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

PART III

Laws, Regulations and Rules passed thereunder.

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GOVERNMENT OF JAMMU AND KASHMIR
CIVIL SECRETARIATô LABOUR AND EMPLOYMENT
DEPARTMENT

Notification

Jammu, the 3rd February, 2021.

SO-36.66The following draft rules, which the Government of Jammu and Kashmir proposes to make in exercise of powers conferred by sections 133 and 135 of the Occupational Safety, Health and Working Conditions Code, 2020 (37 of 2020) read with section 24 of General Clauses Act, 1897 (10 of 1897) and in supersession of theô

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

- (a) "Appellate Officer" means the Officer as notified by the Government of Jammu and Kashmir under section 4 of the Code ;
- (b) "Code" means the Occupational Safety, Health and Working Conditions Code, 2020 ;
- (c) "Section" means the section of the Code ;
- (d) "Form" means a form annexed to these rules ;
- (e) "Schedule" means a schedule annexed to these rules ;
- (f) "Registering Officer" means the registering officer appointed by the Government of Jammu and Kashmir for purpose of these rule ;
- (g) "Social Security Fund" means Jammu and Kashmir Social Security Fund established under Social Security Code, 2020 ;
- (h) "Board" means the Jammu and Kashmir Occupational, Safety and Health Advisory Board established/constituted under section 17 of the Code ;
- (i) "Authority" means an Authority designated by Jammu and Kashmir Government under sub-section (1) of section 119 ;
- (j) "Appellate Authority" means an authority prescribed by the Government of Jammu and Kashmir under sub-section (6) of section 119 ;
- (k) "Enquiry Officer" means Officer appointed by the Government of Jammu and Kashmir for holding enquiry under section 111 of the Code ;
- (l) "Compounding Officer" means an officer notified by the Government of Jammu and Kashmir under section 114 ;

Provided that in exceptional circumstances the Government of Jammu and Kashmir may, for such period, by notification, dispense with

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

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

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

(7) The employer in respect of an establishment which commences its work in Jammu and Kashmir already registered under any other Central Labour law for the time being in force shall, update the registration particulars on the Official Portal of Labour Department, Government of Jammu and Kashmir, within six months from the date on which the Code comes into force.

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

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

(10) Any change in the ownership, management or any particular furnished in Registration Form submitted on the specified portal, shall be updated on the portal by the employer within thirty days of such change by submitting an application online in Form-I.

(11) The employer of an establishment to which the provisions of the Code apply and whose business activities are in process of closure, may apply for cancellation of registration online on the Official Portal of Labour Department, Government of Jammu and Kashmir after

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giving complete details of the dues payable under the Central Labour Codes :

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

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

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

7. Appeal under section 3. (1) The employer aggrieved by the order of registering officer, may appeal against such order before the appellate officer appointed by the Government of Jammu and Kashmir for such purpose within thirty days from the date of receipt by him of such order, electronically or otherwise.

(2) Where the memorandum of appeal is in order, the appellate officer shall admit the appeal, acknowledge it and intimate admission of such appeal, and shall register the appeal in electronic form to be kept for the purpose called the register of appeals.

(3) When the appeal has been admitted, the appellate officer shall send the notice of the appeal to the registering officer, against whose order the appeal has been preferred and the registering officer shall thereupon send the records of the case to the appellate officer online electronically or otherwise.

(4) On receipt of the appeal, the appellate officer shall send a notice to the appellant to appear before him on such date and time as may be specified in the notice for the hearing of the appeal electronically or by registered post.

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

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

CHAPTER III

9. Annual health examination or test free of costs, age of employees or class of employees or establishment or class of establishments under clause (c) of sub-section (1) of section 6. Every employer of factory, building and other construction work and motor transport undertakings shall arrange to conduct free of cost medical examination for every worker annually i. e. within 120 days from the commencement of every calendar year who has completed 45 years of age. The medical examination shall be conducted by a

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

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

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

Format

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

Signature
Occupier/employer/owner/agent/manager.

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

SCHEDULE

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

- (i) Bursting, of any plant or pipeline or equipment containing petroleum, steam, compressed air or other substance at a pressure greater than the atmospheric pressure ;
- (ii) Collapse or failure of a crane, derrick, winch, hoist or other appliances used in raising or lowering persons or goods, or any part thereof, or the overturning of a crane ;
- (iii) Explosion, explosion due to explosives, fire, leakage or release of harmful toxic gases, bursting out, leakage or escape of any molten metal, or hot liquid or gas causing bodily injury to any person or damage to any room or place in which persons are employed ;
- (iv) Explosion of a receiver or container used for the storage at pressure greater than atmospheric pressure of any gas or gases (including air) or any liquid or solid resulting from the compression of gas ;
- (v) Collapse or failure of lifting appliances or hoist or conveyors or other similar equipment for handling building or construction material or breakage or failure of rope, chain or loose gears, overturning of cranes used in building or other construction work, falling of objects from height ;
- (vi) Collapse of any wall, floor, gallery, roof bridge, tunnel, chimney, wall, building or subsidence of soil or any other

NOTICE OF DISEASE

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

Date :

Signature of Employer or Occupier or Manager.

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

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

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

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of the Safety Committee shall take action to implement the recommendations.

Hours of Work and Annual Leave with Wages

where in an establishment a worker works for more than eight hours in any day or for more than forty-eight hours in any week, as the case may be, he shall in respect of such overtime work be entitled to wages at the rate of twice his ordinary rate of wages and shall be paid at the end of each wage period.

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

(4) The spread over for the workers shall exceed twelve hours in any one day under the following works and circumstances in factories and building and other construction, namely :ô

- i. Urgent repairs ;
- ii. work in the nature of preparatory or complimentary work ;
- iii. work which is necessarily so intermittent that the intervals during which they do not work while on duty ordinarily amount to more than the intervals for rest ;
- iv. work which for technical reasons must be carried on continuously ;
- v. engaged in making or supplying articles of prime necessity which must be made or supplied everyday ;
- vi. engaged in a process which cannot be carried on except during fixed seasons ;
- vii. engaged in a process which cannot be carried on except at times dependent on the irregular action of natural forces ;
- viii. engaged in an engine rooms or boiler houses or in attending to power plant or transmission machinery ;
- ix. engaged in process on account of the break-down of machinery ;
- x. engaged in the loading or unloading of railway wagons or lorries or trucks ;

20. Circumstances for exemption from restriction on double employment in a factory under section 30. The Government of Jammu and Kashmir may in exceptional cases as it deem proper exempt any establishment or any person on double employment under this section by notification in Official Gazette assigning full justification of such order/ notification.

CHAPTER VI

22. The form and register and particulars of workers under clause (a) of section 33. (1) Every employer shall maintain register of workers, wages, overtime, fine, deduction for damage or loss in Form-VIII electronically or otherwise and shall be kept available at an office or the nearest convenient building within the precincts of the establishment.

- (2) (i) in case of manual registers and other records, be legibly entered in ink in English and Hindi/Urdu or the language understood by a majority of the persons employed ;

(ii) be preserved in original for a period of one calendar year after the date of the last report or entry :

(3) The record as prescribed under sub-rule (1) and sub-rule (2) shall be produced, electronically or by registered post, on demand before the Chief Inspector-cum-Facilitator or an Inspector-cum-Facilitator or any person authorized in that behalf by the Government of Jammu and Kashmir.

24. Return, manner of filing the return and periods of filing return to Inspector-cum-Facilitator under clause (d) of section 33.6 (1) Every employer of an establishment shall send annually a return relating to such establishment in duplicate in Form-IX to the Inspector-cum-Facilitator having jurisdiction so as to reach him not later than 1st February following the end of each calendar year with a copy to Director General, Economics and Statistics, Government of Jammu and Kashmir.

(3) Register of leave with wages under clause (a) of section 33.ô

(i) The owner, agent or manager of every establishment shall maintain in respect of every employee thereof a record of leave with wages electronically or manually in Form-XI ;

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

CHAPTER VII

Inspector-cum-Facilitator and other Authority

25. The qualification and experience of Chief Inspector-cum-Facilitator under sub-section (5) of section 34.ô The Government of Jammu and Kashmir may appoint an officer not below the rank of Labour Commissioner as Chief Inspector-cum-Facilitator for the whole Territory of Jammu and Kashmir under the provisions of this Code.

26. The manner of taking samples of any article or substance found in any premises and air of atmosphere under clause (x) of sub-section (1) of section 35.ô An Inspector-cum-Facilitator shall take samples or substances in an establishment as per the inspection scheme mandated under Official Portal of Labour Department after informing the employer of the establishment, taken in the manner herein after providing a sufficient sample of any substance used or intended to be used in the establishment such use beingô

- (a) in the belief of the Inspector-cum-Facilitator in contravention of any of the provisions of this Code or the rules made thereunder ; or
- (b) in the opinion of the Inspector-cum-Facilitator likely to cause bodily injury to, or injury to the health of employee in the establishment.

27. The other powers and duties under clause (xiv) of sub-section (1) of section 35.ô (1) Inspector-cum-Facilitator shall, after every inspection, as may be deemed necessary, issue prohibition or improvement notice in the Form-XII pointing out the non-compliance of provisions of safety, health and working conditions under the Code, and rules and regulations framed thereunder, to the employer or occupier or owner or manager or their agent.

of Technical Education or All India Council of Technical Education or recognized university ; and either of the following qualificationsô

- (a) Degree in branch of Chemical, Mechanical, Electrical or Production Engineering and having five yearsø experience in manufacturing, maintenance, design, project or safety department in the supervisory or above capacity in factories ; or
- (b) Diploma in branch of Chemical, Mechanical, Electrical or Production Branch Engineering and having seven years experience in manufacturing, maintenance, design, project or safety department in the supervisory or above capacity in factories ; or
- (c) Degree of Bachelor of Science with Physics and/or Chemistry and having ten years experience in manufacturing or safety.

(3) Competent person under clause (I) of sub-section (1) of section 2 of the Codeô

- (i) The Chief Inspector-cum-Facilitator may recognize any person as ÷competent personø for the area and for the period as specified in Schedule-A :

Provided that the Chief Inspector-cum-Facilitator may relax the requirements of qualifications in respect of ÷competent personø with the prior approval of the Government of Jammu and Kashmir :

Provided further that the competent person recognised under sub-rule (3) shall not be above the age of sixty-five years and shall be physically fit for the purpose of carrying out the requisite tests, examination and inspection.

- (ii) The Chief Inspector-cum-Facilitator may recognise an institution of repute, having persons possessing qualification and experience as specified in the Schedule B, as competent person and issue a certificate of competency in its favour in Form-XIX.

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- (iii) The Chief Inspector-cum-Facilitator on receipt of an application in Form-XVII from a person or from an institution in Form-XVIII, as the case may be, intending to be recognized as a competent person for the purposes of the Code and the rules made thereunder, shall register such application and after satisfying himself as regards competence and facilities available at the disposal of the applicant may recognise the applicant as a competent person. Such application shall be disposed of either by issuing a certificate of competency in Form-XIX or by rejecting the same specifying reasons thereof, within a period of sixty days.
- (iv) **The Chief Inspector-cum-Facilitator.** If he has reason to believe that a competent person
- (a) has violated any condition stipulated in the certificate of competency ; or
 - (b) has carried out a test, examination and inspection or has acted in a manner inconsistent with the intent or the purpose of the Code or the rules made thereunder, or has omitted to act as required under the Code or the rules made thereunder ; or
 - (c) for any other reason to be recorded in writing,
- may revoke the certificate or competency after giving an opportunity of being hearing to the competent person.

Explanation: For the purpose of this rule, an institution includes an organization (including Government, autonomous, co-operative, corporate or private).

- (v) The Chief Inspector-cum-Facilitator may, for reasons to be recorded in writing direct for the recertification of any of the area as defined in Schedule-A.

29. The manner of providing alternative employment under sub-clause (d) of clause (A) of sub-section (1) of section 38. The occupier of the factory may take necessary steps for providing employment to the workers affected by the order of prohibition issued by Inspector-cum-Facilitator under sub-clause (d) of clause (A) of

31. Duties of Medical Officer under sub-section (2) of section 42. (1) On receipt of a reference under clause (c) of sub-section (2) of section 42 of the Code, the Medical Officer shall, after giving prior notice regarding date, time and place for medical examination and upon examining the person sent for such examination, prepare the age and fitness certificate and deliver the same to the occupier, manager, owner of the establishment concerned after retaining a copy thereof.

(3) Medical Officer shall carry out such examination and furnish such report as Government of Jammu and Kashmir may direct.

(5) For medical supervision of any establishment or class of establishment where cases of chronic occupational illness have occurred due to arduous nature of any process carried on or hazardous condition of work.

a. to undertake occupational health survey for any or class of an establishment, where cases of illness have occurred

or there is prevalence of diseases as prescribed in Third Schedule of the Code ;

32. Other establishment engaged in the dangerous occupation or processes under clause (a) of sub-section (2) of section 42.ô

33. Medical supervision and other establishment under clause (b) of sub-section (2) of section 42. The Medical Officer shall perform the examination and certification of the workers in a factory or in such other establishments where the cases of illness have occurred which it is reasonable to believe are due to the nature of any process carried on or other conditions of work prevailing in such establishments and inform the occupier, owner, Chief Inspector-cum-Facilitator and the appropriate Government for study and remedial measures as may be required in this behalf.

CHAPTER VIII

35. Conditions relating to safety, holiday and working hours or any other condition to be observed by the employer under section 43. The following conditions shall be met for employment of women during night or before 6.00 a. m. and beyond 7.00 p. m. in any day, namely :

- (1) the consent of women employ shall be taken ;
- (2) no women shall be employed against the maternity benefit provisions laid down under the Social Security Code, 2020 (36 of 2020) ;

- (3) adequate transportation facilities shall be provided to women employee to pick-up and drop such employee at her residence ;
- (4) the workplace including passage towards conveniences or facilities concerning toilet, washrooms, drinking water, entry and exit of women employee should be well-lit ;
- (5) the toilet, washroom and drinking facilities should be near the workplace where such women employee are employed ;
- (6) provide safe, secure and healthy working condition such that no women employee is disadvantaged in connection with her employment ;
- (7) in case of below ground mine not less than 3 women employees shall be on duty at any place ;
- (8) the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (14 of 2013), as applicable to the establishments, shall be complied with.

36. **The manner of requiring the employer to provide the adequate safeguards under section 44.**ô The Government of Jammu and Kashmir may declare by notification the class of establishments and the scheme, and standards for safeguarding of women in hazardous and dangerous processes.

CHAPTER IX

Special Provision for Contract Labour, Inter-State Migrant Worker and Audio Visual Workers etc.

37. **Conditions including in particular conditions as to hours of work, fixation of wages and other essential amenities in respect of contract labour under clause (a) of sub-section (3) of section 47.**ô The contractor shall ensure thatô

- (1) the hours of work shall conform to the rules made under section 25 of the Occupational Safety, Health and Working Conditions Code, 2020 (37 of 2020) ;

(2) the wages shall be paid in accordance with the Code on Wages, 2020 (29 of 2020) ;

38. The form and manner of application and the particulars which such application shall contain regarding the number of contract labour, nature of work for which contract labour is to be employed and other particulars including the information relating to the employment of Inter-State migrant workers under sub-section (1) of section 48. Every application by a contractor for the grant of a license shall be made online electronically through Official Portal of Labour Department of Jammu and Kashmir Government (www.jklabour.com) in Form-XIII to the Licensing Officer. The Licensing Officer may issue the license to the contractor in Form-XIV electronically immediately, if the application is complete in all respects but not later than seven days from the date of submission of complete application, failing which such license shall be deemed to have been issued and the license shall be auto generated :

Provided that in exceptional circumstances the Government of Jammu and Kashmir may, for such period, by notification, dispense with

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

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

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

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

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

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

40. Manner of applying for the renewal of licence and the manner of renewal of licence under sub-section (3) of section 48.ô (1) Every contractor shall apply electronically on the Official Portal of Labour Department (www.jklabour.com) of Jammu and Kashmir Government to the licensing authority for renewal of the license.

(2) Every such application shall be submitted on the said portal at least 30 days prior to expiry of license period but not before 90 days of such expiry of license.

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

41. Responsibility of the contractor under sub-section (4) of section 48. (1) The rates of wages payable to the workers by the contractor shall not be less than the rates prescribed under the Code on Wages, 2020 and where the rates have been fixed by agreement, settlement or award, not less than the rates fixed by such agreement or award.

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

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

(2) If the contractor has not complied with the said provisions of the Code and rules made thereunder within the stipulated time period, the Licensing Authority shall revoke the suspension giving a Speaking Order or else the suspension may be continued.

48. The form and manner of making application under clause (b) of sub-section (2) of section 57. If a question arises as to whether any activity of an establishment is a core activity or otherwise, the aggrieved party may make an application, to the Commissioner/Secretary to Government, Labour and Employment Department, Government of Jammu & Kashmir giving reasons along with supporting documents.

50. Minimum service for entitlement, class of travel and other matters under section 61. The employer shall pay a lump sum amount on account of fare for to and fro journey to inter-state migrant worker by train (not less than II Class Sleeper) or by bus or any other mode of passenger transport from the place of employment to the place of residence in the home state in the event of the following, namely :

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

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

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

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

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

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

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

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

(9) The employer seeking registration for a factory and grant of a licence shall apply electronically on the official Portal of the Labour Department (www.jklabour.com), Government of Jammu and Kashmir by giving details about the factory as specified in the Form-IA. The Form shall be signed digitally or in any other manner as may be required on the portal. The applicant shall be responsible for veracity of all information submitted in the application :

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

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

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

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

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Schedule B-I to Schedule B-XXVII, in respect of any worker, shall be kept readily available to the Inspector-cum-Facilitator and shall be preserved till the expiry of a period of one year after the worker ceases to be in employment of the factory.

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

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

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

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

- (b) A list of ~~hazardous processes~~ carried on in the factory ;
 - (c) Location and availability of all Material Safety Data Sheets as per Rule 58 ;
 - (d) Physical and health hazards arising from the exposure to or handling of substances ;
 - (e) Measures taken by the occupier to ensure safety and control of physical and health hazards ;
 - (f) Measures taken by the workers to ensure safe handling, storage and transportation of hazardous substances ;
 - (g) Personal Protective Equipment required to be used by workers employed in ~~hazardous process~~ or ~~dangerous operations~~;
 - (h) Meaning of various labels and markings used on the containers of hazardous substances as provided under Rule 58 ;
 - (i) Signs and symptoms likely to be manifested on exposure to hazardous substances and to whom to report ;
 - (j) Measures to be taken by the workers in case of any spillage or leakage of a hazardous substance ;
 - (k) Role of workers vis-à-vis the emergency plan of the factory, in particular the evacuation procedures ;
 - (l) Any other information considered necessary by the occupier to ensure safety and health of workers.
- (ii) The information required by sub-rule (i) shall be compiled and made known to workers individually through supply of booklets or leaflets and display of cautionary notices at the workplaces. The booklets, leaflets and the cautionary notices displayed in the factory shall be in the language understood by the majority of the workers and also explained to them ;
 - (iii) The Chief Inspector-cum-Facilitator may direct the occupier to supply further information to the workers as deemed necessary.

(4) **Disclosure of information to general public.**

- (i) The occupier of every factory carrying on a hazardous process shall in consultation with the District Emergency Authority designated by the Appropriate Government, take appropriate steps to inform the general public who are likely to be in the area which might be affected by an accident. Such information shall include—
- (a) Name of the factory and address where situated ;
 - (b) Identification, by name and position, of the person giving the information ;
 - (c) Confirmation that the factory has approval from the Factories Inspectorate and Pollution Control Board ;
 - (d) An explanation in simple terms of the hazardous process(es) carried on in the premises ;
 - (e) The common names of the hazardous substances used which could give rise to an accident likely to affect them, with an indication of their principal harmful characteristics ;
 - (f) Brief description of the measures to be taken to minimize the risk of such an accident in compliance with its legal obligations under relevant safety statutes ;
 - (g) Salient features of the approved disaster control measures adopted in the factory ;
 - (h) Details of the factory's emergency warning system for the General Public ;
 - (i) General advice on the action members of the public should take on hearing the warning ;
 - (j) Brief description of arrangements in the factory, including liaison with the emergency services, to deal with foreseeable accidents of such nature and to minimize their effects ; and
 - (k) Details of where further information can be obtained.

(ii) The occupier shall also supply any further informationô

(a) to general public as directed by the District Emergency Authority from time to time ;

(b) to the elected representatives of the general public on request ;

(iii) The occupier shall endeavour to enter an agreement with the District Emergency Authority for the area, within whose jurisdiction the factory is situated, for the District Emergency Authority to take appropriate steps to inform the general public outside the factory who are likely to be affected by an accident as required in clause (i) ;

(iv) The information prescribed in sub-rule (4) shall be in the regional language and in English or Hindi.

(5) Disclosure of information to the local authority.ô The occupier of every factory carrying on a -hazardous processøshall furnish the following information in writing to the local authority having jurisdiction over the area in which the factory is situated :ô

i. the information furnished to general public as prescribed in sub-rule (4) ;

ii. a statement of the names and quantities generally stored or in process of hazardous substances included in the list of chemicals prescribed under clauses (vi) and (vii) of sub-section (2) of section 3 of the Environment (Protection) Act,1986.

(6) Disclosure of information to District Emergency Authority.ô

(i) The occupier of a factory carrying on a hazardous process, shall intimate the District Emergency Authority designated by the Government of Jammu and Kashmir, all information having a bearing on preparation of an on-site emergency plan and a disaster control and management plan in respect of the factory ;

(ii) Without prejudice to the generality of this clause, the occupier shall furnish the District Emergency Authority the following :ô

(a) a report on status relating to risk assessment and environmental impact assessment and the measures taken for prevention of accidents ;

- (b) compilation of Material Data Sheets in respect of hazardous substances used, produced or stored in the factory ;
- (c) a statement on all possible sources of accidents involving fire, explosion, release or leakage of toxic substances and the plan of the premises where such an accident may occur ;
- (d) A statement on resources and facilities available for dealing with an emergency including any agreement entered into with a neighbouring factory for aid and assistance in the event of an emergency ;
- (e) A map of the area showing the approaches to the factory location of emergency facilities such as hospitals, police, fire service ;
- (f) The organisation of the management and the responsibility for safety indicating therein the persons responsible for on-site emergency action ;
- (g) Details relating to alert system ;
- (h) Information on availability of antidotes for poisoning resulting from an accident ;
- (i) Any other information as may be considered relevant by the occupier or asked for by the District Emergency Authority.

(7) **Disclosure of information to the Chief Inspector.**

- (i) The occupier of every factory carrying on hazardous process shall furnish, in writing, to the Chief Inspector-cum-Facilitator, a copy of all the information furnished to the workers, local authority, general public and the District Emergency Authority ;
- (ii) A copy of compilation of Material Safety Data Sheets in respect of hazardous substances used, produced or stored in the factory shall be furnished to the Chief Inspector, and the local Inspector ;

- (iii) The occupier shall also furnish any other information asked for by the Chief Inspector from time to time for the purpose of this Code and Rules made thereunder.

(8) Emergency plan.ô

- i. The occupier of a factory carrying on a hazardous process shall prepare a draft on-site emergency plan and submit it to the Chief Inspector-cum-Facilitator. The Chief Inspector-cum-Facilitator may make such modification in the plan as necessary, in consultation with the occupier and approve the same ;
- ii. The occupier will submit a copy of the approved plan to the District Emergency Authority ;
- iii. The occupier will intimate the workers the provisions of the emergency plan and hold rehearsals of the plan periodically. He shall review the plan from time to time and make necessary changes therein under intimation to the Chief Inspector-cum-Facilitator and the District Emergency Authority ;
- iv. The Chief Inspector-cum-Facilitator may issue guidelines relating to formulation of emergency plans. He may also direct modifications of the emergency plan in respect of any factory as may be necessary, from time to time.

