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Delhithe27thJuly,1950

No.F.9(13)/48-Dev-lnexerciseofthepowersconferredbySection112oftheFactoriesAct, 1948,(LXIIIof1948),readwiththeGovernmentofIndia,MinistryofLabourNotificationNo , Fac.41(38),datedthe11thJanuary,1948,theChiefCommissionerofDelhiispleasedto makethefollowingrules,thesamehavingbeenpreviouslypublishedwithhisnotificationNo. F.9(13)/48-P.&D.,datedthe19thMarch,1949,

Shorttitle,extentandcommencement

(1) TheseRulesmaybecitedastheDelhiFactoriesRules,1950.

(2) TheseRulesshallextendtothewholeoftheDelhiProvince,

(3) TheseRules,exceptRules29to33,53,62,65to71and95shallcomeintoforceon 15thAugust,1950andRules29to33,53,62,65to71and95shallcomeintoforceon suchdatesasarespecifiedtherein.

Definitions-IntheseRulesunlessthereisanythingrepugnantinthesubjector context:-

(a) "Act"meanstheFactoriesAct,1948.

(b) "Appendix"meansanappendixappendedtotheseRules.

(c) "ArtificialHumidification"meanstheintroductionofmoistureintotheairofaroomby anyartificialmeanswhatsoever,excepttheunavoidableescapeofsteamsorwater vapourintotheatmosphereeredirectlyduetoamanufacturingprocess:

Providedthattheintroductionofairdirectlyfromoutsidethroughmoistendmatsor screensplacedinopeningsattimeswhenthetemperatureoftheroomis80degreesor more,shallnotbedeemedtobeartificialhumidification.

(d) "Belt"includesanydrivingstraporrope.

(e) "Degrees"(oftemperature)meansdegreesontheFaherenheitscale.

(f) "DistrictMagistrate"includessuchotherofficialasmaybeappointedbytheChief Commissionerinthatbehalf.

(g) "Fume"includesgasorvapour,

(h) "HealthOfficer"meanstheMunicipalHealthOfficerorDistrictHealthOfficerorsuch

(i) otherofficialasmaybeappointedbytheChiefCommissionerinthatbehalf.

(j) "Hygrometer"meansanaccuratewetanddrybulbhygrometerconformingtothe

(k) prescribedconditionsasregardsconstructionsandmaintenance.

"Inspector"meansanofficerappointedunderSection3oftheActandincludes"Chief Inspector".

"Maintained"meansmaintainedinanefficientstate,inefficientworkingorderandin goodrepair.

(l) "Manager"meansthepersonresponsibletotheoccupierfortheworkingofthefactory forthepurposesoftheAct.

CompetentPerson-

(1) TheChiefInspectormayrecogniseanypersonasa‘CompetentPerson’withinsuch areaandforsuchperiodasmaybespecifiedforthepurposesofcarryingouttests, examinations,inspectionsandcertificationforsuchbuildings,dangerous,machinery, hoistsandlifts,liftingmachinesandliftingtackles,pressureplants,confinedspace, ventilationsystemandsuchotherprocessorplantandequipmentasstipulatedinthe ActandtheRulesmadethereunder,locatedinafactory,ifsuchapersonpossessesthe

qualifications,experienceandotherrequirementsassetoutintheschedule annexedto thisRule:

ProvidedthattheChiefInspectormayrelaxtherequirementsofqualificationsin respectofa‘CompetentPerson’ifsuchapersonisexceptionallyexperiencedand knowledgeable,butnottherequirementsinrespectoffacilitiesathiscommand:

Providedfurtherthatwhereitisproposedtorecogniseapersonemployedunderthe ChiefInspectorasa‘CompetentPerson’,concurrenceoftheStateGovernmentshall be takenandsuchapersonafterbeingsorecognised,shallnothavepowersofan Inspector:

Providedfurtherthatthe‘CompetentPerson’recognisedunderthisprovisionshalln ot beabovetheageof62andshallbephysicallyfitforthepurposeofcarryingoutthe tests,examinationandinspection.

(2) TheChiefInspectormayrecogniseaninstitutionofrepute,havingpersonpossessing

(3) qualificationsandexperienceassetoutintheschedule annexedtosub-rule(1)forthe purposeofcarryingouttests,examinations,inspectionsandcertificationforbuildings, dangerousmachinery,hoistsandlifts,liftingmachinesandliftingtackles,pressure plant, confined space, ventilation system and such other process or plant and equipmentasstipulatedintheActandtheRulesmadethereunder,asa'Competent Person'withinsuchareaandforsuchperiodasmaybespecified.

TheChiefInspectoronreceiptofanapplicationintheprescribedformfromapersonor aninstitutionintendingtoberecognisedasa‘CompetentPerson’forthepurposesof thisActandtheRulesmadethereunder,shallregister,suchapplicationandwithina periodofsixtydaysofthedateofreceiptofapplication,eitherafterhavingsatisfied himselfasregardscompetenceandfacilitiesavailableatthedisposaloftheapplicant recognisetheapplicantasa‘CompetentPerson’andissueacertificateofcompetenc y intheprescribedformorrejecttheapplicationspecifyingthereasonstherefore.

(4) TheChiefInspectormay,aftergivinganopportunitytothecompetentpersonofbeing heard,revokethecertificateofcompetency****

(i) ifhehasreasontobelievethatacompetentperson-

(a) hasviolatedanyconditionstipulatedinthecertificateofcompetency;or

(b) hascarriedoutatest,examinationandinspectionorhasactedina mannerinconsistentwiththeintentorthepurposeofthisActorthe Rules madethereunder;orhasomittedtoactasrequiredundertheActan dthe Rulesmadethereunder;or

(ii) foranyreasontoberecordedinwriting

Explanation:ForthepurposeofthisRule,aninstitutionincludedaorganisation.

(5) TheChiefInspectormay,forreasonstoberecordedinwriting,requirere-certification ofliftingmachines,liftingtackles,pressureplantorventilationsystem,asthecasemay be,whichhasbeencertifiedbyacompetentpersonoutsidethestates.

FormofApplicationforgrantofCertificateofCompetencytoapersonundersub-rule (1)ofRule2A

1. Name
2. DateofBirth
3. NameoftheOrganisation (Ifnotselfemployed)
4. Designation
5. EducationalQualification (copiesoftestimonialstobeattached)
7. Membership,ifany,ofprofessionalbodies.
8. (i) Detailsoffacilitie osal.

(ii) Arrangementsforcalibratingandmaintainingtheaccuracyofthesefacilities.

9. Purposeforwhichcompetencycertificateissought(sectionorsectionsoftheAct shouldbestated).

10. WhethertheapplicanthasbeendeclaredasaCompetentPersonunderanystatute(if so,thedetails).

11. Anyotherrelevantinformation.

12. Declarationbytheapplicant.

I…….hereby,declarethattheinformationfurnishedaboveistrue,I undertake--

(a) thatintheeventofanychangeinthefacilitiesatmydisposal(eitheradditionor deletion)ormyleavingtheaforesaidorganisation,Iwillpromptlyinformthe Chiefinspector;

(b) tomaintainthefacilitiesingoodworkingorder,calibratedperiodicallyasper manufacturersinstructionsorasperNationalstandards;and

(c) tofulfilandabidebyalltheconditionsstipulatedinthecertificateofcompetency andinstructionsissuedbytheChiefInspectorfromtimetotime.

Place:

Date: Signatureofapplicant

DeclarationbytheInstitution(ifemployed)

I……certifythatShri…….whosedetailsarefurnishedabove,isinour employmentandnominatehimonbehalfoftheorganisationforthepurposesofbeing declaredasacompetentpersonundertheAct,IalsoundertakethatIwill-

(a) notifytheChiefInspectorincasethecompetentpersonleavesouremployment;

(b) provideandmaintainingoodorderallfacilitiesatthedisposalasmentionedabove;

(c) notifytheChiefInspectoranychangeinthefacilities(eitheradditionordeletion).

Signature....
.....
.....
Designation
.....
.....
TelephoneNo.
Date……

Officialseal

FormofApplicationforgrantofCertificateofcompetencytoanInstitutionunder sub-rule(2)ofrule2A.

1. Nameandfulladdressoftheorganisation.
2. Orgainsation'sstatus (specifywhetherGovernment,Autonomous,Cooperative,CorporateorPrivate).
3.
4. Purposeforwhichcompetencycertificateissought[specifysection(s)oftheAct].
5. WhethertheOrganisationhasbeendeclaredasacompetentpersonunderthisorany otherstatute.Ifso,givedetails.

Particularsofpersonsemployedandpossessingqualificationandexperienceassetout inSchedule,annexedtosub-rule(1)ofRule2A.

Sl. No.	NameandDesignation	Qualification	Experience	Section(s)andtheRules underwhichcompetencyis soughtfor
1.				
2.				
3.				

6. Detailsoffacilities(relevanttoitem3above)andarrangementsmadefortheir maintenanceandperiodi.e.calibrati
7. Anyotherrelevantinformation.
8. Declaration:

I..... hereby,on behalf of..... certifythedetailsfurnishedabovearecorrecttothebestofmyknowledgeIundertake to-

(i) maintainthefacilitiesingoodworkingorder,calibratedperiodicallyasper manufacturersinstructionsasperNationalStandards;and

(ii) tofulfilandabidebyalltheconditionsstipulatedinthecertificateofcompetency andinstructionsissuedbytheChiefInspectorfromtimetotime.

Place& Date

SignatureofHeadoftheInstitutions orofthepersonsauthorisedtosignonhisbehalf

Designation

FormofCertificateofcompetencyissuedtoapersonoraninstitutioninpursuance toRule2Amadeundersection2(ca)readwithsection.....

I……,inexerciseofthepowersconferredonmeundersection2(ca)ofthe FactoriesActandtherulesmadethereunder,herebyrecognize……..(Nameofthe institution) of Shri ……..(Name of the person) employed in……(NameoftheOrganisation)tobeacompetentpersonforthepurpose ofcarryingouttests,examinations,inspectionsandcertificateforsuchbuildings,dangerous machinery,liftsandhoists,liftingmachinesandliftingtackles,pressureplants,confined space,ventilationsystemandprocessorplantandequipmentasthecasemaybe,usedina factorylocatedinundersectionandtheRulesmadethereunder-

Thiscertificateisvalidfrom……..to…….

Thiscertificateisissuedsubjecttotheconditionsstipulatedhereunder:-

(i) Tests,examinationsandinspectionsshallbecarriedoutinaccordancewiththe
(ii) provisionsoftheActandtheRulesmadethereunder;
(iii) Tests,examinationsandinspectionsshallbecarriedoutunderdirectsupervisionofthe
(iv) competentpersonorbyapersonsoauthorisedbyaninstitutionrecognisedtobea competentperson;
(v) Thecertificateofcompetencyissuedinfavorofapersonshallstandcancelledifthe
(vi) personleavestheOrganisationmentionedinhisapplication;
Theinstitutionrecognisedasacompetentpersonshallkeeptheir Inspector informedofthenames,designationsandqualificationsofthepersonsauthorisedbyit tocarryouttests,examinationsandinspections.

…….

……

Station Officialseal SignatureoftheChiefInspector

Date

Note:-Aseparatecertificateshouldbeissuedundereachrelevantsection.Apersonoran institutionmayberecognisedcompetentforthepurposeofmorethanonesectionofthe Act.

*Strikeoutthewordsnotapplicable.

		Sl. No. which competency isrecognised	Sectionor Rulesunder	Qualifica requir
1		2	3	
1.	Rules under 6and 112-Certificate stability buildings	made section section of for	DegreeinCivil or Structural engineeringor Equivalent	(i)Aminimum experienceintl construct repairsofstruct
				(ii) Knowl destructivetes codesofpracti current thevibrationsa forces thebuilding,and
				(iii)Abilit reliable conclusion regardtoth structureofthebuilding.
2.	Rules under 21 "Dangerous machines"	made section (2) -	Degree in Electrical or Mechanical or Textile Engineeringor equivalent	(i)Aminin experiencein:- (a)designc maintenance, testing, examinatio inspection of machinery, their safety devices appliances.

				(a)	be safety devices
				(b)	be defects and cause leading
				and (c)	ha arrive conclusion the proper
3.	Section Lifts Hoists	28	-	A degree and Electricaland/ or Mechanic Engineeringor itsEquivalent	
					(ii)Heshallbe-- (a) Conversant relevantcodesofp and test proce arecurrent. (b)Conversantw statutory require coveringthesafe HoistsandLifts; (c)abletoidentify and arrive at conclusion with the safety of Lifts.
4.	Section Lifting Machineryand LiftingTackle	29-	Degree in Mechanical or Electrical or Metallurgical Engineeringor itsequivalent		(i)Aminimumex of7years---(a)d erectionormainte (b) testing, and inspection, machinery, cha andliftingtackles.
					(ii)Heshallbe--

				(a) Conversant relevantcodesofp and test arecurrent. (b) Conversant fracture mecha metallurgyofthen ofconstruction; (c) Conversant treatment/stressre techniquesasappli stressbearingcom and parts machinery tackles. (d) capable defectsand reliable regard to lifting machinery ropesandliftingtackles.	
		PressurePlant	Chemical or Electrical Metallurgical or Mechanical Engineeringor itsequivalent	(i)Aminimumexp of7years--- (a)design maintenance,or (b) testing, andinspection,ofp plant.	
				(ii)Heshallbe-- (a) Conversant relevantcodesofp and test relating vessels. (b) Conversant statutory concerning unfired p and equipment underpressure; (c) Conversant destructive techniques applicable vessels. (d) able to defectsand reliable conclusion regard to the pressureplants.	
6.	Section Precautions against dangerous		36- Master's degree in Chemistryora degree in	collection and environmentalsar calibration of	(i)Aminimumof

	fumes		Chemical equipments; Engineering.			
				confined spaces.		
			(ii)Heshallbe-- (a)Beconversantwiththe hazardous properties of chemicals and their permissiblelimitvalues. (b)Beconversantwiththe current techniques of sampling and analysis of the environmental contaminants (c)beabletoarriveata reliable conclusion as regards the safety in respect of entering and carryingouthotwork.			
7.	Ventilation systems as requiredunder various schedules framed under sec. 87, such as Schedules on (i)Grindingor glazingmetals and processes incidental thereto. (ii)Cleaningor smoothing, roughening etc.ofarticles, by a jet and metalshot,or grit, or other abrasive propelledbya blast	Degree in Mechanical or Electrical Engineeringor equivalent.	(i)Aminimumof7yearsin the design, fabrication, installation testing of ventilation system and systemsusedforextraction and collection of dusts, fumes and vapours and otherancillaryequipment.	Facili testi ventil syster instru and testi effect of extrac syster dus and any equip need deter the and adequacy thesesys Heshall the a of a		

compressed airorstream. (iii) Handling andprocessing ofasbestos, (iv) manufacture of Royan Viscose process. (v) Foundry operations.	by	qualified technical person cancon reasonable conclusion to adequacy thesystem.
	with relevant codes of practice and tests proceduresthatarecurrent in respect of ventilation andextractionsystemfor fumesandbeabletoarrive atareliableconclusionwith regardtoeffectivenessof thesystem.	

Rules3to11prescribedundersub-section(1)ofSection6

TheLt.GovernorortheChiefInspectorofFactoriesmayrequire,forthepurposeso f theAct,submissionofplansofanyfactorywhichwaseitherinexistenceonthedate ofcommencementoftheActorwhichhasnotbeenconstructedorextendedsince then.Suchplansshallbedrawntoscaleshowing:-

(i) The site of the factory and immediate surroundings including adjacent
(ii) buildingsandotherstructures,road,drains,etc.
(iii) theplan,elevationandnecessarycross-sectionsofthefactorybuildings indicatingallrelevantdetailsrelatingtonaturallighting,ventilationand meansofescapeincaseoffire,andthepositionoftheplantandmachinery, aislesandpassageways;and

suchotherparticularsastheStateGovernmentortheChiefInspector,asthe casemaybe,anyrequired.

Approvalofsiteandplan-

ApplicationsforsuchpermissionshallbeinFormNo.1andaccompaniedbythe followingdocuments

(1) Nositeshallbeusedforthelocationofafactoryornobuildinginafactory shouldbeconstructed,reconstructed,extendedortakenintouseasafactory orpartofafactoryunlesspreviouspermissioninwritingisobtainedfromthe AdministratorortheChiefInspectorofFactories.

(a) Aflowchartofthemanufacturingprocesssupplementedbyabrief descriptionoftheprocessinitsvariousstages.

(b) Plansinduplicatedrawntoscaleshowing:

(i) The site of the factory and immediate surrounding including adjacentbuildings,andotherstructuresroads,drains,etc.

(ii) Theplanelevationandnecessary Cross-sectionsofthevarious buildings,indicatingallrelevantdetailsrelatingtonaturallighting, ventilationandmeansofescapeincaseonfire.Theplansshall alsoclearlyindicatetheplantandmachinery,aislesandpassage

ways;and

(c) SuchotherparticularsastheChiefInspectormayrequire.

