving reference to such certificate.

11. *Protective equipment.*—(1) The occupier shall provide and maintain suitable overalls and head coverings for all persons employed in the processes mentioned in clause 2.

(2) The occupier shall provide and maintain suitable aprons of water-proof or similar material which can be sponged daily for the use of the dippers, dippers, assistants, throwers jolly workers, casters, mould makers and filter press and pug mill workers.

(3) Aprons provided in pursuance of sub-clause (2) shall be thoroughly cleaned daily by the wearer by sponging or other

cleaned and mended at least once a week and this washing, cleaning or mending shall be provided by the occupier.

(4) No person shall be allowed to work in emptying sacks of dusty materials, weighing out and mixing of dusty materials and charging of ball mills and blungers without wearing a suitable and efficient dust respirator.

12. *Washing facilities.*—The occupier shall provide and maintain in a clean state and in good repair for the use of all persons employed in any of the processes specified in clause 2, a wash place under cover with either,—

(a) (i) a trough with smooth impervious surface fitted with a waste pipe, without plug, and of sufficient length to allow at least two feet for every five such persons employed at any one time, and having a constant supply of clean water from taps or jets above the trough at intervals of not more than two feet, or

(ii) at least one tap or stand pipe for every five such persons employed at any one time having a constant supply of clean water, the tap or stand pipe being spaced not less than 4 feet apart; and

(b) a sufficient supply of clean towels made of suitable materials changed daily with sufficient supply of nail brushes and soap.

13. *Time allowed for washing.*—Before each meal and before the end of the day's work at least ten minutes, in addition to the regular meal times, shall be allowed for washing to each person employed in any of the process mentioned at clause 2.

14. *Mess-room.*—(1) There shall be provided and maintained for use of all persons remaining within the premises during the rest interval, a suitable mess-room or canteen at a distance of at least 50 feet from the main factory providing a minimum accommodation of 10 square feet per head. The washing facilities mentioned above shall be provided near the mess-room or canteen and the mess-room and canteen shall be furnished with—

(i) a sufficient number of tables and chairs or benches with back rest;

(ii) arrangements for washing utensil:

(2) The rooms shall be adequately ventilated by the circulation of fresh air and placed under the charge of a responsible person and shall be kept clean.

15. *Food, drinks, etc. prohibited in work-rooms.*—No food, drink, pan and supari, or tobacco shall be brought into or consumed by any worker in any work-room in which any of the process mentioned in clause 2 are carried on and no person shall remain in any such room during intervals for meals or rest.

16. *Cloak-room etc.*—There shall be provided and maintained for the use of all persons employed in any of the processes mentioned in clause 2—

- (a) a cloak-room for clothing put off during working hours which shall be separate from any mess-room;
- (b) separate and suitable arrangements for the storage protective equipment provided under clause 11.

17. *Application.*—The provisions contained in this Schedule shall not apply to a factory in which any of the following articles, but no other pottery are made—

- (a) unglazed or salt glazed bricks and tiles; and
- (b) architectural terra-cotta made from plastic clay and either unglazed or glazed with a leadless glaze only.

18. *Exemptions.*—If in respect of any factory, the Chief Inspector of Factories is satisfied that all or any of the provisions of this Schedule are not necessary for the protections of the persons employed in such factory, he may by a certificate in writing exempt such factory, from all or any of such provisions, subject to such conditions as he may specify therein. Such facilities may at any time be revoked by the Chief Inspector without assigning any reasons.

II SCHEDULE XII

1. Printing presses and type foundries certain lead processes carried therein.

Exemption.—Where the Chief Inspector is satisfied that all or any of the provisions of this Schedule are not necessary for the protection of persons employed he may by certificate in writing exempt any factory from all or any of such provisions subject to such conditions as he may specify therein. Such certificate may

2. *Definitions.*—In these regulations:—

(1) “Lead material” means material containing not less than five per cent of lead.

(2) “Lead process” means—

- (a) the melting of lead or any lead material for casting and mechanical composing;
- (b) the re-charging of machines with used lead material;
or
- (c) any other work including removal of dress from melting pots, cleaning of plungers; and
- (d) manipulation, movement or other treatment of lead material.

(3) “Efficient exhaust draught” means localised ventilation effected by heat or mechanical means, for the removal of gas, vapour, dust or fumes so as to prevent them escaping into the air of any place in which work is carried on. No draught shall be deemed efficient which fails to remove gas, vapour, fume or dust at the point where they originate.

3. *Exhaust draught.*—None of the following processes shall be carried on except with an efficient exhaust draught—

- (a) melting lead material or slugs;
- (b) heating lead material so that vapour containing lead is given off;

or unless carried on in such a manner as to prevent free escape of gas, vapour, fumes or dust into any place in which work is carried on, or unless carried on in electrically heated and thermostatically controlled melting pots.

Such exhaust draught shall be effected by mechanical means and so contrived as to operate on the dust, fume, gas or vapour given off as closely as may be at its point of origin.

4. *Prohibition relating to women and young persons.*—No women or young persons shall be employed or permitted to work in any lead process.

from any other process—

- (a) melting of lead or any lead material;
- (b) casting of lead ingots;
- (c) mechanical composing.

6. *Container of dross.*—A suitable receptacle with tightly fitting cover shall be provided and used for dross as it is removed from every melting pot. Such receptacle shall be kept covered while in the work-room near the machine except when the dross is being deposited therein.

7. *Floor of work-room.*—The floor of every work-room where lead process is carried on shall be—

- (a) of cement or similar material so as to be smooth and impervious to water,
- (b) maintained in sound condition, and
- (c) shall be cleansed throughout daily after being thoroughly damped with water at a time when no other work is being carried on at the place.

8. *Mess Room.*—The occupier shall provide and maintain for the use of the persons employed suitable and adequate arrangements for taking their meals. The arrangements shall consist of the use of a room separate from any work-room, which shall be furnished with sufficient tables and benches and unless a canteen serving hot meals is provided, adequate means of warming food. The room shall be adequately ventilated by the circulation of fresh air and shall be placed under the charge of a responsible person and shall be kept clean.

9. *Washing facilities.*—There shall be provided and maintained in a cleanly state and in good repair for the use of all persons employed in a lead process—

- (a) A wash place with either—
 - (i) a trough with a smooth impervious surface fitted with a waste pipe without plug, and of sufficient length to allow at least two feet for every ten such persons employed at any one time and having a constant supply of water from taps or jets above the trough at intervals of not more than 2 feet; or

- (b) a sufficient supply of clean towels made of suitable material renewed daily with a sufficient supply of soap or other suitable cleansing material.

10. *Medical Examination.*—(a) Every person employed in a lead process shall be by the Certifying Surgeon within 14 days of his first employment in such processes and thereafter shall be examined by the Certifying Surgeon at intervals of not more than three months, and record of such examination shall be entered by the Certifying Surgeon in the Special Certificate of fitness in Form No. 30.

(b) A Health Register containing names of all persons employed in any lead process shall be kept in Form No. 19.

(c) No person after suspension shall be employed in a lead process without the written sanction from the Certifying Surgeon entered in the Health Register.

11. *Food, drink, etc., prohibited in work-room.*—No food, drink, pan and supari or tobacco shall be consumed or brought by any worker into any work room in which any lead process is carried on.]

II SCHEDULE XIII

Manufacture of bangles and other articles from cinematograph film and toxic and inflammable solvents.

1. *Definitions.*—For the purpose of this Schedule—
- (a) toxic and inflammable solvents mean—
- (i) Solvents like acetone, tetrachlorethene, alcohol, denatured spirit, phenol, any lactate, butyle, acetate, di-acetone, alcohol and such other substances which in the opinion of the Chief Inspector are toxic and inflammable.
- (ii) “bangle polish” and “bangle mixture” and such other solvents, by whatever trade name they are known, used in the manufacture of bangles and other articles from cellulose films.
- (b) “suspension” means suspension from employment in any process in which toxic and inflammable solvents are used, by written certificates in the Health Register signed by the Certifying Surgeon who shall have the power of suspension as regards all persons employed in any such process;

(c) "approval" means approved by the Chief Inspector;

(d) "first employment" means first employment in any manufacturing process referred to in this Schedule and also re-employment in such manufacturing process following any cessation of employment for a continuous period of three calendar months.

2. *Application.*—This Schedule shall apply in respect of all factories or any part thereof in which the process of manufacturing of bangles and other articles from cinematograph film or from toxic and inflammable substances or from both (hereinafter referred to as the said manufacturing process) is carried on.

3. *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 any of the said manufacturing process is carried out or in any room in which toxic or inflammable substances or both are stored or treated.

4. *Medical Examination.*—(1) No person shall be employed in any of the said manufacturing processes unless he has been examined by the Certifying Surgeon within seven days preceding his first employment and certified fit for such employment.

(2) No person shall be employed in any of the said manufacturing processes unless he is re-examined by the Certifying Surgeon at least once during each calendar month or at such intervals as may be specified in writing by the Chief Inspector.

(3) The Certifying Surgeon shall examine persons employed in any of the said manufacturing processes by giving due notice to all concerned.

(4) A Health Register in Form No. 19 containing the names of all workers employed in any of the said manufacturing processes shall be kept.

(5) No person after suspension shall be employed without written sanction from the Certifying Surgeon entered in or attached to the Health Register.

5. *Protective clothing.*—Protective clothing shall be provided and maintained in good repair for all workers employed in the factory, and such clothing shall be worn by the workers concerned. The protective clothing shall consist of a suitable apron and if so required by the Chief Inspector or head coverings provided in that behalf. The head coverings so provided shall be washed daily.

culated or used shall be provided with inlets and outlets of adequate size so as to secure and maintain efficient ventilation in all parts of the room during working hours:

Provided that the preparation of "Cylinders" from cinematograph film and toxic and inflammable solvents, cutting of such cylinders into bangles and heat treatment of the bangles shall be carried out in an open space under cover, unless specially exempted by the Chief Inspector.

7. *Drying of cinematograph film.*—(1) Drying of cinematograph film shall not be done except under such conditions as will prevent the cinematograph film from coming into contact or proximity with any source of heat or heated surface in such a manner as would render the cinematograph film liable to be ignited or decomposed.

(2) Loose unwound cinematograph film shall be enclosed during drying in such a manner that a person in a room will be protected as far as practicable from an outburst of flame.

(3) The temperature in any part of a drying enclosure for loose unwound cinematograph film other than a safety acetate film shall not at any time exceeding 110 F. A thermometer shall be kept available in every room in which such drying is done.

(4) Boiling of raw film either alone or in conjunction with other chemicals or heating of bangles and other articles made of film shall be carried out in any open space.

(5) A sufficient number of buckets filled with water shall be provided near the places where bangles are subjected to heat treatment.

8. *Storage of raw materials.*—(i) Each roll or package of cinematograph film used in any of the said manufacturing process shall except when required to be exposed for the purposes of the work carried on be kept in a separate box, properly closed and constructed of metal or other approved metal.

room or chamber or similar enclosure approved by the Chief Inspector. Toxic and inflammable solvents stock shall be stored in approved places or containers.

9. *Disposal of waste films.*—(i) All waste and scrap of cinematograph film shall be collected at frequent intervals during each day and be placed in strong metal receptacles fitted with self closing lids and clearly marked with the words "Film Waster".

(ii) No material liable to ignite spontaneously nor any thing likely to ignite or decompose cinematograph film shall be placed in the receptacle.

(iii) At the end of each day's work waste and scrap films shall be either transferred to a store-room or removed from the premises.

(iv) Waste films and shavings shall be destroyed by burning in an open place under controlled conditions. They shall not be allowed to be thrown or scattered in or about the premises of the factory.

10. *Prohibition for smoking.*—(i) No person shall be allowed to smoke in any room in which cinematograph film is manipulated, used or stored.

(ii) No open fire or light or any smoking materials or matches not anything likely to ignite or decompose cinematograph film shall be allowed in any store-room or any room in which cinematograph film or toxic inflammable solvents or both are stored, manipulated or used :

Provided that the Chief Inspector may permit the use of a coal sigree in the heat treatment of bangles subject to such conditions as he may specify in writing.

11. *Caution with regard to electrical installation.*—All electrical installations and fittings shall be of flame-proof type.

12. *Floor of work-rooms.*—The floor of every work-room in which any of the said manufacturing processes are carried on shall be:—

- (a) of cement or similar material so as to be smooth and impervious to water;
- (b) maintained in sound condition.
- (c) kept free from materials, plants or other obstruction not required for or produced in the process carried on in

- (d) cleaned daily after being thoroughly sprayed with water at a time when no other work is being carried on in the room.

13. *Time to be allowed for washing.*—Before each meal and before the end of the day's work, at least ten minutes in addition to the regular meal times, shall be allowed for washing to each person who has been employed in any of the said manufacturing processes.

14. *Washing facilities.*—There shall be provided and maintained in a cleanly state and in good repair for the use of all persons, a wash place under cover, with either:—

- (i) a trough with a smooth impervious surface with a waste pipe without plug, and of sufficient length to allow of at least two feet for every five such persons employed at any one time and having a constant supply of water from taps or jets above the trough at intervals of not more than two feet; or
- (ii) at least one wash basin for every five such persons employed at any one time fitted with a waste-pipe and plug and having a constant supply of water laid on;
- (iii) a sufficient supply of clean towels made of suitable material which shall be renewed daily, which supply, if so required by the Inspector, shall include a separate marked towel for each such worker; and
- (iv) a sufficient supply of soap or other suitable cleansing material and of nail brushes.

15. *Facilities for bathing.*—Chief Inspector may require any factory occupier to provide bath accommodation for all persons engaged in all or in any of the said manufacturing processes and also sufficient supply of soap and clean towels.

16. *Cloak room.*—If the Chief Inspector so requires, there shall be provided and maintained for the use of persons employed in any of the said manufacturing processes —

- (a) a cloak room for clothing put off during working hours with adequate arrangements for drying the clothing, if wet;
- (b) separate and suitable arrangements for the storage of protective clothing provided under paragraph 5,

17. *Food, drinks, etc., prohibited in work-room.*—No food, drink, pan and superior tobacco shall be consumed or brought by any worker into any work-room in which any of the said manufacturing processes is carried on.

18. *Mess-room.*—If the Chief Inspector so requires, there shall be provided and maintained for the use of all persons employed in the factory and remaining on the premises during the meal intervals, a suitable mess-room, which shall be furnished with —

- (a) sufficient tables and benches, and
- (b) adequate means for warming food.

The mess shall be placed under the charge of a responsible person and shall be kept clean.

19. *Fire fighting appliances.*—(1) Adequate means for extinguishing fires having regard to the amount of celluloid present in the room at any one time shall be kept constantly provided for each work-room and store-room.

(2) The fire fighting appliances shall be maintained in good condition and kept in a position which is easily accessible.

20. *Means of escape in case of fire.*—Adequate means of escape fire shall be provided in every room in which cinematograph film is manipulated used or stored and the means of escape shall not be deemed adequate unless—

- (a) at least two separate exits are provided from every such room and two safe ways of escape from the building are available for all persons employed in the factory; and
- (b) all doors and windows provided in connection with the means of escape are constructed to open outwards readily.

21. *Cautionary notices.*—(i) Cautionary notices explaining the dangerous to which workers are exposed due to any of the

conveniently read by the persons employed. The said notices shall be printed in the languages understood by the majority of workers employed in the factory.

(ii) If any person employed in the factory is illiterate, effective step shall be taken to explain carefully to such illiterate person the contents of the notices.

22. *Exemption*—If in respect of any factory the Chief Inspector is satisfied that owing to the exceptional circumstances or infrequency of the process, or for any other reason, all or any of the provisions of this Schedule are not necessary for the protection of the persons employed in the factory, he may by a certificate in writing exempt such factory from all or any of the provisions, on such conditions as he may specify therein. Such certificate may at any time be revoked by the Chief Inspector with out assigning any reasons.)

SCHEDULE XIV

Compression of Oxygen and Hydrogen produced by the electrolysis of water

(1) The room in which electrolyser plant is installed shall be separate from the plant for storing and compressing the oxygen and hydrogen and also the electric generator room.

2["(2) The purity of oxygen and hydrogen shall be tested by a competent person at least once in every shift at the following points—

- (i) In the electrolysis room,
- (ii) at the gas holder inlet, and
- (iii) at the suction end of the-compressor.

The purity figures shall be entered in the register and signed by the persons carrying out such testes: provided however that, if the electrolyser plant is fitted with automatic recorder of purity of oxygen and hydrogen with alarm lights it shall be sufficient if the purity of the gases is tested at the suction end of the compressor only."

(3) The oxygen and hydrogen gases shall not be compressed, if their purity as determined under clause (2) above falls below 98% at any time.

1("4 The bell of any gas holder shall not be permitted to go within 30 cms. of its lowest position when empty and a limit switch shall be fitted to the gas-holder in such a manner as to switch off the compressor motor when this limit is reached.

1[(5) There shall be at least two gas-holders for each kind of gas compressed and the gas-holders from same gas shall be provided with suitable arrangements to ensure that no gas holder is connected to the compressor and to the electrolyser at the same time and only one gas-holder is connected to the compressor line at any one time."

(6) The water and caustic soda and potash used for making electrolytes shall be of standard suitable for electrolysis.

(7) Electrical connections at the electrolyser cells and at the electric generator terminals shall be so constructed as to preclude the possibility of wrong connections leading to the reversal of polarity and in addition an automatic device shall be provided to cut off power in the event of reversal of polarity owing to wrong connections either at the switch board or at the electric generator terminals.

(8) Oxygen and hydrogen gas pipes shall be painted with distinguishing colours. Whenever an hydrogen pipe is opened for repairs or any other work, on reconnection the pipe shall be purged of all air before hydrogen is allowed to pass through that pipe.

(9) All electrical wiring and apparatus in the electrolyser room and hydrogen compression room shall be of flame-proof construction or enclosed in flame proof fittings and no naked light or flame shall be allowed to be taken either in the electrolyser room or where compression and filling of the gases is carried on and such warning notices shall be exhibited in prominent places.

(10) No part of the electrolyser plant and the gasholders and compressor shall be subject to welding, brazing, soldering or cutting until steps have been taken to remove any explosive substance from that part and render the part safe for such operations and after the completion of such operations no explosive substance shall be allowed to enter that part until the metal has cooled sufficiently to prevent risk of explosion.

(11) No work of operation, repair or maintenance shall be undertaken except under the direct supervision of a person who, by his training, experience and knowledge of the necessary precautions against risk of explosion is competent to supervise such work. No electric generator after erection or repairs shall be switched on to the electrolyzers unless the same is certified by the competent person under whose direct supervision erection or repairs are carried on to be in a safe condition and the terminals have been checked for the polarity as required by rule 7.

Every part of the electrolyser plant and the gas-holders and compressor shall have a regular schedule of overhaul and checking and every defect noticed shall be rectified forthwith].

1(SCHEDULE XV

1. *Application.*—This Schedule shall apply to factories in which any of the following processes are carried on:—

- (i) Breaking, crushing, disintegrating, opening, grinding, mixing or sieving of asbestos and any other process involving handling and manipulation of asbestos and incidental thereto;
- (ii) All processes in the manufacture of asbestos textiles including preparatory and finishing processes;
- (iii) Making of insulation slabs or sections, composed wholly or partly of asbestos, and processes incidental thereto;
- (iv) Making or repairing of insulating mattresses, composed wholly or partly of asbestos and processes incidental thereto;
- (v) Manufacture of asbestos cardboard and paper;
- (vi) Application of asbestos by spray method;
- (vii) Manufacture of asbestos cement goods;
- (viii) Sawing, grinding, turning, abrading and polishing, in the dry state, of articles composed wholly or partly of asbestos;
- (ix) Cleaning of any room, vessel, chambers, fixture or appliances for the collection of asbestos dust;

Provided that, if, the Chief Inspector is satisfied in respect of any factory or workshop or part thereof that by reason of the restricted use of asbestos or the method or working, of occasional nature of work or otherwise all or any of the provisions of this Schedule can be suspended or relaxed without danger to the health of the persons employed therein, he may grant suspension or relaxation in writing under such conditions as he may think fit. Any such certificate may be revoked at any time.

2. *Definitions.*—

- (i) 'Asbestos' means any fibrous silicate mineral, and admixture containing any such mineral whether crude, crushed or opened.
- (ii) 'Asbestos textiles' means yarn or cloth composed of asbestos or asbestos mixed with any other material.
- (iii) 'Preparing' means crushing, disintegrating, and any other process in or incidental to the opening of asbestos.
- (iv) 'Approved' means approved for the time being in writing by the Chief Inspector.
- (v) 'Breathing Apparatus' means a helmet or face piece with necessary connection by means of which a person using it breathes air free from dust, or any other approved apparatus.

3. An exhaust draught effected by mechanical means which prevents the escape of asbestos dust into the air of any room in which persons work shall be provided and maintained for:—

- (a) Manufacturing and conveying machinery, namely:—
 - (i) preparing, grinding or dry mixing machine;
 - (ii) carding, card waste-end, ring spinning machines and looms;
 - (iii) machines or other plant fed with asbestos;
 - (iv) machines used for the sawing, grinding, turning, abrading or polishing, in the dry-state, of articles composed wholly or partly of asbestos;
- (b) cleaning and grinding of the cylinders or other part of a carding machine;
- (c) chambers, hoppers or other structures into which loose asbestos is delivered or passes;
- (d) work benches for asbestos waste sorting or for other manipulation of asbestos by hand;
- (e) work places at which the filling of or employing of skips, sacks or other portable containers, weighing or other process incidental thereto which is effected by hand, is carried on;
- (f) sack-cleaning machines:

Provided that this clause shall not apply (i) to a machine or other plant which does not give rise to asbestos dust into the air of any room

4. (1) Mixing or blending by hand of asbestos shall not be carried on except with an exhaust draught effected by mechanical means so designed and maintained as to ensure as far as practicable the suppression of dust during the processes.

(2) In premises which are constructed or reconstructed after this schedule comes into force, the mixing or blending by hand of asbestos shall not be done except in a special room or place in which no other work is ordinarily carried on.—

(3) (i) The making or repairing of insulating mattresses composed wholly or partly of asbestos shall not be carried on in which any other work is done.

(ii) In every room in which the making or repairing of insulating mattresses is carried on.—

(a) Adequate exhaust and inlet ventilation in accordance with arrangements to be approved in each case shall be provided and maintained.

(b) No person other than those engaged in filling, beating or levelling shall be present whilst such processes are being carried on and work shall not be resumed in the room after filling; beating or levelling, for at least ten minutes.

(c) The floors and benches shall be kept damped so as to prevent dust arising therefrom effectively; and

(d) The covers shall be effectively damped immediately after being out and in the case of fibre filled mattresses, shall be kept damp whilst filling, beating or levelling is being carried on.

(4) (a) Storage chambers or bins for loose asbestos shall, in the case of premises constructed or reconstructed after this Schedule comes into force, be effectively separated from any work-room and, in the case of other premises be effectively separated from any work-room in which the asbestos is not required for the purposes carried in the room.

(b) Chambers or apparatus for dust settling and filtering shall not be allowed in any work-room.

(c) Arrangements shall be made to prevent asbestos dust discharged from exhaust apparatus being drawn into the air or any work-room.

(5) All machinery used in preparing, grinding of asbestos carding, card roller cleaning and grinding and sack cleaning and all card wastered machines, lattices, elevators, chutes and conveyers shall be so constructed and maintained that dust or debris containing asbestos cannot escape from any part thereof, other than dust removed by air exhaust draught provided in accordance with clause (3) of the Schedule.