(9) Disaster Control and Management Plan.ô

- i. The occupier of every factory carrying on a hazardous process shall prepare a draft disaster control and management plan in respect of his factory and submit the same to the Chief Inspector-cum-Facilitator and the District Emergency Authority ;
- ii. The District Emergency Authority on receipt of the plan shall hold consultation with the occupier, representatives of the Chief Inspector, the State Pollution Control Board, local authority as well as police, health fire brigade and other authorities concerned and finalise the plan ;
- iii. The District Emergency Authority shall forward a copy of the final plan to the occupier and all authorities concerned. The occupier shall intimate the workers the contents of the plan ;

[illegible]

- iv. The occupier in consultation with the District Emergency Authority will arrange rehearsals of the plan at least once a year ;
- v. The Chief Inspector-cum-Facilitator may issue guidelines for formulation of disaster control and management plans. The Chief Inspector as well as the District Emergency Authority may after mutual consultation also direct modifications of the disaster control and management plan in respect of a factory as may be necessary from time to time.

(10) Information on Industrial Wastes.

- i. The information furnished under sub rules (3), (5), (6) & (7) of Rule 60 shall include the quantity of the solid and liquid wastes generated per day, their characteristics and the method of treatment such as incineration of solid wastes, chemical and biological treatment of liquid wastes, and arrangements for their final disposal ;
- ii. It shall also include information on the quality and quantity of gaseous waste discharged through the stacks or other openings, and arrangements such as provision of scrubbers, cyclone separators, electro-static precipitators or similar such arrangements made for controlling pollution of the environment ;
- iii. The occupier shall also furnish the information prescribed in the clause (i) and clause (ii) to the State Pollution Control Board.

(11) **Review of the Information furnished to workers etc.**

- i. The occupier shall review once in every calendar year and modify, if necessary, the information furnished under sub-rule (3) to (7) of Rule 60 to the workers, general public, local authority, Chief Inspector and the District Emergency Authority ;
- ii. In the event of any change in the process or operations or methods of work or when any new substance is introduced in the process of in the event of a serious accident taking place, the information so furnished shall be reviewed and modified to the extent necessary ;

- c. Chief Inspector

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

ii. If the factory Medical Officer or the Certifying Surgeon as the case may be, is of the opinion that the worker has manifested signs and symptoms of any notifiable disease as specified in the Third Schedule of the Code :

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

- i. A degree in Chemistry or Diploma in Chemical Engineering or Technology with 5 years experience ; or
- ii. A Master's Degree in Chemistry or a Degree in Chemical Engineering or Technology with 2 years experience ;
- iii. The experience stipulated above shall be in process operation and maintenance in the Chemical Industry ;
- iv. The Chief Inspector-cum-Facilitator may require to undergo training in Health and Safety for supervision.

(2) The syllabus and duration of the above training and the organisations conducting the training shall be approved by the DGFASLI or

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

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

(2) No person shall be employed for the first time without a certificate of fitness in Form XXIII granted by the Factory Medical Officer. If the Factory Medical Officer declares a person unfit for being employed in any process covered under sub-rule (1), such a person shall have the right to appeal to the Inspector who shall refer the matter to the Certifying Surgeon whose opinion shall be final in this regard. If the Inspector is also a Certifying Surgeon, he may dispose of the application himself.

(3) Any findings of the Factory Medical Officer revealing any abnormality or unsuitability of any person employed in the process shall immediately be reported to the Certifying Surgeon who shall in turn, examine the concerned worker and communicate his findings to the occupier within 30 days. If the Certifying Surgeon is of the opinion that the worker so examined is required to be taken away from the process for health protection, he will direct the occupier accordingly, who shall not employ the said worker in the same process. However, the worker so taken away shall be provided with alternate placement unless he is in the opinion of the Certifying Surgeon, fully incapacitated in which case the worker affected shall be suitably rehabilitated.

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

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

(5) The worker taken away from employment in any process under
sub-rule (2) may be employed again in the same process only after obtaining
the Fitness Certificate from the Certifying Surgeon and after making entries
to that effect in the Health Register.

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

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

i. For factories employing up to 50 workers

- a. The services of a Factory Medical Officer on retainer-ship
basis, in his clinic to be notified by the occupier. He will
carry out the pre-employment and periodical medical
examination as stipulated in rule 61 and render medical
assistance during any emergency ;
- b. A minimum of 5 persons trained in first-aid procedures
amongst whom at least one shall always be available during
the working period ;
- c. A fully equipped first-aid box.

ii. For factories employing 51 to 200 workers

- a. An occupational Health Centre having a room with a
minimum floor area of 15 sq. mm with floors and walls made
of smooth and impervious surface and with adequate
illumination and ventilation as well as equipment as per the
Schedule-D ;

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

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

Provided that

- (i) A person possessing a Diploma in Industrial Health or equivalent shall not be required to possess the certificate of training as aforesaid ;
- (ii) The Chief Inspector-cum-Facilitator may, subject to such conditions as he may specify, grant exemption from the

- Gauze pads 6 4" x 4"; - Universal dressing 10" x 36",
- Roll of aluminium foils; - Soft roller bandages 6" x 5 yards ;

(2) On receipt of the memorandum of appeal, the appellate authority shall, if it thinks fit or if the appellant has requested that the appeal should be heard with the aid of assessors, call upon the body declared under sub-rule (3) to be representative of the industry concerned, to appoint an assessor within a period of 14 days. If an assessor is nominated by such body, the appellate authority shall appoint a second assessor itself. It shall then fix a date for the hearing of the appeal and shall give due notice of such date to the appellant and to the Inspector-cum-Facilitator whose order is appealed against, and shall call upon the two assessors to appear upon such date to assist in the hearing of the appeal.

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

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

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

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

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

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

(3) The Compounding Officer shall issue a composition certificate
within twenty days of receipt of the composition amount, to such person
from whom such amount has been received in satisfaction of the composition
notice.

(4) If a person so noticed fails to deposit the composition amount
within the one month before the institution of prosecution, the prosecution
shall be proceeded with before the Competent Court.

(5) No prosecution shall be instituted without giving an opportunity to
the employer to comply with such provisions subjected to proviso of
sub-section (1) of section 110 and compounding as under section 114.

- (i) supplying or engaging contract labour ; or

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

Schedule-B

(See rule 32 and rule 34)

**Schedules (B-I to B-XXVII) Specifying Requirements in respect
of Dangerous Processes and Operations Notified in Rule 58
under section 82 of the Occupational Safety, Health and Working
Conditions Code, 2020.**

(See Rule-58)

Schedule B-I

Manufacture of aerated waters and processes incidental thereto

- a. **Fencing of machines.** All machines for filling bottles or syphons shall be so constructed, placed or fenced, as to prevent, as far as may be practicable, a fragment of a bursting bottle or syphon from striking any person employed in the factory ;
- b. **Face guards and gauntlets.**
- (I) The occupier shall provide and maintain in good condition for the use of all persons engaged in filling bottles or syphons
- (a) suitable face guards to protect the face, neck and throat ;
and
- (b) suitable gauntlets for both arms to protect the whole hand and arms :
- Provided that
- i. paragraph b (I) shall not apply where bottles are filled by means of an automatic machine so constructed that no fragment of a bursting bottle can escape ;
- ii. Where a machine is so constructed that only one arm of the bottler at work up to it is exposed to danger, a gauntlet need not be provided for the arm which is not exposed to danger.
- II. The Occupier shall provide and maintain in good condition for the use of all persons engaged in corking, crowning, screwing, wiring, foiling, capsuling, sighting or labelling bottles or syphons
- (a) suitable face-guards to protect the face, neck and throat ;
and

(b) suitable gauntlets for both arms to protect the arm and at least half of the palm and the space between the thumb and forefinger ;

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- I. The occupier shall provide and maintain in good and clean condition the following articles of protective devices for the

1. Chemicals handled in this plant are corrosive and poisonous ;
2. Smoking, chewing tobacco, eating food or drinking, in this area is prohibited. No food stuff or drink shall be brought in this area;
3. Some of these chemicals may be absorbed through the skin and may cause poisoning ;
4. A good wash shall be taken before meals ;
5. Protective devices supplied shall be used while working in this area ;
6. Spillage of the chemicals on any part of the body or on the floor shall be immediately washed away with water ;
7. All workers shall report for the prescribed medical tests regularly to protect their own health ;
8. **Medical facilities and records of examinations and tests.** (1) The occupier of every factory in which electrolytic processes are carried on shall
 - (a) employ a qualified medical practitioner for medical surveillance of the workers employed therein whose appointment shall be subject to the approval of the Chief Inspector-cum-Facilitator ;
 - (b) Provide to the said medical practitioner all the necessary facilities for the purpose referred to in clause (a) ; and
 - (c) maintain a sufficient supply of suitable barrier cream, ointment and impermeable water proof plaster in a separate box readily accessible to the workers and used solely for the purpose of keeping these substances. In case cyanides are used in the both, the box shall also contain an emergency cyanide kit.
- (2) The medical practitioner shall examine all workers before they are employed in electrolytic processes. Such examination in case of chrome plating shall include inspection of hands, forearms and nose and will be carried out once at least in every fortnight.
- (3) The record of the examinations referred to in sub-paragraph (2) shall be maintained in a separate register

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

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

1. **Savings.** This schedule shall not apply to the manufacture or repair of electric accumulators or parts thereof not containing lead or any compound of lead ; or to the repair on the premises, of any accumulator forming part of a stationary battery.

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

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

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

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

- (a) manipulation of raw oxide of lead ;
- (b) pasting ;
- (c) drying of pasted plates ;
- (d) formation with lead turning (tacking) necessarily carried on in connection therewith ; and
- (e) melting down of pasted plates.

5. Air space - In every room in which a lead process is carried on, there shall be at least 14.2 cubic meters of air space for each person employed therein, and in computing this air space no height over 3.65 meters shall be taken into account.

(a) The racks and shelves provided in any drying room shall not be more than 2.4 m from the floor and not more than 60 cm in width :

(b) Such racks and shelves shall be cleaned only after being thoroughly damped unless so efficient suction cleaning apparatus is used for this purpose.

I. Protective clothing shall be provided and maintained in good condition for all person employed inô

- and such clothing shall be worn by the person concerned.

16. **Mess room.** There shall be provided and maintained for the use of all persons employed in a lead process and remaining on the premises during the meal intervals, a suitable mess room which shall be furnished with sufficient tables and benches. The mess room shall be placed under the charge of a responsible person and shall be kept clean.

- (a) a cloak room for clothing put-off during working hours with adequate arrangements for drying the clothes, if wet. Such accommodation shall be separate from mess room ;
- (b) separate and suitable arrangements for the storage of protective clothing provided as per sub-rule (15).

18. **Washing facilities.**ô (1) There shall be provided and maintained in a cleanly state and in good repair for the use of all persons employed in a lead processô

(a) a wash place with eitherô

- i. a trough with a smooth impervious surface fitted with a waste pipe without plug, and of sufficient length to allow at least 60 centimetres for every five such persons employed at any one time, and having a constant supply of water from taps or jets above the trough at intervals of not more than 60 centimetres ; or
- ii. at least one wash basin for every five such persons employed at any one time, fitted with a waste pipe and plug and having a adequate supply of water laid on ;
- iii. a sufficient supply of clean towels made of suitable materials renewed daily, which supply in case of pasters and person employed in manipulation of raw oxide of lead shall include a separate marked towel for each worker ; and
- iv. a sufficient supply of soap or other suitable cleansing material and of nail brushes.

(b) There shall in addition be provided means of washing in close proximity to the rooms in which manipulation of raw oxide of lead or pasting is carried on if required by notice in writing from the Chief Inspector-cum-Facilitator.

19. **Time allowed for washing.**ô Before each meal and before the end of the dayø work, at least ten minutes, in addition to the regular meal times, shall be allowed for washing to each person employed in the manipulation of raw oxide of lead or in pasting :

Provided that if there be one basin or 60 centimeters of trough for each such person, this paragraph shall not apply.

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

21. **Foods, drinks etc. prohibited in work-rooms.**ô No food, drink, pan and supari or tobacco shall be consumed or brought by any worker into any work-room in which any lead process is carried on.

22. **Medical facilities and records of medical examination and tests.**

- I. The occupier of every factory in which manufacture and repair of electric accumulators is carried on shalló
 - (a) Employ a qualified medical practitioner for medical surveillance of the workers employed there in whose employment shall be subject to the approval of chief inspector ; and
 - (b) Provide to the set medical practitioner all necessary facilities for the purpose referred to in clause (a).
- II. The record of medical examinations and appropriate test carried out by the said medical practitioner shall be maintained in a separate register approved by the chief inspector and such register shall be kept readily available for inspection by the inspector.

- I. Every worker employed in a lead processes shall be examined by a Certifying Surgeon within 15 days of his first employment. Such examination shall include test for lead in urine and blood, ALA in urine, hemoglobin content, stippling of cells and steadiness test. No worker shall be allowed to work after 15 days of his first employment in the factory unless certified fit for such employment by the Certifying Surgeon ;
- II. Every worker employed in the said processes shall be re-examined by a Certifying Surgeon at least once in every 3 calendar months and such re-examination shall, wherever the Certifying Surgeon considers appropriate, include tests specified in sub-paragraph (I) ;
- III. The Certifying Surgeon after examining a worker shall issue a Certificate of Fitness in Form XXIII. The record of examination and re-examinations carried out shall be entered in the Certificate and the Certificate shall be kept in the custody of the manager of the factory. The record of each examination carried out under sub-paragraphs (I) and (II), including the nature and the results of the tests, shall also be entered by the Certifying Surgeon in a health register in Form XXIV ;
- IV. The Certificate of Fitness and the health register shall be kept readily available for inspection by the Inspector ;

- V. If at any time the Certifying Surgeon is of the opinion that a worker is no longer fit for employment in the said processes on the ground that continuance therein would involve special danger to the health of the worker he shall make record of his findings in the said certificate and the health register. The entry of his findings in those documents should also include the period for which he considers that the said person is unfit for work in the said processes ;
- VI. No person who has been found unfit to work as said in subparagraph (V) shall be re-employed or permitted to work in the said processes unless the Certifying Surgeon, after further examination, again certifies him fit for employment in those processes.

Schedule B-IV

Glass Manufacture

1. **Definitions.** For the purpose of this schedule—
- (a) **efficient exhaust draught** means localised ventilation effected by mechanical means for the removal of gas, vapour, dust or fumes so as to prevent them (as far as practicable under the atmospheric conditions usually prevailing) from escaping into the air of any place in which work is carried on. No draught shall be deemed efficient which fails to remove smoke generated at the point where such gas, vapour, fume, or dust originate;
 - (b) **lead compound** means any compound of lead other than galena which, when treated in the manner described below, yields to an aqueous solution of hydrochloric acid a quantity soluble lead compound exceeding, when calculated as lead monoxide, five per cent of the dry weight of the portion taken analysis.

The method of treatment shall be as follows :ô

A weighed quantity of the material which has been dried at 100 degrees centigrade and thoroughly mixed shall be continuously shaken for one hour at the common temperature with 1,000 times its weight of an aqueous solution of hydrochloric acid containing 0.25 per cent by weight of hydrogen chloride. This solution shall thereafter be allowed to stand for one hour and then filtered. The lead salt contained in the clear filtrate shall then be precipitated as lead sulphide and weighed as lead sulphate.

5. **Use of hydrofluoric acid.**—The following provisions shall apply to rooms in which glass is treated with hydrofluoric acid :ô

- (a) there shall be inlets and outlets of adequate size so as to secure and maintain efficient ventilation in all parts of the room ;
- (b) the floor shall be covered with gutta-percha and be tight and shall slope gently down to a covered drain;
- (c) the workplaces shall be so enclosed in projecting hoods that openings required for the bringing in the objects to be treated shall be as small as practicable; and
- (d) The efficient exhaust draught shall be so contrived that the gases are exhausted downwards.

6. **Storage and transport of hydrofluoric acid.**ô Hydrofluoric acid shall not be stored or transported except in cylinders or receptacles made of lead or rubber.

7. **Blow pipes.**ô Every glass blower shall be provided with a separate blow pipe bearing the distinguishing mark of the person to whom it is issued and suitable facilities shall be readily available to every glass blower for sterilising his blow pipe.

8. **Food, drinks, etc., prohibited in workrooms.**—No food, drink, pan and supari or tobacco shall be brought into or consumed by any worker in any room or workplace wherein any process specified in paragraph 2 is carried on.

9. **Protective clothing.**—The occupier shall provide, maintain in good repair and keep in a clean condition for the use of all persons employed in the processes specified in paragraph 2 suitable protective clothing, footwear and goggles according to the nature of the work and such clothing, footwear, etc. shall be worn by the persons concerned.

10. **Washing facilities.**—There shall be provided and maintained in a cleanly state and in good repair for the use of all persons employed in the processes specified in paragraph 2ô

- (a) a wash place with eitherô
 - i. a trough with a smooth impervious surface fitted with a waste pipe, without plug, and of sufficient length to allow of at least 60 centimetres for every five such persons employed at any one time, and having a constant supply of water from taps or jets above the trough at intervals of not more than 60 centimetres ; or

ii. at least one wash basin for every five such persons employed at any one time, fitted with a waste pipe and plug and having an adequate supply of water laid on or always readily available ;

(b) a sufficient supply of clean towels made of suitable material renewed daily with sufficient supply of soap or other suitable cleansing material and of nail brushes ; and

(c) a sufficient number of stand pipes with taps the number and location of which shall be to the satisfaction of the Chief Inspector-cum-Facilitator.

11. Medical facilities and record of examinations and tests.ô

I. The occupier of every factory in which glass manufacturing processes are carried out, shallô

(a) employ a qualified medical practitioner for medical surveillance of the workers employed therein whose appointment shall be subject to the approval of the Chief Inspector-cum-Facilitator ; and

(b) Provide to the said medical practitioner all the necessary facilities for the purpose referred to in clause (a).

II. The records of medical examinations and appropriate tests carried out by the said medical practitioner shall be maintained in a separate register approved by the Chief Inspector-cum-Facilitator, which shall be kept readily available for inspection by the Inspector-cum-Facilitator.

12. Medical Examination by Certifying Surgeon.ô

I. Every worker employed in processes specified in paragraph 2 shall be examined by the Certifying Surgeon within 15 days of his first employment. Such examination shall include pulmonary function tests and in suspected cases chest X-ray as well as tests for lead and urine. No worker shall be allowed to work after 15 days of first employment in the factory unless certified for such employment by the Certifying Surgeon ;

II. Every worker employed in the said processes shall be re-examined by the Certifying Surgeon at least once in every twelve calendar months. Such re-examination shall, wherever the Certifying Surgeon considers appropriate, include tests as specified in sub-paragraph (I).

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

- (a) a hood or other appliance so constructed, arranged, placed and maintained as substantially to intercept the dust thrown off ;

- 9. Medical examination by the Certifying Surgeon.**

- I. Every worker employed in grinding or glazing of metal and processes incidental thereto shall be examined by a Certifying Surgeon within 15 days of his first employment. Such examination shall include pulmonary function tests and in suspected cases chest X-rays. No worker shall be allowed to work after 15 days of his first employment in the factory unless certified fit for such employment by the Certifying Surgeon.
- II. Every worker employed in the said processes shall be re-examined by a Certifying Surgeon at least once in every 12 calendar months. Such re-examination shall, wherever the Certifying Surgeon considers appropriate, include tests as specified in sub-paragraph (I).
- III. The Certifying Surgeon after examining a worker shall issue a Certificate of Fitness in Form XXIII. The record of examination and re-examinations carried out shall be entered in the Certificate and the Certificate shall be kept in the custody of the manager of the factory. The record of each examination carried out under sub-paragraphs (I) and (II), including the nature and the results of the tests, shall also be entered by the Certifying Surgeon in a health register in Form XXIV.
- IV. The Certificate of Fitness and the health register shall be kept readily available for inspection by the Inspector.
- V. If at any time the Certifying Surgeon is of the opinion that a worker is no longer fit for employment in the said processes on the found that continuance therein would involve special danger to the health of the worker, he shall make record of his findings in the said certificate

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and the health register. The entry of his findings in those documents should also include the period for which he considers that the said person is unfit for work in the said processes. The person so suspended from the process shall be provided with alternate placement facilities unless he is fully incapacitated in the opinion of the Certifying Surgeon, in which case the person affected shall be suitably rehabilitated.

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

10. **Exemption.**ô The Chief Inspector-cum-Facilitator may by certificate in writing, subject to such conditions as he may specify therein, relax or suspend any of the provisions of this schedule in respect of any factory if owing to the special methods of work or otherwise such relaxation or suspension is practicable without danger to the health or safety of the persons employed.

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Schedule B-VI

Manufacture and treatment of lead and certain compounds of lead

1. Definitions.ô For this purpose of this scheduleô

- (a) ôlead compoundö means any compound of lead other than galena which, when treated in the manner described below, yields to an aqueous solution of hydrochloric acid, a quantity of soluble lead compound exceeding, when calculated as lead monoxide, five per cent of the ôdry weightö of the portion taken for analysis. In the case of paints and similar products and other mixtures containing oil or fat the ôdry weightö means the dry weight of the material remaining after the substance has been thoroughly mixed and treated with suitable solvents to remove oil, fats, varnish or other media.

The method of treatment shall be as follows :-

A weighed quantity of the material which has been dried at 100 degree centigrade and thoroughly mixed shall be continuously shaken for one hour, at the common temperature with 1,000 times its weight of an aqueous solution of hydrochloric acid containing 0.25 per cent by weight of hydrogen chloride. This solution shall thereafter be allowed to stand for one hour and then filtered. The lead salt contained in the clear filtrate shall then precipitate as lead sulphate and weighed as lead sulphate;

- (b) ôefficient exhaust draughtö means localised ventilation effected by mechanical means for the removal of gas, vapour, dust or fumes so as to prevent them (as far as practicable under the atmospheric conditions usually prevailing) from escaping into the air of any place in which work is carried on. No draught shall be deemed efficient which fails to remove smoke generated at the point where such gas, vapour, fume, or dusts originate.

2. Application.ô This schedule shall apply to all factories or parts of factories in which any of the following operations are carried on :ô

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

Such examination shall include pulmonary function tests and in suspected cases chest X-rays. No worker shall be allowed to work after 15 days of his first employment in the factory unless certified fit for such employment by the Certifying Surgeon.

- II. Every worker employed in the said processes shall be re-examined by a Certifying Surgeon at least once in every 3 calendar months. Such re-examination shall, wherever the Certifying Surgeon considers appropriate, include tests as specified in sub-paragraph (I).
- III. The Certifying Surgeon after examining a worker, shall issue a Certificate of Fitness in Form XXIII. The record of examination and re-examinations carried out shall be entered in the Certificate and the Certificate shall be kept in the custody of the manager of the factory. The record of each examination carried out under subparagraphs (I) and (II), including the nature and the results of the tests, shall also be entered by the Certifying Surgeon in a health register in Form XXIV.
- IV. The Certificate of Fitness and the health register shall be kept readily available for inspection by the Inspector-cum-Facilitator.
- V. If at any time the Certifying Surgeon is of the opinion that a worker is no longer fit for employment in the said processes on the ground that continuance therein would involve special danger to the health of the worker he shall make record of his findings in the said certificate and the health register. The entry of his findings in those documents should also include the period for which he considers that the said person is unfit for work in the said processes. The person so suspended from the process shall be provided with alternate placement facilities unless he is fully incapacitated in the opinion of the Certifying Surgeon, in which case the person affected shall be suitably rehabilitated.
- VI. No person who has been found unfit to work as said in sub-paragraph (5) shall be re-employed or permitted to work in the said processes unless the Certifying Surgeon, after further examination, again certifies him fit for employment in those processes.