(2) IftheChiefInspectorissatisfiedthattheplansareinconsonancewiththe requirementsoftheActheshall,subjecttosuchconditionsashemayspecify approvethembysigningandreturningtotheapplicantonecopyofeachplan; orhemaycallforsuchotherparticularsashemayrequiretoenablesuch approvetobegiven.

Applicationforregistrationandgrantoflicense--

TheOccupierofeveryfactoryshallsubmittotheChiefInspectorofFactoriesan applicationintriplicateintheprescribedformNo.2fortheregistrationofthefactor y andgrantofalicense.

GrantofLicence--

(1) AlicenceforafactoryshallbegrantedbytheChiefInspectorofFactoriesor anyotherofficerappointedundersub-section(2-A)ofsection8oftheActand speciallyempoweredinthisbehalfbytheStateGovernment,inFormN o.4
prescribedforthepurpose,foraperiodofoneyearorfiveyears,asmaybe requestedintheapplicationforregistrationandgrantoflicenceandon paymentofthefeesspecifiedinsub-rule(2).

(2) ThefeesforgrantoflicenceforoneyearshallbeasspecifiedintheSchedule hereto.Incaseanapplicationforlicencehasbeenmadeforaperiodoffive years,thelicencefeesshallbefivetimesthefeespayableforgrantofa licenceforoneyear,asspecifiedinthesaidSchedule.

(3) Alicencegrantedunderthisrulemay,attherequestoflicense,berenewed foroneyearorfiveyearsinaccordancewiththeprovisionsofrule7.

(4) Everylicence asgrantedorrenewed,shallremaininforceupto31st DecemberoftheyearfororuptowhichitisrenewedL.

SCHEDULE

Feesforthegrantofalicenceforafactoryforoneyear

H.P. Installed on	Maximumnumberofworkerstobeemployedonanydayduring theyear							
	Upto 20	21to50	51 to 100	101to 250	251to 500	501to 750	751to 1000	1000
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Nil	20	50	100	250	400	750	1000	1250
Upto10	50	100	120	300	600	900	1200	1500
Above 10 and upto50	100	150	200	500	1000	1500	2000	2500
Above 50 and upto100	200	250	300	750	1500	2250	3000	3700
Above 100	300	400	500	1000	2000	3000	4000	5000

AmendmentofLicence--

(1) Alicencegrantedunderrule4maybeamendedbytheChiefInspectorof Factoriesoranyotherofficerappointedundersub-section(2-A)ofsection8of theActandspeciallyempoweredinthisbehalfby

(2) Nolicenceshall-

(i) Changethenameofhisfactory;or

(ii) employpersonsinexcessofthenumberstatedinthelicence;or

(iii) usemotivepowerinexcessofthelimitsofhorsepowerspecifiedi licence;withoutgettinghislicenceamended.

(3) Alicenseewhodesirestohavehislicenceamendedshallsubmititto theChi Inspectororanyotherofficerappointedundersub-section(2-A)ofSection8 oftheActandspeciallyempoweredinthisbehalf,w

thenatureoftheamendmentandreasonstherefor.

(4) Thefeefortheamendmentofalicenceshallbetwentyfiverupeesplusthe amount(ifany)bywhichthefeethatwouldhavebeenpayableifthelicence hadoriginallybeenissuedintheamendedformexceedsthefeeoriginallypaid forthelicence.

Renewaloflicence--

(1) AlicencemayberenewedbytheChiefInspectorofFactoriesoranyother officerappointedundersub-section(2-A)ofsection8oftheActandspecially empoweredinthisbehalfbytheStateGovernment.

(2) Everyapplicationfortherenewalofalicenceshallbemadeintriplicate,in FormNo.2togetherwiththepaymentoffeesforaperiodofoneyearorfive yearsasthecasemaybe,andshallbesubmittednotlessthan30daysbefore thedateonwhichthelicenceexpires.Iftheapplication,completeinall respects,issomade,thepremisesshallbeheldtobedulylicenseduntilsu ch dateastheChiefInspectoroftheFactoriesorasthecasemaybe,theOffic er rsub-section(2-

A)ofsection8oftheActandspecially empoweredinthisbehalfbytheStateGovernment,renewsthelicence.

(3) Thefeesfortherenewaloflicenceforoneyearshallbethesameasforthe granthereof.Incaseanapplicationforrenewalhasbeenmadeforaperiodof fiveyears,therenewalfeesshallbefivetimesthefeespayableforrenewalof licenceforoneyear,asspecifiedintheScheduleappendedbelowrule5.

Providedthatiftheapplicationforrenewal,dulycompletedinallrespec ts,is notreceivedwithinthetimespecifiedinsub-rule(2)ofthisrule,thelicence shallberenewedonlyonpaymentofafeetwentyfivepercentinexcessof the feesordinarilypayablefortherenewalofalicencefortheyearoryearsfo r whichtheapplicationhasbeenreceivedlate.

Transferoflicence--

(1) Theholderofalicencemay,atanytimebeforetheexpiryofthelicence,apply forpermissiontotransferhislicencetoanotherperson.

(2) SuchapplicationshallbemadetotheChiefInspectorofFactoriesoranyother officerappointedundersub-section(2-A)ofsection8oftheActandspecially empoweredinthisbehalfbytheStateGovernmentwhoshall,ifheapproves ofthetransfer,enteruponthelicence,underhissignature,anendorsementto theeffectthatthelicencehasbeentransferredtothepersonnamed.

(3) Afeeoftwentyfiverupeesshallbechargedoneachsuchapplication

Procedureondeathordisabilityoflicencee--

lfalicenceediesorbecomesinsolventthepersoncarryingonthebusinessofsuch licenceshallnotbeliabletoanypenaltyundertheActforexercisingthepowers grantedtothelicenceebythelicenceduringsuchtimeasmayreasonablyberequire d toallowhimtomakeanapplicationfortheamendmentofthelicenceunderRule6in hisownnamefortheunexpiredportionoftheoriginallicence.

Lossoflicence--

WherealicencegrantedundertheRulesislostoraccidentallydestroyed,aduplicat e maybegrantedonpaymentofafeeofrupeestwentyfive.

Paymentoffees-

(1) EveryapplicationundertheRulesshallbeaccompaniedbyatreasuryreceipt showingthattheappropriatefeeshasbeenpaidintotheauthorisedbranchof theStateBankofIndiaundertheheadofaccount,affixedbytheofficeofthe ChiefInspectorofFactories.

(2) Ifanapplicationforthegrant,renewaloramendmentofalicenceisrejected, thefeepaidshallberefundedtotheapplicant.

11.

11A.ProhibitingRunningofaFactorywithoutavalidlicence-

Anoccupiershallnotuseanypremisesasafactoryorcarryonany manufacturingprocessinafactoryunlessalicencehasbeenissuedi n respectofsuchpremisesandisinforceforthetimebeing:

Providedthatifavalidapplicationforgrantoflicencehasbeensubmitt ed andtherequiredfeeshasbeenpaid,thepremisesshallbedeemedtobe fullylicenseduntilsuchdateastheChiefInspectorofFactoriesorasth e casemaybe,anyotherofficerappointedundersub-section(2-A)ofsection 8oftheFactoriesAct,andspeciallyempoweredinthisbehalfbytheSt ate Government, grants or renews the licence or refuses in writing with reasons,tograntorr

ProvidedfurtherthatiftheChiefInspectorofFactoriesorasthecase may be,anyotherofficerappointedundersub-section(2-A)ofsection8ofthe Actandspeciallyempoweredinthisbehalf,bytheStateGovernmen tfails tograntorrenewthelicenceorfailstorefusetodoso,forreasonstobe communicatedinwritingtotheapplicant,within60daysfromtheda teof theapplication,licenceshallbedeemedtohavebeengrantedorrene wed.

Formprescribedundersub-section1ofSection7

NoticeofOccupation

12.

ThenoticeofoccupationshallbeinFormNo2.Undersub-section(4)of Section7

12A.NoticeofchangeofManager-

ThenoticeofchangeofManagershallbeinFormNo.3.

12B.GuidelinesInstructionsandrecords-

(i) Withoutprejudicestohegeneralresponsibilityoftheoccupierto complywiththeprovisionsofsection7(a)theChiefInspector may, fromtimetotime,issueguidelinesandinstructionsregarding the generaldutiesoftheoccupierrelatingtohealthsafetyandwel fareof allworkerswhiletheyareatworkinthefactory.

(ii) Theoccupiershallmaintainsuchrecords,asmaybeprescribedbythe ChiefInspector,inrespectofmonitoringofworkingenvironmentinthe factory.

CHAPTERII

RuleprescribedunderSection9

13.PowerofInspectors

AnInspectorshall,forthepurposeoftheexecutionoftheAct,ha ve powertodoalloranyofthefollowingthings,thatistosay:-

(a) tophotographanyworker;toinspect,examinemeasure,copy,
(b) photograph,sketchortest,asthecasemaybe,anybuildingor
(c) room;anyplant,machinery,applianceorapparatus;anyregister ordocument;oranythingprovidedforthepurposeofsecuring thehealth,safetyorwelfareoftheworkersemployedina factory;

inthecaseofanInspectorwhoisadulyqualifiedmedical practitioner,tocarryoutsuchmedicalexaminationsasmaybe necessaryforthepurposesofhisdutiesundertheAct;

toprosecute,conductordefendbeforeaCourtanycomplaintor otherproceedingarisingundertheActorindischargeofhis dutiesasanInspector;

ProvidedthatthepowersoftheDistrictMagistratesandsuch otherpublicofficersasareappointedtobeadditionali nspectors shallbelimitedtotheinspectionoffactoriesinrespect ofthe followingmatters,namely:-

Cleanliness(Section11),Over-crowding(Section16),Lighting (Section17),Drinkingwater(Section18),Latrines&U rinals (Section19),Spittoons(Section20),Precautionsinthe caseof fire(Section38),Welfare(ChapterV),Workinghours ofadults (ChapterVI-exceptthepowerofexemptionunderthe provisoto Section 62), Employment of young persons, (Chapter VIII), Leavewithwages(ChapterVIII)andDisplayofnotice s(Section 108).

RulePrescribedunderSection112

13-A. QualificationofanInspector-

NopersonshallbeappointedasanInspectorfortheActunless he possessesthefollowingqualifications-

(a) Hemustnotbelessthan23yearsormorethan35yearsofage. Hemusthave:

(b)

(i) had a good general education upto the Intermediate standardofarecognisedUniversity.

(ii) Securedadegree,ordiplomaequivalenttoadegreeofa recognised university, in any branch of Engineering, Technology of Medicine and preferably with practical experienceofatleasttwoyearsinaworkshop ora manufacturingconcernofgoodstandingandinthecaseof MedicalInspectoranexperienceofatleast2y earsina public hospital or factory medical Department or alternatelyadiplomainIndustrialmedicine.

(c) Whereforaparticularpostspecialknowledge,"thedealwith s Commissioner,may,in

addition to the basic qualifications prescribe appropriate qualificationsforsuchapost."

Providedthatinthecaseofapersonwhohasbeenworkingas InspectorundertheActatthetimeofcommencementofthese rules,theChiefCommissionermay,subjecttosuchconditionsas hemayspecify,exemptsuchpersonsfromtheprovisionsofthis rule.

Provided further that the provisions of this ru qualificationsshallnotapplyinthecaseofapersonwhois alreadyappoin accordancewiththeprovisionsoftheRecruitmentRulesframed underArt

Ruleprescribedundersub-section(4)ofSection10

14.DutiesofCertifyingSurgeon-

(1) For purposes of the examination and certification

(2) personswhowishtoobtaincertificatesoffitness,theCertifying surgeon shall arrange a suitable time and place attendance such persons, and shall give previous writing of such arrangements to the managers of situatedwithinthelocallimitsassignedtohim.

TheCertifyingSurgeonshallissuehiscertificatesinFormNo.4. Thefoilandcounter-foilshallbefilledinandtheleftthumbmark

ofthepersoninwhosenamethecertificateisgrantedshallbe takenonthem.Onbeingsatisfiedastothecorrectness of entries,madethereinandofthefitnessofthepersonexamined heshallsignthefoilandinitialthecounter-foilandshalldeliver thefoiltothepersoninwhosenamethecertificateisgranted. Thefoilsodeliveredshallbethecertificateoffitnessgranted underSection69.Allcounterfoilsshallbekeptbythe Certifying Surgeonforaperiodofatleast2yearsaftertheissueofthe certificate.

(3) ThecertifyingSurgeonshalluponrequestbytheChiefInspector, carryoutsuchexaminationandfurnishhimwithsuchreportas he may indicate,for any factoryor class ordescription of factorieswhere:-

(a) casesofillnesshaveoccurredwhichitisreasonableto believeareduetothenatureofthemanufacturingprocess carriedonorotherconditionsofworkprevailingtherein, or

(b) byreasonofanychangeinthemanufacturingprocess carriedon,orinthesubstancesusedtherein,orbyreason oftheadoptionofanynewmanufacturingpr

anynewsubstanceforuseinamanufacturing process, thereisalikelihoodofinjurytothehealthof workers employedinthatmanufacturingprocess,or

(4) (c) youngpersonsareorareabouttobe,employedinany
(5) workwhichislikelytocauseinjurytotheirhealth.

Forthepurposeoftheexaminationofpersonsemployedin processes covered by the Rules relating to Dangerous Operations,theCertifyingSurgeonshallvisitthefactorieswithin the local limits assigned to him at such intervals as are prescribedbytheRulesrelatingtosuchdangerousoperations.

AtsuchvisitstheCertifyingSurgeonshallexaminethepersons employedinsuchprocessesandshallrecordtheresultsofhis examinationinaRegisterknownastheHealthRegister(Form No.17)whichshallbekeptbythefactorymanageranddproduced totheCertifyingSurgeonateachvisit.

(6) IftheCertifyingSurgeonfindsasaresultofhisexaminations thatanypersonemployedinsuchprocessisnolongerfitfor medicalreasonstoworkinthatprocessheshallsuspendsuch personfromworkinginthatprocessforsuchtimeashemay thinkfitandnopersonaftersuspensionshallbeemployedinthat processwithoutthewrittensanctionoftheCertifyingSurgeonin theHealthRegister.

(7) ThemanagerofafactoryshallaffordtotheCertifyingSurgeon
(8) facilitiestoinspectanyprocessinwhichanypersonisemployed orislikelytobeemployed.

Themanagerofafactoryshallprovideforthepurposesofany medicalexaminationwhichtheCertifyingSurgeonwishesto conductatthefactory(forhisexclusiveuseontheoccasionofan examination) a room which shall be properly cleaned and adequatelyventilatedandlightedandfurnishedwithascreen,a table(withwritingmaterials)andchairs.

CHAPTERIII
Exemptionundersub-section(2)ofsection11

15.Cleanlinessofwallsandceilings-

(1) Clause(d)ofsub-section(1)ofsection11oftheActshallnotapplytotheclassor descriptionoffactoriesorpartsoffactoriesspecifiedintheSchedulehereto:

Providedthattheyarekeptinacleanstatebywashing,sweeping,brushing, dustingvaccum-cleaningorothereffectivemeans:

Providedfurtherthatthesaidclause(d)shallcontinuetoapply:

(i) asrespectsfactoriesorpartsoffactoriesspecifiedinPartAofthesaid Schedule,towork·
(ii) roomsinwhichtheamountofcubicspaceallowedfor
(iii) everypersonemployedintheroomislessthan500cubicfeet;
(iv) asrespectsfactoriesorpartsoffactoriesspecifiedinPartBofthesaid Schedule,towork·
roomsinwhichtheamountofcubicspaceallowedfor
everypersonemployedintheroomislessthan2,500cubicfeet;

toenginehouses,fittingshops,lunch-rooms,canteens,shelters,creches, clockrooms,restroomsandwash-places;and

tosuchpartsofwalls,sidesandtopsofpassagesandstaircasesasare lessthan20feetabovethefloororstair.

(2) IfitappearstotheChiefInspectorthatanypartofafactory,towhichbyvirtueof sub-rule(1)anyoftheprovisionsofthesaidclause(d)donotapply,orapplyas variedbysub-rule(1),isnotbeingkeptinacleanstate,hemaybywrittennotice requiretheoccupiertowhite-washorcolour-wash,washpaintorvarnishthesame

andintheeventoftheoccupierfailingtocomplywithsuchrequisitionwithint wo monthsfromthedateofthenotice,sub-rule(1)shallceasetoapplytosuchpart ofafactory,unlesstheChiefInspectorotherwisedetermines.

SCHEDULE

PARTA

Blastfurnaces.

Bricksandtitleworksinwhichunglazedbricksortilesaremade.

Cementworks.

Chemicalworks.

Coppermills.

Gasworks.

Ironandsteelmills.

Stone,slateandmarbleworks.

Thefollowingpartsoffactories.

Roomsusedonlyforthestorageofarticles.

Roomsinwhichthewallsorceilingconsistofgal vanisediron, glazedbricks,glass,slate,asbestos,bamboo,that ch.