(6) (a) Cleaning by hand of the cylinders (including the Joffer

(b) After six months from the date on which Schedule comes into force such cleaning as aforesaid shall not be done by means of hand strickles or other hand tools:

Provided that the Inspector or the Chief Inspector may direct such other measures and precaution to be taken as may be considered necessary for securing the health of the workers, employed on processes and work specified in clause (4).

5. (1) In every room in which any of the requirements of this Schedule apply:--

(a) the floors, work benches and plant shall be kept in a clean state and free from asbestos debris and suitable arrangements shall be made for the storage of asbestos not immediately required for use;

(b) the floors shall be kept free from any materials, plant or other articles not immediately required for the work carried on in the room which would obstruct the proper cleaning of the floor; and

(2) Every room as aforesaid shall be adequately lighted.

6. (a) A sack which has contained asbestos shall not be cleaned by hand beating but by a machine, complying with clause (3) and sub-clause (5) of clause (4).

(b) All sacks used as containers for the purpose of transport of asbestos within the factory shall be constructed of impermeable material and shall be kept in good repairs.

7. (a) All ventilating plant used for the purpose of extracting or suppressing dust as required by this schedule shall at least once in every six months be thoroughly examined and tested by a competent person and any defect disclosed by such examination and test shall be rectified forthwith.

(b) A register containing particulars of such examination and test and the state of the plant and repairs or alterations (if any) found to be necessary shall be kept and shall be available for inspection by an Inspector.

8. A breathing apparatus shall be provided for every person employed:--

(a) in chambers containing loose asbestos;

(b) in cleaning dust settling or filtering chambers or apparatus;

(c) in cleaning the cylinders, including the doffer cylinders, or other part of the carding machine by means of hand strickles;

9. There shall be provided and maintained for the use of all persons employed in the cleaning of dust settling and filtering chambers, tunnels and ducts, suitable overalls and head coverings.

10. No young person shall be employed in or in connection with the manufacture of insulating mattresses, in mixing or blending of asbestos by hand, in sack cleaning in chambers or apparatus for dust settling or filtering in chambers containing loose asbestos or in stripping or grinding the cylinders including the doffer cylinder or other part of a carding machine.

11. *Medical examination.*—(a) No worker shall be employed in any factory on any of the processes specified in clause (1) unless he has been medically and radiologically examined by the Certifying Surgeon, has been declared fit and has been granted a certificate of fitness in form No. 30.

(b) Every worker employed in any of the aforesaid processes on the date on which the schedule comes into force shall be medically and radiologically examined by the Certifying Surgeon within three months of the said date.

(c) Every worker employed on any of the aforesaid processes shall be medically and radiologically examined by the Certifying Surgeon at an interval of every six months after the first medical examination conducted under sub-clauses (a) and (b) and radiologically examined at an interval of 3 years after the first radiological examination conducted under sub-clauses (a) and (b).

(d) A worker already in employment and declared unfit by the Certifying Surgeon shall not be allowed to work on any of the processes specified in clause (1) unless he has been examined again and has been certified to cured and fit to work from the said process again.

(e) A worker declared to be unfit to work on any of the aforesaid processes, may be employed on such other work or processes as may be considered safe and advised by the Certifying Surgeon:

Provided that if the Certifying Surgeon declares that a worker has been completely incapacitated and he was not fit to be employed on any process, such worker shall not be allowed to continue to work on any work or process.

(f) The Certifying Surgeon may direct that a worker may be X-rayed or he may be subjected to further examination by a special or to any other examination, clinical, pathological or otherwise or that he should undergo a specified treatment; and it shall be the responsibility of the employer (Occupier and the Manager), to arrange for the specified examination and/or treatment and to bear all expenses thereof or in connection therewith.

(g) The Certifying Surgeon shall after each examination

(i) The manager shall maintain the details of every medical examination in Form No. 19 and the register shall be produced before an inspector whenever demanded.

1[SCHEDULE XVII]

Manufacture of articles from Refractory materials including manufacture of Refractory Bricks.

1. *Application.*—This Schedule shall apply to the following processes:—

- (i) handling, moving, breaking, crushing, grinding or sieving of any re-fractory materials, containing not less than 25 per cent total silica for the purpose of manufacture—
 - (a) of articles used in the construction of furnaces and flues;
 - (b) of crucibles; and
 - (c) of compositions or other materials used in the preparation of moulds in which metals are cast, or
- (ii) any process in the manufacture of refractory brick as hereinafter defined:

Provided that nothing in the schedule shall apply:—

- (a) to handling, moving, mixing or sieving of natural sand, or
- (b) to the manipulation of rotten rock in the preparation of moulds used in metal foundries:

Provided further that if the Chief Inspector of factories is satisfied in respect of any factory or part thereof that owing to the special conditions of work or otherwise, any of the requirements of this Schedule can be suspended or relaxed without any danger to the health of the persons employed therein, he may by an order in writing grant such suspension or relaxation for such period and on such conditions as he may think fit. Any such order may be revoked at any time.

2. *Definitions.*—(a) “Refractory material” means any refractory material and containing not less than 25 percent total silica.

(b) “Refractory brick” means any brick or articles composed of refractory material and containing not less than 25 per cent total silica.

(c) “Efficient exhaust draught” means localised ventilation by mechanical means for the removal of dust so as to prevent dust from escaping into the air of any place in which work is carried on. No draught shall be deemed to be efficient which fails to remove the dust produced

3. No refractory material shall be broken in pieces by manual labour unless the process is carried out in the open air:

Provided that where it is not practicable to carry out this process in open air, the process shall be carried out under an efficient exhaust draught.

4. No refractory material, unless it is so wet that dust will not be produced, shall be crushed or ground in a stone crushing or a grinding machine unless such machine is provided with:--

(a) an efficient exhaust draught and efficient dust collecting appliances, or

(b) an efficient water or steam spray:

Provided that every grinding machine wherein any refractory material is ground in dry state, shall be totally enclosed and connected to a mechanical exhaust system so as to prevent effectively any escape of dust outside the casing of the machine by maintaining a pressure below the atmospheric pressure within the casing of the machine:

Provided further that all processes of crushing and grinding shall be effectively isolated from other processes.

5. All chutes, conveyors, elevators, screens, sieves and mixers used for manipulating refractory material shall, unless the material is so wet that dust will not be produced, be enclosed and be provided with an efficient exhaust draught.

6. No refractory material so dry as to produce dust shall:--

(a) be loaded into any wagon or other receptacle for transport unless it has been placed in a suitable dust proof container so damped as to preclude dust;

(b) be unloaded from any wagon or other receptacle for transport unless it has been so damped as to preclude dust or unless the work is done under an efficient exhaust draught;

(c) be shovelled or raked or otherwise manipulated by means of hand tools in any manufacturing process unless it has been so damped as to preclude dust or unless the work is done under an efficient exhaust draught:

Provided that paragraph (b) of this rule shall not apply to refractory material in the form of rock or pebles before it is manipulated in any manufacturing process.

7. (a) The floors of all places where refractory bricks are dried

(b) There shall be provided in every such place a constant supply of water laid on under adequate pressure with sufficient connections and a flexible branch pipe and sprinkler to enable water to be supplied direct to every part of the floor.

8. No drying stoves in which refractory bricks are baked by fires before being placed in the kilns shall be used.

9. The surface of every floor or place where persons are liable to pass shall be cleaned of debris of refractory material once at least during each daily period of employment or where shifts are worked, once during each shift. Such debris unless it is immediately required for use in the processes, shall be effectively damped and either be placed in covered receptacles, or be otherwise stored in such a manner as to prevent the escape of dust into the air in or near to any place where any person is employed.

10. Where plates are used, whether portable or forming part of the floor, on which refractory bricks are dried, such plates shall be freed from adherent material only by a wet method or by such other method as will prevent the escape of dust into the air.

11. The dust or powder of refractory materials shall not be used for sprinkling the moulds in refractory, brick making:

Provided that nothing in this paragraph shall be deemed to prevent the use of natural sand for the purpose of sprinkling the moulds.

12. No worker shall be allowed to work on any dust process or at any place where dust of any refractory materials is present in the atmosphere:

Provided that in an emergency, a worker may be allowed to work at such process or place if he wears a suitable and efficient dust mask or breathing apparatus.

13. *Medical examination.*—(a) Every worker employed on any of the processes specified in sub-paragraphs (i) and (ii) of paragraph I shall be medically examined in such manner and at such intervals as may be specified by any rules made under the workmen's Compensation Act, 1923 (Central Act, VIII of 1923) or if no such rules have been framed under the said Act every such worker shall be medically examined by the Certifying Surgeon before employment on any of the aforesaid processes and at an interval not exceeding six months thereafter.

(b) Subject to sub-paragraph (c), an X-ray examination of the chest of every worker referred to in sub-paragraph (c) shall be carried out—

- (ii) if he is employed after such date within one month of the date of his employment and at an interval of every three years thereafter;

and the result of every such X-ray examination shall be produced before the Certifying Surgeon within a month of the examination.

(c) If the Certifying Surgeon, during the course of medical examination of any worker under sub-paragraph (a) has reason to suspect or set of any chest disease, he may direct the manager or the occupier to get an X-ray examination of the worker done and to produce the X-ray plate before him.

(d) The Certifying Surgeon shall grant to each worker examined a certificate specifying therein whether or not the worker was considered fit to be employed on any of the aforesaid processes.

(e) The manager shall maintain a register in which the findings and recommendations of the Certifying Surgeon in respect of every worker and in respect of every medical examination shall be maintained duly signed by the Certifying Surgeon.

(f) A worker not declared fit shall not be employed on any of the aforesaid processes and he shall be employed on only such other process or he shall be subjected to such other examination or treatment as may be directed by the Certifying Surgeon.

(g) No fees shall be charged from any worker for the medical examination and it shall be the responsibility of the occupier and the manager to comply with the provisions of this Schedule.

14. In case any existing plant or Machinery needs alteration, modification or replacement or in case any new plant is required to be installed, to comply with the requirements of this Schedule, such alteration, modification, replacement or installation of the plant or machinery shall be carried on within a period not exceeding one year from the date of publication of this rule:

Provided that the Chief Inspector of factories in consideration of special and exceptional circumstances by an order in writing may extend this period for such reasonable length of time as he may think fit.]

[SCHEDULE XVII]

Handling and manipulation of corrosive substances

1. *Definitions.*—For the purpose of this Schedule,—

- (a) “Corrosive operation” means an operation of manufacturing, storing, handling, processing, packing or using any corrosive substance in a factory.

- (b) "Corrosive substance" includes sulphuric acid, nitric acid, hydrochloric acid, hydrofluoric acid, carbonic acid, phosphoric acid, liquid chlorine, liquid bromine, ammonia, sodium hydroxide and potassium hydroxide and a mixture thereof, and any other substance which the State Government by notification in the Official Gazette specify to be a corrosive substance.

2. *Flooring*.—The floor of every work room of a factory in which corrosive operation is carried on shall be made of impervious, corrosion and fire-resistant material and shall be so constructed as to prevent collection of any corrosive substance. The surface of such flooring shall be smooth and cleaned as often as necessary and maintained in a sound condition.

3. *Protective equipment*.—(a) The occupier shall provide for the use of all persons employed in any corrosive operation suitable protective wear for hands and feet, suitable aprons, face shields, chemical safety goggles and respirators. The equipments shall be maintained in good order and shall be kept in clean and hygienic condition by suitably treating to get rid of the ill effects of any absorbed chemicals and by disinfecting. The occupier shall also provide suitable protective creams and other preparations wherever necessary.

(b) The protective equipment and preparations provided shall be used by the persons employed in any corrosive operation.

4. *Water facilities*.—Where any corrosive operation is carried on, there shall be provided as close to the place of such operation as possible, a source of clean water at a height of 210 cms. (7 ft.) from a pipe of 1.25 c.m. ($\frac{1}{2}$ in.) diameter and fitted, with a quick acting valve so that in case of injury to the worker by any corrosive substance, the injured part can be thoroughly flooded with water. Whenever necessary in order to ensure continuous water supply, a storage tank having a minimum length, breadth and height of 210 cms., 120 cms., and 60 cms. respectively or such dimensions as are approved by the Chief Inspector shall be provided as the source of clean water.

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 any of the operations mentioned in paragraph 2 above is carried out and where it can be easily and conveniently read by the workers. If any worker is illiterate, effective steps be taken to explain carefully to him the contents of the notice so displayed.

CAUTIONARY NOTICE

DANGER

Corrosive substance 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.*—(a) Corrosive substances shall not be filled, moved or carried except in containers and when they are to be transported, they shall be included in crates of sound construction and of sufficient strength.

(b) A container with a capacity of 11.5 litres (2-1/2 gallons) 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.

(c) Containers for corrosive substances shall be plainly labelled.

7. *Devices for handling corrosive.*—(a) Suitable tilting or lifting device shall be used for emptying jars, carboys and other containers of corrosives.

(b) 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.*—(a) In cleaning out or removing residues from stills or other large chambers used for holding any corrosive substance, suitable implements made of wood or other material shall be used to prevent production of ars-eniuretted hydrogen (Arsine).

(b) Whenever it is necessary for the purpose of cleaning or other maintenance work for any worker to enter chamber, tank, vat, pit or other confined space where a corrosive substance had been stored, all possible precautions required under section 36 of the Factories Act, 1948 shall be taken to ensure the worker's safety.

(c) Wherever possible, before repairs are undertaken to any part of equipment in which a corrosive substance was handled, such equipment or part thereof shall be freed of any adhering corrosive substance by adopting suitable methods.

10. *Storage.*—(a) Corrosive substances shall not be stored in the same room with other chemicals, such as turpentine, carbides, metallic powders and combustible materials, the accidental mixing with which may cause a reaction which is either violent or gives rise to toxic fumes and gases.

(b) Pumping or filling overhead tanks, receptacles, vats or other containers for storing corrosive substances shall be so arranged that there is no possibility of any corrosive substance overflowing and causing injury to any person.

(c) Every container having a capacity of twenty litres or more and every pipe line, valves, and fitting used for carrying corrosive substances shall be thoroughly examined every year for finding out any defects.

11. *Fire extinguishers and fire-fighting equipment.*—An adequate number of suitable type of fire extinguishers or other fire-fighting equipment, depending on the nature of chemicals stored, shall be provided. Such extinguishers or other equipment shall be regularly tested and refilled. Clear instructions as to how the extinguishers or other equipment should be used, printed in the language which majority of the workers employed understand, shall be affixed near each extinguishers or other equipment.

[SCHEDULE XVIII

Manufacture of Manipulation of Carcinogenic Dye Intermediates.

PART 1

[1. *Definition.*—(a) For the purpose of this schedule a nitro or amino compound means nitrated or aminated compound of aromatic hydrocarbons mentioned in Appendix A or B attached thereto.

(b) 'Approval' means approved by the Chief Inspector.

(c) 'First employment' means first employment in the said manufacturing process and also re-employment in such manufacturing process following any cessation of employment for continuous period exceeding three calendar months.

(d) 'Efficient Exhaust Draught' means localised ventilation effected by mechanical means for removal of gas, vapour, dust or fume so as to prevent them from escaping into the air or any place in which work is carried on. No draught, shall be deemed to be efficient which fails to remove smoke generated at the point where such gas, vapour, fumes or dust originated.

(e) 'Manipulation' shall include mixing, blending, filling, emptying, grinding, sieving, drying, packing, sweeping, handling, using or chemical processions of a nitro or a amino compound.

(f) 'Air Line Respirator' means a helmet of face piece with necessary connections by means of which a person using it in a poisonous, or irritant atmosphere breathes ordinary air or any other suitable apparatus approved in writing by the Chief Inspector.

2. *Cautionary Placard.*—Cautionary placard in the form specified in Appendix 'C' attached to this schedule and printed in the language of the majority of the workers employed shall be affixed in prominent places frequently by them in the factory where the placards can be easily and conveniently read by the workers, and arrangement shall be made by the occupier to instruct periodically all workers employed in the said manufacturing process regarding the precautions contained in the cautionary placard.

3. *Prohibition relating to Employment of woman and young persons.*—No woman or young person shall be employed or permitted to work in any room in which the said manufacturing process is carried on or in which a

4. *Air space.*—In every room in which the said manufacturing process is carried on there shall be at least 15 centimetres of air space excluding any space occupied by machinery, equipment or any other article for each person employed therein and in computing this air space no height over 4.25 meters shall be taken into account.

5. *Efficient Exhaust Draught.*—Unless the said manufacturing process is completely enclosed so as not to give rise to dust or fume, it shall not be carried on without the use of an efficient exhaust draught when a nitro or amino compound:

- (a) is introduced into a tank, hopper, machine or container or filled into cartridge; or
- (b) is ground, crushed, mixed, sieved, or blended.

6. *Floor of work-rooms.*—The floor of every work-room in which the said manufacturing process is 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 sound condition (c) slope and provided with gutters, and (d) through by washed daily by means of hose-pipe and drain water shall be led into a sewer through a closed channel.

7. *Work benches.*—Work benches on which a nitro or amino compound is manipulated shall (a) have a smooth impervious surface preferably of stainless steel and (b) shall be washed daily with a hose-pipe or cleaned by means of a suction cleaning apparatus at a time when other work is being carried on thereat.

8. *Waste.*—(1) A suitable receptacle made of non absorbable material with a tightly fitting cover shall be provided and used for depositing waste, like cloth paper or other material soiled with a nitro or amino compound.

(2) All such contained waste material shall be destroyed by burning atleast once a week.

9. *Empty containers.*—Empty containers used for holding compounds included under appendix A shall be thoroughly cleaned of their content and treated with a inactivating agent before being discharged.

10. *Decontamination of Pit, Tank, etc.*—

- (a) Before a worker enters a tank, pit, kettle or any other confined space which contained a nitro or amino compound it shall be thoroughly washed and decontaminated.
- (b) No part of the plant which has contained a nitro or amino compound shall be repaired or opened for repairs unless it has been emptied of such compound, thoroughly cleaned and decontaminated.

11. *Manual Handling*.—A nitro or amino compound shall not be required or allowed to be mixed, filled, emptied or handled except by means of a scoope with a handle which shall be thoroughly cleaned daily.

12. *Protective Weor*.—The occupier shall provide, maintained clean and in good repair protective clothing and other equipments as specified in the table below:

TABLE

Process	Protective clothing and other equipments.
1	2
For manipulation of compounds mentioned in appendix A & B.	<p>(a) Long pants and shirts or overalls with long sleeves and head coverings. The shirt or overalls shall cover the neck completely.</p> <p>(b) Rubber gloves, rubber gum boots, rubber aprons and air line respirator.</p>
For manipulation of compounds mentioned in Appendix B.	<p>(c) White clean clothing mentioned in (a) above in addition to white clean shirts. Single tand protective equipment as in (b) above.</p> <p>(d) White long sleeved apron.</p>

12-A. *Instructions as regards risks*.—Every worker on his first employment shall be fully instructed on the properties of the chemical he has to handle and of the dangers involved. Workers shall also be instructed in the measures to be taken to deal with any emergency.

13. *Medical Facilities*.—The occupier of the factory shall appoint a qualified Medical Practitioner whose appointment shall be subject to confirmation by the Chief Inspector. The qualified medical practitioner so appointed shall be known as the appointed Doctor.

The occupier shall provide:—

(a) for the purpose of medical examination which the appointed doctor wishes to conduct at the factory premises for his exclusive use a room which shall be properly cleaned, adequately ventilated, lighted and furnished with a screen, a table (with writing materials) chairs and facilities and instrument for such examination, and

(b) oxygen gas with qualified personnel for its administration.

14. *Medical examination*—(1) (a) No person shall be employed in the

Results of such examination shall be entered in a register approved by the Chief Inspector. The register shall contain the names of workers employed in the said manufacturing processes A and B separately.

(b) The person examined in compliance with sub-paragraph (1) (a) shall be re-examined by the appointed doctor at intervals of not more than 3 months or at such intervals as may be directed in writing by the Chief Inspector and records of such examination shall be entered in the register provided under the said sub-paragraph.

(c) If at any time the appointed doctor is of opinion that any person is no longer fit for employment in the said manufacturing process on the ground that continuance thereof would involve special danger to health he shall make a record of his findings in the said register and intimate the manager in writing that the said person is unfit to work in the said manufacturing process.

(d) A person so found unfit by the appointed doctor shall be sent by the manager to the certifying Surgeon with a report from the appointed doctor. The certifying Surgeon after examination may suspend the said person from work in the said manufacturing process.

2. (a) A person employed in the said manufacturing process shall be medically examined by a certifying Surgeon within thirty days of his first employment in such process and if found fit for employment in the said process he shall be granted by the certifying Surgeon, a certificate of fitness in Form No. 23. The person granted such a certificate shall carry with him, while at work, a token giving reference to such certificate.

(b) After the first examination the person so examined shall be examined by the certifying Surgeon at intervals of not more than twelve months and a record of such examination shall be entered by the certifying Surgeon in the special certificate of fitness in Form No. 23.

(c) If at any time the certifying Surgeon is of the opinion that any person is no longer fit for employment on the grounds that continuance therein would involve special danger to health he shall cancel the special certificate of fitness in Form No. 23 of that person.

(d) No person whose special certificate of fitness in Form No. 23 has been cancelled shall be employed or permitted to work unless the certifying Surgeon after re-examination, again certifies him to be fit for employment in the said process.

3. The register of results of examination maintained by appointed Doctor referred to in sub-paragraph (1) (a) and the special certificates in Form No. 23 granted by the certifying Surgeon shall be in the custody of the manager of the factory and shall be kept readily available for inspection by an Inspector.

4. No person other than the person granted a certificate of fitness

15. *Washing and Bathing Facilities.*—(1) The following washing and bathing facilities shall be provided and maintained in clearly state and in good repair for the use of all persons employed in the said manufacturing process:

- (a) A wash place under cover with clean towels, soap and nail brushes and with at least one stand pipe for every five such persons having constant supply of water.
- (b) 50% of the stand pipes provided under item (1) above shall be located in bath room 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 within a radius of 15 metres from the area housing the said manufacturing process.
- (d) Clean towels shall be provided individually to each worker if so ordered by an Inspector.
- (e) In addition to taps mentioned under item (a), one stand pipe in which warm water made available shall be provided on each floor.

(2) Arrangement shall be made to wash factory uniforms/clothes compulsorily everyday.

16. *Washing and bathing.*—(a) All workers employed in the said manufacturing process shall carefully wash their hands and face before taking of food or leaving the factory.

(b) *Bath register.*—Workers employed in the said manufacturing process shall take a bath daily at the factory premises and enter their name in the bath register in token of having done so.

17. *Food, Drinks etc. prohibited in work room.*—No worker shall consume food, drink, pan-supari or tobacco or shall smoke in any work room in which the said manufacturing process is carried on and no worker shall remain in any such room during intervals for meals or rest.

18. *Clock room.*—There shall be provided and maintained in a clean state and good repair for the use of the persons employed in the said manufacturing process (a) a clock room with lockers having two compartments one for street clothes and the other for factory clothes (b) a place separate from the locker room and from the mess room, for the storage of protective equipment provided under paragraph 13. The accommodation so provided shall be under the care of a responsible person and shall be kept clean.

19. *Mess Room.*—There shall be provided and maintained for the use of all persons employed in the factory and remaining on the premises during the meal intervals, a mess room which shall be furnished

20. *Time allowed for washing.*—Before each meal and before the end of the day's work at least ten minutes in addition to the regular intervals shall be allowed for washing to each person who has been employed in the said manufacturing process.

21. *Drying stoves.*—(1) Every dryingstove shall be efficiently ventilated to the outside air in such a manner that hot air from the stove shall not be drawn into any work room.

(2) No person shall enter stove to remove the contents until a free current of air has been passed through it by mechanical means.

