UTTAR PRADESH SHASAN
SHRAM ANUBHAG-3

In pursuance of the provisions of clause (3) of Article 348 of the Constitution of India, the Governor is pleased to order the publication of the following English translation of Notification no. 502...../XXXVI-03-2026-1903305 dated 23 March, 2026:

NOTIFICATION

No....502...../XXXVI-3-2026-1903305
Lucknow, Dated : 23 March, 2026

WHEREAS, subsequent to the enactment of the Occupational Safety, Health And Working Conditions Code, 2020 (Act no. 37 of 2020) the Government of Uttar Pradesh had framed the Uttar Pradesh Occupational Safety, Health and Working Condition Code Rules, 2021 which was published in the Official Gazette vide notification no.9 /2021/584-/36-03-2021-109(Sa)-2020 dated 23 March, 2021 inviting objections and suggestions thereon as required under sections 133 and 135 of the aforesaid Code;

ANDWHEREAS, after considering objections and suggestions received in respect of the aforesaid draft rules, the Uttar Pradesh Occupational Safety, Health and Working Condition Code Rules, 2021 were published in the Official Gazette vide notification No. 1365/36-03-2022-109(Sa)-2020 dated 03 August, 2022, however the said rules were not brought into force, as the Occupational Safety, Health And Working Conditions Code, 2020 was not operational at that time;

AND WHEREAS, vide Notification No. CG-DL-E-21112025-267884, dated 21 November, 2025, published in the Gazette of India, Extraordinary, Part II, S.3 (ii) the Occupational Safety, Health And Working Conditions Code, 2020 (Act no. 37 of 2020) has been brought into force;

AND WHEREAS after commencement of the aforesaid Code, the Central Government has published a new draft of the Code on Occupational Safety, Health And Working Conditions (Central) Rules, 2025 vide notification No. CG-DL-E-

31122025-268944, dated 30th December, 2025, published in the Gazette of India, Extraordinary, Part II, S.3(i);

AND WHEREAS upon the operationalisation of the aforesaid Code and publication of the draft rules by the Central Government, it has become necessary for the State Government to frame, publish, finalise, and notify the corresponding rules in the State of Uttar Pradesh afresh in order to ensure consistency with the operational framework of the Code;

NOW, THEREFORE, the following draft rules which the Governor proposes to make in exercise of the powers conferred by sections 133 and 135 of the Occupational Safety, Health And Working Conditions Code, 2020 (Act No. 37 of 2020) read with section 21 of the General Clauses Act, 1897 (Act No. 10 of 1897) and in suppression of,-

I. the Uttar Pradesh Contract Labour (Regulation and Abolition) Rules, 1975,
II. the Uttar Pradesh Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Rules, 1983,
III. the Uttar Pradesh Bidi and Cigar Workers (Conditions of Employment) Rules, 1969,
IV. the Uttar Pradesh Factories Rules, 1950,
V. the Uttar Pradesh Factories (Welfare Officers) Rules, 1955, and
VI. the Uttar Pradesh Factories (Safety Officers) Rules, 1984,
VII. the Uttar Pradesh Building and Other Construction (Regulation of Employment and Conditions of Service) Rules,2009
VIII. the Uttar Pradesh Code on Occupational Safety, Health And Working Conditions Rules, 2021

except as respects things done or omitted to be done before such supersession , are hereby notified as required by section 137 of the aforesaid Code for information of all persons likely to be affected thereby and with a view to inviting objections and suggestions in respect thereof;

All objections and suggestions with respect to the aforesaid draft rules shall be sent in duplicate addressed to the Principal Secretary, Shram Anubhag-3, Uttar Pradesh Shashan, Bapu Bhawan, Lucknow-226001 and Labour Commissioner, (Shram Sudhar Prakostha) Office at G.T. Road, Kanpur.

Only those objections and suggestions which are received within forty-five days from the date of publication of this Notification will be taken into consideration.

DRAFT RULES

The Uttar Pradesh Occupational Safety, Health and Working Conditions Rules, 2026

CHAPTER-I

PRELIMINARY

Short title, extent and commencement	1.	(1) These rules may be called the Uttar Pradesh Occupational Safety, Health and Working Conditions Rules, 2026. (2) They extend to whole of the State of Uttar Pradesh. (3) These rules shall apply to factories, workplaces relating to building or other construction works and all other establishments. (4) They shall come into force from the date of their final publication in the official Gazette.
Definitions	2.	In these rules, unless the subject or context otherwise requires,- (a) "Appendix" means the Appendix as appended to these rules; (b) "approved" means approved in writing by the 'Chief Inspector-cum-Facilitator or the Officer or the Licencing Authority' notified by the State Government in this regard, as the case may be; (c) "Authority" means and include committees as designated, by notification, by the State Government under different sections of the Code; (d) "Appellate officer" means the officer notified by the State Government under section 4 of the Code; (e) "Appellate authority" means the Appellate Authority as prescribed by the State Government under sub-section (6) of section 119 of the Code; (f) "Apprentice" means an apprentice as defined under clause (aa) of section 2 of the Apprentices Act, 1961(Act No. 52 of 1961); (g) "belt" includes any driving strap or rope; (h) "Board" means the Board constituted under section 17 of the Code; (i) "Calender Year" means the period of twelve months beginning with the first day of January ; (j) "Chief Inspector-cum-Facilitator" means Chief Inspector-cum-Facilitator of Uttar Pradesh for establishments as appointed by the State Government through notification:

		Provided that for the purpose of factories and for the provisions related with health, safety and welfare of employees/workers under the Code and rules made thereunder, Chief Inspector-cum-Facilitator shall be the person appointed as Director of Factories for Uttar Pradesh; (k) "Chief Medical Officer" means any person appointed as Chief Medical Officer by the State Government; (l) "continuous process" means a process in a factory or a part of factory wherein the process is carried on in as declared in Schedule-II; (m) "child" shall have the same meaning as assigned to it in Clause (ii) of section 2 of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986(Act No. 61 of 1986); (n) "Code" means the Occupational Safety, Health and Working Conditions Code, 2020 (Act No. 37 of 2020); (o) "degrees" (of temperature) means degrees on the centigrade scale; (p) "Designated Authority" means a Gazetted Officer/ Committee of the State Government appointed for the purpose of section 46 and sub-section (1) of Section 119 of the code; (q) "Director of Factories" means any person appointed as Director of Factories by the State Government, as per "the Uttar Pradesh Labour Department (Factories and Boilers Disvision) Officers Service Rules, 1980" as amended from time to time; (r) "electronically" includes maintaining efficient and transparent payroll software so that the requisite information may be seen in a systematic manner for the purposes of attendance register, muster roll, leave register, over time register or wages register, etc; (s) "Form" means the form appended to these rules; (t) "fumes" includes gas and vapour; (u) "hazardous substances" means the chemicals which are defined in clause (e) of rule 2 of the Manufacture, Storage and Import of Hazardous Chemicals Rules, 1989 or any other such substance which the State Government or the Central Government may notify from time to time; (v) "Hazardous waste" means the hazardous waste as defined in clause (17) of sub-rule (1) of rule 3 of the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016; (w) "Home worker" means a person who is given raw material by employer or a contractor for makeup *beedis* at home. (x) "Labour Commissioner" means any person appointed as Labour Commissioner of Uttar Pradesh by the State Government; (y) "Licencing Authority" means the authority as appointed under various sections of the Code by the State Government; (z) "Licencing Officer" is the authority as appointed under various sections of the Code by the State Government; (aa) "Major Accident Hazard (MAH) installation" means as defined in rule 2 (ja) of Manufacture, Storage and Import of Hazardous Chemicals Rules, 1989; (bb) "Manager" means a person nominated or appointed by the employer of an establishment for the purposes of the Code and rules made thereunder and the person by his position possesses the administrative control over the affairs entrusted

		with; (cc) "National Standards" means standards as approved by the Bureau of Indian Standards and in the absence of such standards; the standards approved by the State Government for a specific purpose; (dd) "Other Apprentice" means a person who is undergoing any contractual training under a contract with the employer other than one under Apprentices Act,1961; (ee) "Other Establishment" means establishment other than Contract Labour, Inter-state migrant workers , Audio-visual workers, Beedi and Cigar workers , Building and Other Construction workers , Factories, Planation. (ff) "Part Time Worker/Employee" means a person who works for less than half of a normal days work under the Code; (gg) "Portal" means official web-portal of Labour Department, Government of Uttar Pradesh; (hh) "Public Health Authority" means the Local Health Officer having jurisdiction over the area; (ii) "Qualified Nurse" means a person who possesses a qualification in nursing recognized under the Indian Nursing Council Act, 1947, and who is registered with the Uttar Pradesh Nurses and Midwives Council, or otherwise, or a similar registered body of any other State in India; (jj) "Quarter" means a period of three consecutive months beginning from the 1st of January, the 1st of April, the 1st of July or the 1st of October; (kk) "Registering Officer" means the Registering Officer appointed by the State Government for the purpose of section 3 of the Code and these rules; (ll) "Section" means the section of the Code; (mm) "Standard Operating Procedures (Safety)" - means the practice followed for the safety and health of workers and safe operation of machinery, process and equipment used in such practices and such practices confirm to all or any of the following, namely:- 1. relevant standards approved by the Bureau of Indian Standards or International Standards; 2. National Building Code; 3. manufacturers instruction on safe use of equipment and machinery; 4. Code of practice on safety and health practices published by International Labour Organisation and amended from time to time. (2) All the words and expressions used in these rules and are not defined shall have the meaning respectively assigned to them under the Code.
Income from other sources under clause (x) of sub-section (1) of section 2	3.	For the purposes of clause (x) of sub-section (1) of Section 2, such dependents shall not be included who are, for the time being getting wages equivalent to or more than minimum wages applicable to that industry.
Appointment of Competent person under clause (*l*) of sub-section (1) of section 2	4.	(1) The Chief Inspector-cum-Facilitator may recognize 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 and inspections for such buildings, dangerous

		machinery, hoists and lifts, lifting machines and lifting tackles, pressure plants, confined spaces, ventilation systems and such other processes or plants and equipments as stipulated in the Code and the Rules made thereunder, located in a factory, if such a person possesses the qualifications, experience and other requirements as set out in Schedule-I annexed to these rules: Provided that the Chief Inspector-cum-Facilitator 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 the facilities at his command: Provided further that the Competent Person recognized under this provision shall not be more than 65 years of age and shall be physically fit for the purpose of carrying out tests, examinations and inspections. (2) The Chief Inspector-cum-Facilitator may recognize an institution of repute, having persons possessing qualifications and experience as set out in the Schedule-I annexed to the rule for the purpose of carrying out tests, examinations and inspections for buildings, dangerous machinery, hoists and lifts, lifting machines and lifting tackles, pressure plants, confined spaces, ventilation systems and such other process or plants and equipments as are stipulated in the Code and the rules made thereunder, as a competent person, within such area and for such period as may be specified. (3) The Chief Inspector-cum-Facilitator may on receipt of an application electronically or otherwise in Form-1, from a person or an institution intending to be recognized as a Competent Person for the purposes of the Code and the rules made thereunder, register such application and within a period of thirty days of the date of receipt of application, reject the application for reasons to be recorded in writing or if satisfied about the competence and facilities available at the disposal of the applicant, recognize the applicant as a Competent Person and issue a certificate of competency in Form-2 electronically or otherwise. (4) The competent person or the institution shall send a monthly report to the Inspector-cum-Facilitator having jurisdiction by 10th day of every month. The report shall contain name and address of establishments where testing / examinations had been done, name of the persons who visited the establishment, date of visit and list of equipments with identification number so examined. The competent person shall also furnish any other information that an Inspector-cum-Facilitator may require for the purpose of satisfying himself whether any provision of the rule or instructions have been complied with or not. He shall also report immediately if during his visit he feels that existence of any imminent danger to life exits in the establishment. (5) The Chief Inspector-cum-Facilitator may, after giving an opportunity of being heard to the person recognized as a Competent Person revoke the certificate issued to him under

		sub rule (3): (i) if he has reason to believe that the competent person: a. has violated any of the conditions stipulated in the certificate; or b. has carried out a test, examination and inspection or has otherwise carried them in a manner inconsistent with the intent or the purpose of the Code or the rules made thereunder; or c. has omitted the act as required under the Code and the rules made thereunder; (ii) for any other reason to be recorded in writing. Explanation.—For the purpose of this rule, an institution includes an organization. (6) The Chief Inspector-cum-Facilitator may, for reasons to be recorded in writing, require re-certification of lifting machines, lifting tackles, pressure plants or ventilation systems, as the case may be, which has been certified by a competent person outside the State of Uttar Pradesh.

CHPATER-II
Registration of Establishment

Manner and form of filing an application for registration, fee and late fee under section 3	5.	(1) Form of filing application- (a) The employer seeking registration for an establishment shall apply electronically in Form-3 on the web-portal specified for this purpose by giving details about the establishment, and uploading requisite documents, proof of identity and address of the employer(s) as specified in the said form.. (b) The said form shall be signed digitally or in any other manner as may be required on the portal. The applicant shall be responsible for veracity of all the information submitted in the application. (c) The Permanent Account Number (PAN)/The Tax Deduction and Collection Account Number (TAN) of the applicant or the establishment allocated under the Income Tax Act, 1961/Income Tax Act, 2025 or any other unique number allocated to the establishment under any other Act for the time being in force or any other particular furnished in the said form, may be verified online. (2) The Registering Officer under the Code may direct the employer who fails to comply with the requirements of sub-rule (1), to do so within the time stated therein and such employer shall, thereupon comply with the instruction issued by the officer in this behalf. (3) The employer shall quote the registration number on all the documents prepared or completed by him in connection with the Code or the rules or the regulations or the scheme, as the case may be, and in all correspondence with the office concerned. (4) Fee for registration of the establishment shall be paid at the following rates –

Number of workers employed in the establishment	Amount of fees in

		<table><tr><td></td><td>rupees</td></tr><tr><td>Ten or more but less than twenty workers</td><td>5000.00</td></tr><tr><td>Twenty or more but less than fifty workers</td><td>10000.00</td></tr><tr><td>Fifty or more but less than one hundred workers</td><td>15000.00</td></tr><tr><td>Hundred or more but less than two hundred and fifty workers</td><td>20000.00</td></tr><tr><td>Two hundred and fifty or more but less than five hundred workers</td><td>25000.00</td></tr><tr><td>Five hundred or more but less than one thousand workers</td><td>50000.00</td></tr><tr><td>One thousand or more workers</td><td>100000.00</td></tr></table> Provided that the State Government may change the amount of fees for registration by general or special order. (5) The Registering Officer shall maintain a register of establishment electronically in Form-4 showing the particulars of establishment in relation to which certificates of registration have been issued by him. (6) Where a principal employer has not submitted his application for registration within sixty days as required under sub-section (1) of section 3, he shall submit the application for registration along with late fee at the rate of ten percent annually . (7) The employer, in respect of an establishment already registered under any Central Labour Law as specified in sub-section (8) of section 3, shall provide the details of its registration particulars on the portal of the State Government within six months from the date on which these rules come into force. (8) A copy of the certificate of registration shall be displayed in the premises of the establishment at conspicuous place in hardcopy or electronically. (9) Any change in ownership, management or any particular furnished in the registration form submitted on the specified portal shall be applied on the portal by the employer within thirty days of such change. (10) The employer of an establishment and whose business activities are in the process of closure, may apply for cancellation of registration on-line on the official portal, after giving complete details of the dues payable under the Central Labour Codes: Provided that application for cancellation of registration shall not be entertained unless the employer has furnished all statutory returns, paid all statutory dues under the Central Labour Codes and any other Central or State Labour Law in force, in accordance with the law applicable for the time being and submitted a self-certification to that effect along with the application.
Appeal against order of Registering Officer under section 4	6.	(1) The employer aggrieved by the order of Registering Officer, may file an appeal against such order before the appellate officer as appointed by the State Government for such purpose within thirty days from the date of receipt by him of such order, electronically or otherwise. (2) The appeal shall be in a form of memorandum and shall set forth concisely the grounds of objection to the order. A certified copy of the order appealed against shall accompany the appeal, electronically or otherwise.

		(3) Where the memorandum of appeal is in order, the appellate officer shall admit the appeal, acknowledge it and intimate admission of such appeal, and shall register the appeal in electronic form to be kept for the purpose called the "Register of Appeals". (4) When the appeal has been admitted, the appellate officer shall send the notice of the appeal to the Registering Officer, against whose order the appeal has been preferred and the Registering Officer shall thereupon send the records of the case to the appellate officer online electronically. (5) On receipt of the appeal, the appellate officer shall send a notice to the appellant to appear before him on such date and time as may be specified in the notice for the hearing of the appeal electronically or by registered post. (6) If on the date fixed for hearing, the appellant does not appear, the appellate officer may dismiss the appeal for default of appearance of the appellants by sending the copy of the order of dismissal to the applicant electronically. (7) Where an appeal has been dismissed under the provisions of sub-rule (6), the appellant may apply electronically to the appellate officer for the restoration of the appeal within thirty days from the date of receipt of the order of dismissal and if the appellate officer is satisfied that the appellant was prevented by sufficient cause from appearing, the appellate officer shall restore the appeal. (8) The order of the Appellate Officer shall be communicated electronically or otherwise to the appellant and copy thereof shall be sent to the Registering Officer against whose order the appeal has been preferred and shall be disposed of within a period of thirty days from the date of receipt of appeal.
Notice by the employer of commencement and cessation of work under Section 5	7.	(1) Every employer to whom section 5 of the Code applies, shall, within thirty days of the commencement and completion of any work, intimate to the Registering Officer and Inspector-cum-Facilitator, having jurisdiction in the area where the proposed establishment or as the case may be, the work is to be executed, intimating the actual date of the commencement, completion of work and cessation of establishment, as the case may be, in Form-5 annexed to these rules electronically on official portal of the State Government. (2) The notice of cessation of operation shall be enclosed with a certificate that the payment of all dues to the workers employed in establishment have been made and the premises are kept free from the storage of hazardous chemicals and substances.

CHAPTER III
Duties of Employer and Employees

Prevention of bodily injuries under clause (a) sub-section (1) of section 6 and clause (za) sub-section (2) of section 135	8.	(1) No building, wall, chimney, bridge, tunnel, road, gallery, stairway, ramp, floor, platform, staging, or other structure, whether of a permanent or temporary character, shall be constructed, situated or maintained in any establishment in such a manner as to cause risk of bodily injury. (2) No machinery, plant or equipment shall be constructed, situated, operated or maintained in any establishment in such a manner as to cause risk of bodily injury. (3) No process or work shall be carried in any establishment in

		such a manner as to cause risk of bodily injury. (4) No materials or equipment shall be stacked or stored in such a manner as to cause risk of bodily injury. (5) (a) no worker shall be required or allowed to work for such long hours on a continuously running conveyor line or on any similar contrivance used for assembly of machine parts, components, or for material handling requiring work in a specified manner, where continuous manual work in limited or repetitive postures, without reasonable intervals for rest, and/or excessive speed of the conveyor belt or line is likely to cause fatigue or to adversely affect the safety or health of the worker; (b) the employer shall, on the recommendation of a competent person, prepare and obtain approval of the Inspector-cum-Facilitator for a matrix specifying the maximum permissible speed of such machinery or manual work output, and the corresponding permissible duration of work of a worker: Provided that any such matrix specified or recommended by a recognized international agency relating to occupational safety and health shall be deemed to have been approved for the purposes of this Code. (c) the approved matrix shall be displayed conspicuously at or near the concerned conveyor line, assembly line, or workplace. Explanation.— For the purposes of this provision, "matrix" means a documented schedule correlating machine speed or manual work output with permissible duration of work, prepared on ergonomic and occupational health principles.
Special provisions for employees who are not covered under section 2(1)(zzl)	9.	The provisions of the Code and Rules, wherein not specified for employees, shall also apply to the employees who are not covered under section 2(1)(zzl), in relation to the following, as if they were workers within the meaning of the Code and rules- (i) safety, health and welfare; (ii) maintenance of records, registers and Forms; (iii) computing the number of workers in a factory and building or other construction works under Section 2(1)(w), section 2(1)(h) and registration under these establishments; (iv) chapter VII of the Code for any factory, excluding normal daily working hours, unless it is exempted under section 91.
Provisions against danger arising from mechanical transport in establishments under sub-section (1) of section 6	10.	(1) No railway wagon shall be moved either by power or hand unless the movements are directly supervised by a responsible person or person especially appointed for this purpose and a person shall be deputed to walk ahead to the wagon or wagons being shunted with a suitable bell or other audible device so as to ensure that no person is allowed to pass in front of or between the moving wagon or wagons. Names of such person or persons shall be separately shown in attendance register in Form-6. (2) Mechanical Transport or Transport vehicle when moved shall only be operated by persons trained to work them, and such operations shall be under the charge of a responsible supervisor. Employer shall take appropriate step and provide provisions for safe movement of such vehicles.
Special provisions for health, safety and	11.	(1) Where any apprentices or other apprentices are undergoing training in an establishment the provisions of the Code and Rules shall apply in relation to the health, safety and welfare of

welfare measures for other apprentices		these apprentices as if they were workers within the meaning of the Code. (2) Provisions of the sub-section (1) and (4) of section 25 and the rules made thereunder in relation with normal working hours shall apply to the 'other apprentices' as if they were workers within the meaning of the Code.
Safety provisions for establishments having building five stories or more or the height of building twenty meters or above under sub-section (1) of section 6	12.	(1) The employer, owner or both, as the case may be, of an establishment or a group of establishments the building of which has five stories or more or the height of which is twenty metres or above or shall prepare an Emergency Plan and and keep the same up-to-date to mitigate the fire emergency or lift failure or any other dangerous occurrence. (2) The employers, owner or both, as the case may be, shall ensure the availability of requisite facilities as per the Indian standards, training of persons, information dissemination to the people and adequate supervision for safety.
Annual Health Examination of employees of certain establishments under clause (c) of sub-section (1) of section 6	13.	(1) The employer of every establishment shall arrange to conduct free of cost health examination of all the employees who have completed forty years of age, at least once in every twelve months, all persons before employing them, and of all the employees who have met an accident resulting in serious bodily injury in previous two years during the course of employment : Provided that the employees employed in Hazardous process or Dangerous Operations shall be examined in accordance with the provisions specifically provided therein. (2) The health examination shall be conducted by a qualified medical practitioner or factory medical officer, as the case may be . Records of such annual examination shall be maintained in a Health Register in Form-7. If the examination is conducted for pre-employment, it shall also be maintained in Form-8 as a Certificate of Fitness. Findings of such examinations shall be shared with the employee concerned. (3) The medical examination shall include - (i) Full medical and occupational history; (ii) Clinical examination with particular reference to- (a) general physique; (b) vision - It shall include visual acuity and macular function test or fundoscopy examination; (c) hearing - Audiometry test, if required; (d) breathing - Pulmonary function test or X - ray, if required; (e) upper limbs - Adequate arm function and grip (both arms); (f) lower limbs - Adequate leg and foot function; (g) spine - Adequately flexible for the job concerned; (h) general - Mental alertness and stability with good eye, hand and feet coordination; (i) complete blood count test, lipid profile (iii) Any other tests which the examining doctor considers necessary.
Appointment Letter and Identity Card under	14.	(1) The employer shall issue a Letter of Appointment to every employee in the establishment on appointment or prior to commencing work. The letter of appointment shall include the

clause (f) of sub-section (1) of section 6		particulars as specified in Form-9.The employer shall ensure that particulars of Appointment Letter are consistent with the Code and the rules made thereunder. Any dispute about condition of appointment letter shall be decided by Appellate Officer under section 4 of the Code. (2) The employer shall also ensure the systematic allotment of a distinct number or code for every employee and shall issue an Identity Card bearing such employee code and other necessary particulars within one month of the appointment: Provided that such appointment letters and Identity cards shall be issued to all the employees within three months of coming into force of these rules. (3) If the Identity card of an employee is damaged or lost, the employer shall issue a new Identity card to the employee within one month. The employer may charge Rupees Ten from the employee for issuing a new one and Rupees Fifty for any subsequent issuance within a calendar year subject to the provisions of section 21 of the Code on Wages, 2019. (4) The employer shall also ensure that the contract of training has been executed with other apprentices as well and Identity cards have been issued to them within one month.
Notice of accident and dangerous occurrences under sections 10 and 11	15.	(1) Where at any place in an establishment an accident occurs which results in the death of any person, the employer or occupier or manager of the establishment shall forthwith send a notice thereof in Form 10 electronically and inform by telephone to the Inspector-cum-Facilitator, Chief Inspector-cum Facilitator, District Magistrate or Subdivisional Officer and the officer-in-charge of the nearest police station; and the family members or kin of the deceased person. (2) Where at any place in an establishment an accident occurs which results in bodily injury by reason of which the person injured is prevented from working for a period of forty eight hours or more immediately following the accident, the employer or occupier or manager of the establishment shall forthwith send a notice in Form 10 within twelve hours after the completion of forty eight hours, electronically to the Inspector-cum-Facilitator. (3) Where in an establishment, there is any dangerous occurrence as specified in rule 16, whether causing any bodily injury or disability or not, a notice in Form 11 shall within twelve hours be sent to- (a) the Inspector-cum-Facilitator ; (b) District Magistrate or Sub-divisional Officer: Provided that if in the case of an accident or dangerous occurrence, death occurs to any person injured by such accident or dangerous occurrence after the notices referred to in the foregoing sub-rules have been sent, the employer or occupier or manager of the establishment shall forthwith send a notice thereof by telephone and electronically to the authorities and persons mentioned in sub-rules (1) and (2) and also have this information confirmed in writing within twelve hours of the death: Provided further that, if the period of disability from working for 48 hours or more referred to in sub-rule (3) does not occur immediately following the accident, or the dangerous occurrence, but later on occurs in more than one spell, the report