Partsinwhichdensesteamiscontinuouslyevolvedintheprocess.

Partsinwhichpitch,tarorlikematerialismanufacturedorisusedtosubstantial extent,exceptinbrushworks.Thepartsofaglassfactoryknowntheglasshouse. Roomsinwhichgraphiteismanufacturedorisusedtosubstantialextentinany process.

Partsinwhichcoal,coke,oxideoriron,ochre,limeorstoneiscrushedorgroundParts ofwalls,partitions,ceilingsortopsofroomswhichareatleast20feetabovethefloor. Ceilingsortopsofroomsincementworks,bleachworksordyeworkswiththe exceptionoffinishingroomsorware-houses.

Insidewallsofoilmillsbelowaheightof5feetfromthegroundfloorlevel.

Insidewallsintanneriesbelowaheightof5feetfromthegroundfloorlevelwherea wetprocessiscarriedon.

PARTB

Coachandmotorbodyworks.

Electricalgeneratingortransformingstations.

Engineeringworks.

Factoriesinwhichsugarisrefinedormanufactured.

Foundariesotherthanfoundariesinwhichbrasscastingiscarriedon.

Gunfactories.

Shipbuildingworks.

Thosepartsoffactorieswhereunpaintedorunvarnishedwoodmanufactured

Registerprescribedundersub-section(1)ofSection11

16.Recordofwhite-washingetc.-

Therecordofdatesonwhichwhitewashing,colour-washingvarnishingetc.,arecarried outshallbeenteredinRegistermaintainedinFormNo.7.

Ruleprescribedundersub-section(2)ofSection12

17.Disposaloftradewastesandeffluents-

Thearrangementsmadeineveryfactoryforthetreatmentofwastesandeffluentsdueto themanufacturing processes carriedontherein shallbeinaccordance withth approvedbytherelevantWaterandAirPollutionBoards,appointedundertheWater (PreventionandControlofPollution)Act,1974andtheAir(PreventionandControlof Pollution)Act,1981andotherlocalauthorityconcerned.

Rule18to28prescribedundersub-section1ofSection15

18.Whenartificialhumidificationnotallowed-

Thereshallbenoartificialhumidificationinanyroomofacottonspinningorweaving factory:-

(a) bytheuseofsteamduringanyperiodwhenthedrybulbtemperatureoft

(b) atanytimewhenthewetbulbreadingofthehygrometerishigherthantl specifiedinthefollowingScheduleinrelationtothedrybulbreadingo hygrometeratthattime;orasregardsadrybulbreadingsintermediateb anytwodrybulbreadingsindicatedconsecutivelyintheSchedulewh bulbreadingdoesnotexceedthewetbulbreadingtotheextentindicate relationtotheloweroftheseotwodrybulbreadings-

SCHEDULE

Drybulb	Wetbulb	Drybulb	Wetbulb	Drybulb	Wetbulb
60.0	58.0	77.0	75.0	94.0	86.5
61.0	59.0	78.0	76.0	95.0	
62.0	60.0	79.0	77.0	96.0	
63.0	61.0	80.0	78.0	97.0	
64.0	62.0	81.0	79.0	98.0	
65.0	63.0	82.0	80.0	99.0	
66.0	64.0	83.0	80.5	100.0	
67.0	65.0	84.0	81.0	101.0	
68.0	66.0	85.0	82.0	102.0	
69.0	67.0	86.0	82.5	103.0	
70.0	68.0	87.0	83.0	104.0	
71.0	69.0	88.0	83.5	105.0	
72.0	70.0	89.0	84.0	106.0	
73.0	71.0	90.0	84.5	107.0	
74.0	72.0	91.0	85.0	108.0	
75.0	73.0	92.0	85.5	109.0	
76.0	74.0	93.0	86.0	110.0	

Provided,however,thatClause(b)shallnotapplywhenthedifferencebetweenthew et bulbtemperatureasindicatedbythehygrometerinthedepartmentconcernedandth e wetbulbtemperaturetakenwithahygrometeroutsideintheshadeislessthan3.5 degrees.

19.ProvisionofHygrometer-

Inalldepartmentsofcottonspinningandweavingmillswhereinartificialhumidific ation isadoptedhygrometersshallbeprovidedandmaintainedinsuchpositionasare approvedbytheInspector.

Thenumberofhygrometersshallberegulatedaccordingtothefollowingscale:-

(a) Weavingdepartments-Onehygrometerfordepartmentswith500looms,andone
(b) additionalHygrometerforevery500orpartof50loomsinexcessof500.
(c) Otherdepartments-OneHygrometerforeachroomoflessthan300.00cubicfeet capacityandoneextrahygrometerforeach200.00cubicfeetorpartthereof,in excessofthis.

Oneadditionalhygrometershallbeprovidedandmaintainedoutsideeachcotton spinningandweavingfactorywhereinartificialhumidificationisadopted,andina

positionapprovedbytheInspector,fortakinghygrometershadereadings.

20.Exemptionfrommaintenanceofhygrometers-

WhentheInspectorissatisfiedthatthelimitsofhumidityallowed,bytheScheduleof Rule18areneverexceeded,hemay,foranydepartmentotherthantheweaving departmentgrantexemptionfromthemaintenanceofthehygrometer.TheInspector shallrecordsuchexemptioninwriting.

21.CopyofScheduletoRule18tobeaffixedneareveryhygrometer-

AlogiblecopyoftheScheduletoRule18shallbeaffixedneareachhygrometer.

22.Temperaturetoberecordedateachhygrometer-

AteachhygrometermaintainedinaccordancewithRule19,correctwetanddrybulb temperatureshallberecordedthricedailyduringeachworkingdaybycompetentperso n nominatedbytheManagerandapprovedbytheInspector.Thetemperatureshallbe takenbetween7a.m.and9a.m.between11a.m.and2p.m.(butnotintherest interval)andbetween4p.m.and5.30p.m.Inexceptionalcircumstancessuchadditiona readingsandbetweensuchhours,astheInspectormayspecifyshallbetaken.The temperaturesshallbeenteredinaHumidityRegisterintheprescribedFormNo.6, maintainedinthefactory.Attheendofeachmonth,thepersonswhohavetakenthe readingsshallsigntheRegisterandcertifythecorrectnessoftheentries.TheRegister shallalwaysbeavailableforinspectionbytheInspector.

23.SpecificationsofHygrometer-:.-

(1) Eachhygrometershallcomprisetwomercurialthermometersofwetbulbof similarconstructionandequalindimensions,scaleanddivisionsofscale.They shallbemountedonafarmwithasuitablereservoircontainingwater.

(2) Thewetbulbshallbecloselycoveredwithasinglelayerofmuslin,keptwetby meansofawickattachedtoitanddroppingintothewaterinthereservoir.The muslincoveringandthewickshallbesuitableforthepurpose,cleanandfree fromsizeorgrease.

(3) Nopartofthewetbulbshallbewithin3inchesfromthedrybulborlessthan1
(4) inchfromthesurfaceofthewaterinthereservoirandthewaterreservoirshall bebelowit,onthesideofitawayfromthedry
(5) Thebulbshallbesphericalandofsuitabledimensionsandshallbefreelyexposed onallsidestotheairoftheroom.
(6) Theboresofthestemsshallbesuchthatthepositionofthetopofthemercury
(7) columnshallbereadilydistinguishableatadistanceof2feet.
(8) Eachthermometershallbegraduatedsothataccuratereadingsmaybetaken between50and120degrees.
(9) Everydegreefrom50degreesupto120degreesshallbeclearlymarkedby horizontallinesonthestems.Eachfifthandtenthdegreeshallbemarkedby

longer marks than the intermediate degrees and the temperature oppositeeachtenthdegree,i.e.,50,60,70,80,90,100,110and120.

Themarkingsasaboveshallbeaccuratethatistosay,atnotemperature between50and120degreesshalltheindicatedreadings,beinerrorbymore thantwotenthsofadegree.

Adistinctivenumbershallbeindeliblymarkeduponthethermometer.

(10) TheaccuracyofeachthermometershallbecertifiedbytheNationalPhysical Laboratory, London, or some competent authority appointed by the Chief InspectorandsuchcertificateshallbeattachedtotheHumidityRegister.

24.Thermometerstobemaintainedinefficientorder-

Eachthermometershallbemaintainedatalltimesduringtheperiodofemploymentin efficientworkingorder,soastogiveaccurateindicationsandinparticular:-

(a) thewickandthemuslincoveringofthewetbulbshallberenewedonceaweek;

(b) thereservoirshallbefittedwithwaterwhichshallbecompletelyrenewedoncea day.TheChiefInspectormaydirecttheuseofdistilledwaterorpurerainwaterin anyparticularmillormillsincertainlocalities;

(c) nowatershallbeapplieddirectlytothewickorcoveringduringtheperiodof employment.

25.Aninaccuratethermometernottobeusedwithoutfreshcertificate-

ifanInspectorgivesnoticeinwritingthatathermometerisnotaccurateitshallnot,after onemonthfromthedateofsuchnotice,bedeemedtobeaccurateunlessanduntilithas beenre-examinedasprescribedandafreshcertificateobtainedwhichcertificateshallbe keptattachedtotheHumidityRegister.

26.Hygrometernottobeaffixedtowalletc.,unlessprotectedbywood-

(1) Nohygrometershallbeaffixedtoawall,pillarorothersurfaceunlessprotected therefrombywoodorothernon-conductingmaterialatleasthalfaninchin thicknessanddistantatleastoneinchfromthebulbofeachthermometer.

(2) Nohygrometershallbefixedataheightofmorethan5feet6inchesfromthe floortothetopofthermometersteamorinthedirectdraughtsfromafan,window orventilatingopening.

27.Noreadingtobetakenwithin15minutesofrenewalofwater-

Noreadingshallbetakenforrecordonanyhygrometerwithin15minutesoftherenewa ofwaterinthereservoir.

28.Howtointroducesteamforhumidifications-

Inanyroominwhichsteampipesareusedfortheintroductionofsteamforthe purposeofartificialhumidificationoftheairthefollowingprovisionsshallapply-

(a) Thediameterofsuchpipesshallnotexceedtwoinchesandinthecaseofpipes installedafter1stAugust,1950thediametershallnotexceedoneinch;

(b) Suchpipesshallbeshortasitreasonablypracticable;

(c) Allhangerssupportingsuchpipesshallbeseparatedfromthebepipesbyan efficientinsulatornotlessthanhalfaninchthickness

(d) Nouncoveredjetfromsuchpipeshallprojectmorethan4-1/2inchesbeyondthe outersurfaceofanycover;

(e) Thesteampressureshallbeaslowaspracticableandshallnotexceed70Ibs.per squareinch;

(f) Thepipeemployedfortheintroductionofsteamintotheairinadepartmentshall beeffectivelycoveredwithsuchnon-conductingmaterial,asmaybeapprovedby theInspectorinordertominimisetheamountofheatradiatedbythemintothe department.

Rules29to33prescribedundersub-section(4)ofSection(17)

29.Lighting-applicationandcommencement-

(1) SubjectasintheseRulesprovided,Rules29to33shallapplytofactoriesinwhich personsarebeingregularlyemployedinamanufacturingprocessorprocessesfor morethan48hoursaweek,orinshifts,providedthatnothingintheseRulesshal l bedeemedtorequiretheprovisionoflightingofaspecifiedstandardinany buildingorstructuresoconstructedthat,intheopinionoftheChiefInspector,i t wouldnotbereasonablypracticabletocomplywithsuchrequirements.

(2) Rules29to33shallcomeintoforce,inrespectofanyclassordescriptionof factories,onsuchdatesastheChiefCommissionermay,bynotificationinthe Officialgazette,appointinthisbehalf.

30.LightingofInteriorparts-

(1) Thegeneralilluminationovertheseinteriorpartsofafactorywherepersonsare regularlyemployedshallbenotlessthan6feetcandlesmeasuredinhorizontal planeatalevelof3feetabovethefloor:

Providedthatinanysuchpartsinwhichthemountingheightofthelightsourcefo r generalilluminationnecessarilyexceeds25feetmeasuredfromthefloororwh ere thestructureoftheroomorthepositionorconstructionofthefixedmachineryor plantpreventstheuniformattainmentofthisstandard,thegeneralillumination at thesaidlevelshallnotbelessthan2feetcandleandwhereworkisactuallybeing donetheilluminationshallbenotlessthan6feetcandles.

(2) Theilluminationoverallotherinteriorpartsofthefactoryoverwhichpersons employedpassshall,whenandwhereapersonispassing,benotlessthan0.5foot candlesatfloorlevel.

(3) ThestandardspecifiedinthisRuleshallbewithoutprejudicetotheprovisionofany additionalilluminationrequiredtorenderthelightingsufficientandsuitableforthe natureofthework.

31.Preventionofglare--

(1) Whereanysourceofartificiallightinthefactoryislessthan16feetabovefloor level,nopartofthelightsourceorofthelightingfittinghavingabrightnessgreater than10candlespersquareinchshallbevisibletopersonswhilstnormallyemplo yed within100feetofthesource,exceptwheretheangleofelevationfromtheeyeto thesourceorpartofthefittingasthecasemaybeexceeds20°.

(2) Anylocallightthatistosayanartificiallightdesignedtoilluminateparticularlythe areaorpartoftheareaofworkofasingleoperativeorsmallgroupofoperatives workingnearother,shallbeprovidedwithasuitableshadeofopaquematerialto preventglareorwithothereffectivemeansbywhichthelightsourceiscomplete ly screenedfromtheeyesofeverypersonemployedatthenormalworkingplace,o r shallbesoplacedthatnosuchpersonisexposedtoglaretherefrom.

CHAPTERIV

SAFETY

Furtherprecautionsprescribedundersub-section(2)ofSection21

52.Furthersafetyprecautions-

(1) Withoutprejudicetotheprovisionsofsub-section(1)ofSection21inregardto
(2) thefencingofmachinesthefurtherprecautionsspecifiedintheSchedules annexedheretoshallapplytothemachinesnotedineachSchedule.

ThisRuleshallcomeintoforce,inrespectofanyclassordescriptionoffactories, wheremachinesnotedinthesaidSchedulesareinuse,onsuchdatesasthe ChiefCommissionermay,bynotificationintheofficialgazette,appointinthis b

SCHEDULEI

COTTONTEXTILES

1. Cotton Openers, Scutchers, Combined Openers and Scutcher and Lap Machines,HardWastebreakers,etc.-

(1) AllCottonOpeners,Scutchers,CombinedOpenersandScutchers,Scutchersand LapMachines,HardWasteBreakersandsimilarmachinesshallbedrivenby separatemotorsorfromcountershaftsprovidedwithfastandloosepulleysand efficientbeltshiftingdevices.

(2) InallOpeners,CombinedOpenersandScutchers,Scutchers,Scutchers-lap machines,HardWasteBreakersandsimilarmachines,thebeatercoversand doorswhichgiveaccesstoanydangerouspartofthemachineshallbefitted witheffectiveinterlockingarrangementswhi

(a) thecoversanddoorsbeingopenedwhilethemachineisinmotion;

(b) themachinebeingre-starteduntilthecoversanddoorsareclose;

Providedthatinrespectofdoorsofopenings,otherthandirtdoors or deskdoorssuchopeningsshallbesofencedastopreventaccessto any dangerouspartofthemachineifeffectiveinterlockingarrangem entisnot provided.

(3) In allOpeners, CombinedOpeners and Scutchers, Scutchers, Scutcher-lap machines,HardwasteBreakersandsimilarmachines,theopeningsgiving accesstothedustchambershallbeprovidedwithpermanentlyfixedfencing, whichshall,whileadmittinglight,yetpreventcontactbetweenanyportiono fa worker'sbodyandthebeatergridbars.

Providedthatthelatterrequirementinrespectoftheautomaticlockingdevic e shallnotapplywhilestrippingorgrindingoperationsarecarriedout.

Providedfurtherthestrippingorgrindingoperationsshallbecarriedouton lyby speciallytrainedadultworkerswearingtightfittingsclothingwhosename shave beenrecordedintheregisterprescribedinthisbehalfasrequiredinsub-section (1)ofSection22.

2. CombinedOpenersandScutchers,Scutcher-lap,SilverLap,LapMachines, DorbyDoublersandRibbonMachines-

(1) Thelapformingrollersshallbefittedwithaguardorcoverwhichshallprevent accesstotheintakeofthelaprollerandflutedrolleraslongastheweighted rackisdown;or

(2) Theguardorcovershallbesolockedthatitcannotberaiseduntilthemachine isstoppedandthemachinecannotbestarteduntiltheguardorcoverisclosed.

3. CardingMachines-

AllCylinderdoorsshallbesecuredbyanautomaticlockingdevicewhichshallpreve nt thedoorbeingopeneduntilthecylinderhasceasedtorevolveandshallrenderit impossibletorestartthemachineuntilthedoorhasbeenclosed.