1. **Prohibition relating to women and young persons.** No woman or young person shall be employed or permitted to work in or shall be allowed to enter any building in which the generation of gas from dangerous petroleum is carried on.
2. **Flame traps.** The plant for generation of gas from dangerous petroleum and associated piping and fittings shall be fitted with at least two efficient flame traps so designed and maintained as to prevent a flash back from any burner to the plant. One of these traps shall be fitted as close to the plant as possible. The plant and all pipes and valves shall be installed and maintained free from leaks.
3. **Generating building or room.** All plants for generation of gas from dangerous petroleum erected after the coming into force of the provisions specified in this schedule, shall be erected outside the factory building proper in a separate well ventilated building (hereinafter referred to as "generating building"). In the case of such plants erected before the coming into force of the provisions specified in this schedule, there shall be no direct communication between the room where such plants are erected (hereinafter referred to as "the generating room") and the remainder of the factory building. So far as practicable, all such generating rooms shall be constructed of fire-resisting materials.
4. **Fire extinguishers.** An efficient means of extinguishing petrol fires shall be maintained in an easily accessible position near the plant for generation of gas from dangerous petroleum.
5. **Plant to be approved by Chief Inspector.** Petrol gas shall not be manufactured except in a plant for generating gas, the design and construction of which has been approved by the Chief Inspector-cum-Facilitator.
6. **Escape of dangerous petroleum.** Effective steps shall be taken to prevent dangerous petroleum from escaping into any drain or sewer.
7. **Prohibition relating to smoking.** No person shall smoke or carry matches, fire or naked light or other means of producing a naked light or spark in the generation room or building or in the vicinity thereof and a warning notice in the language understood by the majority of the workers shall be posted in the factory prohibiting smoking and the carrying of matches, fire or naked light or other means of producing a naked light or spark into such room or building.

Cleaning or smoothing, roughening, etc. of articles, by a jet of sand, metal shot, or grit, or other abrasive propelled by a blast of compressed air or steam

(Blasting Regulations)

- (a) *öblastingö* means cleaning, smoothing, roughening, or removing of any part of the surface of any article by the use of an abrasive of a jet of sand, metal shot, or grit or other material, propelled by a blast of compressed air or steam ;
- (b) *öblasting enclosureö* means a chamber, barrel, cabinet or any other enclosure designed for the performance of blasting therein;
- (c) *öblasting chamberö* means a blasting enclosure in which any person may enter at any time in connection with any work or otherwise; and
- (d) *öcleaning of castingsö* where done as an incidental or supplemental process in connection with the making of metal castings, means the freeing of the casting from adherent sand or other substance and includes the removal of cores and the general smoothening of a casting, but does not include the free treatment.

Provided that this clause shall come into force two years after the coming into operation of this schedule :

Provided further that no woman or young person shall be employed or permitted to work at any operation of sand blasting.

- (a) Blasting shall not be done except in a blasting enclosure and no work other than blasting and any work immediately incidental thereto and clearing and repairing of the enclosure including the plant and appliances situated therein, shall be kept closed and air tight while blasting is being done therein ;
- (b) **Maintenance of blasting enclosure.** Blasting enclosure shall always be maintained in good condition and effective measures

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

- (c) **Provision of separating apparatus.**—There shall be provided and maintained for and in connection with every blasting enclosure, efficient apparatus for separating, so far as practicable, abrasive which has been used for blasting and which is to be used again as an abrasive, from dust or particles of other materials arising from blasting; and no such abrasive shall be introduced into any blasting apparatus and used for blasting until it has been so separated :

Provided that this clause shall not apply, except in the case of blasting chambers, to blasting enclosures constructed or installed before the coming into force of this schedule, if the Chief Inspector-cum-Facilitator is of opinion that it is not reasonably practicable to provide such separating apparatus.

- (d) **Provision of ventilating plant:**ô There shall be provided and maintained in connection with every blasting enclosure efficient ventilating plant to extract, by exhaust draught effected by mechanical means, dust produced in the enclosure. The dust extracted and removed shall be disposed of by such method and in such manner that it shall not escape into the air of any room; and every other filtering or settling device situated in a room in which persons are employed, other than persons attending to such bag or other filtering or settling device, shall be completely separated from the general air of that room in an enclosure ventilated to the open air.

- (e) **Operation of ventilating plant.**—The ventilating plant provided for the purpose of sub-paragraph (d) shall be kept in continuous operation whenever the blasting enclosure is in use whether or not blasting is actually taking place therein, and in the case of a blasting chamber, it shall be in operation even when any person is inside the chamber for the purpose of cleaning.

4. **Inspection and examination.**ô

- I. Every blasting enclosure shall be specially inspected by a competent person at least once in every week in which it is used for blasting. Every blasting enclosure, the apparatus connected therewith and the ventilating plant shall be thoroughly examined and in the case of ventilating plant, tested by a competent person at least once in every month.

connection with any blasting apparatus or blasting enclosure or with any apparatus or ventilating plant connected therewith so that he is exposed to the risk of inhaling dust which has arisen from blasting, all practicable measures shall be taken to prevent such inhalation.

- II. In connection with any cleaning operation referred to in paragraph 5, and with the removal of dust from filtering or settling devices all practicable measures shall be taken to dispose of the dust in such a manner that it does not enter the air of any room. Vacuum cleaners shall be provided and used wherever practicable for such cleaning operations.

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

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

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

10. Restrictions in employment of young persons.

- I. No person under 18 years of age shall be employed in blasting or assisting at blasting or in any blasting chamber or in the cleaning of any blasting apparatus or any blasting enclosure or any apparatus or ventilating plant connected therewith or be employed on maintenance or repair work at such apparatus, enclosure or plant.
- II. No person under 18 years of age shall be employed to work regularly within twenty feet of any blasting enclosure unless the enclosure is in a room and he is

outside that room where he is effectively separated from
any dust coming from the enclosure.

11. Power to exempt or relax.ô

- I. If the Chief Inspector-cum-Facilitator is satisfied that in any factory or any class of factory, the use of sand or other substance containing free silica as an abrasive in blasting is necessary for a particular manufacture or process (other than the process incidental or supplemental to making of metal castings) and that the manufacture or process cannot be carried on without the use of such abrasive or that owing to the special conditions or special method of work or otherwise any requirement of this Schedule Ban be relaxed without endangering the health of the persons employed or that application of any such requirements is for any reason impracticable or inappropriate, he may, with the previous sanction of the J&K Government, by an order in writing exempt the said factory or class of factory from such provisions of this schedule, to such an extent and subject to such conditions and for such period as may be specified in the said order.
- II. Where an exemption has been granted under sub-paragraph (I), a copy of the order shall be displayed at a notice board at a prominent place at the main entrance or entrances to the factory and also at the place where the blasting is carried on.

12. Medical facilities and records of examinations and tests.ô

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

- (a) a trough with a smooth impervious surface fitted with a waste pipe, without plug, and of sufficient length to allow of at least 60 centimetres for every five such persons employed at any one time, and having a constant supply of water from taps or jets above the trough at intervals of not more than 60 centimetres ; or at least on wash-basin for every ten such persons employed at any one time, fitted with a waste pipe and plug and having a constant supply of clean water; together with, in either case, a sufficient supply of nail brushes, soap or other suitable cleansing material and clean towels ;
- (b) a suitable mess room, adequate for the number remaining on the premises during the meal intervals, which shall be furnished with sufficient tables and benches and adequate means for warming food and for boiling water. The mess room shall
 - i. be separate from any room or shed in which hides or skins are stored, treated or manipulated ;
 - ii. be separate from the cloakroom ; and
 - iii. be placed under the charge of a responsible person ; and

the factory unless certified fit for such employment by the Certifying Surgeon.

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

Provided that the aforesaid processes may be carried on without efficient exhaust draught if they are carried on in such a manner as to prevent free escape of gas, vapour, fume or dust into any place in which work is being done

or is carried on in electrically-heated and thermostatically controlled melting pots.

- II. Such exhaust draught shall be effected by mechanical means and so contrived as to operate on the dust, fume, gas or vapour given off as closely as may be at its point of origin.

3. **Prohibition relating to women and young persons.**ô

No woman or young person shall be employed or permitted to work in any lead process.

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

- (a) melting of lead or any lead material ;
- (b) casting of lead ingots ; and
- (c) Mechanical composing.

5. **Container for dross.**ô A suitable receptacle with tightly fitting cover shall be provided and used for dross as it is removed from every melting pot. Such receptacle shall be kept covered while in the workroom near the machine except when the dross is being deposited therein.

6. **Floor of workroom.**ô The floor of every workroom where lead process is carried on shall beô

- (a) of cement or similar material so as to be smooth and impervious to water ;
- (b) maintained in sound condition ; and
- (c) Shall be cleansed throughout daily after being thoroughly damped with water at a time when no other work is being carried on at the place.

7. **Mess room.**ô There shall be provided and maintained for the use of all persons employed in a lead process and remaining on the premises during the meal intervals, a suitable messroom which shall be furnished with sufficient tables and benches.

8. **Washing facilities.**ô

- I. There shall be provided and maintained in a cleanly state and in good repair for the use of all persons employed in a lead processô
- (a) a wash place with eitherô
 - i. a trough with a smooth impervious surface fitted with a waste pipe without plug, and of sufficient length to allow

III. The Certifying Surgeon after examining a worker, shall issue a Certificate of Fitness in Form XXIII. The record of examination and re-examinations carried out shall be entered in the Certificate and the Certificate shall be kept in the custody of the manager of the factory. The record of each examination carried out under sub-paragraphs (I) and (II), including the nature and the results of the tests, shall also be entered by the Certifying Surgeon in a health register in Form XXIV.

IV. The Certificate of Fitness and the health register shall be kept readily available for inspection by the Inspector-cum-Facilitator.

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

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

11. **Food, drinks, etc. prohibited in workrooms.**ô No food, drink, pan and supari or tobacco shall be consumed or brought by any worker into any workroom in which any lead process is carried on.

12. The occupier shall provide to all persons employed in lead process two full sleeve overall every year, arrange for their weekly washing and maintain these in good condition. The person employed in such a process shall wear these overall while engaged in such work.

13. **Exemption.**—Where the Chief Inspector-cum-Facilitator is satisfied that all or any of the provisions of this schedule are not necessary for the protection of persons employed, he may by certificate in writing exempt any factory from all or any such provisions subject to such conditions as he may specify therein. Such certificate may at any time be revoked by the Chief Inspector-cum-Facilitator.

1. **Savings.**—These provisions shall not apply to a factory in which any of the following articles, but no other pottery, are made :

- (a) Unglazed or salt glazed bricks and tiles ; and
 - (b) Architectural terracotta made from plastic clay and either unglazed or glazed with a leadless glaze only.
2. **Definitions.**—For the purposes of this schedule—
- (a) Pottery includes earthenware, stoneware, porcelain, china tiles, and any other articles made from such clay or from a mixture containing clay and other materials such as quartz, flint, feldspar, and gypsum ;
 - (b) Efficient exhaust draught means localised ventilation effected by mechanical or other means for removal of dust or fume so as to prevent it from escaping into air of any place in which work is carried on. No draught shall be deemed efficient which fails to remove effectively dust or fume generated at the point where dust or fume originates ;
 - (c) Fettling includes scalloping, towing, sand papering, sand sticking, brushing or any other process of cleaning of potteryware in which dust is given off ;
 - (d) Leadless glaze means a glaze which does not contain more than one per cent of its dry weight, of a lead compound calculated as lead monoxide ;
 - (e) Low solubility glaze means a glaze which does not yield to dilute hydrochloric acid more than five per cent of its dry weight, of a soluble lead compound calculated as lead monoxide when determined in the manner described below :

A weighed quantity of the material which has been dried at 100 degrees centigrade and thoroughly mixed shall be continuously shaken for one hour at the common temperature with 1000 times its weight of an aqueous solution of hydrochloric acid containing 0.25 per cent by weight of hydrogen chloride. This solution shall thereafter be allowed to stand for one hour and then filtered. The lead salt contained in the clear filtrate shall then be precipitated as lead sulphide and weighed as lead sulphide ;

- (f) ösound or powdered flint or quartzö does not include natural sands ; and
- (g) öpottery shopö includes all places where pottery is formed by pressing or by any other process and all places where shaping, fettling or other treatment of pottery articles prior to placing for the biscuit fire is carried on.

3. **Efficient exhaust draught.**—The following processes shall not be carried on without the use of an efficient exhaust draughtô

- (a) all processes involving the manipulation or use of a dry and unfritted lead compound ;
- (b) fettling operations of any kind, whether on greenware or biscuit, provided that this shall not apply to the wet fettling, and to the occasional finishing of pottery articles without the aid of mechanical power ;
- (c) sifting of clay dust or any other material for making tiles or other articles or other articles by pressure, except where
 - i. this is done in an machine so enclosed as to effectually prevent the escape of dust ; or
 - ii. the material to be shifted is so damp that no dust can be given off ;
- (d) pressing of tiles from clay dust, an exhaust opening being connected with each press, and pressing from clay dust of articles other than tiles, unless the material is so damp that no dust is given off ;
- (e) fettling of tiles made from clay dust by pressure, except where the fettling is done wholly on, or with, damp material, and fettling of other articles made from clay dust, unless the material is so damp that no dust is given off ;
- (f) process of loading and unloading of saggars where handling and manipulation of ground and powdered flint, quartz, alumina or other materials are involved ;
- (g) brushing of earthenware biscuit, unless the process is carried on in a room provided with efficient general mechanical ventilation or other ventilation which is certified by the Inspector of Factories as adequate having regard to all the circumstances of the case ;

7. **Provision of screen to potter's wheel.**ô The potter's wheel (Jolly and Jigger) shall be provided with screens or so constructed as to prevent clay scrapings being thrown off beyond the wheel.

8. **Control of dust during cleaning.**ô

- I. All practical measures shall be taken by damping or otherwise to prevent dust arising during cleaning of floors.
- II. Damp saw-dust or other suitable material shall be used to render the moist method effective in preventing dust rising into the air during the cleaning process which shall be carried out after work has ceased.

9. **Floor of certain workrooms.**ô The floors of potter's shops, slip houses, dipping houses and ware cleaning rooms shall be hard, smooth and impervious and shall be thoroughly cleaned daily by an adult male using a moist method.

10. **Protective equipment.**ô

- I. The occupier shall provide and maintain suitable overalls and hand coverings for all persons employed in process included under paragraph 3.
- II. The occupier shall provide and maintain suitable aprons of a water-proof or similar material, which can be sponged daily, for the use of the dippers, dippers assistants, throwers, jolly workers, casters, mould makers and filter press and pug mill workers.
- III. Aprons provided in pursuance of paragraph 10 (II) shall be thoroughly cleaned daily by the wearers by sponging or other wet process. All overalls and head coverings shall be washed, cleaned and mended at least once a week, and this washing, cleaning or mending shall be provided for by the occupier.
- IV. No person shall be allowed to work in emptying sacks of dust materials, weighing out and mixing of dusty materials and charging of ball mills and plungers without wearing a suitable and efficient dust respirator.

11. **Washing facilities.**ô

- I. The occupier shall provide and maintain, in a clean state and in good repair for the use of all persons employed in any of the processes specified in paragraph 3ô
 - (a) a wash place under cover, with eitherô
 - i. a trough with a smooth impervious surface fitted with a waste pipe without plug, and of sufficient length to allow

- (b) separate and suitable arrangements for the storage of protective equipment provided under paragraph 10.

16. Medical facilities and records of examinations and tests.

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

17. Medical examination by Certifying Surgeon.

- I. Every worker employed in any process mentioned under paragraph 3, shall be examined by a Certifying Surgeon within 15 days of his first employment. Such examination shall include tests for lead in urine and blood, ALA in urine, hemoglobin content, stippling of cells and no worker shall be allowed to work after 15 days of his first employment in the factory unless certified fit for such employment by the Certifying Surgeon.
- II. All persons employed in any of the processes included under sub-paragraphs 3(a) and 3(n) shall be examined by a Certifying Surgeon once in every 3 calendar months. Those employed in any other processes mentioned in the remaining sub-paragraphs of paragraph 3 shall be examined by a Certifying Surgeon once in every 3 months. Such examinations in respect of all the workers shall include all the tests as specified in sub-paragraph (1) except chest X-ray which will be once in 3 years.
- III. The Certifying Surgeon after examining a worker, shall issue a Certificate of Fitness in Form XXIII. The record of examination and re-examinations carried out shall be entered in the Certificate and the Certificate shall be kept in the

18. **Applications.** These provisions shall not apply to a factory in which any of the following articles, but no other pottery, are made :

19. **Exemption.** If in respect of any factory the Chief Inspector of Factories is satisfied that all or any of the provisions of this schedule are not necessary for the protection of the persons employed in such factory, he may by a certificate in writing exempt such factory from all or any of such provisions, subject to such conditions as he may specify therein. Such certificate may at any time be revoked by the Chief Inspector-cum-Facilitator without assigning any reasons.

1. **Application.** This schedule shall apply to all manufacture and processes incidental thereto carried on in chemical works.
2. **Definitions.** For the purpose of this schedule
- (a) "chemical works" means any factory or such parts of any factory as are listed in appendix A to this schedule ;
 - (b) "efficient exhaust draught" means localised ventilation effected by mechanical or other means for the removal of gas, vapour, fume or dust to prevent it from escaping into the air of any place in which work is carried on ;
 - (c) "bleaching powder" means the bleaching powder commonly called chloride of lime ;
 - (d) "chlorate" means chlorate or perchlorate ;
 - (e) "caustic" means hydroxide of potassium or sodium ;
 - (f) "chrome process" means the manufacture of chromate or bichromate of potassium or sodium, or the manipulation, movement or other treatment of these substances ;
 - (g) "nitro or amino process" means the manufacture of nitro or amino derivatives of phenol and of benzene or its homologues, and the making of explosives with the use of any of these substances ;
 - (h) the term "permit to work" system means the compliance with the procedures laid down under para 20 of Part II ;
 - (i) "toxic substances" means all those substances which when they enter into the human body, through inhalation or ingestion or absorption through skin, in sufficient quantities cause fatality or exert serious affliction of health, or chronic harmful effects on the health of persons exposed to it due to its inherent chemical or biological effects. In respect of substances whose TLV is specified in Rule 64, exceeding the concentration specified therein would make the substance toxic ;
 - (j) "emergency" means a situation or condition leading to a circumstance or set of circumstances in which there is danger to the life or health of persons or which could result in big fire or explosion or pollution to the work and outside environment.

affecting the workers or neighbourhood in a serious manner,
demanding immediate action;

- (k) "dangerous chemical reactions" means high speed reactions, runaway reactions, delayed reactions, etc. and are characterised by evolution of large quantities of heat, intense release of toxic or flammable gases or vapours, sudden pressure build-up etc.;
- (l) "manipulation" means mixing, blending, filling, emptying, grinding, sieving, drying, packing, sweeping, handling, using, etc.;
- (m) "approved personal protective equipment" means items of personal protective equipment conforming to the relevant ISI specifications or in the absence of it, personal protective equipment approved by the Chief Inspector-cum-Facilitator ;
- (n) "appropriate personal protective equipment" means that when the protective equipment is used by the worker, he shall have no risk to his life or health or body ; and
- (o) "confined space" means any space by reason of its construction as well as in relation to the nature of the work carried therein and where hazards to the persons entering into or working inside exist or are likely to develop during working.

PART II

General Requirements

Applying to all the works in Appendix A0

1. Housekeeping.—

- I. Any spillage of materials shall be cleaned up before further processing.
- II. Floors, platforms, stairways, passages and gangways shall be free of any obstructions.
- III. There shall be provided easy means of access to all parts of the parts of the plant to facilitate cleaning.

2. **Improper use of chemicals.** Chemicals or solvents or empty containers containing chemicals or solvents shall be permitted to be used by workers for any purpose other than in the processes for which they are supplied.

3. **Prohibition on the use of food, etc.**—No food, drink, tobacco, pan or any edible item shall be stored or heated or consumed on or near any part of the plant or equipment.

4. Cautionary Notices and Instructions.

- I. Cautionary notices in a language understood by the majority of workers shall be prominently displayed in all hazardous areas drawing the attention of all workers about the hazards to health, hazards involving fire and explosion and any other hazard such as consequences of testing of material or substances used in the process or using any contaminated container for drinking or eating, to which the workers' attention should be drawn for ensuring their safety and health.
- II. In addition to the above cautionary notice, arrangement shall be made to instruct and educate all the workers including illiterate workers about the hazards in the process including the specific hazards to which they may be exposed to, in the normal course of their work. Such instructions and education should also deal with the hazards involved in unauthorised and unsafe practices including the properties of substances used in the process under normal conditions as well as abnormal conditions and the precautions to be observed against each and every hazard. Further, an undertaking from the workers shall be obtained within 1 month of their employment and for old workers employed, within one month of coming into operation of the rules, to the effect that they have read the contents of the cautionary notices and instructions, understood them and would abide by them. The training and instructions to all workers and all supervisory personnel shall include the significance of different types of symbols and colors used on the labels stuck or painted on the various types of containers and pipe lines.

5. Evaluation and provision of safeguards before the commencement of process.ô

- I. Before commencing any process or any experimental work, or any new manufacture covered under Appendix A, the occupier shall take all possible steps to ascertain definitely all the hazards involved both from the actual operations and the chemical reactions including the dangerous chemical reactions. The properties of the raw materials used, the final products to be made and any by-products derived during manufacture, shall be carefully studied and provisions shall be made for dealing with any hazards including effects on workers, which may occur during manufacture.

- II. Information in writing giving details of the process, its hazards and the steps taken or proposed to be taken from the design stage to disposal stage for ensuring the safety as in sub-para (I) above should be sent to the Chief Inspector at the earliest but in no case less than 15 days before commencing manufacture, handling, or storage of any of items covered under Appendix -A, whether on experimental basis, or as pilot plant or as trial production, or as large scale manufacture.
- III. The design, construction, installation, operation, maintenance and disposal of the buildings, plant and facilities shall take into consideration effective safeguards against all the safety and health hazards so evaluated.
- IV. The requirements under the sub-Para (I) to (III) shall not act in lieu of or in derogation to, any other provisions contained in any Act governing the work.

6. **Authorized entry.** Authorized persons only shall be permitted to enter any section of the factory or plant where any dangerous operations or processes are being carried on or where dangerous chemical reactions are taking place or where hazardous chemicals are stored.

7. **Examination of instruments and safety devices.**

- I. All instruments and safety devices used in the process shall be tested before taking into use and after carrying out any repair to them and examined once in a month, by a competent person. Records of such tests and examinations shall be maintained in a register.
- II. All instruments and safety devices used in the process shall be operated daily or as often as it is necessary, to ensure its effective and efficient working at all times.

8. **Electrical installations.** All electrical installations used in the process covered in Appendix -A shall be of an appropriate type to ensure safety against the hazard prevalent in that area such as suitability against dust, dampness, corrosion, flammability and explosivity etc. and shall conform to the relevant ISI specifications governing their construction and use for that area.

9. **Handling and storage of chemicals.**

- I. The containers for handling and storage of chemicals shall be of adequate strength taking into consideration the

II. The arrangements for the storage of chemicals including charging of chemicals in reaction vessels and containers shall be such as to prevent any risk of fire or explosion or formation of toxic concentration of substances above the limits specified in Rule 66.

III. Without prejudice to the generality of the requirements in sub- Para (II) above, the arrangements shall have suitable ventilation facilities and shall enable the maintenance of safe levels in vessels and containers. Such arrangements shall also take into consideration, the type of flooring and the capacity of flooring and the compatibility requirements of substances with other chemicals stored nearby.

IV. (a) Storage of chemicals and intermediate products, which are highly unstable or reactive or explosive, shall be limited to the quantities required for two months use ;

(b) Whenever the quantities laid down in the above clause (a) are to be exceeded, the permission of the Chief Inspector-cum-Facilitator shall be obtained ;

(c) Notwithstanding anything contained in clauses (a) and (b) above, the Chief Inspector-cum-Facilitator may direct any factory carrying out processes covered in Appendix -A to further limit the storage of hazardous substances to quantities less than two months on considerations of safety ;

(d) Standby arrangements equal to the biggest container shall always be available to transfer the toxic substances quickly into the standby storage facility if any defect develops in any of the container resulting in the release of toxic substances.

materials are being used and spillage or leakage of which may cause wide spread poisoning in or around the plant.

