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CHAPTER I

Delhi the 27th July, 1950

No. F. 9 (13)/48-Dev-In exercise of the powers conferred by Section 112 of the Factories Act, 1948, (LXIII of 1948), read with the Government of India, Ministry of Labour Notification No, Fac. 41 (38), dated the 11th January, 1948, the Chief Commissioner of Delhi is pleased to make the following rules, the same having been previously published with his notification No. F. 9(13) / 48-P. & D., dated the 19th March, 1949,

Short title, extent and commencement

- (1) These Rules may be cited as the Delhi Factories Rules, 1950.
- (2) These Rules shall extend to the whole of the Delhi Province,
- (3) These Rules, except Rules 29 to 33, 53, 62, 65 to 71 and 95 shall come into force on 15th August, 1950 and Rules 29 to 33, 53, 62, 65 to 71 and 95 shall come into force on such dates as are specified therein.

Definitions-In these Rules unless there is anything repugnant in the subject or context:-

- (a) "Act" means the Factories Act, 1948.
- (b) "Appendix" means an appendix appended to these Rules.
- (c) "Artificial Humidification" means the introduction of moisture into the air of a room by any artificial means whatsoever, except the unavoidable escape of steams or water vapour into the atmosphere ere directly due to a manufacturing process :

Provided that the introduction of air directly from outside through moist end mats or screens placed in openings at times when the temperature of the room is 80 degrees or more, shall not be deemed to be artificial humidification.
- (d) "Belt" includes any driving strap or rope.
- (e) "Degrees" (of temperature) means degrees on the Faherenheit scale.
- (f) "District Magistrate" includes such other official as may be appointed by the Chief Commissioner in that behalf.
- (g) "Fume" includes gas or vapour,
- (h) "Health Officer" means the Municipal Health Officer or District Health Officer or such other official as may be appointed by the Chief Commissioner in that behalf.
- (i) "Hygrometer" means an accurate wet and dry bulb hygrometer conforming to the prescribed conditions as regards constructions and maintenance.
- (j) "Inspector" means an officer appointed under Section 3 of the Act and includes "Chief Inspector".
- (k) "Maintained" means maintained in an efficient state, in efficient working order and in good repair.

- (l) "Manager" means the person responsible to the occupier for the working of the factory for the purposes of the Act.



Competent Person-

- (1) The Chief Inspector may recognise any person as a 'Competent Person' within such area and for such period as may be specified for the purposes of carrying out tests, examinations, inspections and certification for such buildings, dangerous, machinery, hoists and lifts, lifting machines and lifting tackles, pressure plants, confined space, ventilation system and such other process or plant and equipment as stipulated in the Act and the Rules made thereunder, located in a factory, if such a person possesses the qualifications, experience and other requirements as set out in the schedule annexed to this Rule:

Provided that the Chief Inspector may relax the requirements of qualifications in respect of a 'Competent Person' if such a person is exceptionally experienced and knowledgeable, but not the requirements in respect of facilities at his command :

Provided further that where it is proposed to recognise a person employed under the Chief Inspector as a 'Competent Person', concurrence of the State Government shall be taken and such a person after being so recognised, shall not have powers of an Inspector:

Provided further that the 'Competent Person' recognised under this provision shall not be above the age of 62 and shall be physically fit for the purpose of carrying out the tests, examination and inspection.

- (2) The Chief Inspector may recognise an institution of repute, having person possessing qualifications and experience as set out in the schedule annexed to sub-rule (1) for the purpose of carrying out tests, examinations, inspections and certification for buildings, dangerous machinery, hoists and lifts, lifting machines and lifting tackles, pressure plant, confined space, ventilation system and such other process or plant and equipment as stipulated in the Act and the Rules made thereunder, as a 'Competent Person' within such area and for such period as may be specified.
- (3) The Chief Inspector on receipt of an application in the prescribed form from a person or an institution intending to be recognised as a 'Competent Person' for the purposes of this Act and the Rules made thereunder, shall register, such application and within a period of sixty days of the date of receipt of application, either after having satisfied himself as regards competence and facilities available at the disposal of the applicant recognise the applicant as a 'Competent Person' and issue a certificate of competency in the prescribed form or reject the application specifying the reasons therefore.
- (4) The Chief Inspector may, after giving an opportunity to the competent person of being heard, revoke the certificate of competency * * * *
- (i) 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 this Act or the Rules made thereunder; or has omitted to act as required under the Act and the Rules made thereunder; or

(ii) for any reason to be recorded in writing

Explanation: For the purpose of this Rule, an institution included a organisation.

(5) The Chief Inspector may, for reasons to be recorded in writing, require re-certification of lifting machines, lifting tackles, pressure plant or ventilation system, as the case may be, which has been certified by a competent person outside the states.

Form of Application for grant of Certificate of Competency to a person under sub-rule (1) of Rule 2A

1. Name
2. Date of Birth
3. Name of the Organisation
(If not self employed)
4. Designation
5. Educational Qualification
(copies of testimonials to be attached)
7. Membership, if any, of professional bodies.
8.
 - (i) Details of facilities (examination, testing etc.) at his disposal.
 - (ii) Arrangements for calibrating and maintaining the accuracy of these facilities.
9. Purpose for which competency certificate is sought (section or sections of the Act should be stated).
10. Whether the applicant has been declared as a Competent Person under any statute (if so, the details).
11. Any other relevant information.
12. Declaration by the applicant.

I..... hereby, declare that the information furnished above is true, I undertake--

- (a) that in the event of any change in the facilities at my disposal (either addition or deletion) or my leaving the aforesaid organisation, I will promptly inform the Chief inspector;
- (b) to maintain the facilities in good working order, calibrated periodically as per manufacturers instructions or as per National standards; and

- (c) to fulfil and abide by all the conditions stipulated in the certificate of competency and instructions issued by the Chief Inspector from time to time.

Place :

Date:

Signature of applicant

Declaration by the Institution (if employed)

I..... certify that Shri..... whose details are furnished above, is in our employment and nominate him on behalf of the organisation for the purposes of being declared as a competent person under the Act, I also undertake that I will-

- (a) notify the Chief Inspector in case the competent person leaves our employment;
- (b) provide and maintain in good order all facilities at the disposal as mentioned above;
- (c) notify the Chief Inspector any change in the facilities (either addition or deletion).

Signature.....

Designation

Telephone No.

Date

Official seal

Form of Application for grant of Certificate of competency to an Institution under sub-rule (2) of rule 2A.

1. Name and full address of the organisation.
2. Organisation's status (specify whether Government, Autonomous, Cooperative, Corporate or Private).
3. Purpose for which competency certificate is sought [specify section(s) of the Act].
4. Whether the Organisation has been declared as a competent person under this or any other statute. If so, give details.
5. Particulars of persons employed and possessing qualification and experience as set out in Schedule, annexed to sub-rule (1) of Rule 2A.

Sl. No.	Name and Designation	Qualification	Experience	Section(s) and the Rules under which competency is sought for
1.				
2.				
3.				

6. Details of facilities (relevant to item 3 above) and arrangements made for their maintenance and period i.e. calibration.
7. Any other relevant information.
8. Declaration :

I..... hereby, on behalf of certify the details furnished above are correct to the best of my knowledge I undertake to -

- (i) maintain the facilities in good working order, calibrated periodically as per manufacturers instructions as per National Standards; and
- (ii) to fulfil and abide by all the conditions stipulated in the certificate of competency and instructions issued by the Chief Inspector from time to time.

Place &
Date

Signature of Head of the Institutions
or of the persons authorised to sign on his behalf

Designation

Form of Certificate of competency issued to a person or an institution in pursuance to Rule 2A made under section 2(ca) read with section.....

I....., in exercise of the powers conferred on me under section 2(ca) of the Factories Act and the rules made thereunder, hereby recognize (Name of the institution) of Shri(Name of the person) employed in(Name of the Organisation) to be a competent person for the purpose of carrying out tests, examinations, inspections and certificate for such buildings, dangerous machinery, lifts and hoists, lifting machines and lifting tackles, pressure plants, confined space, ventilation system and process or plant and equipment as the case may be, used in a factory located in under section and the Rules made thereunder-

This certificate is valid from..... to.....

This certificate is issued subject to the conditions stipulated hereunder:-

- (i) Tests, examinations and inspections shall be carried out in accordance with the provisions of the Act and the Rules made thereunder;
- (ii) Tests, examinations and inspections shall be carried out under direct supervision of the competent person or by a person so authorised by an institution recognised to be a competent person;
- (iii) The certificate of competency issued in favor of a person shall stand cancelled if the person leaves the Organisation mentioned in his application;
- (iv) The institution recognised as a competent person shall keep the Chief Inspector informed of the names, designations and qualifications of the persons authorised by it to carry out tests, examinations and inspections.
- (v)
- (vi)

Station

Official seal

Signature of the Chief Inspector

Date

Note :- A separate certificate should be issued under each relevant section. A person or an institution may be recognised competent for the purpose of more than one section of the Act.

*Strike out the words not applicable.

SCHEDULE

Sl. No.	Section or Rules under which competency is recognised	Qualification required	Experience for the purpose	Facilities at his command
1	2	3	4	5
1.	Rules made under section 6 and section 112- Certificate of stability for buildings	Degree in Civil or Structural engineering or Equivalent	(i) A minimum of 10 years experience in the design of construction or testing or repairs of structures.	
			(ii) Knowledge of non-destructive testing, various codes of practices that are current and the effect of the vibrations and natural forces on the stability of the building, and	
			(iii) Ability to arrive at a reliable conclusion with regard to the safety of the structure of the building.	
2.	Rules made under section 21 (2) - "Dangerous machines"	Degree in Electrical or Mechanical or Textile Engineering or equivalent	(i) A minimum of 7 years experience in :- (a) design or operation or maintenance, or (b) testing, examination and inspection of relevant machinery, their guards, safety devices and appliances.	Gauges for measurement instruments for measurement of speed and any other equipment or device to determine the safety in the use of the dangerous machines.

3.	Section 28 - Lifts and Hoists	A degree in Electrical and / or Mechanical Engineering or its Equivalent	<p>(ii) He shall -</p> <p>(a) be conversant with safety devices and their proper functioning.</p> <p>(b) be able to identify defects and any other cause leading to failure; and (c) have ability to arrive at a reliable conclusion with regard to the proper functioning of safety device and appliance and machine guard.</p> <p>(i) A minimum experience of 7 years in :-</p> <p>(a) design or erection or maintenance, or (b) inspection and test procedures, of lifts and hoists;</p>	Facilities for load testing, tensile testing gauges for measurement and any other equipment required for determining the safe working conditions of Hoists and Lifts.
			<p>(ii) He shall be --</p> <p>(a) Conversant with relevant codes of practices and test procedures that are current.</p> <p>(b) Conversant with other statutory requirements covering the safety of the Hoists and Lifts;</p> <p>(c) able to identify defects and arrive at a reliable conclusion with regard to the safety of Hoists and Lifts.</p>	
4.	Section 29- Lifting Machinery and Lifting Tackle	Degree in Mechanical or Electrical or Metallurgical Engineering or its equivalent	<p>(i) A minimum experience of 7 years ---</p> <p>(a) design or erection or maintenance, or (b) testing, examination and inspection, of lifting machinery, chains, ropes and lifting tackles.</p>	Facilities for load testing, tensile testing, heat treatment, equipment/ gadget for measurement, gauges and such other equipment to determine the safe working

			conditions of the lifting machinery tackle.
5.	Section 31- Pressure Plant	Degree in Chemical or Electrical Metallurgical or Mechanical Engineering or its equivalent	<p>(ii) He shall be --</p> <p>(a) Conversant with relevant codes of practices and test procedures that are current.</p> <p>(b) Conversant with fracture mechanics and metallurgy of the material of construction;</p> <p>(c) Conversant with heat treatment/ stress relieving techniques as applicable to stress bearing components and parts of lifting machinery and lifting tackles.</p> <p>(d) capable of identifying defects and arriving at a reliable conclusion with regard to the safety of lifting machinery, chains, ropes and lifting tackles.</p> <p>(i) A minimum experience of 7 years ---</p> <p>(a) design or erection or maintenance, or</p> <p>(b) testing, examination and inspection, of pressure plant.</p> <p>Facilities for carrying out hydraulic test, on destructive test, gauges equipment/ gadget for measurement, and any other equipment or gauges to determine the safety in the use of Pressure vessels.</p>
			<p>(ii) He shall be --</p> <p>(a) Conversant with relevant codes of practices and test procedures relating to pressure vessels.</p> <p>(b) Conversant with statutory requirements concerning the safety of unfired pressure vessels and equipment operating under pressure;</p> <p>(c) Conversant with non-</p>

			<p>destructive testing techniques as are applicable to pressure vessels.</p> <p>(d) able to identifying defects and arriving at a reliable conclusion with regard to the safety of pressure plants.</p>	
6.	Section 36- Precautions against dangerous fumes	Master's degree in Chemistry or a degree in Chemical Engineering.	<p>(i) A minimum of 7 years in collection and analysis of environmental samples and calibration of monitoring equipments;</p>	<p>Meters, instruments and devices duly calibrated and certified for carrying out the tests and certification of safety in working in confined spaces.</p>
7.	Ventilation systems as required under various schedules framed under sec. 87, such as Schedules on (i) Grinding or glazing metals and processes incidental thereto. (ii) Cleaning or smoothing, roughening etc. of articles,	Degree in Mechanical or Electrical Engineering or equivalent.	<p>(ii) He shall be -- (a) Be conversant with the hazardous properties of chemicals and their permissible limit values. (b) Be conversant with the current techniques of sampling and analysis of the environmental contaminants (c) be able to arrive at a reliable conclusion as regards the safety in respect of entering and carrying out hot work.</p> <p>(i) A minimum of 7 years in the design, fabrication, installation testing of ventilation system and systems used for extraction and collection of dusts, fumes and vapours and other ancillary equipment.</p>	<p>Facilities for testing the ventilation systems, instruments and gauges for testing the effectiveness of the extraction systems for dusts, vapours and fumes and any other equipment needed for determining the efficiency</p>

	<p>by a jet and metal shot, or grit, or other abrasive propelled by a blast of compressed air or stream.</p> <p>(iii) Handling and processing of asbestos,</p> <p>(iv) manufacture of Royan by Viscose process.</p> <p>(v) Foundry operations.</p>	<p>and a adequacy of these systems. He shall have the assistance of a suitable qualified technical person who can come to a reasonable conclusion as to the adequacy of the system.</p>
		<p>(ii) He shall be conversant with relevant codes of practice and tests procedures that are current in respect of ventilation and extraction system for fumes and be able to arrive at a reliable conclusion with regard to effectiveness of the system.</p>

Rules 3 to 11 prescribed under sub-section (1) of Section 6

The Lt. Governor or the Chief Inspector of Factories may require, for the purposes of the Act, submission of plans of any factory which was either in existence on the date of commencement of the Act or which has not been constructed or extended since then. Such plans shall be drawn to scale showing:-

- (i) The site of the factory and immediate surroundings including adjacent buildings and other structures, road, drains, etc.
- (ii) 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 passageways; and
- (iii) such other particulars as the State Government or the Chief Inspector, as the case may be, any required.