4. SpeedFramers-

Headstocksshallbefittedwithautomaticlockingarrangementswhichshallpreven tthe doorsgivingaccesstojackboxwheelsopenedwhilethemachineryisinmotionand shallrenderitimpossibletorestartthemachineuntilthedoorshavebeenclosed.

5. Self-actingMules-

Thedriveshallbefromcounter-shaftswhichshallbeprovidedwithfastandloose pulleysandefficientbeltshiftingdevices.

6. CalenderingMachinesetc.-

Inrespectofcalenderingmachines,manglesandsimilarmachines,allsuchmachines shallbeprovidedwithanefficient"nip"guardalongthewholelengthontheintakeside ofeachpairofbowIsandsimilarpartswhichshallbesofittedandmaintained,whilstherollersofbowlsareinmotion,astopreventaccesstothepointofcontactoftherollersorbowls.

SCHEDULEII

CottonGinning

LineShaft-

Thelineshaftorsecondmotionincottonginningfactories,whenbelowfloorlevel,shal becompletelyenclosedbyacontinuouswallorunclimablefencingwithonlysomany openingsasarenecessaryforaccesstotheshaftforremovingcottonseed,cleaning andoiling;andsuchopeningsshallbeprovidedwithgatesordoorswhichshallbekept closedandlocked.

SCHEDULEIII

Wood-WorkingMachinery

1. Definition-ForthepurposesofthisSchedule:-

(a) Wood-Workingmachinemeansacircularsaw,bandsaw,planningmachines,
(b) chainmortisingmachineorverticalspindlemouldingmachineoperatingofWood orCork.
(c) Circularsawmeansacircularsawworkinginabench(includingarackbench)
(d) butdesnotincludeapendulumorsimilarsawwhichismovedtowardsthewood forthepurposeofcuttingoperation.

BaI1dsawmeansabandsaw,thecuttingportionofwhichrunsinavertical directionbutdoesnotincludealogsaworbandresawingmachine.

Planningmachinemeansamachineforoverhandplanningsorforthicknessing orforbothoperations.

2.

Anefficientstoppingandstartingdeviceshallbeprovidedoneverywood-working machine.Thecontrolofthisdeviceshallbeinsuchapositionastobereadilyand convenientlyoperatedbythepersoninchargeofthemachine.

3. Spacearoundmachines-

Thespacesurroundingeverywood-workingmachineinmotionshallbekeptfreefrom obstruction.

4. Floors-

Thefloorsurroundingeverywood-workingmachineshallbemaintainedingoodand levelcondition,andshallnotbeallowedtobecomeslippery,andasfaraspracticable shallbekeptfreefromchipsorotherloosematerial.

5. TrainingandSupervision-

(1) Nopersonshallbeemployedatawood-workingmachineunlesshehasbeen sufficientlytrainedtoworkthatclassofmachine,orunlessheworksunderthe adequatesupervisionofpersonwhohasathoroughknowledgeoftheworkingof themachine.

(2) Apersonwhoisbeingtrainedtoworkawood-workingmachineshallbefully andcarefullyinstructedastothedangersofthemachineandtheprecautionsto beobservedtosecuresafeworkingofthemachine.

6. CircularSaws-

Everycircularsawshallbefencedasfollows:-

(a) Behindandindirectlinewiththesawthereshallbearivingknife,whichshall haveasmoothsurface,shallbestrongrigidandeasilyadjustable,andshallalso conformtothefollowingconditions:

(i) Theedgeoftheknifenearerthesawshallfromanareaofacirclehaving aradiusnotexceedingtheradiusofthelargestsawusedonthebench.

(ii) Theknifeshallmaintainedascloseaspracticabletothesawhaving regardtothenatureoftheworkbeingdoneatthetimeandatthelevel ofthebenchtablethedistancebetweenthefrontedgeoftheknifea nd theteethofthesawshallnotexceedhalfaninch.

(iii) Forasawofadiameteroflessthan24inches,theknifeshallextent

upwardsfromthebenchtabletowithinoneinchoftopofthesawandfor asawofadiameterof24inchesorovershallextendupwardsfromthe benchtabletoaheightofatleastnineinches.

Thetopsawshallbecoveredbyastrongandeasilyadjustableguard,witha flangeatthesideofthesawfarthestfromthefence.Theguardshallbekeptso adjustedthatthesaidflangeshallextendbelowtherootsoftheteethofthe saw.Theguardshallextendfromthetopoftherivingknifetoapointaspoint

aspracticableatthecuttingedgeofthesaw.

(c) Thepartofthesawbelowthebenchtableshallbeprotectedbytwoplatesof metalorothersuitablematerialoneoneachsideofthesaw;suchplatesshall notbemorethansixinchesapart,andshallextendfromtheaxisofthesaw outwordstoadistanceofnotlessthantwoinchesbeyondtheteethofthesaw.

Metalplates,ifnotbeaded,shallbeofathicknessofatleast1/10inch,orif beadedbeofathicknessofatleast1/20inch.

7. PushSticks-

Apushstickorothersuitableappliancesshallbeprovidedforuseateverycircularsaw andateveryverticalspindlemouldingmachinetoenabletheworktobedonewithout unnecessaryrisk.

8. BandSaws-

Everybandsawshallbeguardedasfollows:-

(a) Bothsidesofthebottompulleyshallbecompletelyencasedbysheetor expandedmetalorothersuitablematerial.

(b) Thefrontofthetoppulleyshallbecoveredwithsheetorexpendedmetalor othersuitablematerial.

(c) Allportionsofthebladeshallbeenclosedorotherwisesecurelyguardedexcept theportionofthebladebetweenthebenchtableandthetopguide.

9. PlanningMachines-

(1) Aplanningmachine(otherthanaplanningmachinewhichismechanicallyfed) shallnotbeusedforoverhandplanningunlessitisfittedwithacylindricalcutter block.

(2) Everyplanningmachineusedforoverhandplanningshallbeprovidedwitha "brige"guardcapableofcoveringthefulllengthandbreadthofthecuttingslot inthebenchandsoconstructedastobeeasilyadjustedbothinaverticaland horizontaldirection.

(3) Thefeerollerofeveryplaningmachineusedforthicknessingexceptthe combinedmachineforoverhandplaningandthicknessing,shallbeprovidedwith anefficientguard.

10.VerticalSpindlemouldingmachines-

(1) Thecutterofeveryverticalspindlemouldingmachineshallbeguardedbythe mostefficientguardhavingregardtothenatureoftheworkbeingperformed.

(2) Thewoodbeingmouldedataverticalspindlemouldingmachineshall,if practicable,beheldinazigorholderofsuchconstructionastoreduceasfaras possibletheriskofaccidenttotheworker.

11.Chainmortisingmachines-

Thechainofeverychainmortisingmachineshallbeprovidedwithaguardwhichsha l enclosethecuttersasfaraspracticable.

12.Adjustmentandmaintenanceofguards-

Theguardsandotherappliancerequiredunderthis Scheduleshallbe-

(a) maintainedinanefficientstate,

(b) constantlykeptinpositionwhilethemachineryisinmotion,and

(c) soadjustedastoenabletheworktobedonewithoutunnecessaryrisk.

18.Exemptions-

Paragraphs6,8,9and10shallnotapplytoanywoodworkingmachineinrespectof whichitcanbeprovedthatothersafeguardsareprovided,maintainedandusedwhic h renderthemachineassafeasitwouldbeifguardedinthemannerprescribedinthis Schedule.

CHAPTERV

WELFARE

Rulesprescribedundersub-section2ofSection42

62.Washingfacilities-

(1) Thisruleshallcomeintoforce,inrespectofanyclassordescriptionoffactories, onsuchdatesastheChiefCommissionermay,bynotificationintheofficial gazette,appointinthisbehalf.

(2) Thereshallbeprovidedandmaintainedineveryfactoryfortheuseofemployed personsadequateandsuitablefacilitiesforwashingwhichshallincludesoapand nailbrushesorothersuitablemeansofcleaningandthefacilitiesshallbe convenientlyaccessibleandshallbekeptinacleanandorderlycondition.

(3) Withoutprejudicetothegeneralityoftheforegoingprovisionsthewashing facilitiesshallinclude:-

(a) atroughwithtapsorjetsatintervalsofnotlessthantwofeet,or

(b) wash-basinswithtapsattachedthereto,or

(c) tapsonstand-pipes,or

(d) showerscontrolledbytaps,or

(e) circulartroughsofthefountaintype.

ProvidedthattheInspectormay,havingregardtotheneedsandhabitsofthe workers,fixtheproportioninwhichtheaforementionedtypesoffacilitiessh allbe installed,

(4) (a) Everytroughandbasinshallhaveasmooth,impervioussurfaceandshall befittedwithawaste-pipeandplug,

(b) Thefloororgroundunderandintheimmediatelyvicinityofeverytrough tap,jet,washbasin,standpipeandshowershallbesolaidorfinishedasto provideasmoothimpervioussurfaceandshallbeadequatelydrained,

(5) Forpersonswhoseworkinvolvescontactwithanyinjuriousornoxioussubstance thereshallbeatleastonetopforeveryfifteenpersons;andforpersonswhose workdoesnotinvolvesuchcontactthenumberoftapsshallbeasfollow:-

No.ofWorkers	No.ofTaps
Upto20	1
21to35	2
36to50	3
51to150	4
151to200	5
Exceeding200butnotexceeding 500	5plusonetopforevery50orfractionof50

Exceeding500	11plusonetopforevery100orfractionof 100

(6) Iffemaleworkersareemployed,separatewashingfacilitiesshallbeprovidedand soenclosedorscreenedthattheinteriorsarenotvisiblefromanyplacewhere personsoftheothersexworkorpass.Theentrancetosuchfacilitiesshallbear conspicuousnoticeinthelanguageunderstoodbythemajorityoftheworkers "ForWomenOnly"andshallalsobeindicatedpictorially,

(7) Thewatersupplytothewashingfacilitiesshallbecapableofyieldingatleastsix gallonsadayforeachpersonemployedinthefactoryandshallbefromasource approvedinwritingbytheHealthOfficer,providedthatwhereretheChief Inspectorissatisfiedthatsuchanyieldisnotpracticablehemaybycertificate in writingpermitthesupplyofasmallerquantitynotbeinglessthethenonegall on perdayforeverypersonemployedinthefactory,

RulesPrescribedUnderSection43

62-A. The following classesof factories shallprovide therein suitable place for keepingclothingnotworkduringworkinghoursandforthedryingofwet clothing:-

(1) GlassFactories.

(2) Iron&SteelFactories.

(3) OilMills.

(4) ChemicalFactories.

(5) AutomobileWorkshops.

Ruleprescribedundersub-section(1)ofSection45.

63.FirstAidAppliance-

Thefirstaidboxesorcup-boardsshallbedistinctivelymarkedwitharedcrossona whitegroundandshallcontainthefollowingequipment:-

A. Forfactoriesinwhichthenumberofpersonsemployeddoesnotexceedtenorin the(caseoffactoriesinwhichmechanicalpowerisnotused)doesnotexceedfifty persons-Eachfirstaidboxorcup-boardsshallcontainthefollowingequipments:-

(i) 6smallsterilizeddressings.

(ii) 3mediumsizesterilizeddressings.

(iii) 3largesizesterilizeddressings.

(iv) 1largesizesterilizedburndressings.

(v) 1(1oz.)bottlecontainingatwopercent,alcoholicsolutionofiodine.

(vi) 1(1oz.)bottlecontainingsal-volatilehavingthedoseandmodeof administrationindicatedonthelabel.

(vii) Asnake-bitelancet.

(viii) 1(1oz.)bottleofpotassiumpermanganatecrystals.

(ix) 1pairscissors.

(x) 1copyofthefirstaidleafletissuedbytheChiefAdviser,Factories, GovernmentofIndia.

(xi) Tablesaspirin(Grs.5)Onedozen.

(xii) BurnOintment.Onetube.

(xiii) Dettol.Onephial(about2ozs.)

Forfactoriesinwhichmechanicalpowerisusedandinwhichthenumberof personsemployedexceedstenbutdoesnotexceedsfifty-Eachfirst-aidboxor cupboardshallcontainthefollowingequipment:-

(i) 12smallsterilizeddressings.

(ii) 6mediumsizesterilizeddressings.

(iii) 6largesizesterilizeddressings.

(iv) 6largesizesterilizedburndressings.

(v) 6(1/2oz.)packetssterilizedcottonwool.

(vi) 1(2oz.)bottlecontainingatwopercentalcoholicsolutionofiodine.

(vii) 1(2oz.)bottlecontainingsal-volatilehavingthedoseandmodof administrationindicatedontheliable.

(viii) 1rollofadhesiveplaster.

(ix) Asnakebitelancet

(x) 1[1oz.]bottleofpotassiumpermanganatecrystals.

(xi) 1pairscissors.

(xii) 1 copy of first-aid leaflet issued by the Chief Adviser Factories, GovernmentofIndia.

(xiii) Tabletsaspirin(Grs5)Twodozen.

(xiv) BurnOintmentTwotubes.

(xv) DettolTwoPhial(about2ozs.)

C. Forfactoriesemployingmorethanfiftypersons.Eachfirst-aidboxorcupboard shallcontainthefollowingequipments:-

(i) 24smallsterilizeddressings.

(ii) 12mediumsizesterilizeddressings-

(iii) 12largesizesterilizeddressings.

(iv) 12largesizesterilizedburndressings.

(v) 12(1/2oz.)packetssterilizedcottonwool.

(vi) 1snakebitelancet.

(vii) 1pairscissors.

(viii) 2(1oz.)bottlesofpotassiumpermanganatecrystals.

(ix) 1(4oz.)bottlescontainingatwopercentalcoholicsolutionofiodine.

(x) 1 (4 oz) bottle of sal-volatile having the dose and mode of

(xi) administrationindicatedonthelabel.

(xii) 1copyofthefirst-aidleafletissuedbytheChiefAdviser,Factories, GovernmentofIndia.

(xiii) 12rollsbandages4incheswide.

(xiv) 12rollsbandages2incheswide.

(xv) 2rollsofadhesiveplaster.

(xvi) 6triangularbandages.

(xvii) 2packetsofsafetypins.

(xviii) Asupplyofsuitablesplints.

(xix) 1tourniquet.

(xx) Tabletsasprin(grs.5)Fourdozen.

(xxi) BurnOintmentFourtubes.

DettolFourPhial(about2ozs.)

Providedthatitems(xii)to(xviii)inclusiveneednotbeincludedinthestandard first-aidboxorcupboard(a)wherethereisaproperlyequippedambulanceroom, or(b)ifatleastoneboxcontainingsuchitemsandplacedandmaintainedin accordancewiththerequirementsofSection45isseparatelyprovided.

D. Inlieuofthedressingsrequiredunderitems(i)and adhesivewounddressingsapprovedbytheChief

Rulesprescribedundersub-section(3)ofSection45.

64.AmbulanceRoom-

(1) Theambulancero practitionerassistedbyatleastonequalifiednurseandsuchsubordinatestaff Inspectormaydirect.

Explanations- "Qualified medical practioner" means a person holding a qualificationgrantedbyanauthorityspecifiedintheScheduletotheIndian MedicalDegreesAct,1916(VIIof1916)orin

Theambulanceroomordispensaryshallbeseparatedfromtherestofthefactory andshal haveafloorareaofatleast250sq.ft.andsmooth,hardandimperviouswalls andfloorandshallbeadequatelyventilatedan

(2)

artificialmeans.Anadequatesupplyofwholesomedrinkingwatershallbelai don andtheroomshallcontainatleast:-

(i) Aglazedsinkwithhotandcoldwateralwaysavailable.

(ii) Atablewithasmoothtopatleast6"x3'6".

(iii) Meansforsterilizinginstruments.

(iv) Acouch.

(v) Twostretchers.

(vi) Twobucketsorcontainerswithclosefittinglids.

(vii) Tworubberhotwaterbags.

(viii) Akettleandspiritstoveorothersuitablemeansofboilingwater.

(ix) Twelveplainwoodensplints36"x4"x1/4".

(x) Twelveplainwoodensplints14"x3"x1/4".

(xi) Sixplainwoodensplints10"x2"x1/2".

(xii) Sixwoolenblankets.

(xiii) Onepairasteryforceps.

(xiv) Onebottleofbrandy.

(xv) Twomediumsizesponges.

(xvi) Sixhandtowels.

(xvii) Four"kidney"trays.

(xviii) Forcakescarbolicsoap.

(xix) Twoglasstumblersandtwowineglasses.

(xx) Twoclinicalthermometers.

(xxi) Graduatedmeasuringglasswithteaspoon.

(xxii) Oneeyebath.

(xxiii) Onebottle(2lbs.)carboliclotion1in20.

(xxiv) Onescreen.

(xxv) Threechairs.

(xxvi) Oneelecrichandtorch.

(xxvii) Fourfirst-aidboxesorcupboardsstockedtothestandardsprescribed underitemCofRule63.

(xxviii) Anadequatesupplyofanti-tetanusserum.