13. Control of escape of substances into the work atmosphere .ô

- I. Effective arrangements such as, enclosure, or by pass, or efficient exhaust draught, maintenance of negative pressure etc., shall be provided in all plants, containers, vessels, sewers, drains, flues, ducts, culverts, and buried pipes and equipment, to control the escape and spread of substances which are likely to give rise to fire or explosion or toxic hazards during normal working and in the event of accident or emergency.
- II. In the event of the failure of the arrangements for control resulting in the escape of substances in the work atmosphere immediate steps shall be taken to control the process in such a manner, that further escape is brought down to the safe level.
- III. the substances that would have escaped into the work atmosphere before taking immediate steps as required in sub-Para (II), shall be rendered innocuous by diluting with air or water or any other suitable agent or by suitably treating the substances.

14. Control of dangerous chemical reactions.ô Suitable provision, such as automatic and or remote control arrangements, shall be made for controlling the effects of dangerous chemical reactions. In the event of failure of control arrangements automatic flooding or blanketing or other effective arrangements shall come into operation.

15. Testing, examination and repair of plant and equipment.ô

- I. All parts of plant, equipment and machinery used in the process which in the likely event of their failure may give rise to an emergent situation shall be tested by a competent person before commencing process and retested at an interval of two years or after carrying out repairs to it. The competent person shall identify the parts of the plant, equipment and machinery required to be tested as aforesaid and evolve a suitable testing procedures. In carrying out the test mentioned above in respect of pressure vessels or reaction vessels the following precautions shall be observed, namelyô
 - (a) before the test is carried out, each vessel shall be thoroughly cleaned and examined externally, and as far

as practicable, internally also for surface defects, corrosion and foreign matters. During the process of cleaning and removal of sludge, if any, all due precautions shall be taken against fire or explosion, if such sludge is of pyrophoric nature or contains spontaneously combustible chemicals ;

- (b) as soon as the test is completed, the vessel shall be thoroughly dried internally and shall be clearly stamped with the marks and figures indicating the person by whom testing has been done, and the date of test ; and
- (c) any vessel which fails to pass the test or which for any other reason is found to be unsafe for use shall be destroyed or rendered unusable under intimation to the Chief Inspector-cum-Facilitator.

II. All parts of plant, equipment, machinery which is the likely event of failure may give rise to an emergent situation shall be examined once in a month by the competent person.

III. Records of testing and examination referred to in paragraphs (I) and (II) shall be maintained as long as that part of the plant, equipment and machinery are in use.

IV. All repair work including alteration, modification and addition to be carried out to the plant, equipment and machinery shall be done under the supervision of a responsible person who shall evolve a procedure to ensure safety and health of persons doing the work. When repairs or modification is done on pipelines, and joints are required to be welded, butt welding of joints shall be preferred. Wherever necessary, the responsible person shall regulate the aforesaid work through a Permit to work system.

16. Staging.ô

- I. All staging that is erected for the purpose of maintenance work or repair work or for work connected with entry into confined spaces and used in the processes included in Appendix -A, shall be stable, rigid and constructed out of substantial material of adequate strength. Such staging shall conform to the respective Indian Standard specifications.
- II. Staging shall not be erected over any closed or open vessel unless the vessel is so constructed and ventilated to prevent exposure of persons working on the stages.

- III. All the staging constructed for the purpose of this Para shall have appropriate access which are safe and shall be fitted with proper hand rails to a height of one metre and toe board.

17. **Seating Arrangements.**ô The seating arrangements provided for the operating personnel working in processes covered in Appendix -Aø shall be located in a safe manner as to prevent the risk of exposure to toxic, flammable and explosive substances evolved inthe work environment in the course of manufacture or repair or maintenance, either due to failure of plant and equipment or due to the substances which are under pressure, escaping into the atmosphere.

18. **Entry into or work in confined spaces.**ô

- I. The occupier of every factory to which the provisions of this schedule apply, shall ensure the observance of the following precautions before permitting any person to enter or work inside the confined spacesô
- (a) identify all confined spaces and the nature of hazards that are encountered in such spaces, normally or abnormally, and arrange to develop the most appropriate safeguards for ensuring the safety and health of persons entering into or working inside, the confined spaces ;
 - (b) regulate the entry or work inside the confined spaces through a -permit to work systemø which should include the safeguards so developed as required under sub-clause (a) above ;
 - (c) before testing the confined space for entry into or work, the place shall be rendered safe by washing or cleaning with neutralising agents; or purging with steam or inert gases and making adequate forced ventilation arrangements or such measure which will render the confined space safe ;
 - (d) Shall arrange to carry out such tests as are necessary for the purpose by a competent person and ensure that the confined space is safe for the persons to enter or work. Such testing shall be carried out as often as is necessary during the course of work to ensure its continued safety ;
 - (e) shall arrange to educate and train the personnel who would be required to work in confined spaces about the hazards involved in the work. He shall also keep in readiness the

occurs in material or equipment so that continued safety is ensured ;

- (d) persons who are assigned to carry out the permit to work system shall be physically fit in all respects taking into consideration the demands and nature, of the work before entering into the confined space. Such person shall be adequately informed about the correct work procedures as well as the precautions to be observed while carrying out the permit to work system ;
- (e) adequate rescue arrangements wherever considered necessary and adequate first aid, rescue and resuscitation arrangements shall be available in good working condition near the place of work while carrying out the permit to work system, for use in emergency ;
- (f) appropriate and approved personal protective equipment shall be used while carrying out the permit to work system ;
- (g) after completion of work subject to the permit to work system the person responsible shall remove all the equipment and tools and restore to the original condition so as to prevent any danger while carrying out regular process.

21. **Safety sampling personnel.**ô The occupier shall ensure the safety of persons assigned for collecting samples by instructing them on the safe procedures. Such personnel shall be provided with proper and approved personal protective equipment, if required.

22. **Ventilation.**ô Adequate ventilation arrangements shall be provided and maintained at all times in the process area where dangerous or toxic or flammable or explosive substances could be evolved. These arrangements shall ensure that concentrations, which are either harmful or could result in explosion, are not permitted to be built up in the work environment.

23. **Procedures for meeting emergencies.**ô

- I. The occupier of every factory carrying out the works covered in Appendix A shall arrange to identify all types of possible emergencies that could occur in the processes during the course of work or while carrying out maintenance work or repair work. The emergencies so identified shall be reviewed every year.
- II. The occupier shall formulate a detailed plan to meet all such identified emergencies including arrangements for

summoning outside help for rescue and fire fighting
arrangements for making available urgent medical facilities.

- III. The occupier shall send the list of emergencies and the details of procedures and plans formulated to meet the emergencies, to the Chief Inspector of Factories.
- IV. The occupier shall arrange to install distinctive and recognisable warning arrangements to caution all persons inside the plant as well as the neighbouring community, if necessary, to enable evacuation of persons and to enable the observance of emergency procedures by the persons who are assigned emergency duties. All concerned must be well informed about the warning arrangements and their meaning. The arrangements must be checked for its effectiveness every month.
- V. Alternate power supply arrangements shall be made and interlocked with the normal power supply system so as to ensure constant supply of power to the facilities and equipment meant for compliance with requirements of Paragraphs 10, 11, 12, 13, 14, 18, 22, and this paragraph of Part II, Part III, Part IV and Part V of this Schedule.
- VI. The occupier shall arrange to suspend the further process work in a place where emergency is established and shall forthwith evacuate all persons in that area except workers who have been assigned emergency duties.
- VII. All the employees of the factory shall be trained about the action to be taken by them including evacuation procedures during emergencies.
- VIII. All emergency procedures must be rehearsed every three months and deficiencies, if any, in the achievement of the objectives shall suitably be corrected.
- IX. The occupier shall arrange to have ten per cent of the workers trained in the use of First Aid Fire Fighting appliances and in the rendering of specific hazards of the particular process.
- X. The occupier shall furnish immediately on request the specific chemical identity of the hazardous substance to the treating physician where the information is needed to administer proper emergency or first-aid treatment to exposed persons.

- I. Adequate precautions shall be taken to prevent the mixing of effluents from different processes and operations which may cause dangerous or poisonous gases to be evolved.
- II. Effluents which contain or give rise in the presence of other effluents to poisonous gases shall be provided with independent drainage systems to ensure that they may be trapped and rendered safe.

Fire and Explosion Risks

- I. No internal combustion engine and no electric motor or other electrical equipment, and fittings and fixtures capable of generating sparks or otherwise causing combustion or any other source of ignition or any naked light shall be installed or permitted to be in the process area where there could be fire and explosion hazards.
- II. hot exhaust pipes shall be installed outside a building and other hot pipes or hot surface or surfaces likely to become hot shall be suitably protected.
- III. The classification of work areas in terms of its hazard potential and the selection of electrical equipment or other equipment that could constitute a source of ignition shall be in accordance with the respective Indian Standard.
- IV. Where a flammable atmosphere may be prevalent or could occur, the soles of footwear worn by workers shall have no metal on them, and the wheels of trucks or conveyors shall be conductive type.
- V. All tools and appliances used for work in this area shall be of non-sparking type.
- VI. Smoking in process areas where there are risks of fire and explosion shall be prohibited, and warning notices in the language understood by majority of workers shall be posted in the factory prohibiting smoking into specified areas.

2. **Static Electricity.**ô

- I. All machinery and plant, particularly, pipe lines and belt drives, on which static charge is likely to accumulate, shall be effectively earthed. Receptacles for flammable liquids shall have metallic connections to the earthed supply tanks to prevent static sparking. Where necessary, humidity shall be regulated.
- II. Mobile tanker wagons shall be earthed during filling and discharge, and precautions shall be taken to ensure that earthing is effective before such filling or discharge take place.

3. **Lightening protection.**ô Lightening protection arrangement shall be fitted where necessary, and shall be maintained.

4. **Process heating.**ô The method of providing heat for a process likely to result in fire and explosion shall be as safe as possible and where the use of naked flame is necessary, the plant shall be so constructed as to prevent any escaping flammable gas, vapour, or dust coming into contact with the flame, or exhaust gases, or other sources likely to cause ignition. Wherever possible, the heating arrangement shall be automatically controlled at a pre-determined temperature below the danger temperature.

5. **Leakage of flammable liquids.**ô

- I. Provision shall be made to confine by means of bund walls, dykes, sumps etc. Possible leakages from storage vessels containing flammable liquids.
- II. Waste material in contact with flammable substances shall be disposed off suitably under the supervision of knowledgeable and responsible person.
- III. Adequate and suitable fire-fighting appliances shall be installed in the vicinity of such vessels.

6. **Safety valves.**ô Every still and every closed vessel which gas is evolved or into which gas is passed, and in which the pressure is liable to rise above the atmospheric pressure, shall have attached to it a pressure gauge, and a proper safety valve or other equally efficient means to relieve the pressure. These appliances shall be maintained in good condition.

7. **Installation of pipe line etc.**ô All pipelines carrying flammable or explosive substances shall be protected from mechanical damage and shall be examined by a responsible person once a week to detect any

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

8. Fire fighting systems.

- I. Every factory employing 500 or more persons and carrying out processes listed in Appendix -A shall provide
 - (a) Trained and responsible fire fighting squad so as to effectively handle the fire fighting and life saving equipment in the event of fire or other emergency. Number of persons in this squad will necessarily depend upon the size of risk involved, but in no case shall be less than 8 such trained persons to be available at any time. The squad shall consist of watch and ward personnel, fire pump man and departmental supervisors and operators trained in the operation of fire and emergency services ;
 - (b) Squad leaders shall preferably be trained in a recognized government institution and their usefulness enhanced by providing residence on the premises ;
 - (c) Squad personnel shall be provided with clothing and equipment including helmets, boots and belts.
- II. A muster roll showing the duties allocated to each member of the squad shall be prepared and copies supplied to each leader as well as displayed in prominent places so as to be easily available for reference in case of emergency.
- III. The pump man shall be thoroughly conversant with the location of all appliances. He shall be responsible for maintaining all fire fighting equipment in proper working order. Any defect coming to his notice shall be immediately be brought to the notice of squad leader.
- IV. As far as is practicable, the fire pump room and the main gate(s) of the factory be connected to all manufacturing or storing areas through telephone interlined and placed in a convenient location near such areas.

PART IV

Risks of Toxic Substances

1. Leakage.

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

buildings, rooms, or protective structures shall be used for the dangerous stages of the process and buildings shall be so designed as to localize any escape of toxic substances.

- II. Catch pits, bund walls, dykes, or other suitable safeguards shall be provided to restrict the serious effects of such leakages. Catch pits shall be placed below joints in pipelines where there is danger involved to maintenance and other workers from such leakage.

2. **Drainage** - Adequate drainage shall be provided and shall lead to collection tanks specifically provided for this purpose wherein deleterious material shall be neutralised, treated or otherwise rendered safe before it is discharged into public drains or sewers.

3. **Covering of vessels.**ô

- I. Every fixed vessel or structure containing any toxic substance and not so covered as to eliminate all reasonable risk of accidental contact of any portion of the body of a worker, shall be so constructed as to avoid physical contact.
- II. Such vessel shall, unless its edge is at least 90 centimetres above the adjoining ground or platform, be securely fenced to a height of at least 90 centimetres above such adjoining ground or platform.
- III. Where such vessels adjoin and the space between them, clear of any surrounding brick or other work is either less than 45 centimetres in width or is 45 or more centimetres in width, but is not securely fenced on both sides to a height of at least 90 centimetres, secure barriers shall be so placed as to prevent passage between them :

Provided that sub-paragraph (II) of this paragraph shall not apply to ô

- (a) saturators used in the manufacture of sulphate of ammonia ; and
- (b) That part of the sides of brine evaporating pans which require raking, drawing or filling.

4. **Continuous exhaust arrangement.**—

- I. Any process evolving toxic vapour, gas, fume and substance shall have efficient continuous exhaust draught. Such

arrangement shall be interlocked in the process control wherever possible.

- II. In the event of failure of continuous exhaust arrangement means shall be provided to automatically stop the process.

5. **Work Bench.**ô All the work benches used in the processes involving the manipulation of toxic substances shall be graded properly and shall be made of smooth impervious surface which shall be washed daily after the completion of work.

6. **Waste disposal.**ô

- I. There shall be provided a suitable receptacle made of non-absorbable material with a tightly fitting cover for depositing waste material soiled with toxic substances and the contents of such receptacle shall be destroyed by burning or using other suitable methods under the supervision of a responsible person.
- II. During the course of manufacture, whenever any batch or intermediate products having toxicity is rejected on considerations of quality, sufficient precautions shall be taken to render them innocuous or otherwise treat them or inactivate them, before disposal.
- III. The empty containers of toxic substances shall be cleaned thoroughly before disposal under the supervision of a responsible person.

PART V

Special Provisions

1. **Special precautions for Nitro or Amino Processes.**ô

- I. Unless the crystallized nitro or amino substances or any of its liquor is broken or agitated in a completely enclosed process so as not to give rise to dust or fume, such process shall be carried on under an efficient exhaust draught or by adopting any other suitable means in such a manner as to prevent the escape of dust or fume in the working atmosphere.
- II. No part of the plant or equipment or implements which was in contact with nitro or amino compounds shall be repaired, or handled unless they have been emptied and thoroughly cleaned and decontaminated.

substantial wire mesh covering to protect persons working nearby in the event of breakage of glass vessel.

- II. Any spillage or emission of vapour from the all glass vessel due to breakage, shall be immediately inactivated or rendered innocuous by suitable means such as dilution with water or suitable solvents so as to avoid the risks of fire or explosion or health hazards.

4. Special precautions for processes involving chlorate manufacture.ô

- I. Crystallisation, grinding or packing of chlorate shall not be done in a place used for any other purpose and such places shall have hard, smooth and impervious surface made of non-combustible material. The place shall be thoroughly cleaned daily.
- II. The personal protective equipment likes overall, etc. provided for the chlorate workers shall not be taken from the place of work and they shall be thoroughly cleaned daily.
- III. Adequate quantity of water shall be available near the place of chlorate process for use during fire emergency.
- IV. Wooden vessels shall not be used for the crystallisation of chlorate or to contain crystallised ground chlorate.

5. Special precautions in the use of plant and equipment made from reinforced plastics.ô

- I. All plant and equipment shall conform to appropriate Indian or any other National Standard.
- II. Care shall be taken during storage, transport, handling and installation of plant and equipment to avoid accidental damage.
- III. All plant and equipment shall be installed in such a way as to ensure that loads are distributed as intended in design or as per the recommendations of the manufacture.
- IV. All pipe work shall be supported so that total loads local to the branches on the vessel or tank do not exceed their design values.
- V. After erection all plant and equipment shall be subjected to a pressure test followed by a thorough examination by a competent person. The test and examination shall be as per

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ô ô
in good order an occupational health centre with facilities as per scale laid
down hereunderô

- i. For factories employing upto workersô
 - (a) the services of a qualified medical practitioner hereinafter known as Factory Medical Officer, available on a retainership basis, in his notified clinic near to the factory for seeking medical help during emergency. He will also carry out the pre-employment and periodical medical examinations as stipulated in paragraph 4 of this Part.
 - (b) A minimum of five persons trained in first aid procedures, amongst whom at least one shall always be available during the working period.
 - (c) A fully equipped first aid box.
- ii. For factories employing 51 to 200 workers ô
 - (a) The occupational health centre shall have a room having a minimum floor area of 15 sq.m., with floors and walls made of smooth, hard and impervious surface and shall be adequately illuminated, ventilated and equipped.
 - (b) A part-time Factory Medical Officer will be in over all charge of the Centre who shall visit the factory minimum twice in a week and whose services shall be readily available during emergencies.
 - (c) There shall be one qualified and trained dresser-cum-compounder on duty throughout the working period.
 - (d) A fully equipped first aid box.
- iii. For factories employing above 200 workersô
 - (a) There shall be one full-time Factory Medical Officer for factories employing upto 500 workers and one more medical officer for every 1000 workers or part thereof.
 - (b) The occupational health centre in this case shall have a minimum of 2 rooms each having a minimum floor area of 15 sq.m. with floors and walls made of smooth, hard and impervious surface and shall be adequately illuminated, ventilated and equipped.
 - (c) There shall be one trained nurse, one dresser-cum-compounder and one sweeper-cum-ward boy throughout the working period.
 - (d) The Occupational Health Centre in this case shall be suitably equipped to manage medical emergencies.

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

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

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

PART VII

Additional Welfare Amenities

1. Washing facilities.—

- I. There shall be provided and maintained in every factory for the use of all the workers taps for washing, at the rate of one every 15 persons including liquid soap in a container with tilting arrangements and nail brushes or other suitable means for effective cleaning. Such facilities shall be conveniently accessible and shall be kept in a clean and hygienic condition.
- II. If washing facilities as required above are provided for women, such facilities shall be separate for them and adequate privacy at all times shall be ensured in such facilities.

2. Mess room facilities.ô

- I. The occupier of all the factories carrying out processes covered in Appendix A and employing 50 workers or more, shall provide for all the workers working in a shift mess room facilities which are well ventilated and provided with tables and sitting facilities along with the provision of cold and hygienic drinking water facilities.

- appliance or any guarding or fencing arrangement, inoperative or defective and shall report the defective condition of the aforesaid arrangements as soon as he is aware of any such defect.
- II. Before commencing any work, all workers employed in processes covered in Appendix ~~A~~ shall check their workplace as well as the machinery, equipment or appliance used in the processes and report any mal-function or defect immediately to the supervisor or any responsible person of the management.
- III. All workers shall co-operate in all respects with the management while carrying out any work or any emergency duty assigned to them in pursuance of this schedule and shall always use all the personal protective equipment issued to them in a careful manner.
- IV. All workers employed in the processes covered in Appendix ~~A~~ or Appendix ~~B~~ shall not smoke in the process area or storage area. If special facilities are provided by the management only such facilities should be used.
- V. All workers employed in the processes covered in Appendix ~~A~~ shall not remain in unauthorised place or carry out unauthorised work or improvise any arrangement or adopt short out method or misuse any of the facilities provided in pursuance of the Schedule, in such a manner as to cause risk to themselves as well as or to others employed.
- VI. The workers shall not refuse undergoing medical examination as required under these rules.

PART IX

Restrictions on the employment of young persons under 18 years of age and women

1. The Chief Inspector of Factories may by an order in writing, restrict or prohibit the employment of women and young persons under the age of 18, in any of the processes covered in Appendix ~~A~~ of this schedule on considerations of health and safety of women and young persons.
2. Such persons who are restricted or prohibited from working in the process due to the order issued in pursuance of sub-para (1) above shall be provided with alternate work which is not detrimental to their health or safety.

PART X

Exemptions

1. **Power of exemption.**ô The State Government or subject to the control of the State Government the Chief Inspector may exempt from the compliance with any of the requirements of this Schedule partly or fully, any factory carrying out processes covered in Appendix ~~A~~ if it is clearly and satisfactorily established by the occupier that the compliance with any of the requirement is not necessary to ensure the safety and health of persons employed suitable and effective alternate arrangements are available to any of the requirements covered in this schedule.

Appendix 'A'

Any works or that part of works in which–

- (a) the manufacture, manipulation or recovery of any of the following is carried on :ô
 - i. sodium, potassium, iron, aluminium, cobalt, nickel, copper, arsenic, antimony, chromium, zinc, selenium, magnesium, cadmium, mercury, beryllium and their organic and inorganic salts, alloys, oxides and hydroxides ;
 - ii. ammonia, ammonium hydroxide and salts of ammonium;
 - iii. the organic or inorganic compounds of sulphurous, sulphuric, nitric, nitrous, hydrochloric, hydrofluoric, hydriodic, hydro sulphuric, hydrobromic, boric ;
 - iv. cyanogen compounds, cyanide compounds, cyanate compounds ;
 - v. phosphorous and its compounds other than organo phosphorus insecticides ;
 - vi. chlorine.
- (b) hydrogen sulphide is evolved by the decomposition of metallic sulphides, or hydrogen sulphide is used in the production of such sulphides ;
- (c) bleaching powder is manufactured or chlorine gas is produced in chlor-alkali plants;
- (d) i. gas tar or coal tar or bitumen or shale oil asphalt or any residue of such tar is distilled or is used in any process of chemicals manufacture ;

- ii. tar based synthetic colouring matters or their intermediates are produced ;
- (e) nitric acid is used in the manufacture of nitro compounds;
- (f) explosives are produced with the use of nitro compounds;
- (g) aliphatic or aromatic compounds or their metallic and non-metallic derivatives or substituted derivatives, such as chloroform, ethylene glycol, formaldehyde, benzyle chloride, phenol, methyl ethyl keytone peroxide, cobalt carbonyl, tungsten carbide etc. are manufactured or recovered.

Appendix ‘B’

**Concerning Special Bathing Accommodation in
pursuance of Para 4 of Part IV**

1. Nitro or amido processes.
2. All chrome processes.
3. Processes of distilling gas or coal tar or processes of chemical manufacture in which tar is used.
4. Processes involving manufacture, manipulation, handling or recovery of cyanogens compound, cyanide compound, cyanate compounds.
5. Processes involving manufacture of bleaching powder or production of chlorine gas in chloralkali plants.
6. Manufacture, manipulation or recovery of nickel and its compounds.
7. All processes involving the manufacture, manipulation or recovery of aliphatic or aromatic compounds or their derivatives or substituted derivatives.

Appendix ‘C’

Ambulance should have the following equipment

General :

- An wheeled stretcher with folding and adjusting devices; Head of the stretcher must be capable of being tilted upward ;
- Fixed suction unit with equipment ;

- Fixed oxygen supply with equipment ;
- Pillow with case ;
- Sheets ;
- Blankets ;
- Towels ;
- Emesis bag ;
- Bed pan ;
- Urinal ;
- Glass

Safety equipment :

- Flares with life of 30 minutes
- Flood lights;
- Flash lights;
- Fire extinguisher dry powder type;
- Insulated gauntlets.

Emergency care equipment :-

Resuscitation :

- Portable suction unit ;
- Portable oxygen unit ;
- Bag-valve-mask, hand operated artificial ventilation unit ;
- Airways ;
- Mouth gags ;
- Tracheostomy adapters ;
- Short spine board ;
- I. V. Fluids with administration unit ;

- B.P. manometer;
- Cugg;
- Stethoscope

Immobilisation :

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

Dressings :

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

Poisoning :

- Syrup of Ipecac; (Pre-packeted in doses) ;
- Activated charcoal ;
- Snake bite kit ;
- Drinking water.