		thereof shall be sent to the Inspector-cum-Facilitator in the Form 10 within 24 hours following the hours when the actual total period of disability from working resulting from the accident or the dangerous occurrence becomes 48 hours. (4) No person shall be allowed to disturb the site at which a fatal accident has occurred or any other object involved in the accident before the arrival of the Inspector-cum-Facilitator, or a police officer, not below the rank of a Sub-Inspector, or without the consent of such officer: Provided that such action may be taken as may be necessary to prevent a further accident or to secure persons from danger.
Classes of dangerous occurrences under section 11	16.	The following are the classes of dangerous occurrences, whether or not they are attended by personal injury or disablement, namely:- (a) bursting, of any plant or pipeline or equipment containing petroleum, steam, compressed air or other substance at a pressure greater than the atmospheric pressure; (b) collapse or failure of a crane, derrick, winch, hoist or other appliances used in raising or lowering persons or goods, or any part thereof, or the overturning of a crane; (c) explosion, explosion due to explosives, fire, leakage or release of harmful toxic gases, bursting out, leakage or escape of any molten metal, or hot liquid or gas causing bodily injury to any person or damage to any room or place in which persons are employed; (d) explosion of a receiver or container used for the storage at pressure greater than atmospheric pressure of any gas or gases (including air) or any liquid or solid resulting from the compression of gas; (e) collapse or failure of lifting appliances or hoist or conveyors or other similar equipment for handling building or construction material or breakage or failure of rope, chain or loose gears; overturning of cranes used in building or other construction work; falling of objects from height; (f) collapse or subsidence of any wall, floor, gallery, roof bridge, tunnel, chimney, wall, building or subsidence of soil or any other structure, platform, staging, scaffolding or any means of access including formwork; contact work, excavation and collapse of transmission; (g) spillage or leakage of hazardous substances and damage to their container; (h) collapse, capsizing, toppling or collision of transport equipment within the establishment; (i) fall from height of any excavation, loading or transport machinery; (j) an instantaneous failure of a pillar, part of a pillar or several pillars of coal (i.e., a bump) in working below ground; (k) a rock-burst in working belowground; a premature collapse of any part of the working; (l) a breakage, fracture or failure of an essential part of any machine or apparatus whereby the safety of persons may be endangered; (m) a slide causing injury to any person, damage to any machinery, or interruption of normal mining operations; (n) failure of dump or side in opencast working; a blowout; (o) a failure of any structure or installation whereby the safety of

		persons may be endangered; or spark generated due to electrical flash-over causing burn injury to any person; (p) a major uncontrolled emission of petroleum or chemical spillage; (q) any other occurrence which may be declared as a "Dangerous Ooccurrence" by the State Government by an order.
Notice of certain diseases under sub-section (1) of section 12	17.	Where any worker in an establishment contracts any disease specified in the Third Schedule of the Code, the manager or employer of the establishment shall send a notice electronically or otherwise in Form-12 to the concerned Inspector-cum-Facilitator, Chief Inspector-cum-Facilitator and Chief Medical Officer of the district within forty-eight hours from the date on which it comes to the knowledge of the employer or manager of the establishment.
Manner and Time of Report to Chief Inspector-cum-Facilitator and Chief Medical Officer by a medical practitioner under sub-section (2) of section 12	18.	If any medical practitioner attends on a person who is or has been employed in a establishment and who is or is believed by the medical practitioner, to be suffering from any disease specified in the Third Schedule of the Code, the medical practitioner shall, without delay, send a report electronically or otherwise to Chief Inspector-cum-Facilitator stating:- (a) the name and full postal address of the patient; (b) the disease from which he believes the patient to be suffering; (c) the name and address of the factory in which the patient is or was last employed; (d) possible reasons for such disease; (e) condition of other suffering patients and possibilities of spreading of such disease; (f) preventive measures that can be taken to check spreading the disease (if any); and (g) other issues, that the medical practitioner thinks important to mention in this regard.
Duties of employees under section 13	19.	(1) If an employee comes to know about any unsafe or unhealthy condition in the workplace, he shall report to the occupier/ employer, health and safety representative or safety officer or manager, in case of factories, as soon as practicable. (2) Every employee shall, in general, wear or keep with him the Identity Card provided by the employer during his working hours in the establishment. If the identity card is lost or damaged, the employee shall report to the manager, in writing. No employee shall misuse the card.
Rights of employees under section 14	20.	Every employee shall have the right to- (a) obtain from the occupier/ employer, information relating to worker's health and safety at work; (b) get trained annually within the factory wherever possible, or, to get himself sponsored by the occupier for getting trained at a training center or institute, duly approved by the Chief Inspector-cum-facilitator of factory, where training is imparted for workers health and safety at work; (c) represent to the Inspector-cum-facilitator directly or through his representative in the matter of inadequate provision for protection of his health or safety in the factory.

Report of existence of imminent danger under sub-section (3) of section 14	21.	(1) If at any time employer/ occupier on receipt of information from the employee/ worker regarding reasonable apprehension of likelihood of imminent serious personal injury or death or imminent danger to safety and health, the employer/occupier shall take immediate remedial action. (2) The employer/occupier, whether satisfied or not, shall send a report forthwith of such imminent danger and action taken thereon, electronically or otherwise to the Inspector-cum-Facilitator, and to the Chief Medical Officer of the district if required.

CHAPTER IV
Occupational Safety and Health

Constitution of State Advisory Board under sub-section (2) of section 17	22.	1. The State Occupational Safety and Health Advisory Board constituted under section 17 of the Code shall consist of the following, namely :- (a) Minister, Labour and Employment, Government of Uttar Pradesh- *ex officio* Chairperson; (b) Additional Chief Secretary /Principal Secretary/ Secretary Labour, Government of Uttar Pradesh- Vice-Chairperson, *ex officio;* (c) Two officers from Department of Micro, Small and Medium enterprises and Pollution Control Board nominated by the State Government, not below the rank of Special Secretary one of whom shall be a woman-member; (d) Chairman, the Uttar Pradesh Pollution Control Board, Lucknow -Member, *ex* officio; (e) Labour Commissioner, Government of Uttar Pradesh – Member-Secretary, *ex officio;* (f) Director-General, Health and Family Welfare, Government. of Uttar Pradesh- Member, *ex officio*; (g) Chief Inspector-cum-Facilitator, Government of Uttar Pradesh- Member, *ex officio*; (h) Secretary, Uttar Pradesh Building and Other Construction Workers Welfare Board - Member, *ex officio;* (i) Secretary ,Uttar Pradesh Unorganized Workers Social Security Welfare Board - Member, *ex officio;* (j) Secretary, Uttar Pradesh Labour Welfare Board- Member, *ex officio;* (k) Director, ESICS, Govt. of Uttar Pradesh- Member, *ex officio;* (l) Director of Factories, Uttar Pradesh- Member; (m) A representative of professional body associated with the matter for which standards, rules, policies being framed- to be nominated by the State Government– member; (n) Five representatives of employers to be nominated by the State Government - Members ; (o) Five representatives from registered trade unions or Federation to be nominated by the State Government - Members; (p) Five eminent persons from the field of occupational health and safety having a graduation degree in engineering and experience not less than ten years nominated by the State

		Government- members: Provided that adequate representation of women shall be given for members to be nominated under clauses (n), (o) and (p) of this rule; Provided further that, the State Government may invite any person in any meeting of the Board as special invitee, for whom State Government is satisfied that such person is an expert for any such matter which has to be discussed or have arisen before the Board for decision; Provided also that, such special invitee shall not be entitled to vote in Board's meetings.
Term of Office of State Advisory Board under sub-section (2) of section 17	23.	(1) The term of office of the non-official members of the Board shall be three years. (2) The non-official members of the Board shall hold office at the pleasure of the Government of Uttar Pradesh. (3) The non-official members shall be removed from the Board if they cease to represent the interest for which they were nominated. (4) All nominated members shall not be eligible for re-nomination for more than two terms.
Resignation of a member of State Advisory Board under sub-section (2) of section 17	24.	(1) Any non-official member may resign by a letter addressed to State Government signed under his hand. (2) The seat of such member shall fall vacant from the date on which his resignation is accepted or on the expiry of thirty days from the date of receipt of intimation of resignation, whichever is earlier.
Filling of casual vacancies under sub-section (2) of section 17	25.	(1) A nominated member appointed to fill a casual vacancy arising due to death, resignation or otherwise of the member shall hold office for the remaining period of the tenure of office of the member, in whose place he is appointed. (2) When a vacancy occurs for any reason or is likely to occur in the membership of the Board, the Member-Secretary shall submit a report to the State Government who shall take steps to fill the vacancy from amongst the category of persons, to which the person vacating membership belongs and the person so nominated shall hold office for the remainder of the term of the office of the member in whose place he is appointed.
Cessation of membership under sub-section (2) of section 17	26.	If any member of the Board, not being an ex-officio member, fails to attend three consecutive meetings of the Board, without obtaining the leave sanctioned by the Chairperson of the Board, for such absence, he shall cease to be a member of the Board: Provided that the State Government may, if it is satisfied that such member was prevented by sufficient cause from attending three consecutive meetings, direct that such cessation shall not take place and on such direction being made, such member shall continue to be a member of the Board.

Disqualification for membership under sub-section (2) of section 17	27.	A person shall be disqualified for being a member of the Board- (i) if he is declared to be of unsound mind and stands so declared by a Competent authority; (ii) if he is an un-discharged insolvent; (iii) if he has been convicted for an offence, , having imprisonment of three months or more or which in the opinion of the State Government ,involves moral turpitude; or
Removal from membership under sub-section (2) of section 17	28.	The State Government may remove any member of the State Board, if in its opinion such member has ceased to represent the interest which he purports to represent on the Board: Provided that no such member shall be removed unless reasonable opportunity is given to him of making a representation against the proposed action under this rule.
Travelling Allowance for members under sub-section (2) of section 17	29	(1) The travelling allowance and daily allowance of an official member shall be governed by the rules applicable to him for journey performed by him on official duties and shall be paid by the Authority paying his salary. (2) the non-Official Members of the Board shall be paid travelling allowance and daily allowance for attending the meetings of the Board at such rates as are admissible to lowest of Group "A" Officer of the State Government. (3) Special invitees in Board's meetings shall get travelling allowances and daily allowances to attend such meetings of the Board as other non-official members of the Board are entitled to receive.
Notice of meeting of the Board and list of business under sub-section (2) of section 17	30.	(1) The State Board shall meet at least once in every six months: Provided that the Chairperson shall, within fifteen days of the receipt of a requisition in writing from not less than one third of the members of the Board, call a special meeting thereof. (2) No business shall be transacted at any meeting unless at least half of the members are present: Provided that if at any meeting less than one-third members are present the Chairperson may adjourn the meeting to another date informing members present and giving notice to the other members that he proposes to dispose of the business at the adjourned meeting whether there is a prescribed quorum or not, and it shall thereupon be lawful for him to dispose of the business at the adjourned meeting irrespective of the member or members attending: Provided that when the Chairperson calls a meeting for considering any matter which in his opinion is of urgent nature, notice of not less than three days shall be deemed sufficient. (3) No business, except which is included in the list of business

		for a meeting of the Board, shall be considered at such meeting without the permission of the Chairperson of the Board.
Disposal of business under sub-section (2) of section 17	31.	(1) Every matter which the Board is required to take into consideration, shall be considered at the meeting of the Board, or if the Chairperson of the Board so directs by sending the necessary papers to every member for opinion and the matter shall be disposed off in accordance with the decision of the majority: Provided that where there is no opinion of majority on a matter and the members of the Board are equally divided, the Chairperson of the Board shall have a second or a casting vote. (2) No act or proceedings of the Board shall be invalid merely for the reason of any vacancy in or any defect in constitution of the Board.
Chairperson to preside at meetings under sub-section (2) of section 17	32	(1) The Chairperson shall preside over all meetings of the Board, and if the Chairperson is, for any reason, unable to attend a meeting of the Board, any member nominated by the Chairperson in this behalf, and in the absence of such nomination, any other member elected by the members present from amongst themselves at the meeting, shall preside at the meeting. (2) Every decision taken at the meeting of the Board shall be recorded in a Minutes Book, which shall be a permanent record.
Quorum of the meetings of the Board under sub-section (2) of section 17	33.	No business shall be transacted at any meeting unless at least one-third members are present: Provided that if at any meeting less than one-third members are present, the Chairperson may adjourn the meeting to another date informing members present and giving notice to the other members that he proposes to dispose off the business at the adjourned meeting whether there is a prescribed quorum or not and it shall thereupon be lawful for him to dispose of the business at the adjourned meeting irrespective of the number of members attending.
Appointment of officers and other staff of the State Advisory Board under sub-section (2) of section 17	34.	(1) The State Government may appoint as many Gazetted officers of the state Government and such other staff, being in the service of the state Government, as it may think necessary to enable the Board to carry out its functions and duties. (2) The remuneration payable to such officers and staff shall be such as may be decided by the State Government from time to time. (3) The officers and staff appointed thereunder shall assist the Chairperson of the Board in convening meetings of the Board. (4) The officers and staff appointed thereunder, may attend the meetings of the Board, but shall not be entitled to vote at such meetings. (5) The officers and staff appointed thereunder, shall keep a

		record of the minutes of the meetings of the State Advisory Board. (6) The officers and staff appointed thereunder, shall take necessary measures to carry out the decisions taken at the meetings of the Board.
Technical Committee or Advisory Committee of the State Advisory Board under sub-section (3) of section 17	35.	(1) The State Government may constitute as many Technical Committees or Advisory Committees on the recommendation of the Board to assist the State Government or the State Advisory Board in discharge of their functions, as it deems fit. (2) The Technical Committees may be multi-members committee, and consist of members from government, public, autonomous or private institutions/industries. (3) The members of the committee shall have bachelor's degree in engineering with Diploma/Post graduate Diploma in industrial safety or Master's Degree in (Physics/Chemistry) or MBBS with Associate fellow of Industrial Health (AFIH), with experience of not less than 20 years in the relevant field/industry. (4) The Chairperson of the Technical Committee shall be the ex-officio member as nominated by the State Government. (5) The Technical Committee may constitute sub-committees to meet the specific requirements. (6) The Technical Committee shall follow such rules and procedure including its transaction or the Board from time to time.
Allowances of non-official members of the Technical Committee or Advisory committee under sub-section (3) of section 17	36.	Non-official members of the Technical Committee or advisory committee shall be entitled for the same travelling and dearness allowances as the non-official members of the Board are entitled to receive.
Functions of Technical Committees or Advisory committee under sub-section (3) of section 17	37.	(1) The Technical Committees or Advisory Committee shall frame, formulate and review standards, rules and regulations on Occupational Safety, Health and Working Conditions under the Code. (2) The Technical Committee shall meet regularly on need basis and not less than once in a six month.
Resignation of members and vacancies of technical committee or Advisory committee under sub-section (3) of section 17	38.	(1) A member of the Technical Committee or or Advisory Committee not being an ex-officio member, may resign his office by a letter in writing addressed to the State Government through the Chairperson of the Technical Committee or or Advisory Committee. (2) A Chairman of the Technical Committee may resign his office by a letter in writing addressed to the Additional Chief Secretary/ Principal Secretary, Ministry of Labour and Employment, Government of Uttar Pradesh. (3) The seat of such a member or Chairman as case may be shall fall vacant from the date on which his resignation is accepted by the State Government, or on the expiry of thirty days from the date of receipt of the letter of resignation by the State Government, whichever is earlier.
Cessation of	39.	If any member of the Technical Committee or Advisory Committee not being an ex-officio member, fails to attend two consecutive

membership under sub-section (3) of section 17		meetings of such Committee, without obtaining the permission of the Chairperson of such Committee for such absence he shall cease to be a member of such Committee: Provided that the State Government may, if it is satisfied that such member was prevented by sufficient cause from attending two consecutive meetings, direct that such cessation shall not take place and on such direction being made, such member shall continue to be a member of such Committee.
Disqualification for membership under sub-section (3) of section 17	40.	(1) A person shall be disqualified for being a member of the Technical Committee — (a) if he is of unsound mind and stands so declared by a competent court; or (b) if he is an undischarged insolvent; or (c) if he has been convicted of an offence which, in the opinion of the State Government, involves moral turpitude. (2) Where a question arises as to whether a disqualification has been incurred under sub-rule (1), the State Government shall decide such question, should be treated as final.
Removal from membership under sub-section (3) of section 17	41.	The State Government may remove any member or Chairman of the Technical Committee, if in its opinion such member has ceased to represent the interest which he purports to represent on such Committee: Provided that no such member shall be removed unless a reasonable opportunity is given to him of making a representation against the proposed action under this rule.
Collection of statistics and registration portal for inter-state migrant workers under section 21	42.	(1) Every employer shall submit the details of occupational safety and health statistics to the State Government, as well as to the office of Director General, Labour Bureau, electronically on such portal in such form and manner as may be prescribed by the Central Government from time to time. (2) Every inter-state migrant worker, whether employed or self-employed in the state of Uttar Pradesh shall get himself registered on the portal specified for this purpose.
Constitution of safety committees under section 22	43.	(1) In every establishment, a Safety Committee, shall be constituted where- (a) two hundred fifty employees or more are ordinarily employed; or (b) any process or operation declared to be dangerous under section 82 is carried on; or (c) a 'Hazardous Process' as defined under section 2(1)(za) or handling hazardous substance is carried on; or (d) Major accident hazard factories. (2) The representatives of the management in Safety Committee shall include- (a) The employer shall be the Chairman of the Safety Committee; and (b) A senior official who by his position in the organization can contribute effectively to the functioning of the Committee, shall be the Deputy Chairman; and (c) A Safety Officer, wherein appointed under these rules , or

		any other responsible person shall be the Member-Secretary of the Committee: and (d) Medical officer of the establishment- member; and (e) Three representatives one each from the production, maintenance and purchase departments; and (f) Number of representatives of workers shall not be less than the number of representatives of employer. Representatives of workers shall be chosen by registered trade union associated with the establishment through general consensus amongst them or through election. In such establishments, where there is no registered trade union, then representatives of workers shall be chosen by workers itself on general consensus basis or election: Provided that proper representation shall be given to women in formation of such safety committee. (3) The tenure of the Safety Committee shall be for a maximum period of two years: provided that in case of any exigency an extension of 6 months can be given with concurrence of two third of the members. (4) The constitution of safety committee shall be communicated electronically to concerned Inspector-cum-Facilitator having jurisdiction. (5) The Safety Committee shall meet as often as necessary but at least once in every quarter. The minutes of the meeting along with follow-up action plans shall be recorded in a register and shall be produced to the Inspector-cum-Facilitator on demand. A copy of minutes of such meeting thereof shall be sent to the Inspector-cum-Facilitator having jurisdiction electronically or otherwise . (6) the Safety Committee shall have the right to be adequately and suitably informed of – (a)Potential safety and health hazards to which the employees may be exposed at work place. (b)Data on accidents as well as data resulting from surveillance of the working environment and of the health of employees exposed to hazardous substances so far as the factory is concerned: Provided that the Committee shall undertake to use the data on measures to improve the working environment and the health and safety of the employees.
Functions and duties of safety committee under sub-section (1) of section 22	44.	(1) Functions and duties of the Safety Committee shall include- (i) Assisting and cooperating with the management in achieving the aims and objectives outlined in the 'Health and Safety Policy' of the establishment; and (ii) Dealing with all matters concerning Health, Safety and Environment and to arrive at solutions to problems encountered; and (iii) Creating safety awareness amongst all employees; and (iv) Undertaking educational, training and promotional activities; and (v) Discussing reports on safety, environment and occupational health surveys, audits, risk assessment, emergency and disaster management plans and implementation of the recommendations made in the

		reports; and (vi) Carrying out health and safety surveys and identify causes of accidents; and (vii) Looking into any complaint made on the likelihood of an imminent danger to the safety and health of the employees and suggesting corrective measures; and (viii) Reviewing the implementation of the recommendations made by it; and (ix) to discuss the report of inquiry into accidents, dangerous occurrences etc. and make appropriate recommendations; and (x) to formulate and implement appropriate safety campaigns based on analysis of accidents and dangerous occurrences; and (xi) to serve as a forum for communication on Safety and Occupational Health matter; and (xii) to discuss the Standard Operating Procedures prepared for different operations. (2) Where owing to the size of the establishment, or any other reason, the functions referred to in sub-rule (1) cannot be effectively carried out by the Safety Committee, it may establish sub-committees as may be required to assist it: Provided that in any establishment wherein more than one thousand employees are ordinarily employed, not less than two sub-committees shall be formed department-wise or otherwise and an employee of the rank of departmental head shall be the head of the sub-committee. The minutes of meeting shall be shared with the member secretary of the Safety Committee.
Appointment of safety officers under sub-section (2) of section 22 and clause (zzq) of sub-section (2) of section 133	45	(1) In every establishment which is a- (a) factory wherein five hundred workers or more; or (b) factory carrying on hazardous process wherein two hundred fifty workers or more; or (c) building and other construction work wherein two hundred and fifty workers; or (d) major Accident Hazard installation; or (e) factory manufacturing sulfuric acid not less than one safety officer shall be appointed by the employer: Provided that, - (i) for an establishment specified in clause (a), one additional safety officer shall be appointed if number of workers employed are more than one thousand but not exceeding one thousand five hundred and one more safety officer shall be appointed for every additional one thousand workers or part thereof; (ii) for an establishments specified in clause(b), clause(c), clause (d) and clause (e) one additional safety officer shall be appointed if number of workers employed are more than five hundred but not exceeding one thousand and one more safety officer shall be appointed for every additional one thousand workers or part thereof. (2) The occupier of the factory or employer of building or other construction establishment, as the case may be, shall inform the concerned Chief Inspector-cum-Facilitator having jurisdiction and the Inspector-cum-Facilitator having jurisdiction about the appointment of the Safety Officer or Chief Safety Officer within seven days from

		such appointment.
Qualifications of Safety Officer under sub-section (2) of section 22	46.	A person shall not be eligible for appointment as a Safety Officer unless he- (1)(a) possesses a Degree in any branch of Engineering or Technology from a University established by law and has had practical experience of working in a factory in a supervisory capacity in production or maintenance or Safety Department for a period of not less than two years; or (b) possesses a degree in Physics or Chemistry from a University established by law and has had practical experience of working in a factory in a supervisory capacity in production or maintenance or Safety Department for a period of not less than five years; or (c) possesses a diploma in any branch of Engineering or Technology recognized by the State Government and has had practical experience of working in a factory in a supervisory capacity in production or maintenance or safety department for a period of not less than five years; or (d) possesses a recognized degree in any branch of Engineering or Technology, and has had experience of not less than two years in a department of the Central or the State Government in relation to the administration under any Act or Code which deals with health and safety of workers in a factory or building or other construction works; or (e) possesses a recognized degree in any branch of Engineering or Technology, and has had at least five years' experience of working in institutions dealing with training, education, consultancy or research in the field of accident prevention in industry or in any institution; and (2) possesses a degree or diploma in Industrial Safety recognized by the State Government in this behalf or from any Labour Institute under Directorate General Factory Advice Service and Labour Institute (DGFASLI). or (3) he possesses a B.Tech or M.Tech degree in health, safety and environment or fire engineering or any other equivalent qualification granted by any university duly established by law: Provided that Chief Inspector-cum-Facilitator may relax the qualifications in respect of sub-rule (2) and (3) with the conditions, in writing, for any establishment or a class of establishments of non-hazardous in nature.
Duties, and other conditions of Safety Officer under sub-section (2) of section 22	47.	(1) The duties of the Safety Officers shall be to advise and assist the factory management in the fulfilment of its obligations, statutory or otherwise, concerning prevention of personal injuries and maintaining a safe working environment. These duties shall also include the following, namely— (a) to advise the departmental heads, supervisors and other such officers in planning and organising measures necessary for the effective control of personal injuries; (b) to advise on safety aspects in all job studies, and to carry out detailed job safety studies of selected jobs; (c) to check and evaluate the effectiveness of the action taken or proposed to be taken to prevent personal injuries; (d) to advise the personnel of store purchase department in

		ensuring high quality and availability of personal protective equipments etc.; (e) to advise on matters relating to carrying out plant safety inspections; (f) to carry out plant safety inspections in order to observe the physical conditions of work and the work practice procedures followed by the employees and to render advice on measures to be adopted for reducing the unsafe physical conditions and preventing unsafe conditions by employees; (g) to render advice on matters relating to reporting and investigation of industrial accidents and diseases; (h) to investigate fatal and serious accidents and to suggest remedial measures to the management; (i) to investigate the reportable cases of industrial disease contracted and dangerous occurrences; (j) to advise on the maintenance of such records as are necessary relating to accidents, dangerous occurrences and industrial diseases; (k) to promote setting up of Safety Committees and to act as an adviser and catalyst to such committees; (l) to organise in association with the concerned department, campaign, competitions, contests and other activities which will develop and maintain the interest of the employees in establishing and maintaining safety conditions of work and procedure; (m) to design and conduct either independently or in collaboration with the organisations, departments imparting industrial safety training, suitable training and educational programme for the prevention of personal injuries and to hold safety seminars at least once in a year; (n) to prepare an annual report of accidents and industrial diseases suggesting their remedial measures and to put it up before the annual meeting of the Board of Directors; (o) to submit a quarterly report electronically or otherwise to the concerned Inspector-cum-Facilitator having jurisdiction through his employer in respect of the works in promoting safety, health, hygiene and better working conditions of workers in the establishment conducted by the Safety Department for the previous quarter; and
Prohibition of performances of other duties under sub-section (2) of section 22	48	(1) No Safety Officer shall be required or allowed to do any other work which is inconsistent with or detrimental to the performance of his duties specified in these rules. (2) The employer of the establishment shall provide each Safety Officer with such facilities, equipments and information as are necessary to enable him to discharge his duties effectively.