Approval of site and plan-

Applications for such permission shall be in Form No.1 and accompanied by the following documents

- (1) No site shall be used for the location of a factory or no building in a factory should be constructed, reconstructed, extended or taken into use as a factory or part of a factory unless previous permission in writing is obtained from the Administrator or the Chief Inspector of Factories.
 - (a) A flow chart of the manufacturing process supplemented by a brief description of the process in its various stages.
 - (b) Plans in duplicate drawn to scale showing :
 - (i) The site of the factory and immediate surrounding including adjacent buildings, and other structures roads, drains, etc.
 - (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 on fire. The plans shall also clearly indicate the plant and machinery, aisles and passage ways; and
 - (c) Such other particulars as the Chief Inspector may require.
- (2) If the Chief Inspector is satisfied that the plans are in consonance with the requirements of the Act he shall, subject to such conditions as he may specify approve them by signing and returning to the applicant one copy of each plan; or he may call for such other particulars as he may require to enable such approve to be given.

Application for registration and grant of license--

The Occupier of every factory shall submit to the Chief Inspector of Factories an application in triplicate in the prescribed form No.2 for the registration of the factory and grant of a license.

Grant of Licence--

- (1) A licence for a factory shall be granted by the Chief Inspector of Factories or any other officer appointed under sub-section (2-A) of section 8 of the Act and specially empowered in this behalf by the State Government, in Form No.4 prescribed for the purpose, for a period of one year or five years, as may be requested in the application for registration and grant of licence and on payment of the fees specified in sub-rule (2).
- (2) The fees for grant of licence for one year shall be as specified in the Schedule hereto. In case an application for licence has been made for a period of five years, the licence fees shall be five times the fees payable for grant of a licence for one year, as specified in the said Schedule.
- (3) A licence granted under this rule may, at the request of license, be renewed for one year or five years in accordance with the provisions of rule 7.
- (4) Every licence as granted or renewed, shall remain in force upto 31 st December of the year for or upto which it is renewed.

SCHEDULE

Fees for the grant of a licence for a factory for one year

H.P. Installed on	Maximum number of workers to be employed on any day during the year							
	Upto 20	21 to 50	51 to 100	101 to 250	251 to 500	501 to 750	751 to 1000	Above 1000
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Nil	20	50	100	250	400	750	1000	1250
Upto 10	50	100	120	300	600	900	1200	1500
Above 10 and upto 50	100	150	200	500	1000	1500	2000	2500
Above 50 and upto 100	200	250	300	750	1500	2250	3000	3700
Above 100	300	400	500	1000	2000	3000	4000	5000

Amendment of Licence--

- (1) A licence granted under rule 4 may be amended by the Chief Inspector of Factories or any other officer appointed under sub-section (2-A) of section 8 of the Act and specially empowered in this behalf by the State Government.
- (2) No licence shall-
 - (i) Change the name of his factory; or
 - (ii) employ persons in excess of the number stated in the licence; or
 - (iii) use motive power in excess of the limits of horse power specified in the licence; without getting his licence amended.
- (3) A licensee who desires to have his licence amended shall submit it to the Chief Inspector or any other officer appointed under sub-section (2- A) of Section 8 of the Act and specially empowered in this behalf, with an application stating the nature of the amendment and reasons therefor.
- (4) The fee for the amendment of a licence shall be twenty five rupees plus the amount (if any) by which the fee that would have been payable if the licence had originally been issued in the amended form exceeds the fee originally paid for the licence.

Renewal of licence--

- (1) A licence may be renewed by the Chief Inspector of Factories or any other

officer appointed under sub-section (2-A) of section 8 of the Act and specially empowered in this behalf by the State Government.

- (2) Every application for the renewal of a licence shall be made in triplicate, in Form No.2 together with the payment of fees for a period of one year or five years as the case may be, and shall be submitted not less than 30 days before the date on which the licence expires. If the application, complete in all respects, is so made, the premises shall be held to be duly licensed until such date as the Chief Inspector of the Factories or as the case may be, the Officer appointed under sub-section (2-A) of section 8 of the Act and specially empowered in this behalf by the State Government, renews the licence.
- (3) The fees for the renewal of licence for one year shall be the same as for the grant thereof. In case an application for renewal has been made for a period of five years, the renewal fees shall be five times the fees payable for renewal of licence for one year, as specified in the Schedule appended below rule 5.

Provided that if the application for renewal, duly completed in all respects, is not received within the time specified in sub-rule (2) of this rule, the licence shall be renewed only on payment of a fee twenty five percent in excess of the fees ordinarily payable for the renewal of a licence for the year or years for which the application has been received late.

Transfer of licence--

- (1) The holder of a licence may, at any time before the expiry of the licence, apply for permission to transfer his licence to another person.
- (2) Such application shall be made to the Chief Inspector of Factories or any other officer appointed under sub-section (2-A) of section 8 of the Act and specially empowered in this behalf by the State Government who shall, if he approves of the transfer, enter upon the licence, under his signature, an endorsement to the effect that the licence has been transferred to the person named.
- (3) A fee of twenty five rupees shall be charged on each such application

Procedure on death or disability of licensee--

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

Loss of licence--

Where a licence granted under the Rules is lost or accidentally destroyed, a duplicate may be granted on payment of a fee of rupees twenty five.

Payment of fees-

- (1) Every application under the Rules shall be accompanied by a treasury receipt showing that the appropriate fees has been paid into the authorised branch of the State Bank of India under the head of account, affixed by the office of the Chief Inspector of Factories.

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

11.

11A. Prohibiting Running of a Factory without a valid licence-

An occupier shall not use any premises as a factory or carry on any manufacturing process in a factory unless a licence has been issued in respect of such premises and is in force for the time being :

Provided that if a valid application for grant of licence has been submitted and the required fees has been paid, the premises shall be deemed to be fully licensed until such date as the Chief Inspector of Factories or as the case may be, any other officer appointed under sub-section (2-A) of section 8 of the Factories Act, and specially empowered in this behalf by the State Government, grants or renews the licence or refuses in writing with reasons, to grant or renew licence.

Provided further that if the Chief Inspector of Factories or as the case may be, any other officer appointed under sub-section (2-A) of section 8 of the Act and specially empowered in this behalf, by the State Government fails to grant or renew the licence or fails to refuse to do so, for reasons to be communicated in writing to the applicant, within 60 days from the date of the application, licence shall be deemed to have been granted or renewed.

Form prescribed under sub-section 1 of Section 7

12. Notice of Occupation

The notice of occupation shall be in Form No 2. Under sub-section (4) of Section 7

12A. Notice of change of Manager-

The notice of change of Manager shall be in Form No.3.

12B. Guidelines Instructions and records-

- (i) Without prejudices to the general responsibility of the occupier to

comply with the provisions of section 7(a) the Chief Inspector may, from time to time, issue guidelines and instructions regarding the general duties of the occupier relating to health safety and welfare of all workers while they are at work in the factory.

- (ii) The occupier shall maintain such records, as may be prescribed by the Chief Inspector, in respect of monitoring of working environment in the factory.

CHAPTER II

Rule prescribed under Section 9

13. Power of Inspectors

An Inspector shall, for the purpose of the execution of the Act, have power to do all or any of the following things, that is to say:-

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

Provided that the powers of the District Magistrates and such

other public officers as are appointed to be additional inspectors shall be limited to the inspection of factories in respect of the following matters, namely:-

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

Rule Prescribed under Section 112

13- A. Qualification of an Inspector-

No person shall be appointed as an Inspector for the Act unless he possesses the following qualifications-

- (a) He must not be less than 23 years or more than 35 years of age.
- (b) He must have :
 - (i) had a good general education upto the Intermediate standard of a recognised University.
 - (ii) Secured a degree, or diploma equivalent to a degree of a recognised university, in any branch of Engineering, Technology of Medicine and preferably with practical experience of at least two years in a workshop or a manufacturing concern of good standing and in the case of

Medical Inspector an experience of at least 2 years in a public hospital or factory medical Department or alternately a diploma in Industrial medicine.
- (c) Where for a particular post special knowledge, "the deal with special problems is required the Chief Commissioner, may, in addition to the basic qualifications prescribe appropriate qualifications for such a post."

Provided that in the case of a person who has been working as Inspector under the Act at the time of commencement of these rules, the Chief Commissioner may, subject to such conditions as he may specify, exempt such persons from the provisions of this rule.

Provided further that the provisions of this rule relating to qualifications shall not apply in the case of a person who is already appointed as Inspector of Factories on regular basis, in accordance with the provisions of the Recruitment Rules framed under Article 309 of the Constitution.

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

14. Duties of Certifying Surgeon-

- (1) For purposes of the examination and certification of young persons who wish to obtain certificates of fitness, the Certifying surgeon shall arrange a suitable time and place for the attendance such persons, and shall give previous notice in writing of such arrangements to the managers of factories situated within the local limits assigned to him.
- (2) The Certifying Surgeon shall issue his certificates in Form No.4. The foil and counter-foil shall be filled in and the left thumb mark of the person in whose name the certificate is granted shall be taken on them. On being satisfied as to the correctness of entries, made therein and of the fitness of the person examined he shall sign the foil and initial the counter-foil and shall deliver the foil to the person in whose name the certificate is granted. The foil so delivered shall be the certificate of fitness granted under Section 69. All counterfoils shall be kept by the Certifying Surgeon for a period of at least 2 years after the issue of the certificate.
- (3) The certifying Surgeon shall upon request by the Chief Inspector, carry out such examination and furnish him with such report as he may indicate, for any factory or class or description of factories where:-
 - (a) cases of illness have occurred which it is reasonable to believe are due to the nature of the manufacturing process carried on or other conditions of work prevailing therein, or
 - (b) by reason of any change in the manufacturing process carried on, or in the substances used therein, or by reason of the adoption of any new manufacturing process or of any new substance for use in a manufacturing process, there is a likelihood of injury to the health of workers employed in that manufacturing process, or
 - (c) young persons are or are about to be, employed in any work which is likely to cause injury to their health.
- (4) For the purpose of the examination of persons employed in processes covered by the Rules relating to Dangerous Operations, the Certifying Surgeon shall visit the factories within the local limits assigned to him at such intervals as are prescribed by the Rules relating to such dangerous operations.
- (5) At such visits the Certifying Surgeon shall examine the persons employed in such processes and shall record the results of his examination in a Register known as the Health Register (Form No.17) which shall be kept by the factory manager and produced to the Certifying Surgeon at each visit.

- (6) If the Certifying Surgeon finds as a result of his examinations that any person employed in such process is no longer fit for medical reasons to work in that process he shall suspend such person from working in that process for such time as he may think fit and no person after suspension shall be employed in that process without the written sanction of the Certifying Surgeon in the Health Register.
- (7) The manager of a factory shall afford to the Certifying Surgeon facilities to inspect any process in which any person is employed or is likely to be employed.
- (8) The manager of a factory shall provide for the purposes of any medical examination which the Certifying Surgeon wishes to conduct at the factory (for his exclusive use on the occasion of an examination) a room which shall be properly cleaned and adequately ventilated and lighted and furnished with a screen, a table (with writing materials) and chairs.

CHAPTER III

Exemption under sub-section (2) of section 11

15. Cleanliness of walls and ceilings-

- (1) Clause (d) of sub-section (1) of section 11 of the Act shall not apply to the class or description of factories or parts of factories specified in the Schedule hereto :

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

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

- (i) as respects factories or parts of factories specified in Part A of the said Schedule, to work-rooms in which the amount of cubic space allowed for every person employed in the room is less than 500 cubic feet;
- (ii) as respects factories or parts of factories specified in Part B of the said Schedule, to work-rooms in which the amount of cubic space allowed for every person employed in the room is less than 2,500 cubic feet;
- (iii) to engine houses, fitting shops, lunch-rooms, canteens, shelters, creches, clock rooms, rest rooms and wash-places; and
- (iv) to such parts of walls, sides and tops of passages and stair cases as are less than 20 feet above the floor or stair.