(3) TheoccupierofeveryfactorytowhichtheseRulesapplyshallforthepurposeof removingseriouscasesofaccidentorsickness,provideinthepremisesand maintain in good condition a suitable conveyance unless he has made arrangementsforobtainingsuchaconveyancefromahospital.

(4) Arecordofallcasesofaccidentandsicknesstreatedattheroomshallbekept andproducedtotheInspectorofCertifyingSurgeonwhenrequired.

Rules65to71prescribedunderSection46

65.Canteens-

(1) Rules65to71shallcomeintoforceinrespectofanyclassordescriptionof factoriesonsuchdatesastheChiefCommissionermay,bynotificationinthe officialgazette,appointinthisbehalf.

(2) Theoccupierofeveryfactorynotifiedbythe Chief Commissioner,andwherein morethantwohundredandfiftyworkersareordinarilyemployedshallprovide inornearthefactoryanadequatecanteenaccordingtothestandardsprescribed intheseRules.

(3) TheManagerofafactoryshallsubmitfortheapprovaloftheChiefInspector plansandsiteplan,induplicate,ofthebuildingtobeconstructedoradaptedfor useasacanteen.

(4) Thecanteenbuildingshallbesituatednotlessthanfiftyfeetfromanylatrine, urinal,boilerhouse,coalstacks,ashdumpsandanyothersourceofdust,smoke orabnoxiousfumes.

Providedthatthe ChiefInspectormayinanyparticularfactoryrelaxthe provisionsofthissub-ruletosuchextentasmayrequiremeasurestobe adoptedtosecuretheessentialpurposeofthissub-rule.

(5) Thecanteenbuildingshallbeconstructedinaccordancewiththeplans approvedbytheChiefInspectorandshallaccommodateatleastadininghall, kitchen,storeroom,pantryandwashingplacesseparatelyforworkersandfo r utensils.

(6) Inacanteentheflooranddinsidewallsuptoaheightofa4feetfromthefloor shallbemadeofsmoothandimperviousmaterials;theremainingportionofthe insidewallsshallbemadesmoothbycementplasterorinanyothermanner approvedbytheChiefInspector.

(7) Thedoors,windowsofacanteenbuildingshallbeofflyproofconstructio

(8) Thecanteenshallbesufficientlylightedatalltimeswhenanypersonhav

(9) (a) IneveryCanteen-

(i) all inside walls of rooms and all ceilings and passages and staircasesshallbelime-washedorcolour-washedatleastonce eachyearorpaintedonceinthreeyearsdatingfromtheperiod whenlastlime-washed,orpainted,asthecasemaybe;

(ii) allwoodworkshallbevarnishedorpaintedonceinthreeyears datingfromtheperiodwhenlastvarnishedorpainted;

(iii) allinternalstructuralironorsteelworkbevarnishedorpainted onceinthreeyearsdatingfromtheperiodwhenlastvarnishedor painted.Providedthatinsidewallsofthekitchenshallb elime-washedonceeveryfourmonths.

(b) Recordofdatesonwhichlime-washing,colour-washing,varnishingof paintingiscarriedout,shallbemaintainedintheprescribedRegister [FormNo.7].

(10) Theprecinctsofthecanteenshallbemaintainedinacleanandsanitary condition.Wastewatershallbecarriedawayinsuitablecovereddrainsandshall notbeallowedtoaccumulatesoastocauseanuisance.Suitablearrangement shallbemadeforthecollectionanddisposalofgarbage.

66.DiningHall-

(1) Thedininghallshallaccommodateatatimeatleast30percentoftheworkers workingatatime:

Providedthat,inanyparticularfactoryorinanyparticularclassoffactories,t he ChiefCommissionermay,byanotificationinthisbehalf,alterthepercentag eof workerstobeaccommodated.

(2) Thefloorareaofthedininghall,excludingtheareaoccupiedbytheservice
(3) counterandanyfurnitureexcepttablesandchairs,shallbenotlessthan10
squarefeetperdinertobeaccommodatedasprescribedinsub-rule(1),
(4) Aportionofthedininghallandservicecountershallbepartitionedoffand reservedforwomenworkersinproportiontotheirnumber.Washingplacefor womanshallbeseparateandscreenedtosecureprivacy.

Sufficienttables,chairsorbenchesshallbeavailableforthenumberofdinersto beaccommodatedasprescribedinsub-rule(1).

67.Equipment-

(1) Thereshallbeprovidedandmaintainedsufficientutensils,crockery,cutlery, furnitureandanyotherequipmentnecessaryforefficientrunningofthecant een.
Suitablecleanclothesforemployeesservinginthecanteenshallalsobeprov ided andmaintained.

(2) Thefurniture,utensilsandotherequipmentshallbemaintainedinaclassand
(3) hygieniccondition.Aservicecounter,ifprovided,shallhaveatopofsmoothand imperviousmaterial.Suitablefacilitiesincludinganadequatesupplyofhotwater shallbeprovidedforthecleaningofutensilsandequipment.

Wherethecanteenismanagedbyaco-operativesociety,registeredunderthe BombayCo-operativeSocietiesAct,1952asinforceintheUnionTerritoryof

Delhi,theoccupiershallprovideandmaintaintheequipmentasrequiredunde r sub-rule(1)forsuchCanteen.

68.Pricestobecharged-

(1) Food,drinkandotheritemsservedinthecanteenshallbesoldonanon-profit basisandthepriceschargedshallbesubjecttotheapprovaloftheCanteen ManagingCommittee.

ProvidedthatwherethecanteenismanagedbyaCo-operativeSocietyofthe workersofthefactoryregisteredundertheBombayCo-operativeSocietiesAct, 1925asinforceintheUnionTerritoryofDelhi,suchSocietymayincludeinth e chargestobemadeforthefood-stuffsserved,aprofitupto5%onitsworking capitalemployedinrunningthecanteen.

(2) Incomputing thepricesreferredtoinsub-rule(1)thefollowing itemsof
(3) expenditureshallnotbetakenintoconsideration,butwillbebornebythe occupier:-

(a) therentforthelandandbuilding;

(b) thedepreciationandmaintenancechargesofthebuildingandequipment providedforthecanteen;

(c) thecostofpurchase,repairandreplacementofequipmentincluding furniture,rockery,cutleryandutensils;

(d) thewaterchargesandexpensesforprovidinglightingandventilation;

(e) theinterestontheamountspentpntheprovisionandmaintenanceofthe buildingfurnitureandequipmentprovidedforthecanteen;

(f) thecostoffuelrequiredforcookingorheatingfoodstuffsorwater;and

(g) thecostofuniforms;ifanyprovidedtothem.

Thechargeperportionoffoodstuff,beveragesandanyotheritemservedinthe canteenshallbeconspicuouslydisplayedinthecanteen.

69.Account-

(1) unts,registersandanyotherdocumentsusedinconnectionwith

runningofthecanteenshallbeproducedondemandtoanInspectorofFactories.

(2) TheaccountspertainingtotheCanteenshallbeaudited,onceeverytwelve month,byregisteredaccountantsandauditors.Thebalance-sheetpreparedby thesaidauditorsshallbesubmittedtotheCanteenManagingCommitteenot lattertwomonthaftertheclosingoftheauditedaccounts.

(3) ProvidedthattheaccountspertainingtothecanteeninaGovernmentmaybe auditedinsuchDepartment.Providedfurtherthatwherethecanteenismanaged byaco-operativesocietyoftheworkersofthefactory,registeredunderthe BombayCo-operativeSocietiesAct,1925,asinforceintheUnionTerritoryof Delhi,theaccountspertainingtosuchcanteenmaybeauditedinaccordance with theprovisionsofthesaidAct.

70.ManagingCommittee-

(1) The Manager shall appoint a Canteen Managing Committee which shall be consultedfromtimetotimeasto:

(a) thequalityandquantityoffoodstuffstobeservedinthecanteen;

(b) thearrangementofthemenus;

(c) timesofmealsinthecanteen;and

(d) anyothermatterasmaybedirectedbytheCommittee.

providedthatwherethecanteenismanagedbyaco-operativesocietyofthe workersofthefactory,registeredundertheBombayCo-operativeSocieties Act,1925,asinforceintheUnionTerritoryofDelhi,itshallnotbenecessaryt o appointaCanteenManagingCommittee.

(2) TheCanteenManagingCommitteeshallconsistofanequalnumberofpersons nominatedbytheoccupierandelectedbytheworkers.Thenumberofelected workersshallbeintheproportionof1forevery1,000workersemployedinthe factory,providedthatinnocaseshalltherebemorethan5orlessthan2 workersontheCommittee.

(3) TheManagershalldetermineandsupervisetheprocedureforelectionstothe CanteenManagingCommittee.

(4) ACanteenManagingCommitteeshallbedissolvedbytheManagertwoyearsafter thelastelection,noaccountbeingtakenofabye-election.

RuleprescribedunderSection47

72.Shelters,RestRoomsandLunchRooms-

Theshelters,orrestroomsandlunchroomsshallconfirmtothefollowingstandards andtheManagerofafactoryshallsubmitfortheapprovaloftheChiefInspectorasite planinduplicateofthebuildingtobesoconstructedoradopted-

(a) Thebuildingshallbesoundlyconstructedandallthewallsandroofshallbeof
(b) suitableheatresistingmaterialsandshallbewaterproof.Thefloorandwallstoa heightof3feetshallbesolaidorfinishedastoprovideasmooth,hardand impervioussurface.

Theheightofeveryroominthebuildingshallbenotlessthan12feetfromfloor leveltothelowestpartoftheroofandthereshallbeatleast12squarefeetof

floorareaforeverypersonemployed.

Providedthat(i)workerswhohabituallygohomefortheirmealsduringtherest periods may be excluded in calculating the number of workers to be accommodated;and(ii)inthecaseoffactoriesinexistenceatthedateof

commencementoftheAct,whereitisimpracticable,owingtolackofspaceto provide12squarefeetoffloorareaforeachperson,suchreducedfloorareaper personshallbeprovidedasmaybeprovidedinwritingbytheChiefInspector.

(c) Effectiveandsuitableprovisionshallbemadeineveryroomforsecuringand
(d) maintainingadequateventilationbythecirculationoffreshairandthereshallalso
(e) beprovidedandmaintainedsufficientandsuitablenaturalorartificiallighting.
Everyroomshallbeadequatelyfurnishedwithchairsorbencheswithback-rests.
Sweepersshallbeemployedwhoseprimarydutyistokeeptherooms,building andprecinctsthereofinacleanandtidycondition.

Rules73to76prescribedundersub-section(3)ofSection48

73.Creches-

(1) The creche shall be conveniently accessible to the mother of the accommodatedthereinandsofarasisreasonablypracticableitshallnotbe situatedinclosproximitytoanypartofthefactorywhereobnoxiousfumes,dust ordoursaregivenofforinwhichexcessivelynoisyprocessesarecarriedin.

(2) Thebuildinginwhichthecrecheissituatedshallbesoundlyconstructedandall thewallsandroofshallbeofsuitableheat-resistingmaterialsandshallbewater-proof.Thefloorandinternalwallsofthecrecheshallbesolaidorfinishedasto provideasmoothimperviousurface,

(3) Theheightoftheroomsinthebuildingshallbenotlessthan12feetfromthe
(4) floortothelowestpartoftheroofandthereshallbenotlessthan20sq.ft.of
(5) floorareaforeachchildtobeaccommodated,
Effectiveandsuitableprovisionshallbemadeineverypartofthecrèchefor securingandmaintainingadequateventilationbythecirculationoffreshair.

Thecrecheshallbeadequatelyfurnishedandequippedandinparticularthere shallbeonesuitablecotorcradlewiththenecessarybeddingforeachchild, (providedthatforchildrenovertwoyearsofageitwillbesufficientifsuitable bedding is made available) at least one chair or equivalent seating accommodationfortheuseofeachmotherwhilesheisfeedingorattendingto herchild,andasufficientsupplyofsuitabletoysfortheolderchildren.

(6) Asuitablyfencedandshadyopenairplay-groundshallbeprovidedfortheolder children,ProvidedthattheChiefInspectormaybyorderinwritingexemptany factoryfromcompliancewiththissub-ruleifheissatisfiedthatthereisnot sufficientspaceavailablefortheprovisionsofsuchaplay-ground,

73-A.

Thecaseequivalentoftheadvantageaccruingthroughtheconcessionalsaletoaworker offood-grainsandotherarticlesshallbe1computedattheendoftheeverywages periodfixedundertheprovisionsofthepaymentofWageAct,1936.

73-B.

Forthepurposeofcomputingcashequivalentoftheadvantageoccurringthroughthe concessionalsaletoaworkeroffoodgrainsandotherarticles,thedifferencebetween thevalueoffoodgrainsandotherarticlesattheaverageratesinthenearestmarket prevailingduringthewagesperiodinwhichovertimewasmarkedandvalueoffood grainsandotherarticlessuppliedatconcessionalratesshallbecalculatedandallowed forthenumberofovertimehoursworked.

ThisruleshallnotapplytheanyFederalRailwayFactorywhosealternativemethodof computationhasbeenapprovedbytheChiefCommissioner.

74.WashRoom-

(1) Thereshallbeinoradjoiningthecrecheasuitablewashroomforthewashingof thechildrenandtheirclothing.Thewashroomshallconformtothefollowing standards:-

(a) Thefloorandinternalwallsoftheroomtoaheightof3feetshallbesolaid orfinishedastoprovideasmoothimperviousSurface.Theroomshallbe adequatelylightedandventilatedandthefloorshallbeeffectivelydrained andmaintainedinacleanandtidycondition.

(b) Thereshallbeatleastonebasinorsimilarvesselforeveryfourchildren accommodatedinthecrecheatanyonetimetogetherwithasupplyof waterprovided,ifpracticablethroughtapsfromasourceapprovedbythe HealthOfficer.Suchsourceshallbecapableofyieldingforeachchil da supplyofatleastfivegallonsofwateraday.

(c) Anadequatesupplyofcleanclothes,soapandcleantowelsshallbemade availableforeachchildwhileitisinthecreche.

Adjoiningthewashroomreferredtoabovealatrineshallbeprovidedforthesole

(2) use ofthechildreninthecreche.The designoflatrine and thescale of accommodationtobeprovidedshalleitherbeapprovedbythePublicHealth Authorities,orwherethereisnoPublicHealthAuthority,bytheChiefInspect orof Factories.

75.SupplyofMilkandRefreshment-

Atleasthalfapintofcleanpuremilkshallbeavailableforeachchildoneverydayitis accommodatedinthecrecheandthemotherofsuchachildshallbeallowedinthe courseofherdailywork;2intervalsatleast15minuteseachtofeedthechild.For childrenabovetwoyearsofagethereshallbeprovidedinadditionanadequatesupply wholesomerefreshment.

76.ClothesforCrecheStaff-

Thecrechestaffshallbeprovidedwithsuitablecleanclothesforusewhileondutyinthe creche.

RuleprovidedunderSection49

WelfareOfficers-

76-A.

(1) ThereshallbeoneWelfareOfficerforfactoriesemployingbetween500to2000 workers.Wherethenumberofworkersexceeds2000,thereshallbeanadditional WelfareOfficerforeveryadditionaltothousandworkersorfractionthereofover 500.

(2) Nopersonshallbeeligibleforappointmentasa WelfareOfficer,unlesshe

(a) possessesadegreeofaUniversityrecognisedbytheChiefCommissioner inthisbehalf;

(b) hasobtainedaDegreeorDiplomainSocialSciencefromaninstitution recognisedbytheChiefCommissionerinthisbehalf;and

(c) hasadequateknowledgeofthelanguagespokenbythemajorityofthe workersinthefactorywhichheistobeattached.

Providedthat,inthecaseofaperson,whoisactingasaWelfareOfficertothe commencementofthis rule, the ChiefCommissioner may, subject tosuch conditionsashemayspecify,relaxalloranyoftheaforesaidqualifications,

ProvidedfurtherthattheChiefCommissionermayrelaxtheabovequalifica tionif heissatisfiedthatthepersonisotherwisefullycompetentofdischargethe duties,

(3) (a) The post of a Welfare Officer shall be advertised in at least two newspapers,onewhichshallbeinEnglish,havingawidecirculationinthe State.

(b) Theselectionshallbemadefromamongstthecandidateapplyingforthe postbyaCommitteeappointedbytheOccupieroftheFactories.

(c) Theappointmentwhenmadeshallbenotifiedbytheoccupierthechief Commissionerorsuchauthorityasthechiefcommissionermayspecifyfor thepurpose,givingfulldetailsofthequalificationsetc.oftheofficer appointedandtheconditionsofhisservice,

(4) (a) AWelfareOfficershallbegivenastatuscorrespondingtothestatusofthe otherexecutiveheadsofthefactoryandshallbeappointedataminimum salaryofRs,200.00petmonth.

(b) TheconditionsofserviceofaWelfareOfficershallbethesameasofother membersofthestaffofcorrespondingstatusinthefactory,providedthat

nopunishmentshallbeinflictedonaWelfareOfficerwithoutobtain ingthe priorapprovaloftheChiefCommissioner.