Emergency Medicines :

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

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Schedule B-XIII

Manipulation of stone or any other material containing free silica

1. **Application.**ô This schedule shall apply to all factories or parts of factories in which manipulation of stone or any other material containing free silica is carried on.

2. **Definitions.**ô For the purpose of this Schedule,ô

- (a) ômanipulationö means crushing, breaking, chipping, dressing, grinding, sieving, mixing, grading or handling of stone or any other material containing free silica or any other operation involving such stone or material;
- (b) ôStone or any other material containing free silicaö means a stone or any other solid material containing not less than 5% by weight of free silica.

3. **Precautions in manipulation.**ô No manipulation shall be carried out in a factory or part of a factory unless one or more of the following measures, namely :ô

- (a) damping the stone or other material being processed ;
- (b) providing water spray ;
- (c) enclosing the process ;
- (d) isolating the process ; and
- (e) providing localised exhaust ventilation are adopted so as to effectively control the dust in any place in the factory where any person is employed, at a level equal to or below the maximum permissible level for silica dust as laid down in Table 2 appended to Rule 64 :

Provided that such measures as above said are not necessary if the process or operation itself is such that the level of dust created and prevailing does not exceed the permissible level referred to.

4. **Maintenance of floors.**ô

- I. All floors or places where fine dust is likely to settle on and whereon any person has to work or pass shall be of impervious material and maintained in such condition that they can be thoroughly cleaned by a moist method or any other method which would prevent dust being airborne in the process of cleaning.

- II. The surface of every floor of every work room or place where any work is carried on or where any person has to pass during the course of his work, shall be cleansed of dust once at least during each shift after being sprayed with water or by any other suitable method so as to prevent dust being airborne in the process of cleaning.

5. **Prohibition relating young persons.**ô No young person shall be employed or permitted to work in any of the operations involving manipulation or at any place where such operations are carried out.

6. **Medical Facilities and records of examinations and tests.**ô

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

7. **Medical examination by Certifying Surgeon.**ô

- I. Every worker employed in the processes specified in paragraph 1, shall be examined by a Certifying Surgeon within 15 days of his first employment. Such medical examination shall include pulmonary function test and chest X-Rayô Posterior Anterior (PA) view to be compared with standard ILO Radiographs on Pneumoconiosis. No worker shall be allowed to work after 15 days of his first employment in the factory unless certified fit for such employment by the Certifying Surgeon.
- II. Every worker employed in the said processes shall be re-examined by a Certifying Surgeon at least once in every twelve months. Such re-examination shall, wherever the Certifying Surgeon considers appropriate, include all the tests as specified in sub-paragraph (I) except chest X-ray which

- ## Schedule B-XIV

- (d) ôbreathing apparatusö means a helmet or face piece with necessary connection by means of which a person using it breathes air free from dust, or any other approved apparatus;
- (e) ôEfficient exhaust draughtö means a localised ventilation by mechanical means for the removal of dust so as to prevent dust from escaping into air of any place in which work is carried on. No draught shall be deemed to be efficient which fails to control dust produced at the point where such dust originates ;
- (f) ôpreparingö means crushing, disintegrating, and any other processes in or incidental to the opening of asbestos ;
- (g) ôProtective clothingö means overalls and head covering, which (in either case) will when worn exclude asbestos dust.

2-A. **Demolition of plants or structures.**—No person shall carry out any demolition of plants or structures containing friable asbestos insulation material and removal of asbestos from building or structures in which asbestos is liable to become air-borne, unless he is recognized and duly empowered by the Chief Inspector of Factories as qualified to carry out such work in accordance with the provisions of this Schedule.

3. **Tools and equipment.**ô Any tools or equipment used in processes to which this schedule applies shall be such that they do not create asbestos dust above the permissible limit or are equipped with efficient exhaust draught.

4. **Exhaust draught.**ô

- I. An efficient exhaust draught shall be provided and maintained to control dust from the following processes and machines :ô
 - (a) manufacture and conveying machinery namelyô
 - i. preparing, grinding, or dry mixing machines ;
 - ii. carding, card waste and ring spinning machines, and looms ;
 - iii. machines or other plant fed with asbestos ;
 - iv. machines used for the sawing, grinding, turning, drilling, abrading or polishing; in the dry state, of articles composed wholly or partly of asbestos ;
 - (b) cleaning, and grinding of the cylinders or other parts of a carding machine ;

be washed at suitable intervals. The cleaning schedule and procedure should be such as to ensure the efficiency in protective the wearer.

- V. All breathing apparatus shall be cleaned and disinfected at suitable intervals and thoroughly inspected once every month by a responsible person.
- VI. A record of the cleaning and maintenance and of the condition of the breathing apparatus shall be maintained in a register provided for that purpose which shall be readily available for inspection by an Inspector.
- VII. No person shall be employed to perform any work specified in sub-paragraph (I) for which breathing apparatus is necessary to be provided under that sub-paragraph unless he has been fully instructed in the proper use of that equipment.
- VIII. No breathing apparatus provided in pursuance of sub-paragraph (I) which has been worn by a person shall be worn by another person unless it has been thoroughly cleaned and disinfected since last being worn and the person has been fully instructed in the proper use of that equipment.

11. **Separate accommodation for personal clothing.**ô A separate accommodation shall be provided in a conveniently accessible position for all persons employed in operation to which this schedule applies for storing of personal clothing. This should be separated from the accommodation provided under sub-paragraph (II) of paragraph 10 to prevent contamination of personal clothing.

12. **Washing and bathing facilities.**ô

- I. There shall be provided and maintained in a clean state and in good repair for the use of all workers employed in the processes covered by the schedule, adequate washing and bathing places having a constant supply of water under cover at the rate of one such place for every 15 persons employed.
- II. The washing places shall have standpipes place at intervals of not less than one metre.
- III. Not less than one half of the total number of washing places shall be provided with bathrooms.

- IV. Sufficient supply of clean towels made of suitable material shall be provided :

Provided that such towels shall be supplied individually for each worker if so ordered by the Inspector.

- V. Sufficient supply of soap and nail brushes shall be provided.

13. Mess room.—

- I. There shall be provided and maintained for the use of all worker employed in the factory covered by this schedule, remaining on the premises during the rest intervals, a suitable mess room which shall be furnished withô

- (a) sufficient tables and benches with back rest ; and
(b) adequate means for warming food.

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

14. Prohibition of employment of young persons.ô No young person shall be employed in any of the process covered by this schedule.

15. Prohibition relating to smoking.—No person shall smoke in any area where processes covered by this schedule are carried on. A notice in the language understood by majority of the workers shall be posted in the plant prohibiting smoking at such areas.

Cautionary notices.—

- I. Cautionary notices in the form specified in the appendix shall be displayed at the approaches and along the perimeter of every asbestos processing area to warn all persons regardingô

- (a) hazards to health from asbestos dust ;
(b) need to use appropriate protective equipment ;
(c) Prohibition of entry to unauthorised persons, or authorised persons but without protective equipment.

- II. Such notices shall be in the language understood by the majority of the workers.

17. Air monitoring.—To ensure the effectiveness of the control measures, monitoring of asbestos fibre in air shall be carried out once at least in every shift and the record of the results so obtained shall be entered in a register specially maintained for the purpose.

20. **Exemptions.**—If in respect of any factory, the Chief Inspector is satisfied that owing to the exceptional circumstances or infrequency of the processes or for any other reason, all or any of the provisions of this schedule is not necessary for protection of the workers in the factory, the Chief Inspector may by a certificate in writing, which he may at his discretion revoke at any time, exempt such factory from all or any of such provisions subject to such conditions, if any, as he may specify therein.

1. Asbestos/asbestos dust which is used, handled or manipulated in this factory is a very hazardous to health.
2. Prolonged exposure to asbestos dust may lead to serious diseases like lung fibrosis (Asbestosis) and lung cancer.
3. Entry is prohibited without protective equipment.
4. Wear the Protective Equipments to safeguard your health.
5. No food stuffs or drinks shall be brought into this area.

Schedule B-XV

Handling or manipulation of corrosive substances

1. **Definitions.**ô For the purposes of this scheduleô

- (a) ôcorrosive operationö means an operation of manufacturing, storing, handling processing, packing, or using any corrosive substance in a factory; and
- (b) ôcorrosive substanceö includes sulphuric acid, nitric acid, hydrochloric acid, hydrofluoric acid, carbolic acid, phosphoric acid, liquid chlorine, liquid bromine, ammonia, sodium hydroxide and potassium hydroxide and a mixture thereof, and any other substance which the State Government by notification in the Official Gazette specify to be corrosive substance.

2. **Flooring.**ô The floor of every workroom of a factory in which corrosive operation is carried on shall be made of impervious, corrosion and fire resistance material and shall be so constructed as to prevent collection of any corrosive substance. The surface of such flooring shall be smooth and cleaned as often as necessary and maintained in a sound condition.

3. **Protective equipment.**ô

- (a) the occupier shall provide for the use of all persons employed in any corrosive operation suitable protective wear for hands and feet, suitable aprons, face shields, chemical safety goggles, and respirators. The equipment shall be maintained in good order and shall be kept in clean and hygienic condition by suitably treating to get rid of the ill effects of any absorbed chemicals and by disinfecting. The occupier shall also provide suitable protective creams and other preparations wherever necessary.
- (b) The Protective equipment and preparations provided shall be used by the persons employed in any corrosive operation.

4. **Water facilities.**—Where any corrosive operation is carried on, there shall be provided as close to the place of such operation as possible, a source of clean water at a height of 210 centimetres from a pipe of 1.25 centimetres diameter and fitted with a quick acting valve so that in case of injury to the worker by any corrosive substance, the injured part can be thoroughly flooded with water. Whenever necessary, in order to ensure continuous water supply, a storage tank having a minimum length, breadth and height of 210 centimetres, 120 centimetres and 60 centimetres respectively or such dimensions as are approved by the Chief Inspector shall be provided as the source of clean water.

Corrosive substances cause severe burns and vapours thereof may be extremely hazardous. In case of contact, immediately flood the part affected with plenty of water for at least 15 minutes. Get medical attention quickly.

- I. Corrosive substances shall not be filled, moved or carried except in containers or through pipes and when they are to be transported in containers, they shall be placed in crates of sound construction and of sufficient strength.
- II. A container with a capacity of 11.5 litres or more of a corrosive substance shall be placed in a receptacle or crate and then carried by more than one person at a height below the waist line unless a suitable rubber wheeled truck is used for the purpose.
- III. Containers for corrosive substances shall be plainly labelled.

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

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

suitable implements made of wood or other material shall be used to prevent production of arseniuretted hydrogen (arsine).

- II. Whenever it is necessary for the purpose of cleaning or other maintenance work for any worker to enter chamber, tank, vat, pit or other confined space where a corrosive substance had been stored, all possible precautions required under section 23 of the Code shall be taken to ensure the worker's safety.
- III. Wherever possible, before repairs are undertaken to any part of equipment in which a corrosive substance was handled, such equipment or part thereof shall be freed of any adhering corrosive substance by adopting suitable methods.

10. **Storage.**

- I. Corrosive substances shall not be stored in the same room with other chemicals, such as turpentine, carbides, metallic powders and combustible materials, the accidental mixing with which may cause a reaction which is either violent or gives rise to toxic fumes and gases.
- II. Pumping or filling overhead tanks, receptacles, vats or other containers for storing corrosive substances shall be so arranged that there is no possibility of any corrosive substance overflowing and causing injury to any person.
- III. Every container having a capacity of twenty litres or more and every pipeline, valve, and fitting used for storing or carrying corrosive substances shall be thoroughly examined every year for finding out any defects, and defects so found out shall be removed forthwith. A register shall be maintained of every such examination made and shall be produced before the Inspector whenever required.

11. **Fire extinguishers and fire fighting equipment.**

An adequate number of suitable types of fire extinguishers or other stored, shall be provided. Such extinguishers or other equipment shall be regularly tested and refilled. Clear instructions as to how the extinguishers or other equipment should be used, printed in the language which majority of the workers employed understand, shall be affixed near each extinguisher or other equipment.

Schedule B-XVI

Processing of cashewnut

1. **Application.**ô This schedule shall apply to all factories in which roasting, scrubbing and shelling of cashewnuts or extracting oil from cashewnuts or cashewnut shells are carried on.

2. **Prohibition of employment of women and young persons.**ô No woman or young person shall be employed in any of the processes specified in paragraph 1 except in shelling of roasted cashewnuts.

3. **Protective clothing and equipment.**ô The occupier shall provide and maintain for the use of all persons employed in roasting and scrubbing of cashewnuts or extracting oil from cashewnuts or cashewnut shellsô

- (a) suitable rubber or washable leather gloves ;
- (b) suitable type of impervious aprons with sleeves to cover body down to knees and shoulders ; and
- (c) suitable type footwear to afford protection to feet and legs against cashewnut oil; and for the workers employed in cashewnut shelling, either ;
- (d) a protective ointment containing 10% of shellac, 5% of alcohol, 10% of sodium perborate, 5% of carbitol and 20% talc ; or
- (e) sufficient quantity of kaolin and coconut oil ; and
- (f) any other material or equipment, which the Chief Inspector of Factories may deem to be necessary for the protection of the workers.

4. **Use of protective clothing and equipment.**ô Every person employed in processes specified in paragraph 1 shall make use of protective clothing and equipment supplied and arrangements shall be made by the occupier to supervise the use, maintenance and cleanliness.

5. **Disposal of shells, ashes, or oil of cashewnut.**ô (1) shells, ashes or oil of cashewnut shall not be stored in any room in which workers are employed and shall be removed at least twice a day to any pit or enclosed place in the case shells and ashes and to closed containers kept in a separate room in the case of oil.

(2) No worker shall be allowed to handle shells or oil of cashewnuts without using the protective clothing or equipment provided under paragraph 3 above.

worker, he shall make a record of his findings in the said certificate and the health register. The entry of his findings in those documents should also include the period for which he considers that the said person is unfit to work in the said process shall be provided with alternate placement facilities unless he is fully incapacitated in the opinion of the Certifying Surgeon, in which case the person affected shall be suitably rehabilitated.

15. **Exemption.** The Chief Inspector of Factories may grant exemptions from the operation of any of these where he is satisfied that their observance is not necessary for safeguarding the health of the workers.

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Schedule B-XVII

***Compression of oxygen and hydrogen produced
by electrolysis of water***

1. **Location of electrolyte plant.**ô The room in which electrolysis plant is installed shall be separate from the plant for storing and compressing the oxygen and hydrogen and also the electric generator room.

2. **Testing of purity.**ô

I. The purity of oxygen and hydrogen shall be tested by a competent person at least once in every shift at the following posts :-

- (a) in the electrolysis room ;
- (b) at the gas holder inlet ; and
- (c) at the suction and of the compressor.

II. The purity figures shall be entered in a register and signed by the persons carrying out such test :

Provided, however, that if the electrolysis plant is fitted with automatic recorder of purity of oxygen and hydrogen with alarm lights, it shall be sufficient if the purity of gases is tested at the suction and of the compressor only.

3. **Restriction as to the compression.**ô The oxygen and hydrogen gases shall not be compressed if their purity as determined under paragraph 2 above falls below 98% at any time.

4. **Limit switch for gas holder.**ô The bell of any gas holder shall not be permitted to go within the 30 centimetres of its lowest position when empty and a limit switch shall be fitted to the gas holder in such a manner as to switch off the compressor motor when the limit is reached.

5. **Provision of negative pressure switch.**ô In addition to the limit switch in the gas holder, a sensitive negative pressure switch shall be provided in or adjacent to the suction main for hydrogen close to the gas holder and between the gas holder and the hydrogen compressor to switch off the compressor motor in the event of the gas holder being emptied to the extent as to cause vacuum.

6. **Purity of caustic soda.**ô The water and caustic soda used for making lye shall be chemically pure within pharmaceutical limits.

8. **Colouring of gas pipes.** Oxygen and hydrogen gas pipes shall be painted with distinguishing colours and in the event of leakage at the joints of the hydrogen gas pipe, the pipe after reconnection shall be purged of all air before drawing in hydrogen gas.

10. **Prohibition of hot work.** No part of the electrolyser plant and the gas holders and compressor shall be subjected to welding, brazing, soldering or cutting until steps have been taken to remove any explosive substance from that part and render the part safe for such operations and after the completion of such operations no explosive substance shall be allowed to enter that part until the metal has cooled sufficiently to prevent risk of explosion.

12. **Checking of plant.** Every part of the electrolysis plant and the gas holders and compressor shall have a regular schedule of overhaul and checking and every defect noticed shall be rectified forthwith.

Schedule B-XVIII

Process of extracting oils and fats from vegetables and animal sources in solvent extraction plants

1. **Definitions.**ô For the purposes of this scheduleô
 - (a) ôsolvent extraction plantô means a plant in which the process of extracting oils and fats from vegetable and animal sources by use of solvents is carried on ;
 - (b) ôsolventô means an flammable liquid such as pentane, hexane and heptane use for the recovery of vegetable oils ;
 - (c) ôflameproof enclosureö as applied to electrical machinery or apparatus means an enclosure that will withstand, when covers or other access doors are properly secured, an internal explosion of the flammable gas or vapour which may enter or which may originate inside the enclosure without suffering damage and without communicating internal inflammation (or explosion) to the external flammable gas or vapour ;
 - (d) ôcompetent personö for the purpose of this schedule shall be at least a member of the Institution of Engineers (India) or an Associate Member of the said Institution with 10 years experience in a responsible position as may be approved by the Chief Inspector-cum-Facilitator :

Provided that a graduate in mechanical engineering or chemical technology with specialised knowledge of oils and fats and with a minimum experience of 5 years in a solvent extraction plant shall also be considered to the a competent person :

Provided further that the State Government may accept any other qualifications if in its opinion they are equivalent to the qualifications aforesaid.

2. **Location and layout.**ô
 - I. No solvent extraction plant shall be permitted to be constructed or extended to within a distance of 30 meters from the nearest residential locality.
 - II. A 1.5 meter high continuous wire fencing shall be provided around the solvent/extraction plant upto a minimum distance of 15 meters from the plant.
 - III. No person shall be allowed to carry any matches or an open flame or fire inside the area round by the fencing.

- IV. Boiler houses and other buildings where open flame processes are carried on shall be located at least 30 meters away from the solvent extraction plant; If godowns and preparatory processes are at a distance of less than 30 metres from the solvent extraction plant, these shall be at least 15 meters distant from the plant, and a continuous barrier wall of non-combustible material 1.5 meters high shall be erected at a distance of not less than 15 meters from the solvent extraction plant so that it extends to at least 30 meters of vapour travel around its ends from the plant to the possible sources of ignition.

3. **Electrical installations.**ô

- I. All electrical motors and wiring and other electrical equipment installed or housed in solvent extraction plant shall be of flameproof construction.
- II. All metal parts of the plant and building including various tanks and containers where solvents are stored or are present and all parts of electrical equipment not required to be energised shall be properly bonded together and connected to earth so as to avoid accidental rise in the electrical potential of such parts above the earth potential.

4. **Restriction on smoking.**ô Smoking shall strictly prohibited within 15 meters distance from solvent extraction plant. For this purpose, "No smoking" signs shall be permanently displayed in the area.

5. **Precautions against friction.**ô

- I. All tools and equipment including ladders, chains and other lifting tackle required to be used in solvent extraction plant shall be of non-sparking type.
- II. No machinery or equipment in any solvent extraction plant shall be belt driven, unless the belt used is of such a type that it does not permit accumulation of static electricity to a dangerous level.
- III. No person shall be allowed to enter and work in the solvent extraction plant if wearing clothes made of nylon or such other fibre that can generate static electrical charge, or wearing footwear which is likely to cause sparks by friction.

6. Fire-fighting apparatus.ô

- I. Adequate number of portable fire extinguishers suitable for use against flammable liquid fires shall be provided in the solvent extraction plant.
- II. An automatic water spray sprinkler system on a wet pipe or open-head deluge system with sufficient supply of storage water shall be provided over solvent extraction plant and throughout the building housing such plant.

7. **Precautions against power failure.ô** Provision shall be made for the automatic cutting off of steam in the event of power failure and also for emergency overhead watersupply for feeding water by gravity to condensers which shall come into play automatically with the power failure.

8. **Magnetic Separators.ô** Oil cake shall be fed to the extractor by a conveyer through a hopper and a magnetic separator shall be provided to remove any pieces of iron during pressure in the event of fire.

9. Venting.ô

- I. Tanks containing solvents shall be protected with emergency venting to relieve excessive internal pressure in the event of fire.
- II. All emergency relief vents shall terminate at least 6 meters above the ground and be so located that vapours will not re-enter the building in which solvent extraction plant is located.

10. **Waste water.ô** Process waste water shall be passed through a flash evaporator to remove any solvent before it is discharged into a sump which should be located within the fenced area but not closer than 8 meters to the fence.

11. **Ventilation.ô** The solvent extraction plant shall be well ventilated and if the plant is housed in a building, the building shall be provided with mechanical ventilation with provision for at least six air changes per hour.

12. Housekeeping.ô

- I. Solvents shall not be stored in an area covered by solvent extraction plant except in small quantities which shall be stored in approved safety cans.
- II. Waste materials such as oily rags, other wastes and absorbents used to wipe off solvent and paints and oils

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

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

13. Examination and repairs.ô

- I. The solvent extraction plant shall be examined by the competent person to determine any weakness or corrosion and wear once in every 12 months. Report of such examination shall be supplied to the Inspector with his observation as to whether or not the plant is in safe condition to work.
- II. No repairs shall be carried out to the machinery or plant except under the direct supervision of the competent person.
- III. Facility shall be provided for purging the plant with inert gas or steam before opening for cleaning or repairs and before introducing solvent after repairs.

14. Operating personnel.ô The operation of the plant and machinery in the solvent extraction plant shall be in the charge of such duly qualified and trained persons as are certified by the competent person to be fit for the purpose and no other person shall be allowed to operate the plant and machinery.

15. Employment of women and young persons.ô No woman or young person shall be employed in the solvent extraction plant.

16. Vapour detection.ô A suitable type of flameproof and portable combustible gas indicator shall be provided and maintained in good working order and a schedule of routine sampling of atmosphere at various locations as approved by the chief inspector shall be drawnout and entered in a register maintained for the purpose.

17. Exemption.ô If in respect of any factory, the Chief Inspector-cum-Facilitator is satisfied that owing to the exceptional circumstances or infrequency of the processes or for any other reason, all or any of the provisions of this schedule is not necessary for the protection of the workers in the factory, the Chief Inspector-cum-Facilitator may by a certificate in writing(which he may in his discretion revoke at any time) exempt such factory from all or any of such provisions subject to conditions, if any, as he may specify therein.

Schedule B-XIX

Manufacture or manipulation of manganese and its compounds

1. **Definitions.**ô For the purposes of this scheduleô

- (a) ômanganese processö means processing, manufacture or manipulations of manganese or any ore or any mixture containing manganese ;
- (b) ôfirst employmentö means first employment in any manganese process and includes also re-employment in any manganese process followed any cessation of employment for continuous period of 3 calendar months ;
- (c) ômanipulationsö means mixing, blending, filling, emptying, grinding, sieving, drying, packing, sweeping, or otherwise handling of manganese, or mixture containing manganese ; and
- (d) ôefficient exhaust ventilationö means localised ventilation effected by mechanical means for the removal of dust or fume or at its source of origin so as to prevent it from escaping into the atmosphere of any place where any work is carried on. No draught shall be deemed to be efficient which fails to remove the dust or fume or mist at the point where it is generated and fails to prevent it from escaping into and spreading into the atmosphere of a work place.

2. **Application.**ô This schedule shall apply to every factory in which or in any part of which any manganese process is carried on.