22. *Non-sparking Tools.*—Non-sparking tools shall be provided for the purpose of cleaning or repairing machinery or operating any process where vapours of betanaphthylamine are evolved.

23. *Testing of Atmosphere etc.*—A mines in the atmosphere of the work room where the manufacturing process is carried on shall be estimated once every week and records of results of such estimations shall be made available when required by an Inspector.

PART-II

24. *Separation of Processes.*—The said manufacturing process 'B' shall be carried on in rooms which shall not communicate with any other room except through a passage open entirely to outside atmosphere.

25. *Limitation of exposure.*—(1) No worker under the age of 40 years shall be engaged in the factory for the said manufacturing process 'B' for the first time after date on which these rules come into force.

(2) Before the end of the day's work at least one hour shall be allowed for bathing to each person, who is employed in the said manufacturing process 'B' including the time allowed under paragraph 19.

26. *Exemption.*—If in respect of any factory the Chief Inspector is satisfied that (owing to the exceptional circumstances or infrequency of the process or for any other reason) all or any of the provisions of this schedule are not necessary for the protection of persons employed in the factory he may by certificate in writing exempt such factory from all or any of such provisions subject to such conditions as he may specify therein. Such certificates may at any time be revoked by the Chief Inspector.

APPENDIX

(See para. 2, 10, 13, & 15)

The benzenes, toluenes, xylenes, having undergone nitration once or several times (nitrodinitro and trinitro benzene and its homologues) and their chlorinated compounds, naphthelenes, having undergone nitration once or several times, aniline and its homologues (including, validly,

APPENDIX

(See para. 2, 13, 15, 25, & 26)

Alphanaphthylamine.
 Betanaphthylamine
 Benzedine and its salts
 Dianisidine
 Tolidine
 Dichlorobenzidine.

APPENDIX

(See paragraph-36)

Cautionary placard

Advice to workers :-

1. Nitro and amino compounds of aromatic hydrocarbons are dangerous. In this factory you have to handle them frequently.

2. All items of protective wear provided should be made use of to safeguard your health.

3. Maintain scrupulous cleanliness at all times. Before meal wash hands and feet. A bath before leaving the factory is essential, taking care to wash the head well.

4. If any chemical falls on your body, wash it off immediately with soap and water. Change clothing at once, if soaked with a cynotic nitro or amino compound. Contact the appointed doctor immediately.

5. Do not handle any nitro or amino compound with bare hands. Use a long handled scoop.

6. Avoid alcohol drinks as these increase risk of poisoning.

7. In case of illness contact the Factory Manager and the appointed Doctor.

8. Do not chew, eat, drink or smoke in the workroom or with soiled hands. Keep food and drink away from the work-place.

9. If you work with Betanaphthylemine or benzedine or its salts, alphanaphthylamine or dianisidine-

(a) Remember the serious effects will follow after a number of years if great care is not taken to observe absolute cleanliness of body, clothes, machinery and tools.

(b) At meal time, wash face and hands twice with soap and water to remove all chemicals; wear a long sleeved clean apron while eating;

SCHEDULE XIX

(Solvent Extraction Plants)

Process of extracting Vegetable oils from oil cakes in Solvent Extraction Plants.

1. *Definitions.*—(a) 'Solvent Extraction Plant' means the plant in which the process of extracting vegetable oils from oil cakes by the use of solvents is carried on.

(b) 'Solvent' means an inflammable liquid such as pentane, hexane and heptane used for the recovery of vegetable oils.

(c) 'Flame Proof' enclosure as applied to electrical machinery or apparatus means an enclosure that will withstand, when covers or other access doors are properly secured, an internal explosion of the flammable gas or vapour which may enter or which may originate inside the enclosure without suffering damage and without communicating internal inflammation (or explosion) to the external flammable gas or vapour.

(d) 'Competent person' for the purpose of this schedule shall be at least a member of the Institution of Engineers (India) or an Associate Member of the said Institution with 10 years experience in a responsible position as may be approved by the Chief Inspector:

Provided that a Graduate in Mechanical Engineering or Chemical Technology with specialised knowledge of oils and fats and with a minimum experience of 5 years in solvent Extraction Plant shall also be considered to be a competent person.

2. *Location and layout.*—(a) No Solvent Extraction Plant shall be permitted to be constructed or extended within a distance of 30 metres from the nearest residential locality.

(b) A 1.5 metre high continuous wire fencing shall be provided around the Solvent Extraction Plant upto a minimum distance of 15 metres from the plant.

(c) No person shall be allowed to carry any matches or an open flame or fire inside the area bound by the fencing.

(d) Boiler houses and other buildings where open flame processes are carried on shall be located at least 30 metres away from the Solvent Extraction Plant.

(e) If godowns and preparatory processes are at less than 30 metres distance from the Solvent Extraction Plant, these shall be at least 15 metres distance from the plant, and a continuous barrier wall of non-combustible material 1.5 metres high shall be erected at a distance of not less than 15 metres from the Solvent Extraction Plant so that it extends to at

3. *Electrical Installation.*—(a) All electrical motors and wiring and other electrical equipment installed or housed in Solvent Extraction plant shall be of flame proof construction.

(b) All metal part of the plant and building including various tanks and containers where solvents are stored or are present and all parts of electrical equipment not required to be energised shall be properly bounded together with connected to earth so as to avoid accidental rise in the electrical potential of such parts above the earth potential.

4. *Restriction on smoking.*—Smoking shall be strictly prohibited within 15 metres distance from Solvent Extraction Plant. For this purpose 'No Smoking' signs shall be permanently displayed in the area.

5. *Precautions against friction.*—(a) All tools and equipment including ladders, chins and other lifting tackle required to be used in Solvent Extraction Plant shall be of non-sparking type.

(b) No machinery or equipment in Solvent Extraction Plant shall be belt driven.

(c) No person shall be allowed to enter and work in the Solvent Extraction Plant if wearing clothes made of nylon or such other fibre that can generate static electrical charge, or wearing footwear which is likely to cause sparks by friction.

6. *Fire Fighting Apparatus.*—(a) Adequate number of portable fire extinguishers suitable for use against flammable liquid fires shall be provided in the Solvent Extraction Plant.

(b) An automatic water spray sprinkler system on a wet pipe or open head deluge system with sufficient supply of storage water shall be provided over Solvent Extraction Plant and throughout the building housing such plant.

7. *Precautions against power Failure.*—Provision shall be made for the automatic cutting off of steam in the event of power failure and also for emergency over head water-supply for feeding water by gravity to condensers which shall come into play automatically with the power failure.

8. *Magnetic Separators.*—Oil cake shall be fed to the extractor by a conveyor through hopper and a magnetic separator shall be provided to remove any pieces of iron during its transfer.

9. *Venting.*—(a) Tanks containing solvents shall be protected with emergency venting to relieve excessive internal pressure in the event of fire.

(b) All emergency relief vents shall terminate at least 6 metres above the ground and be so located that vapours will not re-enter the building in which Solvent Extraction Plant is located.

11. *Ventilation.*—The Solvent Extraction Plant shall be well ventilated and if the plant is housed in a building, the building shall be provided with mechanical ventilation with provision for at least six air charges per hour.

12. *House keeping.*—(a) Solvents shall not be stored in an area covered by Solvent Extraction Plant except in small quantities which shall be stored in approved safety cans.

(b) Waste materials such as oil rags, other wastes and absorbants used to wipe off solvent and paints and oils shall be deposited in approved containers and removed from the premises at least once a day.

(c) Space within the Solvent Extraction Plant and within 15 metres 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.*—(a) 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.

(b) No repairs shall be carried out to the machinery or plant except under the direct supervision of the competent person.

(c) Facility shall be provided for purging the plant with inert gas 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 person 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 person.*—No women or young person shall be employed in the Solvent Extraction Plant.

16. *Vapour Detection.*—A suitable type of combustible gas indicator shall be provided and maintained in good working order and a schedule of routing sampling of atmosphere at various locations as approved by the Chief Inspector shall be drawn out and entered in a register maintained for the purpose.

17. *Further precautions in cases of batch type Solvent Extraction Plants.*—In case of batch type Solvent Extraction Plants the following further precautions shall be observed:—

(a) When the solvent is removed from batch extractor by vacuum, covers shall be provided and tests shall be carried out to ensure

- (b) When on opening the door of a batch extractor the extracted meal can not be dislodged from the extractor freely, door shall be closed and the material reheated (dry) under vacuum for at least 60 minutes before the door is re-opened.
- (c) Where solvent is removed by steam heating, the presence of the solvent shall be tested at the vent provided on the top of the vessel before opening.
- (d) A log book of operations with the following particulars shall be maintained and made available on demand to the Inspector:
 - (i) Vacuum gauge reading for each charge.
 - (ii) testing of continuity of electrical bending and earthing system.
 - (iii) loss of solvent every 24 hours or loss per tonne of raw materials used.

1(SCHEDULE XX

Manufacture or Manipulation of Manganese & its compounds.

1. *Definition.*—For the purpose of this Schedule:—

- (a) “Manganese Process” means processing, manufacture or Manipulation of manganese or any compound of Manganese.
- (b) “First Employment” means first employment in any manganese process and includes also re-employment in any manganese process following any cessation of employment for a continuous period exceeding 3 calendar months.
- (c) “Manipulation” means mixing, blending, filling, emptying, grinding, sieving, drying, packing, sweeping or otherwise handling of manganese, or a compound of manganese, or an ore of mixture containing manganese.
- (d) “Efficient Exhaust Ventilation” means localised ventilation effected by mechanical means for the removal of dust or fume or mist at its source of origin so as to prevent it from escaping into the atmosphere of any place where any work is carried on. No draught shall be deemed to be efficient which fails to remove the dust or fume or mist at the point where it is generated and fails to prevent it from escaping into and spreading into the atmosphere of a work place.

2. *Application.*—This schedule shall apply to every factory in which or in any part of which any manganese process is carried on.

3. *Exemption.*—Where the Chief Inspector is satisfied that owing to

he may, by an order in writing, which he may at his discretion revoke, exempt such factory from all or any of the provisions on such conditions and for such period as he may specify in the said order.

4. *Isolation of a Process.*—Every manganese process which may give risk to dust, vapour or mist containing manganese, shall be carried on in a totally enclosed system or otherwise effectively isolated from other processes so that other plants and process and other parts of the factory and persons employed on other work of process may not be affected by the same.

5. *Ventilation of Process.*—No process, in which any dust, vapour or mist containing manganese is generated, shall be carried out except under an efficient exhaust ventilation which shall be applied as near to the point of generation as practicable.

6. *Medical Examination.*—(i) Every person employed in a manganese process shall be medically examined by the certifying Surgeon within 14 days of his first employment and thereafter at intervals of not more than three months.

(ii) If a person medically examined is found fit for employment on a manganese process, the certifying surgeon shall grant a certificate of fitness in Form No. 30 which shall be kept in the custody of the Manager of the Factory. The certificate shall be produced by the Manager as and when required by an Inspector. The person who has been granted such certificate shall be provided with a token made of metal with the number of the certificate inscribed thereon and the said person shall always carry the said token on his person while at work.

(iii) If a person is found unfit for work in any manganese process the Certifying Surgeon shall grant a certificate to that effect and such person shall not be allowed to work in any manganese process.

(iv) If the Certifying Surgeon finds that any worker, who had been granted a certificate of fitness at a previous medical examination, was no longer fit to be employed on any manganese process, he may revoke the previous certificate and no person, whose certificate of fitness has been so revoked, shall be allowed to work on any manganese process. The Certifying Surgeon may require such person to be produced before him for fresh medical examination after such period as he may specify in writing on the revoked certificate and in the Health Register.

(v) If the Certifying Surgeon is of the opinion that a person had become permanently unfit for employment on any manganese process, he shall make an entry to that effect in the certificate and in the Health Register and no such person shall be allowed to work in any manganese process.

(vi) If the Certifying Surgeon is of the opinion that any special expert examination or test is necessary for a proper diagnosis in a doubtful

(vii) If the Certifying Surgeon is of the opinion that any person is not fit for employment in any manganese process but is fit to be employed on any other work, he may advise the Manager or the occupier to employ the said person on such other job as may be safe for him. The Certifying Surgeon may also advise the worker to undergo such treatment as he may consider necessary.

(viii) If any person has any doubt regarding the diagnosis or decision of the Certifying Surgeon he may make an appeal to the Chief Inspector of Factories and the Chief Inspector may refer the case to the Medical Inspector of Factories or to a Medical Committee constituted by him for this purpose of which the Medical Inspector of Factories shall be a member. The decision of the Medical Inspector or the Committee, as the case may be, shall be final in the matter.

7. *Personal Protective Equipment.*—(i) The occupier of the Factory shall provide and maintain in good and clean condition suitable overalls and head coverings for all persons employed in any manganese process and such overalls and head coverings shall be worn by the persons while working on a manganese process.

(ii) The occupier of factory shall provide suitable respiratory protective equipment for use by workers in emergency to prevent inhalation of dusts, fumes or mists. Sufficient number of complete sets of such equipment shall always be kept near the work place and the same shall be properly maintained and kept always in a condition to be used readily.

(iii) The occupier of the factory shall provide and maintain for the use of all persons employed, suitable accommodation for the storage and make adequate arrangements for cleaning and maintenance of personal protective equipments.

8. *Restriction on Employment of Women and Young Persons.*—No women or person under 18 years of age shall be employed or permitted to work in any manganese process.

9. *Food & Drinks Prohibited in the Work Rooms.*—No food, drink, pan and supari or tobacco shall be allowed to be brought into or consumed by any worker in any work room in which any manganese process is carried on.

10. *Mess Room.*—There shall be provided and maintained for the use of the persons employed in a manganese process a suitable mess room which shall be furnished with sufficient tables and benches, and adequate means for warming of food. The mess room shall be placed under the charge of a responsible person and shall be kept clean.

11. *Washing Facilities.*—There shall be provided and maintained in a clean state and in good condition, for the use of persons employed on manganese process, a wash place under cover with :—

(i) a trough with a smooth impervious surface fitted with a

supply of water from taps or jets above the trough at intervals of not more than 60 centimeters; or at least one wash basin for every five such persons employed at any one time, fitted with a waste pipe and plug and having a constant supply of water and;

- (ii) Sufficient supply of soap or other suitable cleaning material and nail brushes and clean towels.

12. *Cloak Room.*—If the Chief Inspector so requires, there shall be provided and maintained for the use of persons employed in manganese process a cloak room for clothing put off during working hours with adequate arrangement for drying the clothing.

13. *Cautionary Placard and Instructions.*—Cautionary notices in the form given below and printed in the language of the majority of the workers employed, shall be affixed in prominent places in the factory where they can be easily and conveniently read by the workers and arrangement shall be made by the occupier to instruct periodically all workers employed in a manganese process or 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.

CAUTIONARY NOTICE

Manganese and Manganese Compounds:

1. Dust fumes and mists of Manganese and 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 equipments provided.
6. When required to work in situations where dusts, fumes or mists are likely to be inhaled, use respiratory protective equipment provided for the purpose.
7. If you get severe head-aches, prolonged sleeplessness or abnormal sensations on the body, report to the Manager who would make arrangements for your examination and treatment.

SCHEDULE-XXI

Manufacture, Handling and use of Benzene :

1. The schedule is made to provide protection against hazards of Poisoning from benzene and shall apply in respect of factories or parts thereof in which benzene or substances containing benzene are manufactured, handled or used.

2. *Definitions:*—For the purpose of this schedule.

(a) "Substances containing benzene" means substances wherein

- (b) "Substitute" means a chemical which is harmless or less harmful than benzene and can be used in place of benzene.
- (c) "Enclosed System" means a system which will not allow escape of benzene vapours to the working atmosphere.
- (d) "Efficient Exhaust draught" means localised ventilation effected by mechanical means for the removal of gases, vapours and dust or fumes so as to prevent them from escaping into the air of any workroom. No draught shall be deemed to be efficient if it fails to remove smoke generated at the point where such gases, vapours, fumes or dusts originate.

3. *Prohibition and Substitution.*—(a) Benzene or substances containing benzene shall not be used as a solvent or diluent unless the process in which it is used is carried on in an enclosed system or unless the process is carried on in a manner which is considered equally safe as if it were carried out in an enclosed system.

(b) Where suitable substitutes are available, they shall be used instead of benzene or substances containing benzene. This provision however, shall not apply to the processes specified in Appendix (A).

(c) The Chief Inspector may, subject to confirmation by the State Government, permit exemption from the percentage laid down in clause 2 (a) and also from the provisions of sub-clause (b) temporarily under conditions and within limits of time to be determined after consultation with the employers and workers concerned.

4. *Protection against inhalation.*—(a) The process involving the use of benzene or substances containing benzene shall as far as practicable be carried out in an enclosed system.

(b) Where however, it is not practicable to carry out the process in an enclosed system, the workroom in which benzene or substances containing benzene are used shall be equipped with an efficient exhaust draught or other means for the removal of benzene vapours to prevent their escape into the air of the workroom so that the concentration of benzene in the air does not exceed 25 parts per million by volume or 80 mg/m³.

(c) Air analysis for the measurement of concentration of benzene vapours in air shall be carried out every 8 hours or at such intervals as may be directed by the Chief Inspector at places where process involving use of benzene is carried on and the result of such analysis shall be recorded in a register specially maintained for this purpose. If the concentration of benzene vapours in air as measured by air analysis, exceeds 25 parts per million by volume or 80 mg/m³, the Manager shall forthwith report the concentration to the Chief Inspector stating the reasons for such increase.

(d) Workers, who for special reasons are likely to be exposed to concentration of benzene in the air of the work room exceeding the maximum referred to in clause (b), shall be provided suitable respirators or face masks. The durations of such exposure shall be limited as far as possible.

5. *Measure against skin contact.*—(a) Workers who are likely to

necessary vapour tight chemical goggles made of material not affected by benzene or its vapours.

(b) The Protective wear referred to in sub-clause (a) shall be maintained in good condition and Inspected regularly.

6. *Prohibition Relating to Employment of Women and Young Persons.*—No woman or young person shall be employed or permitted to work in any work room involving exposure to benzene or substances containing benzene.

7. *Labelling.*—Every container holding benzene or substances containing benzene shall have the word “Benzene” and approved danger symbols clearly visible on it and shall also display information on benzene content, warning about toxicity and warning about inflammability of the chemical.

8. *Improper use of Benzene.*—(a) The use of benzene or substances containing benzene by workers for cleaning their hands or their work clothing shall be prohibited.

(b) Workers shall be instructed on the possible dangers arising from such misuse.

9. *Prohibitions of Consuming Food, etc. in Work-Rooms.*—No worker shall be allowed to store or consume food or drink in the work room in which benzene or substances containing benzene are manufactured, handled or used. Smoking and chewing tobacco or pan shall be prohibited in such work rooms.

10. *Instructions as Regards Risks.*—Every worker on his first employment shall be fully instructed on the properties of benzene or substances containing benzene which he has to handle and of the dangers involved. Workers shall also be instructed on the measures to be taken to deal with in an emergency.

11. *Cautionary Notices.*—Cautionary notices in the form specified in Appendix B and presented in the language easily read and understood by the majority of the workers shall be displayed in prominent places in the work rooms where benzene or substances containing benzene are manufactured, handled or used.

12. *Washing Facilities, Cloak Room and Mess Room.*—In factories in which benzene or substances containing benzene are manufactured, handled or used, the occupier shall provide and maintain in clean state and in good repair:—

(a) Washing facilities under cover of the standard of at least one tap for every 10 persons having constant supply of water with soap and a clean towel provided individually to each worker if so ordered by the Inspector.

(b) a cloak room with lockers for each worker, having two compartments, one for street clothing and one for work clothing.

arrangements exist for the workers to take their meals, the requirements of mess room shall be dispensed with.

13. *Medical Examination*.—(a) Every worker who is to be employed in processes involving use of benzene or substances containing benzene shall undergo:—

(i) a through pre-employment medical examination including a blood test for fitness for employment by a certifying Surgeon.

(ii) periodical medical examination including blood test and other biological tests at intervals of every 6 months by the Factory Medical Officer with the assistance of a laboratory.

(b) Certificates of pre-employment medical examination and periodical medical examination including tests, shall be entered in a health register in form No. 19 which shall be produced on demand by an Inspector.

(c) If the factory medical officer is of the opinion that any worker has developed signs or symptoms of benzene exposure, he shall make a record of his findings, in the said register and inform the manager in writing. On receipt of such information, the manager of the factory shall send the worker so found exposed to the certifying surgeon who shall, after satisfying himself with the findings of the Factory Medical Officer and conducting necessary examinations, issue orders of temporary shifting of the worker or suspension of the worker in the process.

(d) The medical examination shall be arranged by the occupier or manager of the factory and the worker so examined shall not bear any expenses for it.

APPENDIX-A [(Clause 3 (b))]

1. Production of benzene.
2. Process where benzene is used for chemical synthesis.
3. Motor spirits (used as fuel)

APPENDIX-B (Clause II)

(a) *The Hazards*:

- (i) Benzene and substances containing benzene are harmful.
- (ii) Prolonged or repeated breathing of benzene vapours may result in acute or chronic poisoning.
- (iii) Benzene can also be absorbed through skin which may cause skin and other diseases.

- (ii) Avoid prolonged or repeated contact of benzene with the skin.
- (iii) Remove benzene soaked or wet clothing promptly.
- (iv) If any time you are exposed to high concentration of benzene vapours and exhibit the sign and symptoms such as dizziness, difficulty in breathing, excessive excitation and losing of consciousness, immediately inform your Factory Manager.
- (v) Keep all the containers of benzene closed.
- (vi) Handle, use and process benzene and substances containing benzene carefully in order to prevent their spillage on floor.
- (vii) Maintain good housekeeping.

(c) *The Protective Equipment to be used :*

- (i) Use respiratory protective equipment in places where benzene vapours are present in high concentration.
- (ii) In emergency, use self generating oxygen mask or oxygen or air cylinder masks.
- (iii) Wear hand gloves, aprons, goggles and gum boots to avoid contact benzene with your skin and body parts.

(d) *The First aid Measure to be taken in case of Acute Benzene Poisoning:*

- (i) Remove the clothing immediately if it is wetted with benzene.
- (ii) If liquid benzene enters eyes, flush throughly for atleast 15 minutes with clean running water and immediately secure medical attention.
- (iii) In case of unusual exposure to benzene vapour, call a physician immediately. Until he arrives do the following :

If the exposed person is conscious :

- (a) Move him to fresh air in open.
- (b) Lay him down without a pillow and keep him quiet and warm.

If the Exposed Person is Unconscious :

... on the left side with the head low.

- (c) Provide him artificial respiration, in case difficulty in being experienced in breathing.
- (d) In case of shallow breathing or cyanosis (Blueness of skin, lips, ears, finger nail beds), he should be provided with medical oxygen or oxygen carbon-dioxide mixture. If needed, he should be given artificial respirations. Oxygen should be administered by a trained person only.

SCHEDULE-XXII

(Carbon Disulphide Plants)

1. *Application* : (i) This Schedule shall apply to all electric furnaces in which carbon disulphide is generated and all other plants where carbon disulphide after generation is condensed, refined and stored.

(ii) These rules are in addition to and not in derogation of any of the provisions of the Act and Rules made thereunder.

2. *Construction, Installation & Operation* : (a) The buildings in which electric furnaces are installed and carbon disulphide after generation is condensed and refined shall be segregated from other parts of the factory and shall be of open type to ensure optimum ventilation and the plant layout shall be such that only a minimum number of workers are exposed to the risk of any fire or explosion at any one time.