(5) ThedutiesofaWelfareOfficershallbe-

(i) toestablishcontractsandholdconsultationswithaviewtomaintaining harmoniousrelationsbetweenthefactorymanagementandworkers.

(ii) tobringtothenoticeofthefactorymanagementthegrievancesofa workerorworkers,withaviewtosecureexpeditiousredressandtoact asaLiaisonOfficerbetweenthemanagementandlabour.

(iii) tostudyandunderstandthepointofviewoflabourinordertohelpthe
(iv) factorymanagementtoshape andformulatelabourpoliciesand to
(v) interpretthesepoliciestotheworkersinalanguageunderstoodbythem;
(vi) towatchindustrialrelationswithaviewtousehisinfluenceintheevent ofadisputearisingbetweenthefactorymanagementandworkersandto bringaboutasettlementbypersuasiveefforts;

to advise on fulfilment by the management and the concerned departmentsofthefactoryoftheirobligations,statutoryorotherwise concerningRegulationofworkinghours,maternitybenefit,medicalcare compensationforinjuriesandsicknessandotherwelfareandsocial benefitmeasures;

toadviseandassistthemanagementinthefulfillmentofitsobligations statutoryorotherwise,concerningpreventionofpersonalinjuriesand

maintainingasafeworkenvironmentinsuchfactorieswhereSaf ety Officerisnotrequiredtobeappointedundertheenablingprovisi ons undersection4OB;

(vii) (vi-A) topromotesuchrelationsbetweentheconcerneddepartments
(viii) of the factory and workers as are likely to bring about
(ix) productiveefficiencyaswellasameliorationintheworking conditionsandtohelptheworkersintheiradjustmentand adoptionoftheirworkingenvironments;

toencouragetheformationofworksandJointProductionCommittees, andSafety-FirstandWelfareCommittees,andtosupervisetheirwork;

toencourageprovisionsofamenitiessuchascanteens,sheltersforrest,

creches, adequate latrine facilities, drinking water sickness and benevolent scheme payments, pension and superannuation funds, gratuitypayments,grantingofloansandlegaladvicetoworkers;

tohelpthefactorymanagementinregulatingthegrantofleavewith wagesandexplaintotheworkerstheprovisionsrelatingtoleavewith wagesandotherleaveprivilegesandtoguidetheworkersinthematter

of submission of applications for the grant of leave for regulating authorisedabsence;

(x) toadviseonquestionsrelatingtoprovisionsofwelfarefaci housingfacilities,foodstuffs,socialandrecreationalfacil individualpersonnelproblemsandeducationofchildren;

(xi) toadvisethefactorymanagementonquestionrelatingtotrainingofnew starters,apprentices,workersontransferandpromotion,instructions andsupervisors,superviseandcontrolnotice-boardsandinformation bulletins to further education of workers and to encourage their attendanceatTechnicalInstitutes;

(xii) tosuggestmeasureswhichwillraisethestandardoflivingofworkersand promotetheirwell-beingingeneral.

(6) TheChiefCommissionermay,bynotificationintheofficialGazette,exemptany factoryorclassordescriptionoffactoriesfromtheoperationofalloranyofthe provisionsofthisrulesubjecttosuchconditionsasmaybespecifiedinthesaid notifications.

(7) WelfareOfficersnottodealwithdisciplinarycases.orAppearonbehalfofthe managementagainstworkers.

NoWelfareOfficershalldealwithanydisciplinarycaseagainstaworkerora ppear beforeaConciliationOfficer,orinaCourtorTribunalonbehalfofthefactory managementagainstaworkerorworkers.

SCHEUDLE

1. Manager
2. AssistantManager
3. ChiefEngineer
4. ChiefChemists
5. Departmentalhead
6. Electrical/Mechanical.Engineers(Maintenance) LabourOfficers
7. Overseers
8. BoilerIncharge
9. TechnicalExperts
10. HeadStoreKeepers
11. LaboratoryIncharge
12. PowerHouseSuperintendentWorkinginpower
13. AssistantPowerHouseSuperintendenthouse WorkshopIncharge
14. Foreman
15. InspectorsWorkinginEngg.
16.
17.

18. ChargemenWorkshop
19. WorkshopOverseers/orworksinchargeWorkinginSpg.&Wvg.Fac.
20. HeadElectricians
21. Supervisors
22. Jobbers

Overseers

23.

24. Weaving&SpinningMasters
25. ForemenMechanics.

CHAPTERVI WORKINGHOURSOFADULTS

Rulesprescribedundersub-section2ofSection53

77.CompensatoryHolidays-

(1) Exceptinthecaseofworkersengagedinanyworkwhichfortechnicalreasons mustbecarriedoncontinuouslythroughouttheday,thecompensatoryholidays tobeallowedundersub-section(1)ofSection52oftheActshallbesospaced thatnotmorethantwoholidaysaregiveninoneweek.

(2) TheManagerofthefactoryshalldisplay,onorbeforetheendofthemonthin whichholidaysarelost,anoticeinrespectofworkersallowedcompensatory holidaysduringthefollowingmonthandofthedatesthereof,attheplaceat whichthenoticeofPeriodsofWorks,prescribedunderSection61isdisplayed . Anysubsequentchangeinthenoticeinrespectofanycompensatoryholidaysh all bemadenotlessthanthreedaysinadvanceofthedateofthatholiday.

(3) Anycompensatoryholidayorholidaystowhichaworkerisentitledshallbegiven anyperiod-
(4) tohimbeforeheisdischargedordismissedandshallnotbereckonedaspartof ofnoticerequiredtobegivenbeforedischargeordismissal.

(a) ThemanagershallmaintainaRegisterinFormNo.9:Providedthatifthe ChiefInspectorofFactoriesisoftheopinionthatanymusterrollorregister maintainedaspartoftheroutineoffactoryorreturnmadebythe Manager,givesinrespectofanyoralloftheworkersinthefactoryth e particularsrequiredfortheenforcementofSection52;hemay,byo rd

writing,directthatsuchmusterrollorregisterorreturnshall,tothe correspondingextentbemaintainedinplaceofandbetreatedasthe registerorreturnrequiredunderthisRuleforthatfactory.

(b)

TheregistermaintainedunderClause(a)shallbepreservedforaper iodof threeyearsafterthelastentryinitandshallbeproducedbeforethe Inspectorondemand.

Muster-rollprescribedundersub-section4ofSection59

78.Muster-rollforexemptedfactories-

TheManagerofeveryfactoryinwhichworkersareexemptedunderSection64and65 fromtheprovisionsofsection51or54shallkeepamuster-rollinFormNo.10showing thenormalpiece-workrateofpay,ortherateofpayperhour,ofallexempted employees,inthismaster-rollshallbecorrectlyenteredtheover-timehoursofworkand paymentsthereforeofallexemptedworkers.Themuster-rollinFormNo.9shallalways beavailableforinspection.

78-A. OvertimeslipforOvertimework-

PeriodofovertimeworkshallbeenteredinovertimeslipinFormNo.10(a)induplicate a copyofwhichdulysignedbytheManagerorbyapersondulyauthorisedbyhiminthis behalfshallbegiventotheworkerimmediatelyaftercompletionofthisovertimework .

Noticeprescribedundersub-section8ofSection61

79.Noticeofperiodsofworkforadults-

(1) Thenoticeofperiodsofworkforadultsshallbe:

(a) inForm11(a)whenalltheadultworkersinafactoryarerequiredtowork withinthesameperiod.

(b) inForm11(b)inallothercases.

(2) Allnoticesshallbepaintedinboldlettersonawoodenormetalplateandshallbe displayedinaconspicuousplaceatthemainentrancetothefactory.

Registerprescribedundersub-section2ofSection62

80.Registerofadultworkers-

Themuster-rollortheregister,asthecasemaybe,shallbewrittenupfresheachyear andshallbepreservedforaperiodof12monthsafterthelastentryinit,andshallbe producedbeforetheinspectorondemand.

81.PersonsdefinedtoholdpositionsofsupervisionorManagement-

Thefollowingpersonsshallbedeemedtoholdpositionofsupervisionormanagem ent providedtheyarenotrequiredtoperformanymanuallabourasaregularpartoftheir dutiesandtheyareemployedinasupervisorycapacity.

(i) AllpersonsspecifiedintheSchedulebelowannexedhereto.

(ii) Anyotherpersonsspecified,whointheopinionoftheChiefInspectorholdsa positionofsupervisionormanagementandifsodeclaredbyhiminwriting.

82.Personstoholdconfidentialposition-

Thefollowingpersonsshalldeemedtoholdconfidentialpositioninafactory:-

1. Stenographers.
2. OfficeSuperintendorHeadClerk.
3. Alltimekeepers.
4. HeadCashiersandCashiers.
5. HeadAccountantsandAccountants.
6. SecretarytoManagingDirectororPersonalAssistanttotheManager.
7. Anyotherpersonwhoisintheopinionoftheinspectorholdsaconfidential positionandissodeclaredbyhiminwriting.

83.Listtobemaintainedofpersonsholdingpositionofsupervisionormanagement orconfidentialposition-

Alistshowingthenamesanddesignationsofallpersonsinrule81and82shallbe maintainedineveryfactoryandshallbeproducedbeforetheInspectorwhenever required.

84.ExemptionofcertainadultWorkers-

AdultWorkersengagedinfactoriesspecifiedincolumn2oftheschedule heretoannexed ontheworkspecifiedincolumn3ofthesaidScheduleshallbeexemptedfromthe provisionsofthesectionsspecifiedincolumn4subjecttotheconditionsifanyspecified incolumn5ofthesaidSchedule.

Section of the Act empowering exemption		
1		2
(a)	64	Allfactories
(2)(a) and 64(3)		

workersemployedonsu
works.

to

probablyrequiredforth
completionandacopyo
thenoticeshallbeaffixe
on

the factory

				workersareputonurgen repairs.
			(v)	
				namesofallpersonswho haveworkedformoreth 9hoursinanyonedayor morethan48hoursofthe
				(vi)IftheInspectorisof theopinionthatanywork beingcarriedonorlikely tobecarriedoninafactor as shall the
(b)	(2)(b) 64(3)	and	64	AllFactories

(2)(c) and
64(3)

(d)64(2)& Electric supply undertaking generating electricity
64(3)

switchgear.

(ii) No

14 consecutive
withoutrestperiodofat
least

shall

53oftheAct.

(iii)

than 56

report

			workershallbeallowedt workthewholeorpartof subsequentShiftprovid that:-
			worker commencebeforeaperi of8hourshadelapsed.
			work in
Electric transforming station		Work workers	transformin plant, and synchronou
			works water supply
	hydrogen and rising processes, compressionof oxygen, Cylinder and electricalpower plant.		hydrogenati
Chemical factories	process	All	

			engine
	compressor		
			drivers
			assistants
			boileroperat
OilMills	Work connectionwith pressingofoil, oil soap andtheworkin		
			powerhouses
		Potteries	Work firemen
			potterykilns.
		Production and compression ofoxygenand Acetyelene Gas	Work compressors
		CarbonicAcid gasfactories	Wor
			Gas.
Iron and Steels smelting and rolling factories and similar plants attached to any other factory			
Factories and steel Foundries includingsuch plants attached to other factories.		Glass iron furnaces.	All melting furnaces
			incidental thereto.
		Paper factories	Work choopers, digesters, kneaders, strainders washers,

beaters, making machine, pumping, pla cutters powerplants.

Rubber Factories department or A

Dyein

Facto

Cloth Printin

Of factorie

and dyeing

Facto

of factorie

Flour

Hides & Tenneries, skin Factories M

shallnotexceed50inany onequarter.

paid

in

					holidayinaccordancew section53oftheAct.
(e)	64 (2) (c)&64(3)	Dairies			Allwork
(f)	64 (2) (h)&64(3)	& houses	Engine	room boiler	Workers employed operation engines boilers.
(g)	64 (2) (i)&64(3)		AllNewspaper		Teleprinter Service
(h) (j)	64 (2)	Allfactories			Loading, unloading Railway ofTrucks.
				(i)	No than
				(ii)	The restshallnotexceed12 hoursinanyoneday.

Explanation:-

Thefollowingshallbeconsideredtobeurgentrepairs.

(a) notpossiblebedonewithoutstoppageofthenormalmanufacturingRepairsto anypartofmachinery,plantorstructureofafactorywhicharesuchanaturethat delayintheirexecutioninvolve,dangerintheirhumanlifeofsafetyorthe stoppageofmanufacturingprocess.

(b) Break-downrepairstothemotivepower,transmissionorotheressentialplantof other factories, collieries, railways dockyards, harbours, tramways, motor transport, gas, electrical generating and transmission, pumping or similar essentialorpublicutilityservicecarriedoutinageneralengineeringworksa nd foundariesandwhicharenecessarytoenablesuchconcernstomaintaintheir mainmanufacturingprocess,productionofserviceduringnormalworking hours.

(c) Repairsinconnectionwithoutchangeofmotivepower,forexamplefromsteamto electricityorviceversa,whensuchworkcanprocess.

CHAPTER VII EMPLOYMENTOFYOUNGPERSON

Noticeprescribedundersub-section3ofSection72

85.Noticeofperiodsofworkforchildren-

Thenoticeofperiodsofworkforchildworkersshallbein FormNo.13.

Registerprescribedundersub-section2ofSection73

86.Registerofchildworkers-

TheRegisterofchildworkersshallbeinFormNo.14.

86-A.

Thecashequivalentoftheadvantageaccruingthroughtheconcessionalsaleoffood grains and other articles payableto workers proceeding onleave shall be the differencebetweenthevalueattheaverageratesinthenearestmarketprevailing duringthemonthimmediatelyproceedinghisleaveandthevalueattheconcessional ratesallowedoffoodgrainsandotherarticlesheisentitledto.

Forthepurposeofthecashequivalentmonthlyaveragemarketrateoffoodgrainsand otherarticlesshallbecomputedattheendofeverymonth.

CHAPTERVIII

LEAVEWITHWAGES

Rule87-94prescribedunderSections83and112

87.Leavewithwagesregister-

(1) TheManagershallkeepaRegisterinFormNo.15hereinaftercalledtheLeave withWagesRegister:

ProvidedthatiftheChiefInspectorisoftheopinionthatanymuster-tollor registermaintainedaspartoftheroutineofthefactory,orreturnmadebythe manager,gives,inrespectofanyoralloftheworkersinthefactory,the particularsrequiredfortheenforcementofChapterVIIIoftheAct,hemay,b y orderinwriting,directthatsuchmuster-rollorregisterorreturnshall,tothe correspondingextent,bemaintainedinplaceofandbetreatedastheregistero f returnrequiredunderthisRuleinrespectofthatfactory.

(2) TheLeavewithWagesregistershallbepreservedforaperiodofthreeyearsafter thelastentryinitandshallbeproducedbeforetheInspectorondemand.

88.LeaveBook-

(1) "TheManagershallprovideeachworkerwhohasbecomeentitledtoleaveduring acalenderYear,withabookinFormNo.16(hereinaftercalledtheLeaveBook). Notlatterthanthe31stJanuaryofthefollowingcalenderYear.TheleaveBook shallbethepropertyoftheworkerandtheManagerofhisagentshallnot demanditexcepttomaketherelevantentriesthereinwhenevernecessaryand shallnotkeepitformorethanaweek,atatim

Providedthatinthecaseofaworkerwhoisdischargedordismissedfromserv ice duringthecourseoftheyeari.e.whoiscoveredundersub-section(3)section79 oftheAct,theManagershallissueanabstractfromthe"RegisterofLeavewit h Wages"(FormNo.15)withinaweekfromthedateofdischargeordismissal, as thecasemaybe.

(2) IfaworkerloseshisLeaveBook,Managershallprovidehimwithanothercopyon paymentof15naypaiseandshallcompleteitfromhisrecord.

89.MedicalCertificate-

Ifanyworkerisabsentfromworkduetohisillnessandhewantstoavailhimselfof leavewithwagesduetocoverthewholeorpartoftheperiodofhisillnessunderthe provisionsofsub-section(7)ofSection9,heshall,ifrequiredbytheManager,produce amedicalcertificatesignedaRegisteredMedicalPractitionerorrecognisedVaidor Hakimstatingthecauseoftheabsenceandtheperiodforwhichtheworker,is,inthe opinionofsuchmedicalpractitioner,VaidofHakimunabletoattendtohisworkoroth er

reliableevidencetoprovethathewasactuallysickduringtheperiodforwhichheleave istobeavailedof.

90.NoticetoInspectorofinvoluntaryunemployment-

TheManuelshallgive,assoonaspossibleanoticetotheInspectorofeverycaseof involutionunemploymentofworkers,givingnumbersofunemployedandthereason of theirunemployment.EntriestothiseffectshallbemadeintheLeavewithWages RegisterandtheLeavebookinrespectofeachworkerconcerned.