CHAPTER V
Hours of Work and Leave with wages

Daily and weekly working hours under clause (b) of sub-section (1) of section 25	49.	(1) No worker shall be required or allowed to work in an establishment for more than 48 hours in any week. (2) The period of work of a worker shall be so arranged that inclusive of intervals for rest, shall not spread over for more than

		ten and a half hours in a day: Provided that the State Government may by notification in the Official Gazette increase the spread over up to 12 hours inclusive of his intervals for rest in respect of any group or class or description of establishment on such conditions as it may deem expedient under section 25. (3) The period of works of workers shall not exceed five hours and no worker shall work for more than five hours before he has had an interval for rest of at least half an hour. (4) The working hours in a day may be modified by the State Government, subject to sub-rules (1), (2) and (3), so that the total number of working hours in a week shall be so fixed and followed.
Weekly day of rest under sub-section (2) of section 26 and 135(2)(za)	50	(1) For the purpose of section 26, there shall be posted up in a conspicuous place outside the office of every establishment, a notice showing the weekly day of rest. (2) Where the weekly day of rest is not the same day for all persons employed in the establishment, the notice shall show the day of rest allowed to each relay, or set of persons or individual. (3) No worker shall be required or allowed to work in an establishment on the first day of the week (hereinafter referred to as the said day), unless he has or will have a holiday for a whole day on one of the three days immediately before or after the said day: Provided that no substitution shall be made which will result in any employee working for more than ten days consecutively without a holiday for a whole day: Provided further that factory or a part of factory or a class of factories which comes under the purview of continuous process factory as set out in Schedule-II shall be allowed to work on daily basis and the first day of week of groups of workers may be different for the purpose of weekly holiday. (4) Where, in accordance with the provisions of sub-rule (3), any worker works on the said day and has had a holiday on one of the three days immediately before it, that said day shall, for the purpose of calculating his weekly hours of work, be included in the preceding week. (5) For the purpose of shift changing of a worker; a holiday of 24 consecutive hours shall be insured between the shifts subject to section 28. (6) The compensatory days of rest shall be so spaced that in any one week not more than two such days shall be allowed to any person. (7) Inspector-cum-Facilitator of jurisdiction, subject to the control of Chief Inspector-cum-Facilitator, may approve, in writing, any other day as the first day of week for any particular area or a class of establishments. (8) The State Government or subject to the control of the State Government the Chief Inspector-cum-Facilitator, for reasons specified in writing, may issue the notifications or office order for weekly holiday and/or duration of work for any establishment or class of establishment other than a factory and may exempt sub-rule (3) subject to the provisions of section 26. (9) A notice of substituted day for the said day shall be delivered to

		the Inspector-cum-Facilitator electronically or otherwise prior to the substituted day or said day, whichever is earlier in case of a factory. The Manager shall keep record of such substituted holiday. (10) Notices given under sub-rule (2) may be cancelled by a notice delivered at the office of the Inspector-cum-Facilitator and a notice displayed in the factory not later than the day before the said day or the holiday to be cancelled, whichever is earlier
Compensatory holidays under sub-section (3) of section 26	51.	(1) The compensatory holidays to be allowed under sub-section (3) of section 26 of the Code shall be so spaced that not more than two compensatory holidays are given in one week. (2) The manager of the establishment 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 26 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.
Extra wages and conditions for overtime under section 27	52.	(1) Where, in an establishment, a worker works for more than nine hours in any day or for more than forty-eight hours in any week, as the case may be, he shall in respect of such overtime work be entitled to wages at the rate of twice his ordinary rate of wages and shall be paid at the end of each wage period. (2) In calculating overtime on any day, a fraction of an hour between 15 to 30 minutes shall be counted as 30 minutes and in case of more than 30 minutes it shall be rounded and shall be counted as an hour on actual basis. (3) In calculating the wages or earnings in the case of a worker paid by the month, the daily wages shall be 1/26th of his monthly wages; and in the case of any other worker it shall be the daily wages or earnings, as the case may be. (4) Workers may be allowed to work on overtime for more than the normal hours of work subject to following circumstances and conditions, namely:- (a) urgent repairs; (b) work in the nature of preparatory or complimentary work; (c) work which is necessarily so intermittent that the intervals during which they do not work while on duty ordinarily amount to more than the intervals for rest; (d) work which, for technical reasons, must be carried on continuously; (e) engaged in making or supplying articles of prime necessity which must be made or supplied every day; (f) engaged in a process which cannot be carried on except during fixed seasons; (g) engaged in a process which cannot be carried on except at times dependent on the irregular action of natural forces;

		(h) engaged in an engine-rooms or boiler-houses or in attending to power-plant or transmission machinery; (i) engaged in process on account of the break-down of machinery; (j) engaged in the loading or unloading of railway wagons or lorries or trucks; (k) exceptional press of work; and (l) engaged in any work, which is notified by the State Government in the Official Gazette as a work of public importance. (5) A worker may be allowed to work overtime in any working day subject to the following conditions- (a) there shall be no overlapping of shifts for such hour of overtime in case of a factory; (b) the worker shall be intimated in writing or electronically for such hours of overtime before he starts working for such hours and he shall be handed over the overtime slip in duplicate signed by the manager or the authorized person stating the period and duration of work for the day; (c) a worker shall not be allowed to work on overtime more than 5 days at one stretch; (d) employer shall ensure that such extra hour will not affect the health and safety of workers adversely owing to engagement in dangerous operations or hazardous processes in case of a factory; (e) consent of worker for overtime shall be taken, in writing; (f) overtime is allowed for urgent work to be done to machinery or plant or else, or in case of "*force majeure*" , or preparatory or complementary work which requires such extra time in case of a factory. (6) Total number of hours of work in any day shall not exceed ten hours except continuous process factories. (7) The period of work of a worker shall be so arranged that inclusive of his intervals for rest, shall not spread over for more than twelve hours in a day. Provided that total number of hours of overtime shall not exceed one hundred and fifteen hours in any quarter of a year which may extended upto a maximum of one hundred and forty four lhours with The prior approval of the State Government.
Circumstances where double employment is allowed under section 30	53.	A part time worker/employee in a factory may be allowed to work in another establishment in any category of work notified by the State Government subject to the following conditions, namely :- (a) a separate attendance register shall be maintained; (b) pro-rata basis leave and other amenities shall be provided; (c) provisions of the Code and rules related to working hours, spread hours, weekly holiday and overtime shall remain applicable: Provided that the State Government may, by notification, add any category of worker and conditions for double employment.

Notice of period of work under sub-section (2) of section 31	54.	(1) Workers working in a shift system shall be rotated suitably. The period of work of workers operating in a single shift shall also be fixed. Such periods of work shall be notified to Inspector-cum-Facilitator electronically or otherwise. (2) Notice of period of work for the adult workers shall be in Form-13 in accordance with the provisions of the Code and rules and it shall be displayed at conspicuous place in the establishment at or near the main entrance and such notice shall be intimated to concerned Inspector-cum-Facilitator electronically. It shall also be kept updated under the provisions of section 31 of the Code. (3) The notice as mentioned in sub-rule (2) above shall clearly indicate for every day, the period during which an adult employee may be required to work. (4) No person shall be allowed to work in an establishment otherwise than in accordance with sub-rule (2): Provided that if a person or persons are working on over time, the period of such hour and such employee shall be displayed duly signed by manager at a conspicuous place. (5) Any proposed change in the system of work in any establishment, which will necessitate a change in the notice referred to in sub-rule (2), shall be displayed on the notice board after getting previous sanction of Inspector-cum-Facilitator. (6) No adult worker shall be required or allowed to work in any establishment otherwise than in accordance with the notice of periods of work for adults displayed in the factory and the entries made beforehand against his name in the registers of adult workers of the establishment.

CHAPTER-VI
Maintenance of Registers, Records and Returns

Maintenance of registers and records under section 33	55.	(1) Employer of every establishment shall maintain electronically or otherwise, the records, registers, testing certificates, examinations, forms, reports, licences and No Objection Certificates as prescribed in the Code or rules. These shall be readily available within the premises of the establishment. (2) In case of manual registers and other records, the same shall be be legibly entered in ink in Hindi/English or the language easily understood by majority of the persons employed. (3) All registers and records shall be preserved by the employer in original for a period of three calendar years from the date of the last report or entry made therein: Provided that when the original record is lost or destroyed before the expiry of one year, true copies thereof, if available, shall be preserved for the prescribed period; Provided further that all the registers and records shall be maintained by the employer in such matters where any case is pending before any authority or before any competent Court, till the final disposal of such cases and the execution of the orders. (4) Every employer shall produce all registers and records electronically or by registered post or manually on demand, before the Inspector-cum-Facilitator or the Chief Inspector-cum-Facilitator or any person authorised in this behalf by the

<table>
<tr><td></td><td></td><td>State Government.</td></tr>
<tr><td></td><td></td><td></td></tr>
<tr><td>Leave Book under section 32 and section 33</td><td>56.</td><td>(1) The employer or manager shall provide each employee with a book in Form-14 hereinafter called the "Leave Book" under the provisions of section 32.
(2) The leave book shall be the property of the worker and the Manager or his agent shall not demand it except to make entries of the dates of leave or interruption in service and shall not keep it for more than one week at a time. Workers shall submit the leave book when required by the manager within three days.
(3) If a worker loses his Leave book, the manager shall provide him with another copy on the payment of rupees ten, subject to the provisions of section 21 of the Code on Wages, 2019 (Act No. 29 of 2019) and shall complete it from his record.</td></tr>
<tr><td></td><td></td><td></td></tr>
<tr><td>Leave with wages under section 32 and section 33</td><td>57.</td><td>The employer or manager shall keep a register for every employee in Form-15 hereinafter called the 'Leave With Wages Register', under the provisions of section 32 of the Code, which shall be filled weekly, or fortnightly or at least once a month.</td></tr>
<tr><td></td><td></td><td></td></tr>
<tr><td>Overtime register under section 33</td><td>58.</td><td>(1) The employer or manager shall maintain a register for the overtime work of worker under the provision of section 27 of the Code in such format as prescribed under the Uttar Pradesh Code on Wages Rules, 2026 for this purpose.
(2) Any work done by a worker beyond the normal specified periods of work, shall be entered in the overtime slips in duplicate indicating therein the actual period of overtime worked by him. A copy of such overtime slip duly signed by the manager or by a person duly authorised by him in that behalf, shall be given to the workers immediately after completion of overtime work:

Provided that if the Officer appointed under section 111 of the Code is satisfied that because of the nature of work carried out in the factory, it is not possible to issue daily slips to the workers, he may permit issue of weekly slips to the workers on the recommendation of Inspector –cum-Facilitator.
(3) The Overtime Slip shall be maintained in the following format :-

Overtime slip

<table><tr><td>Name and address of the establishment</td><td></td></tr><tr><td>Name and designation of the worker</td><td></td></tr><tr><td>Date of work and normal period of work</td><td></td></tr><tr><td>Overtime period and duration in hours</td><td></td></tr><tr><td>Work performed on overtime</td><td></td></tr><tr><td>Signature of the Manager/ Authorised person</td><td></td></tr></table></td></tr>
<tr><td></td><td></td><td></td></tr>
<tr><td>Register of workers under clause (v) of sub-section (a) of section 33</td><td>59.</td><td>(1) The manager or employer of every establishment shall maintain a register of workers, when any work is being carried on in the factory, showing-
(a) the name of each employee in the factory;
(b) the nature of his work;
(c) the group, if any, in which he is included;
(d) where his group works on shifts, the relay to which he</td></tr>
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		is allotted; (e) such other particulars as may be prescribed. (2) No workers shall be required or allowed to work in any establishment unless his name and other particulars have been entered in the Register of workers. (3) The register of workers or attendance register shall be maintained in Form-6. (4) This register shall be produced or shown on demand by an Inspector-cum-Facilitator or the Medical Officer. The employer or manager shall be responsible for the production of the register on such demand, irrespective of the fact whether he is present or not in the establishment during an inspection. (5) A register for adolescent workers, employed if any, shall also be maintained separately in Form-6 and shall be labeled as "Attendance Register of Adolescent Workers". (6) If any person is found in a factory at any time other than during meal or rest intervals, when work is in progress or machinery is in operation, then, unless the contrary is proved, he shall be deemed to be employed in the factory at that time for the purposes of the Code and the rules made thereunder.
Accident Register under section 10, section 11 and section 33	60.	The employer or manager of every establishment shall maintain a register of all accidents and dangerous occurrences, which occur in the establishment as prescribed under rule 15 and 16 of these rules respectively under the Code, in a register in Form-16.
Wage slips and payments under section 33 and the provisions of Code on Wages, 2019	61.	(1) Every employer shall issue wage slips, electronically or otherwise, to the workers in such form, as prescribed, by the rules made by the appropriate Government under the Code on Wages, 2019 (Act No. 29 of 2019) on or before the payment of wages. (2) The wage slip for the payment of overtime work shall be separate from that of regular wage and overtime hours worked by the worker shall be mentioned in it.
Return under section 33	62.	The Employer or Manager of every establishment shall furnish electronically or otherwise to the concerned Inspector-cum-Facilitator having jurisdiction and any other officer or officers specified by the State Government by general or special order the following returns namely :- (a) on or before January 31, every year an Annual Return in the Form-17; (b) on or before July 31, every year, a Half-Yearly Return in case of a Major Accident Hazard installation for the period of January 1 to June 30 in the Form-18: Provided that in the case of an establishment in which work is carried on only during a certain season or seasons of the year, the employer or manager shall submit the return within fifteen days after the closure of that season or last of these seasons, as the case may be.
Display of notices under section 33	63.	(1) In addition to the notices required to be displayed in any establishment by or under this Code or rule, there shall be displayed in every establishment a notice containing such abstracts of the Code, notifications and rules of Central

		Government prescribed for health, safety and welfare provisions under section 18, section 23 and section 24 and such abstract with salient points shall not contain less than 2000 words. The name and office address of the concerned Inspector-cum-Facilitator having jurisdiction, shall also be displayed. (2) All notices required by or under this Code to be displayed in an establishment shall be in Hindi and English and shall be displayed at some conspicuous and convenient place, at the notice board and at or near the main entrance of the factory, and the same shall be maintained in a clean and legible condition. (3) The Chief Inspector-cum-Facilitator may, by order in writing served to the employer or the manager of any factory or building or other construction work, require that there shall be displayed in the factory any other notice or poster relating to the health, safety or welfare of the workers in the factory. (4) Every employer and manager shall display a painted sign board, with conspicuous letters written in white or luminous paint of any color at the main entrance of every establishment in such a manner which is visible from outside stating the following particulars: (a) registration or License number of the establishment; (b) name of the establishment; (c) address of the establishment (giving plot no, locality, street no., pin code etc.); (d) name of the employer; (e) name of the manager.
Payment of wages if the worker dies and nomination form under clause (zzq) of sub-section (2) of section133	64.	(1) Where 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 month of the receipt of intimation of the death of the worker in accordance with clause (vi) of sub-section (1) of section 32 of the Code. (2) Each worker shall submit a nomination in Form-19, duly signed by him and attested by two witnesses. The nomination shall remain in force until it is revised or cancelled by another nomination.
Production of registers	65.	(1) The employer, owner or manager of an establishment shall furnish any information that an Inspector-cum-Facilitator may require for the purpose of satisfying himself of whether any provision of the Code has been complied with or whether any order of an Inspector-cum-Facilitator has been duly carried out. Any demand carried out by an Inspector-cum-Facilitator for any such information, if made, during the course of an inspection shall be complied forthwith if the information is available in the establishment, or, if made in writing, shall be complied with within fifteen days of receipt thereof. (2) All registers, forms, certificates, records required to be maintained under the Code and rules shall be preserved for at least a period of three years to which they relate, including the records of testing and medical examination of workers. (3) Medical records of employees who contracted any notifiable disease or had been declared unfit or suffered from any occupational disease or accident shall be preserved for five years.

CHAPTER-VII
Inspector-cum-Facilitator and Other Authority

Qualification and experience for the post of Chief Inspector-cum-Facilitator under sub-section (5) of section 34	66	The qualification for the post of Chief Inspector-cum-Facilitator for various establishments under the Code shall be as follows:-

S. no.	Name of establishment	Qualification and Experience	Jurisdiction
1	Contract Labour	Additional Labour Commissioner, Enforcement Headquarter as per Uttar Pradesh Labour Service Rules, 1991	Whole of Uttar Pradesh
2	Inter-state migrant workers	Additional Labour Commissioner, Enforcement Headquarter as per Uttar Pradesh Labour Service Rules, 1991	Whole of Uttar Pradesh
3	Audio-visual workers	Additional Labour Commissioner, Enforcement Headquarter as per Uttar Pradesh Labour Service Rules, 1991	Whole of Uttar Pradesh
4	Beedi and Cigar workers	Additional Labour Commissioner, Enforcement Headquarter as per Uttar Pradesh Labour Service Rules, 1991	Whole of Uttar Pradesh
5	Provisions related other than health, safety and welfare of Building and Other Construction workers	Additional Labour Commissioner, Enforcement Headquarter as per Uttar Pradesh Labour Service Rules, 1991	Whole of Uttar Pradesh
6	Provisions related to health, safety and welfare of Building and Other Construction workers	Director of Factories, Uttar Pradesh: Any person appointed as Director of Factories by the State Government as per rules made inThe Uttar Pradesh Inspector of Boilers and Factories Service Rules, 1980.	Whole of Uttar Pradesh
7	Factories	Director of Factories, Uttar Pradesh Any person appointed as Director of Factories by State Government as per rules made in "Uttar Pradesh Inspector of Boilers and Factories Service Rules 1980" as amended time to time:	Whole of Uttar Pradesh
8	Planation	Additional Labour Commissioner, Enforcement Headquarter as per Uttar Pradesh Labour Service Rules, 1991	Whole of Uttar Pradesh
9	Provisions	Additional Labour Commissioner,	Whole of

		<table><tr><td></td><td>related to other than health, safety and welfare of Other Establishment</td><td>Enforcement Headquarter as per Uttar Pradesh Labour Service Rules, 1991</td><td>Uttar Pradesh</td></tr><tr><td>10</td><td>Provisions related to health, safety and welfare of Other Establishment</td><td>Director of Factories, Uttar Pradesh: Any person appointed as Director of Factories by the State Government as per rules made in the Uttar Pradesh Inspector of Boilers and Factories Service Rules, 1980.</td><td>Whole of Uttar Pradesh</td></tr></table> Provided that if the post of Director Factories is lying vacant, due to any reason, the State Government may confer the charge of Director of Factories to any suitable person who is appointed as Deputy Director of Factories.
Powers of Inspector-cum-Facilitator under clause (iv) of sub-section (1) of section 35	67	An Inspector-cum-Facilitator shall for the purpose of clause (iv) of sub-section (1) of section 35 of the Code, have power to do all or any of the following things, with respect to plantation namely:– (a) to photograph any child worker; take samples to inspect, examine, measure; take copies of any relevant document, photograph, sketch or test, as the case may be, any house, building or room, or anything provided for the purpose of securing the health or welfare of the workers employed in a plantation and inspect or take copies any register or document to maintained under the Code and these rules; (b) to require an employer to supply or send any return or information relating to the provisions of the Code or rules made thereunder; (c) to satisfy himself at each inspection that,– (i) the provisions of the Code and the rules regarding the health and welfare of workers employed in the plantation are observed; (ii) the adolescents employed in the plantation have been granted certificates of fitness and that no adolescent is employed who is unfit; (iii) the prescribed registers and records are properly maintained under Code on Wages, 2019 and the Ocupational Seafety, Health and working Conditions Code,2020 ; (vi) the periods of rest and holidays provided by the Code are granted and that the limits of hours of work laid down therein are not exceeded; (v) the notice of period of work required is duly affixed; (vi) leave with wages and sickness and maternity benefits are granted in accordance with the provisions of the Code and other labour laws in force; (vii) to note how far the defects pointed out in the previous inspections have been removed and how far orders previously issued have been complied with; and (viii) to point out all such defects or irregularities as he may have observed and to give orders for their removal and to record and furnish to the employer a summary of the defects or irregularities and of his orders.

Powers of Inspector-cum-Facilitator under clause (xiv) of sub-section (1) of section 35	68	(1) An Inspector-cum-Facilitator shall, for the purposes of the execution of the Code and Rules, have power to do all or any of the things specified in section 35 of the Code: Provided that the powers of the public officers, who are not appointed for the post of Inspector of Factories in the Uttar Pradesh Inspector of Boilers and Factories Service Rules, 1980 as amended time to time) as are appointed to Inspector-cum-Facilitator under section 34 or otherwise shall not carry out administration of the provisions of clause (b) of sub-section (1) of section 6, section 10, section 11, section18, section 22, section 26, section 31, sub-section (d) of section 33, section 37, section 43, Part VII of Chapter XI of the Code in factories and establishments relating to building or other construction work. Other provisions related to safety and health under the code and rules made thereunder. (2) The Inspector-cum-Facilitator shall keep a file of the records of inspections, enquiries, orders and compliances thereof. (3) The Inspector-cum-Facilitator may, as he deems necessary, issue prohibition order or improvement notice in the Form-20 pointing out the non-compliance of provisions of safety, health and working conditions under the Code, and rules and regulations framed thereunder, to the employer or occupier of the establishment: Provided that after receiving such order or notice, the employer/ occupier shall ensure that the contraventions mentioned under the said order/ notice are complied with and he shall send a request on Form-20 to concerned Inspector-cum-Facilitator to reinspect the establishment: Provided further that after receiving such request the Inspector-cum-Facilitator may, if he thinks to be appropriate, re-inspect the establishment and if he finds that the contraventions observed by him in the aforesaid order or notice are not complied with, he shall start the process of compounding of such offence, if such violation is compoundable, or he shall send a report to a person one rank above the inspecting officer or to Chief Inspector- cum-Facilitator, as the case may be, for sanctioning the prosecution and upon receiving the approval of the prosecution, he shall launch the prosecution before Competent Court as per the provisions of the Code and the rules made thereunder.
Manner of taking samples under clasuse (x) of sub-section (1) of section 35	69	(1) An Inspector-cum-Facilitator may, at any time during the normal working hours of an establishment occupier or manager of the establishment or the other person for the time being purporting to be in charge of the establishment take in the manner hereinafter provided a sufficient sample of any substance used or intended to be used in the establishment such use being;- (a) in the belief of the Inspector-cum-Facilitator, in

		contravention of any of the provisions of the Code or the rules made thereunder; or (b) in the opinion of the Inspector-cum-Facilitator likely to cause bodily injury to, all injury to the health of, employee in the establishment. (2) Where the Inspector-cum-Facilitator takes a sample under sub-rule (1), he shall, in the presence of the person informed under that sub-rule, unless such person wilfully absents himself, divide the sample into three portions and effectively seal and suitably mark them, and shall permit such person to add his own seal and mark there to. (3) The person informed as aforesaid shall, if the Inspector-cum-Facilitator so requires, provide the appliances for dividing, ceiling and marking the sample taken under this rule. (4) The Inspector-cum-Facilitator shall – (a) forthwith give one portion of the sample to the person informed under sub-rule (1); (b) forthwith send the second portion to a Government Analyst for analysis and report thereon; (c) retain the third portion for production to Court before which proceedings, if any, are instituted in respect of the substance. (5) Any document purporting to be a report under the hand of any Government Analyst, upon any substance submitted to him for analysis and report under this rule, may be used as evidence in any proceeding instituted in respect of the substance.
Duties Inspector - cum-Facilitator under clause (xiv) of sub-section (1) of section 35	70	(1) All Inspecting Officers, if requested by the employer or manager of the establishment, shall produce an authorized identification card issued electronically or otherwise. (2) Identification cards shall be issued for Medical Officers appointed under section 42, by Director of Medical and Health Services or the Labour Commissioner, Uttar Pradesh or by their respective appointing authorities. For Inspector-cum-Facilitator, the Identification cards may be issued by the Labour Commissioner or the Chief Inspector-cum-Facilitator electronically or otherwise.
Third party Auditor under section 37	71	(1) The Chief Inspector-cum-Facilitator may recognize a third-party auditor or any institution electronically for the purpose of section 37. (2) Third Party Auditor shall be of two types:- (a) Labour Law Auditor who shall audit the establishment for provisions other than health , safety and welfare under section 2 (1)(v) the code. (b) Technical Occupational Health ,safety and welfare Auditor who shall audit the establishment for provisions of health , safety and welfare of the establishment under section 2 (1)(w) of the Code. (3) The following shall be the eligibility criteria for third party audit firms- (a) the firm must be registered in India under a suitable legal framework such as the Companies Act, 2013, the Limited Liability Partnership Act, 2008, in must be a proprietorship, or partnership. (b) the firm must be registered with the Labour Department; (c) the labour law auditing firm must have qualified experience in labour laws, and the technical Occupational Safety and

		Health auditing firm must have experience in auditing under the Factories Act, 1948 and its related rules. (4) third party labour law auditor or expert shall possess the following qualifications:- Bachelor's Degree in Law and a minimum of 7 years of experience of labour laws; or Bachelor's Degree in Law and a minimum of 7 years of experience as a legal practitioner; or a retired Additional/Deputy/Assistant Labour Commissioner of the State of Uttar Pradesh or an equivalent Officer of the Central Government having minimum experience of 5 years in that capacity. (5) A third party technical/Occupational Safety and Health ,auditor or expert shall possess the following qualification:- (a) Degree in the branch of Chemical or Mechanical or Electrical or Civil or Production or Environmental Engineering from a recognized institution and having practical experience in manufacturing, maintenance or safety department in supervisory capacity or above in factories or in the field of occupational safety and health for a period of not less than twelve years; or (a) a Diploma in branch of Chemical or Mechanical or Electrical or Civil or Production or Environmental Engineering and one year full time diploma in industrial safety from a recognized institution and have practical experience in manufacturing, maintenance or safety department in the supervisory capacity or above in factories for a period of not less than fifteen years; or (b) a Degree in Bachelor of Science with Physics or Chemistry and one year full time diploma in industrial safety from a recognized Institution and having practical experience in manufacturing, maintenance or safety department of an establishment in supervisory capacity or above in factories for a period of not less than fifteen years; or (c) a Degree in Bacheor of Science with Physics or Chemistry and one year full time diploma in industrial safety form a recognized Institution and having practical experience on the post of supervison for above in manufacturing, maintenance or safety department, or an establishment for a period of not less than fifteen year; or (d) a Degree or diploma in any branch of Engineering and having experience in Directorate of Factories or Central/ Regional Labour Institutes under DGFASLI in the capacity not below the rank of Assistant Director for a period of not less than ten years; or (e) any equivalent of above four clauses in any combination: Provided that the decision of State Government with respect to equivalency of qualifications and experiences shall be final in case of any dispute. (6) The maximum age of the expert or Third party Auditor shall be 65 years. (7) The empanelment of a Third party Auditor or expert shall not be for a period of more than 2 years at a time.