(b) Every electric furnace and every plant in which carbon disulphide is condensed, refined and stored with all their fittings and attachments shall be of good construction, sound material and of adequate strength to sustain the internal pressure to which the furnace or the plant may be subjected and shall be so-designed that carbon disulphide liquid and gas are in closed system during their normal working.

(c) The electric furnace supports shall be firmly grouted about 0.75 meters in concrete or by other effective means.

(d) Every electric furnace shall be installed and operated according to manufacturers' instructions and these instructions shall be clearly imparted to the personnel incharge of construction and operation.

(e) The instructions regarding observance of correct furnace temperature, sulphur doze, admissible current/power consumption and periodical checking of charcoal level shall be strictly complied with.

3. *Electrodes*: (a) Where upper ring electrode(s), made of steel are used in the electric furnace, they shall be of seamless tube construction and shall have arrangement for being connected to cooling water system through a siphon built in the electrodes or through a positive pressure water pump.

visible and audible alarm signals in the control room and simultaneously stop power supply for the furnace operation and to stop the further supply of water. The alarm system and the actuating device shall be checked every day.

4. *Charcoal level Indicator and vibrator*: Means shall be provided on each electric furnace for indicating the correct level of charcoal in the furnace and for vibrating the charcoal. This means shall be employed as often as necessary to maintain correct charge and level of the charcoal.

5. *Charcoal Separator*: A cyclone type of charcoal separator shall be fitted on the offtake pipe between the electric furnace and sulphur separator to prevent entry of pieces of charcoal into the condenser and piping.

6. *Rupture Discs and Safety seal* : (a) At least two rupture discs of adequate size which shall blow off at a pressure twice the maximum operating pressure shall be provided on each furnace and shall either be mounted directly on the top of the furnace or each through an independent pipe as close as possible to the furnace.

(b) A safety water seal shall be provided and tapped from a point between the charcoal separator and the sulphur separator.

7. *Pyrometer and Manometers* : (a) Each electric furnace shall be fitted with adequate number of pyrometers to make a correct assessment of the temperature of various points in the furnace. The dials for reading the temperatures shall be located in the control room.

(b) Manometers shall be provided for indicating pressure :

(i) in the offtake pipe before and after the sulphur separator, and

(ii) in primary and secondary condensers.

8. *Check Valves* : All piping carrying carbon disulphide shall be fitted with check valves at suitable positions so as to prevent gas from flowing back into any electric furnace in the event of its shut down.

9. *Inspection and Maintenance of electric Furnaces*: (a) Every electric furnace shall be inspected internally by a competent person:

(i) Before being placed in service after installation

(ii) before being placed in service after reconstruction or repairs and

(iii) Periodically every time the furnace is opened for cleaning or de-ashing or for replacing electrodes.

(b) When an electric furnace is shut down for cleaning or de-ashing:

(i) the brick lining shall be checked for continuity and any part found defective removed.

10. *Maintenance of Records* : The following hourly records shall be maintained in a log book:

- (i) Manometer readings at the points specified in 7 (b) (i) and (ii)
- (ii) Gas temperature indicated by pyrometers and all other vital points near the sulphur separator and primary and secondary condensers.
- (iii) Water temperature and flow of water through the siphon in the electrodes.
- (iv) Primary and secondary voltages and current and energy consumed.

11. *Electrical apparatus, wiring and fittings* : All buildings in which carbon disulphide is refined or stored shall be provided with electrical apparatus, wiring and fittings which shall afford adequate protection from fire and explosion.

12. *Prohibitions Relating to smoking* : No person shall smoke or carry matches, fire or naked light or other means of producing a naked light or spark in buildings in which carbon disulphide is refined or stored, and a notice in the language understood by a majority of the workers shall be pasted 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 as 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 electricity and in case of failure of electricity by some mechanical means.

15. *Fire fighting equipment* : (a) 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.

(b) 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* : (a) Open or semi-enclosed spaces or storage of bulk sulphur shall be sited with due regard to the dangers which may

(b) 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.

(c) The bulk sulphur in the enclosures shall be handled in such a manner as to minimise the formation of dust clouds and no flame, smoking and matches or other sources of ignition shall be employed during handling and non-sparking tools shall be used whenever sulphur is shovelled or otherwise removed by hand.

(d) No repairs involving flames, heat or use of hand or power tools shall be made in the enclosure where bulk sulphur is stored.

17. *Liquid sulphur:* Open flames, electric sparks and other sources of ignition, including smoking and matches, shall be excluded from the vicinity of molten sulphur.

18. *Training & Supervision:* (a) All electric furnaces and all plants in which carbon disulphide is condensed, refined or stored shall be under adequate supervision at all times while the furnaces and plant are in operation.

(b) Workers, in charge of operation and maintenance of electric furnaces and the plants shall be properly qualified and adequately trained.

19. *Washing Facilities:* The occupier shall provide and maintain in a clean state and in good repair, for the use of all persons employed, wash place under cover with atleast one tap or stand pipe, having a constant supply of clean water for every five such persons, the taps or stand pipes being spaced not less than 120 centimeters apart with a sufficient supply of soap and clean towels, provided that towels shall be supplied individually to each worker if so ordered by the Inspector.

All the workers employed in the sulphur storage handling and melting operations shall be provided with a nail brush.

20. *Personal protective equipment:* (a) Suitable goggles and protective clothing consisting of overalls without pockets, gloves and footwear shall be provided for the use of operatives:

- (i) when operating valves or cocks controlling fluids etc.
- (ii) drawing off of molten sulphur from sulphur pots, and
- (iii) handling charcoal or sulphur:

(b) Suitable respiratory protective equipment shall be provided and stored in the appropriate place for use during abnormal conditions or in an emergency.

(c) Arrangements shall be made for the proper and efficient cleaning of all such protective equipment.

21. *Cloak Rooms:* There shall be provided and maintained for the

accommodation so provided shall be placed in the charge of a responsible person and shall be kept clean.

22. *Unauthorised persons:* Only maintenance and repair personnel, persons directly connected with the plant operation and those accompanied by the authorised persons shall be admitted into the plant.

SCHEDULE-XXIII

Manufacture and manipulation of dangerous pesticides:

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

- (i) 'Dangerous pesticides' means any product proposed or used for controlling, destroying or repelling any pest or for preventing growth or mitigating effects of such growth including any of its formulations which is considered toxic under and is covered by the Insecticides Act, 1968 and the rules made thereunder and any other product, as may be notified from time to time by the State Government.
- (ii) 'Manipulation' includes 'mixing,' blending, formulating, filling, emptying, packing or otherwise handling.
- (iii) 'Efficient exhaust draught' means localised mechanical ventilation for removal of smoke, gas, vapour, dust, fume or mist so as to prevent them from escaping in the air of any work room in which work is carried on. No exhaust draught shall be considered efficient if it fails to remove smoke generated at the point where such gas, fume, dust, vapour or mist originates from the process.
- (iv) 'First Employment' means first employment in any manufacturing process to which this schedule applies and also includes re-employment in the said manufacturing process following any cessation of employment for a continuous period exceeding three calendar months.
- (v) 'Suspension' means suspension from employment in any process where in a dangerous pesticide is manipulated, by written certificate in the Health Register in Form (19) signed by the certifying surgeon who shall be competent to suspend all persons employed in such process.

2. *Application:* This schedule shall apply in respect of all factories or any plant thereof in which the process of manufacture or manipulation of dangerous pesticide hereinafter referred to as the said manufacture or manufacturing process is carried on.

of the chemicals handled in the said manufacturing process and the hazards involved. The employees shall also be instructed in the measures to be taken to deal with any emergency. Such instructions shall be repeated periodically.

4. *Cautionary notice and placards* :—Cautionary notices and placards in the form specified in Appendix I of this schedule and printed in the language of the majority of the workers shall be displayed in all work places in which said manufacturing process is carried on so that they can be easily and conveniently read by the workers. Arrangements shall be made by the occupier or the manager of the factory to periodically instruct the workers regarding the health hazards arising in the said manufacturing process and methods of protection. Such notices shall include brief instructions regarding the periodical clinical test required to be undertaken for protecting health of the workers.

5. *Prohibition relation to employment of women or young persons* :—No women or young persons shall be employed or permitted to work in any room in which the said manufacturing process is carried on or in any room in which dangerous pesticide is stored.

6. *Food, Drink and Smoking prohibited* : (i) No food, drink, tobacco, pan or supari shall be brought in or consumed by any worker into any work room in which the said manufacturing process is carried out.

(ii) Smoking shall be prohibited in any work room in which the said manufacturing process is carried out.

7. *Medical examination* :—(i) Every worker employed in the said manufacturing process shall be examined by the certifying surgeon within seven days of the first employment and no worker shall be allowed to work unless certified fit for such employment by the certifying surgeon.

(ii) Every worker employed in the said manufacturing process shall be re-examined by a certifying surgeon atleast once in six calendar months.

(iii) Due notice shall be given to the certifying surgeon and the concerned workers regarding the arrangements for examination of workers employed in the said manufacturing process after obtaining the consent regarding the arrangement from the certifying surgeon.

(iv) Health register in form 19 containing names of all workers employed in the said manufacturing process shall be maintained.

(v) No worker after suspension shall be employed without written sanction from the certifying surgeon entered in or attached to the Health register.

8. *Medical Facilities* :—(i) The occupier shall engage a quali-

(ii) The occupier shall make necessary arrangements to ensure quick availability of all qualified medical practitioner in emergency.

(iii) The occupier shall provide medicines and antidotes and other equipment required for treatment of excessive absorption of dangerous pesticides.

(iv) Records of such examinations and treatments and tests shall be maintained in a form approved by the Chief Inspector and shall be made available to Inspector.

(v) The Chief Inspector may order suitable clinical test or tests to be carried out at specified intervals in respect of workers in any factory where such manufacturing process is carried on. Charges for such test or tests shall be borne by the employer.

(vi) Every worker in any factory where the said manufacturing process is carried on, shall undergo the prescribed examinations, tests and treatments.

9. *Protective Clothing and Protective equipment* :—(1) Protective clothing consisting of long pants and shirts or overalls with long sleeves and head coverings shall be provided for all workers employed in the said manufacturing process.

(2) (a) Protective equipments consisting of rubber gloves, gum boots, rubber aprons, chemical safety goggles and respirators shall be provided for all workers employed in the said manufacturing process.

(b) Gloves, boots, aprons shall be made from synthetic rubber where a pesticide contains oil.

(3) Protective clothing and equipment shall be worn by the workers supplied with such clothing and equipment.

(4) Protective Clothing and equipments shall be washed daily from inside and outside if the workers handle pesticides containing nicotine or phosphorous and shall be washed frequently if handling other pesticides.

(5) Protective clothing and equipment shall be maintained in good repair.

10. *Floors and work benches* :—(1) Floors in everywork room where dangerous pesticides are manipulated shall be of cement of other impervious material giving a smooth surface.

(2) Floors shall be maintained in good repairs, provided with adequate slope leading to a drain and thoroughly washed once a day with hose pipe.

11. *Spillage and waste*:—(1) If a dangerous pesticide during its manipulation splashes or spills on the work bench, floor or on the protective clothing worn by a worker, immediate action shall be taken for through decontamination of such areas or articles.

(2) Cloth, rags, paper or other material soaped or soiled with a dangerous pesticide shall be deposited in a suitable receptacle with tight fitting cover. Contaminated waste shall be destroyed by burning atleast once a week.

(3) Suitable deactivating agents, where available, shall be kept in a readily accessible place for use while attending to a spillage.

(4) Easy means of access shall be provided to all parts of the plant for cleaning, maintenance and repairs.

12. *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.

13. *Manual Handling* :—(1) A dangerous pesticide shall not be required or allowed to be manipulated by hand except by means of a long handled scoop.

(2) Direct contact of any part of the body with a dangerous pesticide during its manipulation shall be avoided.

14. *Ventilation*:—(1) In every work room or area where a dangerous pesticide is manipulated adequate ventilation shall be provided at all times by the circulation of fresh air.

(2) Unless the process is completely enclosed, the following operations during manipulation of a dangerous pesticide shall not be undertaken without an efficient exhaust draught.

- (a) emptying a container holding a dangerous pesticide
- (b) blending a dangerous pesticide
- (c) preparing a liquid or powder formulation containing a dangerous pesticide
- (d) changing or filling a dangerous pesticide into a container tank, hopper or machine or small sized containers.

(3) In the event of a failure of the exhaust draught provided on the above operation, the above operations shall be stopped forthwith.

15. *Time allowed for Washing*:—(1) Before each meal and before

(2) Every worker engaged in the manipulation of dangerous pesticide shall have a thorough wash before consuming any food and also at the end of the days work.

16. *Washing and Bathing Facilities*:—(1) There shall be provided and maintained in clean state and in good repair for the use of all workers employed in the factory where the said manufacturing process is carried on, adequate washing and bathing places having a constant supply of water under cover at the rate of one such place for every 5 persons employed.

(2) The washing places shall have standpipes placed at intervals of not less than one metre.

(3) Not less than one half of the total number of washing places shall be provided with bath rooms.

(4) Sufficient supply of clean towels made of suitable material shall be provided:

Provided that such towels shall be supplied individually for each worker if so ordered by the Inspector.

(5) Sufficient supply of soap and nail brushes shall be provided.

17. *Cloak Room*:—There shall be provided and maintained for the use of all workers employed in the factory where the said manufacturing process is carried on:

(a) a cloak room for clothing put off during working hours with adequate arrangements for drying clothing, if wet.

(b) Separate and suitable arrangements for the storage of protective clothing provided under paragraph 9.

18. *Mess Room*:—There shall be provided and maintained for the use of all workers employed in the factory in which the said manufacturing process is carried on and remaining on the premises during the rest intervals, a suitable mess-room which shall be furnished with:—

(a) sufficient tables and benches with back-rest and

(b) adequate means for warming food.

The mess-room shall be placed under the charge of a responsible person and shall be kept clean.

19. *Exemption*:—If in respect of any factory the Chief Inspector is satisfied that owing to the exceptional circumstances or infrequency of the said manufacturing process or for any other reason, which he shall record in writing, all or any of the provisions of this Schedule are not necessary for the protection of the workers employed in the factory, he may, by a

20. *Manipulation not to be undertaken*:--Manufacture or manipulation of a pesticide shall not be undertaken in any factory unless a certificate regarding its dangerous nature or otherwise is obtained from the Chief Inspector.

APPENDIX-1

Cautionary Notice (Insecticides & Pesticides)

(See Clause 4)

1. Chemicals handled in this plant are poisonous substances.
2. Smoking, eating food or drinking, chewing, tobacco in this area is prohibited. No food stuff or drink shall be brought in this area.
3. Some of these chemicals may be absorbed through skin and may cause poisoning.
4. A good wash shall be taken at the end of the shift.
5. A good bath shall be taken at the end of the shift.
6. Protective clothing and equipment supplied shall be used while working in this area.
7. Containers of pesticides shall not be used for keeping food stuff.
8. Spillage of the chemical on any part of the body or on the floor or work bench shall be immediately washed away with water.
9. Clothing contaminated due to splashing shall be removed immediately .
10. Scrupulous cleanliness shall be maintained in this area.
11. Do not handle pesticides with bare hands, use scoops provided with handle.
12. In case of sickness like nausea, vomiting, giddiness, the manager should be informed who will make necessary arrangements for treatment.

1[101. Notification of accidents and dangerous occurrences :—

- (1) When any accident which results in the death of any person or which results in such bodily injury to any person as is likely to cause his death, or any dangerous occurrence specified in the schedule takes place in a factory, the Manager of the factory shall forthwith send a notice there of by telephone, special messenger or telegram to the Inspector and the Chief Inspector,
- (2) When any accident or any dangerous occurrence specified in the schedule, which results in the death of any person or which results in such bodily injury to any persons or which is likely to cause his death, takes place in a factory, notice as mentioned in sub-rule (1) shall be sent also to :—
 - (a) the District Magistrate or Sub-Divisional Officer.
 - (b) the Officer-in-charge of the nearest police station, and
 - (c) the relatives of the injured or deceased person.
- (3) Any notice given as required under sub-rules (1) & (2) shall be confirmed by the Manager of the factory to the authorities mentioned in these sub-rules within 12 hours of the accident or the dangerous occurrence by sending them a written report in Form No. 20 in the case of an accident or dangerous occurrence causing death or bodily injury to any person and in Form 20-A in the case of a dangerous occurrence which has not resulted in any bodily injury to any person.
- (4) When any accident or dangerous occurrence specified in the schedule takes place in a factory and it causes such bodily injury to any person as prevents the person injured from working for a period of 48 hours or more immediately following the accident or the dangerous occurrence, as the case may be, the Manager of the factory shall send a report thereof to the Inspector in Form 20 within 24 hours after the expiry of 48 hours from the time of the accident or the dangerous occurrence.

Provided that if in the case of an accident or dangerous occurrence, death occurs of any person injured by such accident or dangerous occurrence after the notices and reports referred to in the foregoing sub-rules have been sent, the Manager of the factory shall forthwith send a notice thereof, by telephone, special messenger or telegram to the authorities and persons mentioned in 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 (4) 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 in the prescribed form 20 within 24 hours immediately following the hour when the actual total period of disability from working resulting from the accident or the dangerous occurrence becomes 48 hours.

SCHEDULE

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

- (a) Bursting of plant used for containing or supplying steam under pressure greater than atmospheric pressure.
- (b) Collapse or failure of a crane, derrick, winch hoistor other appliance used in raising or lowering persons or goods, or any part thereof or the overturning of a crane.
- (c) Explosion, fire bursting out, leakage or escape of any molten metal, or hot liquor or gas causing bodily injury to any person or damage to any room or place in which persons are employed or fire in rooms of cotton pressing factories when a cotton opener is in use.
- (d) Explosion of a receiver or container used for the storage at a pressure greater than atmospheric pressure of any gas or gases (including air) or any liquid or solid resulting from the compression of gas.
- (e) Collapse or subsidence of any floor, gallery, roof bridge, tunnel, chimney, wall; building or any other structure.

Rule prescribed under sub-section (1) of section 89.

102. *Notice of poisoning or disease.*—A notice in Form No. 19 should be sent forthwith both to the Chief Inspector and to the Certifying Surgeon by the Manager of a factory in which there occurs a case of lead, phosphorus, mercury, manganese, arsenic, carbon bisulphide or benzene poisoning; or poisoning by nitrius fumes, or by halogens or halogen derivatives of the hydrocarbons of the aliphatic series: or of chrome

CHAPTER X
(Supplemental)

Rule proscribed under sub-section (1) of section 107:

103. *Procedure in appeals.*—(1) An appeal presented under section 107 shall lie to the Chief Inspector, or in cases where the order appealed against is an order passed by that officer, to the State Government or to such authority as the State Government may appoint in this behalf and shall be in the form of a memorandum setting forth concisely the grounds of objection to the order and bearing court fees stamp in accordance with Article 11 of Schedule II to the court fees Act, 1870, and shall be accompanied by a copy of the order appealed against.

(2) *Appointment of assessors.*—On receipt of the memorandum of appeal, the appellate authority shall, if it thinks fit or if the appellant has requested that the appeal should be heard with the aid of assessors, call upon the body declared under sub-rule (3) to be representative of the industry concerned, to appoint an assessor within a period of 14 days. If an assessor is nominated by such body, the appellate authority shall appoint a second assessor itself. It shall then fix a date for the hearing of the appeal and shall give due notice of such date to the appellant and to the Inspector whose order is appealed against, and shall call upon the two assessors to appear upon such date to assist in the hearing of the appeal.

(3) The appellant shall state in the memorandum presented under sub-rule (1) whether he is a member of one or more of the following bodies. The body empowered to appoint the assessor shall—

- (a) if the appellant is a member of one of such bodies, be that body;
- (b) if he is a member of two such bodies, be the body which the appellant desires should appoint such assessor;
- (c) if the appellant is not a member of any of the aforesaid bodies or if he does not state in the memorandum which of such bodies he desires should appoint the assessor be the body which the appellate authority considers as the best fitted to represent the industry concerned.

1(1) Rajasthan Chamber of Commerce and Industry, Jaipur.

(2) Rajasthan Small Scale Industries Association, Jaipur.

(3) Rajasthan Textile Mill Owners, Association, Jaipur.

- (4) Rajasthan Udyog Vyapar Mandal, Jaipur.
- (5) Rajasthan Industrial and Mining Association, Bhilwara.
- (6) The Employers Association of Rajasthan, Jaipur.
- (7) Other Association of employers in industry concerned if any.

(4) *Remuneration of assessors.*—An assessor appointed in accordance with the provisions of sub-rules (2) and (3) shall receive, for the hearing of the appeal, a fee to be fixed by the appellate authority, subject to a maximum of fifty rupees per diem. He shall also receive the actual travelling expenses. The fees and travelling expenses shall be paid to the assessors by Government but where assessors have been appointed at the request of the appellant and the appeal has been decided wholly or partly against him the appellate authority may direct that the fees and travelling expenses of the assessors shall be paid in whole or in part by the appellant.

Rule prescribed under sub-section (1) of section 108 :

104. *Display of notices.*—The abstract of the Act, and of the Rules required to be displayed in every factory shall be in Form No. 22

Rule prescribed under section 110 :

1[“105. *Returns.*—The manager of every factory shall furnish to the Inspector of factories or other officer appointed by the State Government in this behalf the following returns, namely:—]

- (i) *Annual Return.*—On or before the 31st January of each year in form No. 23, in duplicate.
- (ii) *Half yearly return.*—On or before 15th July of each year in Form No. 24 in duplicate.”

(1) *Annual return.*—On or before the 15th January, of each year, an annual return, in duplicate in Form No. 23 relating to the following matters:—

- (a) Average number of workers employed daily and normal hours worked per week;
- (b) leave with wages;
- (c) compensatory holiday;

- (d) canteens in the case of factories wherein more than 250 workers are ordinarily employed;
- (e) creches in the case of factories where in more than 50 women workers are ordinarily employed;
- (f) shelters, rest rooms and lunch rooms in the case of factories wherein more than 150 workers are ordinarily employed.

1[(2) *Annual return of holiday.*—Before the end of each year, a return giving notice of all the days on which it is intended to close the factory during the next ensuing year. This return shall be submitted whether the factory is or is not working during the year preceding the year to which the return relates:

Provided that the State Government may dispense with this return in the case of any specified factory or of any class of factories or of factories in any particular area:

Provided further that the annual return of holidays shall be dispensed with in case of all factories:--

- (a) which regularly observes Sundays as holidays; or
- (b) which regularly observes a fixed day in the week as a holiday; or
- (c) which observes holiday according to a list approved by the Chief Inspector:

Provided further, that where the Manager of any factory makes any departure from such a holiday or list of holidays as aforesaid prior intimation shall be given to the Chief Inspector.

(3) *Half-yearly return.*—The manager of every factory shall furnish to the Chief Inspector on or before the 15th July, and 15th January of each year a half-yearly return in duplicate in Form No. 24:

Provided further that in the case of a factory in which work is carried on only during certain or periods of the year the manager shall be so required by the State Government or if the State Government so directs, through the Chief Inspector of Factories, submit the annual or half-yearly returns as the case may be within 15 days, after the close of the period or also close of the last of these periods in the year as the case may be.

(4) *Accidents—Annual return.*—The Manager of every factory shall furnish to the Chief Inspector of Factories, not later than 1st February of the year subsequent to that in which it relates a return in the Form No. 25.

Rule prescribed under section 106:

106. *Service of notices.*—The despatch by post under registered cover of any notice or order shall be deemed sufficient service on the occupier, owner or Manager of a factory of such notice or order.