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

SCHEDULE

PART A

Blast furnaces.

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

Cement works.

Chemical works.

Copper mills.

Gas works.

Iron and steel mills.

Stone, slate and marble works.

The following parts of factories.

Rooms used only for the storage of articles.

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

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

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

Parts in which coal, coke, oxide or iron, ochre, lime or stone is crushed or ground Parts of walls, partitions, ceilings or tops of rooms which are at least 20 feet above the floor.

Ceilings or tops of rooms in cement works, bleach works or dye works with the exception of finishing rooms or ware-houses.

Inside walls of oil mills below a height of 5 feet from the ground floor level.

Inside walls in tanneries below a height of 5 feet from the ground floor level where a wet process is carried on.

PART B

Coach and motor body works.

Electrical generating or transforming stations.

Engineering works.

Factories in which sugar is refined or manufactured.

Foundries other than foundries in which brass casting is carried on.

Gun factories.

Shipbuilding works.

Those parts of factories where unpainted or unvarnished wood manufactured

Register prescribed under sub-section (1) of Section 11

16. Record of white-washing etc.-

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

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

17. Disposal of trade wastes and effluents-

The arrangements made in every factory for the treatment of wastes and effluents due to the manufacturing processes carried on therein shall be in accordance with those approved by the relevant Water and Air Pollution Boards, appointed under the Water (Prevention and Control of Pollution) Act, 1974 and the Air (Prevention and Control of Pollution) Act, 1981 and other local authority concerned.

Rule 18 to 28 prescribed under sub-section 1 of Section 15

18. When artificial humidification not allowed-

There shall be no artificial humidification in any room of a cotton spinning or weaving factory :-

- (a) by the use of steam during any period when the dry bulb temperature of that room exceeds 85 degrees;
- (b) at any time when the wet bulb reading of the hygrometer is higher than that specified in the following Schedule in relation to the dry bulb reading of the hygrometer at that time; or as regards a dry bulb readings intermediate between any two dry bulb readings indicated consecutively in the Schedule when the dry bulb reading does not exceed the wet bulb reading to the extent indicated in relation to the lower of these two dry bulb readings-

SCHEDULE

Dry bulb	Wet bulb	Dry bulb	Wet bulb	Dry bulb	Wet bulb
60.0	58.0	77.0	75.0	94.0	86.5

61.0	59.0	78.0	76.0	95.0	87.0
62.0	60.0	79.0	77.0	96.0	87.5
63.0	61.0	80.0	78.0	97.0	88.0
64.0	62.0	81.0	79.0	98.0	88.5
65.0	63.0	82.0	80.0	99.0	89.0
66.0	64.0	83.0	80.5	100.0	98.5
67.0	65.0	84.0	81.0	101.0	90.0
68.0	66.0	85.0	82.0	102.0	90.0
69.0	67.0	86.0	82.5	103.0	90.5
70.0	68.0	87.0	83.0	104.0	90.5
71.0	69.0	88.0	83.5	105.0	91.0
72.0	70.0	89.0	84.0	106.0	91.0
73.0	71.0	90.0	84.5	107.0	91.5
74.0	72.0	91.0	85.0	108.0	91.5
75.0	73.0	92.0	85.5	109.0	92.0
76.0	74.0	93.0	86.0	110.0	92.0

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



19. Provision of Hygrometer-

In all departments of cotton spinning and weaving mills wherein artificial humidification is adopted hygrometers shall be provided and maintained in such position as are approved by the Inspector.

The number of hygrometers shall be regulated according to the following scale:-

- (a) Weaving departments- One hygrometer for departments with 500 looms, and one additional Hygrometer for every 500 or part of 50 looms in excess of 500.
- (b) Other departments- One Hygrometer for each room of less than 300.00 cubic feet capacity and one extra hygrometer for each 200.00 cubic feet or part thereof, in excess of this.
- (c) One additional hygrometer shall be provided and maintained outside each cotton spinning and weaving factory wherein artificial humidification is adopted, and in a position approved by the Inspector, for taking hygrometer shade readings.

20. Exemption from maintenance of hygrometers-

When the Inspector is satisfied that the limits of humidity allowed, by the Schedule of Rule 18 are never exceeded, he may, for any department other than the weaving department grant exemption from the maintenance of the hygrometer. The Inspector shall record such exemption in writing.

21. Copy of Schedule to Rule 18 to be affixed near every hygrometer-

A legible copy of the Schedule to Rule 18 shall be affixed near each hygrometer.

22. Temperature to be recorded at each hygrometer-

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

23. Specifications of Hygrometer--:-

- (1) Each hygrometer shall comprise two mercurial thermometers of wet bulb of similar construction and equal in dimensions, scale and divisions of scale. They shall be mounted on a frame with a suitable reservoir containing water.
- (2) The wet bulb shall be closely covered with a single layer of muslin, kept wet by means of a wick attached to it and dipping into the water in the reservoir. The muslin covering and the wick shall be suitable for the purpose, clean and free from size or grease.
- (3) No part of the wet bulb shall be within 3 inches from the dry bulb or less than 1 inch from the surface of the water in the reservoir and the water reservoir shall be below it, on the side of it away from the dry bulb.
- (4) The bulb shall be spherical and of suitable dimensions and shall be freely exposed on all sides to the air of the room.
- (5) The bores of the stems shall be such that the position of the top of the mercury column shall be readily distinguishable at a distance of 2 feet.
- (6) Each thermometer shall be graduated so that accurate readings may be taken between 50 and 120 degrees.
- (7) Every degree from 50 degrees upto 120 degrees shall be clearly marked by horizontal lines on the stems. Each fifth and tenth degree shall be marked by longer marks than the intermediate degrees and the temperature marked opposite each tenth degree, i.e., 50, 60, 70, 80, 90, 100, 110 and 120.
- (8) The markings as above shall be accurate that is to say, at no temperature between 50 and 120 degrees shall the indicated readings, be in error by more than two tenths of a degree.
- (9) A distinctive number shall be indelibly marked upon the thermometer.

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

24. Thermometers to be maintained in efficient order-

Each thermometer shall be maintained at all times during the period of employment in efficient working order, so as to give accurate indications and in particular :-

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

25. An inaccurate thermometer not to be used without fresh certificate-

if an Inspector gives notice in writing that a thermometer is not accurate it shall not, after one month from the date of such notice, be deemed to be accurate unless and until it has been re-examined as prescribed and afresh certificate obtained which certificate shall be kept attached to the Humidity Register.

26. Hygrometer not to be affixed to wall etc., unless protected by wood-

- (1) No hygrometer shall be affixed to a wall, pillar or other surface unless protected therefrom by wood or other non-conducting material at least half an inch in thickness and distant at least one inch from the bulb of each thermometer .
- (2) No hygrometer shall be fixed at a height of more than 5 feet 6 inches from the floor to the top of thermometer stem or in the direct draughts from a fan, window or ventilating opening.

27. No reading to be taken within 15 minutes of renewal of water-

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



28. How to introduce steam for humidifications-

In any room in which steam pipes are used for the introduction of steam for the purpose of artificial humidification of the air the following provisions shall apply-

- (a) The diameter of such pipes shall not exceed two inches and in the case of pipes installed after 1 st August, 1950 the diameter shall not exceed one inch;
- (b) Such pipes shall be short as it reasonably practicable;
- (c) All hangers supporting such pipes shall be separated from the be pipes by an efficient insulator not less than half an inch thickness
- (d) No uncovered jet from such pipe shall project more than 4-1/2 inches beyond the outer surface of any cover;

- (e) The steam pressure shall be as low as practicable and shall not exceed 70 lbs. per square inch;
- (f) The pipe employed for the introduction of steam into the air in a department shall be effectively covered with such non-conducting material, as may be approved by the Inspector in order to minimise the amount of heat radiated by them into the department.

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

29. Lighting-application and commencement-

- (1) Subject as in these Rules provided, Rules 29 to 33 shall apply to factories in which persons are being regularly employed in a manufacturing process or processes for more than 48 hours a week, or in shifts, provided that nothing in these Rules shall be deemed to require the provision of lighting of a specified standard in any building or structure so constructed that, in the opinion of the Chief Inspector, it would not be reasonably practicable to comply with such requirements.
- (2) Rules 29 to 33 shall come into force, in respect of any class or description of factories, on such dates as the Chief Commissioner may, by notification in the Official gazette, appoint in this behalf.

30. Lighting of Interior parts-

- (1) The general illumination over these interior parts of a factory where persons are regularly employed shall be not less than 6 feet candles measured in horizontal plane at a level of 3 feet above the floor :

Provided that in any such parts in which the mounting height of the light source for general illumination necessarily exceeds 25 feet measured from the floor or where the structure of the room or the position or construction of the fixed machinery or plant prevents the uniform attainment of this standard, the general illumination at the said level shall not be less than 2 feet candle and where work is actually being done the illumination shall be not less than 6 feet candles.

- (2) The illumination over all other interior parts of the factory over which persons employed pass shall, when and where a person is passing, be not less than 0.5 foot candles at floor level.
- (3) The standard specified in this Rule shall be without prejudice to the provision of any additional illumination required to render the lighting sufficient and suitable for the nature of the work.

31. Prevention of glare--

- (1) Where any source of artificial light in the factory is less than 16 feet above floor level, no part of the light source or of the lighting fitting having a brightness greater than 10 candles per square inch shall be visible to persons whilst normally employed within 100 feet of the source, except where the angle of elevation from the eye to the source or part of the fitting as the case may be exceeds 20°.
- (2) Any local light that is to say an artificial light designed to illuminate particularly the area or part of the area of work of a single operative or small group of operatives working near other, shall be provided with a suitable shade of opaque material to

prevent glare or with other effective means by which the light source is completely screened from the eyes of every person employed at the normal working place, or shall be so placed that no such person is exposed to glare therefrom.

CHAPTER IV

SAFETY

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

52. Further safety precautions-

- (1) Without prejudice to the provisions of sub-section (1) of Section 21 in regard to the fencing of machines the further precautions specified in the Schedules annexed hereto shall apply to the machines noted in each Schedule.
- (2) This Rule shall come into force, in respect of any class or description of factories, where machines noted in the said Schedules are in use, on such dates as the Chief Commissioner may, by notification in the official gazette, appoint in this behalf.

SCHEDULE I

COTTON TEXTILES

1. Cotton Openers, Scutchers, Combined Openers and Scutcher and Lap Machines, Hard Waste breakers, etc.-

- (1) All Cotton Openers, Scutchers, Combined Openers and Scutchers, Scutchers and Lap Machines, Hard Waste Breakers and similar machines shall be driven by separate motors or from counter shafts provided with fast and loose pulleys and efficient belt shifting devices.
- (2) In all Openers, Combined Openers and Scutchers, Scutchers, Scutchers- lap machines, Hard Waste Breakers and similar machines, the beater covers and doors which give access to any dangerous part of the machine shall be fitted with effective interlocking arrangements which shall prevent-
 - (a) the covers and doors being opened while the machine is in motion;
 - (b) the machine being re-started until the covers and doors are close ;

Provided that in respect of doors of openings, other than dirt doors or desk doors such openings shall be so fenced as to prevent access to any dangerous part of the machine if effective interlocking arrangement is not provided.
- (3) In all Openers, Combined Openers and Scutchers, Scutchers, Scutcher-lap machines, Hard waste Breakers and similar machines, the openings giving access to the dust chamber shall be provided with permanently fixed fencing, which shall, while admitting light, yet prevent contact between any portion of a worker's body and the beater grid bars.

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

Provided further the stripping or grinding operations shall be carried out only by specially trained adult workers wearing tight fittings clothing whose names have been recorded in the register prescribed in this behalf as required in sub-section (1) of Section 22.

2. Combined Openers and Scutchers, Scutcher-lap, Silver Lap, Lap Machines, Dorby Doublers and Ribbon Machines-

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

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

3. Carding Machines-

All Cylinder doors shall be secured by an automatic locking device which shall prevent the door being opened until the cylinder has ceased to revolve and shall render it impossible to restart the machine until the door has been closed.

4. Speed Framers-

Headstocks shall be fitted with automatic locking arrangements which shall prevent the doors giving access to jack box wheels opened while the machinery is in motion and shall render it impossible to restart the machine until the doors have been closed.

5. Self-acting Mules-

The drive shall be from counter-shafts which shall be provided with fast and loose pulleys and efficient belt shifting devices.

6. Calendering Machines etc.-

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

SCHEDULE II

Cotton Ginning

Line Shaft-

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



SCHEDULE III

Wood-Working Machinery

- 1. Definition- For the purposes of this Schedule :-**

- (a) Wood-Working machine means a circular saw, band saw, planing machines, chain mortising machine or vertical spindle moulding machine operating of Wood or Cork.
- (b) Circular saw means a circular saw working in a bench (including a rack bench) but does not include a pendulum or similar saw which is moved towards the wood for the purpose of cutting operation.
- (c) Band saw means a band saw, the cutting portion of which runs in a vertical direction but does not include a log saw or band resawing machine.
- (d) Planing machine means a machine for overhand planings or for thickening or for both operations.

2.

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

3. Space around machines-

The space surrounding every wood-working machine in motion shall be kept free from obstruction.