Manner of alternative employment under sub- clause (d) of clause (A) of sub-section (1) of section 38	72	(1) It shall be the duty of the occupier to provide alternative employment to any person whose employment has been affected by an order under sub-clause (a) of clause (A) sub-section (1) of section 38, if any other establishment of the same employer exists within the radius of one hundred kilometers. (2) The alternative employment may be offered only when the period of employment affected by the order is fifteen days or more. (3) Such persons shall be given notice at least three days before the actual date of such order. (4) The wages and other facilities shall not be affected to the detriment of such person.
Qualification of Medical Officer under section 42	73	(1) A medical practitioner must possess the following qualifications to be appointed as a Medical Officer in relation to a factory, building or other construction work, plantation, motor transport undertakings and in any other establishments:– (a) must hold any recognized medical qualification as defined in the National Medical Commission Act, 2019, (Act No. 30 of 2019) and should be enrolled on the National Register as defined in clause (m) of section 2 or on the State Register as defined in clause (v) of section 2 of the aforesaid Act; and (b) must possess a Certificate of Training in industrial health of minimum three months duration recognized by the State Government or should possess a diploma in Industrial Health or equivalent in case of factories or building and other construction works carrying out hazardous process or dangerous operation. (2) No person shall be appointed, to be, or authorised to exercise the powers of a Medical Officer, or having been so appointed or authorised, continue to exercise such powers, who is or becomes the occupier of a factory or is or becomes directly or indirectly interested therein or in any process or business carried on therein on in any patent or machinery connected therewith or is otherwise in the employee of the factory: Provided that the State Government may, by order in writing and subject to such conditions as may be specified in the order, exempt any person or class of persons from the provisions of this sub-rule in respect of any factory or class or description of factories.
Types of establishments dangerous occupations or prodesses where medical officer shall perform his duties under section 42	74	1. Medical officer shall carry out examination and furnish report as State Government may direct,- (a) for examination and certification of workers in an establishment in such dangerous occupation or processes as specified in the First schedule to the Code; (b) for medical supervision of any establishment or class of establishment where cases of chronic occupational illness have occurred due to arduous nature of any process carried on or hazardous condition of work; (c) in respect of any establishment or class of establishment or description of establishment in which operations involved in risk of injury to the health of any person or class or persons employed therein; (d) to undertake occupational health survey for any or class of any establishment, where cases of illness have occurred or there is prevalence of disease as prescribed in Third Schedule to the Code; 2. The Medical Officer shall, upon demand by the Chief Inspector-

		cum-Facilitator or an Inspector-cum-Facilitator carry out such examination and furnish him with such report as he may indicate, for any factory or class or description of factories wher,- (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 substance used therein, or by reasons of the adoption of any new manufacturing process or of any new substance brought into 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 detrimental to their health. (3) Examination and certification of adolescents shall be done as may be required from time to time. (4) Following shall be the dangerous operations or hazardous processes for the purposes of medical examination of workers who are engaged with, namely:- (i) operations declared dangerous operations under Section 82 of the Code; (ii) factories carrying on hazardous process as per the First Schedule of the Code; (iii) treatment of Biomedical waste; (iv) sewerage treatment; (v) solid waste management; (vi) marble cutting; (vii) ready mix concrete; (viii) hot mix concrete; (ix) such other occupation or process, as may be declared by the State/Central Government from time to time, to be dangerous operations. (5) The Medical Officer may examine the persons employed in processes under sub-rule (3) and shall record the results of his examination in the Health Register in Form-7. (6) If The Medical Officer finds as a result of his examination that any person employed in such process is no longer fit for medical reasons to work in that process, he shall recommend transfer such person from working in that process to a better environment for such time as he may think fit and no person after such recomondation shall be employed in that process without the written sanction of the Medical Officer in the Health Register. (7) The manager of a factory shall afford to the Medical Officer facilities to inspect any process in which any person is employed or likely to be employed. (8) The Medical Officer shall send the report/inspection report to Chief inspector-cum-Facilitator and the Inspector-cum- Facilitator having jurisdiction. (9) The fee for a certificate or examination under this rule shall be specified by State Government by special or general order and it shall be paid by the employer.
Medical Examination and certification of	75	(1) The Medical Officer shall, on the application of any adolescent or his parent or guardian accompanied by a document signed by the employer of an establishment that such person will be employed

adolescent under clause (c) of sub-section (2) of section 42 and safeguards for employment of adolescents under sub-section (2) of section 93		therein, certify such adolescent to be fit for working in an establishment, or on the application of the employer of an establishment in which any adolescent wishes to work, examine such person and ascertain his fitness for work in that establishment. (2) The Medical Officer, after examination, may grant to such adolescent, in Form-8, or may renew, a certificate of fitness to work in an establishment as an adolescent, if he is satisfied that the adolescent has completed his fourteenth year, has attained the prescribed physical standards and is fit for such work: Provided that, the Medical Officer may seek opinion of specialists like radiologist, dentist and orthopedic surgeon, as the case may be, for the purpose of determination of age of the adolescent: Provided, further that, unless the Medical Officer has personal knowledge of the place where the adolescent proposes to work and of the manufacturing process in which he will be employed, he shall not grant or renew a certificate under this sub-rule until he has examined such place. (3) A certificate of fitness granted or renewed under sub-rule (2),- (a) shall be valid only for a period of twelve months from the date thereof; (b) may be made subject to conditions with regard to the nature of the work in which adolescent may be employed, or requiring re-examination of the adolescent before the expiry of the period of twelve months. (4) A Medical Officer shall revoke any certificate granted or renewed under sub-rule (2), if in his opinion, the holder of such certificate is no longer fit to work in the capacity stated therein in an establishment.

CHAPTER-VIII

Special Provisions Relating to Employment of Women

Special provisions relating to employment of women under section 43	76	The Women employees may be employed before 06:00 a.m. and beyond 07:00 p.m. in any establishment subject to the following conditions:- (a) no women employee shall be bound to work without her consent taken in writing, before 06:00 AM and after 07:00 PM; (b) the employer shall make necessary arrangements at the expense of the establishment for her transport from her residence to the establishment and back and he shall make an arrangement for a helpline number at visible common place; (c) the employer shall provide for supper to all such female employees; (d) employer shall ensure sufficient supervision during such working hours and journey thereof; (e) employer shall ensure well maintained toilets, washrooms, changing rooms, drinking facilities, entry and exit points for women and he shall also ensure that passages to these amenities are well lit and near the workplace; and suitable provisions of closed circuit televisions (CCTV) surveillance on the way to these facilities shall be ensured by the employer; (f) during night shifts not less than four women employees shall be allowed or required to work in the premises or a particular

		department; (g) the employer shall intimate the arrangements proposed by him to the Inspector-cum-Facilitator having jurisdiction in the area for verification, affording him a minimum period of seven days for such verification; (h) the employer shall send a monthly report electronically or otherwise to the Inspector-cum-Facilitator under the Code about the details of women employees engaged during night shifts and shall also send express report whenever there is some untoward incident to the Inspector-cum-Facilitator and the local police station as well; (i) the Inspector-cum-Facilitator having jurisdiction in the area shall enforce the safe working conditions of women employees and carefully take note of any non-compliance in their inspections from time to time; (j) no women employee shall be employed against the maternity benefit provisions as laid down under the Code on Social Security, 2020 (Act no. 36 of 2020), (k) additional paid leave may be permitted to the women employees during their menstruation period for the night shifts; (l) employer shall take appropriate steps to prevent sexual harassment. The employer shall maintain a complaint mechanism in the establishment itself as prescribed in the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (Act No. 14 of 2013) or in any other related enactments; (m) the women employees shall be made aware of their rights in particular by prominently displaying the guidelines as may be required; (n) sanitary napkins of adequate quantity conforming to Indian standards shall be provided and maintained in the women's toilets for their use, and the same shall be replenished on daily basis. (o) disposable bins with lids shall be provided within the women's toilets for the collection of the used napkins. The used napkins shall be disposed of as per the procedure approved by the Inspector-cum-Facilitator. (p) dedicated telephone numbers of the establishment shall be displayed at conspicuous places both at the establishment as well as inside the vehicles, so that any woman employee can utilize them in case of any exigency or emergency.
Adequate safeguards for employment of women hazardous process or in dangerous operations under section 44	77	(1) Women workers may be employed in hazardous and dangerous operations with their consent. (2) Women workers who are feeding mothers or pregnant shall be exempted from employment in hazardous and dangerous operations. (3) All the measures as mentioned in the Code relating to hazardous process and dangerous operations shall be complied with by the occupier or employer, as the case may be. (4) Women shall be well trained on their job and they shall be rendered knowledge about the hazardous properties of the substances being handled, stored or manufactured at their workplace and measures to overcome with the same. (5) Women employed in hazardous process or dangerous operations shall be provided all the necessary personal protective appliances at the workplace, they are deployed.

CHAPTER IX
Special Provisions for Contract Labour Inter-State Migrant Workers Audio- Visual Workers and Beedi and Cigar Workers

PART I
CONTRACT LABOUR

<table>
<tr>
<td>Form and manner of granting Licence, modification and amendment to Contractor under sub-section (1) of section 48</td>
<td>78</td>
<td>(1) Every application by a Contractor for grant of licence regarding supply or engagement by contract labour or undertaking or execution of work through contract labour or modification or amendment of such licence shall be made electronically in Form-25 on the official portal of Government of Uttar Pradesh.
(2) Every application for the grant of a licence or modification or amendment thereof shall be accompanied by a certificate by the principal employer in Form-26, including particulars of information related to the employment of inter-state migrant workers, to the effect that the applicant has been employed by him as a contractor in relation to his establishment and that he undertakes to be bound by all the provisions of the Code and the rules made thereunder in so far as the provisions are applicable to him as principal employer in respect of the employment of contract labour by the applicant.
(3) The application shall be accompanied with a declaration of applicant that the information submitted by him for grant of licence or modification or amendment thereof is correct in all respects and he qualifies the requirement prescribed in rule 79.
(4) Fees to be paid for grant of such licence shall be as specified in the table below:-
TABLE OF FEES FOR CONTRACT LABOUR LICENCE
<table>
<tr><th>S.No</th><th>Number of workers employed by the contractor in the establishment</th><th>Amount of fees (in rupees)</th></tr>
<tr><td>(i)</td><td>Up to 49 contract worker</td><td>No licence is required</td></tr>
<tr><td>(ii)</td><td>Fifty or more than fifty but less than hundred workers</td><td>2500.00</td></tr>
<tr><td>(iii)</td><td>Hundred or more but less than two hundred fifty workers</td><td>5000.00</td></tr>
<tr><td>(iv)</td><td>Two hundred fifty or more but less than five hundred workers</td><td>12500.00</td></tr>
<tr><td>(v)</td><td>More than five hundred workers</td><td>25000.00</td></tr>
</table>
Provided that the State Government may amend the above Table of schedule of fee for contract labour licence by general or special order.

(5) The Contactor shall deposit the security amount calculated at the rate of rupees one thousand for each of the workman to be employed as a contract labour in respect of which application for licence has been made.</td>
</tr>
<tr><td></td><td></td><td></td></tr>
</table>

Terms and conditions of licence and responsibilities of the contractor under clause (a) of sub-section (3) of section 47	79	(1) Every contract labour licence granted by the portal shall be in Form-27. (2) Every licence granted under sub-rule (1) shall Contractor contain the responsibilities of the and be subject to the following terms and conditions, namely:- (a) the licence shall be non-transferable; (b) the number of workmen employed as contract labour/migrant workmen in the establishment shall not, on any day, exceed the maximum number specified in the licence; (c) except as provided in the rules, the fees paid for the grant or, as the case may be, for renewal of the licence shall be non-refundable; (d) the rates of wages payable to the workmen by the contractor shall not be less than the rates prescribed for the employment under the Minimum Wages Act, 1948 (Act No. 11 of 1948) or the Code on Wages, 2019 (Act No. 29 of 2019), where applicable, and where the rates have been fixed by agreement, settlement, award, or by the State Government, not less than the rates so fixed; (e) Other conditions shall be as follows:- (i) in case where the workmen employed by the contractor perform the same or similar kind of work as the workmen directly employed by the principal employer of the establishment, the wage rates, holidays, hours of work and other conditions of service of the workmen of the contractor shall be the same as applicable to the workmen directly employed by the principal employer of the establishment on the same or similar kind of work: Provided that in the case of any disagreement with regard to the type of work, the same shall be decided by the concerned designated Authority or Inspector-cum-Facilitator having jurisdiction whose decision shall be final; (ii) in other cases, the wage rates, holidays, hours of work and conditions of service of the workmen of the contractor shall be such as may be specified in this behalf by the concerned designated Authority or Inspector-cum-Facilitator having jurisdiction ; (f) Every contract labour/migrant worker shall be entitled to allowances, benefits, facilities etc, as specified in the Code and these rules; (g) in every establishment where thirty or more women are ordinarily employed, there shall be provided two rooms of reasonable dimension for the use of their children under the age of six years. One of such rooms shall be used as a play room for the children and the other as bed room/ sleeping room for the children. For this purpose the contractor shall supply adequate number of toys and games in the play room and sufficient number of cots and beddings in the sleeping room. The standard of construction and maintenance of the creches may be such as may be specified in this behalf by the concerned designated Authority or Inspector-cum-Facilitator having jurisdiction; (h) the licensee shall notify any change in the number of workmen or the conditions of work to the Authority; (i) a copy of the licence shall be displayed prominently at the premises where the contract work is being carried on;

		(j) the contractor shall comply with all the provisions of the Code and these rules; (k) the licensee shall, within fifteen days of the commencement and completion of each contract work, submit a return to the Authority designated under section 46 of the Code intimating the actual date of the commencement or, as the case may be, completion of such contract work in Form-28; (l) the Contractor or principal employer shall not appoint any contract worker in core activities as defined in section 2(p) except in cases specified in the proviso to sub-section (1) of section 57 of the Code.
Register of principal employers under sub-section (1) of section 48	80	A register of principal employers, to whom registration has been issued under these rules shall be maintained by the designated Authority in Form–4 electronically.
Register of contractors under sub-section (1) of section 48	81	A register of contractors to whom licences have been issued under these rules shall be maintained by the designated Authority in Form–29 electronically.
Matters to be taken into account in granting or refusing a licence under sub-section (2) of section 48	82	In granting or refusing to grant a licence, the licensing officer shall take the following matters into account, namely:— (a) whether the applicant,— (i) is a minor; or (ii) is of unsound mind and stands so declared by a competent court; or (iii) is an undischarged insolvent; or (iv) has been convicted at any time, during a period of two years, of an offence which is criminal in nature involving offences which are liable for punishment for more than three months of imprisonment; (b) whether there is an order of the Central or State Government or an award or settlement for the abolition of contract labour in respect of the particular type of work in the establishment for which the applicant is a contractor; (c) whether any order has been made in respect of the applicant under sub-section (1) of section 14 of the Contract Labour (Regulation and Abolition Act, 1970 (Act No 37 of 1970) or Section 51 of the Code, and, if so, whether a period of three years has elapsed from the date of that order; (d) whether the fees for the application has been deposited at the rate specified; and (e) whether security has been deposited by the applicant at the rates specified.
Refusal to grant licence under sub-section (2) of section 48	83	(1) On receipt of the application from the contractor, and as soon as possible thereafter, the licensing officer shall investigate or cause investigation to be made to satisfy himself about the correctness of the facts and particulars furnished in such application and the eligibility of the applicant for a licence. (2) Where the licensing officer is of opinion that the licence should not be granted, he shall, after affording reasonable opportunity to the applicant to be heard, make an order rejecting the application. (3) The order shall record the reasons for the refusal and shall be communicated to the applicant.

Manner of grant of licences under sub-section (2) of section 48	84	If the application for grant licence or its modification or amendment is complete in all respects, the licence shall be granted by the Authority in Form-27 electronically within such period as specified in the Uttar Pradesh Janhit Guarantee Adhiniyam, 2011 (UP Act No 3 of 2011) failing which such application shall be deemed to have been granted the licence or amendment, and the certificate of licence or amendment shall be auto generated by the portal.
Refund of security deposit of sub-section (2) of section 48	85	(1) On expiry of the period of licence or after the completion of the work, the contractor may, if he does not intend to have his licence renewed further, make an application along with a no-objection certificate issued by principal employer in this regard, electronically to the Authority for the refund of the security deposited by him along with the copy of licence and notice of completion of work and bank details in which amount is required to be refunded. (2) If the licensing authority is satisfied that there is no breach of the conditions of licence or there is no order for the forfeiture of security deposit or any portion thereof, he shall direct the refund of the security deposit to the applicant. (3) If there is any order directing the forfeiture of any portion of contractor's security deposit, the amount to be forfeited shall be deducted from the security deposit, and balance, if any, shall be refunded to the contractor. (4) Any application for refund shall, as far as possible, be disposed of within thirty days of the receipt of the application. (5) Record of security amount deposited and refunded shall be maintained in Form–30 electronically by the Authority.
Fees for modification or amendment in license under sub-section (3) of section 48	86	If an application for amendment of licence is made for increasing the number of contract labour, the additional fees as prescribed in sub-rule (4) of rule 82 and additional security fees as prescribed in sub-rule (5) of rule 82 shall be deposited by the applicant.
Renewal of license under sub-section (3) of section 48	87	(1) Every contractor shall apply to the Authority, for renewal of licence, electronically on the web-portal specified by this purpose by the State Government. (2) Every such application shall be submitted on the said portal at least thirty days prior to the expiry of licence period but not before ninety days of such expiry of licence. (3) The security deposit and the fee chargeable for renewal of the licence shall be the same as for the grant of licence under Rule 82: Provided that if the application for renewal is not received within the time specified in sub-rule (2), an additional fee of twenty five per cent, shall be payable for such renewal. (4) It shall be the responsibility of the authority concerned to renew licence within such period as specified in the Uttar Pradesh Janhit Guarantee Adhiniyam, 2011 (UP Act No 3 of 2011) failing which such licence shall be deemed to have been renewed and the certificate of renewal of licence shall be auto generated by the portal.
Responsibility of contractor under sub-section (4) of Section 48	88	(1) The responsibility of contractor for the payment of wages to contract labour shall be such as that of employer in Code of Wages, 2019 (Act No. 29 of 2019) and the rules made thereunder. (2) The contractor shall provide to principal employer of the establishment, the details of wages and copy of register of wages within seven days from the date of such payment.

		(3) Where under proviso to sub-section (2) of section 55, it is not practicable to disburse payment in the mode specified in sub-section (2) of section 55, the payment shall be made strictly in the presence of authorized representative of principal employer with prior intimation to designated Authority or Inspector-cum-Facilitator electronically or otherwise. (4) Each licencee/ contractor shall be responsible to follow all the Labour Codes and other labour laws and rules made by Central or State Government in this behalf, as applicable. (5) The licencee/ contractor shall be responsible to follow the terms and conditions under which the licence has been granted to him. (6) All contract labour shall be made member of Employees Providant Fund Organization and Employees State Insurance Corporation subject to applicability under the respective provisions of the Code on Social Security, 2020 (Act. 36 of 2020). (7) The contractor shall notify any change in the number of workers or conditions of work to the Licensing Authority, electronically. (8) If, in any case, the contractor fails to follow the provisions of the Code and rules made thereunder or violates other labour laws, the Authority may cancel his licence and may forfeiture the security amount. The Authority may also direct the Inspector-cum-Facilitator having jurisdiction to take appropriate action against such contractor.
Intimation of work order and time limit for intimation under sub-section (1) of section 50	89	(1) When a Contractor receives work order from an establishment either to supply contract labour in the establishment or to execute contract through contract labour in the establishment, he shall within fifteen days from the date of receipt of such order intimate the same electronically or otherwise or through official portal of the Labour Department of the State Government to the Authority appointed under section 119 of the Code in Form-28. (2) The details of work order shall be sent by the contractor or his authorized representative. (3) The intimation shall be sent electronically on the web-portal or otherwise to the concerned designated Authority and Inspector-cum-Facilitator having jurisdiction.
Manner of suspension or cancellation of licence in cases of failure of intimation to appropriate Government under sub-section (2) of section 50	90	Where the Contractor fails to give the aforesaid intimation, the designated authority may after giving a show-cause notice of at least fifteen days and after affording him reasonable opportunity of hearing, may suspend or cancel the licence electronically or otherwise.
Appeal under sub-section (1) of section 52	91	The appellate authority under sub-section (1) of section 52 of the Code shall be Labour Commissioner, Uttar Pradesh.
Wage period for payment of wages under sub-section (1) of section 55	92	(1) The contractor shall fix the wage periods in respect of which wages shall be payable and no wage period shall exceed one month. (2) The wages of every person employed as contract labour in an establishment or by a contractor shall be paid in accordance with the provisions of Code on Wages, 2019(Act No. 29 of 2019) and the rules made thereunder. (3) The wages shall be disbursed through bank transfer or electronic mode only.

Manner of payment to those contractual workers where bank transfer or electronic mode is not possible under sub-section (2) of section 55	93	(1) Where under proviso to sub-section (2) of section 55, it is not practicable to disburse payment in the mode specified in sub-section (2) of section 55, the payment shall be made strictly in the presence of authorized representative of principal employer with prior intimation to Inspector-cum-Facilitator electronically or otherwise up to a duration of maximum two months or till opening of their bank account, whichever is earlier. (2) The contractor shall facilitate the workers to open their bank accounts. (3) It will be the responsibility of the principal employer to ensure that no worker is paid, in contravention to the provisions of sub-rule (1), beyond the maximum time limit.
Manner of payment of wages to contract workers from security deposit, if contractor fails to pay under sub-section (4) of section 55	94	(1) If the contractor or principal employer does not pay the wages to the contract labour employed by him, designated authority shall conduct or cause to conduct an inquiry and after giving an opportunity to be heard, to the contractor, shall pass an order to make payment, if any, of such wages from the amount deposited by the contractor as security deposit. (2) The contractor shall re-furnish the security deposit within a period of fifteen days or else, his licence shall be liable to be suspended or cancelled.
Experience certificate under section 56	95	Every contractor concerned shall issue on demand experience certificate in Form–31 to the contract labour on his letter head with his signature and seal adhering the key points like details of the period, work performed, experience gained in various fields as performed by such contract labour.
Form and manner of application for declaration of core activity under clause (a) and (b) of sub-section (2) of section 57	96	1. If a question arises, as to whether, any activity of an establishment is a core activity or otherwise, the aggrieved party may make an application in Form-32 to the officer appointed under section 57(1)(a) of the Code. 2. The said application shall contain complete details of the activity in question and manufacturing processes of the establishment. 3. The Such application shall also contain the justification for making such an application. 4. The application shall be accompanied with such documents are deemed necessary by the applicant. 5. Where the State Government refers any such question *suo-moto* or refers the application to Authority designated under clause (a) of sub-section (2) of section 57, such designated Authority shall send a report to the State Government within a period of two months from the date of receipt of such question or application and thereafter the State Government shall decide the question within two months from the date of receipt of such report.