3. **Exemption.**ô If in respect of any factory, the Chief Inspector-cum-Facilitator is satisfied that owing to any exceptional circumstances, or infrequency of the process, or for any other reason, application of all or any of the provisions of this schedule is not necessary for the protection of the persons employed in such factory, he may by an order in writing which he may at his discretion revoke, exempt such factory from all or any of the provisions on such conditions and for such period as he may specify in the said order.

4. **Isolation of a process.**ô Every manganese process which may give rise to dust, vapour or mist containing manganese, shall be carried on in a totally enclosed system or otherwise effectively isolated from other processes so that other plants and processes and other parts of the factory and persons employed on other processes may not be affected by the same.

5. **Ventilation of process.**ô No process in which any dust, vapour or mist containing manganese is generated, shall be carried out except

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

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

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

7. Medical examination by certifying Surgeon.ô

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

storage and make adequate arrangements for cleaning and maintenance if personal protective equipment.

9. Prohibition relating to women and young persons.

No women or young persons shall be employed or permitted to work in any manganese process.

10. Food, drinks, etc. prohibited in the work rooms. No food, drink, pan and supari or tobacco shall be allowed to be brought into or consumed by any worker in any workroom in which any manganese process is carried on.

11. Mess room. There shall be provided and maintained for the use of the persons employed in a manganese process a suitable mess room which shall be furnished with sufficient tables and benches and adequate means for warming of food. The mess room shall be placed under the charge of a responsible person and shall be kept clean.

12. Washing facilities. There shall be provided and maintained in a clean state and in good condition, for the use of persons employed on manganese process

(a) A wash place under cover, with either

- i. a trough with a smooth impervious surface fitted with a waste pipe without plug, and of sufficient length to allow at least 60 centimetres for every ten such persons employed at any one time, and having a constant supply of water from taps or jets above the trough at intervals of not more than 60 centimetres ;
- ii. at least on wash basin for every five such persons employed at any one time, fitted with a waste pipe and plug and having a constant supply water; and

(b) Sufficient supply of soap or other suitable cleaning material and nail brushes and clean towels.

13. Cloakroom. If the Chief Inspectorcum facilitator so requires there shall be provided and maintained for the use of persons employed in manganese process a cloakroom for clothing put off during working hours with adequate arrangements for drying the clothing.

14. Cautionary placard and instructions. Cautionary notices in the form specified in appendix and printed in the language of the majority of the workers and employed, shall be affixed in prominent places in the factory where they can be easily and conveniently read by the workers and

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arrangement shall be made by the occupier to instruct periodically all workers
employed in a manganese process regarding the health hazards connected
with their duties and the best preventive measures and methods to protect
themselves. The notices shall always be maintained in a legible condition.

APPENDIX

CAUTIONARY NOTICE

Manganese and Manganese Compounds

1. Dust free and mists of manganese and its compounds are toxic when inhaled or when ingested.
2. Do not consume food or drink near the work place.
3. Take a good wash before taking meals.
4. Keep the working area clean.
5. Use the protective clothing and equipment provided.
6. When required to work in situations where dusts, fumes or mists are likely to be inhaled, use respiratory protective equipment provided for the purpose.
7. If you get severe headaches, prolonged sleeplessness or abnormal sensations in the body, report to the manager who would make arrangements for your examination and treatment.

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- III. Work-benches where dangerous pesticides are manipulated shall be made of smooth, non-absorbing material preferably stainless steel and shall be cleaned at least once daily.

9. Spillage and waste.—

- I. If a dangerous pesticide during its manipulation splashes or spills on the work-bench, floor or on the protective clothing worn by a worker, immediate action shall be taken for through decontamination of such areas or articles.
- II. Cloth, rags, paper or other material soaked or soiled with a dangerous pesticide shall be deposited in a suitable receptacle with tight fitting cover. Contaminated waste shall be destroyed by burning at least once a week.
- III. Suitable deactivating agents, where available, shall be kept in a readily accessible place for use while attending to a spillage.
- IV. Easy means of access shall be provided to all parts of the plant for cleaning, maintenance and repairs.

10. Empty containers used for dangerous pesticides.ô

Containers used for dangerous pesticides shall be thoroughly cleaned of their contents and treated with an inactivating agent before being discarded or destroyed.

11. Manual handling.ô

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

12. Ventilation.—

- I. In every workroom or area where a dangerous pesticide is manipulated, adequate ventilation shall be provided at all times by the circulation of fresh air.
- II. Unless the process is completely enclosed, the following operations during manipulation of a dangerous pesticide shall not be undertaken without an efficient exhaust draught :ô
- (a) emptying a container holding a dangerous pesticide ;

- (b) blending a dangerous pesticide ;
- (c) preparing a liquid or powder formulation containing a dangerous pesticide ; and
- (d) Changing or filling a dangerous pesticide into a container, tank hopper or machine or small sized containers.

III. In the event of a failure of the exhaust draught provided on the above operation, the said operations shall be stopped forthwith.

13. Time allowed for washing.ô

- I. Before each meal and before the end of the day's work at least ten minutes in addition to the regular rest interval shall be allowed for washing to each worker engaged in the manipulation of dangerous pesticide.
- II. Every worker engaged in the manipulation of dangerous pesticides shall have a thorough wash before consuming any food and also at the end of the day's work.

14. Washing and bathing facilities.—

- I. There shall be provided and maintained in a clean state and in good repair for the use of all workers employed in the factory where the said manufacturing process is carried on, adequate washing and bathing places having a constant supply of water under cover at the rate of one such place for every 5 persons employed.
- II. The washing places shall have standpipes placed at intervals of not less than one meter.
- III. Not less than one half of the total number of washing places shall be provided with bathrooms.
- IV. Sufficient supply of clean towels made of suitable material shall be provided :

Provided that such towels shall be supplied individually for each worker is so ordered by the Inspector.
- V. Sufficient supply of soap and nail brushes shall be provided.

15. **Cloakroom.**ô There shall be provided and maintained for the use of all workers employed in the factory where the said manufacturing process is carried onô

- (a) a cloakroom for clothing put off during working hours with adequate arrangements for drying clothing, if wet; and
- (b) separate and suitable arrangements for the storage of protective clothing provided under paragraph 7.

16. **Mess room.**—

- I. There shall be provided and maintained for the use of all workers employed in the factory in which the said manufacturing process is carried on and remaining on the premises during the rest intervals, suitable mess room which shall be furnished withô
 - (a) Sufficient tables and benches with back rest, and
 - (b) Adequate means for warming food.
- II. The mess room shall be placed under the charge of responsible person and shall be kept clean.

17. **Manipulation not be undertaken.**ô Manufacture or manipulation of a pesticides shall not be undertaken in any factory unless a certificate regarding its dangerous nature or otherwise is obtained from the Chief Inspector-cum-Facilitator.

18. **Medical facilities and records of examinations and tests.**—

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

19. Medical examination by certifying Surgeon.—

- I. Every worker employed in the processes specified in paragraph 1 shall be examined by a Certifying Surgeon within 15 days of his first employment. Such examinations in respect of Halogenated Pesticides, shall include tests for determination of chemical in blood and in fat tissues, E.E.G abnormalities and memory tests. In respect of organic phosphate compounds, such examinations shall include tests for depression of cholinesterase in plasma and red blood cells. No worker shall be allowed to work after 15 days of his first employment in the factory unless certified fit for such employment by the Certifying Surgeon.
- II. Every worker employed in the said process shall be re-examined by a Certifying Surgeon at least once in every six calendar months. Such examination shall, wherever the Certifying Surgeon considers appropriate, include the tests specified in sub-paragraph (I). Further every worker employed in the said processes shall also be examined once in every three months by the factory medical officer.
- III. The Certifying Surgeon after examining a worker, shall issue a Certificate of Fitness in Form XXIII. The record of examination and re-examinations carried out shall be entered in the Certificate and the Certificate shall be kept in the custody of the manager of the factory. The record of each examination carried out under sub-paragraph (I) and (II), including the nature and the results of these test, shall also be entered by the certifying Surgeon in a health register in Form XXIV.
- IV. The Certificate of Fitness and the health register shall be kept readily available for inspection by the Inspector.
- V. If at any time the Certifying Surgeon is of the opinion that a worker is no longer fit for employment in the said processes on the ground that continuance therein would involve special danger to the health of the worker, he shall make a record of his findings in the said certificate and the health register. The entry of his findings in those documents should also include the period for which he considers that the said person is unfit to work in the said

process shall be provided with alternate placement facilities unless he is fully incapacitated in the opinion of the Certifying Surgeon, in which case the person affected shall be suitably rehabilitated.

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

z . . **Exemption.**ô If in respect of any factory the Chief Inspector-cum-Facilitator is satisfied that owing to the exceptional circumstances or the infrequency of the said manufacturing process or for any other reason which shall record in writing all or any of the provisions of this Part are not necessary for the protection of workers employed in the factory, he may by a certificate in writing exempt such factory, from all or any of the provisions on such condition as he may specify thereinô

APPENDIX

CAUTIONARY NOTICE

Insecticides and pesticides

1. Chemicals handled in this plant are poisonous substances.
2. Smoking, eating food or drinking, chewing tobacco in this area is prohibited. No food stuff or drink shall be brought in this area.
3. Some of these chemicals may be absorbed through skin and may cause poisoning.
4. A good wash shall be taken before meals.
5. A good bath shall be taken at the end of this shift.
6. Protective clothing and equipment supplied shall be used while working in this area.
7. Containers of pesticides shall not be used for keeping food stuffs.
8. Spillage of the chemicals on any part of the body or on the floor or workbench shall be immediately washed away with water.
9. Clothing contaminated due to splashing shall be removed immediately.
10. Scrupulous cleanliness shall be maintained in this area.

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11. Do not handle pesticides with bare hands, use scoops provided with handle.
12. In case of sickness like nausea, vomiting, giddiness, the manager should be informed who will make necessary arrangements for treatment.
13. All workers shall report for the prescribed medical tests regularly to protect their own health.

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not affected by benzene or its vapours.

- II. The protective wear referred to in sub-paragraph (I) shall be maintained in good condition and inspected regularly.

6. Prohibition relating to employment of women and young persons.ô No woman or young person shall be employed or permitted to work in any workroom involving exposure to benzene or substances containing benzene.

7. Labelling.ô Every container holding benzene or substances containing benzene shall have the word "Benzene" and approved danger symbols clearly visible on it and shall also display information on benzene content, warning about toxicity and warning about infallibility of the chemical.

8. Improper use of benzene.ô

- I. The use of benzene substances containing benzene by workers for cleaning their hands or their work clothing shall be prohibited.
- II. Workers shall be instructed on the possible dangers arising from such misuse.

9. Prohibition of consuming food, etc. in workrooms.ô No worker shall be allowed to store or consume food or drink in the workroom in which benzene or substances containing benzene are manufactured, handled or used. Smoking and chewing tobacco or pan shall be prohibited in such workrooms.

10. Instructions as regards risks.ô Every worker on his first employment shall be fully instructed on the properties of benzene or substances containing benzene which he has to handle and of the dangers involved. Workers shall also be instructed on the measures to be taken to deal with in an emergency.

11. Cautionary notices.ô Cautionary notices in the form specified in Appendix-B and printed in the language easily read and understood by the majority of the workers shall be displayed in prominent places in the workrooms where benzene or substances containing benzene are manufactured, handled or used.

12. Washing facilities, cloakroom and mess room.ô In factories in which benzene or substances containing benzene are manufactured, handled or used, the occupier shall provide and maintain in a clean state and in good repair

- III. The Certifying Surgeon after examining a worker, shall issue a Certificate of Fitness in Form XXIII. The record of examination and re-examinations carried out shall be entered in the Certificate and the Certificate shall be kept in the custody of the manger of the factory. The record of each examination carried out under sub-paragraph (I) and (II), including the nature and the results of this test, shall also be entered by the Certifying Surgeon in a health register in Form XXIV.
- IV. The Certificate of Fitness and the health register shall be kept readily available for inspection by the Inspector.
- V. If at any time the Certifying Surgeon is of the opinion that a worker is no longer fit for employment in the said processes on the ground that continuance therein would involve special danger to the health of the worker, he shall make a record of his findings in the said certificate and the health register. The entry of his findings in those documents should also include the period for which he considers that the said person is unfit to work in the said process shall be provided with alternate placement facilities unless he is fully incapacitated in the opinion of the Certifying Surgeon , in which case the person affected shall be suitably rehabilitated.
- VI. No person who has been found unfit to work as said in sub-paragraph (5) shall be re-employed or permitted to work in the said processes unless the Certifying Surgeon, after further examination, again certifies him fit for employment in those processes.

APPENDIX-A

1. Production of benzene
2. Process where benzene is used for chemical synthesis
3. Motor spirits (used as fuel)

APPENDIX-B

[See Paragraph 11 of this Schedule]

CAUTIONARY NOTICE

Benzene and substances containing benzene

1. Hazards :

- (a) Benzene and substances containing benzene are harmful ;
- (b) Prolonged or repeated breathing of benzene vapours may result in acute or chronic poisoning ;
- (c) Benzene can also be absorbed through skin which may cause skin or other diseases.

2. Preventive measures :

- (a) Avoid breathing of benzene vapours ;
- (b) Avoid prolonged or repeated contact of benzene with the skin ;
- (c) Remove benzene soaked or wet clothing promptly ;
- (d) If any time you are exposed to high concentration of benzene vapours and exhibit signs and symptoms such as dizziness, difficulty in breathing, excessive excitation and losing of consciousness, immediately inform your factory manager ;
- (e) Keep all the containers of benzene closed ;
- (f) Handle, use and process benzene and substances containing benzene carefully in order to prevent their spillage on floor ;
- (g) Maintain good housekeeping.

3. Protective equipment :

- (a) Use respiratory protective equipment in places where benzene vapours are present in high concentration ;
- (b) In emergency, use self generating oxygen mask or oxygen or air cylinder masks ;
- (c) Wear hand gloves, aprons, goggles and gum boots to avoid contact of benzene with your skin and body parts ;

4. First-aid measures in case of acute benzene poisoning :

- (a) Remove the clothing immediately if it is wetted with benzene.
- (b) If liquid benzene enters eyes, flush thoroughly for at least 15 minutes with clean running water and immediately secure medical attention ;
- (c) In case of unusual exposure to benzene vapour, call a
•physician immediately. Until he arrives, do the following :ô
•i. If the exposed person is consciousô

Move him to fresh air in open.

- Lay down without a pillow and keep him quiet and warm.
- ii. If the exposed person is unconscious
 - Lay him down preferably on the left side with the head low.
 - Remove any false teeth, chewing gum, tobacco or other foreign objects which may be in his mouth.
 - Provide him artificial respiration in case difficulty is being experienced in breathing.

In case of shallow breathing or cyanosis (blueness of skin, lips, ears, finger nail beds), he should be provided with medical oxygen or oxygen carbondioxide mixture. If needed, he should be given artificial respiration. Oxygen should be administered by a trained person only.

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Schedule B-XXII

Manufacturing process or operation in carbon disulphide plants

1. **Application.**ô This schedule shall apply to all electric furnaces in which carbon sulphide is generated and all other plants where carbon disulphide after generation, is condensed, refined and stored. This schedule is in addition to and not in derogation of any of the provisions of the Codes and Rules made thereunder.

2. Construction, installation and operation.—

- I. The buildings in which electric furnaces are installed and carbon disulphide after generation is condensed and refined shall be segregated from other parts of the factory and shall be of open type to ensure optimum ventilation and the plant layout shall be such that only a minimum number of workers are exposed to the risk of any fire or explosion at any one time.
- II. Every electric furnace and every plant in which carbon disulphide is condensed, refined and stored with all their fittings and attachments shall be of good construction, sound material and of adequate strength to sustain the internal pressure to which the furnace or the plant may be subjected to and shall be so designed that carbon disulphide liquid and gas are in closed system during their normal working.
- III. The electric furnace supports shall be firmly grouted about 60 centimetres in concrete or by other effective means.
- IV. Every electric furnace shall be installed and operated according to manufacturersø instructions and these instructions shall be clearly imparted to the personnel in charge of construction and operation.
- V. The instructions regarding observance of correct furnace temperature, sulphur dose, admissible current or power consumption and periodical checking of charcoal level shall be strictly complied with.

3. Electrodes.—

- I. Where upper ring electrodes made of steel are used in the electric furnace, they shall be of seamless tube construction and shall have arrangement for being connected to cooling water system through a siphon built in the electrodes or through a positive pressure water-pump.

- II. The arrangement for cooling water referred to in subparagraph (I) shall be connected with automatic alarm system which will actuate in the event of interruption of cooling water in the electrodes and give visible and audible alarm signals in the control room and simultaneously stop power supply for the furnace operation and to stop the further supply of water. The alarm system and the actuating device shall be checked every day.

4. **Charcoal level indicator and vibrator.**ô Means shall be provided on each electric furnace for indicating the correct level of charcoal in the furnace and vibrating the charcoal. This mean shall employed often as necessary to maintain correct charge and level of charcoal.

5. **Charcoal separator.**ô A cyclone type of charcoal separator shall be fitted on the off take pipe between the electric furnace and sulphur separator to prevent entry of pieces of charcoal into the condensers and piping.

6. **Rupture discs and safety seal.—**

- I. At least two rupture discs of adequate size which shall blow off at a pressure twice the maximum operating pressure shall be provided on each furnace and shall either be mounted directly on the top of the furnace or each through an independent pipe as close as possible to the furnace.
- II. A safety water seal shall be provided and tapped from a point between the charcoal separator and the sulphur separator.

7. **Pyrometer and manometers.—**

- I. Each electric furnace shall be fitted with adequate number of pyrometers to give an indication of the temperature as correctly as reasonably practicable at various points in the furnace. The dials for reading the temperatures shall be located in the control room.
- II. Manometers or any other suitable devices shall be provided for indicating pressureó
 - (a) In the off take pipe before and after the sulphur separator ; and
 - (b) In primary and secondary condensers.

12. **Prohibition relating to smoking.** No person shall smoke or carry matches, fire or naked light or other means of producing a naked light

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or spark in buildings in which carbon disulphide is refined or stored, and a notice in the language understood by a majority of the workers shall be posted in the plant prohibiting smoking and carrying of matches, fire or naked light or other means of producing naked light or spark into such rooms.

13. **Means of escape.**ô Adequate means of escape shall be provided and maintained to enable persons to move to a safe place as quickly as possible in case of an emergency. At least two independent staircases of adequate width shall be provided in every building housing the furnaces at reasonable intervals at opposite ends. These shall always be kept clear of all obstructions and so designed to afford easy passage.

14. **Warnings in case of fire.**ô There shall be adequate arrangements for giving warnings in case of fire or explosion which shall operate on electrically and in case of failure of electricity by some mechanical means.

15. **Fire-fighting equipment.—**

- I. Adequate number of suitable fire extinguishers or other fire-fighting equipment shall be kept in constant readiness for dealing with risks involved and depending on the amount and nature of materials stored.
- II. Clear instructions as to how the extinguishers or other equipment should be used printed in the language which the majority of the workers employed understand, shall be affixed to each extinguisher or other equipment and the personnel trained in their use.

16. **Bulk Sulphur.—**

- I. Open or semi-enclosed spaces for storage of bulk sulphur shall be sited with due regard to the dangers which may arise from sparks given off by nearby locomotives, etc., and precautions shall be taken to see that flames, smoking and matches and other sources of ignition do not come in contact with the clouds of dust arising during handling of bulk sulphur.
- II. All enclosures for bulk sulphur shall be of non-combustible construction, adequately ventilated and so designed as to provide a minimum of ledges on which dust may lodge.
- III. The bulk sulphur in the enclosures shall be handled in such a manner as to minimise the formation of dust clouds and no flame, smoking and matches or other sources of ignition shall

used whenever sulphur is shovelled or otherwise removed by hand.

- IV. No repairs involving flames, heat or use of hand or power tools shall be made in the enclosure where bulk sulphur is stored.

17. **Liquid sulphur.** Open flames, electric sparks and other sources of ignition, including smoking and matches, shall be excluded from the vicinity of molten sulphur.

18. Training and supervision.

- I. All electric furnaces and all plants in which carbon disulphide is condensed, refined or stored shall be under adequate supervision at all times while the furnaces and plants are in operation.
- II. Workers in charge of operation and maintenance of electric furnaces and the plants shall be properly qualified and adequately trained.

19. Washing facilities.

- I. The occupier shall provide and maintain in a clean state and in good repair, for the use of all persons employed wash place under cover with at least one tap or stand-pipe, having a constant supply of clean water for every five such persons, the taps or stand-pipes being spaced not less than 120 centimetres apart with a sufficient supply of soap and clean towels, provided that towels shall be supplied individually to each worker if so ordered by the Inspector.
- II. All the workers employed in the sulphur storage, handling and melting operations shall be provided with a nail brush.

20. Personal protective equipment.—

- I. Suitable goggles and protective clothing consisting of overalls without packets, gloves and foot-wear shall be provided for the use of operativesô
 - (a) When operating valves or cocks controlling fluids etc. ;
 - (b) Drawing off a molten sulphur from sulphur pots ;

Schedule B-XXIII

Manufacture or manipulation of carcinogenic dye intermediates

1. **Application.**ô The schedule shall apply in respect of all factories or any part thereof where processes in which the substances mentioned in paragraphs 3 and 4 are formed, manufactured, handled, or used and the processes incidental thereto in the course of which these substances are formed, are carried on. The processes indicated in this paragraph shall be referred to hereinafter as ôthe said processesö, and such a reference shall mean any or all the processes described in this paragraph.

2. **Definitions.**ô For the purpose of this schedule the following definitions shall apply, unless the context otherwise requires :ô

- (a) ôcontrolled substancesö means chemical substances mentioned in paragraph 4 of this schedule ;
- (b) ôefficient exhaust draughtö means localised ventilation effected by mechanical means for the removal of gas, vapour, dust or fume so as to prevent them from escaping into the air of any place in which work is carried on. No draught, shall be deemed to be efficient which fails to remove smoke generated at the point where such gas, vapour, fume or dust originates ; and
- (c) ôprohibited substancesö means chemical substances mentioned in paragraph 3 of this schedule.

3. **Prohibited substances.**ô For the purpose of this schedule, the following chemical substances shall be classified as ôprohibited substancesö except when theses substances are present or are formed as a by-product of a chemical reaction in a total concentration not exceeding one per cent :ô

- (a) beta-naphthylamine and its salts ;
- (b) Benzedrine and its salts ;
- (c) 4-amino biphenyl and its salts ;
- (d) 4-nitro diphenyl and its salts ; and
- (e) any substance containing any of these compounds.

4. **Controlled substances.**ô For the purpose of this schedule, the following chemical substances shall be classified as ôcontrolled substancesö :ô

- (a) alpha-naphthylamine or alpha-naphthylamine containing not more than one percent of beta-naphthylamine either as a by-product of chemical reaction or otherwise, and its salts ;

- (b) ortho-tolidine and its salts ;
- (c) dianisdine and its salts ;
- (d) dichlorobenzidine and its salts ;
- (e) auramine ; and
- (f) magneta.

5. **Prohibition of employment.**ô No person shall be employed in the said processes in any factory in which any prohibited substance is formed, manufactured, processed, handled, or used except as exempted by the Chief Inspector as stipulated in paragraph 23.

6. **Requirements for processing or handling controlled substances.**ô (1) Wherever any of the controlled substances referred to in paragraph 4 are formed, manufactured, processed, handled, or used, all practical steps shall be taken to prevent inhalation, ingestion or absorption of the said controlled substance by the workers while engaged in processing that substance, and its storage or transport within the plant, or in cleaning or maintenance of the concerned equipment, plant, machinery and storage areas.

(2) As far as possible all operations shall be carried out in a totally enclosed system. Wherever such enclosure is not possible, efficient exhaust draught shall be applied at the point where the controlled substances are likely to escape into the atmosphere during the process.

(3) The controlled substances shall be received in the factory in tightly closed containers and shall be kept so except when these substances are in process or in use. The controlled substances shall leave the factory only in tightly closed containers of appropriate type. All the containers shall be plainly labelled to indicate the contents.