4. Floors-

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

5. Training and Supervision-

- (1) No person shall be employed at a wood - working machine unless he has been sufficiently trained to work that class of machine, or unless he works under the adequate supervision of person who has a thorough knowledge of the working of the machine.
- (2) A person who is being trained to work a wood-working machine shall be fully and carefully instructed as to the dangers of the machine and the precautions to be observed to secure safe working of the machine.

6. Circular Saws-

Every circular saw shall be fenced as follows:-

- (a) Behind and in direct line with the saw there shall be a riving knife, which shall have a smooth surface, shall be strong rigid and easily adjustable, and shall also conform to the following conditions :
 - (i) The edge of the knife nearer the saw shall form an area of a circle having a radius not exceeding the radius of the largest saw used on the bench.
 - (ii) The knife shall be maintained as close as practicable to the saw having regard to the nature of the work being done at the time and at the level

of the bench table the distance between the front edge of the knife and the teeth of the saw shall not exceed half an inch.

- (iii) For a saw of a diameter of less than 24 inches, the knife shall extend upwards from the bench table to within one inch of top of the saw and for a saw of a diameter of 24 inches or over shall extend upwards from the bench table to a height of at least nine inches.
- (b) The top saw shall be covered by a strong and easily adjustable guard, with a flange at the side of the saw farthest from the fence. The guard shall be kept so adjusted that the said flange shall extend below the roots of the teeth of the saw. The guard shall extend from the top of the riving knife to a point as point as practicable at the cutting edge of the saw.
- (c) The part of the saw below the bench table shall be protected by two plates of metal or other suitable material one on each side of the saw; such plates shall not be more than six inches apart, and shall extend from the axis of the saw outwards to a distance of not less than two inches beyond the teeth of the saw. Metal plates, if not beaded, shall be of a thickness of at least 1/10 inch, or if beaded be of a thickness of at least 1/20 inch.

7. Push Sticks-

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

8. Band Saws-

Every band saw shall be guarded as follows :-

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

9. Planing Machines-

- (1) A planing machine (other than a planing machine which is mechanically fed) shall not be used for overhand planing unless it is fitted with a cylindrical cutter block.
- (2) Every planing machine used for overhand planing shall be provided with a "brige" guard capable of covering the full length and breadth of the cutting slot in the bench and so constructed as to be easily adjusted both in a vertical and horizontal direction.
- (3) The fee roller of every planing machine used for thicknessing except the combined machine for overhand planing and thicknessing, shall be provided with an efficient guard.



10. Vertical Spindle moulding machines-

- (1) The cutter of every vertical spindle moulding machine shall be guarded by the most efficient guard having regard to the nature of the work being performed.
- (2) The wood being moulded at a vertical spindle moulding machine shall, if practicable, be held in a jig or holder of such construction as to reduce as far as possible the risk of accident to the worker.

11. Chain mortising machines-

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

12. Adjustment and maintenance of guards-

The guards and other appliance required under this Schedule shall be-

- (a) maintained in an efficient state,
- (b) constantly kept in position while the machinery is in motion, and
- (c) so adjusted as to enable the work to be done without unnecessary risk.

18. Exemptions-

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

CHAPTER V

WELFARE

Rules prescribed under sub-section 2 of Section 42

62. Washing facilities-

- (1) This rule shall come into force, in respect of any class or description of factories, on such dates as the Chief Commissioner may, by notification in the official gazette, appoint in this behalf.
- (2) There shall be provided and maintained in every factory for the use of employed persons adequate and suitable facilities for washing which shall include soap and nail brushes or other suitable means of cleaning and the facilities shall be conveniently accessible and shall be kept in a clean and orderly condition.
- (3) Without prejudice to the generality of the foregoing provisions the washing facilities shall include:-
 - (a) a trough with taps or jets at intervals of not less than two feet, or
 - (b) wash-basins with taps attached thereto, or
 - (c) taps on stand-pipes, or
 - (d) showers controlled by taps, or
 - (e) circular troughs of the fountain type.

Provided that the Inspector may, having regard to the needs and habits of the workers, fix the proportion in which the aforementioned types of facilities shall be installed,

- (4)
 - (a) Every trough and basin shall have a smooth, impervious surface and shall be fitted with a waste-pipe and plug,
 - (b) The floor or ground under and in the immediately vicinity of every trough tap, jet, wash basin, standpipe and shower shall be so laid or finished as to provide a smooth impervious surface and shall be adequately drained,
- (5) For persons whose work involves contact with any injurious or noxious substance there shall be at least one tap for every fifteen persons; and for persons whose work does not involve such contact the number of taps shall be as follow :-

No. of Workers	No. of Taps
Upto 20	1
21 to 35	2
36 to 50	3
51 to 150	4

151 to 200	5
Exceeding 200 but not exceeding 500	5 plus one top for every 50 or fraction of 50
Exceeding 500	11 plus one top for every 100 or fraction of 100

- (6) If female workers are employed, separate washing facilities shall be provided and so enclosed or screened that the interiors are not visible from any place where persons of the other sex work or pass. The entrance to such facilities shall bear conspicuous notice in the language understood by the majority of the workers "For Women Only" and shall also be indicated pictorially,
- (7) The water supply to the washing facilities shall be capable of yielding at least six gallons a day for each person employed in the factory and shall be from a source approved in writing by the Health Officer, provided that where there the Chief Inspector is satisfied that such an yield is not practicable he may by certificate in writing permit the supply of a smaller quantity not being less the then one gallon per day for every person employed in the factory,

Rules Prescribed Under Section 43

62- The following classes of factories shall provide therein suitable place for
A. keeping clothing not work during working hours and for the drying of wet clothing:-

- (1) Glass Factories.
- (2) Iron & Steel Factories.
- (3) Oil Mills.
- (4) Chemical Factories.
- (5) Automobile Workshops.

Rule prescribed under sub-section (1) of Section 45.

63. First Aid Appliance-

The first aid boxes or cup-boards shall be distinctively marked with a red cross on a white ground and shall contain the following equipment :-

- A. For factories in which the number of persons employed does not exceed ten or in the (case of factories in which mechanical power is not used) does not exceed fifty persons- Each first aid box or cup-boards shall contain the following equipments :-
- (i) 6 small sterilized dressings.
 - (ii) 3 medium size sterilized dressings.
 - (iii) 3 large size sterilized dressings.
 - (iv) 3 large size sterilized burn dressings.
 - (v) 1 (1 oz.) bottle containing a two per cent, alcoholic solution of iodine.

- (vi) 1 (1 oz.) bottle containing sal-volatile having the dose and mode of administration indicated on the label.
- (vii) A snake-bite lancet.
- (viii) 1 (1 oz.) bottle of potassium permanganate crystals.
- (ix) 1 pair scissors.
- (x) 1 copy of the first aid leaflet issued by the Chief Adviser, Factories, Government of India.
- (xi) Tablets aspirin (Grs. 5) One dozen.
- (xii) Burn Ointment. One tube.
- (xiii) Dettol. One phial (about 2 ozs.)

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

- (i) 12 small sterilized dressings.
- (ii) 6 medium size sterilized dressings.
- (iii) 6 large size sterilized dressings.
- (iv) 6 large size sterilized burn dressings.
- (v) 6 (1/2 oz.) packets sterilized cotton wool.
- (vi) 1 (2 oz.) bottle containing a two per cent alcoholic solution of iodine.
- (vii) 1 (2 oz.) bottle containing sal-volatile having the dose and mod of administration indicated on the liable.
- (viii) 1 roll of adhesive plaster.
- (ix) A snake bite lancet
- (x) 1 [1 oz.] bottle of potassium permanganate crystals.
- (xi) 1 pair scissors.
- (xii) 1 copy of first-aid leaflet issued by the Chief Adviser Factories, Government of India.
- (xiii) Tablets aspirin (Grs 5) Two dozen.
- (xiv) Burn Ointment Two tubes.
- (xv) Dettol Two Phial (about 2 ozs.)

C. For factories employing more than fifty persons. Each first-aid box or cupboard shall contain the following equipments:-

- (i) 24 small sterilized dressings.

- (ii) 12 medium size sterilized dressings-
- (iii) 12 large size sterilized dressings.
- (iv) 12 large size sterilized burn dressings.
- (v) 12 (1/2 oz.) packets sterilized cotton wool.
- (vi) 1 snake bite lancet.
- (vii) 1 pair scissors.
- (viii) 2 (1 oz.) bottles of potassium permanganate crystals.
- (ix) 1 (4 oz.) bottles containing a two per cent alcoholic solution of iodine.
- (x) 1 (4 oz) bottle of sal-volatile having the dose and mode of administration indicated on the label.
- (xi) 1 copy of the first-aid leaflet issued by the Chief Adviser, Factories, Government of India.
- (xii) 12 rolls bandages 4 inches wide.
- (xiii) 12 rolls bandages 2 inches wide.
- (xiv) 2 rolls of adhesive plaster.
- (xv) 6 triangular bandages.
- (xvi) 2 packets of safety pins.
- (xvii) A supply of suitable splints.
- (xviii) 1 tourniquet.
- (xix) Tablets aspirin (grs. 5) Four dozen.
- (xx) Burn Ointment Four tubes.
- (xxi) Dettol Four Phial (about 2 ozs.)

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

- D. In lieu of the dressings required under items (i) and (ii) there may be substituted adhesive wound dressings approved by the Chief Inspector of Factories.

Rules prescribed under sub-section (3) of Section 45.

64. Ambulance Room-

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

Explanations- "Qualified medical practitioner" means a person holding a qualification granted by an authority specified in the Schedule to the Indian Medical Degrees Act, 1916 (VII of 1916) or in the Schedules to the Indian Medical Council Act, 1956.

- (2) The ambulance room or dispensary shall be separated from the rest of the factory and shall be used only for the purpose of first-aid treatment and rest. It shall have a floor area of at least 250 sq. ft. and smooth, hard and impervious walls and floor and shall be adequately ventilated and lighted by both natural and artificial means. An adequate supply of wholesome drinking water shall be laid on and the room shall contain at least:-
- (i) A glazed sink with hot and cold water always available.
 - (ii) A table with a smooth top at least 6" x 3'6".
 - (iii) Means for sterilizing instruments.
 - (iv) A couch.
 - (v) Two stretchers.
 - (vi) Two buckets or containers with close fitting lids.
 - (vii) Two rubber hot water bags.
 - (viii) A kettle and spirit stove or other suitable means of boiling water.
 - (ix) Twelve plain wooden splints 36" x 4" x 1/4".
 - (x) Twelve plain wooden splints 14" x 3" x 1/4".
 - (xi) Six plain wooden splints 10" x 2" x 1/2".
 - (xii) Six woolen blankets.
 - (xiii) One pair astery forceps.
 - (xiv) One bottle of brandy.
 - (xv) Two medium size sponges.
 - (xvi) Six hand towels.
 - (xvii) Four "kidney" trays.
 - (xviii) For cakes carbolic soap.
 - (xix) Two glass tumblers and two wine glasses.
 - (xx) Two clinical thermometers.
 - (xxi) Graduated measuring glass with teaspoon.
 - (xxii) One eye bath.
 - (xxiii) One bottle (2 lbs.) carbolic lotion 1 in 20.
 - (xxiv) One screen.
 - (xxv) Three chairs.
 - (xxvi) One electric hand torch.
 - (xxvii) Four first-aid boxes or cupboards stocked to the standards prescribed

under item C of Rule 63.

(xxviii) An adequate supply of anti-tetanus serum.

- (3) The occupier of every factory to which these Rules apply shall for the purpose of removing serious cases of accident or sickness, provide in the premises and maintain in good condition a suitable conveyance unless he has made arrangements for obtaining such a conveyance from a hospital.
- (4) A record of all cases of accident and sickness treated at the room shall be kept and produced to the Inspector of Certifying Surgeon when required.



Rules 65 to 71 prescribed under Section 46

65. Canteens-

- (1) Rules 65 to 71 shall come into force in respect of any class or description of factories on such dates as the Chief Commissioner may, by notification in the official gazette, appoint in this behalf.
- (2) The occupier of every factory notified by the Chief Commissioner, and wherein more than two hundred and fifty workers are ordinarily employed shall provide in or near the factory an adequate canteen according to the standards prescribed in these Rules.
- (3) The Manager of a factory shall submit for the approval of the Chief Inspector plans and site plan, in duplicate, of the building to be constructed or adapted for use as a canteen.
- (4) The canteen building shall be situated not less than fifty feet from any latrine, urinal, boiler house, coal stacks, ash dumps and any other source of dust, smoke or abnoxious fumes.

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

- (5) The canteen building shall be constructed in accordance with the plans approved by the Chief Inspector and shall accommodate at least a dining hall, kitchen, store room, pantry and washing places separately for workers and for utensils.
- (6) In a canteen the floor and inside walls up to a height of a 4 feet from the floor shall be made of smooth and impervious materials; the remaining portion of the inside walls shall be made smooth by cement plaster or in any other manner approved by the Chief Inspector .
- (7) The doors, windows of a canteen building shall be of fly proof construction and shall allow adequate ventilation.
- (8) The canteen shall be sufficiently lighted at all times when any person have access to it.

- (9) (a) In every Canteen-
- (i) all inside walls of rooms and all ceilings and passages and staircases shall be lime-washed or colour-washed at least once each year or painted once in three years dating from the period when last lime-washed, or painted, as the case may be;
 - (ii) all wood work shall be varnished or painted once in three years dating from the period when last varnished or painted;
 - (iii) all internal structural iron or steel work be varnished or painted once in three years dating from the period when last varnished or painted. Provided that inside walls of the kitchen shall be lime-washed once every four months.
- (b) Record of dates on which lime-washing, colour-washing, varnishing or painting is carried out, shall be maintained in the prescribed Register [Form No.7].
- (10) The precincts of the canteen shall be maintained in a clean and sanitary condition. Waste water shall be carried away in suitable covered drains and shall not be allowed to accumulate so as to cause a nuisance. Suitable arrangement shall be made for the collection and disposal of garbage.