PART-II
Inter-State Migrants Workers

Minimum service of entitlement, periodicity,	97.	(1) The employer shall pay a lump-sum reasonable amount on account of fare for to and fro journey to the inter-state migrant

class of travel and matters related with journey allowance under section 61		worker by train (not less than second class sleeper) or by bus or by any other mode of passenger transport from the place of employment to the place of residence in the home State, if he has worked for a period of not less than 180 days in the concerned establishment in preceding twelve months. Such amount shall be paid to the inter-state migrant worker in the following situations :- (a) on termination of his service before the expiry of the period of employment for any reason whatsoever; (b) on him being in-capacitated for further employments on account of injury or continued ill-health duly certified as such by a registered medical practitioner; (c) on cessation of work in the establishment which is not due to any fault on the part of the migrant workman; and (d) on his resignation from service on account of non-fulfilment of terms and conditions of his employment by the contractor. (2) If the migrant worker is employed for more than six months, he shall be given journey allowance for to and fro journey from the place of employment to the place of residence, after the expiry of every six months. (3) The journey allowance shall be paid by the principal employer electronically, as far as practicable.
Beneficiary schemes for inter-state migrant workers under section 62	98.	(1) If any inter-state migrant worker chooses the option to avail the benefits of the Public Distribution System in the State of Uttar Pradesh, then the Food and Civil Supplies Department or other department or authority, as specified by the State Government, functioning in the concerned district shall provide them foodgrains and other facilities as per the scheme of the Department or Authority. (2) For the purpose of sub-rule (1) and (2) State Government and the Board, as the case may be, may formulate their mechanism and process.
Toll free helpline number under section 63	99.	(1) The Labour Commissioner, Uttar Pradesh shall establish a toll-free helpline to inter-state migrant workers in the manner as may be determined by the State Government by a Government order to address queries and grievances of the migrant workers. (2) A record of calls on the toll-free number shall be maintained electronically in such form and format has may be specified by the Labour Commissioner in this behalf.
Study of Inter State Migrant worker under section 64	100.	(1) The State Government may at any time as it deems necessary, or if directed by the Central Government, conduct a study of Inter-State Migrant Workers from the State of Uttar Pradesh or to the State of Uttar Pradesh to promote safety, health and welfare of inter-state migrant workers. (2) The manner of such study, composition of study team and other matters shall be such as may be decided by the State Government. (3) Wherever required, the State Government may also consult expert organizations and different stakeholders involved in safety, health and welfare of the inter-state migrant workers.

PART-III
Audio-Visual Workers

Agreement between audio-visual worker and producer of audio-visual program or contractor under sub-section (2) of section 66	101.	(1) The agreement between audio-visual worker, producer of audio-visual program or contractor, if any, shall be in Form-33. (2) Such agreement shall contain the following particulars:- (a) name of the audio-visual program; (b) name and address of the producer and contractor (if any); (c) name and address of audio-visual worker; (d) nature of employment of audio-visual worker; (e) duration of employment; and (f) terms and conditions of employment such as wages and other benefit, health and working conditions, safety, hours of work, welfare facilities, dispute resolution process or mechanism, which shall not be less than the entitlement of audio-visual worker in the Code. (3) If such audio visual workers are covered under the provision of an enactment for the time being in force for providing benefit of provident fund to him, a copy of such agreement shall be forwarded by the producer of audio visual program to the concerned provident fund authorities of Central Government.
Dispute resolution mechanism, constitution and other details of authorities	102.	The dispute resolution mechanism, process and constitution of authorities and Courts shall be such as provided in Code on Industrial Relations, 2020 (Act No. 35 of 2020) and rules made thereunder by the State Government.

PART-IV
Beedi and Cigar Workers

Form of application for grant of license under sub-section (2) of section 74	103.	(1) Every application under sub-section (2) of section 74 for a licence to use or allow to be used any place or premises as an industrial premises shall be made in Form-34 electronically on the official portal of the State Government. (2) The application shall be accompanied by plans showing,- (a) the site of such place or premises, the areas therein to be used for manufacturing processes and the immediate surroundings of such place or premises, including adjacent buildings, structures, roads, drains, and the like; and (b) the plan, elevation and necessary cross-sections of, the details relating to natural lighting, ventilation, means of escape in case of fire, position of the plant and machinery, if any, used, aisles and passage-ways in or in relation to, the various buildings which are intended to be used for manufacturing processes. (3) Before granting such licence the Authority shall also take into consideration whether the site of an industrial premises is proposed to be altered or whether industrial premises has been closed by the applicant during the period of twelve months immediately preceding the date of the application with a view to cause prejudice to the interests of the labour. (4) The fee for licence grant or renewal of as specified under sub-rule (1) of rule 109 shall be paid

<table>
<tr><td></td><td></td><td>(5) The application shall be accompanied with an affirmative electronically through the postal specified for this purpose declaration of the employer under sub-section (4) of section 74 in Form-35 .</td></tr>
<tr><td></td><td></td><td></td></tr>
<tr><td>Fee for grant or renewal of licence under sub-section (2) of section 74</td><td>104.</td><td>(1) The fees to be paid for grant or renewal of license shall be as specified in table below.-<table><tr><td></td><td>Number of employees proposed to be employed on any day during the financial year</td><td>Fee (in Rs.)</td></tr><tr><td>(a)</td><td>Does not exceed twenty</td><td>500</td></tr><tr><td>(b)</td><td>More than twenty but does not exceed fifty</td><td>1000</td></tr><tr><td>(c)</td><td>More than fifty but does not exceed hundred</td><td>1500</td></tr><tr><td>(d)</td><td>More than hundred</td><td>2000</td></tr></table>(2) Fee to be paid for grant of duplicate licence shall be rupees one hundred.
(3) If the Authority refuses to grant or renew any licence under section 74, the fees paid therefor shall not be refunded.</td></tr>
<tr><td></td><td></td><td></td></tr>
<tr><td>Information and site plan regarding application for license under section 119 and sub-section (3) of section 74</td><td>105.</td><td>If the occupier/ employer of the beedi and cigar establishment wishes to obtain a licence under the provisions of section 119 of the Code, then he shall mention the maximum number of employees proposed to be employed at any time of the day in the place or premises and shall enclose the plan of the place or premises to be used, in Form- 34.</td></tr>
<tr><td></td><td></td><td></td></tr>
<tr><td>Terms and conditions of licence under sub-section (4) of section 74</td><td>106.</td><td>Every licence granted or renewed under section 74 shall be subject to the following conditions, namely:-
(a) the manufacturing process shall be carried on only in the part of the industrial premises which has been specified for such purpose in the licence;
(b) the maximum number of employees employed in the industrial premises shall not on any date exceed the number specified in the licence;
(c) power driven machinery, not specified in the licence, shall not be used in the manufacturing process in the premises;
(d) except with the prior permission of the Authority in writing, the industrial premises shall not be extended and except with the like permission no structural alteration shall be made in any building on such premises;
(e) the licence shall not be transferable;
(f) except as provided in the rules, the fee paid for grant, or as the case may be, renewal of licence shall be non-refundable.</td></tr>
<tr><td></td><td></td><td></td></tr>
<tr><td>Grant of licence under sub-section (4) of section 74 and renewal</td><td>107.</td><td>1. If the Authority is satisfied regarding particulars of application for grant of licence he shall issue the certificate of licence on Form-36 electronically within such period as specified in the Uttar Pradesh Janhit Guarantee Adhiniyam, 2011 (UP Act No 3 of 2011) failing which such licence shall be deemed to have been granted and the certificate of grant of licence shall be auto generated by the portal.</td></tr>
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Welfare measures under clause (e) of sub-section (4) of section 74	108.	While granting the licence or renewal of the licence, the Licensing Authority shall ensure that the occupier of the beedi and Cigar establishment has made the following provisions regarding the welfare of the labourers in the locality and interest of the public:- A- Cleanliness (1) In every industrial premises,- (a) accumulations of dirt and refuse shall be removed daily by sweeping or by any other effective method from the floors and passages of work-rooms and from staircases and passages and disposed of in a suitable manner; (b) the floor of every work-room shall be cleaned at least once in every week by washing, using disinfectant, where necessary, or by some other effective method; (c) all inside walls and partitions, of ceilings, of rooms and of walls, side and staircases shall,— (i) where they are painted or varnished or where they have smooth impervious surface, be cleaned with fresh water and dried at least once in every period of fourteen months; (ii) where they are painted or varnished, re -painted or re-varnished at least once in every period of five years; (iii) in any other case, be kept white-washed or colour-washed at least once in every twelve months. (2) The record of the dates on which white-washing, colour-washing, varnishing, painting or cleaning, as the case may be, was carried out under sub-rule (1), shall be entered by the employer in a register maintained in Form-37. B. Ventilation- In every work-room or hall of an industrial premises, windows and other forms of openings for ventilation shall be provided in sufficient number to admit a continued supply of fresh air so as to keep the atmosphere inside such room or hall comfortable and free from dust, fumes and other impurity. C. Latrines and urinals- (1) Latrine and Urinal accommodation shall be provided in every industrial premises at the rate of one latrine and urinal seat separately for every twenty male employees: Provided that where the number of such male employees exceeds hundred, it shall be sufficient if there is one latrine seat for every twenty-five male employees up to the first hundred and one seat for every fifty in excess thereof. *Explanation.—In* calculating the number of seats required in accordance with the provisions of this sub-rule any old number of employees less than twenty, twenty-five or fifty, as the case may be, shall be reckoned as twenty, twenty-five or fifty. (2) Where female employees are employed in any industrial premises, separate latrine and urinal accommodation shall be provided for them in accordance with the same scale as the scale specified for male employees in sub- rule clause (1) above. (3) Every latrine shall be under cover and every seat in the latrine and urinal shall be so partitioned off as to secure privacy and each partition shall have a private door and fastenings. (4) Where employees of all genders are employed in any industrial

		premises, there shall be displayed outside each latrine and urinal block thereon, a notice in hindi and the language understood by the majority of the employees reading "for men only" or, as the case may be, "for women only" and such notice shall also bear the picture of a man, or a woman as the case may be. (5) Where piped water supply is available, a sufficient number of water taps conveniently accessible shall be provided in or near latrines and urinals accommodations and where there is no continuous supply of water, water cisterns with cans shall be provided for washing purposes in or near such latrines and urinals. (6) When any general system of underground sewage with an assured water supply is provided for or exists in any particular locality, all latrines and urinals in an industrial premises in such locality other than a septic tank latrine, shall be connected with such nearest sewage system. (7) The walls, ceilings and partitions of every latrine and urinal shall be white-washed or colour-washed and the same shall be repeated at least once in every period of four months. The dates on which the white-washing or colour-washing is carried out washing with detergents and disinfectants is carried out, as the case may be, shall be entered by the employer in the register maintained in Form- 37: Provided that, nothing in sub-rule (7) shall apply in respect of wall and ceilings of, and partition in a latrine or urinal or any portions of such walls, ceilings and partitions which are laid in glazed tiles or otherwise finished to prove a smooth-polished impervious surface, but such walls, ceilings, partitions or portions thereof shall be washed with suitable detergents and disinfectants at least once in every period of four months. (8) All drains work on an industrial premises for carrying waste or sullage water shall be constructed in masonry or other permittable materials and shal be regularly flushed and effluent disposed of by connecting such drains with suitable drainage lines : Provided that where there is no such drainage line, the effluent shall be deodorised in order to render it innocuous and then disposed of. D. Washing facilities.— (1) There shall be provided and maintained in every industrial premises, for the use of employees engaged in blending and sieving of tobacco or warming of beedis in hot ovens, adequate and suitable facilities for washing which shall include soap and nail brushes or other suitable means of cleaning and such facilities shall be convenient, accessible and shall be made available in clean and orderly condition. (2) If female employees are employed in any industrial premises, separate washing facilities on the same lines as those specified in clause (1) or clause (2)(1) in respect of male employees shall be provided for such female employees in enclosed or screened places in such manner that the interior portions of such places are not visible from any place where male employees work or pass through and the entrance to every such place shall beat a notice in the language understood by the majority of the employees reading "For Women only" in bold and conspicuous letters and such notice shall also bear the picture of a

		woman. (3) Water supply for purposes of washing facilities under clause (1) or clause (2) shall be such as to provide at least 27.3 liters per day for each person employed in the industrial premises and such water shall be drawn from a hygienic source: Provided that where an Inspector-cum–Facilitator is satisfied that it is not practicable to make water supply available in accordance with the scale specified under this sub-rule, he may by a certificate in writing permit the supply of a lesser quantity which shall in no case be less than 4.5 litres per day for each employee. E. Creches.— (1) In every industrial premises, wherein thirty or more workers are employed or were employed on any day of the preceding twelve months, the employer shall provide and maintain a creche or creches for the use of their children who are upto the age of six years, according to the standards laid down in these rules: (2) The creche shall conform to the following standards, namely:— (a) the creche shall be conveniently accessible to the mothers of the children accommodated therein and so far as is reasonably practicable, it shall not be situated in close proximity to any part of the industrial premises where obnoxious fumes, dust or odours are given off; (b) the room or rooms used as creche shall be soundly constructed and the walls and roof thereof shall be of heat-resisting materials and shall be water-proof; (c) the floor and internal walls of the creche up to a height of 1.2 metres shall be so laid or finished as to provide a smooth impervious surface; (d) the height of each room used as a creche shall not be less than 3.7 metres from the floor to the lowest part of the roof and there shall not be less than 1.9 square metres of floor area for each child to be accommodated therein; (e) effective and suitable provision shall be made in every part of a creche for securing and maintaining adequate ventilation by the circulation of fresh air; (f) the creche shall be adequately furnished and equipped and in particular there shall be made available,- (i) for each child of more than two years, a suitable bedding; (ii) for each child of not more than two years of age, a suitable cot or cradle with the necessary bedding; (iii) at least one chair or other adequate similar sitting accommodation for the use of each mother while she is feeding or attending to the child; and (iv) sufficient supply of suitable toys for the older children. (g) there shall be in or adjoining a crèche, a suitable washing room for washing of the children and their clothing and such room shall conform to the following standards, namely:— (i) the floor and internal walls of the room up to a height of 0.9 cm. shall be so laid or finished as to provide a smooth impervious surface;

(ii) the room shall be adequately laid and ventilated and the floor shall be effectively drained and maintained in a clean and tidy condition;

(iii) the supply of water for washing shall be from a hygienic source and if practicable shall be through taps;

(iv) supply of at least 22.7 litres of water per day for each child shall be made available;

(v) an adequate supply of clean clothes, soap and clean towels shall be made of label for the use of each child;

(vi) adjoining the washroom, a septic type latrine shall be provided for the sole use of the children in the creche and the same shall be kept clean and in a sanitary condition.

(h) the employer shall make available at least half a pint of pure milk for each child everyday in the crèche and the mother of such child shall in the course of daily work, be allowed adequate intervals of not less than fifteen minutes to feed the child.

(i) in addition to providing milk in accordance with the provisions of clasue (h) above, the employer shall provide for children who are accommodated in the crèche, an adequate supply of wholesome refreshment.

(j) the employer shall appoint a woman trained in the care of children and infants and sufficient number of women caretakers for the purpose of looking after the children accommodated in a crèche and he shall also provide suitable equipment and facilities for the purpose.

Explanation: The number of women caretakers to be appointed in the crèche shall be calculated at the rate of one women caretakers for every thirty children.

(k) the employer shall provide for the staff employed in the creche, suitable clean clothes for use while on duty in the creche.

Explanation: In this rule, child means a child upto the age of six years of age.

F. First aid-

(1) In every industrial premises, there shall be provided and maintained, so as to be readily accessible during all working hours, first-aid boxes or cupboards containing the equipment specified in **clause (2)** and the number of boxes or cupboards to be so provided and maintained shall not be less than one for every one hundred fifty employees ordinary employed at any one time in the premises.

(2) The first-aid boxes or cupboards shall be distinctively marked with a red Cross on a white background and shall contain the following equipments, namely:-

(a) six small sterilised dressings;
(b) three medium sized sterilized dressings;
(c) three large size sterilized dressings;
(d) three large size sterilized burns dressings;
(e) one (28.350 grams) bottle containing a 2 percent alcoholic solution of iodine;

		(f) one (28.350 grams) bottle containing salvolatile having the dose and mode of administration indicated on the label; (g) a snake-bite lancet; (h) one (28.350 grams) bottle of potassium permanganate crystals; (i) one pair of scissors; (j) eye drops; (k) adhesive plaster. (3) Each first-aid box or cupboard shall be kept in the charge of a person who is trained in first-aid treatment and who shall always be readily available during the working hours of the industrial premises. G. Canteens- (1) The employer of every industrial premises wherein not less than two hundred and fifty employees are ordinarily employed, shall provide in, or near the industrial premises, a canteen. (2) The canteen shall not be situated within 15.2 meters of any latrine or urinal or any other source of dust. (3) The canteen building shall consist of at least a dining hall, kitchen, store room and pantry in addition to washing places separately for employees and for the utensils. (4) The minimum height of the building shall be not less than 3.7 meters and all the walls and roof thereof shall be of suitable heat-resisting materials and shall be water-proof. There shall be a provision of adequate ventilation. The doors and windows shall be of fire proof construction. (5) The canteen shall be sufficiently lighted at all times when any person has access to it. (6) In every canteen,- (a) all inside walls of rooms and all ceilings and passages and staircases shall be lime-washed or colour-washed at least once in each year or painted once in three years, dating from the period when the some was last lime-washed or colour-washed or painted, as the case may be; (b) all wood-work shall be varnished or painted once in three years dating from the period when the some was last varnished or painted; (c) all internal structural iron or steel work shall be varnished or painted in three years dating from the period when the some was last varnished or painted: (d) the inside portion of the walls of the kitchen shall be lime-washed once in every four months. (7) The dates on which lime-washing, colour-washing, varnishing or painting is carried out shall be entered by the employer in the register maintained in Form- 37. (8) The precincts of the canteen shall be maintained in a clean and sanitary condition. Wastewater shall be carried away in suitable covered drains and shall not be allowed to accumulate so as to cause a nuisance. Suitable arrangements shall be made for the collection and disposal of garbage. (9) The dining hall shall accommodate, at a time, at least thirty percent of the employees working at a time. (10) The floor of the dining hall, excluding the area occupied by the service counter and any furniture except tables and chairs shall be not less than 93 square metres per diner to be accommodated as specified in **clause (9)**.

		(11) A portion of the dining hall and service counter shall be partitioned off and reserved for women employees in proportion to their number. Washing places for women shall be separate and screened to secure privacy. (12) Sufficient tables, chairs, or benches shall be available for the number of diners to be accommodated as specified in clause (9). (13) There shall be provided and maintained sufficient utensil, crockery, cutlery, furniture and any other equipment necessary for the efficient running of the canteen. Suitable clean clothes for the employees serving in the canteen shall also be provided and maintained. (14) The furniture, utensils and other equipment shall be maintained in a clean and hygienic condition. A service counter, if provided, shall have a top of smooth and impervious material. Suitable facilities including an adequate supply of hot water shall be provided for the cleaning of utensils and equipment. (15) Food and food materials shall be stored in fly-proof safes and handled with the help of wooden ladless or suitable metal forceps, whichever is convenient. Vessels once used shall be scalded before being used again. (16) Food, drinks and other items served in the canteen shall be served on a no-profit, no-loss basis.
Disputes relating to issue of raw materials by the employer under clause (e) of sub-section (4) of section 74	109.	(1) Any dispute between employer and employee or employees in relation to,- (a) the issue by the employer of raw materials to the employee; (b) the rejection by the employer of beedi or cigar, or both rejected by an employee; or (c) the payment of wages beedi or cigar or both, rejected by an employer; may be referred in writing by the employer or the employee or employees to the Inspector—cum-Facilitator, who shall, after making such enquiry as he may consider necessary and after giving the parties an opportunity to represent their respective cases, decide the dispute and record the proceedings with the details of dispute, plea of parties, documents and evidences and finding thereof. (2) Any party to the dispute aggrieved by the decision thereon under sub-rule (1) may prefer an appeal within a period of thirty days from the date of the decision to the Licensing Authority: Provided that the Appellate Authority may admit an appeal after the said period if the appellant satisfies such Authority that he has sufficient cause for not preferring the appeal within that period.
Limit with regard to the rejection of beedis or cigars under clause (e) of sub-section (4) of section 74	110.	(1) No employer or contractor shall ordinarily reject a sub-standard or *chhat* or otherwise more than five percent of the beedis or cigars, or both, received from a worker including a home-worker. (2) Where any beedi or cigar is rejected as sub-standard or *chaat* or otherwise on any ground other than the ground of willful negligence of the worker, the worker shall be paid wages for the beedis or cigars, so rejected at one-half of the rate at which wages are payable to him for the beedis or cigars, or both, which have not been so rejected.

Renewal of License under sub-section (6) of section 74	111.	(1) Every application for renewal of licence shall be made on the Official Portal of the State Government along with required fees as prescribed under rule-109. (2) The application shall be accompanied with affirmative declaration of the employer as prescribed under sub-rule (5) of rule 103 in Form-35. (3) If the Authority is satisfied that the licence complies with the provisions of the Code and rules made thereunder, he shall renew the certificate of licence on Form-36 electronically within such period as specified in the Uttar Pradesh Janhit Guarantee Adhiniyam, 2011 (UP Act No 3 of 2011) failing which such licence shall be deemed to have been renewed and the certificate of renewal of license shall be auto generated by the portal.
Appeals under section 75	112.	(1) Labour Commissioner, Uttar Pradesh shall be the Appellate Authority for the purposes of section 75 of the Code. (2) Fees payable in respect of appeal under section 75 shall be rupees one thousand only which shall be non-refundable. (3) An appeal against the order of the Licensing Authority refusing grant or renewal of licence shall be, – (a) made electronically within a period of thirty days from the date of receipt the order sought to be appealed against; (b) accompanied by a copy of the order appealed against; (c) accompanied by a memorandum containing grounds and facts of such appeal; (d) accompanied by a treasury challan as a proof of payment of fees for such appeal.
Permission to work by employees outside industrial premises under sub-section (1) of section 76	113.	(1) The employer shall make an application on Form- 38 addressed to Additional Chief Secretary/ Principal Secretary, Labour Department Government of Uttar Pradesh on behalf of the employees to obtain permission for wetting and cutting of beedi or tobacco leaves by employees outside the industrial premises through Labour Commissioner, Uttar Pradesh. The Labour Commissioner shall forward the application with his comments within a period of seven days to the State Government. (2) The State Government may decide the application within a period of thirty days. (3) The permission granted by the State Government under sub-rule (2) shall be valid only for such period as specified in the order granting permission under following conditions:- (a) the employer who applies for the above permission shall have valid licence issued under section 74 for such premises; (b) the suitability of the place which it is proposed to be used for wetting or cutting of beedi or tobacco leaves; (c) wetting or cutting of beedi or tobacco leaves shall be carried on only in the place for which the permission is granted; (d) the total number of employees employed by the employer for wetting or cutting of beedi or tobacco leaves outside the industrial premises shall not exceed the total number of workers for which licence has been issued under section 74; (e) the licensing authority may, in addition to the foregoing terms and conditions, determine and specify in the permission such other terms and conditions, in individual cases as it may deem necessary.

Maintenance of records of outside workers under sub-section (2) of section 76	114.	1. The record to be maintained by the employer, of the work permitted under sub-section (1) of section 76 to be carried on outside the industrial premises, shall be maintained electronically in Form-39. 2. The employer shall, in respect of the employees who are permitted to work in their houses (hereinafter referred to as the home-workers), maintain an up-to-date register/ log-book in Form–40 electronically.