91.NoticebyWorker-

Beforeorattheendofevery calendaryear,aworrierwhomayberequiredtoavailof leaveinaccordancewithsub-section(8ofSection79maygivenoticetotheManagerof hisintentionnottoavailhimselfoftheleavewithwagesfallingdueduringthefollowin g calenderyear.TheManagershallmakeanentrytothateffectintheLeavewithWages RegisterandintheLeaveBookoftheworkerconcerned.

92.NoticeofLeavewithwages-

(1) Asfarascircumstancesparriedmembersofthesamefamilycomprisinghusband, wifeandchildrenshallbeallowedleaveonthesamedate.

(2) TheManagermayalterthedatesfixedforleaveonlyaftergivinganoticeoffour weekstotheworker.

93.Paymentofwagesiftheworkerdies-

Ifaworkerdiesbeforetheresumeswork,thebalanceofhispaydueforthe periodof leavewithwagenotavailedofshallbepaidtohisnomineeswithinoneweekofthe intimationofthedeathoftheworker.Forthispurposeeachworkershallsubmit nominationinthefollowingformdulysignedbyhimselfandattestedbytwowitnesses .

FORM

Iherebyrequirethatintheeventofmydeathbeforeresultingworktobalanceofmy paydueforthe periodofleavewithwagesnotavailedofshallbepaidto.....whois my.....andresidesat....."Thenominationshallremainsinforceuntilitis cancelledorrevisedbyanothernomination".

94.Registertobemaintainedincaseofexemptionundersection84--

(1) WhereanexemptionisgrantedunderSection84,theManagershallmaintaina Registershowingthepositionofeachworkerasregardsleavedue,leavetaken andwagesgranted.

(2) Heshalldisplayatthemainentranceofthefactory,anoticegivingfulldetailsof thesystemestablishedinthefactoryforleavewithwagesandshallsendacopy ofittotheInspector.

(3) NoalterationshallbemadeintheschemeapprovedbytheChiefCommissionerat thetimeofgrantingexemptionunderSection84withoutitspreviousanction.

CHAPTER IX

SP

SPECIAL PROVISIONS

RuleprescribedunderSection87

95. DangerousOperations-

(1) Thefollowingoperations(Manufacturingprocessoroperation)whencarriedonin afactoryaredeclaredtobedangerousoperationsunderSection87:-

1. Manufactureofaeratedwaterandprocessesincidentalthereto.
2. Electrolyticplatingoroxidationofmetalarticlesbyuseofanelectrolyte containingchromicacidandotherchromiumcompounds.
3. Manufactureandrepairofelectricaccumulators.
4. Glassmanufacture.
5. Grindingorglazingofmetals.
6. Manufactureandtreatmentofleadandcertaincompoundsoflead.
7. Generatingpetrolgasfrompetrol.
8. Cleaningorsmoothingofarticlesbyajetofsand,metalshotorgritor otherabrasivepropelledbyablastofcompressedairorsteam.
9. Limingandtanning ofrawhidesandskinsandprocesses incidental thereto.
10. ManufactureofPottery.
11. LeadProcessing.
12. Chemicalworksandprocessesincidentalthereto.
13. Manufactureofarticlesfromrefractorymaterials.
14. Handlingandprocessingofasbestosformanufactureofanyarticleof asbestosandprocessofmanufactureorotherwiseinwhichasbestosis usedinanyform.
15. Handlingormanipulationofcorrosivesubstances.
16. CompressionofOxygenorHydrogenproducedbyelectrolysisofwater.
17. Processofextractingofoilandfatsfromextractionplants.
18. ManufactureofmanipulationofManganeseanditscompounds.
19. Manufactureofmanipulationofdangerouspesticides-
20. Manufacture,handlinganduseofBenzeneandsubstancescontaining Benzene.
21. ManufacturingprocessoroperationisCarbonDiSulphideplants.

22. Manufactureandmanipulationofcarcenogenicdyeintermediates.

23. Operationinvolvinghighnoiselevels.

24. Highlyflammablecompressedgases.

25. Operationsinfoundries.

26. ManipulationorstoneoranyothermaterialcontainingFreeSilica.

TheprovisionsspecifiedintheSchedulesannexedheretoshallapplytoanyclass ordescriptionoffactorieswhereindangerousmanufacturingprocessoroperation specifiedineachSchedulearecarriedout.

(2-A)

(a) Forthemedicalexaminationofworkerstobecarriedoutbythe CertifyingSurgeonasrequiredbytheScheduleannexedtothis rule,theoccupierofthefactoryshallpayfeesattherateof Rupeesoneperyearforeachworker.

(b) Thefeesprescribedinsub-rule2Ashallbeexclusiveofany chargesasforbiological,radio-logicalorothertestwhichmay have to be carried out in connection with the medical examinations.Suchchargesshallbepayablebytheoccupier.

(c) Thefeestobepaidformedicalexaminationsshallbepaidinto thelocaltreasuryundertheheadofaccountMajorHead087, LabourandEmployment,ReceiptsUnderLabourL aw.Receipts undervariousActs,FeerealisedunderFactoriesAct.

(d) Foreachbiologicalandradiologicalexaminationofworkerstake carried out by the certifying Surgeon as required by the schedulesannexedtothisruletheoccupierofthefact oryshall payfeesattherateofrupeesfiveandtwelverespectiv elyfor eachworkeratthetimeofeachexamination.

(3) TheRuleshallcomeintoforceinrespectofanyclassordescriptionoffactories

(4) whereinthesaidoperationsarecarriedonsuchdatesastheChiefCommissioner may,bynotificationintheofficialgazette,appointinthisbehalf.

NotwithstandingtheprovisionsspecifiedintheScheduleannexedtothisrue,the InspectorortheChiefInspector,asthecasemaybe,byissueoforderinwriting tothemanager,oroccupierorboth,directtocarryoutsuch____andwithin suchtime,asmaybespecifiedinsuchorderwithaviewto____conditions

dangeroustothehealthoftheworkersortosuspendanyprocess,wheresuch processconstitutesintheopinionoftheInspectorortheChiefInspector,asth e casemaybe,dangerofpoisoningortoxicity.

SCHEDULEI

ManufactureofAeratedWatersandprocessesincidentalthereto

Fencingofmachines-

1. Allmachinesforfillingbottlesorsyphonsshallbesoconstructed,placedorfencedast o prevent,asfarasmaybepracticable,afragmentofaburstingbottleorsyphonfrom strikinganypersonemployedinthefactory.

2. **Faceguardsandgauntlets-**

(1) Theoccupiershallprovideandmaintainingoodconditionfortheuseofall personsengagedinfillingbottlesorsyphons:

(a) suitableface-guardstoprotecttheface,neckandthroat,and

(b) suitablegauntletsforbotharmstoprotectthewholehandandarms.
Providedthat:

(i) paragraph2(1)shallnotapplywherebottlesarefilledbymeansof anautomaticmachinesoconstructedthatnofragmentofabursting bottlecanescape,and

(ii) whereamachineissoconstructedthatonlyonearmofthebottler atworkuponitisexposedtodanger,agauntletneednotbe providedforthearmwhichisnotexposedtodanger.

(2) Theoccupiershallprovideandmaintainingoodconditionfortheuseofall persons engaged in corking, crowning, screwing, wiring, foiling, capsuling, sightingorlabellingbottlesorsyphons-

(a) suitableface-guardstoprotecttheface,neckandthroat,and

(b) suitablegauntletsforbotharmstoprotectthearmsandatleasthalfofthe palmandthespacebetweenthethumbandforefinger.

3. **Wearingoffaceguardsandgauntlets-**

Allpersonsengagedinanyoftheprocessesspecifiedinparagraph2shall,whileatwor k insuchprocesses,wearthefaceguardsandgauntletsprovidedundertheprovisionsof thesaidparagraph.

SCHEDULEII

Electrolyticplatingoroxidationofmetalarticlesbyuseofanelectrolytecontainingacids, basesorsaltsormetalssuchaschromium,nicklex,cadmium,zinc,copper,silver,gold etc.-

1. Definitions-

ForthepurposesofthisSchedule:-

(a) "electrolyticprocess"meanstheelectrolyticplatingoroxidationofmetalarticles bytheuseofanelectrolytecontainingacids,basesorsaltsofmetalssuchas chromium,nickel,cadmium,zinc,copper,silver,goldetc.

(b) "bath"meansanyvesselusedforanelectrolyticprocessorforanysubsequent process;and

(c) "employed"meansemployedinanyprocessinvolvingcontactwithliquidfroma bath.

2. Exhaustdraught-

Anefficientexhaustdraughtshallbeappliedtoeveryvesselinwhichanelectrolytic processiscarriedon.Suchdraughtshallbeprovidedbymechanicalmeansandshal operateonthevapourorspraygivenoffintheprocessanearasmaybeatthepointof origin.Theexhaustdraughtappliancesshallbesoconstructed,arrangedandmaintain ed astopreventthevapourorsprayenteringintoanyroomorplaceinwhichworkis carriedon.

3. Prohibitionrelatingtowomenandyoungpersons-

Nowomen,adolescentorchildshallbeemployedorpermittedtoworkatabath.

4. Floorofworkrooms-

Thefloorofeveryworkroomcontainingabathshallbeimpervioustowater.Thefloor shallbemaintainedingoodandlevelconditionandshallbewasheddownatleastoncea day.

5. Protectivedevices-

(1) Theoccupiershallprovideandmaintainingoodandcleanconditionthefollowing articlesofprotectivedevicesfortheuseofallpersonsemployedonanyprocess atwhichtheyareliabletocomeincontactwithliquidfromabathandsuch devicesshallbewornbythepersonsconcerned-

(a) waterproofapronsandbibs;and

(b) forpersonsactuallyworkingatabath,loosefittingrubbergloveand rubberorotherwaterprooffootwear,andchemicalgoggles.

(2) Theoccupiershallprovideandmaintainfortheuseofallpersonsemployed suitableaccommodationforthestorageanddryingofprotectivedevices.

6. Waterfacilities-

(1)Thereshallbeprovidedandmaintainedingoodrepairsfortheuseofall personsemployedinelectrolyticprocessandprocessesincidentaltoit-

(a) awashplaceundercover,witheither-

(i) atroughwithasmoothimpervioussurfacefilledwithawastepipe, andofsufficientlengthtoallowatleast60cmsforevery5persons employedatanyonetime,andhavingaconstantsupplyof

fromtapsorjetsabovethetroughatintervalsofnotmoreth an60 cms,or

(ii) atleastonewashbasinforeveryfivesuchpersonsemployedat anyonetime,fittedwithawastepipeandhavingaconstantsupply ofwaterlaidon.

(b) asufficientsupplyofcleantowelsreneweddaily,andsoaporother suitablecleaningmaterial.

Inadditiontothefacilityinsub-paragraph1,anapprovedtypeofemergency showerwitheyefountainshallbeprovidedandmaintainedingoodworkingorder.

(2) Whenevernecessary,inordertoensurecontinuouswatersupply,storagetankof 1500litrescapacityshallbeprovidedasasourceofcleanwaterforemergency use.

7. Cautionaryplacard-

Acautionaryplacardintheformspecifiedbelowandprintedinthelanguageofthe majorityoftheworkersemployedshallbeaffixedinaprominentplaceinthefactory whereitcanbeeasilyandconvenientlyreadbytheworkers.

CAUTIONARYNOTICE

A. Electrolyticplating-

1. Chemicalshandledinthisplantarecorrosiveandpoisonous.
2. Smoking, chewing tobacco, eating food or drinking, in this area prohibited.Nofoodstuffordrinkshallbebroughtinthisarea.
3. Someofthesechemicalsmaybeabsorbedthroughtheskinandmaycause poisoning.
4. Agoodwashshallbetakenbeforemeals.
5. Protectivedevicessuppliedshallbeusedwhileworkinginthisarea.
6. Spillageofthechemicalsonanypartofthebodyoronthefloorshallbe immediatelywashedawaywithwater.
7. Allworkersshallreportfortheprescribedmedicaltestsregularlytoprotect theirownhealth.

Medicalfacilitiesandrecordsofexaminationsandtests-

B.

(1) Theoccupierofeveryfactoryinsuchelectrolyticprocessesarecarriedon shall-

(a) employaqualifiedmedicalpractitionerformedicalsurveillanceof theworkeremployedthereinwhoseappointmentshallbesubjectto theapprovaloftheChiefInspectorofFactories;

(b) providetothesaidmedicalpractitionerallthenecessaryfacilitiesfor thepurposereferredinclause(a);and

(c) maintainasufficientsupplyofsuitablebarriercream,ointmentand

Impermeablewaterproofplasterinaseparateboxreadilyaccessible totheworkersandusedsolelyforthepurposeofkeepingthese substances.Incasecyanidesareusedinthebath,theboxshallalso containanemergencycyanidekit.

(2) The medical practitioner shall examine all workers before they are employedinelectrolyticprocesses.Suchexaminationincaseofchrome platingshallincludeinspectionofhands,forearmsandnoseandwillbe carriedoutonceatleastineveryfortnight.

(3) Therecordoftheexaminationsreferredtoinsub-paragraph(2)shallbe maintainedinaseparateregisterapprovedbytheChiefInspectorof Factories which shall be kept readily available for inspection by the Inspector.

9. MedicalexaminationbytheCertifyingSurgeon-

(1) Everyworkeremployedintheelectrolyticprocessesshallbeexaminedbya CertifyingSurgeonbeforehisfirstemployment.SuchexaminationshallincludeX-rayofthechestand-

(a) in case of chromium plating include examination for nasel septum

(b) perforationandtestforchromiuminurine;

(c) incaseofnickelplating,testfornickelinurine;and

incaseofcadmiumplating,testforcadmiuminurineandmicroglobullinin urine.

(2) Noworkershallbeemployedinanyelectrolyticprocessunlesscertifiedfitfor suchemploymentbytheCertifyingSurgeon.

(3) Everyworkeremployedintheelectrolyticprocessesshallbere-examinedby a CertifyingSurgeonatleastonceineveryyear,exceptincaseoftheworkers employedincadmium,chromiumandnickelplatingprocessesforwhomthis examinationshallbecarriedoutonceineverysixmonths.Suchre-examinatio shall,whevertheCertifyingSurgeonconsidersappropriate,includetests as specifiedundersub-paragraph(1)excludingtheX-rayofthechestwhichshallnot berequirednormallytobecarriedoutearlierthanonceinthreeyears.

(4) TheCertifyingSurgeonafterexaminingaworker,shallissueaCertificateof FitnessinForm5.Therecordofexaminationandre-examinationcarriedoutshall bekeptinthecustodyofthemanagerofthefactory.Therecordofeach examinationcarriedoutundersub-paragraphs(1)and(2),includingthenature andtheresultsofthetests,shallalsobeenteredbytheCertifyingSurgeonina healthregisterinForm17.

(5) ThecertificateofFitnessandthehealthregistershallbekeptreadilyavailablefor inspectionbytheInspector.

(6) IfatanytimetheCertifyingSurgeonisoftheopinionthataworkerisnolonger fitforemploymentintheelectrolyticprocessesonthegroundthatcontinuance thereinwouldinvolvedangertothehealthoftheworker,heshallmakearecord ofhisfindingsinthesaidcertificateandthehealthregister.Theentryofhis findingsinthosedocumentsshouldalsoincludetheperiodforwhichheconsi ders thatthesaidpersonisunfitforworkinthesaidprocesses.Thepersondeclared unfitinsuchcircumstancesshallbeprovidedwithalternateplacementfacili ty unlessheisfullyincapacitatedintheopinionoftheCertifyingSurgeon,inwh ich casethepersonaffectedshallbesuitablyrehabilitated.

(7) Nopersonwhohasbeenfoundunfittoworkassaidinsub-paragraph(6)shallbe employedorpermittedtoworkinthesaidprocessesunlesstheCertifying Surgeon,afterfurtherexamination,againcertifieshimfitforemploymentin thoseprocesses.

SCHEDULEIII

Manufactureandrepairofelectricaccumulators

Savings-

1.

Thisscheduleshallnotapplytothemanufactureorrepairofelectricaccumulatorsor partsthereofnotcontainingleadoranycompoundoflead;ortotherepaironthe premisesofanyaccumulatorformingpartofastationarybattery.

2. Definitions-

ForthepurposesofthisSchedule:-

(a) "LeadProcess"meansthemeltingofleadoranymaterialcontainingleadcasting,

(b) pasting,leadburning,oranyotherworkincludingtrimming,oranyother abradingorcuttingofpastedplates,involvingtheuse,movementormanipulation of,orcontactwith,anyoxideoflead.

"Manipulationofrawoxideoflead"meansanyleadprocessinvolvingany manipulationonmovementofrawoxidesofleadotherthanitsconveyanceina receptacleorbymeansofanimplementfromoneoperationtoanother.

(c) "Suspension"meanssuspensionfromemploymentinanyleadprocessbywritten certificatesintheHealthRegister(Form17)signedbytheCertifyingSurgeon, whoshallhavepowerofsuspensionasregardsallpersonsemployedinanysuch process.