66. Dining Hall-

- (1) The dining hall shall accommodate at a time at least 30 per cent of the workers working at a time :
- Provided that, in any particular factory or in any particular class of factories, the Chief Commissioner may, by a notification in this behalf, alter the percentage of workers to be accommodated.
- (2) The floor area of the dining hall, excluding the area occupied by the service counter and any furniture except tables and chairs, shall be not less than 10 square feet per diner to be accommodated as prescribed in sub-rule (1),
 - (3) A portion of the dining hall and service counter shall be partitioned off and reserved for women workers in proportion to their number. Washing place for woman shall be separate and screened to secure privacy.
 - (4) Sufficient tables, chairs or benches shall be available for the number of diners to be accommodated as prescribed in sub-rule (1).

67. Equipment-

- (1) There shall be provided and maintained sufficient utensils, crockery, cutlery,

furniture and any other equipment necessary for efficient running of the canteen. Suitable clean clothes for employees serving in the canteen shall also be provided and maintained.

- (2) The furniture, utensils and other equipment shall be maintained in a class and hygienic condition. A service counter, if provided, shall have a top of smooth and impervious material. Suitable facilities including an adequate supply of hot water shall be provided for the cleaning of utensils and equipment.
- (3) Where the canteen is managed by a co-operative society, registered under the Bombay Co-operative Societies Act, 1952 as in force in the Union Territory of Delhi, the occupier shall provide and maintain the equipment as required under sub-rule (1) for such Canteen.

68. Prices to be charged-

- (1) Food, drink and other items served in the canteen shall be sold on a non-profit basis and the prices charged shall be subject to the approval of the Canteen Managing Committee.

Provided that where the canteen is managed by a Co-operative Society of the workers of the factory registered under the Bombay Co-operative Societies Act, 1925 as in force in the Union Territory of Delhi, such Society may include in the charges to be made for the food-stuffs served, a profit upto 5% on its working capital employed in running the canteen.

- (2) In computing the prices referred to in sub-rule (1) the following items of expenditure shall not be taken into consideration, but will be borne by the occupier:-
 - (a) the rent for the land and building;
 - (b) the depreciation and maintenance charges of the building and equipment provided for the canteen;
 - (c) the cost of purchase, repair and replacement of equipment including furniture, rockery, cutlery and utensils;
 - (d) the water charges and expenses for providing lighting and ventilation;
 - (e) the interest on the amount spent on the provision and maintenance of the building furniture and equipment provided for the canteen;
 - (f) the cost of fuel required for cooking or heating food stuffs or water; and
 - (g) the cost of uniforms; if any provided to them.
- (3) The charge per portion of foodstuff, beverages and any other item served in the canteen shall be conspicuously displayed in the canteen.

69. Account-

- (1) All books of accounts, registers and any other documents used in connection with running of the canteen shall be produced on demand to an Inspector of Factories.
- (2) The accounts pertaining to the Canteen shall be audited, once every twelve month, by registered accountants and auditors. The balance-sheet prepared by the said auditors shall be submitted to the Canteen Managing Committee not later two month after the closing of the audited accounts.
- (3) Provided that the accounts pertaining to the canteen in a Government may be audited in such Department. Provided further that where the canteen is managed by a co-operative society of the workers of the factory, registered under the Bombay Co-operative Societies Act, 1925, as in force in the Union Territory of Delhi, the accounts pertaining to such canteen may be audited in accordance with the provisions of the said Act.



70. Managing Committee-

- (1) The Manager shall appoint a Canteen Managing Committee which shall be consulted from time to time as to :
 - (a) the quality and quantity of foodstuffs to be served in the canteen;
 - (b) the arrangement of the menus;
 - (c) times of meals in the canteen; and
 - (d) any other matter as may be directed by the Committee.

provided that where the canteen is managed by a co-operative society of the workers of the factory, registered under the Bombay Co-operative Societies Act,1925, as in force in the Union Territory of Delhi, it shall not be necessary to appoint a Canteen Managing Committee.

- (2) The Canteen Managing Committee shall consist of an equal number of persons nominated by the occupier and elected by the workers. The number of elected workers shall be in the proportion of 1 for every 1,000 workers employed in the factory, provided that in no case shall there be more than 5 or less than 2 workers on the Committee.
- (3) The Manager shall determine and supervise the procedure for elections to the Canteen Managing Committee.
- (4) A Canteen Managing Committee shall be dissolved by the Manager two years after the last election, no account being taken of a bye-election.

72. Shelters, Rest Rooms and Lunch Rooms-

The shelters, or rest rooms and lunch rooms shall conform to the following standards and the Manager of a factory shall submit for the approval of the Chief Inspector a site plan in duplicate of the building to be so constructed or adopted-

- (a) The building shall be soundly constructed and all the walls and roof shall be of suitable heat resisting materials and shall be waterproof. The floor and walls to a height of 3 feet shall be so laid or finished as to provide a smooth, hard and impervious surface.
- (b) The height of every room in the building shall be not less than 12 feet from floor level to the lowest part of the roof and there shall be at least 12 square feet of floor area for every person employed.

Provided that (i) workers who habitually go home for their meals during the rest periods may be excluded in calculating the number of workers to be accommodated; and (ii) in the case of factories in existence at the date of commencement of the Act, where it is impracticable, owing to lack of space to provide 12 square feet of floor area for each person, such reduced floor area per person shall be provided as may be provided in writing by the Chief Inspector.

- (c) Effective and suitable provision shall be made in every room for securing and maintaining adequate ventilation by the circulation of fresh air and there shall also be provided and maintained sufficient and suitable natural or artificial lighting.
- (d) Every room shall be adequately furnished with chairs or benches with back-rests.
- (e) Sweepers shall be employed whose primary duty is to keep the rooms, building and precincts thereof in a clean and tidy condition.

Rules 73 to 76 prescribed under sub-section (3) of Section 48

73. Creches-

- (1) The creche shall be conveniently accessible to the mother of the children accommodated therein and so far as is reasonably practicable it shall not be situated in close proximity to any part of the factory where obnoxious fumes, dust or dours are given off or in which excessively noisy processes are carried in.
- (2) The building in which the creche is situated shall be soundly constructed and all the walls and roof shall be of suitable heat-resisting materials and shall be waterproof. The floor and internal walls of the creche shall be so laid or finished as to provide a smooth impervious surface,
- (3) The height of the rooms in the building shall be not less than 12 feet from the floor to the lowest part of the roof and there shall be not less than 20 sq. ft. of floor area for each child to be accommodated,
- (4) Effective and suitable provision shall be made in every part of the creche for securing and maintaining adequate ventilation by the circulation of fresh air.
- (5) The creche shall be adequately furnished and equipped and in particular there shall be one suitable cot or cradle with the necessary bedding for each child, (provided that for children over two years of age it will be sufficient if suitable bedding is made available) at least one chair or equivalent seating accommodation for the use of each mother while she is feeding or attending to

her child, and a sufficient supply of suitable toys for the older children.

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

**73-
A.**

The cash equivalent of the advantage accruing through the concessional sale to a worker of food- grains and other articles shall be computed at the end of the every wages period fixed under the provisions of the payment of Wage Act, 1936.

**73-
B.**

For the purpose of computing cash equivalent of the advantage occurring through the concessional sale to a worker of food grains and other articles, the difference between the value of food grains and other articles at the average rates in the nearest market prevailing during the wages period in which over time was marked and value of food grains and other articles supplied at concessional rates shall be calculated and allowed for the number of overtime hours worked.

This rule shall not apply to any Federal Railway Factory whose alternative method of computation has been approved by the Chief Commissioner.

74. Wash Room-

- (1) There shall be in or adjoining the creche a suitable wash room for the washing of the children and their clothing. The wash room shall conform to the following standards:-
- (a) The floor and internal walls of the room to a height of 3 feet shall be so laid or finished as to provide a smooth impervious surface. The room shall be adequately lighted and ventilated and the floor shall be effectively drained and maintained in a clean and tidy condition.
 - (b) There shall be at least one basin or similar vessel for every four children accommodated in the creche at any one time together with a supply of water provided, if practicable through taps from a source approved by the Health Officer. Such source shall be capable of yielding for each child a supply of at least five gallons of water a day.
 - (c) An adequate supply of clean clothes, soap and clean towels shall be made available for each child while it is in the creche.
- (2) Adjoining the wash room referred to above a latrine shall be provided for the sole use of the children in the creche. The design of latrine and the scale of accommodation to be provided shall either be approved by the Public Health Authorities, or where there is no Public Health Authority, by the Chief Inspector of Factories.

75. Supply of Milk and Refreshment-

At least half a pint of clean pure milk shall be available for each child on every day it is

accommodated in the creche and the mother of such a child shall be allowed in the course of her daily work; 2 intervals at least 15 minutes each to feed the child. For children above two years of age there shall be provided in addition an adequate supply wholesome refreshment.

76. Clothes for Creche Staff-

The creche staff shall be provided with suitable clean clothes for use while on duty in the creche.

Rule provided under Section 49

76- A. Welfare Officers-

- (1) There shall be one Welfare Officer for factories employing between 500 to 2000 workers. Where the number of workers exceeds 2000, there shall be an additional Welfare Officer for every additional to thousand workers or fraction thereof over 500.
- (2) No person shall be eligible for appointment as a Welfare Officer, unless he
 - (a) possesses a degree of a University recognised by the Chief Commissioner in this behalf;
 - (b) has obtained a Degree or Diploma in Social Science from an institution recognised by the Chief Commissioner in this behalf; and
 - (c) has adequate knowledge of the language spoken by the majority of the workers in the factory which he is to be attached.

Provided that, in the case of a person, who is acting as a Welfare Officer to the commencement of this rule, the Chief Commissioner may, subject to such conditions as he may specify, relax all or any of the aforesaid qualifications,

Provided further that the Chief Commissioner may relax the above qualification if he is satisfied that the person is otherwise fully competent of discharge the duties,

- (3)
 - (a) The post of a Welfare Officer shall be advertised in at least two newspapers, one which shall be in English, having a wide circulation in the State.
 - (b) The selection shall be made from amongst the candidate applying for the post by a Committee appointed by the Occupier of the Factories.
 - (c) The appointment when made shall be notified by the Occupier the Chief Commissioner or such authority as the Chief Commissioner may specify for the purpose, giving full details of the qualifications etc. of the officer appointed and the conditions of his service,
- (4)
 - (a) A Welfare Officer shall be given a status corresponding to the status of the other executive heads of the factory and shall be appointed at a minimum salary of Rs, 200.00 pet month.
 - (b) The conditions of service of a Welfare Officer shall be the same as of other members of the staff of corresponding status in the factory, provided that

no punishment shall be inflicted on a Welfare Officer without obtaining the prior approval of the Chief Commissioner.

(5) The duties of a Welfare Officer shall be-

- (i) to establish contracts and hold consultations with a view to maintaining harmonious relations between the factory management and workers.
- (ii) to bring to the notice of the factory management the grievances of a worker or workers, with a view to secure expeditious redress and to act as a Liaison Officer between the management and labour.
- (iii) to study and understand the point of view of labour in order to help the factory management to shape and formulate labour policies and to interpret these policies to the workers in a language understood by them;
- (iv) to watch industrial relations with a view to use his influence in the event of a dispute arising between the factory management and workers and to bring about a settlement by persuasive efforts;
- (v) to advise on fulfilment by the management and the concerned departments of the factory of their obligations, statutory or otherwise concerning Regulation of working hours, maternity benefit, medical care compensation for injuries and sickness and other welfare and social benefit measures;
- (vi) to advise and assist the management in the fulfillment of its obligations statutory or otherwise, concerning prevention of personal injuries and maintaining a safe work environment in such factories where Safety Officer is not required to be appointed under the enabling provisions under section 4OB;
 - (vi-A) to promote such relations between the concerned departments of the factory and workers as are likely to bring about productive efficiency as well as amelioration in the working conditions and to help the workers in their adjustment and adoption of their working environments;
- (vii) to encourage the formation of works and Joint Production Committees, and Safety-First and Welfare Committees, and to supervise their work;
- (viii) to encourage provisions of amenities such as canteens, shelters for rest, creches, adequate latrine facilities, drinking water sickness and benevolent scheme payments, pension and superannuation funds, gratuity payments, granting of loans and legal advice to workers;
- (ix) to help the factory management in regulating the grant of leave with wages and explain to the workers the provisions relating to leave with wages and other leave privileges and to guide the workers in the matter of submission of applications for the grant of leave for regulating authorised absence;
- (x) to advise on questions relating to provisions of welfare facilities, such as housing facilities, food stuffs, social and recreational facilities, sanitation, individual personnel problems and education of children;

- (xi) to advise the factory management on question relating to training of new starters, apprentices, workers on transfer and promotion, instructions and supervisors, supervise and control notice-boards and information bulletins to further education of workers and to encourage their attendance at Technical Institutes;
 - (xii) to suggest measures which will raise the standard of living of workers and promote their well-being in general.
- (6) The Chief Commissioner may, by notification in the official Gazette, exempt any factory or class or description of factories from the operation of all or any of the provisions of this rule subject to such conditions as may be specified in the said notifications.
- (7) Welfare Officers not to deal with disciplinary cases .or Appear on behalf of the management against workers.