Rules 107 to 110 prescribed under section 112:

107. *Information required by the Inspector.*—The occupier, owner or Manager of a factory shall furnish any information that an Inspector may require for the purpose of satisfying himself whether any provision of the Act has been complied with or whether any order of an Inspector may require for the purpose of satisfying himself whether any provision of the Act has been complied with or whether any order of an Inspector has been duly carried out. Any demand by an Inspector for any such information, if made, during the course of an inspection, shall be complied with forthwith if the information is available in the factory, or if made in writing, shall be complied with within seven days of receipt thereof.

1(108. *Muster roll.*—(1) The Manager of every factory shall maintain a muster roll of all the workers employed in the factory in Form No. 28 showing (a) the name of each worker (b) the nature of his work and (c) the daily attendance of the worker.

(2) The muster roll shall be written up fresh each month and shall be preserved for a period of three years from the date of last entry in it:

Provided that if the daily attendance is noted in respect of adult and child workers in the registers of workers in Forms No. 13 and 15 respectively, or the particulars required under sub-rule (1) are noted in any other register and such registers are preserved for a period of three years from the date of last entry in them, a separate muster roll required under sub-rule (1) need not be maintained.

109. *Register of accidents and dangerous occurrences.*—The Manager of every factory shall maintain a Register of all accidents and dangerous occurrences which occur in the Factory in Form No. 29 showing the—

- (a) Name of injured person (If any).
- (b) Date of accident or dangerous occurrence.
- (c) Date of report in Form No. 20 to Inspector.
- (d) Nature of accident or dangerous occurrence.
- (e) Date of return of injured person to work.
- (f) Number of days of absence from work of injured person.

1[110. *Maintenance of Inspection Book.*—(i) The Manager of every factory shall maintain a bond in Inspection Book in form 34 of the size 2[23 Cms×20 Cms] and shall produce it when so required by the Inspector or certifying Surgeon.

(ii) The Inspection Book shall contain at least 180 pages, every third page thereof shall be consecutively numbered and the other two numbered pages each between two consecutively numbered page shall have a vertical perforated straight line on the margin side at a margin of 2(25mm).

(iii) In case the Inspection Book containing remarks passed by the Inspector or certifying Surgeon is lost, the Manager of the Factory shall forthwith report in writing the loss of the inspection Book to the Inspector incharge of the area and immediately maintain a new Inspection Book.

The Manager shall obtain as early as possible copies of all available remarks from the factory inspection office concerned on payment of necessary copying charges.]

111. *Notices of closure.*— The Occupier or the Manager of every Factory shall report to the Inspector any intended closure of the factory or any section or department thereof immediately it is decided to do so, intimating the reason for the closure, the number of workers on the register on the date of report, the number of workers likely to be affected by the closure and the probable period of the closure. An intimation should also be sent to the Inspector as soon as the factory or the section or the department of the factory as the case may be, starts working again.

3[112. [*Repeal and savings.*].—All corresponding rules in force in Abu, Ajmer or Sunel area are hereby superseded.

By Order of

His Highness the Rajpramukh
CHANDRAPAL SINGH,
Secretary to the Government.

1. Inserted vide Notification No. F.3(4) Ind.(c)/60, dated 12-12-60, published in Gazette Part-IV (c), dated 2-2-61.

2. Substituted vide Notification No. F. 1(112) I & F/77, dated 24.2.79

FORM No. 1

(Prescribed under Rule 3)

Application for permission to construct, extend or take into use any building as a factory.

1. Applicant's name.

Applicant's calling.

Applicant's address.

2. Full name and postal address of factory.

3. Situation of the factory—

Province.

District.

Town and village.

Nearest Police Station

Nearest Railway Station or steamer ghat.

4. Particulars of plant to be installed.

Date.....

Signature of applicant.

NOTE:—This application shall be accompanied by the following documents:—

(a) A flow chart of the manufacturing process supplemented by a brief description of the process in its various stages;

(b) Plans, in duplicate, drawn to scale showing—

(i) the site of the factory and immediate surroundings including adjacent buildings and other structures, roads, drains etc., and

(ii) the plan elevation and necessary cross-sections of the various buildings, indicating all relevant details relating to natural lighting, ventilation and means of escape in case of fire. The plans shall also clearly indicate the position of the plant and machinery, aisles and passage ways.

FORM No. 2

(Prescribed under rule 4)

Application for registration and grant or renewal of licences
for the year——— and notice of occupation specified
in sections 6 and 7 (to be submitted in triplicate.)

1. Full name of the factory with Factory Licence Number, if already registered
from/before
2. (a) Full postal address and situation of
the factory
(b) Full address to which communica-
tions relating to the factory should
be sent
3. Nature of manufacturing process/processes:—
(a) Carried on in the factory during the
last twelve months (in the case of
factories already in existence)..
(b) to be carried on in the factory during
the next 12 months (in case of all
factories)
4. Names and values of principal products
manufactured during the last 12 months
5. (i) Maximum number of workers propo-
sed to be employed on any day during
the year
(ii) Maximum number of workers emplo-
yed on any one day during the last 12
months
(iii) Number of workers to be ordinarily
employed in the factory
6. (i) Nature and total amount of power
(H.P.) installed or proposed to be
installed

- (ii) Maximum amount of power (H.P.) proposed to be used
7. Full name and residential address of the person who shall be the Manager of the Factory for the purpose of the Act ..
8. Full name and residential address of the occupier:—
- (i) The Proprietor of the Factory in case of private firms/proprietary concern
- (ii) Directors in case of public limited liability/firm
- (iii) Where a Managing Agent has been appointed the name of the Managing Agents and the Directors thereof
- (iv) Shareholders in case of a private company where no Managing Agents have been appointed ..
- 1[(v) The Chief Administrative Head or any other Officer nominated by the State Government as occupier in case of a Government factory or factories run by the Local Authority or by any statute Corporation or body]
9. Full name and address of the owner of the premises or building (including the precincts thereof)referred to in section 93
10. In the case of a factory constructed or extended after the date of the commencement of the rules
- (a) Reference number and date of approval of the plans for site whether for old or new building and for construction or extension of Factory by the State Government/Chief Inspector.
- (b) Reference number and date of approval of the arrangements, if any, made for the disposal of trade waste and effluents and name of the authority granting such approval

11. Amount of fee Rs. (Rupees)

- (i) Paid in Treasury on
(vide Challan No. enclosed)
- (ii) Transmitted by Crossed Cheque
No.....dated.....on the Bank Drawn
in favour of the Chief Inspector of Factories.

Signature of Occupier.....

Date.....

Signature of Manager.....

Date

1 (NOTES:—

1. This Form should be completed in ink in block letters or types.
2. If power is not used at the time of filling up this Form but is introduced letter, the fact should be communicated to the Chief Inspector immediately.
3. If any of the persons named against item 8 is minor, the fact should be clearly stated.
4. In the case of a factory, where under the proviso to sub-sections (1) and (2) of section 100, a person has been nominated as the occupier, information required in item 8 should be supplied only in respect of that Person.
5. In the case of a factory whereas Managing Agent or Agents have been appointed as occupier under the Indian Companies Act, 1913(VII of 1913). Information required in item 8 should be supplied only in respect of the person or persons.)

I(FORM No. 3-A

(Prescribed under rule 12-A)

Notice of Change of Manager

1. Name of factory with current licence number.....

2. Postal address

3. Name of outgoing Manager

4. Name of new Manager with postal address of the residence
and telephone number if installed

5. Date of appointment of the new Manager

Signature of new Manager

Signature of Occupier.)

FORM No. 5

(Prescribed under rule 14)

Certificate of Fitness

1. Serial No.	Serial No.
Date	Date
2. Name	I certify that I have personally examined (name)
3. Father's name .....	.....
4. Sex .....	.....
5. Residence	son/daughter of.
1[6. Date of birth, if available and certified age .....	.....
7. Physical fitness	residing at
8. Descriptive marks .....	.....
.....	who is desirous of being employed in a factory, and that his/her age, as nearly as can be ascertained from my examination, 1[date of birth] is..... years, and that he/she is fit for employment in factory as adult/as child.
.....
.....
9. Reason for—	.....
(1) Refusal of certificate ..	His/Her descriptive marks are—
.....
.....
.....
.....
(2) Certificate being revoked
.....
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Thumb impression

Initials of Certifying Surgeon

Thumb impression.

Certifying Surgeon

NOTE — Exact details of cause of physical disability should be clearly

FORM No. 6
 (Prescribed under rule 32)
Humidity Register

Department

Hygrometer

Distinctive mark or number.....

Position in department

Readings of Hygrometers

Date, Year, Month, Day.	Between 7 and 9 a.m		Between 11 a.m. and 2 p.m. (but not in the rest period)		Between 4 and 5-30 p.m.		If no humi- dity insert 'none'	REMARKS
	Dry bulb	Wet bulb	Dry bulb	Wet bulb	Dry bulb	Wet bulb		
	1st ..							
2nd ..								
3rd ..								
4th ..								
5th ..								
6th ..								
7th ..								
8th ..								
9th ..								
10th ..								
11th ..								
12th ..								
13th ..								
14th ..								
15th ..								
16th ..								
17th ..								
18th ..								
19th ..								
20th ..								
21st ..								
22nd ..								
23rd ..								
24th ..								
25th ..								
26th ..								
27th ..								
28th ..								
29th ..								
30th ..								

FORM No. 7

(Prescribed under Rule 16)
Record of Lime-washing, Painting, etc.

	Parts lime-washed, painted, varnished or oiled, e.g., walls, ceilings, wood work, etc.	Treatment, whether lime-washed, painted, varnished or oiled	Date on which lime-washing, painting, varnishing or oiling was carried out (according to the English calendar)			Remarks
			Date	Month	Year	
f Factory, e. g., e of room	2	3	4	5	6	7

Signature of Manager.

FORM No. 8

*(Prescribed under rule 54)***Register of workers attending to Machinery**

S. No.	Name and father's name of worker	Designation, department and nature of work	Date when tight cloths provided	Signature or thumb impres- sion of the worker

(FORM No. 9

*(Prescribed under Rule 58)***Report of Examination of Pressure Vessel or Plant**

1. Name of occupier (or factory) :
2. Situation and address of factory :
3. Name, description and distinctive number of pressure vessel or plant :
4. Name and address of manufacturer and reference to their test certificate or certificate of competent person :
5. Nature of process in which it is used :
6. Particulars of pressure vessel or plant :
 - (a) Date of construction :
 - (b) Date on which the pressure vessel or plant was first taken in to use :
 - (c) Maximum permissible working pressure recommended by the manufacturer :
 - (d) Design pressure if known (the history should be briefly given and the examiner should state whether he has seen the last previous report) :
7. Date of last hydrostatic test (if any) and pressure applied :
8. Is the pressure vessel or Plant in open, or otherwise exposed to weather or to damp ?
9. What parts (if any) were inaccessible ?
10. What examination and tests were made; (specify pressure if hydrostatic test was carried out) of pressure vessel or Plant (State any defect materially) :
11. Condition of pressure vessel or Plant (state any defects materially affecting the maximum permissible working pressure or

the safe working of the pressure vessel or Plant).

External :

Internal :

12. Are the required fittings and appliances provided in accordance with the Rules ?
13. Are all fittings and appliances properly maintained and in good conditions. Have the pressure settings been checked and corrected ?
14. Repairs (if any required, and period within which they should be executed and any other conditions which the person making the examination thinks it necessary to specify for securing safe working) :
15. Maximum permissible working pressure, calculated from dimensions and from the thickness and other data ascertained by the present examination, due allowance being made for conditions of working if unusual or exceptionally service (State minimum thickness of walls measured during the examination) :
16. Where repairs affecting the maximum working pressure are required, state the working pressure :
 - (a) Before the expiration of the period specified on (14) :
 - (b) After the expiration of such period if the required repairs have not been completed :
 - (c) After the completion of the required repairs :
17. Other observations :

I certify that on.....the pressure vessel or plant described above was thoroughly cleaned (and so far as its construction permits) made accessible for thorough examination and for such tests as were necessary for thorough examination and that on the said date I thoroughly examined this pressure vessel or Plant, including its fittings and that the above is a true report of any examination.

Signature
Qualification
Address

[FORM No. 9-A
 (Prescribed under rule 58A)
 Register of water-sealed gasholder

Serial number of the gasholder	Maker's name	Date of manufacture	Capacity	Number of lifts	Pressure thrown when full of gas	Date of inspection	By whom inspected	Method of inspection	Date of painting	Nature of repairs and the name of the persons carrying on repairs	Remarks
1	2	3	4	5	6	7	8	9	10	11	12

1(FORM No. 9-B)

*(Prescribed under rule 58A)***Report of examination of water-sealed gasholder**

1. Name of occupier of factory.....
2. Situation and address of factory.....
3. Name, description, distinguishing number of letter and type of gasholder.....
4. Name and address of the manufacturer—
5. (a) No. of lifts.....
 (b) Maximum capacity in sub-meters ft.....
 (c) Pressure thrown by holder when full of gas.....
6. Particulars as to the condition of—
 - (a) Crown.....
 - (b) Sidesheeting, including grips and cups.....
 - (c) Guiding Mechanism (Roller carriaged, rollers pins, guid rails or tops).....
 - (d) Tank.....
 - (e) Other structure if any (columns, framing and bracking)
7. Particulars as to the position of the lifts at the time of examination .
8. Particulars as to whether the tank and lifts were found sufficiently level for safe working and is not as to the steps taken to remedy the defect.....
9. Date of examination and by whom it was carried out.....
10. Condition of vessel—
 - (a) external.....
 - (b) internal.....

- 11. Are all fittings, appliances properly maintained and in a good condition, repairs if any required and period within which they should be executed and any other condition which the person making the examination thinks it necessary for safe working.....
- 12. Other observations.....

I certify that on the gasholder described above was thoroughly examined and such of the tests as were necessary made on the same day and that the above is a true report of my examination.

Signature.....

Qualification.....
Address.....
Dated.....

(If employed by a company or association, give name and address.)

(Prescribed under rule 81)

REGISTER OF COMPENSATORY HOLIDAYS

Name	Group or Relay No.	No. and date of exempting order	Year	Weekly rest days lost due to the exempting order in				Date of compensatory holidays given in				Remarks	
				January to March	April to June	July to September	October to December	January to March	April to June	July to September	October to December		
3			6	7	8	9	10	11	12	13	14	16	Lastest days carried to the next year
				7	8	9	10	11	12	13	14	16	
				7	8	9	10	11	12	13	14	16	
				7	8	9	10	11	12	13	14	16	
				7	8	9	10	11	12	13	14	16	
				7	8	9	10	11	12	13	14	16	
				7	8	9	10	11	12	13	14	16	
				7	8	9	10	11	12	13	14	16	
				7	8	9	10	11	12	13	14	16	
				7	8	9	10	11	12	13	14	16	
				7	8	9	10	11	12	13	14	16	
				7	8	9	10	11	12	13	14	16	
				7	8	9	10	11	12	13	14	16	
				7	8	9	10	11	12	13	14	16	
				7	8	9	10	11	12	13	14	16	

FORM No. 11

(Prescribed under rule 82)

OVERTIME MUSTER-ROLL FOR EXEMPTED WORKERS

Month ending.....19 ..

Name	Department	Date on which overtime has been worked	Extent of overtime on each occasion	Total overtime worked or production in case of piece workers	Normal hours	Normal rate of pay	Overtime rate of pay	Normal earnings	Total earnings	Date on which overtime payments made

FORM No. 12

(Prescribed under rule 84)

NOTICE OF PERIODS OF WORK FOR ADULT WORKERS

factory Place District

Work	Men						Women						Description of groups	REMARKS					
	Total number of men employed						Total number of women employed												
	A	B	C	D	E	F	G	H	I	J	Group letter	Nature of work							
1	2	3	1	2	3	1	2	3	1	2	3	1	2	3	1	2	3		

832

this notice first exhibited 19

(Signed)
 Manager.

FORM No. 13

(Prescribed under rule 85)

REGISTER OF ADULT WORKERS

Name	Father's Name	Residential Address of the worker	Nature of work	Letter of Group as in Form....	Number of relay, if working in shifts	No. and date of certificate, if an adolescent		Remarks
						No. of certificate and date	Token Number giving reference to the certificate	
2	3	4	5	6	7	8	9	10

FORM No. 14

(Prescribed under rule 90)

NOTICE OF PERIODS OF WORKS FOR CHILD WORKERS

Name of Factory.....Place.....District.....

Period of work	Children					Description of Group		REMARKS
	Total number of children employed....					Group Letter	Nature of work	
	A	B	C					
Groups								
Relays	1	2	1	2	1	2		
from								

Date on which this notice is first exhibited.....19 ..

(Signed).....
Manager.

FORM No. 15

(Prescribed under Rule 91)

REGISTER OF CHILD WORKERS

Name	Father's name	Residential Address of the worker	Date of first employment	No. of certificate and its date	Token No. giving reference to certificate	Letter of Group as in Form.	No. of relay if working in shifts	REMARKS
2	3	4	5	6	7	8	9	10

FORM No. 16

Register of leave with wages

Name of Factory

Name
 Father's Name
 Date of discharge
 Date and amount of payment made in lieu of leave due

Name of Adult/Child
 Name
 Father's Name
 Date of discharge
 Date and amount of payment made in lieu of leave due

2	3	4				5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	Remarks
		No. of days of work performed	No. of days of lay off	No. of days of maternity leave	No. of days worked during the calendar year																	
Wages earned during the wage period	Wages earned during the year mentioned in Col. 1	Total of Cols. 9 and 10	Whether leave in accordance with scheme under Sec. 79 (8) was refused	Leave enjoyed from to	Number of days of leave enjoyed	Balance of leave to credit	Normal rate of wages	Cash equivalent of advantage accruing through concessional sale of food grains and other articles	Rate of wages for the leave period (Total of Cols. 15 to 16)	Wages for leave period paid on												

Substituted vide Notification No. F. 8 (4) Lab./52, dated 13-8-57, published in Gazette, Part IV (C), dated 19-9-1957.

1[FORM No. 17

(Prescribed under rule 93)

Register of Leave Book

Name of the Factory..... Adult/Child

Serial No..... Name of the Factory.....

Department..... Name.....

Serial No. in the Register of..... Father's Name.....

Adult/Child workers..... Date of discharge.....

Date of entry into service..... Date and amount of payment made

..... in lieu of leave due.....

Wages period from..... to.....	Wages earned during the wage period	No. of days worked during the Calendar year				Total of Cols. 4 to 7	Leave to credit		Total of Cols. 9 & 10	Whether leave in accordance with scheme under Sec. 79 (8) was refused	Leave enjoyed from..... to.....	Number of days of leave enjoyed	Balance of leave to credit	Normal rate of wages	Cash equivalent of advantage accruing through concessional sale of food grains and other articles (Total Cols. 15 and 16)	Rate of wages for the leave period	Wages for leave period paid on	Remarks	
		No. of days of work performed	No. of days of lay off	No. of days of maternity leave	No. of days of leave enjoyed		Balance of leave from preceding year	Leave earned during the year mentioned in Col. 1											
2		4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	

[FORM No. 18]

(Prescribed under rule 98)

I hereby require that in the event of my death before resuming work the balance of my pay due for the period of "Leave with wages not availed of" be paid to..... who is my..... and resides at.....

Signature of the worker.

[FORM No. 19

(Prescribed under rule 14)

HEALTH REGISTER

(In respect of persons employed in occupations declared to be dangerous operations under section 87)

Name of certifying Surgeon

- (a) Mr. From..... To.....
(b) Mr..... FromTo.....
(c) Mr..... From..... To.....

Serial No.	Works No.	Name of worker	Sex	Age (last birth day)	Date of employment on present work	Date of leaving or transfer to other work	Reason for leaving, transfer or discharge	Nature of job or occupation	Raw material or by produce handled
1	2	3	4	5	6	7	8	9	10

Note—

(*) Column 8. Details to summary of reasons

Dates of Medical Examination by Certifying Surgeon	If suspended from work, state period of suspension with detailed reasons	Re-certified for to resume duty on (with signature of Certifying Sur- geon)	If certificate of unfitness or sus- pension issued to worker	Signature, with date of Certifying Surgeon
Result of Medical Examination	12	13	14	15

11				

for transfer or discharge should be stated

FORM NO. 19A

(Prescribed under Rule 100)

Dept./ Works	Name of worker	Age at last Birthday	Date of employment in present work	Date of leaving or transfer (with reasons for discharge or transfer)	Nature of job or occupation	Raw materials or by products handled	Date of weekly examination with results (fit/unfit)	Note of symptoms	Signature of Registered Medical practitioner
2	3	4	5	6	7	8	9	10	11

FORM No. 20

NOTICE OF ACCIDENTS² (or Dangerous occurrence resulting in death or bodily injury)

(Prescribed under Rule 101)

1. Name of the Occupier (or Factory)/employer. E.S.I. Employer's Code No. _____
2. Address of works/Premises where ²(accident or dangerous occurrence took place.
3. Nature of Industry.
4. Branch or department and Exact place where the accident or dangerous occurrence took place. E.S.I. Insurance _____
5. Name & address of the injured person.
6. (A) Sex
(B) Age
(C) Occupation of the injured person.
7. Local E.S.I. Office to which the injured person is attached.
8. Date, shift & hour of ²[accident or dangerous occurrence]
9. (a) Hour at which the injured person started work on the day of accident.
(b) Whether wages in full or part are payable to him for the day of the accident.
10. Cause or Nature of ²(Accident or dangerous occurrence.
 - (a) If cause by Machinery.
 - (i) Give name of the machine & part causing the ²(accident or dangerous occurrence.
 - (ii) State whether it was moved by mechanical power of that time.

- (c) In your opinion, was the injured person at the time of accident.
- (i) acting in contravention of provisions of any law applicable to him or
 - (ii) acting in contravention of any orders given by or on behalf of his employer,
or
 - (iii) acting without instructions from his employer.
- (d) In case reply to (c) i, ii or iii is in the affirmative state whether the act was done for the purpose of and in connection with the employers trade or business.
11. In case the 2[accident or dangerous occurrence happened while travelling in the employer's transport state whether:
- (i) The injured person was travelling as a passanger to or from his place of work.
 - (ii) the injured person was travelling with the express or implied permission of his employer.
 - (iii) the transport is being operated by or on behalf of the employer or some other person by whom it is provided in pursuance of arrangements made with the employer and.
 - (iv) the vehicle being/not being operated in the ordinary course of public transport service.
12. In case the 2[accident or dangerous occurrence happened while meeting emergency, state
- (i) its nature
 - (ii) whether the injured person at the time of 2[accident or dangerous occurrence was employed for the purpose of his employer's trade or business in or about the premises at which the 2[accident or dangerous occurrence took place.
13. Describe briefly how the 2(accident or dangerous occurrence occurred.
14. Name and address of witnesses:

- 13. (a) Nature and extent of injury (e.g. fatal , loss of finger, fracture of leg, scald or scratch and followed by sepsis)
- (b) Location of injury (right leg, left hand or left eye etc.)
- 16. (a) If the accident is not fatal, state whether the injured person was disabled for more than 48 hours.
- (b) Date & Hour of return to work.
- 17. (a) Physician dispensary or hospital from whom or in which the injured person received or is receiving treatment.
- (b) Name of dispensary/penal doctor elected by the injured person .
- 18. (i) Has the injured person died,
- (ii) If so, date of death.

I certify that to the best of my knowledge & belief the above particulars are correct in every respect.

Signature
 Name & designation of the
 occupier or manager
 Employer.....

Date of Despatch of report.....

District..... Date of receipt

2[No. of the accident or dangerous occurrence.....

Causation.....

Other particulars (e.g. fatal, leg injury, arm injury etc.)