PART-V
FACTORY

Submission and approval of factory plans and site plan under sub-section (1) of section 79	115.	(1) No site shall be used for the location of a factory and no building on such site or in a factory shall be constructed, amended or modified, extended or taken into use as a factory or part of a factory unless previous approval is obtained from the Chief Inspector-cum-Facilitator or concerned Licencing Authority . (2) Application for approval of plan or permission in Form-41 for site on which the factory is to be situated, for the construction or extension thereof and for license shall be made by the applicant electronically or otherwise on the official portal of the Labour Department of the State Government to the concerned Inspector-cum-Facilitator having jurisdiction at least thirty days before he begins to occupy, or use, the premises as a factory. (3) The application shall be accompanied by the following documents: (a) Form-42 duly filled by the applicant; (b) The Process Flow Diagram of manufacturing process indicating safety devices, fittings and mountings on each plant and machinery, the various processes and their design conditions, supplemented by a brief description of process and safety devices in its various stages and also indicating the names of raw materials, intermediates and products with their inventories and the name of chemicals if used in the process; (c) Plans shall be drawn to scale showing- (i) the site plan of the factory and immediate surroundings including adjacent building, hospitals, educational institutions, petrol pumps, storage of inflammable and explosive materials and other structures, roads, water sources, drains etc, and location of nearest residential area, village, town settlement with its distance from the site.; and (ii) the detail plan, elevation and necessary cross sections of the various buildings indicating all relevant details relating to all natural lighting, ventilation and means of escape route in case of fire. Details of Fire Fighting Systems and Description of Hazard Area. The Plans shall also clearly indicate the position of the plant and machines, aisles and passage-ways in isometric view also of machines and hazard are and machines having hazard shall shown separately in 3D view; (iii) The applicant shall submit the Process Flow Diagram

		of the manufacturing process, site plans, and detailed plans electronically or otherwise in a legible format. These documents shall be prepared and signed by a person possessing the qualifications and experience as prescribed in Serial Number 1 of Schedule I to Rule 4, using efficient software such as AutoCAD, etc. Provided that if due to technical reasons, such soft copy of detailed plans or site plans is not legible, documents drawn to suitable scale may be additionally submitted in triplicate. (d) Replies to the questionnaires annexed to the Form-42; (e) A letter of no objection for the location of the factory from Nagar Nigam, Nagar Panchayat or notified area, as the case may be; (f) A letter of no objection from State Pollution Control Board, (g) A letter of no objection from Fire Department; (h) License / NOC issued under the Petroleum Rules, 1976 for storage of petroleum as defined in the Petroleum Rules, 1976; (i) Certificate of stability in Form-43 duly singed by the applicant; (j) Payment of license fee prescribed in sub-rule (2) of rule-150 through e-challan or online payment. (4) The internal height of a workroom, other than those intended for storage, godowns and like purposes and also rooms intended solely for office purposes, where only clerical work is done, shall be not less than 14 feet measured from the floor level to the lowest part of the roof, and if the roof is of corrugated iron, which is neither covered with tiles nor has an inner ceiling or lining of heat-resisting material with an air space of at least four inches between it and the corrugated iron, the internal height shall be not less than 20 feet: Provided that these provisions shall not be applicable in case of factory which proposes to employ fifty or less workmen: Provided further that in case of buildings having a brick or concrete roof, or a combination of the two, the minimum height may be 12 feet: Provided further that in case of all factories registered under section 2(1)(w)(i), and factories registered under section 2(1)(w)(ii) of the Code employing up to 150 employees, the Chief Inspector-cum-Facilitator may, where he is satisfied that the conditions of work are reasonably good, exempt such factories from the provisions of this sub-rule. (5) There shall be provided at all times for each person employed in any room of a factory where mechanical or electrical power is used, at least 36 square feet of floor space exclusive of that occupied by machinery and a breathing space of at least 500 cubic feet. (6) Particulars of each of the rooms, *verandahs* and other enclosures of the factory shall be entered in Form-42. (7) No manufacturing process shall be started or carried on in any building, or part of a building until a Certificate of Stability of the building, or part of building in Form-43 signed by a person possessing the qualifications, has been delivered online to the Chief Inspector-cum-Facilitator and accepted by him. No

		extended portion of any factory shall be used as a part of the factory any time after the extension or any plant or machinery shall be added in any factory or brought into use as any factory, nor brought into use any time after such addition until a certificate in respect of such extension or plan has been delivered to the Chief Inspector-cum-Facilitator or concerned Licencing Authority and accepted by the Chief Inspector-cum-Facilitator or concerned Licencing Authority electronically. (8) The Certificate of Stability accepted under this rule shall be valid for five years from the date of acceptance if no change . (9) The Competent Person signing the Form-43 shall possess the same qualification and experience as prescribed in the Schedule to Rule-4 for this purpose. (10) No person except in the case of a building occupied by Government shall be authorized to sign a certificate of stability, who is in the employment of the owner or the builder of the building in respect of which the certificate is given. (11) The site-plan of a factory, after receiving online application at the portal of the department, if the Chief Inspector-cum-Facilitator or the concerned Licencing Authority, as the case may be, is satisfied that the plans are in consonance with the requirement of Code, he shall, subject to such conditions or such no objection certificate, as he may specify, approve them and the site-plan approval certificate shall be issued by Chief Inspector-cum-Facilitator or concerned Licencing Authority within such period in Form-44, including site visit, as notified in Uttar Pradesh Janhit Guarantee Adhiniyum, 2011 (UP Act no. 3 of 2011) failing which such plan shall be deemed to have been approved and the certificate of approval of factory shall be auto generated by the portal. (12) Plans which have already been approved by the Chief Inspector-cum-Facilitator under the Factories Act, 1948 before the coming into force of these Rules, shall be deemed to have been approved under these Rules. (13) In case, the Chief Inspector-cum-Facilitator or the concerned Licencing Authority, having jurisdiction, as the case may be, is not satisfied with the application or the application is incomplete, he shall raise his objections on the portal, all at a time within fifteen days and the applicant shall submit his reply or make necessary corrections or amendments as required within the specified time. However, if the applicant fails to respond the objections raised by Chief Inspector-cum-Facilitator or the concerned Licencing Authority, the application may be rejected after the time as notified in Uttar Pradesh Janhit Guarantee Adhiniyum, 2011 (UP Act No. 3 of 2011) for approval. (14) The approval granted under this rule may be revoked by the Chief Inspector-cum-Facilitator , if it is found that such approval has been obtained by the occupier or manager by misrepresentation of material facts or fraudulent document have been submitted along with the application or otherwise or the majority of construction is not being done in accordance with the approval granted.
Application for license and prescribed fees under clause (c) of	116.	(1) The occupier of every factory shall submit an application together with Form-45 prescribed under section 79 of the Code, on the Official portal of the Labour Department of the

sub-section (1) of section 79		State Government for grant of a license, along with the application for approval of site-plan under rule 115. (2) If the site-plan is approved under rule-115 and then employer/ occupier of the factory complies with all the provisions of the Code and rules made thereunder, the factory shall be registered and the license for the factory in Form-46 shall be issued electronically by Chief Inspector-cum-Facilitator or concerned Licencing Authority as the case may be, on payment of the fees specified below subject to compliance with such conditions as are specified in the license:

Quantity of power (kw) installed	Maximum number of persons to be employed on any day during a Year							
	Up to 50	51 to 100	101 to 150	151 to 300	301 to 500	501 to 1000	1001 to 2500	Above 2500
Nil	500	625	750	1000	2000	4000	7500	10000
Less than 50	750	1375	2000	3000	4000	7500	15000	18000
50 to 100	1500	2250	3000	4000	6000	10000	18000	20000
101 to 500	2500	4000	5500	7500	10000	15000	24000	27500
501 to 1000	5000	6250	7500	10000	12000	18000	26000	30000
1000 to 2000	6000	8000	10000	12000	15000	20000	28000	35000
Above 2000	7000	10500	14000	15000	18000	24000	30000	38000

(3) Power factor shall be taken 0.9, if required.
(4) The license granted under sub-rule (2) shall be digitally signed:

Renewal of license under clause (c) of sub-section (1) of section 79	117.	(1) Every licence granted under rule-115 shall remain in force for a year from the date on which first application is received or from the date when the factory came in the knowledge of the Inspector-cum-Facilitator, whichever is earlier. (2) An application for the renewal of license for period of up to ten years shall be made online to the Authority in Form-45 not less than thirty days before the date on which the license expires. The application shall be accompanied by stability certificate in Form-43 issued by Competent Person and duly signed by occupier and fees deposited electronically on the State Government web-portal into the head of account specified therein, as a proof of the payment of the amount of requisite fees for every year as specified in rule-115. (3) The fees for renewal of license 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 one year or any number of years up to ten years, the renewal fees shall be the number of years multiplied by the fees payable for the grant of license for one year as prescribed in rule-120. (4) No application for the renewal of license made after the expiry of the period specified in sub-rule (2) unless it is accompanied by the required fees duly deposited with an additional fee equal to twenty-five percent payable for the license which is to be renewed, as late fee. (5) On receipt of an application under sub-rule (2), the concerned Licencing Authority shall, if he is satisfied that there is no objection to the renewal of the license, renew the same for a period up to ten years and issue license electronically in Form-

		46 to the applicant within such period as notified in Uttar Pradesh Janhit Guarantee Adhiniyum, 2011 (UP Act No. 3 of 2011) failing which such license shall be deemed to have been renewed and the certificate of renewal of license shall be auto generated by the portal.
Amendment of License under clause (c) of sub-section (1) of section 79	118.	(1) If at any time during the term of license, the occupier finds it necessary to extend the limits of the power installed on any day or maximum number of workers to be employed on any day or effects any changes in the name of the factory or change in the occupier or such particular is referred in license application form, he shall make an application with documents required for amendment of a licence to the Licencing Authority at least fifteen days before such change and the Licencing Authority may amend the licence accordingly. (2) An application for amendment shall be made on-line in Form–45 along with the proof of payment of fees for amendment of a license which shall be rupees one hundred, in addition to the amount of fees payable under rule on the basis of the total maximum power installed on any one day as intended to increase or the maximum number of workers intended to be employed on any day during the calendar year, or both, as the case may be, less the amount already remitted in the original license: Provided that amendment fee of rupees one hundred shall not be payable when the amendments are proposed simultaneously with the application for the renewal of the license. (3) The application for the amendment of Plan, as per rule 122, shall be submitted online at least 15 days before such amendment: Provided that any such factory shall not be deemed to be extended within the meaning of this Rule by reason only of the replacement of any plant or machinery or within such limits as may be, of the addition of any plant or machinery if such replacement or the addition does not reduce the minimum clear space required for safe working around the machinery or plant: Provided further that if any amendment adversely affects the environmental conditions from the evolution or emission of steam, heat, dust or fumes which are injurious to health, such amendment shall require prior approval as per the Rule. (4) On receipt of an application under sub-rule (1), Licencing Authority shall, if he is satisfied that there is no objection in amending the license, amend the same in Form–46 within such period as notified in Uttar Pradesh Janhit Guarantee Adhiniyum, 2011 (UP Act No. 3 of 2011) failing which such license shall be deemed to have been amended and the amended certificate shall be auto generated by the portal. (5) If it appear to the Inspector-cum-Facilitator that any building or part of the building in a factory is in such conditions that it is dangerous to the human life and safety, he may serve notice to the occupier of the factory in writing to conduct the building and structure life test to be carried out within the specified time period and the certificate of such examination and tests signed by competent person have to sent to the inspector -cum-facilitator .

Transfer of license under clause (c) of sub-section (1) of section 79	119.	(1) The holder of a license may, at any time before the expiry of the licences, apply for permission to transfer his license to another person. In case, if a licensee dies or becomes insolvent or otherwise disabled, this application may be made by the person carrying on the business of such licensee. (2) Such application shall be made on the official portal of the Labour Department of the State Government along with notice of occupation in Form-47 and such other documents as may be required. (3) The Chief Inspector-cum-Facilitator or Licencing Authority shall, if he approves the transfer, enter upon the licence, under his signature/Digital Signature, an endorsement to the effect that the licenses, have been transferred to the person named in Form-46. (4) A fee of one thousand rupees shall be charged on each such application. (5) The person to whom the licence is so transferred shall enjoy the same powers, and be subject to the same obligations under the licences as the original holder.
Procedure on death or disability of licensee under clause (c) of sub-section (1) of section 79	120.	If a licensee dies or becomes insolvent or otherwise disabled, the person carrying on the business of such licensee shall not be liable to any penalty, under the Code or these rules for exercising the powers granted to the licensee by the licences during such time as may reasonably be required to allow him to make an application for the transfer of the licenses in his own name for the unexpired portion of the original licences: Provided that, this period shall not exceed two months from such date when cause of action arises: Provided further that, Chief Inspector-cum-Facilitator or Licencing Authority may further extend this time limit to one month, if the person in whose favour transfer of license has to be done shows sufficient causes for such delay and the Chief Inspector-cum-Facilitator or Licencing Authority is satisfied with given causes on a penalty of rupees five thousand.
Cancellation of licenses under clause (c) of sub-section (1) of section 79	121.	If at any time an occupier notifies of his intention showing causes in details, on the Official Portal of the Labour Department of State Government that the premise, in respect of which licences is issued will not be used for the working of the factory, the Chief Inspector-cum-Facilitator shall cancel the licences granted in respect of such factory and will be communicated to the occupier/ employer through the portal: Provided that such application shall be submitted at least two month before the date of cessation of use of premises as a factory; Provided further that, the employer shall give an undertaking that before the period of two months, he shall clear all his dues, payments to be made to his employees and shall remove all the hazardous substances and wastage from the premises.
Notice of occupation	122.	The notice of occupation shall be in Form-47.

under clause (c) of sub-section (1) of section 79		
Notice of change of Manager	123.	(1) The occupier need to appoint a manager of factory. In case , manager of factory has not been appointed, the occupier shall be deemed to be the manager of the factory. (2) The notice of change of manager shall be in Form-48. The application for change of manager shall be submitted online on the official portal of the Statement Government. (3) The approval of change of manager shall be made online on the licences by the Chief Inspector-cum-Facilitator or concerned Licencing Authority
Liability of owner of premises in certain circumstances under section 80	124.	(1) Where in any premises separate buildings are leased to different occupiers for use as separate factories, the owner of the premises shall be responsible for the provision and maintenance of common facilities and services such as approach roads, drainage, water supply, lighting and sanitation. (2) The Chief Inspector-cum-Facilitator shall have power to issue orders to the owner of the premises in respect for the carrying out the provisions of sub-rule(1). (3) Where in any premises, independent or self-contained, floors or flats are leased to different occupiers for use as separate factories, the owner of the premises shall be liable, as if he were the occupier or manager of a factory, of any contravention of the provisions of this Code in respect of- (i) latrines, urinals and washing facilities in so far as the maintenance of the common supply of water for these purposes is concerned; (ii) fencing of machinery and plant belonging to the owner and not specifically entrusted to the custody or use of an occupier; (iii) safe means of access to the floors of flats, and maintenance and cleanliness of staircases and common passages; (iv) precautions in case of fire; (v) maintenance of hoists and lifts; and (vi) maintenance of any other common facilities provided in the premises. (4) The provisions relating to the liability of the owner shall apply where in any premises independent rooms with common latrines, urinals and washing facilities are leased to different occupiers for use as separate factories: Provided that the owner shall also be responsible for complying with the requirements relating to the provision and maintenance of latrines, urinals and washing facilities. (5) The Chief Inspector-cum-facilitator shall have the power to issue orders to the owner of the premises referred to in section 80 of the Code. (6) Where in any premises portions or room or a shed are leased to different occupiers for use as separate factories, the owner of the premises shall be liable for any contravention of the provisions of above rule.
Dangerous manufacturing process	125.	(1) The following dangerous manufacturing process or operations, welfare amenities, sanitary facilities, protective equipment and

of operations under section 82		clothing and other requirements necessary for dangerous operations are provided in Schedule-III to Schedule-XXXV appended to these rules-

Schedule No.	Particulars
III	Manufacture of aerated water and process incidental thereto
IV	All types of electroplating process
V	Manufacture and repair of electric accumulators
VI	Glass manufacturing and processes incidental thereto
VII	Grinding or glazing of metals and processes incidental thereto
VIII	Manufacture and treatment of lead and certain compounds of lead
IX	Generation of gas from dangerous petroleum
X	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
XI	Liming and tanning or raw hides and skins and process incidental thereto
XII	Certain lead process carried on printing presses and type foundries
XIII	Dichromate manufacture
XIV	Chemical works
XV	Manufacture or manipulation of Carcinogenic Dye Intermediates
XVI	Manufacture, handling and usage of benzene and substances containing benzene
XVII	Manufacture of pottery
XVIII	Manipulation of stone or any other material containing free silica
XIX	Handling and processing of asbestos, manufacturing of any article of asbestos and any other Process of manufacture or otherwise in which asbestos is used in any form
XX	Handling or manipulation of corrosive substances
XXI	Compression of oxygen and hydrogen produced by electrolysis of water
XXII	Process of extracting oils and fats from vegetable and animal sources in solvent extraction plants
XXIII	Manufacture or manipulation of manganese and its compounds
XXIV	Manufacture or manipulation of dangerous pesticides
XXV	Manufacturing process or operations in carbon di-sulphide plants
XXVI	Operation involving High Noise Levels
XXVII	Manufacture of Rayon by Viscose process
XXVIII	Highly Flammable Liquids and Flammable Compressed Gases
XXIX	Carpet and woolen drugget making or any work incidental thereto or connected therewith
XXX	Brassware making or any work incidental thereto or connected therewith
XXXI	Lock and hardware making or any work incidental thereto or connected therewith
XXXII	Welding Process and any work incidental thereto or

		connected therewith
		XXXIII Hot metallurgical process and any work incidental thereto or connected therewith
		XXXIV Manufacturing or manipulation of Fertilizers
		XXXV Cold storage or milk chilling plant or manufacturing of ice using ammonia as refrigerant and processes incidental thereto
		(2) The provisions specified in the Schedules-III to Schedule-XXXV annexed with rule shall apply to any class or description of factories wherein dangerous manufacturing processes or operations specified in such Schedule are carried out. (3) Every worker employed in the said processes or operations of any Schedule shall necessarily be re-examined by a Factory medical Officer periodically as specified in the Schedule at the cost of occupier. Factory medical officer shall also enter the nature of tests and results in Health Register in Form-7 . (4) Medical examination under the Schedule shall be performed by a Factory Medical Officer having qualification as prescribed in rule 73.
Power to prohibit employment on account of serious hazard under clause (za) of sub-section (2) of Section 135	126.	(1) Where it appears to the Inspector-cum-Facilitator that conditions in a factory or part thereof are such that they may cause serious hazard by way of injury or death to the persons employed therein or to the general public in the vicinity, he may, by order in writing to the occupier of the factory, state the particulars in respect of which he considers the factory or part thereof to be the cause of such serious hazard and prohibit such occupier from any person in the factory or any part thereof other than the minimum number of persons necessary to attend to the minimum tasks till the hazard is removed. (2) Any order issued by the Inspector-cum-Facilitator under sub-section (1) shall have effect for a period of three days until extended by the Chief Inspector-cum-Facilitator by a subsequent order. (3) Any person aggrieved by an order of the Inspector-cum-Facilitator under sub-section (1), and the Chief Inspector-cum-Facilitator under sub-section (2), shall have the right to appeal to the State Government. (4) Any person whose employment has been affected by an order issued under sub-section (1), shall be entitled to wages and other benefits and it shall be the duty of the occupier to provide alternative employment to him wherever possible and in the manner prescribed. (5) The provisions of sub-section (4) shall be without prejudice to the rights of the parties under the Industrial Relations Code, 2020.
Site Appraisal Committee under sub-section (1) of section 83	127	(1) The State Government may, for advising it to consider applications for grant of permission for the initial location of a factory involving hazardous process or for the expansion of any such factory, appoint a site appraisal committee under the Chairmanship of Labour Commissioner, comprising of- (a) Chief Inspector-cum-Facilitator. (b) a representative of Director of Industries; (c) a representative of State Pollution Control Board; (d) a representative of Department of Environment, Uttar

		Pradesh; (e) an officer nominated by Director General of Fire Services (f) a representative of the Department of Meteorology, Uttar Pradesh; (g) an expert in the field of occupational health; (h) a representative of the housing and town planning department of the State Government; and (i) not more than five other members who may be co-opted by the State Government, who shall be- (i) a scientist having specialised knowledge of the hazardous process which will be involved in the factory; (ii) a representative of local authority within whose jurisdiction the factory is to be established; and (iii) not more than three other persons as deemed fit by the State Government. (2) The Chief Inspector-cum-Facilitator shall be member-secretary of the said Committee. (3) No member unless required to do so by a court of law shall disclose otherwise than in connection with the purpose of the Code, at any time any information relating to manufacturing or commercial business or any working process which may come to his knowledge during his tenure as a member on the Committee. (4) Applications for appraisal of sites in respect of the factories covered under section 2 (1)(za) of the Code shall be submitted to the Chairman of the Committee along with 15 copies in Form-49. The Committee may dispense with the furnishing of the information on any particular item in the application under consideration. (5) Where any of the process relates to a factory owned or controlled by the Central Government or to a Corporation or a Company owned or controlled by the Central Government, the State Government shall co-opt in the Site Appraisal Committee, a representative nominated by the Central Government, as a member of that committee. (6) The Site Appraisal Committee shall have power to call for any information from the person making an application for the establishment or expansion of a factory involving a hazardous process.
Functions of the Site Appraisal Committee under sub-section (1) of section 83	128	(1) The Secretary of the Committee shall arrange to register the applications received for appraisal of site in a separate register and acknowledge the same within a period of 7 days. (2) The Secretary of the Committee shall fix the time and date of meeting with the prior approval of the Chairman and shall refer to committee all the applications received and registered, for decision. (3) The Committee may adopt a procedure for its working keeping in view the need for expeditious disposal of applications. (4) The Committee shall examine the application for appraisal of a site with reference to the prohibitions and restrictions on the location of factory and the carrying on the process and operations in different areas as per the provisions of the Environment Protection Act, 1986 and rules made thereunder. (5) The Committee may call for documents, examine experts, inspect the site, if necessary, and take other steps for formulating its view in regard to the suitability of the site. (6) Wherever the proposed site requires clearance by the Ministry of Industry or the Ministry of Environment, Forest and Climate

change of the Government of India, site appraisal shall be considered by the Committee only after such clearance has been received.

(7) The application for grant of permission for the initial location of a factory involving a hazardous process or for the expansion of such factory, shall contain the following particulars.-

(a) Name and address of the applicant;

(b) Site ownership data;

(c) revenue details of site such as Survey number, plot number, Allotment /Registration number, etc;

(d) Details as to whether the site is classified as forest and if so, whether approval of the Central Government under section 5 of the Indian Forests Act, 1927 has been obtained;

(e) Details as to whether the proposed site attracts the provisions of section 3(2)(V) of the Environment Protection Act, 1986, if so, the nature of the restrictions;

(f) Local authority under whose jurisdiction the site is located;

(g) Documentary evidence of ownership;

(h) Site Plan with clear identification of boundaries total area proposed to be occupied and showing the following details nearby the proposed site:–

(i) historical monument, if any, in the vicinity;

(ii) names of neighbouring manufacturing units and human habitats, educational and training institutions, petrol installations, storages of liquified petroleum gas and other hazardous substances in the vicinity and their distances from the proposed unit;

(iii) water sources (river, streams, canals, dams and water filtration plants etc.) in the vicinity;

(iv) nearest hospitals, fire-stations, civil defence stations and police stations and their distances from the proposed unit;

(v) high tension electrical transmission lines, pipelines for water, oil, gas or sewerage ;

(vi) railway lines, roads, stations, jetties gas and other similar installations in the vicinity;

(vii) details of soil conditions and depth at which hard strata can be obtained;

(viii) contour map of the factory showing nearby hillocks and difference in levels; and

(ix) plot plan of the factory showing the entry and exit points roads within, water drains, etc.

(x)

(i) Project Report stating the following details :-

(i) a summary of the salient features of the project;

(ii) status of the organisation (government, semi-government, public or private etc.);

(iii) maximum number of persons likely to be employed in the factory;

(iv) maximum requirement of power and water and sources of their supply;

(v) block diagram of the buildings and installations, in the proposed unit; and

(vi) details of the proposed housing colony, hospital, school and other infrastructural facilities.