No Welfare Officer shall deal with any disciplinary case against a worker or appear before a Conciliation Officer, or in a Court or Tribunal on behalf of the factory management against a worker or workers.

SCHEDULE

1. Manager
2. Assistant Manager
3. Chief Engineer
4. Chief Chemists
5. Departmental head
6. Electrical/Mechanical. Engineers (Maintenance)
7. Labour Officers
8. Overseers
9. Boiler Incharge
10. Technical Experts
11. Head Store Keepers
12. Laboratory Incharge
13. Power House Superintendent Working in power
14. Assistant Power House Superintendent house
15. Workshop Incharge
16. Foreman
17. Inspectors Working in Engg.

18. Chargemen Work shop
19. Workshop Overseers/or works incharge Working in Spg. & Wvg. Fac.
20. Head Electricians
21. Supervisors
22. Jobbers
Overseers
- 23.
24. Weaving & Spinning Masters
25. Foremen Mechanics.

CHAPTER VI WORKING HOURS OF ADULTS

Rules prescribed under sub-section 2 of Section 53

77. Compensatory Holidays-

- (1) Except in the case of workers engaged in any work which for technical reasons must be carried on continuously throughout the day, the compensatory holidays to be allowed under sub-section (1) of Section 52 of the Act shall be so spaced that not more than two holidays are given in one week.
- (2) The Manager of the factory shall display, on or before the end of the month in which holidays are lost, a notice in respect of workers allowed compensatory holidays during the following month and of the dates thereof, at the place at which the notice of Periods of Works, prescribed under Section 61 is displayed. Any subsequent change in the notice in respect of any compensatory holiday shall

be made not less than three days in advance of the date of that holiday.

- (3) Any compensatory holiday or holidays to which a worker is entitled shall be given to him before he is discharged or dismissed and shall not be reckoned as part of any period-of notice required to be given before discharge or dismissal.
- (4) (a) The manager shall maintain a Register in Form No.9: Provided that if the Chief Inspector of Factories is of the opinion that any muster roll or register maintained as part of the routine of factory or return made by the Manager, gives in respect of any or all of the workers in the factory the particulars required for the enforcement of Section 52; he may, by order in writing, direct that such muster roll or register or return shall, to the corresponding extent be maintained in place of and be treated as the register or return required under this Rule for that factory.
- (b) The register maintained under Clause (a) shall be preserved for a period of three years after the last entry in it and shall be produced before the Inspector on demand.

Muster-roll prescribed under sub-section 4 of Section 59

78. Muster-roll for exempted factories-

The Manager of every factory in which workers are exempted under Section 64 and 65 from the provisions of section 51 or 54 shall keep a muster-roll in Form No.10 showing the normal piece-work rate of pay, or the rate of pay per hour, of all exempted employees, in this master-roll shall be correctly entered the over-time hours of work and payments therefore of all exempted workers. The muster-roll in Form No.9 shall always be available for inspection.

78- A. Overtime slip for Overtime work-

Period of overtime work shall be entered in overtime slip in Form No.10 (a) in duplicate a copy of which duly signed by the Manager or by a person duly authorised by him in this behalf shall be given to the worker immediately after completion of this overtime work.

Notice prescribed under sub-section 8 of Section 61

79. Notice of periods of work for adults-

- (1) The notice of periods of work for adults shall be :
- (a) in Form 11 (a) when all the adult workers in a factory are required to work within the same period.
- (b) in Form 11 (b) in all other cases.

- (2) All notices shall be painted in bold letters on a wooden or metal plate and shall be displayed in a conspicuous place at the main entrance to the factory.

Register prescribed under sub-section 2 of Section 62

80. Register of adult workers-

The muster-roll or the register, as the case may be, shall be written up fresh each year and shall be preserved for a period of 12 months after the last entry in it, and shall be produced before the inspector on demand.

81. Persons defined to hold positions of supervision or Management-

The following persons shall be deemed to hold position of supervision or management provided they are not required to perform any manual labour as a regular part of their duties and they are employed in a supervisory capacity.

- (i) All persons specified in the Schedule below annexed hereto.
- (ii) Any other persons specified, who in the opinion of the Chief Inspector holds a position of supervision or management and if so declared by him in writing.

82. Persons to hold confidential position-

The following persons shall deemed to hold confidential position in a factory:-

1. Stenographers.
2. Office Superintend or Head Clerk.
3. All time keepers.
4. Head Cashiers and Cashiers.
5. Head Accountants and Accountants.
6. Secretary to Managing Director or Personal Assistant to the Manager.
7. Any other person who is in the opinion of the Inspector holds a confidential position and is so declared by him in writing.

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

A list showing the names and designations of all persons in rule 81 and 82 shall be maintained in every factory and shall be produced before the Inspector whenever required.

84. 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 column 4 subject to the conditions if any specified in column 5 of the said Schedule.

SCHEDULE				
Section of the Act empowering exemption	Class of factory	Nature of exempted work	Extent of exemption	Condition of exemption
1	2	3	4	5
(a) 64 (2)(a) and 64 (3)	All factories	Urgent repairs	Sections 51, 52, 54, 55, 56 & 56	(i) No worker shall be employed on such repairs for more than 15 hours on any working day, 39 hours during any three consecutive days or 60 hours during each period of seven consecutive days, commencing from his first employment on such repairs.
				(ii) Interval of at least half an hour for food and rest shall be given after a period of work not exceeding six hours on each working day to all workers employed on such works.
				(iii) Within 24 hours of commencement of the work, notice shall be sent to the inspector describing to nature of the urgent repairs and the period probably required for their completion and a copy of the notice shall be affixed on a conspicuous place near the main entrance to the factory before the workers are put on urgent repairs.
				(vi) Exemption from the provisions of section 54 shall apply only in the case of adult male workers.

		(v) Shall send weekly, during the continuance of the work of urgent repairs statement giving the names of all persons who have worked for more than 9 hours in any one day or more than 48 hours of the proceeding week in a factory, such statement shall also show total number of hours worked each day of the week.
		(vi) If the Inspector is of the opinion that any work being carried on or likely to be carried on in a factor as "Urgent Repairs" is manager and order to that effect and the manager shall in respect of such work not allow any worker to work in contravention of the provision of Sections 51, 52, 54, 55 and 56 and shall comply with section 61.
(b) 64 All Factories (2)(b) and 64(3)	1. Work in mechanic shop, the smithy or in connection with foundry mill gearing the electric driving or lighting apparatus, the mechanical or electrical lifts of. Sections 51, 54, 55 & 61	(i) No worker shall be employed and for more than 54 hours in any one week. The total number of hours of overtime work shall not exceed 50 for any one quarter.
	2. The steam or water pipes or pump of a factory or work on extrusion machines 3. Work of examining for repairing any machinery or other parts of the plant which is necessary for carrying on the work in a factory.	(ii) No worker shall be employed for more than 10 hours on any one day. (iii) Interval of at least half an hour for a rest shall be given on each working to all workers employed in such work.

		4. Work in Boiler houses and engine rooms such as lighting fires in order to raise steam or generate gas preparatory to the commencement of regular work in the factory or work on extrusion machines.	(vi) The spread over including interval for rest shall not exceed 12 hours on any one day.
(b) 64 (2)(c) and 64(3)	All Factories	Work performed by drivers on lighting, ventilating and humidifying apparatus, work performed by fire pumpmen. Work of person engaged in factories where such work is intermittent and mainly outside the factory premises.	Sections 51, 54, 55 & 61 As at (i), (ii), (iii) & (iv) against entry (b)
(d) 64 (2) & 64 (3)	Electric supply undertaking generating electricity	Work performed by workers on operation of boiler, prime movers, auxiliaries and switch gear.	Sections 51, 54, 55 & 61 (i) The total number of hours of over time work of any workers shall not exceed 50 for any one quarter.
			(ii) No worker shall be employed for more than 14 consecutive days without rest period of at least 24 consecutive hours. Holidays so lost shall be fixed in accordance with Section 53 of the Act. (iii) No worker, shall be allowed to work or for more than 10 hours on

		any one day or for more than 56 hours in one week.
		(iv) in the absence of a worker who has failed to report for duty a shift worker shall be allowed to work the whole or part of a subsequent Shift provided that :-
		(a) the next shift or shift worker shall not commence before a period of 8 hours had elapsed.
		(b) Within 24 hours of the commencement of the subsequent shift notice shall be sent the Inspector describing the circumstances under which the worker is required to work in the subsequent shift.
		(v) Interval of at least half an hour for rest shall be given on each working day to all workers employed in such work. (vi) The exemption shall be restricted to only male adult workers.
Electric transforming station	Work performed by workers on operation of transforming plant, switches and synchronous condensers.	Sections 51, 54, 55 & 61
Water works, Sewage Disposal works and water supply pumping stations.	Works performed by workers on operation of generations and pumping plant.	Sections 51, 54, 55 & 61
Vegetable Oil hydrogenation factories.	The work, viz. refining bleaching filtering, generation of	

	hydrogen hydrogenating and decaide rising processes, compression of oxygen, Cylinder filling and work in electrical power plant.		
Chemical factories	All continuous process	Sections 51, 54, 55 & 61	
Ice Factories	Work of the engine and compressor drivers and assistants and boiler operators	Section 51, 52, 54, 55 & 61	
Oil Mills	Work in connection with pressing of oil, oil refining soap making and the work in power houses.	Section 51, 52, 54, 55 & 61	As at (i) to (vi) above against this entry.
Potteries	Work of firemen employed in pottery kilns.	Section 51, 52, 54, 55 & 61	
Production and compression of oxygen and Acetylene Gas	Work on attending to generators and compressors.	Section 51, 52, 54, 55 & 61	
Carbonic Acid gas factories	Work on the production of Carbonic Acid Gas.	Section 51, 52, 54, 55 & 61	Such workers shall be allowed to take light refreshment or meals at the place of their employment in room specially, reserved for the purpose or in a canteen provided in the factory, once during any period exceeding four hours.
Iron and Steels smelting and rolling factories and similar plants	Operation of blast furnaces, steel melting furnaces rolling mills.	Section 51 (1)	

attached to any other factory		
Glass Factories iron and steel Foundries including such plants attached to other factories.	All work on Section attending to 52, 55 furnaces. Operation of cupola or steel melting furnaces including other work connected therewith and incidental thereto.	As at (ii) and (iv) above against this entry such workers shall be allowed to take light refreshment or meals at the place of their employment in a room specially, reserved for the purpose or in a canteen provided in the factory, once during any period exceeding four hours.
Paper factories	Work on Section choopers, 52, 54 digesters, and 55 kneaders, strainers washers, beaters, paper making machine, pumping, plants, reclarers, cutters and power plants.	As at (ii) above against this entry and (ii), (iii) against entry (b).
Rubber Factories or department doing Mfg. of Rubber.	All work on Section curing process. 55	As at (iii) against entry (b).
Dyeing and bleaching Factories or Departments. Cloth Printing or departments	Work performed by Section kiermen. 51, 52, 54, 55 & 61	As at (i) to (iv) against entry (d).
Of factories and bleaching finishing mercerizing and dyeing department of factories.	All work. Section 51, 52, 54, 55 & 61	
Factories or Departments of factories charging electric accumulators.	Operation in Section connection with 51, 52, electric 54, 55 & accumulators. 61	

<p>Flour Mills Tenneries, Hides & skin Factories</p>	<p>All continuous process work. Salting and sun drying of hides and skins, skin curing and dry salting of skins.</p>	<p>Section 55, Section 51, 52, 54, 55, 56 & 61</p>	<p>As at (iii) against entry (b)</p> <p>(i) No worker shall be employed for more than 14 consecutive days without holiday of 24 consecutive hours.</p>
			<p>(ii) The total number of hours of over time work shall not exceed 50 in any one quarter.</p> <p>(iii) All workers working in excess of 48 hours per week in a factory shall be paid in respect of such additional hours at the rate of twice the ordinary rate in accordance with the provisions of section 59 of the Act.</p>
			<p>(iv) Every worker shall be given a compensatory holiday in accordance with section 53 of the Act.</p>
			<p>(v) Interval of at least half an hour food and rest shall be given to all the workers employed on such works.</p>
<p>(e) 64 (2) Dairies (c) & 64 (3)</p>	<p>All work</p>	<p>Section 52</p>	<p>(vi) The work of such workers on Sunday shall not exceed 4 hours.</p>
<p>(f) 64 (2) Engine room (h) & 64 (3) & boiler houses</p>	<p>Workers employed on operation of engines and boilers.</p>	<p>Section 52</p>	<p>As at(ii) against entry (d)</p>
<p>(g) 64 (2) All Newspaper (i) & 64 (3)</p>	<p>Teleprinter Service</p>	<p>Section 51, 52, 54, 55, 56 & 61</p>	<p>As at (i), (ii), (iii), (iv) against entry at (b).</p>
<p>(h) 64 (2) All factories (j)</p>	<p>Loading, unloading of Railway wagons, lorries of Trucks.</p>	<p>Section 51, 54 & 61</p>	<p>As at (i), (ii), (iii), (iv) against the entry at item (d) 64 (2) (d) and 64 (3)</p>

		(i) No worker shall be allowed to work for more than 60 hours in one week.
		(ii) The spread over inclusive of Interval for rest shall not exceed 12 hours in any one day.



Explanation :-

The following shall be considered to be urgent repairs.