Date of investigation:

Result of investigation:

(Reverse of Form 20)

NOTIFICATION OF ACCIDENTS AND DANGEROUS OCCURRENCES

Extract from the Factories Act, 1948.
(Section 88)

Where in any factory accident occurs which causes death or which causes any bodily injury by reason of which the person injured is prevented from working for a period of forty-eight hours or more immediately following the accident, or which is of such nature as may be prescribed in this behalf, the Manager of the factory shall send notice thereof to such authorities, and in such form and within such time, as may be prescribed.

Rule 101 of Rajasthan Factories Rules, 1951.

- (1) When any accident which results in the death of any person or which results in such bodily injury to any person as is likely to cause his death, or any dangerous occurrence specified in the schedule takes place in a factory, the Manager of the factory shall forthwith send a notice thereof by telephone, special messenger or telegram to the Inspector and the Chief Inspector.
- (2) When any accident or any dangerous occurrence specified in the Schedule, which results in the death of any person or which results in such bodily injury to any person as is likely to cause his death, takes place in a factory, notice as mentioned in sub-rule (1) shall be sent also to :—
 - (a) the District Magistrate or Sub-Divisional Officer,
 - (b) the Officer-in-charge of the nearest Police Station, and
 - (c) the relatives of the injured or deceased person.
- (3) Any notice given as required under sub-rules (1) & (2) shall be confirmed by the Manager of the factory to the authorities mentioned in these sub-rules within 12 hours of the accident or the dangerous occurrence by sending them a written report in Form No. 20 in the case of an accident or dangerous occurrence causing death or bodily injury to any person and in Form 20-A in the case of a dangerous occurrence which has not resulted in any bodily injury to any person.
- (4) When any accident or dangerous occurrence specified in the schedule takes place in a factory and it causes such bodily

be, the Manager of the factory shall send a report thereof to the Inspector in Form 20 within 24 hours after the expiry of 48 hours from the time of the accident or the dangerous occurrence:

Provided that if in the case of an accident or dangerous occurrence, death occurs of any person injured by such accident or dangerous occurrence after the notices and reports referred to in the foregoing sub-rules have been sent, the Manager of the factory shall forthwith send a notice thereof, by telephone, special messenger or telegram to the authorities and persons mentioned in 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 (4) 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 in the prescribed Form 20 within 24 hours immediately following the hour when the actual total period of disability from working resulting from the accident or the dangerous occurrence becomes 48 hours.

SCHEDULE

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

“(a) Bursting of a plant used for containing supplying steam under pressure greater than atmospheric pressure.

(b) 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.

(c) Explosion, fire bursting out, leakage or escape of any molten metal, or hot liquor or gas causing bodily injury to any person or damage to any room or place in which persons are employed or fire in rooms of cotton pressing factories when a cotton opener is in use.

(d) Explosion of receiver or container used for the storage at a pressure greater than, atmospheric pressure of any gas or gases (including air) or any liquid or solid resulting from the compression

1(FORM No. 20-A

(Prescribed under Rule 101)

Notice of Dangerous occurrence 2(which does not result in death or bodily injury.

(vide clause 2 of Schedule under Rule 101)

1. Name & address of the Factory:
2. Name of the Occupier:
3. Name of the Manager:
4. Nature of Industry:
5. Branch or department & Exact place where the dangerous occurrence took place.
6. Date & hour of Occurrence:
7. Nature of Dangerous Occurrence (state exactly what happened)
8.
-
-

I Certify that, to the best of my knowledge & belief the above particulars are correct in every respect.

Signature of the
 Occupier/Manager.....
 Date of Despatch of report.....

Note: To be completed in legible handwriting or preferably typewritten.

(This space to be completed by Inspector of Factories)

District Date of Receipt.....
 D. O. No..... Date of Investigation.....
 Causation No.
 Result of Investigation.....

FORM No. 21
(Prescribed under Rule 102)

To be filled in by the
Chief Inspector.

No. of case.....
Remarks.....

NOTICE OF POISONING OR DISEASE

(See instructions on reverse)

Factory Particulars	1. Name of Factory.....
	2. Address of Factory
	3. Address of office or private residence of occupier—
Person affected	4. Nature of Industry.....
	5. Name and works number of Patient.....
	6. Address of Patient.....
	7. Sex and age of Patient.....
	8. Precise occupation of Patient.....
	9. Nature of poisoning or diseases from which Patient is suffering.....
General Particulars	10. Has the case been reported to the Certifying Surgeon.....

Signature of Factory Manager

Dated.....

(Reverse of Form No. 21)

NOTICE OF POISONING OR DISEASE

Extract from the Factories Act, 1948

(Section 102)

Where any worker in a factory contracts any disease specified in the Schedule, the Manager of the Factory shall send notice thereof to such authorities, and in such form and within such time, as may be prescribed.

Extracts from the Rajasthan Factories Rules, 1951.

(Rule 97)

A notice in Form No. 19 should be sent forthwith both to the Chief Inspector and to the Certifying Surgeon, by the Manager of a Factory in which there occurs a case of lead, phosphorous, mercury, manganese, arsenic, carbon, bisulphide or benzene poisoning; or poisoning by nitrous fumes or by halogens or halogen; derivatives of the hydrocarbons of the aliphatic series; or of chrome ulceration anthrax, silicosis, toxic anaemia, toxic jaundice, primary epitheliomatous cancer of the skin, or pathological manifestations due to radium or other radio-active substances or X-Rays.

FORM No. 22

*(Prescribed under Rule 140)***ABSTRACT OF THE FACTORIES ACT, 1948 AND
THE RAJASTHAN FACTORIES RULES, 1951.***(To be affixed in a conspicuous and convenient place at or near the main
entrance to the Factory)*

INTERPRETATION

“Factory” means any premises including the precincts thereof—

(i) whereon ten or more workers are working or were working on any day of the preceding twelve months, and in any part of which a manufacturing process is being carried on with the aid of power, or is ordinarily so carried on, or

(ii) whereon twenty or more workers are working, or were working on any day of the preceding twelve months, and in any part of which a manufacturing process is being carried on without the aid of power, or is ordinarily so carried on,

but does not include a mine subject to the operation of [the Mines Act, 1952 (Central Act XXXV of 1952)] or a railway running shed.

“Worker” means a person employed, directly or through any agency, whether for ages or not, in any manufacturing process, or in cleaning any part of the machinery or premises used for a manufacturing process, or in any other kind of work incidental to, or connected with, the manufacturing process, or the subject of the manufacturing process.

“Manufacturing process” means any process for making, altering, repairing, ornamenting, finishing, packing, oiling, washing, cleaning, breaking up, demolishing, or otherwise treating or adapting any article or substances with a view to its use, sale, transport, delivery or disposal, or pumping oil, water or sewage, or generating, transforming or transmitting power, or printing by letter press, lithography, photogravure or other similar work or book-binding, which is carried on by way of trade or for purpose of gain, or incidentally to another business so carried on, or constructing, reconstructing, repairing, refitting, finishing or breaking up ships or vessels.

WORKING HOURS, HOLIDAYS, INTERVALS FOR REST, ETC.

1. *Hours of Work (Adults), Sections 51 and 54.*—No adult worker shall be required, or allowed, to work in a factory for more than 48 hours in any week and for more than 9 hours in any day.

2. *Relaxation of Hours of Work (Adults), Section 64.*—The ordinary limits on working hours of adults may be relaxed in certain special cases, e.g., workers engaged on urgent repairs; in preparatory or complementary work which must necessarily be carried on outside the limits laid down for the general working of the factory; in work which is necessarily so intermittent that the intervals during which they do not work while on duty ordinarily amount to more than the intervals for rest; in work which for technical reasons must be carried on continuously through out the day; in making or supplying articles of prime necessity which must be made or supplied every day; in a manufacturing process which cannot be carried on except during fixed seasons, or at times dependent on the irregular action of natural forces in engine rooms or boiler houses or in attending to power plant or transmission machinery.

Except in the case of urgent repairs, the relaxation shall not exceed the following limits:—

- (i) the total number of hours of work in any day, shall not exceed ten;
- (ii) the total number of hours of overtime work shall not exceed 50 for any one quarter;
- (iii) the spread over inclusive of intervals for rest shall not exceed 12 hours in any one day.

In the case of any or all adult workers in any factory, the ordinary limits on working hours of adults may be relaxed, for a period or periods not exceeding in the aggregate 3 months in any year, to enable the factory to deal with an exceptional pressure of work.

3. *Payment for Overtime, Section 59.*—Where a worker works in a factory for more than 9 hours in any day or for more than 48 hours in any week he shall, in respect of overtime work, be entitled to wages at the rate of twice his ordinary rate of wages.

4. *Exemption of Supervisory Staff, Section 64.*—Chapter VI of the Act Working hours of adults—does not apply to persons holding positions of supervision or management or employed in a confidential position in a factory.

5. *Weekly Holiday (Adults), Section 52.*—No adult worker shall be required or allowed to work in a factory on the first day of the week, unless he has, or will have, a holiday for whole day on one of the three immediately before or after the said day, and the manager of the factory has, before

Provided that no substitution shall be made which will result in any worker working more than ten days consecutively without a holiday for a whole day.

Where a worker in a factory, as a result of exemption from the ordinary provision relating to weekly holidays, is deprived of any of the weekly holidays he shall be allowed, within the month in which the holidays were due to him or within the two months in which the holidays were due to him or within the two months immediately following that month, compensatory holidays of equal number to the holidays so lost.

6. *Intervals for Rest (Adults), Sections 55 and 56.*—The periods of work of adult workers in a factory each day shall be so fixed that no period shall exceed 5 hours before he has had an interval for rest of at least half an hour and that inclusive of his intervals for rest they shall not spread more than $10\frac{1}{2}$ hours in any day or, with the permission of the Chief Inspector in writing 12 hours.

7. *Prohibition of Double Employment, Section 60, 71 and 99.*—No child or except in certain circumstances an adult worker shall be required or allowed to work in any factory on any day on which he has already been working in any other factory.

If a child works in a factory on any day on which he has already been working in another factory, the parent or guardian of the child or the person having custody of or control over him or obtaining any direct benefit from his wages shall be punishable with fine, which may extend to Rupees 50 unless it appears to the court that the child so worked without the consent or connivance of such parent, guardian or person.

8. *Prohibition of Employment of Children under 14, Section 67.*—No child who has not completed his fourteenth year shall be required or allowed to work, in any factory.

9. *Hours of work (Children), Section 71.*—No child shall be employed or permitted to work in any factory for more than $4\frac{1}{2}$ hours in any day and between the hours of 7 p.m. and 6 A.M. The periods of work of all children employed in a factory shall be limited to two shifts which shall not overlap or spread over more than 5 hours each and each child shall be employed in only one of the relays.

The provision relating to weekly holidays shall also apply to child workers and no exemption from this provision may be granted in respect of any child.

LEAVE WITH WAGES

[11. *Leave with wages.*—Sections 79, 80 and 83 and rule:—

(1) Every worker who has worked for a period of 240 days or more in a factory during a calendar year shall be allowed during the subsequent calendar year leave with wages for a number of days calculated at the rate of:—

- (i) If an adult, one day for every 20 days of work performed by him during the previous calendar year;
- (ii) If a child, one day for every 15 days of work performed by him during the previous calendar year.

(2) For the above purpose, any day of lay off by agreement or contract or as permissible under the Standing Orders (b) in case of female workers, maternity leave for any number of days not exceeding twelve weeks and (c) the leave earned in the year prior to that in which the leave is enjoyed shall be deemed to be days on which the worker has worked in a factory for the purpose of computation for the period of 240 days or more but worker shall not earn leave for these days.

(3) The period of leave shall be exclusive of all holidays which may occur during or at either at end of the period of leave.

(4) For the leave allowed to him a worker shall be paid at a rate equal to the daily average of his total full time earnings, exclusive of overtime earnings, and, bonus but inclusive of dearness allowance and the cash equivalent of any advantage accruing by the sale by the employer, of food grains and other articles at concessional rates for the days on which he worked during the month immediately, preceding his leave.

(5) A worker whose service commences otherwise, than on the first day of January shall be entitled to leave with wages at the rate laid down in clause (i) or clause (ii) as the case may be, if he has worked for $\frac{2}{3}$ of the total number of the days in the remainder of the calendar year.

(6) If a worker entitled to leave with wages is discharged from the factory before he has taken the entire leave to which he is entitled, if having applied for and having not being granted such leave he quits his employment before he has taken the leave, the occupier of the factory shall pay him the amount payable in respect of the leave not taken and such payment shall be made before the expiry of the 2nd working day after the day on which his employment is terminated.

(7) The manager shall maintain a leave with wages register in the prescribed Form No. 16 and shall provide each worker with a book called "the Leave Book" in the prescribed Form No. 17. The leave book shall be the property of the worker and the manager or his agent shall not demand except to make entries and shall not keep it for more than a week at a time. If a worker loses his leave book the manager shall provide him with another copy on payment of fifteen naya paise and shall complete from his record.

HEALTH

12. *Cleanliness, Section 11.*—Except in cases specially exempted all inside walls and partitions, all ceilings or tops of rooms and all walls, sides and tops of passages and staircases in a factory shall be kept white washed or colourwashed. The white-washing or colour-washing shall be carried out at least once in every period of fourteen months. The floors of every work room shall be cleaned at least once in every week by washing, using disinfectant, where necessary, or some other method.

13. *Disposal of Waste and Effluents, Section 12.*—Effective arrangements shall be made in every factory for the disposal of wastes and effluents due to the manufacturing process carried on therein.

14. *Ventilation and Temperature, Section 13.*—Effective and suitable provision shall be made in every factory for securing and maintaining in every work room adequate ventilation by the circulation of fresh air and such a temperature as will secure to workers therein reasonable conditions of comfort and prevent injury to health.

15. *Overcrowding, Section 16.*—Unless exemption has been granted, there shall be in every work-room of a factory in existence on 1st November, 1951, at least 350 cubic feet and of a factory built after this date at least 500 cubic feet of space for every worker employed therein and for this purpose no account shall be taken on any space which is more than 14 feet above the level of the floor of the room.

16. *Lighting, Section 17.*—In every part of a factory where workers are working or passing there shall be provided and maintained sufficient and suitable lighting natural or artificial or both.

17. *Drinking Water, Section 18.*—In every factory effective arrangements shall be made to provide and maintain a suitable points, conveniently situated for all workers employed therein, a sufficient supply of wholesome drinking water.

In every factory wherein more than 250 workers are ordinarily employed, the drinking water shall, during the hot weather, be cooled by ice or other effective methods. The cooled drinking water shall be supplied in every canteen, lunch-room and rest-room and also at conveniently accessible points throughout the factory.

(separate enclosed accommodation for male and female workers) shall be provided conveniently situated and accessible to workers at all times while they are at the factory. Every latrine shall be under cover and so partitioned off as to secure privacy and shall have a proper door and fastenings. Sweepers shall be employed whose primary duty it would be to keep clean latrines, urinals and washing places.

19. *Spittoons, Section 20.*—In every factory, there shall be provided a sufficient number of spittoons of the type prescribed in convenient places and they shall be maintained in a clean and hygienic condition. No person shall spit within the premises of a factory except in the spittoons provided for the purpose. Whoever spits in contravention of this provision shall be punishable with fine not exceeding five rupees.

SAFETY

20. *Fencing of Machinery, Section 21.*—In every factory dangerous parts of machines e.g. every moving part of a prime mover and every flywheel connected to a prime mover etc. shall be securely fenced by safeguards of substantial construction which shall be kept in position while the parts of machinery they are fencing are in motion or in use.

21. *Work on or near Machinery in Motion, Section 22.*—No woman or child shall be allowed in any factory to clean, lubricate or adjust any part of the machinery while that part is in motion or to work, between moving parts, or between fixed and moving parts of any machinery which is in motion.

22. *Employment of Young Persons on Dangerous Machinery, Section 23.*—No young person shall work at any machine declared to be dangerous unless he has been fully instructed as to the dangers arising in connection with the machine and the precautions to be observed and has received sufficient training in work at the machine or is under adequate supervision by a person who has a thorough knowledge and experience of the machine.

23. *Casing of new Machinery, Section 26.*—In all machinery driven by power and installed in any factory after 1st November, 1951, every set screw, bolt or key on any revolving shaft, spindle, wheel or pinion shall be so sunk, encased or otherwise effectively guarded as to prevent danger, all spur worm and other toothed or friction gearing which does not require frequent adjustment while in motion shall be completely encased unless it is so situated as to be as safe it would be if it were completely encased.

Whoever sells or lets on hire or as agent of a seller or hirer causes or procures to be sold or let on hire, for use in a factory any machinery driven by power which does not comply with these provisions, shall be punishable with imprisonment for a term which may extend to three months or with fine which may extend to five hundred rupees or with both.

31. *First-Aid and Ambulance Room, Section 45.*—There shall in every factory be provided and maintained so as to be readily accessible during all working hours first-aid boxes or cupboards equipment with prescribed contents. All such boxes and cupboards shall be kept in the charge of a responsible person who is trained in first-aid treatment and who shall always be available during the working hours of the factory.

In every factory wherein more than 500 workers are employed there shall be provided and maintained an ambulance room of the prescribed size and containing the prescribed equipment. The ambulance room shall be in charge of a qualified medical practitioner assisted by at least one qualified nurse and such other staff as may be prescribed.

32. *Canteens, Section 46 and Rules.*—In specified factories wherein more than 250 workers are ordinarily employed, a canteen or canteens shall be provided and maintained by the occupier for the use of the workers. Food, drink and other items served in the canteen shall be sold on a non-profitable basis and the prices charged shall be subject to the approval of a Canteen Managing Committee which shall be appointed by the Manager and shall consist of an equal number of persons nominated by the occupier and elected by the workers. The number of elected workers shall be in the proportion of 1 for every 1,000 workers employed in the factory provided that in no case shall there be more than 5 or less than 2 workers on the Committee. The Committee shall be consulted from time to time on the quality and quantity of food stuff to be served in the Canteen, the arrangement of the menus etc. etc.

33. *Shelters:—Rest-Rooms and Lunch-Rooms, Section 47.*—In every factory wherein more than 150 workers are ordinarily employed, adequate and suitable shelters or rest-rooms and a suitable lunch-room, with provision for drinking water, where workers can eat meals brought by them shall be provided and maintained for the use of the workers.

34. *Creches, Section 48 and Rules:*—In every factory wherein more than 50 women workers are ordinarily employed there shall be provided and maintained a suitable room or rooms for the use of children under the age of six years of such women. The creche shall be adequately furnished and equipped and in particular there shall be one suitable cot or a cradle with the necessary bedding for each child, at least one chair or equivalent sitting accommodation for the use of the mothers while she is feeding or attending to her child and a sufficient supply of suitable toys for elder children.

There shall be in or adjoining the creche a suitable washroom for the washing of the children and their clothing. An adequate supply of clean cloths, soap and clean towels shall be made available for each child while it is in the creche. At least half a pint of clean pure milk shall be available for each child on every day it is accommodated in the creche and the mother of such a child shall be allowed in the course of her daily

some refreshment. A suitably fenced and shady open air play ground shall also be provided for the older children.

35. *Welfare Officers, Section 49.*—In every factory wherein 500 or more workers are ordinarily employed the occupier shall employ in the factory such number of Welfare Officers as may be prescribed.

SPECIAL PROVISIONS

36. *Dangerous Operations, Section 87 and Rules.*—Employment of women adolescents and children in prohibited or restricted in certain operations declared to be dangerous, e. g., manufacture of aerated water, electroplating manufacture and repair of electric accumulator, glass manufacture grinding or glazing of metals, manufacture and treatment of lead and certain compounds of lead, generating petrol gas from petrol, sand blasting and liming and tanning of raw hides and skins.

37. *Notice of Accidents, Section 88 and Rules.*—Wherein any factory an accident occurs which causes death or which causes bodily injury by reason of which the person injured is prevented from working for a period of 48 hours or more immediately following the accident or which, though not attended by person injury or disablement, is one of the following types—

- (i) Bursting of a vessel used for containing steam under pressure greater than atmospheric pressure other than plant which comes within the scope of the Indian Boiler Act.
- (ii) Collapse or failure of a crane, derrick, which, hoist or other appliances used in raising or lowering persons or goods, or any part thereof, of the overturning of a crane.
- (iii) Explosion or fire causing damage to any room or place in which persons are employed, or fire in rooms of cotton pressing factories, where cotton opener is in use.
- (iv) Explosion of a receiver or container used for the storage at a 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 subsidence of any floor, gallery, roof, tunnel, Chimney, wall or building forming part of a factory or within the compound or curtilage of factory;

The Manager of the factory shall forthwith send notice thereof to the Chief Inspector. If the accident is fatal or of such a serious nature that it is likely to prove fatal, notice shall also be sent to the District Magistrate or to the Sub-Divisional Officer and the Officer-in-Charge of the nearest Police Station.

38. *Notice of Certain Diseases, Section 89 and Rules.*—Where any worker in a factory contracts any of the following diseases the Manager of the factory shall send notice thereof forthwith both to the Chief Ins-

halogen derivatives of the hydrocarbons of the aliphatic series, or of chrome ulceration, anthrax, silicosis, toxic anemia, toxic Jaundice primary epithelismatous cancer of the skin, or pathological manifestations dueto radium or other radio-active substances or X-Rays.

39. *No charge for Facilities and Conveniences, Section 114.*—No fee or charge shall be realised from any worker in respect of any arrangements of facilities to be provided or any equipments or appliances to be supplied by the occupier under the provisions of the Act.

40. *Powers of Inspectors, Sections 9 and 82.*—Inspectors have power to inspect factories any time and may require the productions of registers, certificate etc., prescribed under the Act and the Rules.

Any Inspector may institute proceedings on behalf of any workers to recover any sum required to be paid by an employer under the provisions relating to leave with wages, which the employer has not paid.

41. *Obligations of Workers, Sections 97 and 111.*—No worker of a factory—

- (i) shall wilfully interfere with or misuse any appliance, convenience or other thing provided in a factory for the purposes of securing the health, safety or welfare of the workers therein.
- (ii) shall wilfully and without any reasonable cause do anything likely to endanger himself or others, and
- (iii) shall wilfully neglect to make use of any appliance or other thing provided in the factory for the purpose securing the health or safety of the workers therein.

If any worker employed in a factory contravenes any of these provisions or any rule or order made thereunder he shall be punishable with imprisonment for a term which may extend to three months or with fine which may extend to Rs. 100 or with both.

If any worker employed in a factory contravenes any provision of the Act or any rules or orders made thereunder, imposing any duty or liability on workers, he shall be punishable with fine which may extend to Rs. 20.

42. *Certificates of fitness, Sections 68,70 and 98.*—No child who has completed his fourteenth year or any adolescent shall be required or allowed to work in any factory unless a certificate of fitness granted with reference to him is in the custody of the Manager of the factory and such child or adolescent carries, while he is at work, a token giving a reference to such certificate. Any fee payable for such a certificate shall be paid by the occupier and shall not be recoverable from the young person, his parents or guardian.

As adolescent who has been granted a certificate of fitness to work in

reference to the certificate shall be deemed to be an adult for all the purposes of the provisions of the Act relating to the working hours of adults and the employment of young persons. An adolescent who has not been granted a certificate of fitness to work in a factory as an adult shall, notwithstanding his age be deemed to be a child for all the purposes of the Act.

Whoever knowingly uses or attempts to use, as a certificate of fitness granted to himself, a certificate granted to another adolescent to work in a factory as an adult or, who having procured such a certificate knowingly allows it to be used, or an attempt to use it to be made, by another person, shall be punishable with imprisonment for a term which may extend to one month or with fine which may extend to Rs. 50 or with both.

43. *Registers, Notices and Returns, Sections 61, 63, 72, 74, 79, 80 and 110.*—A register of adult workers in the prescribed Form No.12 and a register of child workers in the prescribed Form No.14 shall be maintained by the Manager of every factory.