7. **Personal protective equipment.**ô (1) The following items of personal protective equipment shall be provided and issued to every worker employed in the said processes :ô

- (a) long trousers and shirts or overalls with full sleeves and head coverings. The shirt or overall shall cover the neck completely ; and
- (b) rubber gum-boots.

(2) The following items of personal protective equipment shall be provided in sufficient numbers for use by workers employed in the said

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

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

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

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

9. Floors of workroom.ô The floor of every workroom in which the said processes are carried on shall beô

- (a) smooth and impervious to water provided that asphalt or tar shall not be used in the composition of the floor ;
- (b) maintained in a state of good repair ;
- (c) with a suitable slope for easy draining and provided with gutters ; and
- (d) thoroughly washed daily with the drain water being led into a sewer through a closed channel.

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

11. Manual handling.ô Controlled substances shall not be allowed to be mixed, filled, emptied or handled except by means of a scoop with a handle. Such scoop shall be thoroughly cleaned daily.

12. Instructions regarding risk.ô Every worker on his first employment in the said processes shall be fully instructed on the properties of the toxic chemicals to which he is likely to be exposed to, of the dangers involved and the precautions to be taken. Workers shall also be instructed on the measures to be taken to deal with an emergency.

13. Cautionary placards.ô Cautionary placards in the form specified in appendix attached to this schedule and printed in the language of the majority of the workers employed in the said processes shall be affixed in prominent places frequented by them in the factory, where the

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placards can be conveniently read. Arrangements shall be made by the manager to instruct periodically all such workers regarding the precautions contained in the cautionary placards.

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

15. **Washing and bathing facilities.**ô (1) The following washing and bathing facilities shall be provided and maintained in a clean state and in good repair for the use of all workers employed in the said processes :ô

- (a) a wash place under cover having constant supply of water and provided with clean towels, soap and nail brushes and with at least one stand pipe for every five such workers ;
- (b) 50 per cent of the stand pipes provided under clause (a) shall be located in bathrooms where both hot and cold water shall be made available during the working hours of the factory and for one hour thereafter ;
- (c) the washing and bathing facilities shall be in close proximity of the area housing the said processes ;
- (d) clean towels shall be provided individually to each worker ; and
- (e) in addition to the taps mentioned under clause (a), one stand pipe, in which warm water is made available, shall be provided on each floor.

(2) Arrangement shall be made to wash factory uniforms and other work clothes everyday.

16. **Food, drinks, etc. prohibited in workroom.**ô No worker shall consume food, drink, pan, supari or tobacco or shall smoke in any workroom in which the said processes are carried on and no worker shall remain in any such room during intervals for meals or rest.

17. **Cloakroom.**ô There shall be provided and maintained in a clean state and in good repair for the use of the workers employed in the said processesô

- (a) a cloakroom with lockers having two compartments-one for street clothes and the other for work clothes ; and
- (b) a place separate from the locker room and the messroom, for the storage of protective equipment provided under

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

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

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

24. **Exemptions-general.**ô If in respect of any factory, the Chief Inspector is satisfied that owing to the exceptional circumstances or infrequency of the processes or for any other reason, all or any of the provisions of this schedule is not necessary for the protection of the workers in the factory, the Chief Inspector may by a certificate in writing (which he may in his discretion revoke at any time), exempt such factory from all or any of such provisions subject to such conditions, if any, as he may specify therein.

APPENDIX-A

CAUTIONARY PLACARD/NOTICE

Carcinogenic dye intermediates

1. Dye intermediates which are nitro amino derivatives or aromatic hydrocarbons are toxic. You have to handle these chemicals frequently in this factory.
2. Use the various items of protective wear to safeguard your own health.
3. Maintain scrupulous cleanliness at all times. Thoroughly wash hands and feet before taking meals. It is essential to take a bath before leaving the factory.
4. Wash off any chemical falling on your body with soap and water. If splashed with a solution of the chemical, remove the contaminated clothing immediately. These chemicals are known to produce cyanosis. Contact the medical officer or appointed doctor immediately and get his advice.
5. Handle the dye intermediates only with long handled scoops, never with bare hands.
6. Alcoholic drinks should be avoided as they enhance the risk of poisoning by the chemicals.
7. Keep your food and drinks away from work place. Consuming food, drinks or tobacco in any form at the place of work is prohibited.
8. Serious effects from work with toxic chemicals may follow after many years. Great care must be taken to maintain absolute cleanliness of body, clothes, machinery and equipment.

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Schedule B-XXIV

Operations involving high noise levels

1. **Application.**ô This schedule shall apply to all operations in any manufacturing process having high noise level.

2. **Definitions.**ô For the purpose of this schedule,ô

- (a) ôNoiseö means any unwanted sound.
- (b) ôHigh noise levelö means any noise level measured on the A-weighted scale is 90 dB or above.
- (c) ôDecibelö means one-tenth of ôBelö which is the fundamental division of a logarithmic scale used to express the ratio of two specified or implied quantities, the number of ôBelsö denoting such a ratio being the logarithm to the base 10 of this ratio. The noise level (or the sound pressure level) 6 corresponds to a reference pressure of 20×10^{-6} Newton per square meter or 0.0002 dynes per square centimetre which is the threshold of hearing, that is, the lowest sound pressure level necessary to produce the sensation of hearing in average healthy listeners. The decibel in abbreviated form is dB.
- (d) ôFrequencyö is the rate of pressure variations expressed in cycles per second or hertz.
- (e) ôdBAö refers to sound level in decibels as measured on a sound level meter operating on the A-weighting net work with slow meter response.
- (f) ôA-weightingö means making graded adjustments in the intensities of sound of various frequencies for the purpose of noise measurement, so that the sound pressure level measured by an instrument reflects the actual response of the human ear to the sound measured.

3. **Protection against noise.**ô

- i. In every factory, suitable, a suitable engineering control or administrative measures shall be taken to ensure, so far as is reasonably practicable, that no worker is exposed to sound levels exceeding the maximum permissible noise exposure levels specified in Tables 1 and 2.

2. For any peak sound pressure level falling in between any figure and the next higher or lower figure as indicated in column 1, the permitted number of impulses or impacts per day is to be determined by extrapolation on a proportionate basis.
3. For the purposes of this schedule, if the variations in the noise level involve maximum at intervals of one second or less, the noise is to be considered as a continuous one and the criteria given in Table 1 would apply. In other cases, the noise is to be considered as impulsive or impact noise and the criteria given in Table 2 would apply.
4. When the daily exposure is composed of two or more periods of noise exposure at different levels their combined effect should be considered, rather than the individual effect of each. The mixed exposure should be considered to exceed the limit value if the sum of the fractions $C1/T1 + C2/T2 + \dots + Cn/Tn$ exceeds unity, - Where the C1, C2 etc. indicate the total time of actual exposure at a specified noise level and T1, T2, etc. denote the time of exposure of less than 90 dBA may be ignored in the above calculation.
5. Where it is not possible to reduce the noise exposure to the levels specified in Point (1) of the Note by reasonably practicable engineering control or administrative measures, the noise exposure shall be reduced to the greatest extent feasible by such control measures, and each worker so exposed shall be provided with suitable ear protectors so as to reduce the exposure to noise to the levels specified in Point (1) of the Note.
6. Where the ear protectors provided in accordance with subparagraph (2) and worn by a worker cannot still attenuate the noise reaching near his ear, as determined by subtracting the attenuation value in dBA of the ear protectors concerned from the measured sound pressure level, to a level permissible under Table 1 or Table 2 as the case may be, the noise exposure period shall be suitably reduced to correspond to the permissible noise exposures specified in point (1) of the Note.
7. (a) In all cases where the prevailing sound levels exceed the permissible levels specified in point (1) of the Note there shall be administered an effective hearing conservation

programme which shall include among other hearing conservation measures, pre-employment and periodical auditory surveys conducted on workers exposed to noise exceeding the permissible levels, and rehabilitation of such workers either by reducing the exposure to the noise levels or by transferring them to places where noise levels are relatively less or by any other suitable means ;

- (b) Every worker employed in areas where the noise exceeds the maximum permissible exposure levels specified in point (1) of the Note shall be subjected to any auditory examination by a Certifying Surgeon within 14 days of his first employment and thereafter, shall be re-examined at least once every 12 months. Such initial and periodical examinations shall include tests which the Certifying Surgeon may consider appropriate and shall include determination of auditory thresholds for pure tones of 125, 250, 500, 1000, 2000, 4000 and 8000 cycles per second.

- I. In all workrooms where a fume process is carried on, adequate ventilation by natural or mechanical means shall be provided so as to control, in association with other control measures, the concentration of carbon-di-sulphide and hydrogen sulphide in the air of every work environment within the permissible limits.
- II. Notwithstanding the requirements in sub-paragraph (I) an efficient exhaust draught shall be provided and maintained

7. Prohibition relating to employment of young persons. No young person shall be employed or permitted to work in any fume process or in any room in which any such process is carried on.

- (b) The breathing apparatus and other appliances referred at (a) and (b) of sub-paragraph (I) shall be cleaned and disinfected at suitable intervals and thoroughly inspected once every month by a responsible person ;
 - (c) A record of the maintenance of the condition of the breathing apparatus and other appliances referred to in sub- paragraph (I) shall be entered in a register provided for that purpose which shall be readily available for inspection by an Inspector.
- III. Sufficient number of workers shall be trained and periodically retrained in the use of breathing apparatus and administering artificial respiration so that at least 2 such trained persons would be available during all the working hours in each room in which fume process is carried on.
- IV. Breathing apparatus shall be kept properly labeled in clean, dry, light-proof cabinets and if liable to be affected by fumes, shall be protected by placing them in suitable containers.
- V. No person shall be employed to perform any work for which breathing apparatus is necessary to be provided under sub-paragraph (1) unless he has been fully instructed in the proper use of that equipment.
- VI. No breathing apparatus provided in pursuance of sub-paragraph (1) which has been worn by a person shall be worn by another person unless it has been thoroughly cleaned and disinfected since last being worn and the person has been fully instructed in the proper use of that equipment.
10. **Electric fittings.**ô All electric fittings in any room in which carbon-di-sulphide is produced, used or given off or is likely to be given off into the work environment, other than a spinning room, shall be of flame-proof construction and all electric conductors shall either be enclosed in metal conduits or be lead-sheathed.
11. **Prohibition relating to smoking, etc.**ô No person shall smoke or carry matches, fire or naked light or other means of producing a naked light or spark in a room in which fume process is carried on. A notice in the language understood by the majority of the workers shall be posted at prominent locations in the plant prohibiting smoking and carrying of matches,

- iii. Use protective equipment and breathing apparatus as and when required ;
- iv. Smoking is strictly prohibited in this area.

This notice shall be in a language understood by the majority of the workers and displayed where it can be easily and conveniently read. If any worker is illiterate, effective steps shall be taken to explain carefully to him the contents of the notice so displayed.

- II. Arrangements shall be made to instruct each worker employed in any room in which a fume process is carried on regarding the health hazards connected with their work and the preventive measures and methods to protect themselves. Such instructions shall be given on his first employment and repeated periodically.
- III. Simple and special instructions shall be framed to ensure that effective measures will be carried out in case of emergency involving escape of carbondi-sulphide and hydrogen sulphide. Those instructions shall be displayed in the concerned areas and workers shall be instructed and trained in the actions to be taken in such emergencies.

15. Medical facilities and records of examinations and tests.ô

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

16. Medical examination by certifying Surgeon.ô

- I. Every worker employed in the processes specified in paragraph 1 shall be examined by a Certifying Surgeon within days of his first employment. Such examinations

shall include skin test for dermatitis and no worker shall be allowed to work after 15 days of his first employment in the factory unless certified fit for such employment by the Certifying Surgeon.

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

17. **Exemptions.** If in respect of any factory, the Chief Inspector is satisfied that owing to the exceptional circumstances or infrequency of

5. Preventing Formation of Flammable Mixture with Air.—

Wherever there is a possibility for leakage or spill of highly flammable liquid or flammable compressed gas from any equipment, pipeline, valve, joint or other part of a system, all practicable measures shall be taken to contain, drain off or dilute such spills or leakage as to prevent formation of flammable mixture with air.

6. Prevention of Ignition.ô In every room, work place or other location where highly flammable liquid or flammable combustible gas is stored, conveyed, handled or used or where there is danger of fire or explosion from accumulation of highly flammable liquid or flammable compressed gas in air, all practicable measures shall be taken to exclude the sources of ignition. Such precautions shall include the following :ô

- (a) All electrical apparatus shall either be excluded from the area of risk or they shall be of such construction and so installed and maintained as to prevent the danger of their being a source of ignition ;
- (b) Effective measures shall be adopted for prevention of accumulation of static charges to a dangerous extent ;
- (c) no person shall wear or be allowed to wear any foot wear having iron or steel nails or any other exposed ferrous materials which is likely to cause sparks by friction ;
- (d) Smoking, lighting or carrying of matches, lighters or smoking materials shall be prohibited ;
- (e) Transmission belts with iron fasteners shall not be used ; and
- (f) all other precautions, as are reasonably practicable, shall be taken to prevent initiation of ignition from all other possible sources such as open flames, frictional sparks, overheated surfaces of machinery or plant, chemical or physical-chemical reaction and radiant heat.

7. Prohibition of smoking.ô No person shall smoke in any place where highly flammable liquid or flammable compressed gas is present in circumstances that smoking would give a risk of life. The occupier shall take all practicable measures to ensure compliance with this requirement including display of a bold notice indicating prohibition of smoking at every place where this requirement applies.

8. Fire Fighting.ô In every factory where highly flammable liquid or flammable compressed gas is manufactured, stored, handled or used, appropriate and adequate means of fighting a fire shall be provided.

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The adequacy and suitability of such means which expression includes the
fixed and portable fire extinguishing systems, extinguishing material,
procedures and the process of fire fighting, shall be to the standards and
levels prescribed by the Indian Standards applicable.

9. **Exemptions.**—If in respect of any factory, the Chief Inspector
is satisfied that owing to the exceptional circumstances or infrequency of
the processes or for any other reason, all or any of the provisions of this
schedule is not necessary for the protection of the workers in the factory,
the Chief Inspector may be a certificate in writing which he may in his
discretion revoke at any time, exempt such factory from all or any of such
provisions subject to such conditions, if any, as he may specify therein.

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- i. The removal of metal from a casting when performed incidentally in connection with the machining or assembling of castings after they have been dressed or fettled ; or
 - ii. Any operation which is knock-out operation within the meaning of this schedule.
- (d) öfoundryö means those parts of a factory in which the production of iron or steel or non-ferrous castings (not being the production of pig iron or the production of steel in the form of ingots) is carried on by casting in moulds made of sand, loam, moulding composition or other mixture of materials, or by shell moulding or by centrifugal casting in metal moulds lined with sand, or die casting including pressure die casting, together with any part of the factory in which any of the following processes are carried on as incidental processes in connection with and in course of, such production, namely, the preparation and preparation of moulds and cores, knock out operations and dressing or fettling operations ;
- (e) öknock-out operationsö means all methods of removing castings from moulds and the following operations, when done in connection therewith, namely, stripping, coring-out and the removal of runners and risers ;
- (f) öpouring aisleö means an aisle leading from a main gangway or directly from a cupola or furnace to where metal is poured into moulds.

3. Prohibition of use of certain materials as parting materials.ô

- I. A material shall not be used as a parting material if it is a material containing compounds of silicon calculated as silica to the extent more than 5 per cent by weight of the dry material :

Provided that this prohibition shall not prevent the following being used as a parting material if the material does not contain an admixture of any other silica :ô

- (a) Zirconium silicate (Zircon) ;
- (b) Calcined china clay ;

- (c) Calcined aluminous fire clay ;
 - (d) Sillimanite ;
 - (e) Calcined or fused alumina ;
 - (f) Olivine ;
 - (g) Natural sand.
- II. Dust or other matter deposited from a fettling or blasting process shall not be used as a parting material or as a constituent in a parting material.

4. **Arrangement and storage.**—For the purposes of promoting safety and cleanliness in workrooms the following requirements shall be observed :ô

- (a) moulding boxes, loam plates, ladles, patterns, pattern plates, frames, boards, box weights, and other heavy articles shall be so arranged and placed as to enable work to be carried on without unnecessary risk ;
- (b) Suitable and conveniently accessible racks, bins, or other receptacles shall be provided and used for the storage of other gear and tools ;
- (c) Where there is bulk storage of sand, fuel, metal scrap or other materials or residues, suitable bins, bunkers or other receptacles shall be provided for the purpose of such storage.

5. **Construction of floors.**—

- I. Floors of indoor workplaces in which the processes are carried on, other than parts which are of sand, shall have been surface of hard material.
- II. No part of the floor of any such indoor workplace shall be of sand except where this is necessary by reason of the work done.
- III. All parts of the surface of the floor of any such indoor workplace which are of sand shall, so far as practicable, be maintained in an even and firm condition.

6. **Cleanliness of indoor workplaces.**—

- I. All accessible parts of the walls of every indoor workplace in which the processes are carried on and of everything

applies, sufficient and clearly defined main gangway shall be provided and properly maintained whichô

- (a) shall have an even surface of hard material and shall, in particular, not be of sand or have on them more sand than is necessary to avoid risk of flying metal from accidental spillage ;
- (b) shall be kept, so far as reasonably practicable, free from obstruction ;
- (c) if not used for carrying molten metal, shall be at least 920 millimetres in width ;
- (d) if used for carrying molten metal shall beô
 - i. Where truck ladles are used exclusively, at least 600 millimetres wider than the overall width of the ladle ;
 - ii. Where hand shanks are carried by not more than two men, at least 920 millimetres in width ;
 - iii. Where hand shanks are carried by more than two men, at least 1.2 meters in width ; and
 - iv. Where used for simultaneous travel in both directions by men carrying hand shanks, at least 1.8 metres in width.

II. In workroom to which this Paragraph applies constructed, reconstructed or converted for use as such after the making of this Schedule, sufficient and clearly defined pouring aisles shall be provided and properly maintained whichô

- (a) shall have an even surface of hard material and shall, in particular, not be sand or have on them more sand than is necessary to avoid risk of flying metal from accidental spillage ;
- (b) Shall be kept so far as reasonably practicable free from obstruction ;
- (c) if molten metal is carried in hand ladles or bulk ladles by not more than two men per ladle, shall be at least 460 millimetres wide, but where any moulds alongside the aisle are more than 510 millimetres above the floor of the aisle, the aisle shall be not less than 600 millimetres wide ;

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

- II. No open coal, coke or wood fires shall be used for drying moulds except in circumstances in which the use of such fires is unavoidable.
- III. Mould stoves, core stoves and annealing furnaces shall be so designed constructed, maintained and worked as to prevent, so far as practicable, offensive or injurious fumes from entering into any workroom during any period when a person is employed therein.
- IV. All knock-out operations shall be carried out
 - (a) in a separate part of foundry suitably partitioned off, being a room or part in which, so far as reasonably practicable, effective and suitable local exhaust ventilation and a high standard of general ventilation are provided ; or
 - (b) in an area of the foundry in which, so far as reasonably practicable, effective and suitable local exhaust ventilation is provided, or where compliance with this requirement is not reasonably practicable, a high standard of general ventilation is provided.
- V. All dressing or fettling operations shall be carried out
 - (a) In a separate room or in a separate part of foundry suitably partitioned off ; or
 - (b) In an area of the foundry set apart for the purpose ; and shall, so far as reasonably practicable, be carried out with effective and suitable local exhaust ventilation or other equally effective means of suppressing dust, operating as near as possible to the point of origin of the dust.

11. Maintenance and examination of exhaust plant.ô

- I. All ventilation plant used for the purpose of extracting, suppressing or controlling dust or fumes shall be properly maintained.
- II. All ventilating plant used for the purpose of extracting, suppressing or controlling dust or fumes shall be examined and inspected once every week by a responsible person. It

shall be thoroughly examined and tested by a competent person at least once in every such examination and test shall be entered in an approved register which shall be available for inspection by an Inspector. Any defect found on any such examination and carrying out the examination and test to the occupier or manager of the factory.

12. Protective equipment.

- I. The occupier shall provide and maintain protective equipment specified for the protection of workers
- (a) suitable gloves to other protection for the hands for workers engaged in handling any hot material likely to cause damage to the hands by burn, scald, or scar, or in handling pig iron, rough castings or other articles likely to cause damage to the hands by cut or abrasion ;
 - (b) approved respirators for workers carrying out any operations creating a have dust concentration which cannot be dispelled quickly and effectively by the existing ventilation arrangements.
- II. No respirator provided for the purposes mentioned in I (b) has been worn by a person shall be worn by another person if it has not since been thoroughly cleaned and disinfected.
- III. Persons who for any of their time
- (a) Work at a spout of or attend to, a cupola or furnace in such circumstances that material therefrom may come into contact with the body, being material at such a temperature that its contact with the body would cause a burn ; or
 - b) Are engaged in, or in assisting with, the pouring of molten metal ; or
 - (c) Carry by hand or move by manual power any ladle or mould containing molten metal ; or
 - (d) Are engaged in knocking-out operations involving material at such a temperature that its contact with the body would cause a burn ;
 - (e) Shall be provided with suitable footwear and gaiters which worn by them prevent, so far as reasonably practicable, risk of burns to his feet and ankles.

- IV. Where appropriate, suitable screens shall be provided for protection against flying materials (including splashes of molten metal and sparks and chips thrown off in the course of any process).
- V. The occupier shall provide and maintain suitable accommodation for the storage and make adequate arrangements for cleaning and maintaining of the protective equipment supplied in pursuance of this paragraph.
- VI. Every person shall make full and proper use of the equipment provided for his protection in pursuance of sub-paragraph (I) and (IV) and shall without delay report to the occupier, manager, or other appropriate person any defect in, or less of, the same.

13. Washing and bathing facilities.—

- I. There shall be provided and maintained in clean state and good repair for the use of all workers employed in the foundry
 - (a) A wash place under cover with either
 - i. a trough with impervious surface fitted with a waste pipe without plug, and of sufficient length to allow at least 60 centimetres for every 10 such persons employed at any one time and having a constant supply of clean water from taps or jets above the trough at intervals of not more than 60 centimetres ; or
 - ii. at least one tap or stand pipe for every 10 such persons employed at any one time, and having a constant supply of clean water, the tap or stand pipe being spaced not less than 1.2 metres apart ; and
 - (b) Not less than one half of the total number of washing places provided at (a) shall be in form of bath rooms ;
 - (c) A sufficient supply of clean towels made of suitable material changed daily, with sufficient supply of nail, brushes and soap.
- II. The facilities provided for the purposes of sub-paragraph (I) shall be placed in charge of a responsible person or persons and maintained in a clean and orderly condition.

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

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

19. **Exemptions.**ô If in respect of any factory, the Chief Inspector is satisfied that owing to the exceptional circumstances or infrequency of the processes or for any other reason, all or any of the provisions of this Part is not necessary for the protection of the workers in the factory, the Chief Inspector may be a certificate in writing which he may in his discretion revoke at any time, exempt such factory from all or any of such provisions subject to such conditions, if any, as he may specify therein.