- (a) not possible be done without stoppage of the normal manufacturing Repairs to any part of machinery, plant or structure of a factory which are such a nature that delay in their execution involve, danger in their human life of safety or the stoppage of manufacturing process.
- (b) Break - down repairs to the motive power, transmission or other essential plant of other factories, collieries, railways dockyards, harbours, tramways, motor transport, gas, electrical generating and transmission, pumping or similar essential or public utility service carried out in a general engineering works and foundaries and which are necessary to enable such concerns to maintain their main manufacturing process, production of service during normal working hours.
- (c) Repairs in connection without change of motive power, for example from steam to electricity or vice versa, when such work can process.

CHAPTER VII EMPLOYMENT OF YOUNG PERSON

Notice prescribed under sub-section 3 of Section 72

85. Notice of periods of work for children-

The notice of periods of work for child workers shall be in Form No.13.

Register prescribed under sub-section 2 of Section 73

86. Register of child workers-

The Register of child workers shall be in Form No. 14.

**86-
A.**

The cash equivalent of the advantage accruing through the concessional sale of food grains and other articles payable to workers proceeding on leave shall be the difference between the value at the average rates in the nearest market prevailing during the month immediately preceding his leave and the value at the concessional rates allowed of food grains and other articles he is entitled to.

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

CHAPTER VIII

LEAVE WITH WAGES

Rule 87-94 prescribed under Sections 83 and 112

87. Leave with wages register-

- (1) The Manager shall keep a Register in Form No.15 hereinafter called the Leave with Wages Register :

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

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

88. Leave Book-

- (1) "The Manager shall provide each worker who has become entitled to leave during a calendar Year, with a book in Form No.16 (hereinafter called the Leave Book). Not later than the 31st January of the following calendar Year. The leave Book shall be the property of the worker and the Manager or his agent shall not demand it except to make the relevant entries therein whenever necessary and shall not keep it for more than a week, at a time.

Provided that in the case of a worker who is discharged or dismissed from service during the course of the year i.e. who is covered under sub-section (3) section 79 of the Act, the Manager shall issue an abstract from the "Register of Leave with Wages" (Form No.15) within a week from the date of discharge or dismissal, as the case may be.

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

89. Medical Certificate-

If any worker is absent from work due to his illness and he wants to avail himself of leave with wages due to cover the whole or part of the period of his illness under the provisions of sub-section (7) of Section 9, he shall, if required by the Manager, produce a medical certificate signed by a Registered Medical Practitioner or recognised Vaid or Hakim stating the cause of the absence and the period for which the worker, in the opinion of such medical practitioner, Vaid or Hakim unable to attend to his work or other reliable evidence to prove that he was actually sick during the period for which he leave is to be availed of.

90. Notice to Inspector of involuntary unemployment-

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

91. Notice by Worker-

Before or at the end of every calendar year, a worker who may be required to avail of leave in accordance with sub-section (8) of Section 79 may give notice to the Manager of his intention not to avail himself of the leave with wages falling due during the following calendar year. The Manager shall make an entry to that effect in the Leave with Wages Register and in the Leave Book of the worker concerned.

92. Notice of Leave with wages-

- (1) As far as circumstances permitted members of the same family comprising husband, wife and children shall be allowed leave on the same date.
- (2) The Manager may alter the dates fixed for leave only after giving a notice of four weeks to the worker.

93. Payment of wages if the worker dies-

If a worker dies before he resumes work, the balance of his pay due for the period of leave with wages not availed of shall be paid to his nominee within one week of the intimation of the death of the worker. For this purpose each worker shall submit nomination in the following form duly signed by himself and attested by two witnesses.

FORM

I hereby require that in the event of my death before resuming work the balance of my pay due for the period of leave with wages not availed of shall be paid to..... who is my..... and resides at..... "The nomination shall remain in force until it is cancelled or revised by another nomination".

94. Register to be maintained in case of exemption under section 84--

- (1) Where an exemption is granted under Section 84, the Manager shall maintain a Register showing the position of each worker as regards leave due, leave taken and wages granted.
- (2) He shall display at the main entrance of the factory, a notice giving full details of the system established in the factory for leave with wages and shall send a copy of it to the Inspector.
- (3) No alteration shall be made in the scheme approved by the Chief Commissioner at the time of granting exemption under Section 84 without its previous sanction.

CHAPTER IX

SPECIAL PROVISIONS

Rule prescribed under Section 87

95. Dangerous Operations-

- (1) The following operations (Manufacturing process or operation) when carried on in

a factory are declared to be dangerous operations under Section 87:-

1. Manufacture of aerated water and processes incidental thereto.
2. Electrolytic plating or oxidation of metal articles by use of an electrolyte containing chromic acid and other chromium compounds.
3. Manufacture and repair of electric accumulators.
4. Glass manufacture.
5. Grinding or glazing of metals.
6. Manufacture and treatment of lead and certain compounds of lead.
7. Generating petrol gas from petrol.
8. Cleaning or smoothing of articles by a jet of sand, metal shot or grit or other abrasive propelled by a blast of compressed air or steam.
9. Liming and tanning of raw hides and skins and processes incidental thereto.
10. Manufacture of Pottery.
11. Lead Processing.
12. Chemical works and processes incidental thereto.
13. Manufacture of articles from refractory materials.
14. Handling and processing of asbestos for manufacture of any article of asbestos and process of manufacture or otherwise in which asbestos is used in any form.
15. Handling or manipulation of corrosive substances.
16. Compression of Oxygen or Hydrogen produced by electrolysis of water.
17. Process of extracting of oil and fats from extraction plants.
18. Manufacture of manipulation of Manganese and its compounds.
19. Manufacture of manipulation of dangerous pesticides-
20. Manufacture, handling and use of Benzene and substances containing Benzene.
21. Manufacturing process or operation is Carbon Di Sulphide plants.
22. Manufacture and manipulation of carcenogenic dye intermediates.
23. Operation involving high noise levels.
24. Highly flammable compressed gases.
25. Operations in foundries.
26. Manipulation or stone or any other material containing Free Silica.

(2) The provisions specified in the Schedules annexed hereto shall apply to any class or description of factories wherein dangerous manufacturing process or operation

specified in each Schedule are carried out.

- (2-A)
- (a) For the medical examination of workers to be carried out by the Certifying Surgeon as required by the Schedule annexed to this rule, the occupier of the factory shall pay fees at the rate of Rupees one per year for each worker.
 - (b) The fees prescribed in sub-rule 2A shall be exclusive of any charges as for biological, radio-logical or other test which may have to be carried out in connection with the medical examinations. Such charges shall be payable by the occupier.
 - (c) The fees to be paid for medical examinations shall be paid into the local treasury under the head of account Major Head 087, Labour and Employment, Receipts Under Labour Law. Receipts under various Acts, Fee realised under Factories Act.
 - (d) For each biological and radiological examination of workers take carried out by the certifying Surgeon as required by the schedules annexed to this rule the occupier of the factory shall pay fees at the rate of rupees five and twelve respectively for each worker at the time of each examination .
- (3) The Rule shall come into force in respect of any class or description of factories wherein the said operations are carried on such dates as the Chief Commissioner may, by notification in the official gazette, appoint in this behalf.
- (4) Notwithstanding the provisions specified in the Schedule annexed to this rule, the Inspector or the Chief Inspector, as the case may be, by issue of order in writing to the manager, or occupier or both, direct to carry out such ____ and within such time, as may be specified in such order with a view to ____ conditions dangerous to the health of the workers or to suspend any process, where such process constitutes in the opinion of the Inspector or the Chief Inspector, as the case may be, danger of poisoning or toxicity.

SCHEDULE I

Manufacture of Aerated Waters and processes incidental thereto

1. Fencing of machines-

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

2. Face guards and gauntlets-

- (1) The occupier shall provide and maintain in good condition for the use of all persons engaged in filling bottles or syphons:
 - (a) suitable face-guards to protect the face, neck and throat, and
 - (b) suitable gauntlets for both arms to protect the whole hand and arms.
Provided that :
 - (i) paragraph 2(1) shall not apply where bottles are filled by means of an automatic machine so constructed that no fragment of a bursting bottle can escape, and
 - (ii) where a machine is so constructed that only one arm of the bottler at work upon it is exposed to danger, a gauntlet need not be provided for the arm which is not exposed to danger.

- (2) The occupier shall provide and maintain in good condition for the use of all persons engaged in corking, crowning, screwing, wiring, foiling, capsuling, sighting or 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 arms and at least half of the palm and the space between the thumb and forefinger .

3. Wearing of face guards and gauntlets-

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

SCHEDULE II

Electrolytic plating or oxidation of metal articles by use of an electrolyte containing acids, bases or salts or metals such as chromium, nicklex, cadmium, zinc, copper, silver, gold etc.-

1. Definitions-

For the purposes of this Schedule :-

- (a) "electrolytic process" means the electrolytic plating or oxidation of metal articles by the use of an electrolyte containing acids, bases or salts of metals such as

chromium, nickel, cadmium, zinc, copper, silver, gold etc.

- (b) "bath" means any vessel used for an electrolytic process or for any subsequent process; and
- (c) "employed" means employed in any process involving contact with liquid from a bath.

2. Exhaust draught-

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

3. Prohibition relating to women and young persons-

No women, adolescent or child shall be employed or permitted to work at a bath.

4. Floor of workrooms-

The floor of every workroom containing a bath shall be impervious to water. The floor shall be maintained in good and level condition and shall be washed down at least once a day.

5. Protective devices-

- (1) The occupier shall provide and maintain in good and clean condition the following articles of protective devices for the use of all persons employed on any process at which they are liable to come in contact with liquid from a bath and such devices shall be worn by the persons concerned-
 - (a) waterproof aprons and bibs; and
 - (b) for persons actually working at a bath, loose fitting rubber glove and rubber or other waterproof footwear, and chemical goggles.
- (2) The occupier shall provide and maintain for the use of all persons employed suitable accommodation for the storage and drying of protective devices.



6. Water facilities-

(1) There shall be provided and maintained in good repairs for the use of all persons employed in electrolytic process and processes incidental to it-

- (a) a wash place under cover, with either-
 - (i) a trough with a smooth impervious surface fitted with a waste pipe, and of sufficient length to allow at least 60 cms for every 5 persons employed at anyone time, and having a constant supply of water from taps or jets above the trough at intervals of not more than 60 cms, or
 - (ii) at least one wash basin for every five such persons employed at anyone time, fitted with a waste pipe and having a constant supply of water laid on.
- (b) a sufficient supply of clean towels renewed daily, and soap or other suitable cleaning material.

In addition to the facility in sub-paragraph 1, an approved type of emergency shower with eye fountain shall be provided and maintained in good working order.

- (2) Whenever necessary, in order to ensure continuous water supply, storage tank of 1500 litres capacity shall be provided as a source of clean water for emergency use.

7. Cautionary placard-

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

CAUTIONARY NOTICE

- A. Electrolytic plating-
 - 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.

B. Medical facilities and records of examinations and tests -

- (1) The occupier of every factory in such 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 of Factories;
 - (b) provide to the said medical practitioner all the necessary facilities for the purpose referred 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 bath, 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 approved by the Chief Inspector of Factories which shall be kept readily available for inspection by the Inspector.

9. Medical examination by the Certifying Surgeon-

- (1) Every worker employed in the electrolytic processes shall be examined by a Certifying Surgeon before his first employment. Such examination shall include X-ray of the chest and-
 - (a) in case of chromium plating include examination for nasal septum perforation and test for chromium in urine;
 - (b) in case of nickel plating, test for nickel in urine; and
 - (c) in case of cadmium plating, test for cadmium in urine and microglobulin in urine.

- (2) No worker shall be employed in any electrolytic process unless certified fit for such employment by the Certifying Surgeon.
- (3) Every worker employed in the electrolytic processes shall be re-examined by a Certifying Surgeon at least once in every year, except in case of the workers employed in cadmium, chromium and nickel plating processes for whom this examination shall be carried out once in every six months. Such re-examination shall, wherever the Certifying Surgeon considers appropriate, include tests as specified under sub-paragraph (1) excluding the X-ray of the chest which shall not be required normally to be carried out earlier than once in three years.
- (4) The Certifying Surgeon after examining a worker, shall issue a Certificate of Fitness in Form 5. The record of examination and re-examination carried out shall be kept in the custody of the manager of the factory. The record of each examination carried out under sub-paragraphs (1) and (2), including the nature and the results of the tests, shall also be entered by the Certifying Surgeon in a health register in Form 17.
- (5) The certificate of Fitness and the health register shall be kept readily available for inspection by the Inspector.
- (6) 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.
- (7) No person who has been found unfit to work as said in sub-paragraph (6) 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 III

Manufacture and repair of electric accumulators

1. Savings-

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



2. Definitions-

For the purposes of this Schedule:-

- (a) "Lead Process " means the melting of lead or any material containing lead casting, pasting, lead burning, or any other work including trimming, or any other abrading or cutting of pasted plates, involving the use, movement or manipulation of, or contact with, any oxide of lead.
- (b) "Manipulation of raw oxide of lead" means any lead process involving any manipulation on movement of raw oxides of lead other than its conveyance in a receptacle or by means of an implement from one operation to another.
- (c) "Suspension" means suspension from employment in any lead process by written certificates in the Health Register (Form 17) signed by the Certifying Surgeon, who shall have power of suspension as regards all persons employed in any such process.



3. Prohibition relating to women and young persons-

No woman or young person shall be employed or permitted to work in any lead process or any room in which the manipulation of raw oxide of lead or pasting is carried on.