A notice of periods of work for adults and a notice of periods of work for children in the prescribed Forms Nos. 13 and 15 shall be correctly maintained and displayed in every factory. No adult worker or child shall be required or allowed to work in any factory otherwise than in accordance with their respective notices of periods of work displayed in the factory.

The owners, occupiers or managers of factories shall submit the prescribed periodical returns to the Inspector regularly.

FORM No. 23

ANNUAL RETURNS

[Prescribed under sub-rule (1) of rule 105]

Year ending 31st December, 19

Registration No. of the Factory

Name of the Factory

Name of the Occupier

Name of the Manager

1. District

2. Full Postal Address of the Factory

- *4. Average number of workers employed daily :—
 Adults—
 Men
 Women
 Adolescents—
 Male
 Female
 Children—
 Male
 Female
5. Normal hours worked per week—
 Men
 Women
 Children
6. Number of days worked in the year
7. Total number of man hours worked including overtime
8. (i) Does the factory carry any operation declared dangerous under Section 87?
 (See Rule 100)
- (ii) If so, state average daily number of workers employed in such dangerous operation i.e.
- (1) Manufacture of aerated water and processes incidental thereto.
 - (2) Electrolytic Plating or Oxidation of metal articles by use of an electrolyte containing chromic acid or other chromium compounds.
 - (3) Manufacture and repair of electric accumulators.
 - (4) Glass Manufacture.
 - (5) Grinding or glazing of metals.
 - (6) Manufacture & treatment of lead and certain compounds of lead.
 - (7) Generation of gas from

- (8) **Cleaning** or smoothing, roughening etc. articles, by a jet of sand metal shot or grit, or other abrasive propelled by a blast of compressed air or steam.
- (9) **Liming** and tanning of raw hides and skins and processes incidental thereto.
- (10) **Manufacture** of chemical and processes incidental thereto.
- (11) **Manufacture** of Pottery and processes incidental thereto.
- (12) **Printing Presses** and type-foundries certain lead processes carried therein.
- (13) **Manufacture** of bangles and other articles from cinematograph film and toxic and inflammable solvents, and.
- (14) **Compression** of Oxygen and Hydrogen produced by the Electrolysis of water.
- (15) **Handling** and processing of asbestos, manufacture of any article of asbestos and any other process of manufacture of otherwise in which asbestos is used in any form.
- (16) **Manufacture** of articles from refractory materials including manufactures of refractory bricks,
- (17) **Handling** and Manipulation of corrosive (liquids and substances).

- (19) Process of extracting vegetable oils from oil cakes in Solvent Extraction Plant.
- (20) Manufacture or Manipulation of Manganese and its compounds.
- (21) Manufacture, handing and use of Benzene.
- (22) Carbon Disulphide Plants.
- (23) Manufacture and Manipulation of dangerous Pesticides.
- (24) Other dangerous operation,

LEAVE WITH WAGES

- 9. Total number of workers employed during the year—
 - Men
 - Women
 - Children
- 10. Number of workers who were entitled to annual leave with wages during the year
 - Men
 - Women
 - Children
- 11. Number of workers who were granted leave during the year—
 - Men
 - Women
 - Children
- 12. (a) Number of workers discharged or dismissed from the service or whose services were terminated during the year.
- (b) Number of such workers paid wages in lieu of Leave

CANTEEN

- 13. Number of Canteens providing—
 - (a) Cooked food and refreshments
 - (b) Cooked food only
 - (c) Refreshments and tea only
 - (d) Tea only
- 14. Is the Canteen run and managed

REST ROOMS/SHELTERS AND LUNCH ROOMS

16. (a) Number of Rest Rooms/Shelters provided
 (b) Number of Lunch Rooms provided

CRECHES

17. Number of Creches provided
 18. Approximate average daily attendance of children at the Creche

***ACCIDENTS**

19. (a) Total Number of accidents—
 Fatal
 Non-Fatal
- (b) Accidents in which workers returned to work during the year to which this return relates—
- (i) Accidents (Persons injured occurring during the year in which workers returned to work during the same year—
 Number
 Mandays lost
- (ii) Accidents (Persons injured) occurring in the previous year in which workers returned to work during the year to which this return relates—
 Number
 Mandays lost during the year

Certified that the information furnished above is to the best of my knowledge and belief, correct.

Signature of Manager

Date

* The average daily numbers should be calculated by dividing the aggregate number of attendances on working days by the number of working days in the year. In reckoning attendances, attendances by temporary as well as permanent employees should be counted and all employees should be included whether they are employed directly or under contractors. Attendances on separate shifts (e.g. night and day shifts), should be counted separately. Days on which the factory was closed for whatever cause and days on which the manufacturing processes were not carried on should not be counted.

For seasonal factories the average number of workers employed during the working season and the off-season should be given separately.

Similarly the number of days worked during the working season and offseason should be given separately.

*1. Every person killed or injured should be treated as one's separate accident. If in one occurrence six persons were injured or killed it should be counted as six accidents.

2. Item 19 (1) gives the number of accidents which took place during the year. Only those accidents, which prevented workmen from working for 48 hours or more and which were fatal should be included

NOTE:—Rule 100 (1) of the Rajasthan Factories Rules, 1951 and section 93 of the Factories Act, 1948 are printed below.

Rule 100 (1) Dangerous Operations

The following operations when carried on in any factory are declared to be Dangerous Operations under Section 87:—

1. Manufacture of aerated water and processes incidental thereto.
2. Electrolytic plating or oxidation of metal articles by use of an electrolyte containing chromic acid or other chromium compounds.
3. Manufacture and repair of electric accumulators.
4. Glass manufacture.
5. Grinding or glazing of metals.
6. Manufacture and treatment of lead and certain compounds of lead.
7. Generating petrol gas from petrol.
8. Cleaning or smoothing of articles by a jet of sand metal shot or grit or other abrasive propelled by a blast of compressed air or steam.

10. Manufacture of chromic acid or manufacture or recovery of the bichromate of sodium, potassium or ammonium.
11. Manipulation of nitro or amino compounds.
12. Manipulation of acids or alkalis.

Section 93--Liability of owner of premises in certain circumstances.

93. (1) Where in 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 roads, drainage, water supply, lighting and sanitation.

(2) The Chief inspector shall have, subject to the control of the State Government, power to issue order to the owner of the premises in respect of the carrying out of the provisions of sub-section (1).

(3) Where in any premises, independent or self contained floors or flats are leased to different occupier for use as separate factories, the owner of the premises shall be liable as if he were the Occupier or Manager of a factory, for any contraventions of the provisions of this Act 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 owners and not specifically entrusted to the custody or use of an occupier.
- (iii) Safe means of access to the floors or flats and maintenances and cleanliness of stair-cases and common passages;
- (iv) Precautions in case of fire;
- (v) Maintenance of hoists and lifts, and
- (vi) Maintenance of any other common facilities provided in the premises.

(4) The Chief Inspector shall have, subject to the control of the State Government, power to issue orders to the owner of the premises in respect of the carrying out the provision of the sub-section (3).

(5) The provisions of sub-section (3) relating to the liability of the owner shall apply where in any premises independent rooms with common latrines, urinals and washing facilities are leased to different occupiers for use as separate factories:

Provided that the owner shall be responsible for the maintenance of the

(6) The Chief Inspector shall have, subject to the control of the State Government, the power to issue orders to the owners of the premises referred to in sub-section (5) in respect of the carrying out of the provisions of Section 46 or Section 48.

(7) Where in any premises portions of a room or a shed are leased to different occupiers for use as separate factories, the owner of the premises shall be liable for any contravention of the provisions of—

(i) Chapter III, except Sections 14 and 15,

(ii) Chapter IV, except Sections 22, 23, 27, 34, 35 and 36:

Provided that in respect of the provisions of Sections 21, 24, 32 the owners, liability shall be only in so far as such provision relate to things under his control :

Provided further that the occupier shall be responsible for complying with the provisions of Chapter IV in respect of plant and machinery belonging to or supplied by him.

(iii) Section 42.

(8) The Chief Inspector shall have, subject to the control of the State Government, power to issue orders to the owners of the premises in respect of the carrying out the provisions of sub-section (7).

(9) In respect of sub-sections (5) and (7) while computing for the purposes of any of the provisions of this Act for the total number of workers employed the whole of the premises shall be deemed to be a single factory.

FORM No. 24

(Prescribed under sub-rule (3) of rule 105)

Half-Yearly Return

Period ending 30th June, 19... /31st December, 19 .

Name of Factory.....

Name of Occupier.....

Name of Manager

(1) District.....

(2) Postal Address

(3) Nature of Industry

(4) †Average number of

Men

Female
 Children—
 Male
 Female

- (5) Number of days worked during the half-year
 ending
 30th June, 19 /
 31st December, 19 .

Certified that the information furnished above is, to the best of my knowledge and belief, correct.

Signature of the Occupier.

Signature of the Manager.

†The average daily number should be calculated by dividing the aggregate number of attendances on working days, by the number of working days during the half-year. In reckoning attendances, attendances by temporary as well as permanent employees should be counted, and all employees should be included, whether they are employed directly or under contractors. Attendances on separate shifts, (e.g. night and day shifts) should be counted separately. Days on which the factory was closed, for whatever cause, and days on which the manufacturing processes were not carried on should not be treated as working days.

NOTE.—Partial attendances should be treated as full attendances for the purpose of calculating average daily number of workers employed and man days worked.

FORM No. 29
(Prescribed under Rule 109)

Register of Accidents and Dangerous Occurrences

Name of injured person (if any)	Date of accident or dangerous occurrence	Date of report (in Form No. 20) to Inspector	Nature of accident or dangerous occurrence	Date of return of injured person to work	Number of days injured person was absent from work
1	2	3	4	5	6

(Prescribed under Rule 100)

Counterfoil

Serial Number

Certificate of Fitness for Dangerous Operations

1. Serial number.

I certify that I have personally examined _____

(Name)

2. Name of person examined.

son _____

(Father's name)

3. Father's name,

residing at

(Address)

4. Sex.

who is desirous of employed in

5. Address.

_____ as (Name of factory)

(Department) (Process),

and as nearly as can be ascertained from examination is fit/unfit for employment at the above noted factory.

6. Name of the factory in which employed/in which wished to be employed.

2. He is fit to be employed and may be employed on some other non-hazardous operation such as _____

7. Process of department in which employed/wished to be employed.

3. He may be produced for further examination after a period of _____

8. Whether certificate granted?

4. He is advised following further examination. _____

9. Whether declared unfit and certificate refused?

5. He is advised following treatment _____

10. Reference number of previous certificate granted or refused ?

L.T.I. of persons examined

Signature of Certifying Surgeon.

6. The serial number of the previous certificate is _____

L.T.I. of persons examined

Signature of Certifying Surgeon.

NOTE:—1. The counterfoil should be retained by the Certifying Surgeon and maintained in a file.

2. The para which does not apply may be cancelled].

1[FORM No. 31

(Prescribed under Clause (10) of Schedule XI annexed to Rule 100)

Certificate of Fitness

1. Serial No.

Serial No.

2. Date

Date

3. Name

I certify that I have personally examined (Name) _____
Son/Daughter of _____

4. Father's name

5. Sex

6. Residence

7. Date of birth, if available and /or certified age

Residing at _____

8. Descriptive marks

Who is desirous of being employed in a factory engaged in the manufacturing of Ceramics or pottery.

9. Reason for:

- (i) Refusal certificate.
- (ii) Certificate being revoked.

On the basis of these examinations I hereby certify that he/ she is fit to be employed/continue working in the above factory. His/Her descriptive marks are _____

Thumb impression.

Thumb impression.

Initials of Certifying Surgeon

Certifying Surgeon]

FORM No. 34

Inspection Book, containing headings as under:—

Covering Page.....	Inspection Book for Inspector of Factories and Certifying Surgeons only.
Back of the Covering page.	Manager's remarks regarding action taken, if any.
Every Numbered page	Inspector's or Certifying Surgeon's remarks.
Back of every Numbered page.	Manager's remarks regarding action taken, if any.]

1. Inserted vide Notification No. F. 18(4)/Lab./52, dated 13-8-57, published in Gazette Part-IV(C), dated 19-9-57].

Dated 26-2-1955.

GOVERNMENT OF RAJASTHAN

LABOUR DEPARTMENT

NOTIFICATION

Jaipur February 8, 1955.

No. F. 15 (4) Lab/52.—In exercise of the powers conferred by sub-rule (1) of rule 76 of the Rajasthan Factories Rules, 1951, the Government of Rajasthan is hereby pleased to order that rule 76 of the said rules shall come into force in respect of the following factories on the dates mentioned below:—

Description of Factories	Date of commencement
Perennial factories.	Six months from the publication of this notification in the Rajasthan Gazette.
Seasonal factories.	Seven months from the publication of this notification in the Rajasthan Gazette.

By Order of
His Highness the Rajpramukh,

LABOUR DEPARTMENT

NOTIFICATION

Jaipur, February 8, 1955.

No. F. 15 (4) Lab./52.—In exercise of the powers conferred by sub-rule (1) of rule 77 of the Rajasthan Factories Rules, 1951, the Government of Rajasthan is hereby pleased to order that rules 77 to 80 of the said rules shall come into force in respect of the following factories on the dates mentioned below:—

Description of Factories	Date of commencement
Perennial factories.	Six months from the publication of this notification in the Rajasthan Gazette.
Seasonal factories.	Seven months from the publication of this notification in the Rajasthan Gazette.

By Order of
His Highness the Rajpramukh,

G.L. MEHTA,
Secretary to the Government.

(Published in Rajasthan Gazette, dated 26th February, 1955)

GOVERNMENT OF RAJASTHAN

LABOUR DEPARTMENT

NOTIFICATION

Jaipur, February 8, 1955.

No. F. 15(4) Lab./52.—In exercise of the powers conferred by sub-rule (1) of rule 29 of the Rajasthan Factories Rules, 1951, the Government of Rajasthan is hereby pleased to order that provisions of rules 29 to 33 of the said rules shall come into force on the

days, with effect from the expiry of six months from the publication of this notification in the Rajasthan Gazette.

By Order of
His Highness the Rajpramukh,
G.L. MEHTA,
Secretary to the Government.

(Published in Rajasthan Gazette, dated 26th February, 1955.)

GOVERNMENT OF RAJASTHAN

LABOUR DEPARTMENT

NOTIFICATION

Jaipur, February 8, 1955.

No. F.15(4) Lab.5.—In exercise of the powers conferred by sub-rule (3) of rule 100 of the Rajasthan Factories Rules, 1951, the Government of Rajasthan is hereby pleased to order that the rule 100 of the said rules shall come into force in respect of the following Factories on the dates mentioned below :—

Description of Factories	Date of Commencement
Factories where operations specified in Schedule I and II to rule 100 of the said rules, are carried out.	Six months from the publication of the notification in the Rajasthan Gazette.
Factories where operations specified in Schedules III to IX to rule 100 of the said rules are carried out.	Seven months from the publication of this notification in the Rajasthan Gazette.

By Order of
His Highness the Rajpramukh,
G.L. MEHTA,
Secretary to the Government.

(Published in Rajasthan Gazette, dated 26-2-1955.)

GOVERNMENT OF RAJASTHAN

LABOUR DEPARTMENT

NOTIFICATION

Jaipur, February 8, 1955.

No. F.15(4) Lab./52.—In exercise of the powers conferred by sub-rule

publication of this notification in the Rajasthan Gazette, in all factories wherein fifty or more workers are working.

By Order of
His Highness the Rajpramukh,
G.L. MEHTA,
Secretary to the Government.

(Published in Rajasthan Gazette, Dated 26-2-1955)

GOVERNMENT OF RAJASTHAN

LABOUR DEPARTMENT

NOTIFICATION

Jaipur, February 8, 1955.

No. F. 15(4) Lab/52.—In exercise of the powers conferred by sub-rule (2) of rule 53 of the Rajasthan Factories Rules, 1951, the Government of Rajasthan is hereby pleased to order that Rule 53 of the said rules shall come into force in respect of the Factories described below on the dates given below:—

Description of Factories	Date of Commencement of rule 53
Factories where machines mentioned in the Schedules I and II to rule 53 of the Rajasthan Factories Rules, 1951 are in use.	Six months from the publication of this notification in the Rajasthan Gazette.
Factories where machines mentioned in Schedules III and IV to rule 53 of the Rajasthan Factories Rules, 1951 are in use.	Seven months from the publication of this notification in the Rajasthan Gazette.

By Order of
His Highness the Rajpramukh,
G.L. MEHTA,
Secretary to the Government.

GOVERNMENT OF RAJASTHAN

LABOUR DEPARTMENT

NOTIFICATION

Jaipur, February 8, 1955.

No. F. 15(4) Lab/52.—In exercise of the powers conferred by sub-rule (1) of rule 68 of the Rajasthan Factories Rules, 1951, the Government of Rajasthan is hereby pleased to order that rule 68 of the said rules shall come into force in respect of the said

Description of Factories	Date of Commencement of rule 68
Perennial factories.	Six months from the publication of this notification in the Rajasthan Gazette.
Seasonal factories.	Seven months from the publication of this notification in the Rajasthan Gazette.

By Order of
His Highness the Rajpramukh,
G.L. MEHTA,
Secretary to the Government.

GOVERNMENT OF RAJASTHAN

LABOUR DEPARTMENT

NOTIFICATION

Jaipur, February 8, 1955.

No. F.15 (4) Lab./52.—In exercise of the powers conferred by sub-rule (1) of rule 69 of the Rajasthan Factories Rules, 1951, the Government of Rajasthan is hereby pleased to order that rules 69 to 75 of the said rules shall come into force in respect of all perennial factories with effect from the expiry of six months from the publication of this notification in the Rajasthan Gazette.

By Order of
His Highness the Rajpramukh,
G.L. MEHTA,
Secretary to the Government.

GOVERNMENT OF RAJASTHAN

LABOUR DEPARTMENT

NOTIFICATION

Jaipur, June 2, 1955.

to exempt the M.B.M. Engineering College Workshop, Jodhpur and the Birla Engineering College Workshop, Pilani from all the provisions except those of Sections 6, 7, 51, 52, 53, 54, 55 and 59 of the aforesaid Act, on the condition that the workshop shall be maintained exclusively for the purposes of education and training.

No fees shall be charged for registration and licensing of the aforesaid workshops under rule 5 of the Rajasthan Factories Rules, 1951.

By Order of
His Highness the Rajpramukh,
G. L. MEHTA,
Secretary to the Government.

(English Translation authorised by His Highness the Rajpramukh.)

GOVERNMENT OF RAJASTHAN

LABOUR DEPARTMENT

NOTIFICATION

Jaipur, December 26, 1955.

No. F. 1 (28) Lab./52.—In exercise of the powers conferred by sub-section (1) of Section 10 of the Factories Act, 1948 (LXIII of 1948) the Government of Rajasthan hereby appoints the following as ex-officio certifying surgeons for the areas mentioned against each:—

Officer appointed as Certifying Surgeon	Area for which appointed
1. All Principal, Medical and Health Officers.	Within their jurisdiction.
2. All District Medical and Health Officers.	„
3. Superintendent, Sawai Man Singh Hospital.	Area within the Municipal Board of Jaipur City.

This is in supersession of Notification No. 372/Lab. dated the 22nd February, 1952.

By Order of
His Highness the Rajpramukh,

GOVERNMENT OF RAJASTHAN
INDUSTRIES (C) DEPARTMENT

NOTIFICATION

Jaipur, May 23, 1959.

No. D. 48/F.1(43) Lab/58.—In continuation to the Notification No. F. 1 (28) Lab./52, dated the 25th December, 1955 and in exercise of the powers conferred by sub-section (1) of section 10 of the Factories Act, 1948 (LXIII of 1948) Government of Rajasthan hereby appoints the District Medical Officer, Western Railway, Ajmer as the ex-officio Certifying Surgeon for the purposes of the Act for the following factories:—

1. Locomotive Workshop, Ajmer.
2. Carriage and Wagon Workshop, Ajmer.
3. Divisional Signal and Telecommunication Engineering Workshop, Ajmer.
4. Ticket Printing and Railway Press, Ajmer.
5. Electrical Workshop and Power House, Ajmer.
6. Inspector of Workshop, Ajmer.

By Order of the Governor,

A. K. ROY,

Secretary to the Government.

GOVERNMENT OF RAJASTHAN
INDUSTRIES (C) DEPARTMENT

NOTIFICATION

Jaipur, October 13, 1959

No.D. 7689/F. 3 (58) Ind./ (C)/59.—In exercise of the powers conferred by sub-section (1) of section 10 of the Factories Act, 1948 (Central Act LXIII of 1948) the State Government hereby appoints the Medical Officer, Government Dispensary, Sambhar Lake as ex-officio Certifying Surgeon for the Hindustan Salt Co., Sambhar Lake.

By Order of the Governor,

M. P. SHUKLA,

GOVERNMENT OF RAJASTHAN

LABOUR DEPARTMENT

NOTIFICATION

Jaipur, October 28, 1960.

No. F. 3 (96) /Lab./60-13/49.—In exercise of the powers conferred by sub-section (1) of section 10 of the Factories Act, 1948 (Central Act No. 63 of 1948), the State Government hereby appoints the following Medical Practitioners as ex-officio Certifying Surgeons for the purposes of this Act for the factories mentioned against each, namely:—

Officer appointed as Certifying Surgeon	Factory for which appointed
1. Assistant Medical Officer, Western Railway, Power House, Bandikui Bandikui.	
2. Assistant Surgeon, Western Railway, Phulera.	Power House, Phulera.

By Order of the Governor,
GOVERDHAN SINGH,
Secretary to the Government.

GOVERNMENT OF RAJASTHAN

LABOUR DEPARTMENT

NOTIFICATION

Jaipur, July 17, 1961.

No. F. 3 (55) /Lab./61.—In exercise of the powers conferred by sub-section (1) of section 10 of the Factories Act, 1948 (Central Act No. LXIII of 1948) the State Government hereby appoints the following Medical Practitioner as ex-officio Certifying Surgeons for the purposes of this Act for the factory mentioned against each, namely:—

Officer appointed as Certifying Surgeon	Area for which appointed
1. Assistant Medical Officer, Western Railway, Gangapur City.	Power Houser, Gangapur City.

By Order of the Governor

GOVERNMENT OF RAJASTHAN
INDUSTRIES (C) DEPARTMENT

NOTIFICATION

Jaipur, April 3, 1962.

1[No. F. 3 (22)/Lab./57.—In exercise of the powers conferred by sub-section (2) of section 49 of the Factories Act, 1948 (Act No. LXIII of 1948), the Government of Rajasthan is pleased to make the following rules prescribing the duties, qualifications and conditions of service of Officers employed under sub-section (1) of section 49 of the said Act, the same having been previously published:—

Rajasthan Welfare Officers (Recruitment and Conditions of Service) Rules, 1959

1. *Short title and commencement.*—(1) These Rules may be called Rajasthan Welfare Officers (Recruitment and Conditions of Service) Rules, 1959.

(2) They shall come into force on such date as the State Government may by notification in the Official Gazette appoint in this behalf, shall from such date supersede all other similar rules as in force in any part of Rajasthan.

2. *Definitions.*—In these rules, unless the context otherwise requires:—

(a) 'Act' means the Factories Act, 1948 (LXIII of 1948),

(b) the expression 'Factory' and occupier have the meaning respectively assigned to them in the Act.