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Material Name/Identifier

SECTION-VI

TOXICOLOGICAL PROPERTIES OF MATERIAL

Route of Entry

ô ô ô Skin contactô ô ô Skin Absorption_____Eye Contact

ô ô ô Inhalation Acuteô ô ô Inhalation Chronic_____Ingestion

Effects of Acute Exposure to Material

Effects of Chronic Exposure to Material

Exposure Irritancy of

Limit(s) Material

Sensitization to

Carcinogenicity, Reproductive

Material Effects, Teratogenicity,

Mutagenicity

Synergistic Materials

SECTION-VII

PREVENTIVE MEASURES

Personal Protective Equipment

Gloves (specify) Respiratory (specify) Eyes (specify)

Footwear (specify) Clothing (specify) Other (specify)

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SCHEDULE-D

(See rule 64)

Equipments for Occupational Health Centre in Factories

1. A glazed sink with hot and cold water always
2. A table with a smooth top at least 180 cm x 105 cm.
3. Means for sterilizing instruments
4. A cough
5. Two buckets or containers with close fitting lids
6. A kettle and spirit stove or other suitable means of boiling water
7. One bottle of spiritus ammoniac aromaticus (120ml.)
8. Two medium sizes pongs
9. Two -kidneyø trays
10. Four cakes of toilet, preferably antiseptic soap
11. Two glass tumblers and two wine glasses
12. Two clinical thermometers
13. Two tea spoons
14. Two graduated (120 ml) measuring glasses
15. One wash bottle (1000 cc) for washing eyes
16. One bottle (one litre) carbolic lotion 1 to 20.
17. Three chairs
18. One screen
19. One electric hand torch
20. An adequate supply of tetanustoxoid
21. Coramine liquid (60 ml)
22. Tablets ó antihistaminic, antispasmodic (25 each)
23. Syringes with needles ó 2cc, 5 cc and 10cc
24. Two needle holders, big and small suturing needless and materials
25. Suturing needles and materials

26. One dissecting forceps
27. One dressing forceps
28. One scalpels
29. One stethoscope
30. Rubber bandage ó pressure bandage
31. Oxygen cylinder with necessary attachments
32. One Blood Pressure apparatus
33. One Patellar Hammer
34. One Peak-flow meter for lung function measurement
35. One stomach wash set
36. Any other equipment recommended by the Factory Medical Officer according to specific need relating to manufacturing process
37. **In addition.**ô (1) For factories employing 51 to 200 workersó
 1. Four plain wooden splints 900 mm x 100 mm x 6mm
 2. Four plain wooden splints 350 mm x 75 mm x 6 mm
 3. Two plain wooden splints 250 mm x 50 mm x 12 mm
 4. One pair arteryforceps
 5. Injections ó morphia, pethidine, atronine, adrenaline, coramine, novacan (2 each)
 6. One surgical scissors
- (2) For factories employing above 200 workersó
 1. Eight plain wooden splints 900 mm x 100 mm x 6 mm
 2. Eight plain wooden splints 350 mm x 75 mm x 6 mm
 3. Four plain wooden splints 250 mm x 50 mm x 12 mm
 4. Two pairs artery forceps
 5. Injections ó morphia, pethidine, atronine, adrenaline, coramine, novacan (2 each)
 6. One surgical scissors

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

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

C_n represents the concentration of the substance for duration T_n (in hours).

- ## 2. Limits of concentration of substances at work location.ô

Provided that in the case of a substance mentioned in Table 1 in respect of which a limit in terms of short term maximum concentration is indicated,

Permissible limits of exposure

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

Permissible limits of exposure

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

Permissible limits of exposure

	Time-weighted average concentration		Short-term maximum concentration	
	ppm	mg/m ³	ppm	mg/m ³
Lindane-skin	-	0.5	-	1.5
Mala thion-skin	-	10	-	-
Manganese fume (as Mn)	-	1	-	3
Mercury (as Hg)	-	0.05	-	0.15
Mercury (alkyl compounds) -skin (as Hg)	0.001	0.01	0.003	0.03
Methyl alcohol (methanol) skin	200	260	250	310
Methyl cellosolve-skin (2-methoxy ethanol)	25	80	35	120
Methyl isobutyl ketone-skin	100	410	125	510
Naphthalene	10	50	15	75
Nickel carbonyl (as Ni)	0.05	0.35	-	-
Nitric acid	2	5	4	10
Nitric oxide	25	30	35	45
Nitrobenzene-skin	1	5	2	10
Oil mist-mineral	-	5	-	10
Parathion-skin	-	0.1	-	0.3
Phenel-skin	5	19	10	38
Phorate (Thimet)-skin	-	0.05	-	0.2
Phosgene (Carbonyl chloride)	0.1	0.4	-	-
Phosphine	0.3	0.4	1	1
Phosphorous (yellow)	-	0.1	-	0.3
Phosphorous pentachloride	-	1	-	3
Phosphorous trichloride	0.5	3	-	-
Picric acid-skin	-	0.1	-	0.3
Pyridine	5	15	10	30

1. Managers
2. Assistant Managers
3. Engineers
4. Foremen
5. Weaving Masters and Spinning Masters in textile mills
6. Head Electricians
- 7.....
- 8.....

É **Exemption of certain adult workers.** Adult workers engaged in factories specified in column 2 of the schedule hereto annexed on the work specified in column 3 of the said schedule shall be exempted from the provisions of the sections specified in the column 4 subject to the conditions, if any, specified in column 5 of the said schedule.

SCHEDULE-G
(See rule 69)

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

(ii)	within 24 hours of the commencement of the subsequent shift, notice shall be sent to the Inspector describing the circumstances under which the worker is required to work in the subsequent shift ;			
(iii)	the exemption will be restricted to only male adult workers ; and			
(iv)	the limits of work inclusive of overtime shall not exceed those mentioned in section 91.			
(2)	Public hydroelectric supply factories	Operation and maintenance of prime movers and auxiliaries, transformers and switches.	Sections 25 & 26	do.
(3)	Public electric supply companies generating electricity from oil in internal combustion engines	Work of engine drivers and assistants, generator attendants, oilers and greasers, switch board operators and pumpmen.		do.
(4)	Electrical transforming factories	Work of operation and maintenance of the transforming plant, switches and synchronous condensers.		do.

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

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**Application for Registration for existing establishments/
New Establishment/Amendment to Certificate of Registration**

Male : Female :

[illegible]

FORM I-A

[See sub-rule (9) of rule 56]

**APPLICATION FOR REGISTRATION AND GRANT OF
RENEWAL OF LICENCE FOR THE YEAR AND NOTICE OF
OCCUPATION**

1. (a) Full name of the factory :
(b) Factory licence number,
if already registered before :
2. (a) Full postal address and situation of the factory :
(b) Full postal address to which communications relating to factory
should be sent :
3. Nature of manufacturing process or processesô
(a) carried on in the factory in the last twelve months (in the
case of factories already in existence) ; and :
(b) to be carried on in the factory during the next twelve months
(in the case of all the factories) :
4. Names and values of principal products manufactured during
the last twelve months (in the
case of factories already in
existence)

Name	Value
1. í í í ..
2. í í í ..
3. í í í ..
5. (a) Maximum number of workers proposed to be employed in any
one day during the year :
(b) Maximum number of workers employed on any one day during
the last twelve months (in the case of factories already in
existence) :
(c) Number of workers to be ordinarily employed in the factory :
6. (a) Nature and total amount of power (kilowatts)ô
(i) installed ; or :
(ii) proposed to be installed. :

(b) Maximum amount of power (kilowatts) proposed to be used :

7. Full name and residential address of the person who shall be the manager of the factory for the purposes of the Code :

8. Full name and residential address of the occupier, that isô

(a) the proprietor of the factory in case of a private firm or proprietary concern ;

(b) the directors in case of
a public limited liability
company or firm
1.
2.
3.
4.
5.

(c)(i) the managing agent in case where a managing agent is employed :

(ii) the directors of the
above managing agent :
1.
2.
3.
4.

(d) the shareholders in case of
a private company
where no managing agent
is employed ; or :
1.
2.
3.
4.

(e) the chief administrative
head in case of a Government
or local fund factory :

9. Full name and address of the
owner of the premises or building
(including the precincts thereof)
referred to in section 80. :

10. In the case of a factory constructed
or extended after the date of
commencement of the rulesô

(a) reference number and date
of approval of the plans
for site whether for old or new
building and for construction or
extension of factory by the
State/UT Government/Chief
Inspector ; and

274 The J&K Official Gazette, 9th Feb., 2021/20th Magha, 1942. [No. 45-a
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(b) reference number and date of
approval of the arrangements,
if any, made for the disposal of
trade waste and effluents and the
name of the authority granting
such approval :

Signature of Occupier :

Date :

Signature of Manager :

Date :

FORM-II

[See sub-rule (4) of rule 6]

Certificate of Registration of Establishment

Registration No. :

Date :

A Certificate of registration containing the following particulars is hereby granted under sub-section (2) of section 3 of the Occupational Safety, Health and Working Conditions Code, 2020 (.....of 2020) to (Name of the establishment).

1. Nature of work carried on in the establishment (Please tick mark)ô

- (a) Factory ;
- (b) Contract Work ;
- (c) Building and other Construction Works ;
- (d) Any other work (not covered above).

2. Details of the establishment :

- a. Total number of the employees engaged directly in the establishment :

Male :

Female :

- b. Total number of the employees engaged through contractor

Male :

Female :

- c. Total number of contractors and their details :

Male :

Female :

- d. Number of inter-state migrant workers engaged :

Male :

Female :

3 (b) For building and other construction work :

3 (c) For Motor Transport Undertaking :

4 Amount of registration fee paid¹

Conditions of Registration :

FORM-III

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

Register of Establishment

S. No.	Nature of work	Registration No. and Date	Name and address, location of the establishment registered	Name, address and contact details of employer	Total number of workers and total horse power (if any)	Total number of contract workers	Remarks
					Male	Female	Male
						Female	Female
1	2	3	4	5	6	7	8
(a)	Factories						
(b)	Building and other construction work						
(c)	Contract work						
(d)	Inter-state Migrant Work						
(e)	Motor Transport Undertaking						
(f)	Any other work						

The Inspector-cum-Facilitator

FBS :

For use of Industrial Safety Section :

Walking over a horizontal structure at 9 ft. height wearing a belt :
PASS/FAIL General physique (O. K./NOT O. K) : PASS/FAIL.

K. Any other information/examination/biological investigation/test as mutually agreed by the employer and qualified medical practitioner.

FORM-VI

[See sub-rule (1), sub-rule (2) and sub-rule (3) of rule 11]

NOTICE OF ACCIDENT OR DANGEROUS OCCURRENCE

E. S. I. C. Employer's Code Number :

E. S. I. C. Insurance Number of the injured person :

1. Name of employer :
2. Address of works/premises where the accident or dangerous Occurrence took place :
3. Nature of industry and LIN/ registration No. of the establishment :
4. Branch or department and exact place where the accident or dangerous occurrence took place :
5. Name and address of the injured person :
6. (a) Sex :
(b) Age (at the last birthday) :
(c) Occupation of the injured person :
7. Local E. S. I. C. Office to which the injured person is attached :
8. Date, shift and hour of accident or dangerous occurrence :
9. (a) Hour at which the injured person started work on the day of accident or dangerous occurrence :
(b) Whether wages in full or part are payable to him for the day of the accident or dangerous occurrence :

11. In case the accident or dangerous occurrence took place while travelling in the employer's transport, state whether
- (a) the injured person was travelling as a passenger to or from his place of work ;
 - (b) the injured person was travelling with the express or implied permission of his employer ;
 - (c) the transport is being operated by or on behalf of the employer or some other person by whom it is provided in pursuance of arrangements made with the employer ; and
 - (d) the vehicle is being/not being operated in the ordinary course of public transport service.
12. In case the accident or dangerous occurrence took place while meeting emergency, state
- (a) its nature ; and
 - (b) whether the injured person at the time of accident or dangerous occurrence was employed for the purpose of his employer's trade or business in or about the premises at which the accident or dangerous occurrence took place. :

[See sub-rule (1) of

3. Name of the Establishment
4. Email ID
5. Telephone No.
6. Mobile number
7. Premise name
8. Sub-locality
9. District
10. State
11. PIN Code
12. Geo Coordinates
- B (a). Hours of Work in a day
- B (b). Number of Shifts
- C. Details of Manpower Deployed :

Detail	Directly employed				Employed through Contractor				Grand Total
Skill Category	Highly Skilled	Highly Skilled	Semi-Skilled	Un-Skilled	Highly Skilled	Semi-Skilled	Un-Skilled		
(i) Maximum No. of employees employed in the establishment in any day during the year									
	Male	Female	Transgender	Total	Male	Female	Transgender	Total	

Name of injured person (if any)	Date of accident or dangerous occurrence	Date of report to Inspector-cum-Facilitator	Nature of accident or dangerous occurrence	Date of return of injured person to work	Number of days the injured person was absent from work
1	2	3	4	5	6

Inspector-cum-Facilitator under the Occupational Safety, Health and Working Conditions Code, 2020.

An inspection of the above-named establishment, dock, ship, lifting appliances, loose gears, lifting devices, transport equipment, ladders and stagings, scaffold was made on

The following contraventions were observed. You are required to remedy the said contraventions and send the compliance report in writing within_____ days.

This notice is being issued without prejudice to any legal action which may be taken for these contraventions on hearing from you that the requirements have been complied with the establishment, lifting appliance/loose gear or similar other gear/transport equipment/ladders/staging, scaffold will again be visited with a view to the inspection being completed.

Contraventions No. _____ Dated _____ this _____ day of _____
20_____. Inspector-cum-Facilitator under the Occupational Safety,
Health and Working Conditions Code, 2020.

REQUIREMENTS

On compliance with all or any of the requirements, the Inspector-cum-Facilitator should be informed in the manner prescribed overleaf of the date and place at which the establishment, lifting appliance, loose gear, transport equipment, ladders and staging, scaffold can be re-inspected.

The requirements noted by you have been effectively fulfilled. The establishment, lifting appliance, loose gear, lifting devices, transport equipment, ladders and staging, scaffold will be ready for inspection on the date and place named below :ô

Date of Inspection _____ Place _____
 Dated at ____ this day of _____ Employer, Occupier, Owner, Manager, Master,
 20_____ Officer-in-charge or Agents, owner of
 machinery and gear or the person, who by
 himself, his agents or his employers, carried on
 the establishment.

To
The Inspector-cum-Facilitator under the Occupation Safety, Health and
Working Conditions Code, 2020.

óóóóóó

5. Maximum number of workmen proposed to be employed on the

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

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

[illegible]

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

[illegible]

(e-Sign/DSC)

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

1. Licence No. _____ Date : _____
2. LIN & PAN _____
3. Name and address of the establishment : _____
4. Date of expiry of previous licence : _____

PROFORMA OF LICENSE

Issuing Authority

AMENDMENTS

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1. That both the parties agree that the duration of this agreement shall be from the date hereof till the completion of the audio-visual and this period shall not exceed consecutive months.
2. That the audio-visual worker agrees to attend studio, location or work place, as the case may be, subject to the requirement of his previous engagement and on his confirmation, to his respective job punctually as and when he shall be required by a written intimation by the Producer or the person duly authorised by him inwriting.
3. That inconsideration of the audio-visual worker services, as aforesaid, the Producer agrees to pay and the audio-visual worker agrees to receive a sum of Rs. (Rupees) payable as advance on signing of this agreement and the balance of Rs.payable in equal installments.
4. That in the event of the audio-visual production being not complete within the stipulated period and the Producer still needing the services of the audio-visual worker to complete the audio-visual production, the producer agrees to pay and

10. That where the Producer is prevented from proceeding with the production of the audio-visual by reason of fire, riot, natural calamity, order of the public authority or any other reason beyond his controlô
 - (a) he shall be entitled to suspend the operation of this agreement during the period of suspension of production in case the production is suspended. The producer shall serve notice in writing of such suspension on the audio-visual worker and shall pay all his/her dues up to the date of service of such notice. Upon resumption of work on the film, this agreement shall revive and shall remain valid for the period stipulated in Clause I excluding the period of suspension therefrom ; or
 - (b) he shall be entitled to terminate this agreement as from the cessation of production, in case the production ceases completely. The producer shall serve a notice in writing of such cessation on the audio-visual worker and make payment of all the amount due to the audio-visual worker at the time of termination.
11. That in case if the Producer desires to terminate this agreement before the expiry of its term for reasons other than misconduct in relation to performance of the audio-visual worker's duties or of his/her unwillingness to perform the services required under this agreement, the producer shall be entitled to do so only upon payment of the balance of the stipulated amount of the agreement. Only after such payment to the audio-visual worker, the Producer shall be entitled to employ another audio-visual worker in his/her place.
12. That the Producer shall have the right to terminate this agreement on ground of misconduct on the part of the audio-visual worker in relation to performance of his/her duties or his/her unwillingness to perform the service required under the agreement, upon payment to the audio-visual worker of the amount due at the time of termination, calculated taking into consideration the audio-visual worker's total work in the audio-visual and the work he/she has completed till the date of termination of this agreement. Termination under this clause shall not be made unless the charges of the Producer against the audio-visual worker are proved before a forum comprising

and the audio-visual worker of the Organisation to which the Producer and the audio-visual worker respectively may belong. The decision of the forum shall be binding on both the parties. The producer can engage another audio-visual worker for the job towards this agreement only after the forum has given a decision in favour of such termination and the audio-visual worker has been paid all his dues.

13. That in case of premature termination of this agreement, it shall be the option of the Producer whether or not to retain the work of the audio-visual worker in the audio-visual and at the same time, it shall be option of the audio- visual worker whether or not to allow his/her name to go on the credit titles of the film.
14. That the Producer shall have the right to decide the manner of representing the audio-visual worker's personality on the screen, his/her clothes, make-up and hair-style and the audio-visual worker shall fully and willingly comply with the direction of the Producer in this regard, provided that the requirements of the Producer in this respect have been notified to the audio-visual worker and accepted by him/her.
15. That the audio-visual worker agrees that he/she shall render his/her services to the best of his/her ability in such manner as the Producer or, at his instance, the Director of the audio-visual may direct and shall comply with all reasonable instructions that he may give for the production of the film.
16. That the Producer shall also pay for all traveling and accommodation expenses, fares, cost of food and such other allowances as are customary when the audio-visual worker is required to work on location outdoors.
17. That the Producer shall get the audio-visual worker insured for any injury or damage to his/her person including death caused by accident arising out of or in the course of his/her employment and/or during the period of his/her assignment under this agreement.
18. That where the Producer is prevented from proceeding with the production of the audio-visual by reason of fire, riot, natural

calamity, order of the public authority or any other reason
beyond his controlô

- (a) he shall be entitled to suspend the operation of this agreement during the period of suspension of production in case the production is suspended. The producer shall serve notice in writing of such suspension on the audio-visual worker and shall pay all his/her dues up to the date of service of such notice. Upon resumption of work on the film, this agreement shall revive and shall remain valid for the period stipulated in Clause I excluding the period of suspension therefrom ; or
 - (b) he shall be entitled to terminate this agreement as form the cessation of production, in case the production ceases completely. The producer shall serve a notice in writing of such cessation on the audio-visual worker and make payment of all the amount due to the audio-visual worker at the time of termination.
19. That in case if the Producer desires to terminate this agreement before the expiry of its term for reasons other than misconduct in relation to performance of the audio-visual worker's duties or of his/her unwillingness to perform the services required under this agreement, the producer shall be entitled to do so only upon payment of the balance of the stipulated amount of the agreement. Only after such payment to the audio-visual worker, the Producer shall be entitled to employ another audio-visual worker in his/her place.
20. That the Producer shall have the right to terminate this agreement on ground of misconduct on the part of the audio-visual worker in relation to performance of his/her duties or his/her unwillingness to perform the service required under the agreement, upon payment to the audio-visual worker of the amount due at the time of termination, calculated taking into consideration the audio-visual worker's total work in the audio-visual and the work he/she has completed till the date of termination of this agreement. Termination under this clause shall not be made unless the charges of the Producer against the audio-visual worker are provided before a forum comprising equal number of representatives of the Producers' Organisation and the audio-visual worker's Organisation to which the

Producer and the audio-visual worker respectively may belong.

The decision of the forum shall be binding on both the parties.

The producer can engage another audio-visual worker for the job towards this agreement only after the forum has given a decision in favor of such termination and the audio-visual worker has been paid all his dues.

21. That in case of premature termination of this agreement, it shall be the option of the Producer whether or not to retain the work of the audio-visual worker in the audio-visual and at the same time, it shall be option of the audio-visual workers whether or not to allow his/her name to go on the credit titles of the film.
22. That the Producer shall have the right to decide the manner of representing the audio-visual worker's personality on the screen, his/her clothes, make-up and hair-style and the audio-visual worker shall fully and willingly comply with the direction of the Producer in this regard, provided that the requirements of the Producer in this respect have been notified to the audio-visual worker and accepted by him/her.
23. That the audio-visual worker agrees that he/she shall render his/her services to the best of his/her ability in such manner as the Producer or, at his instance, the Director of the audio-visual may direct and shall comply with all reasonable instructions that he may give for the production of the film.
24. That the audio-visual worker shall comply with all the regulations of the studio, location or work place as the case may be.
25. That the Producer shall not without the consent in writing of the audio-visual worker, assign or transfer the benefit of this agreement to any other person.
26. That the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 shall be applicable to this agreement.
27. That the Producer shall not utilise the work of the audio-visual worker in any film, other than the audio-visual under this agreement, without prior permission of the audio-visual worker.

The parties have put their hands to this agreement on the date, month and year said above in the presence of each other and in the presence of the witnesses.

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Application for grant of certification of competency to an institution

- | S. No. | Name of the Organization | Qualification | Experience | Section(s)/rule(s) under which competency sought |
|--------|--------------------------|---------------|------------|--|
| 1. | | | | |

6. i. Details of facilities (examination, testing etc.) ;
- ii. Arrangements of calibrating and maintaining the accuracy of these facilities).

7. Any other relevant information.
8. Declaration :
- I.....hereby declare that the information furnished above are correct to the best of my knowledge. I undertake toô
- (a) To maintain the facilities in good working order calibrating periodically as per manufacturerø instructions or as per National standards ; and

[illegible]

(b) To fulfill and abide by all conditions stipulated in the certificate of competency and instructions issued by Chief Inspector-cum-Facilitator from time to time.

Place :

Signature of the Head of the
Institution or the person authorized
to sign on his behalf

Date:

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Application for grant of certification of competency to a Person

- 00

7. Membership, if any, of professional bodies :

12. Declaration by the applicant :

óóóóóóóó

FORM-XX

[See sub-rule (3) of rule 56]

**APPLICATION FOR PERMISSION TO CONSTRUCT,
EXTEND OR TAKE INTO USE ANY BUILDING AS A
FACTORY**

1. Applicant's name and address :
2. Full name and postal address of factory :
3. Situation of factory :
 - (a) Province :
 - (b) District :
 - (c) Town or Village :
 - (d) Nearest Police Station :
 - (e) Nearest railway station
or steamer ghat :
4. Particulars of plant to be installed :

Signature of applicant :

Date :

ô ô

Note : ô This application shall be accompanied by the following documents :ô

- (a) a flow chart of the manufacturing process supplemented by a brief description of the process in its various stages ;
- (b) plans, in duplicate, drawn to scale showingô
 - (i) the site of the factory and immediate surroundings including adjacent buildings and other structures, roads, drains, etc. ; and
 - (ii) the plan, elevation and necessary cross-sections of the various buildings indicating all relevant details relating to natural lighting, ventilation and means of escape in case of fire. The plans shall also clearly indicate the position of the plant and machinery, aisles and passage-ways ; and
- (c) such other particulars as the Chief Inspector-cum-Facilitator may require.

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FORM NO. XXII

[See sub-rule (10) and sub-rule (11) of rule 56]

Registration and Licence to Work a Factory

Registration No. Fee Rs.

Serial No.

Licence is hereby granted to vide
only for the premises described below for use as a factory employing not
more than persons on any one day during
the year and using motive power not exceeding.....
H. P.subject to the provisions of The Occupational Safety,
Health and Working Conditions Code, 2020 and the Rules made thereunder.

This Licence shall remain in force till the 31st day of December,
.....

Chief Inspector-cum-Facilitator

The

Description of the Licensed Premises

The licensed premises shown on Plan No.dated.....
are situated in.....and consist of.....

Date of renewal

Date of expiry

Signature of Licensing Authority

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FORM NO. XXIV

(See Schedule-B and rule 58)

HEALTH REGISTER

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

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

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

6. Manufacturing Process Information :

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

7. Information of Hazardous Materials :

- 7.1 Raw materials, intermediates, products and bye-products and their quantities (enclosed Material Safety Data Sheet in respect of each hazardous substances).
- 7.2 Main and intermediate storages proposed for raw material/intermediates/products/Bye-Products (maximum quantities to be stored at any time).
- 7.3 Transportation methods to be used for materials in flow and out flow, their quantities to be stored at anytime ; and

8. Safety measures proposed for :

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

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

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