4. Separation of certain processes-

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

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

5. Air Space--

In every room in which a lead process is carried on, there shall be at least 500 cubic feet of air space for each person employed therein and in computing this air space no height over 12 feet shall be taken into account.

6. Ventilation-

Every work-room shall be provided with inlets and outlets of adequate size as to secure

and maintain efficient ventilation in all parts of the room.

7. Distance between workers in pasting room-

In every pasting room the distance between the centre of the working position of any paster and that of the paster working nearest to him shall not be less than six feet.

8. Floor of work-rooms-

- (1) The floor of every room in which a lead process is carried on shall be-
 - (a) Of cement or similar material so as to be smooth and impervious to water;
 - (b) Maintained in sound condition;
 - (c) Kept free from materials, plant or other obstruction not required for or produced in the process carried on in the room.
- (2) In all such rooms other than grid casting shop the floor shall be cleaned daily after being thoroughly sprayed with water at a time when no other work is being carried on in the room.
- (3) In grid casting shops the floor shall be cleansed daily.
- (4) Without prejudice to the requirements of sub-paragraphs (1) (2) and (3), where manipulation of raw oxide of lead or pasting is carried on, the floor shall also be-
 - (a) Kept constantly moist while work is being done;
 - (b) Provided with suitable and adequate arrangements for drainage;
 - (c) thoroughly washed daily by means of a house pipe.

9. Work-benches-

The work-benches at which any lead process is carried on shall-

- (a) have smooth surface and be maintained in sound condition;
- (b) be kept free from all material or plant not required for, or produced in the process carried on thereat; and all such work-benches other than those in grid casting shops shall-

- (c) be cleansed daily either after being thoroughly damped or by means of a suction cleaning apparatus at a time when no other work is being carried on thereat and all such work-benches in grids casting shops, shall-
- (d) be cleansed daily;
and every work-bench used for pasting shall-
- (e) be covered throughout with sheet lead or other impervious material;
- (f) be provided with raised edges;
- (g) be kept constantly moist while pasting is being carried on.

10. Exhaust draught-

The following processes shall not be carried on without the use of an efficient exhaust draught-

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

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

11. Fumes and gases from melting pots-

The products of combustion produced in the heating of any melting pot shall not be allowed to escape into a room in which persons work.

12. Container for dross-

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

13. Container for lead waste--

A suitable receptacle shall be provided in every work-room in which old plates and waste materials which may give risk to dust shall be deposited.

14. Racks and Shelves in drying room-

The racks or shelves provided in any drying room shall not be more than 8 feet from the floor nor more than 2 feet in width; provided that as regards racks or shelves set or drawn from both sides the total width shall not exceed 4 feet.

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

15. Medical Examination-

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

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

- (b) A Health Register in Form No.17 containing the names of all persons employed in a lead process shall be kept.
- (c) No person after suspension shall be employed in a lead process without written sanction from the Certifying Surgeon entered in or attached to the Health Register.

16. Protective clothing-

Protective clothing shall be provided and maintained in good repair for all persons employed in-

- (a) manipulation of raw oxide of lead;

- (b) pasting;
- (c) the formation room;
and such clothing shall be worn by the persons concerned. The protective clothing shall consist of a waterproof apron and waterproof footwear; and also as regards persons employed in the manipulation of raw oxide of lead or in pasting head coverings. The head coverings shall be washed daily.

17. Mess Room-

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

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

18. Cloak-Room-

There shall be provided and maintained for the use of all persons, employed in a lead process-

- (a) a cloak-room for clothing put off during working hours with adequate arrangements for drying the clothing if wet. Such accommodation shall be separate from any mess-room;
- (b) separate and suitable arrangements for the storage of protective clothing provided under paragraph 16.

19. Washing facilities-

There shall be provided and maintained in a clean state and in good repair for the use of all persons employed in a lead process-

- (a) A wash-place under cover, with either-
 - (i) a trough with a smooth impervious surface fitted with a waste pipe, without plug and of sufficient length to allow of at least two feet for every five such persons employed at anyone time, and having a constant supply of water from taps or jets above the trough at intervals of not more than two feet; or
 - (ii) at least one wash basin for every five such persons employed at anyone time, fitted with a waste pipe and plug and having a constant supply of water laid on;
 - (iii) a sufficient supply of clean towels made of suitable renewed daily, which

supply, in the case of pasters and employed in the manipulation of raw oxide of lead, shall include a separate marked towel for each such worker;

(iv) a sufficient supply to 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.

20. Time to be allowed for washing-

Before each meal and before the end of the day's work, at least ten minutes, in addition to the regular meal times shall be allowed for washing to each person who has been employed in the manipulation of raw oxide of lead or in pasting; Provided that if there be one basin or two feet of trough for each such person this Rule shall not apply.

21. Facilities for bathing-

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

22. Food, drinks, etc. prohibited in work-rooms-

No food, drink, pan and supari or tobacco shall be consumed or brought by any worker into any work-room in which any lead process is carried on.

APPENDIX NOTIFICATION

Dated the April, 1969

No. F. 11 (32) /58 I & L :- In exercise of the powers conferred by sub-section (3) of Section 26 of the Factories Act, 1948 read with the Government of India, Ministry of Labour & Employment Notification No. S. 0.108, dated 14th February, 1958, the Chief Commissioner, Delhi hereby makes the following amendment to the Delhi Factories Rules, 1950, the draft of which was published with his Notification of even number dated 10th July, 1958 -

AMENDMENT

In the said Rules, 53 the following rule shall be inserted, namely -

*53-A- The provisions of sub-section (2) which prohibit the sale or letting

on hire of certain machines of Section 26 of the Act shall extend to the class or description of machines specified in the first column of the Schedule suspended to this Rule.

- (2) No machine specified in the first column of the Schedule above mentioned shall be sold or let on hire by any person for use in any factory after the date of bringing these rules in force unless it is constructed or provided with guards, fencing or other protective devices in conformity with the requirements set opposite to the class or description to which the machine belongs in the second column of the said Schedule.
- (3) Provision under these rules shall not be deemed to relieve any occupier or manager of a factory of his responsibilities under Section 21 of the Factories Act, 1948.



SCHEDULE

Requirements as to the construction and safeguards of machines

First Column	Second Column
Class or Description of Machines	Requirements
Blowing Room Machinery.	1. (a) Beater covers and the door immediately over the dirt grid shall be fitted with an automatic locking arrangement which renders it impossible to open the covers while the beater is still running, or to restore the machinery until the doors have been closed.
	(b) The covers over the porcupine cylinders shall be fitted with an automatic, locking arrangement which renders it impossible to open the covers while the cylinders are still running or to restart the machinery until the covers have been closed.
	2. The nip between the cage wheels and cylinder wheels shall be efficiently protected on all machines. Guards shall be provided extending round the outer edge of both the wheels.
	3. Projecting ends of beater shafts shall be respectively covered.
	4. Spiked or fluted rollers on hand fed crushers or lattices on breakers and openers shall be so covered as to prevent access to intake.
	5. Exposed toothed gearing on all machines shall be securely covered,
	6. On lap forming machines with weighing rollers the lap roller shall be so protected that as soon as the

	<p>weights are ran down the lap roller as completely covered.</p> <p>1. All feed roller wheels, doffer and narrow wheels, side shaft wheels, cylinder wheels roller wheels, and, all thatched gearing in spite the Boiler head shall be securely covered.</p>
	<p>2. All cylinder doors shall be fitted with an automatic leading Section which will prevent the door from being opened until the cylinder has ceased to receive, to restart the machine until the door has again been closed.</p>
	<p>3. Licke-it shall be completely covered and the covers shall be screwed down so that they cannot readily be lifted while the machine is in motion.</p>
	<p>4; Over the deferr, covers shall be extended as far as is reasonably practicable.</p>
	<p>5. All driven pulleys shall be plated.</p>
	<p>1. Exposed toothed gearing on all machines shall be securely covered.</p>
	<p>2. On all machines the lap forming rollers shall be provided with a guard or cover which shall either.</p>
	<p>(i) Prevent access to the intake of the lap roller and fluted roller so long as the weighing rack is down, or</p>
	<p>(ii) Prevent access to the intake of the lap roller and fluted roller and be so locked that the guard or cover cannot be raised until the machine is stopped and the machine cannot be started until the guard of cover is closed.</p>
Combers.	<p>1. Exposed toothed gearing on all machines shall be securely covered.</p>
	<p>2. The toothed gearing in side the coiler head shall be securely covered.</p>
	<p>3. The cylinder shall be provided with a guard or guards which shall prevent access too it whilst in motion and the guard or guards shall be so locked that they cannot be raised until the machine cannot be started until all guards have been closed and locked.</p>
Drawing Frames.	<p>1. The roller gearing shall be effectively covered and the cover shall be so locked that it cannot be raised until the machine is stopped and the machine cannot be started until the cover is closed.</p>
	<p>2. The under shaft of the frame shall be covered and the pulley on the under shift shall be plated.</p>
	<p>3. All toothed gearing and shafts connected with the driving of the roller and sliver cans shall be securely covered.</p>

	4.	The calendar roller gears shall be provided with guards independent of the cylinder roller cover and the coils cage and coiler head shall be covered.
Speed Frames.	1.	All jack boxes shall be fitted with automatic locks which shall prevent the doors being opened while the machinery is in motion and shall render it impossible to restart the machine until the door has been closed.
	2.	Draft change wheels, back roller and carrier wheels twist and carrier wheels, bobbin shaft driving wheels and swing wheels, lifter wheels and button cone drum wheels shall be securely covered.
	3.	The bobbin skew gear wheels shall either,
		(i) Be covered over the top, and their total enclosure be completed by up right metal plates extending at the back from the roller beam to the floor, and at the front from the cover over the top of the wheels to the floor and screen arranged as to form continuous screen at every position of the lifter rail; or
		(ii) Be covered over the top and the covers be extended both in front and behind round the edges of the wheels to within not more than one quarter of an inch from the spindles.
	4.	Spindle skew gear shall be effectively covered.
	5.	Lifts rack wheels shall be securely covered, and the guard to be such that it will effectively protect the nip both as the rail rises and as it falls.
	6.	All balance weights shall be waste with cycles forming part of the weights themselves.
Ring and Throttle Frames	1.	All toothed gearing such as headstock wheels draft wheels and these driving the lifting gear shall be securely covered. The guard covering the draft pinion wheels shall be so locked that the cover cannot be raised until the machine is stopped and the machine cannot be started until the cover is closed. The outer end of the frame shall be filled in with metal plates.
	2.	On machines with double tin rollers a guard shall be fitted along the whole length of the nip between the rollers.
Winding Frames.	1.	Traverse motion and mangle rotation wheels shall be effectively covered.
	2.	Where there is a double tin roller the nip, shall be provided with a guard.
	3.	Bevel wheels driving spindles of Jambo cop winding frames shall be effectively covered.
	4.	Exposed toothed gearing on all types of machines shall be effectively.

Warping	1. Bevel wheels on all warping machines shall be effectively covered.
	2. All toothed gearing on chain beaming, winding on machines and other types of winging machines shall be effectively covered.
Clay Pans and fize Beeks.	1. . All toothed gearing and shafting connected therewith shall be effectively guarded.
Taping Machine.	1. The distance between the periphery of the smaller and large cylinders shall not be less than six inches and where this distance is less than six inches the nip shall be effectively guarded.
	2. The following dangerous moving parts shall be effectively covered.
	(a) Bevel wheels on side shaft.
	(b) Bevel wheels and upright shaft for driving colored or top box.
	(ac) Measuring motion wheels.
	(d) Speed change gears.
	(e) Intake of drag and measuring rollers.
	(bf) Blinder at end of dry taping machines
Looms :-	1. To prevent shuttle flying out when the loom is running the slay of the loom shall be provided with guard. It is to be fitted as low as possible so that the clearance between the guard and the shuttle when the shuttle is placed on the fall of the cloth with the loom crank shaft on the top centre does not exceed ½ inches and on 1ooms other than velvet looms or looms of 60 inches reed space between the guard and the sample shall not be less .than 5/8 inch unless the guard is so designed and constructed as to prevent injury from trapping between them.
	The guard shall extend to at least half the shuttles length from the spindle stud belt on over pick looms, or the trash plate on under pick looms.
	2. Between the hammer head/ and the beam there shall be space of not less than 3/4 inches unless the hammer head always extends over the breast beam.
	3. Duck bills on all loose reed looms shall be effectively protected.
	4. All gearing including tappet and twill motion wheels shall be completely encased. On small and similarly barral motions the top and bottom pairs of bevel wheel and that portion of Shaft connecting them which above the warp shall be effectively covered
	5. There shall be a space of not less than one inch left

		between the connecting rode driving the dobbie and the framework of the look, and between the stay and the picking stick and picking stick and framework a space of not less than two inches.
Plaiting Machines.	1.	All the toothed gearing including the gearing driving the bottom shaft shall be effectively covered.
	2.	At the delivery and between the knife and the card bar a guard shall be provided.
	3.	Side arms shall be effectively covered.
Shearing and cropping Machines.	1.	All revelling knives shall be fitted with covers so as to prevent access thereto whilst the machine is in motion and when possible, the covers shall be so locked that no one of them can be raised until the machine is stopped, and the machine cannot be started until all the covers are closed.
	2.	All the exposed toothed gearing shall be effectively covered.

*Subs. vide Notification No. F.11 (32)/58-19 L Dt. April, 59.