(j) Organizational structure for proposed manufacturing unit/factory showing :-

(i) organization diagram of proposed enterprise in

		general, and health, safety and environment protection departments and their linkage to the operation and technical department; (ii) proposed health and safety policy; (iii) area allocated for treatment of wastes and effluents; and (iv) percentage of outlay on safety, health and environment protection measures. (k) Meteorological data relating to the site showing :- (i) average, minimum and maximum of temperature, humidity and wind velocities during the previous ten years; (ii) seasonal variations of wind direction; (iii) highest water level reached during the floods in the area recorded so far; and (iv) lightening and seismic data of the area. (l) Communication Links showing :- (i) availability of telephone/telex/wireless and other communication facilities for outside communication; and (ii) proposed internal communication facilities. (m) Manufacturing Process Information showing :- (i) process flow diagram in detail indicating process parameters, e.g. temperature, pressure, etc. at various stages of manufacturing process; (ii) brief write-up on process and technology; (iii) critical process parameters such as pressure build-up, temperature rise and runaway reconditions; (iv) other external effects critical to the process having safety implications, such as ingress of moisture or water, contcode with incompatible substances, sudden power failure; and (v) highlights of the built - in safety/pollution control devices or measures incorporated in the manufacturing technology. (n) Information on Hazardous Materials showing :- (i) raw materials, intermediates, products and by-products and their quantities (enclosed with material safety data sheet in respect of each hazardous substance); (ii) main and intermediates, storages proposed for raw materials/ intermediates/ products (maximum quantities at any time to be stored); (iii) transportation methods to be used for inflow and outflow of materials, their quantities and likely routes to be followed; and (iv) safety measures proposed for handling of materials, internal and external transportation, and disposal (packing and forwarding of finished products. (o) Information of dispersal / disposal of wastes and pollutants showing:- (i) major pollutants (gas, liquid, solid), their characteristics and quantities (average and at peak loads); (ii) quality and quantity of solid wastes generated, methods of their treatment and disposal; and (iii) air, water and soil pollution problems anticipated and the proposed measures to control the same,

		including treatment and disposal of effluents. (p) Process Hazards Information along with:- (i) a copy of the report on Environmental Impact Assessment; (ii) a copy of the report on Risk Assessment study; and (iii) published (open or classified) reports, if any, on accident situations / occupational health hazards or similar plants elsewhere (within or outside the country). (q) Information of proposed Safety and Occupational Health Measures along with :- (i) details of fire fighting facilities and minimum quantity of water, carbon dioxide and/or other fire fighting measures needed to meet the emergency; and (ii) details of the proposed in house medical facilities. (r) Information on emergency preparedness showing :- (i) on-site emergency plan and detailed disaster control measures; and (ii) proposed arrangements, if any, for a mutual aid scheme with the group of neighbouring factories. (s) Any other relevant information. (8) Application mentioned in sub-rule (7) shall be certified by the applicant in the following manner: "I certify that the information furnished above is correct to the best of my knowledge and nothing of importance has been concealed while furnishing it. Signature of the Applicant Applicant's full name and address"
Form for submission of report of site appraisal committee under sub-section (2) of section 83	129.	The site appraisal committee shall examine application for the establishment of a factory involving hazardous process and make its recommendations to the State Government within a period of ninety days of the receipt of such application in the prescribed Form-50.
Obtaining or developing information of hazardous substances on Material Safety Data Sheet under sub-section (1) of section 84	130.	Collection, development and dissemination of information- (1) The occupier of every factory carrying on a hazardous process shall arrange to obtain or develop information in the form of Material Safety Data Sheet (MSDS) in respect of every hazardous substance or material handled in the manufacture, transportation and storage in the factory. It shall be accessible, upon request, to a worker for reference. (a) Every such Material Safety Data Sheet shall include the following information: (i) the identification mark used on the label; (ii) hazardous ingredients of the substance; (iii) physical and chemical characteristics of the hazardous substance; (iv) the physical hazards of the hazardous substance, including the potential for fire, explosion and reactivity; (v) the health hazards of the hazardous substance, including signs and symptoms of exposure, and any medical condition which are generally recognized as being aggravated by exposure to the substance; (vi) the primary route or routes of entry; (vii) the permissible limits of exposure prescribed in

		Schedule-XXXVII; (viii) any generally applicable precautions for safe handling and use of the hazardous substance, which are known, including appropriate hygienic practices, protective measures during repairs and maintenance of contaminated equipment, procedures for cleanup of spills and leaks; (ix) any generally applicable control measures, such as appropriate engineering controls, work practices, or use of personal protective equipment; (x) emergency and first-aid procedures; (xi) the date of preparation of the Material Safety Data Sheet, or the last change in it; (xii) the name, address and telephone number of the manufacturer, importer, occupier or other responsible party preparing or distributing the Material Safety Data Sheet, who can provide additional information on the hazardous substance and appropriate emergency procedures if required. (b) The occupier while obtaining or developing a Material Safety Data Sheet in respect of a hazardous substance shall ensure that the information, recorded accurately, reflects the scientific evidence used in making the hazard determination. If he becomes newly aware of any significant information regarding the hazards, the new information shall be added to the Material Safety Data Sheet as soon as practicable. (c) An example of such Material Safety Data Sheet is given in the Schedule-XXXVI . (2) Every container of a hazardous substance shall be clearly labelled or marked to identify:- (a)The contents of the container; (b)The name and address of the manufacturer or importer of the hazardous substances; (c)The physical and health hazards; and (d)The recommended personal protective equipment needed to work safely with the hazardous substance.
Disclosure of information to the employees under sub-section (1) of section 84	131.	(1) The occupier of every factory carrying on a hazardous process shall supply to all employees, the following information in relation to handling of hazardous materials or substances in the manufacture, transportation, storage and other process: (a) requirements of sections 84, 85 and 89 of the Code; (b) a list of hazardous process carried on in the factory; (c) location and availability of all material safety data sheets as per Rule- 130; (d) Physical and health hazards arising from the exposure to or handling or, substances: (e) measures taken by the occupier to ensure safety and control of physical and health hazards; (f) measures to be taken by the employees to ensure safe handling, storage and transportation of hazardous substances; (g) personal protective equipment required to be used by employees employed in hazardous process of dangerous operations; (h) meaning of various labels and markings used on the containers

		of hazardous substances as provided under these rules ; (i) signs and symptoms likely to manifest on exposure to hazardous substances and to whom to report ; (j) measures to be taken by the employees in case of any spillage or leakage of a hazardous substance ; (k) role of employees vis-a-vis the emergency plan of the factory, in particular the evacuation procedures; (l) any other information considered necessary, by the occupier to ensure safety and health of employees. (2) The information required by sub-rule (1) shall be compiled and made known to employees individually through supply of booklets or leaflets and display of cautionary notices at the workplaces. (3) The booklets, leaflets and the cautionary notices displayed in the factory shall be in the language understood by the majority of the employees and shall also be explained to them. (4) The Inspector-cum-Facilitator or the Chief Inspector-cum-Facilitator may direct the occupier to supply further information to the employees as deemed necessary.
Disclosure of information to the Chief Inspector-cum-Facilitator, local authority under sub-section (1) of section 84	132.	(1) The occupier of every factory carrying on a hazardous process shall furnish, in writing, to the Chief Inspector-cum-facilitator a copy of all the information furnished to the employees under sub-section (1) of section 84. (2) A copy of compilation of Material Safety Data Sheets in respect of hazardous substances used, produced or stored in the factory shall be furnished to the Chief Inspector-cum-facilitator and the local Inspector-cum-facilitator. (3) A copy of the information furnished under sub-rule (1) and sub-rule (2) shall also be sent to the District Magistrate and Sub-divisional Magistrate of the area where the establishment is situated. (4) The occupier of hazardous process industry shall also furnish information to the Chief Inspector-cum-facilitator and Inspector-cum-Facilitator electronically every year on following points: a. Name of the factory: b. Address: c. Product d. Manufacturing process: i. Raw material: ii. Name and maximum storage capacity: e. Finished product: i. Name and maximum storage capacity: f. Inter-mediate product: i. Name and maximum storage capacity: g. Hazards associated with the factory: h. Safety measures observed: i. Fire and explosion risk:
Disclosure of information to the general public living in vicinity under sub-section (1) of section 84	133.	(1) The occupier of every factory carrying on a 'hazardous process' shall in consultation with the District Emergency Authority designated by the State Government, take appropriate steps to inform the general public who are likely to be in the area which might be affected by an accident. (2) Such information shall include: (a) Name of the factory and address where situated; (b) Identification, by name and position, of the person giving the

		information; (c) Confirmation that the factory has approval from the Factories Directorate and State Pollution Control Board; (d) An explanation in simple terms of the hazardous process(es) carried on in the premises; (e) The common names of the hazardous substances used which could give rise to an accident likely to affect them, with an indication of their principal harmful characteristics; (f) Brief description of the measures to be taken to minimize the risk of such an accident in compliance with its legal obligations under relevant safety statutes; (g) Salient features of the approved disaster control measures adopted in the factory; (h) Details of the factory's emergency warning system for the General Public; (i) General advice on the action members of the public should take on hearing the warning; (j) Brief description of arrangements in the factory, including liaison with the emergency services, to deal with foreseeable accidents of such nature and to minimize their effects; and (k) Details of where further information can be obtained.
Health and Safety Policy under sub-section (2) of section 84	134.	(1) The occupier of every factory involving "hazardous process" shall prepare a written statement of his policy in respect of health and safety of employees at work as per provisions of Code and rules made thereunder and intimate it to Chief Inspector-cum-Facilitator and Inspector-cum-Facilitator having jurisdiction quarterly and within 15 days if any change happens in said policy. (2) The health and safety policy should contain or deal with- (a) The Health and Safety Policy shall be in conformity with statutory requirements of the Code and other relevant statutes; (b) Organisational set up shall carry out the declared policy clearly assigning the responsibility at different levels, and (c) arrangements for making the policy effective. (3) In particular, the Health and Safety Policy should specify the (a) arrangements for involving the employees; (b) intention of taking into account the health and safety performance of individuals at different levels while considering their career advancement; (c) the responsibility of the Contractors, sub-Contractors, transporters and other agencies entering the premises; (d) a resume of health and safety performance of the factory in its Annual Report; (e) relevant techniques and methods such as audits and risk assessment like Hazard and Operability Study (HAZOP) etc and other safety techniques for periodical assessment of the status on health, safety and environment and taking all the remedial measures; (f) its intentions to integrate health and safety in all decisions including those dealing with purchase of plant, equipment, machinery and material as well as selection and placement of personnel; and (g) arrangements for informing, educating and training and retraining its employees at different levels and the public, wherever required. (4) A copy of the declared Health and Safety Policy signed by the

		occupier shall be made available to the Chief Inspector-cum-Facilitator, and Inspector-cum-Facilitator. (5) The Health and Safety Policy shall be made widely known by:- (a) making copies available to all employees including contractual employees, apprentices, transport employees, suppliers, etc; (b) displaying copies of the policy at conspicuous places in a language understood by the majority of employees; and (c) any other means of communication. (6) The occupiers shall revise the Safety Policy as often as may be appropriate, but it shall necessarily be revised under the following circumstances:- (a) wherever any expansion or modification having implications on safety and health of persons at works is made; or (b) whenever new substances or articles are introduced in the manufacturing process having implications in health and safety of persons exposed to such substances or articles.
Information on industrial wastes under sub-section (7) of section 84	135.	(1) The information furnished under rules 129 to Rule 131 shall include the quantity of the solid and liquid wastes generated per day, their characteristics and the methods of treatment such as incineration of solid wastes, chemical and biological treatment of liquid wastes and arrangements for their final disposal. (2) It shall also include information on the quality and quantity of gaseous waste discharge through the stacks or other openings and arrangements such as provisions of scrubbers, cyclone separators, electrostatic precipitators of similar such arrangements made for controlling pollution of the environment. (3) The occupier shall also furnish the information prescribed in the sub-rule (1), and (2) to the State Pollution Control Board.
Intimation to Chief Inspector-cum-Facilitator by the occupier of the factory proposed to be engaged in hazardous process under sub-section (5) of section 84	136.	(1) The occupier/employer shall disclose the information of the factory involving hazardous process under sub-section (5) of section 84, namely: (a) The occupier of every factory involving hazardous process shall identify all the hazards involved both from actual operations and the chemical reactions. The properties of the raw materials, final products to be made and any by-products derived during the process shall be carefully studied and provisions shall be made for dealing with any hazards including effects on employees, which may occur during manufacture. (b) Information in the following format giving details of the process, its hazards and steps taken or proposed to be taken from the design stage to disposal stage for ensuring the safety as mentioned in sub-rule(1) should be sent to Chief Inspector-cum-Facilitator and Inspector-cum-Facilitator through online at the earliest and in no case less than 30 days before commencing manufacture, handling or storage involving hazardous process. (2) Information to be furnished by Occupier of Hazardous Process Industry:

		(a) Name of Factory: ..... (b) Address ..... (c) Manufacturing process details ..... (in case of chemical factory material balance of all the reactions shall be enclosed) (d) Raw Materials used (Name, Mode of storage, Maximum storage Capacity) ..... (e) Finished Products (Name & Maximum storage Capacity) ..... (f) Intermediate Products (Name & Maximum storage Capacity) ..... (g) Hazards identified (process hazards, storage and handling of chemicals based on HAZOP shall be enclosed in case of chemical factory) ..... (h) Remedial measures (inbuilt safety systems for equipment, process control, engineering controls and administrative controls): ..... (i) Details for disposal of hazardous waste: Signature of Occupier with name (3) The above information shall be revised and updated immediately after change of any of the above information, technological advancement or once in three years through online. (4) Any further information sought by the Chief Inspector-cum-Facilitator or Inspector-cum-Facilitator for compliance of the above provisions shall also be furnished.
Information to employees and general public under sub-section (7) of section 84	137.	(1) Information under Rule-129 to Rule-131 of these rules shall be publicised by displaying the same on Notice Board at the gate or gates of the factory and such information shall also be given to District Magistrate and Chief Inspector-cum-Facilitator. (2) It shall be the responsibility of the occupier/ employer to widely publicise such information to the general public.
Confidentiality of information under clause (zzq) of sub-section (2) of section 133	138.	(1) The occupier of a factory carrying on a 'Hazardous Process', shall disclose all information needed for protecting safety and health of the employees to- (a) his workers, and (b) Chief Inspector-cum-Facilitator or Inspector-cum-Facilitator having jurisdiction, as required under these rules. If the occupier is of the opinion that the disclosure of details regarding the process and formulations will adversely affect his business interests, he may make a representation to the Chief Inspector-cum-Facilitator stating the reason for withholding such information. The Chief Inspector-cum-Facilitator shall pass an order on the representation after giving an opportunity to the occupier of being heard. (2) An occupier aggrieved by an order of the Chief Inspector-cum-Facilitator may prefer an appeal to the State Government within a period of thirty days and the State Government may after giving an opportunity to the occupier of being heard shall pass an order and the order,
Medical Examination under sub-section (a)	139.	(1) Employees employed in a 'hazardous process' shall be medically examined by a qualified medical practitioner, hereinafter referred to a Factory Medical Officer, in the following manner:

of section 85		(a)once before employment, to ascertain physical fitness of the person to do a particular job ; (b)once in a period of 6 months, to ascertain the health status of all the workers in respect of occupational health hazards to which they are exposed, and at a shorter interval in respect of a worker in whose case the Factory Medical Officer is of the opinion that it is necessary to do so ; (c)the details of pre-employment and periodical medical examinations carried out as aforesaid shall be recorded in the Health Register in Form-7. (2) No person shall be employed for the first time without a certificate of fitness in Form-8 granted by the Factory Medical Officer. If the Factory Medical Officer declares a person unfit for employment in a process covered under sub-rule (1), he shall have the right to appeal to the Inspector-cum-Facilitator of the area who after consultation with a Medical Officer shall decide the appeal which shall be final in this regard. (3) Any finding of the Factory Medical Officer revealing any abnormality or unsuitability of any person employed in the process shall, in turn, examine the concerned worker and communicate his findings to the occupier within 30 days. If the Medical Officer is of the opinion that the worker so examined is required to be taken away from the process for health protection, he will direct the occupier accordingly, who shall not employ the said worker in the same process. However, the worker so taken away shall be provided with alternative placement unless he, in the opinion of the Medical Officer is fully incapacitated in which case the worker affected shall be suitably rehabilitated. (4) A medical officer on his own motion or on a reference from an Inspector-cum-Facilitator may conduct a medical examination of a worker to ascertain the suitability of his employment in a hazardous process or to ascertain his health status. The opinion of the Medical Officer in such a case shall be final. The requisite fee for this medical examination shall be paid by the occupier. (5) The worker taken away from employment in any process under sub-rule (2) may be employed again in the same process only after obtaining the Fitness Certificate from the Medical Officer and after making entries to that effect in the Health Register. (6) The worker required to undergo medical examination under these rules and for any medical survey conducted by or on behalf of the Central or the State Government shall not refuse to undergo such medical examination. (7) A copy of the medical records and reports shall be provided to the concerned worker free of cost.
Qualification and experience of the qualified persons under clause (b) of section 85	140.	(1) All persons who are required to supervise the handling of hazardous substances shall possess the following qualification and experience: (a) a degree in Chemistry or Diploma in Chemical Engineering or Technology with five years experience; or (b) a Master's Degree in Chemistry or a degree in Chemical Engineering or Technology with two years experience; (2) The experience stipulated in sub-rule (1) above shall be in process operation and maintenance in a chemical industry. (3) The Chief Inspector-cum-Facilitator may require the supervisor to undergo training in Health and Safety. The syllabus and duration of the said training and the organisations conducting the training shall be approved by the Director General, Factory Advice Service

		and Labour Institutes (DGFASLI) or the State Government in accordance with guidelines issued by the Director General, Factory Advice Service and Labour Institutes.
Occupational Health Centres under sub-section (c) of section 85	141.	(1) In respect of any factory carrying on 'hazardous process' there shall be provided and maintained in good order, an Occupational Health Centre with the services and facilities as per scale laid down hereunder: (a)For factories employing up to 50 employees: (i) the services of a Factory Medical Officer on retainership basis in his clinic which shall be notified by the occupier who shall carry out pre employment and periodical medical examinations as stipulated in rule 145 and render medical assistance during an emergency; (ii) a minimum of 5 persons trained in first aid procedures of whom at least one shall always be available during the working period; and (iii) a fully equipped first aid box in all the departments; (b)For factories employing 51 to 200 employees: (i) an Occupational Health Center having a room with a minimum floor area of 15 square metre with floors and walls made of smooth and impervious surface and with adequate illumination and ventilation as well as equipment as per the Schedule annexed to these rules; (ii) a part time Factory Medical Officer shall be in overall charge of the Center who shall visit the factory at least twice in a week and whose services shall be readily available during medical emergencies; (iii) one qualified and trained dresser-cum-compounder on duty throughout the working period; and (iv) a fully equipped first aid box in all departments. (c)For factories employing above 200 employees: (i) one full-time Factory Medical Officer for factories employing up to 500 employees and one more Medical Officer for every additional 1000 employees or part thereof; (ii) an occupational Health Center having at least two rooms each with a minimum floor area of 15 square metre with floors and walls made of smooth and impervious surface and adequate illumination and ventilation as well as equipment as per the Schedule annexed to this rule; (iii) one nurse, one dresser-cum-compounder and one sweeper-cum-ward boy throughout the working period; and (iv) the Occupational Health Center shall be suitably equipped to manage medical emergencies. (2) The Factory Medical Officer required to be appointed under sub-rule (1) shall have qualifications as specified in rule 73 of these rule; Provided that a person possessing a Diploma in Industrial Health or its equivalent shall not be required to possess the certificate of training as aforesaid: Provided further that the Chief Inspector-cum-Facilitator may, subject to such conditions as he may specify, grant exemption from the requirement of this sub-rule, if in his opinion a suitable person

		possessing the necessary qualification is not available for appointment: Provided also that in case of a person who has been working as a Factory Medical Officer for a period of not less than three years on the date of commencement of this rule, the Chief Inspector-cum-Facilitator may, subject to the condition that the said person shall obtain the aforesaid certificate of training within a period of three years, relax the qualification. (3) The syllabus of the course leading to the above certificate, and the organisations conducting the course shall be approved by the Directorate General, Factory Advice Service and Labour Institutes (DGFASLI), Ministry of Labour and Employment, Government of India or the State Government in accordance with the guidelines issued by the DGFASLI. (4) Within one month of the appointment of Factory Medical Officer, the occupier of the factory shall furnish to the Chief Inspector-cum-Facilitator the following particulars: (a) name and address of the Factory Medical Officer; (b) qualifications; (c) experience, if any; and (d) sub-rule under which the Factory Medical Officer has been appointed. (5) Equipment for Occupational Health Centre in Factories shall include: (a) a glazed sink with hot and cold water (must be always available); (b) a table with a smooth top of at least 180 cm x 105 cm; (c) means for sterilizing instruments; (d) a couch; (e) two buckets or containers with closely fitting lids; (f) a kettle and spirit stove or other suitable means of boiling water; (g)one bottle of spiritus ammonia aromaticus (120 ml.); (h)two medium sizes sponges; (i) two 'Kidney' trays; (j) four cakes of toilet soap, preferably antiseptic, soap; (k)two glass tumblers and two wine glasses; (l) two clinical thermometers; (m) two tea spoons; (n)two graduated (120 ml.) measuring glasses; (o)one wash bottle (1000 cc) for washing eyes; (p)one bottle (one litre) carbolic lotion in 20; (q)three chairs; (r) one screen; (s) one electric hand torch; (t) an adequate supply of tetanus toxoid; (u)coramine liquid (60 ml.); (v)tablets -antihistamine, antispasmodic (25 each); (w) syringes with needles-2 cc and 10 cc; (x)two needle holders, big and small; (y)suturing needles and materials; (z)one pair of dressing forceps; (za) one pair of dressing forceps; (zb) one scalpel; (zc) one stethoscope; (zd) rubber bandage-pressure bandage; (ze) oxygen cylinder with necessary attachments;

		(zf) one blood pressure apparatus; (zg) one patella hammer; (zh) one Peak-flow meter for lung function measurement; (zi) one stomach wash set; and (zj) any other equipment recommended by the Factory Medical Officer relating to the specific manufacturing process; (6) In addition to the equipments specified in sub-rule (5), an Occupational Health Centre of: (a) Factories employing 51 to 200 employees, equipments shall include :- (i) four plain wooden splints of 900 mmx100mmx6mm; (ii) four plain wooden splints of 350 mmx75mmx6mm; (iii) two plain wooden splints of 250 mmx50mmx12mm; (iv) one pair of artery forceps ; (v) injections-morphia, pethidine, atropine, adrenaline, coramine, novacan (2 each): and (vi) one pair of surgical scissors; (b) For factories employing above 200 workers, equipments shall include :- (i) eight plain wooden splints of 900mmx100mmx6mm; (ii) eight plain wooden splints of 350 mmx75mmx6mm; (iii) four plain wooden splints of 250mmx50mmx12mm; (iv) two pairs of artery forceps ; (v) injection-morphia, pethidine, atropine, adrenaline, coramine, novocan (2 each) ; and (vi) two pairs of surgical scissors.
Ambulance van under sub-section (c) of section 85	142.	(1) In every factory carrying on a 'hazardous process' there shall be provided and maintained in good condition, a suitably constructed ambulance van equipped with items specified in sub-rule (2) of this rule and manned by a full time driver-cum-mechanic and a helper trained in first-aid, for the purposes of sickness. The ambulance van shall not be used for purposes other than the purpose stipulated herein and will normally be stationed at or near the Occupational Health Centre: Provided that a factory employing less than 150 employees may make arrangements for procuring such facility at a short notice from a nearby hospital or other places to meet emergency. (2) The ambulance van shall have the following equipments :- (A) General : (a) a wheeled stretcher with folding and adjusting devices with the head of the stretcher capable of being tilted upward ; (b) fixed suction unit with equipment ; (c) fixed oxygen supply with equipment ; (d) pillow with case, sheets, blankets towels ; and (e) emesis bag, bed pan, urinal, glass ; (B) Safety equipments such as :- (a) flares with life of 30 minutes, flood lights ; (b) flash light, fire extinguisher-dry powder type ; and (c) insulated gauntlets. (C) Emergency Care Equipments such as :- (a) Resuscitation Equipments like :- (i) portion suction unit ; portable oxygen unit ; (ii) bag - valve-mask, hand operated artificial ; (iii) ventilation unit ; (iv) airways ; mouth bags ; tracheetomyadapters ;

<table>
<tr><td></td><td></td><td>(v) short spine board, I. V. fluids with Administration unit ; and
(vi) B. P. manometer ; Cugg ; stethoscope ;
(b) Immobilization Equipments :-
(i) long and short padded boards wire ladder splints ; and
(ii) triangular bandage ; long and short spine boards.
(c) Dressings like :-
(i) gauze pads -4"x4" universal dressing 10"x36";
(ii) roll of aluminium foils; soft roller bandages 6"x5" Yards ; adhesive tape in 3" roll; safety pins; and
(iii) bandage sheets ; burn sheet ;
(d) Poisoning Equipments to deal with poisoning like:-
(i) syrup of Ipecac; Activated Charcoal pre-packeted in doses; snake bite kit; and
(ii) drinking water;
(e) Emergency medicines as per requirement (under the advice of qualified medical practitioner only).</td></tr>
<tr><td></td><td></td><td></td></tr>
<tr><td>Decontamination facilities under sub-section (c) of section 85</td><td>143.</td><td>In every factory carrying out hazardous process the following provisions shall be made to meet an emergency:
(a) fully equipped first aid box;
(b) readily accessible means of water for washing by employees as well as for drenching of clothing of employees who have been contaminated with hazardous and corrosive substance; and such means shall be as per the scale shown in the table below:
<table><tr><td>Number of persons employed at any time</td><td>Number of drenching showers</td></tr><tr><td>(i) Up to 50 employees</td><td>2</td></tr><tr><td>(ii) Between 51 and 200 employees.</td><td>2+1 for every additional 50 or part thereof</td></tr><tr><td>(iii) Between 201 and 500 employees</td><td>5+1 for every additional 100 or part thereof</td></tr><tr><td>(iv) 501 employees and above.</td><td>8+1 for every additional 200 or part thereof.</td></tr></table>(c) sufficient number of eye wash bottles filled with distilled water or suitable liquid, kept in boxes or cupboards conveniently placed and clearly indicated by a distinctive sign which shall be easily available at all times.</td></tr>
<tr><td></td><td></td><td></td></tr>
<tr><td>Availability of health records to employees under sub-section (c) of section 85</td><td>144.</td><td>(1) The occupier of every factory carrying out a "hazardous process" shall make accessible the health records, including the record of worker's exposure to the hazardous process or, as the case may be, the medical records of any worker for his perusal under the following conditions:
(a) once in every six months or immediately after the medical examination, whichever is earlier ;
(b) if the Factory Medical Officer or the Medical Officer, as the case may be, is of the opinion that the worker has manifest signs and symptoms of any noticeable disease as specified in the Third Schedule to the Code ;
(c) if the worker leaves the employment ;</td></tr>
</table>