3. Prohibitionrelatingtowomenandyoungpersons-

Nowomanoryoungpersonshallbeemployedorpermittedtoworkinanyleadprocess oranyroominwhichthemanipulationofrawoxideofleadorpastingiscarriedon.

4. Separationofcertainprocesses-

Eachofthefollowingprocessesshallbecarriedoninsuchamannerandundersuch conditionsastosecureeffectualseparationfromoneanother,andfromanyother process.

(a) Manipulationofrawoxideoflead;

(b) Pasting;

(c) Dryingofpastedplates;

(d) Formationwithleadburning("tracking")necessarilycarriedoninconnection therewith;

(e) Meltingdownofpastedplates.

5. AirSpace--

Ineveryroominwhichaleadprocessiscarriedon,thereshallbeatleast500cubicfeet ofairspaceforeachpersonemployedthereinandincomputingthisairspacenoheight over12feetshallbetakenintoaccount.

6. Ventilation-

Everywork-roomshallbeprovidedwithinletsandoutletsofadequatesizeastosecure andmaintainefficientventilationinallpartsoftheroom.

7. Distancebetweenworkersinpastingroom-

Ineverypastingroomthedistancebetweenthecentreoftheworkingpositionofany pasterandthatofthepasterworkingnearesttohimshallnotbelessthansixfeet.

8. Floorofwork-rooms-

(1) Thefloorofeveryroominwhichaleadprocessiscarriedonshallbe-

(a) Ofcementorsimilarmaterialsoastobesmoothandimpervioustowater;

(b) Maintainedinsoundcondition;

(c) Keptfreefrommaterials,plantorotherobstructionnotrequiredforor producedintheprocesscarriedonintheroom.

(2) Inallsuchroomsotherthangridcastingshopthefloorshallbecleaneddaily afterbeingthoroughlysprayedwithwateratatimewhennootherworkisbeing carriedonintheroom.

(3) Ingridcastingshopsthefloorshallbecleanseddaily.

(4) Withoutprejudicetotherequirementsofsub-paragraphs(1)(2)and(3),where manipulationofrawoxideofleadorpastingiscarriedon,thefloorshallalsobe-

(a) Keptconstantlymoistwhileworkisbeingdone;

(b) Providedwithsuitableandadequatearrangementsfordrainage;

(c) thoroughlywasheddailybymeansofahousepipe.

9. Work-benches-

Thework-benchesatwhichanyleadprocessiscarriedonshall-

(a) havesmoothsurfaceandbemaintainedinsoundcondition;

(b) bekeptfreefromallmaterialorplantnotrequiredfor,orproducedintheprocess carriedonthereat;andallsuchwork-benchesotherthanthoseingridcasting shopsshall-

(c) becleanseddailyeitherafterbeingthoroughlydampedorbymeansofasuction cleaningapparatusatatimewhennootherworkisbeingcarriedonthereat andallsuchwork-benchesingridscastingshops,shall-

(d) becleanseddaily;
andeverywork-benchusedforpastingshall-

(e) becoveredthroughoutwithsheetleadorotherimperviousmaterial;

(f) beprovidedwithraisededges;

(g) bekeptconstantlymoistwhilepastingisbeingcarriedon.

10. Exhaustdraught-

Thefollowingprocessesshallnotbecarriedonwithouttheuseofanefficientexhaust draught-

(a) Meltingofleadormaterialscontaininglead;

(b) Manipulationofrawoxideoflead,unlessdoneinanencloseapparatussoasto

(c) preventtheescapeofdustintothework-room;-

(d) Pasting;-

(e) Trimming,brushing,filingoranyotherabradingorcuttingofpastedplatesgiving risetodust;

Leadburningotherthan;

(i) "tacking"intheformationrooms;

(ii) Ch liningsforcellcasenecessarily

carriedoninsuchamannerthattheapplicationofefficientexhaustin impracticable.

Suchexhaustdraughtshallbeaffectedbymechanicalmeansandsh all operateonthedustorfumegivenoffasnearlyasmaybeatitspointof origin,soastopreventitsenteringtheairofanyroominwhichperso ns work.

11. Fumesandgasesfrommeltingpots-

Theproductsofcombustionproducedintheheatingofanymeltingpotshallnotbe allowedtoescapeintoaroominwhichpersonswork.

12. Containerfordross-

Asuitablereceptaclewithtightly,fittingcovershallbeprovidedandusedfordrossasit isremovedfromeverymeltingpot.Suchreceptacleshallbekeptcoveredwhileinthe work-room,exceptwhendrossisbeingdepositedtherein.

13. Containerforleadwaste--

Asuitablereceptacleshallbeprovidedineverywork-roominwhicholdplatesandwaste materialswhichmaygiverisktodustshallbedeposited.

14. RacksandShelvesindryingroom-

Theracksorshelvesprovidedinanydryingroomshallnotbemorethan8feetfromthe floornormorethan2feetinwidth;providedthatasregardsracksorshelvessetor drawnfrombothsidesthetotalwidthshallnotexceed4feet.

Suchracksorshelvesshallbecleansedonlyafterbeingthoroughlydampedunlessan efficientsuctioncleaningapparatusisusedforthispurpose.

15. MedicalExamination-

(a) EverypersonemployedinaleapprocessshallbeexaminedbytheCertifying Surgeonwithinsevendaysprecedingorfollowingthedateofhisfirstemployment insuchprocessandthereaftershallbeexaminedbytheCertifyingSurgeono nce ineverycalendarmonthoratsuchotherintervalsasmaybespecifiedinwritin g bytheChiefInspector,onadayofwhichduenoticeshallbegiventoall concerned.

'FirstEmployment'meansfirstemploymentinaleadprocessinthefactoryor workshopandalsore-employmentthereininaleadprocessfollowingany& cessationofemploymentinsuchprocessforaperiodexceedingthreecalend ar months.

(b) AHealthRegisterinFormNo.17containingthenamesofallpersonsemployedin aleadprocessshallbekept.

(c) Nopersonaftersuspensionshallbeemployedinaleadprocesswithoutwritten sanctionfromtheCertifyingSurgeonenteredinorattachedtotheHealth Register.

16. Protectiveclothing-

Protectiveclothingshallbeprovidedandmaintainedingoodrepairforallpersons employedin-

(a) manipulationofrawoxideoflead;

(b) pasting;

(c) theformationroom;
andsuchclothingshallbewornbythepersonsconcerned.Theprotectiveclothing shallconsistofawaterproofapronandwaterprooffootwear;andalsoasregards

personsemployedinthemanipulationofrawoxideofleadorinpastinghead coverings.Theheadcoveringsshallbewasheddaily.

17. MessRoom-

Thereshallbeplacedandmaintainedfortheuseofallpersonsemployedinalead processandremainingonthepremisesduringthemeanintervals,asuitablemess-room,whichshallbefurnishedwith(a)sufficienttablesandbenches,and(b)adequate meansforwarmingfood.

Themess-roomshallbeprovidedunderthechargeofaresponsiblepersonandshall bekeptclean.

18. Cloak-Room-

Thereshallbeprovidedandmaintainedfortheuseofallpersons,employedinalead process-

(a) a cloak-room for clothing put off during working hours with adequate arrangementsfor drying the clothingif wet.Such accommodationshall be separatefromanymess-room;

(b) separate and suitable arrangements for the storage of protective clothing providedunderparagraph16.

19. Washingfacilities-

Thereshallbeprovidedandmaintainedinacleanstateandingoodrepairfortheuseof allpersonsemployedinaleadprocess-

(a) Awash-placeundercover,witheither-

(i) atroughwithasmoothimpervioussurfacefittedwithawastepipe, withoutplugandofsufficientlengthtoallowofatleasttwofeetforevery fivesuchpersonsemployedatanyonetime,andhavingaconstantsupply ofwaterfromtapsorjetsabovethetroughatintervalsofnotmorethan twofeet;or

(ii) atleastonewashbasinforeveryfivesuchpersonsemployedatanyone time,fittedwithawastepipeandplugandhavingaconstantsupplyof waterlaidon;

(iii) asufficientsupplyofcleantowelsmadeofsuitablereneweddaily,which supply,inthecaseofpastersandemployedinthemanipulationofra w oxideoflead,shallincludeaseparatemarkedtowelforeachsuchwo rker;

(iv) asufficientsupplytosoaporothersuitablecleansingmaterialandofnail brushes.

(b) Thereshallinadditionbeprovidedmeansofwashingincloseproximitytothe roomsinwhichmanipulationofrawoxideofleadorpastingiscarriedon,if requiredbynoticeinwritingfromtheChiefInspector.

20. Timetobeallowedforwashing-

Beforeeachmealandbeforetheendoftheday'swork,atleasttenminutes,inaddition totheregularmealtimesshallbeallowedforwashingtoeachpersonwhohasbeen employedinthemanipulationofrawoxideofleadorinpasting;

Providedthatiftherebeonebasinortwofeetoftroughforeachsuchpersonthis Rule shallnotapply.

21. Facilitiesforbathing-

SufficientbatchaccommodationtothesatisfactionoftheChiefInspectorshallbe providedforallpersonsengagedinthemanipulationofrawoxideofleadorinpasting, andasufficientsupplyofsoapandcleantowels.

22. Food,drinks,etc.prohibitedinwork-rooms-

Nofood,drink,panandsupariortobaccoshallbeconsumedorbroughtbyanyworker intoanywork-roominwhichanyleadprocessiscarriedon.

APPENDIX

NOTIFICATION

DatedtheApril,1969

No.F.11(32)/58I&L:-Inexerciseofthepowersconferredbysub-section(3)of Section26oftheFactoriesAct,1948readwiththeGovernmentofIndia,Ministryof Labour&EmploymentNotificationNo.S.0.108,dated14thFebruary,1958,theC hief Commissioner,Delhiherebymakesthefollowingamendmenttothe DelhiFactori es Rules,1950,thedraftofwhichwaspublishedwithhisNotificationofevennumber dated10thJuly,1958-

AMENDMENT

InthesaidRules,53thefollowingruleshallbeinserted,namely-

*53-A-Theprovisionsofsub-section(2)whichprohibitthesaleorletting

(2) onhireofcertainmachinesofSection26oftheActshallextendtothe class ordescriptionofmachines specifiedinthe firstcolumnofthe

(3) SchedulesuspendedtothisRule.

NomachinespecifiedinthefirstcolumnoftheScheduleabovementioned shallbesoldorletonhirebyanypersonforuseinanyfactoryafterthe dateofbringingtheserulesinforceunlessitisconstructedorprovided withguards,fencingorotherprotectivedevicesinconformitywiththe requirementssetoppositetotheclassofdescriptiontowhichthemachine belongsinthesecondcolumnofthesaidSchedule.

Provisionundertheserulesshallnotbedeemedtorelieveanyoccupieror manager ofafactoryofhisresponsibilities underSection21ofthe FactoriesAct,1948.

SCHEDULE

Requirementsastotheconstructionandsafeguardsormachines

FirstColumn ClassorDescription ofMachines	SecondColumn Requirements
Blowing Room Machinery.	1. (a)Beatercoversandthedoorimmediatelyoverthe dirtgridshallbefittedwithanautomaticlooking arrangementwhichrendersitimpossibletoopenthe coverswhilethebeaterisstillrunning,ortorestore themachineryuntilthedoorshavebeenclosed. (b)Thecoversovertheporcupinecylindersshallbe fittedwithanautomatic,lookingarrangementwhich rendersitimpossibletoopenthecoverswhilethe cylindersarestillrunningortorestartthemachinery untilthecovershavebeenclose
	2. Thenipbetweenthecagewheelsandcylinderwheels shallbeefficientlyprotestedonallmachines.Guards
	3. shallbeprovidedextendingroundthecuteedgeof boththewheels.
	4. Projectingendsofbeatershaftsshallberespectively covered.
	5. Spikedorflutedrollersonhandfedcrispersorlattices onbreakersandopenersshallbesocoveredasto preventaccesstointake.
	6. Exposedtoothedgardingonallmachinesshallbe securelycovered,
	Onlapformingsouthecherswithweighingrollersthe laprollershallbesoprotectedthatassoonasthe weightsarerandownthelaprollerascompletely covered.
	1.Allfeedrollerwheels,dofferandnar rowwheels, sideshaftwheels,cylinderwheelsroll erwheels,and, allthatchedgearinginspitetheBoiler headshallbe securelycovered.
	2.Allcylinderdoorsshallbefittedwit hanautomatic leadingSectionwhichwillpreventthe doorfrombeing openeduntilthecylinderhasceasedto receive,to restartthemachineuntilthedoorhasa gainbeen closen.
	3.Licke- itshallbecompletelycoveredandthec overs shallbescreweddownsothattheycan notreadilybe liftedwhilethemachineisinmotion.
	4;Overthedeferr,coversshallbeexten dedasfaras lypracticable.

	5.Alldrivenpulleysshallbeplated.	
	1.Exposedtoothedgearingonallmachinesshallbe securelycovered.	
	2.Onallmachinesthelapformingrollersshallbe providedwithaguardorcoverwhichshalleither.	
	(i)Preventaccesstotheintakeofthelaproller and flutedrollersolongastheweighingrackisdown,or	
	(ii)Preventaccesstotheintakeofthelaproller and flutedrollerandbesolockedthattheguardorcover	closed.
Combers.		1. securelycovered.
		2. securelycovered.
		3. untilallguardshaveb
DrawingFrames.		1. starteduntilthecover
		2. pulleyontheundersh
		3.
	4. The calendar roller gears shall be guardsindepende thecoilscageandcoilerheadshallbecovered.	
SpeedFrames.	1. Alljackboxessha whichshallpreven machineryisinmot restartthemachineuntilthedoorhasbeenclosed.	
	2. Draftchangewhe twistandcarrierwh andswingwheels,l wheelsshallbesecurelycovered.	
	3. Thebobbinskewgearwheelsshalleither,	
	(i)Becoveredoverthetop,andtheirtotalenclosure becompletedbyupright frontfromthecoveroverthetopofthewheelstothe	
	floor and screen arranged as to from continu	

	(ii) Be covered over the top and extendedbothinfro	
		4.
		5.
		6.
Ring and Throttle Frames		1.
	wheelsshallbesolockedthattheco cannotbestarteduntilthecoverisc	
	Onmachineswithdoublet	
		2.
	rollers.	
WindingFrames.		1. Traversemotionandmanglerotio effectivelycovered.
		2. Wherethereisadoubletinrollerth providedwithaguard.
		3. BevelwheelsdrivingspindlesofJ framesshallbeeffectivelycovere
		4. Exposedtoothedgearingonalltyp shallbeeffectively.
Warping	1. Bevel wheels on all warping machir effectivelycovered.	
	2.	Alltoothedgearir machinesandothe
	beeffectivelycovered.	
ClayPansandfize Beeks.	1. shallbeeffectivelyguarded.	.Alltoothedgearing
TapingMachine.	1.	Thedistancebetwe largecylinderssh wherethisdistanc
	beeffectivelyguarded.	
	2. The following dangerous moving parts shall effectivelycovered.	
(a)Bevelwheelsonsideshaft.		
	(b)Bevelwheelsanduprightshaftfordr ivingcolored ortopbox.	
(ac)Measuringmotionwheels.		
(d)Speedchangegears.		
(e)Intakeofdragandmeasuringrollers.		
		(bf)Blinderatendofdrytapir
Looms:-		1. Topreventshuttl theslayoftheloo tobefittedaslo

		betweenthegua placedonthefa shaftonthetopc
	on1oomsotherthanvelvetloomsorloomsof60 shallnotbeless.than5/8inchunlesstheguardisso designedandconstructedastopre	inch
	2. Theguardshallextendtoatleasthalftheshuttles 3. lengthfromthespindlestudbeltonoverpicklooms, orthetrashplateonunderpicklooms. 4. Betweenthehammerhead/andthebeamthereshall 5. be space ofnot less than 3/4 inches unless the hammerheadalwaysextendsoverthebreastbeam. Duckbillsonallloosereedloomsshallbeeffectively protected. Allgearingincludingtappetandtwillmotionwheels shallbecompletelyencased.Onsmallandsimilarly barralmotionsthetopandbottompairsofbevel wheelandthatportionofShaftconnectingthemwhich abovethewarpshallbeeffectivelycovered Thereshallbeaspaceofnotlessthanoneinchleft	
	betweentheconnectingrodedrivingthedobbyand thepickingstickandpickingstickandframeworka	thef
		spaceofnotlessthantwoincl
PlaitingMachines.	1.	Allthetoothedge thebottomshaftshallbeeffe
	2.	Atthedeliveryar aguardshallbeprovided.
	3.	Sidearmsshallbeeffectivel
Shearing and croppingMachines.	1.	Allrevellingkni preventaccessth andwhenpossible,thecoversshallbesolock nooneofthemcanberaiseduntilthemachin stopped,andthemachinecannotbestartedu Alltheexposedtoothedgearingshallbeeffe
	2.	

*Subs.videNotificationNo.F.11(32)/58-19LDt.April,59.