3. *Number of Welfare Officer.*—The occupier of every factory where five hundred or more workers are ordinary employed, shall appoint at least one Welfare Officer :

Provided that, where the number of workers exceed two thousand, one additional Welfare Officer shall be appointed for every additional two thousand workers, or a fraction thereof over five hundred and where there are more than one Welfare Officer, one of them shall be designated as the Chief Welfare Officer and the others 2 [1 Welfare Officer.

4. *Qualifications.*—A person shall not be eligible for appointment as a Welfare Officer, unless he—

(a) possesses a degree of a University recognised by the State Government in this behalf;

(b) possesses any one of the following degrees or diplomas in Social Science:—

1. Master of Social Works Degree of the Maharaja Sayajirao University of Baroda, or
2. M.A. Degree of Social Work of the Delhi University, Delhi, or
3. Diploma of Social Work (Labour Welfare), University of Calcutta, or
4. Degree of Master of Social Work of the University of Lucknow, or
5. Degree of Master of Arts in Labour and Social Welfare of the Patna University, or
6. Diploma in Labour Welfare of the Gujarat University, or
7. Diploma of Shri Kashi Vidyapith Banaras, or
8. Diploma of the J.K. Institute of Sociology and Human Relations, Lucknow University, or
9. Diploma of the long term course of the Institute of Labour Welfare Workers, Bombay, or
10. Diploma in Social Service Administration of Tata Institute of Social Science, Bombay, or
11. A degree of complete course of training in Social Work of the Madras School of Social Work, Madras, or
12. Diploma or degree in Social Science, Personal Management, Industrial Psychology and Labour Welfare of any foreign institution of repute, approved by the State Government, or
13. Diploma or degree of any other Institution of repute in India approved by the State Government; and

(c) has adequate knowledge of the language spoken by the majority of the workers in the factory to which he is to be attached :

Provided that in the case of a person who has already worked as a Welfare Officer at the commencement of these rules, the State Government may subject to such condition as it may specify, relax all or any of the aforesaid qualification.

5. *Recruitment of Welfare Officers.*—(1) The post of a Welfare Officer shall be advertised in at least two newspapers.

(2) The selection shall be made from amongs the candidates applying for the post by committee appointed by the occupier of the factory.

[(3) The appointment when made shall be notified by the occupier to the State Government or such authority as the State Government may specify for the purpose giving full details of the qualifications etc. of the officer appointed and the conditions of his service.]

6. *Conditions of service of a Welfare Officer.*—(1) A Welfare Officer shall be given appropriate status corresponding of the status of other executive heads of the factory.

(2) The conditions of the service of a Welfare Officer shall be the same as of the other members of the staff of corresponding status in the factory provided that in the case of discharged or dismissal of the Welfare Officer, the occupier of the factory should obtain the approval of competent authority appointed by the State Government before discharge or dismissal of a Welfare Officer.

(3) The scale of pay of Welfare Officers including Dearness Allowances shall not be less than the scale given below:—

Scale No. 1.—For factories ordinarily employing 2[500 to 1,000] workers per day Rs. 375-25-3[550-30-850].

Scale No. 2.—For factories ordinarily employing 4[1,001 to 2000] workers per day—Rs. 500-30-800-50-1000.

Scale No. 3.—For factories ordinarily employing more than 1[2,000] workers per day:—

(a) For Chief Welfare Officer—Rs. 800-50-1300.

(b) For other Welfare Officers—Rs. 375-25-3[550-30-850].

7. *Duties of Welfare Officer.*—The duties of the Welfare Officer shall be:—

- (i) to establish contact and hold consultations with a view to maintain harmonious relations between the Factory management and workers;
- (ii) to bring to the notice of the Factory management the grievances of workers, individual as well as collective, with a view to secure their expeditious redress and to act as a liaison officer between the management and labour;
- (iii) to study and understand the point of view of labour, help the Factory management to shape and formulate labour

1. Substituted vide No. F. 1 (9) (11) L&E/67, dated 3-11-1969, published in Gazette, Part IV (C), dated 3-11-1969.

Corrected vide No. F. 1 (9) (11) L&E/67, dated 13-11-1969.

(11) L. & E/67, dated 30-3-1969.

policies and to interpret these policies to the workers in a language they can understand;

- (iv) to watch industrial relations with a view to using influence in the event of a dispute arising between the Factory management and workers and to help to bring about a settlement by persuasive efforts;
- (v) to deal with wage and employment matters by joint consultation with the factory management and workers representation bodies;
- (vi) to exercise a restraining influence over workers going on illegal strikes and over management declaring illegal lock-outs and to help in preventing anti-social activities;
- (vii) to maintain a neutral attitude during legal strikes or lock-out and to help in bringing about a peaceful settlement;
- (viii) to advise on fulfilment by the concerned departments of the Factory management of obligations:

statutory or otherwise concerning the application of provisions of the Factories Act, 1948 and the rules made thereunder and to establish liaison with the Factory Inspector and the medical services concerning medical examinations of employees, health records, supervision of hazardous jobs, sick visiting and convalescence, accident preventions and supervision of safety committees, systematic plant inspection, safety education, investigation of accidents, maternity benefits and workmen's compensation;

- (ix) to promote relations between the concerned department of the factory and workers which will bring about productive efficiency as well as amelior action in the working conditions and to help workers to adjust and adopt themselves to their working environments;
- (x) to encourage the formations of works and joint production committees, co-operative societies and safety first and welfare committees and to supervise their work;
- (xi) to encourage provision of amenities, such as canteens, shelters for creches adequate latrine facilities, drinking water, sickness benevolent scheme payments, pension and superannuation gratuity payments, granting of loans and legal advice to

the Factory management in regulating the growth of wages and explain to the workers the relation of wages with wages and

- (xiii) to advise on provisions of welfare facilities, such as housing, facilities, food stuffs, social and recreational facilities, sanitation, advise on individual personal problems and education of children;
- (xiv) to advise the Factory management on questions relating to training of new starters, apprentices, workers on transfer and promotion, instruction and supervisions and control of notice board and information bulletin to further education of workers and to encourage their attendance at Technical institutes ;
- (xv) to suggest measures which will serve to raise the standard of living of workers and in general promote their well-being.

1[7A. Welfare Officer not to deal with disciplinary cases or appear on behalf of the management against workers.

No Welfare Officer shall deal with any disciplinary cases, against workers or appear before a conciliation officer or in a court or tribunal on behalf of the factory management against workers.]

8. *Power of Exempting*.—The State Government may by notification in the Official Gazette exempt any factory or class or description of factories from the operation of all or any of the provisions of these rules subject to compliance with such alternatively arrangements as may be approved.

By Order of the Governor,
D. GOSWAMI,
Dy. Secretary to the Government.

GOVERNMENT OF RAJASTHAN

LABOUR DEPARTMENT

2[NOTIFICATION

Dated, Jaipur, the 27th March, 1963.

No. F. 3(22)Lab/57.—In pursuance of sub-rule (3) of rule 5 of the Rajasthan Welfare Officers (Recruitment and Conditions of Service) Rules, 1959, the State Government hereby specifies the Chief Inspector of Factories and Boilers, Rajasthan, Jaipur as the authority for the whole of Rajasthan to whom the appointment of a Welfare Officer when made, shall be notified by occupier of the factory.

By Order of the Governor,
S.P. SINGH BHANDARI,
Secretary to the Government.]

GOVERNMENT OF RAJASTHAN

LABOUR DEPARTMENT

NOTIFICATION

Dated, Jaipur, the 27th March, 1963.

No. F. 3 (22) Lab/57.—In pursuance of sub-rule (2) of rule 6 of the Rajasthan Welfare Officers (Recruitment and Conditions of Service) Rules, 1959 the State Government hereby appoints the Labour Commissioner of Rajasthan, Jaipur as competent authority for the purposes of sub-rule (2) of Rule 6 of the said rules for the whole of the State of Rajasthan.

By Order of the Governor,
S. P. SINGH BHANDARI,
Secretary to the Government.]

GOVERNMENT OF RAJASTHAN

LABOUR DEPARTMENT

NOTIFICATION

Dated, Jaipur, the 17th July, 1962.

No. F. 3 (22) Lab/57.—In exercise of the powers conferred under sub-section (2) of section 49 of the Factories Act, 1948 (Act No. LXIII of 1948) and in continuation of Government notification No. F. 3(22) Lab/57, dated the 3rd April, 1962 the Government of Rajasthan is pleased to notify that the Welfare Officers (Recruitment and Conditions of Service) Rules, 1959 shall come into force from 1st August, 1962.

By Order of the Governor,
D. GOSWAMI,

Dy. Secretary to the Government.

GOVERNMENT OF RAJASTHAN
LABOUR AND EMPLOYMENT DEPARTMENT

1[NOTIFICATION

No. F. 3 (32) Lab/63.—In pursuance of item 13 of clause (b) of rule 4 of the Rajasthan Welfare Officers (Recruitment and Conditions of Service) Rules, 1959, the State Government hereby approves, for the purpose of the said rule, the diplomas or degrees in Social Science specified in col. 3 of the Table below in respect of the Institutions of repute of India mentioned against each in column 2 thereof, namely :—

Table		
S.No. 1	Name of Institution 2	Particulars of degree/diploma 3
1.	Andhra University College, Wel-tair.	(i) Diploma in Social Welfare. (ii) Degree of Master of Science in Social Welfare.
2.	St. Xavier Labour Relation Institute, Jamshedpur.	Diploma in Industrial Relations and Welfare.
3.	St. Xavier's College, Ranchi.	Post Graduate in Welfare.
4.	University of Kerla.	Diploma in Social Services.
5.	Vikram University, Ujjain.	M.A. in Sociology.
6.	Indian Institute of Social Order Poona.	Post Graduate Diploma in Social Service.
7.	Sri Dorabji Graduate School, Bombay, University of Bombay.	Diploma in Labour Welfare.
8.	University of Baroda.	Diploma of the Faculty of Social Works.
9.	University of Bombay.	M. A. Degree in Sociology.
10.	Loyals College, Madras.	Post Graduate Diploma in Social Service.
11.	University of Madras.	(i) Diploma in Social Service. (ii) Master's degree in Social Work.
12.	Annamalai University.	M. A. degree in Social Science.
13.	National Institute of Social Science, Banglore.	Diploma in Social Service Administration.
14.	Karnatak University.	Master of Arts in Sociology & Economics.
15.	University of Udaipur.	M. A. Degree in Social Work.
16.	Institute of Social Science, Agra University, Agra.	Master of Social Work
		Master of Applied Sociology.

S. No. 1	Name of Institution 2	Particulars of degree/diploma 3
18.	J.K. Institute of Sociology Human Relations, Lucknow University.	(i) M. A. in Social Work. (ii) Degree of Master of Social Technique.
19.	Agra University, Agra.	(i) M.A. in Sociology. (ii) Diploma in Labour Welfare.
	I India Institute of Social Wel- fare & Business Management, Calcutta University.	Diploma in Social Work.
	ndian Institute of Technology, Kharagpur.	Diploma in Industrial Techno- logy and Industrial Relations.
22.	University of Rajasthan, Jaipur.	Diploma in Labour Laws, Labour Welfare and Personnel Manage- ment.
23.	Sagar University, Sagar.	M. A. Degree in Sociology.
24.	Jabalpur University, Jabalpur.	M. A. Degree in Sociology.
*25.	University of Jodhpur, Jodhpur.	Diploma in Labour Laws, Labour Welfare & Personnel Manage- ment.

By Order of the Governor,

Dy. Secretary to the Government.]

GOVERNMENT OF RAJASTHAN

LABOUR AND EMPLOYMENT DEPARTMENT

%NOTIFICATION

Jaipur, February 6, 1969.

No. F. 1 (15) (27) L & E /68.—In pursuance of item 13 of clause (b) of rule 4 of the Rajasthan Welfare Officers (Recruitments and Conditions of Service) Rules, 1959, the State Government hereby approves,

* Added vide notification No. F. 3 (32) L&E/63, dated 20-3-1968
published in Gazette, Part I (A)

for purposes of the said rule, the Degrees or Diploma as specified in column 3 of the table given below in respect of the institution of repute in India mentioned against each, in column 2 thereof, namely:—

S.No.	Name of Institution	Particulars of Degree/Diploma
1.	Tata Institute of Social Sciences, Bombay.	1. Diploma in Social Service Administration awarded up to 1965.
2.		M. A. in Social Work with specialisation in Labour Welfare and Industrial Relation awarded during the years 1966, 1967 and 1968.
3.		M. A. in personnel management and Labour welfare to be awarded from 1969 onwards.

By Order of the Governor,

N. K. JOSHI,

Dy. Secretary to the Government.

LABOUR DEPARTMENT

NOTIFICATION

1. *No. F. 15 (4) Lab/52, dated 8-2-1955.*—In exercise of the powers conferred by sub-rule (1) of rule 29 of the Rajasthan Factories Rules, 1951 the Government of Rajasthan is hereby pleased to order that provisions of rules 29 to 33 of the said rules shall come into force in respect of factories of the nature described in sub-rule (1) of rule 29 of the said Rules, situated in dark localities or carrying on manufacturing operations on cloudy days, with effect from the expiry of six months from the publication of this notification in the Rajasthan Gazette.
(Published in Rajasthan Rajpatra, Part I (a), dated 26-2-1955 pages 281 to 282.)

2. *No. F. 15 (4) Lab/52, dated 8-2-1955.*—In exercise of the powers conferred by sub-rule (1) of rule of the Rajasthan Factories Rules, 1951, the Government of Rajasthan is hereby pleased to order that rule 66 of the said rules shall come into force with effect from the expiry of six months from the publication of this notification in the Rajasthan Gazette in all factories where in fifty or more workers are working.

3. *No. F. 15 (4) Lab/52, dated 8-2-1955.*—In pursuance of sub-rule (2) of rule 69 of the Rajasthan Factories Rules, 1951 the Government of Rajasthan is pleased to notify that the occupiers of the following factories wherein more than 250 workers are ordinarily employed, shall provide in or near their respective factories adequate canteens according to the standards prescribed in rules 69 to 75 of the said rules :

1. The Maharaja Kishangarh Mills Ltd., Kishangarh.
2. Maharaja Shree Umaid Mills Ltd., Pali.
3. The Mewar Textile Mills Ltd., Bhilwara.
4. The Jaipur Spinning & Weaving Mills Ltd., Jaipur.
5. Shri Sadul Textiles Ltd., Ganganagar.
6. The Associated Cement Company Ltd., Lakheri.
7. The Jaipur Udyog Ltd., Sawai Madhopur.
8. Jaipur Metal Electricals Ltd., Jaipur.
9. National Bearing Co. Ltd., Jaipur.
10. The Mewar Sugar Mills Ltd., Bhupalsagar.
11. The Bikaner Industries Corporation Ltd., Ganganagar.
12. Government Power House, Jodhpur.
13. Government Power House, Jaipur.
14. Government Power House, Bikaner.
15. Northern Railway Workshop, Jodhpur.

A

37. *Cleanliness of well or reservoir.*—(1) Drinking water shall not be supplied from any open well or reservoir unless it is so constructed, situated, protected and maintained as to be free from the possibility of pollution by chemical or bacterial and extraneous impurities.

(2) Where drinking water is supplied from such well or reservoir, the water in it shall be sterilised once a week or more frequently, if the Inspector by written order so requires and the date on which sterilising is carried out shall be recorded :

Provided that this requirement shall not apply to any such well or reservoir, if the water therein is filtered and treated to the satisfaction of the Health Officer before it is supplied for consumption.

B

1 [FORM No. 30]

(Prescribed under Rule 100)

SPECIAL CERTIFICATE OF FITNESS

Serial No.....

Date.....

I hereby certify that I have personally Examined..... who is
son of residing at in the
desirous of being employed as
and that his age, as nearly as can be ascertained from my examination, is
..... years and that he is, in my opinion fit for employment in.....

His descriptive marks are.....

Signature or left hand thumb
impression of person employed

Signature of certifying Surgeon.

I Certify that
I examined the
person mentioned
above on

I extend this
certificate until

Signature of cer-
tifying Surgeon

Note of
symptoms

1. Substituted vide Notification No. F. 1 (2)8 LAB/68, dated 6-8-74.

C

**LABOUR AND EMPLOYMENT DEPARTMENT
NOTIFICATION**

Jaipur, Dated 24, February 1975

No.F. 1(75)L&E/74.

In exercise of the powers conferred by sub-section (1) of the section 85 of the Factories Act, 1948 (63 of 1948) and in supersession of Notification No. F.3 (104)Ind/(e)60, dated 24th Nov., 1960 published in Rajasthan Gazette part I (Kh) dated 5-1-61 the Government of Rajasthan hereby declares that all the provisions of the said Act, except the provisions of the section specifically mentioned below against each category shall apply to the places specified hereunder where a manufacturing process is being carried on with the aid of power or is so ordinarily carried on notwithstanding that:—

- (i) the number of persons employed therein is less than ten if working with the aid of power, or
- (ii) the persons working therein are not employed by the owner thereof but are working with the permission of or under agreement with such owner:

Provided that the manufacturing process is not being carried on by the owner with the aid of his family members:

S.No.	Categories of places	Provisions of the factories Act which shall not apply to them
1.	All places where the process of cotton ginning is carried on or ordinarily carried on	Sections 13, 14, 15, 19, 20, 46, 47, 48 & 49 of the Factories Act in respect of all workers.
2.	All places where a saw machines and other wood working machines are used or ordinarily used.	-do-
3.	Oil Mills	-do-
4.	Powerlooms factories weaving cotton cloth	-do-
5.	Lead type foundries	-do-
6.	All places where any of the following processes is carried on or ordinarily carried on by way of trade or purposes of gain—	-do-
	(i) Composing types for printing	-do-
	(ii) Printing by letter press	
	(iii) Lithography	
	(iv) Photogravure	
	(v) Other similar work	

D

LABOUR AND EMPLOYMENT DEPARTMENT

NOTIFICATION

Jaipur, Dated the 27-1-76

No.F.1 (157)L&E/75.

In exercise of the powers conferred by sub-section (1) of section 85 of the Factories Act, 1948 (LXIII of 1948) and in supersession of Notification No. F.1 (75) L&E/74 dated 24-2-75 published in Rajasthan Gazette part 4(π) dated 6-3-75 the Government of Rajasthan hereby declares that all the provisions of the said Act, except the provisions of sections specifically mentioned below against each category shall apply to the places specified hereunder where a manufacturing process is being carried on with or without the aid of power, or is so ordinarily carried on, not with standing that the persons working therein are not employed by the owner thereof but are working with the permission of or under agreement with such owner :

Provided that the manufacturing process is not being carried on by the owner with the aid of his family members :

S.No. Categories of places

Provisions of the factories Act 1948 which shall not apply to them.

All places where the process of dying, bleaching, finishing and printing of cloths

Section 13, 14, 15, 19, 20, 46 47, 48 & 49 of the Act in respect of all workers.

By Order of the Governor,

Sd/-

(R. P. Tiwari)

Deputy Secretary to the Government.

(i)

Errata of Rajasthan Factories Rules, 1951

S.No.	Page No.	Line No.	Incorrect	Correct
1.	1	3	Rule	Rules
2.	2	3	degree	degrees
3.	2	17	Constructions	Construction
4.	2	31	building	buildings
5.	5	17	22900	2900
6.	10	26	reviewed	renewed
7.	11	30	Disply	Display
8.	12	1	as	has
9.	12	27	deems,fit	deems fit,
10.	12	34	of	for
11.	12	34	issued	issue
12.	13	35	Urgeon	surgeon
13.	13	36	mployed	employed
14.	20	25	Lees	Less
15.	21	23	between	between
16.	23	32	'(5kg/cm)	'(5kg/cm ²)
17.	26	19	driking	drinking
18.	27	1	37	Rule 37 at last page
19.	37	29	and	and lifts
20.	42	18	Exception	Exceptions
21.	42	22	1 kg cm ²	1 kg/cm ²
22.	42	35	of	or
23.	46	10	than	thin
24.	47	38	square ems	square cms
25.	49	8	141.5	14.15
26.	50	19	aricle	article
27.	52	21	which	with
28.	57	39	rxn	—
29.	59	11	etrachloride	tetrachloride
30.	66	19	" During	"D" ring
31.	69	4	in the	in which the
32.	69	26	in	in which
33.	71	13	3(2.4 Sq. metres)	3 (24 Sq. metres)
34.	77	22	1(1 metre)	2(one metre)
35.	77	22	Provided	Provide
36.	77	25	1(3.75 metres)	2(3.75 metres)
37.	77	26	1(1.1 Sq. metre)	2(1.1. Sq. Metre)
			10 sq. feet	2(1.1. Sq. Metre)

vide note

(ii)

S. No.	Page No.	Line No.	Incorrect	Correct
40.	89	25	Printing sanforizing	Printing, Sanforizing
41.	91	1	2(d)	64 (2) (d)
42.	94	2	deorish	deodris
43.	95	12	64(2) (d)	64(2) (d) and 64(4)
44.	100	4	allowed	allowed to
45.	100	23	Newspapers	Newspaper
46.	103	8	gas	gas,
47.	103	9	transmission	transmission,
48.	107	22	receipt	receipt of
49.	109	15	(17	4(17
50.	110	8	(2 A)	3(2A)
51.	110	28	striring	striking
52.	111	13	wiring	wiring,
53.	117	14	given of	given off
54.	119	9	taps of	taps or
55.	120	32	weight	weighted
56.	121	1	17	19
57.	121	5	exhausted	exhaust
58.	126	last line	Zinc nc	Zinc
59.	130	19	or	of
60.	132	43	1[Co-17cubic metre]	1[0.17 cubic metre]
61.	142	20	Or	of
62.	142	22	worn	working
63.	145	20	clean	clean,
64.	145	21	dry	dry,
65.	147	19	Sand stone	Sand Stone,
66.	147	22	spirit	Spirit,
67.	149	8	water persons,	water, persons
68.	150	11	ables	tables
69.	152	last line	horic	boric
70.	153	1	arstic	arsenic
71.	153	1	Lacenic	lactic
72.	153	1	arsic	acetic,
73.	153	20	of	or
74.	153	22	shell oil	shale oil
75.	153	29	ethaneo	ethane
76.	153	29	methyibroxide	methyl broxide
77.	154	25	nafothine	naphthine
78.	156	8	shell oil	shale oil
79.	156	19	mixed	mixed,
80.	162	1	potter's shop	potter's shops,
81.	162	2	cleaning, rooms	cleaning rooms,
82.	162	3	most	moist
83.	162	40	dinnere, assist	
84.	162			

S. No.	Page No	Line No.	Incorrect	Correct
87.	170	22	not	nor
88.	172	9	Superi	Supari
89.	172	18	chage	charge
90.	184	19	othr	other
91.	188	20	Single and	single hand
92.	194	13	chins	chains
93.	207	7	sulphuri	sulphur
94.	207	20	wishing	washing
95.	209	16	persons	person
96.	210	2	of all	of
97.	210	34	of	or
98.	213	9	chewing, tobacco	chewing tobacco
99.	215	20	derrick, winch	derrick wrinch,
100.	216	18	if	it
101.	218	29	certain or periods	certain periods
102.	228	2	Rule 32	Rule 22
103.	231	3	plan	plant
104.	232	38	any	my
105.	252	26	derrick, winch	derrick wrinch,
106.	261	34	spur worm	spur, worm
107.	261	35	required	require
108.	261	43	cotson	cotton
109.	263	27	runch	lunch
110.	264	8	women adolescents	women, adolescents
111.	264	8	in	is
112.	264	10	electroplating	electroplating,
113.	264	11	manufacture	manufacture,
114.	264	22	derrick, winch	derrick wrinch,
115.	264	35	jhe	the
116.	268	2	roughening etc.	roughening etc. of
117.	277&278		Not substituted	substituted at back
			full page & matter above the heading form No.	