		(d) if any one of the following authorities, so direct - (i) the Chief Inspector-cum-Facilitator ; (ii) the Health Authority of the Central or State Government ; (iii) Commissioner of Workmen's Compensation ; (iv) the Director General, Employees' State Insurance Corporation ; (v) The Director, Employees State Insurance Corporation (Medical Benefits) ; and (vi) the Director General, Factory Advice Service and labour Institute. (2) A copy of the updated health records including the record of employees exposed to hazardous process or, as the case may be, the medical records, shall be supplied to the worker on receipt of an application from him. X-ray plates and other medical diagnostic reports may also be made available for reference to his medical practitioner.
Permissible limits of exposure of chemical and toxic substances under Section 88	145.	1. The maximum permissible threshold limits of exposure of chemical and toxic substances in manufacturing processes (whether hazardous or otherwise) in any factory shall be of the value as given in Schedule-XXXVII.
Appeal under section 90	146.	Occupier of any factory aggrieved by an order made by Inspector-cum-Facilitator or the Chief Inspector-cum-Facilitator may, within thirty days from the date on which the order is communicated to him, make an appeal, setting forth concisely the grounds of objection to the order and bearing Court-Fees stamp in accordance with Article 11 of Schedule II to the Court Fees Act, 1870, and shall be accompanied by a copy of the order appealed against, to the Labour Commissioner who shall, after giving an opportunity of being heard to both the, dispose of the appeal as expeditiously as possible: Provided that the Appellate Authority may entertain the appeal after the expiry of the said period if he is satisfied that the appellant was prevented by sufficient cause from filing the appeal in time.
Persons in supervisory, managerial or confidential positions under clause (a) of sub-section (1) of section 91	147.	(1) The following persons in factories, other than sugar factories, shall be deemed to hold positions of supervision or management, provided they are not required to perform manual labour as regular part of their duties:- (a) Manager; (b) Labour Officer; (c) Security Officer; (d) Heads of Technical Department; (e) Engineers; (f) Supervisors; (g) Shift Officer; (h) Shift In-charge; (i) Head Storekeepers provided they are employed solely in a supervisory capacity; and (j) any other person, who in the opinion of the State Government holds a position of supervision or management and is so declared by it in writing by way of an order. (2) In sugar factories, the following persons shall be deemed to hold positions of supervision or management:- (a) The General Manager; (b) The Manager;

		(c) The Mill Secretary; (d) The Cane, Manager; (e) The Cane Superintendent, where there is no Cane Manager; (f) The Chief Chemist; (g) The Labour Welfare Officer; (h) The Chief Engineer; (i) The Secretary to the Managing Agent or the Personal Assistant to the General Manager; (j) The Cane Development Officer; (k) Heads of Commercial Department, like accounts, purchase, store, legal catering, etc.; and (l) any other person who, in the opinion of the State Government, holds a position of supervision or management and is so declared by it in writing by way of an order. (3) The following persons shall be deemed to hold confidential positions in a factory: (a) Stenographers; (b) Personal Assistants; (c) Personal Secretaries; (d) Office Superintendent; (e) Head Clerk, where there is no Office Superintendent; (f) Head Munim where there is no Office Superintendent or Head Clerk; (g) Head Accountant; (h) Head Cashier; (i) Cashier; (j) Head Time-keeper; (k) Telephone Operator; (l) Receptionist; and (m)any other person, who in the opinion of the State Government, holds a confidential position and is so declared in writing by it by way of an order. (4) The list of all persons mentioned in sub-rules (1), (2) and (3) shall be kept and maintained in a register in Form-51. (5) For continuous process factories, provisions of Section 26 and Section 27 and rules made thereunder, shall be exempted to such an extent as prescribed in Schedule II.
Inspection Book under clause (zzq) of sub-section (2) of section133	148.	(1) The employer or the manager of every factory shall maintain an Inspection Book electronically or otherwise. Every inspection note shall be prepared in triplicate. (2) The occupier/ employer shall keep Form-45 up to date in inspection book.
Record of Inspection under clause (zzq) of sub-section (2) of section133	149.	A note of all defects and irregularities discovered at the time of inspection by an Inspector-cum-Facilitator, or a Medical Officer, shall be prepared by him, in triplicate in the inspection book maintained under rule 156, giving reference to relevant sections of the Code and rules, the breach of which has been committed.

PART-VI
PLANTATION

Housing accommodation under clause (a) of sub-	150.	(1) Every employer shall provide for every worker and his family residing in a plantation, rent free housing accommodation as near as possible to the place of work. It shall be open to an employer to provide such accommodation in the course of several years

section (1) of section 92		provided that houses shall be built at least twenty-five per cent of the resident workers every year. (2) All housing accommodation for workers in a plantation shall have separate rooms for women employees. Effective and suitable provisions 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. The rooms or other suitable alternative accommodation shall be of such dimensions so as to provide at least a floor area of ten square meters, excluding area of the kitchen and toilets, for each person making use of the room. The accommodation shall be so constructed as to afford adequate protection against heat, wind, rain and shall have smooth, hard and impervious floor surface. (3) The housing accommodation shall be provided on dry well-drained land which, consistent with the requirements regarding distance from the plantation, has supplies of wholesome drinking water within a reasonable distance. In malarial tracts the houses shall be provided at a safe distance from the swamps and marshes and above the highest flood level. (4) Adequate lighting arrangements shall be provided in and around the area in which housing accommodation is provided. (5) The employer shall maintain in good condition the approach roads and paths to the area where houses are located as also the sewers and drains in that area. (6) The employer shall not deny to the public free access to those parts of the plantation where the workers are housed. (7) The employer shall cause the vicinity of all houses to be kept clear of refuse and excreta and the latrines and drains to be cleaned out daily and all refuse in or near them to be collected, removed and disposed of hygienically.
Housing Scheme under clause (a) of sub-section (1) of section 92	151.	(1) Within six months of the date of publication of these rules, every employer of Plantation shall necessarily provide accommodation and shall submit to the Chief Inspector-cum-Facilitator for approval a scheme in regard to the provision by him of housing accommodation for workers, who shall with his remarks forward the same to State Government for approval within thirty days. The State Government will decide the housing scheme as proposed by the employer within a period of three months. (2) The scheme shall provide for the following matters:- (a) specification of the period during which housing accommodation is proposed to be provided in respect of all resident workers in a plantation, such period being not later than the period referred to in Rule- 150; (b) the type design which is proposed to be adopted for the construction of houses, such design being in conformity with the standards and specification as may be approved by the State Government, under sub-rule (1); (c) time frame, plan and site-plan, in duplicate, of the buildings to be constructed or remodelled for use as workers' houses. (3) All houses shall be built in accordance with the scheme as approved in writing by the State Government. (4) With a view to showing the progress made in providing houses according to the approved scheme every employer shall submit to the Chief Inspector-cum-Facilitator of Plantations a report in

		Form- 52 by July 31st of every year.
Maintenance of houses under clause (a) of sub-section (1) of section 92	152.	(1) The employer shall, at his own expense, execute such repairs to the houses as may be required from time to time and maintain the houses in fit and safe condition for occupation. (2) A worker occupying a house may, and an Inspector-cum-Facilitator appointed under the Code and rules made therafter, shall bring to the notice of the employer any defect in the condition of a house which made it dangerous to the health and safety of the workers. Where an Inspector-cum-Facilitator so brings such defects to notice, it shall be the duty of the employer to rectify them without any delay. (3) The employer shall get all the houses lime-washed at least once every year and all the doors, windows and other wooden structure varnished or painted once in three years. A record of dates on which lime-washing or painting was carried out shall be maintained by the employer as specified by State Government by general or special order.
Allotment and occupation of houses under clause (a) of sub-section (1) of section 92	153.	(1) No rent shall be charged by an employer for the housing accommodation provided to workers and their families residing in his plantation. (2) Houses shall be allotted on the basis of one house for a worker having a family for the use of the worker and his family: Provided that if there are two or more workers in a family only one house shall be allotted in respect of any such family in the name of any worker in the family: Provided further that in case, of termination of services of a worker in whose name a house is allotted under the preceding proviso, the house shall be allotted in the name of any other member of his family who is a worker. (3) The employer may allot houses to workers not having families at the rate of one house for not more than four such workers. (4) The occupant of a house shall not make any unauthorised additions to or alterations in the house. (5) The occupant of a house shall not exchange the house with the occupant of another house except with the written permission of the employer. (6) The occupant shall not let the house or any portion thereof to any person. (7) All workers and members of their families occupying the houses shall use the latrines provided and shall not pollute the soil and shall keep the houses and the precincts thereof clean and tidy and shall not waste drinking water. (8) No cattle or goats shall be kept in the living rooms or verandahs and no windows or air spaces shall be blocked up. (9) The employer shall bring to the notice of each worker to whom housing accommodation has been provided the conditions governing the occupation of such accommodation in writing in a language which the latter can understand.
Occupation of accommodation after termination of	154.	(1) When a worker dies in the service of the employer or retires or goes on transfer, or resigns, or goes on leave or when his services are terminated, he or his family may retain the house up to the

employment under clause (a) of sub-section (1) of section 92		period as detailed below: (a) in the case of death, transfer or termination of service, for a period not exceeding two months; (b) in the case of retirement or resignation, for a period not exceeding one month; (c) in the case of leave, for the period of leave ; and (d) in the case where discharge or dismissal of a worker results in an industrial dispute, for so long as the case is not finally disposed of. (2) If, on the application made to Inspector-cum-Facilitator having jurisdiction of the area where such housing accommodations are located, the Inspector-cum-Facilitator is satisfied that a worker or any member of his family refuses to vacate the house allotted to such worker after the expiry of the period specified in sub-rule (1), he may, notwithstanding any other law for the time-being in force, by notice served, (a) by post; or (b) by affixing a copy of it on the outer door or some other conspicuous part of such house; or (c) by any other means of serving the notice as prescribed under the Bhartiya Nagrik Suraksha Sanhita, 2023 (Act No. 46 of 2023) after giving proper opportunities of being heard from such worker or a member of his family or any other person who may be in occupation of the whole or any part of the house, shall pass an order to vacate it within one month of the date of service of such order. (3) In the event of the failure of the worker or any other person who is in occupation of the house to comply with the order under sub-rule (2), the Inspector-cum- Facilitator may make written requisition to the officer not below the rank of a sub-divisional magistrate, having jurisdiction over the area to evict such worker, member or other person from the house. (4) On receipt of requisition under sub-rule (3), the sub-divisional magistrate specified in sub-rule (3) shall execute the order passed by Inspector-cum- Facilitator and shall ensure the eviction of such member or other person and shall handover the possession of the house to the employer. The sub-divisional magistrate may for this purpose, use such force as may be necessary: Provided that before executing such order of eviction, a copy of the order of eviction shall be served on the worker or a member of the family or any other person in occupation of the said house.
Drinking Water under clause (a) of sub-section (1) of section 92	155.	(1) An adequate supply of drinking water shall be made available in every plantation at every sites, at all times during working hours. (2) Drinking water shall not be supplied from any open well or reservoir unless it is so constructed, situated, protected and maintained as to free the possibility of pollution by chemical or bacterial and extraneous impurities. (3) Where drinking water is supplied from such well or reservoir, the water in it shall be sterilized periodically as required by the Inspector-cum-Facilitator by written order, and the date on which sterilizing is carried out shall be recorded: Provided that this requirement shall not apply to any such well or reservoir if the water therein is filtered and treated before it is

		supplied for consumption. (4) The Inspector-cum-Facilitator may, by order in writing, direct the employer to obtain at such time or at such intervals as he may direct, a report from the Health Officer or the Medical Officer, regarding the fitness for human consumption of the water supplied to workers and in every case shall submit to the Inspector-cum-Facilitator a copy of such report as soon as it is received from the Health Officer or Medical Officer. (5) Drinking water shall be supplied at work sites at conveniently accessible points through *paniwalas* or by tankers, etc.
Urinal Facility under clause (a) of sub-section (1) of section 92	156.	(1) Urinal facility shall be provided in every plantation on the scale of one latrine for every five acres of the area under cultivation or part thereof: Provided that there shall be at least one latrine each for either sex. (2) The latrine shall be conveniently situated and shall have exclusive access for either sex. (3) The walls, ceilings and partitions of every latrine and urinal shall be white- washed and colour-washed and the white-washing or colour-washing shall be repeated at least once in every period of four months. (4) The latrine should conform to public health requirements and latrines other than those connected with an efficient water-borne sewage system, shall comply with the requirements of the Public Health authorities. (5) Every latrine shall be under cover and so partitioned off as to secure privacy and shall have a proper door and fastenings. (6) Where workers of both sexes are employed, there shall be displayed outside each latrine or latrine block, a notice in Hindi and also in the language understood by the majority of workers "For Men Only" or "For Women only", as the case may be. The notice shall also bear the figure of a man or of a women, as the case may be. (7) Where piped water supply is available, a sufficient number of water taps, conveniently accessible shall be provided in or near such latrine accommodation: Provided that if piped water supply is not available, sufficient quantity of water shall be kept stored in suitable receptacles near the latrines.
Urinal facility under clause (a) of sub-section (1) of section 92	157.	(1) Urinal facility shall be provided on the scale of one urinal for every two acres of the area under cultivation or part thereof. The urinals shall be conveniently situated for both males and females and shall be exclusive for either sex. (2) Urinals should conform to public health requirements, urinals other than those connected with an efficient water-borne sewage system shall comply with the requirements of the public health authorities.
Construction and maintenance of drains under clause (a) of sub-	158.	All drains carrying waste or sullage water shall be constructed in masonry or other impermeable materials and shall be regularly flushed, and the effluent shall be disposed of by connecting such

section (1) of section 92		drains with a suitable drainage line : Provided that where there is no such drainage line, the effluent shall be deodorized and rendered innocuous and then disposed of in a suitable manner to the satisfaction of the Health Officer.
Creches under clause (b) of sub-section (1) of section 92	159.	(1) In every plantation wherein thirty or more women workers are employed or were employed on any day of the preceding twelve months, the employer shall provide and maintain a creche or creches for the use of their children who are below the age of six years according to the standards laid down in these rules. (2) Every creche shall be conveniently accessible to the mothers of the children accommodated therein. (3) There shall be not less than 15 square feet of floor area for each child to be accommodated in a creche. (4) The building in which the creche is situated shall be of sound construction with a good plinth. (5) The plan of the creche building shall be in accordance with the standard plan or plans laid down by the Chief Inspector-cum-Facilitator Provided that where no standard plan has been laid down or where it is proposed to deviate from a standard plan, the Chief Inspector-cum-Facilitator approval shall be obtained. (6) The creche shall be furnished with suitable furniture and a cradle for each child below the age of two. (7) A suitably fenced and shady open air playground shall be provided for the older children. (8) The employer shall appoint— (a) a women as Creche-in-charge to look after children during the absence of their mothers, who shall possess such qualifications and training as may be approved by the State Government; and (b) such other staff on a scale approved by the said authority. (9) There shall be in or adjoining the creche a suitable washroom and toilet. (10) At least half a pint of clean pure milk if possible otherwise powdered milk approved by the Medical Officer shall be made available for each child on every day such child is accommodated in the creche and the mother of such child shall be allowed in the course of her daily work two intervals of sufficient time to visit the creche and feed the child. For children above two years of age there shall be provided in addition to the above, an adequate supply of wholesome refreshment. (11) The creche staff shall be provided with suitable clean clothes for use while on duty in the creche. (12) An adequate supply of clean clothes, soap and oil shall be made available for each child while such child is in the creche. (13) Subject to provisions of the above mentioned sub-rules, a group of employer may jointly provide and maintain crèche and share its expenses.
Educational facilities for workers' children under clause (c) of sub-section (1) of section	160.	(1) Every employer shall, if the number of workers' children between the ages of 6 and 12 in his plantation exceeds 25, provide and maintain a primary school or schools for imparting primary education to the children:

92		Provided that an employer may not provide and maintain a primary school if there is one under the direct management of the State Government or of any local body for imparting free education to the children up to the primary or higher standard, with enough seats to admit the children between the ages of six and twelve of the workers in his plantation and within a distance of one mile from the place where workers reside in his plantation, or if under any other law he is required to pay a cess or tax for primary education: Provided further that subject to the provisions of these rules, a group of employers may jointly provide and maintain a primary school and share its expenses. (2) Every school to be provided and maintained under these rules, shall be conveniently situated within a distance of one mile from the workers' quarters. (3) The school building shall be constructed in accordance with the standard plan or plans which may be laid down by the State Government: Provided that where there is no standard plan or where it is proposed to deviate from a standard plan, the State Government's approval of the plan of the school building shall be obtained. (4) Where adequate space is available, an open air playground with suitable accessories shall also be provided for the children attending the school. (5) The employer or employers, as the case may be, shall provide for every primary school maintained under these rules, such educational and other equipment as may be considered necessary by the State Government. (6) The employer or employers concerned shall appoint one teacher for every forty children attending the primary school. The teacher shall possess the qualifications prescribed by the State Government for teachers in Government primary schools: Provided that in the case of any person who is working as a school teacher in a plantation at the commencement of these rules, the State Government may, subject to such conditions as it may specify, relax any of the qualifications. (7) The curriculum, duration, standard and syllabus of the course of instruction to be imparted in the primary school shall be such as may be approved by the State Government. (8) No fees shall be charged from the workers' children attending the primary school.
Health facilities under clause (d) of sub-section (1) of section 92	161.	The plantation workers shall be provided with adequate medical facilities as notified by the State Government in consultation with the Department of Medical Heath and Family Welfare from time to time.
Recreational facilities under clause (e) of sub-	162.	(1) Every employer shall provide and maintain:-

section (1) of section 92		(a) a recreation centre or centres for workers with provision for indoor games suitable for adult and child workers; (b) where adequate flat open space is available within a reasonable distance, a playground or playgrounds for adult and child workers with necessary sports equipment for outdoor games: Provided that subject to the provisions of these rules, a group of employers may with the approval of the Chief Inspector-cum-Facilitator, provide and maintain joint recreation centres and playgrounds and share their expenses. (2) Every recreation centre to be provided and maintained under these rules, shall be conveniently situated as near as possible to the worker's quarters.
Use and handling of hazardous chemicals, insecticides, pesticides and toxic substances in the plantation under sub-section (2) of section 93	163.	(1) No adolescent worker shall be engaged in any activity or work where, they are likely to be exposed to the use, handling, storage and transportation of hazardous chemicals, insecticides, pesticides, hazardous substances and other toxic substances. Provided that women workers may be employed with their consent to work subject to the following conditions :- (1) International Safety standards shall be adopted by the occupier for providing Occupational Safety and Health (OSH). (2) The occupier shall, as far as possible, modernise the above processes/places from time to time and will use modern equipments. (3) Women workers those are feeding mother shall be exempted from the Employment. (2) The employer shall ensure the regular health checkup of all women and adolescent worker engaged in any activity or work of plantation as prescribed under Rule-75 and shall keep the records as mentioned in Rule-75 of these rules.
Appointment and qualification of supervisors under sub-section (3) of section 93	164.	(1) For the purposes of sub-section (3) of section 93, the employer shall appoint one or more persons as supervisors, having the following qualifications to supervise the use, handling, storage and transportation of insecticides, chemicals and toxic substances in his plantation. (2) The supervisors appointed under sub-rule (1) shall have the following qualifications, namely- (a) he shall be a graduate in agriculture or in any science or he shall possess a certificate course on handling of chemicals and toxic substances conducted by the institute recognised by the Government of Uttar Pradesh or having an equivalent degree conferred by any institution established and recognised under the law; (b) he shall be given training from a designated training institute; and (c) he shall also possess valid certificate from Indian Red Cross Society (IRCS) or Saint John's Ambulance Association or any other institution as recognised by the State Government for this purpose, for giving first aid treatment to workers.

		(3) The supervisor shall- (a) advise the employer on health and safety issues; (b) be responsible for storage of equipment's, chemicals, insecticides etc; (c) be responsible for co-ordination and transportation of chemicals, insecticides and personnel involved in the above process; (d) be responsible for reporting any incident and/or accident involving chemicals due to use of insecticide spraying; (e) ensure good relation with the workers and their representatives; (f) ensure the correct use of chemicals and its spraying where spraying of chemical scours; (g) ensure that protective clothing and dust mask are provided to the spraying personnel and make sure that they are using it during their duty time; (h) ensure correct use of safety procedure and control of quality spraying; (i) keep people, especially children away from danger of exposure to spraying; (j) note the quantity of chemicals and insecticides prepared as and when it issued; (k) monitor storage, usage and disposal of chemicals by the labourers of plantations.
Training of workers under sub-section (4) of section 93	165.	The employer shall organize training in handling chemicals, insecticides and toxic substances and also adopt safety precautions in handling equipment's provided to the workers. The training programme shall be organized on the following matters, namely,- (a) procedure involved in handling ,mixing ,blending and applying of insecticides, chemical and toxic substances; (b) control the quality of the spraying and the quality of the solution used; (c) to see that the equipment is well maintained and cleaned after work; (d) method of transferring the insecticide to the spraying machine; (e) Keeping people, especially children away at the time of spraying; (f) manner in which the chemicals and insecticides are to be stored; (g) manner of mixing the chemicals to prepare the insecticide solution; (h) the use of protective clothing and mask at the time of spraying; (i) training on the hazards involved in different operations: (j) the procedure regarding the spillage of insecticides, chemicals and toxic substances.
Medical examination of plantation workers under sub-section	166.	(1) Every employer of a plantation shall arrange to conduct free of cost medical examination compulsory for all the employees, who are exposed to insecticides, pesticides, chemicals and toxic substances which are used, handled, stored or transported in a plantation, at an interval of not more than ninety days by a

(5) of section 93		Medical Officer or Medical practitioner appointed under the Code: Provided that if any person shows symptoms of poisoning or symptoms of any contagious disease shall be immediately examined and properly treated. (2) The employer shall report immediately to the Chief Medical Officer of any accident caused due to use, handling, mixing, blending, storage and transportation of such substances immediately. (3) In all cases of poisoning, first-aid treatment shall always be given before the physician is called. The Indian Standard Guide for handling cases of pesticide poisoning Part-I, First-Aid Measures [LS 4015 (Part-II) – 1967] shall be consulted for such first-aid treatment in addition to any other book on the subject. The workers shall also be educated on the effects of poisoning and the first-aid treatment to be given. (4) Workers engaged in spraying work shall be changed and replaced by another batches of workers after they have worked for a period of three months.
Records of Medical examination of plantation workers under sub-section (6) of section 93	167.	(1) The records of medical examination conducted under Rule-75 and Rule-162 shall be kept in accordance with the provisions and forms as laid down under Form-7. (2) A copy of such medical report shall be provided to the concerned worker and medical records, as maintained under Form-7, and the employer shall make such provisions that concerned workers may have the access to these registers easily.
Washing, bathing and cloak room, protective clothing and equipments facilities under clause (a) and clause (b) of sub-section (7) of section 93	168.	The washing, bathing and clock-room facilities shall be provided and maintained in a cleanly state and in good repair for the use of all persons employed in the following manner: (a) a trough with a smooth impervious surface fitted with a waste pipe with plug, and of sufficient length to allow at least two feet for every ten persons employed at any one time, and having a constant supply of water from taps or jets above the trough at intervals of not more than two feet; or (b) at least one wash basin for every ten such persons employed at any one time, fitted with a waste pipe and plug and having a constant supply of water together with, in either case, a sufficient supply of nail brushes, soap or other suitable cleansing material and clean towels changed daily; (c) suitable accommodation for clothing not worn during working hours with adequate arrangements for drying the clothing, if wet. The accommodation so provided shall be placed under the charge of a responsible person; (d) no food, drink or eatables including *pan, supari* or tabacco shall be brought into or consumed by any worker either at the workplace or at the washrooms; (e) every worker handling insecticides during transportation or application shall be adequately protected with appropriate clothing; (f) the protective clothing shall be used wherever necessary in conjunction with appropriate respiratory devices for preventing inhalation of toxic dusts, vapours or gases; (g) no worker shall be allowed to dilute chemical solutions to be

		used for spraying nor allowed to spray without using gauntlets, dustproof hats, hood, goggles, knee length polythene apron, rubber gloves, rubber boots (gum boots) with socks, nose mask or bleached kerchiefs to cover nose and mouth; (h) lenses of goggles shall be of good quality; (i) rubber or rug-pad shall be used on the back to minimise the jerking of spraying machines; (j) every worker engaged in spraying shall be provided with a bar of washing soap every fortnight; (k) the equipment used for spraying as well as protective clothing and other equipment shall be maintained properly and replaced whenever necessary immediately.
Display of Notice indicating hazards of insecticides, pesticides, chemicals and toxic substances under sub-section (9) of section 93	169.	Every employer of a plantation shall exhibit precautionary notice at or near the place where the insecticides, chemicals and toxic substances are handled- (a) Use protective clothing like overalls, gloves ,rubber gum-boots and wide brimmed hats. (b) Do not wear clothes contaminated with insecticides and pesticides. (c) Clean the protective clothing by washing with soap and water. (d) Do not allow children, sick persons and pregnant women and nursing mothers to handle insecticides and pesticides. (e) Do not eat, drink, smoke or chew while handling insecticides and pesticides. (f) Never blowout clogged nozzles with your mouth. (g) Do not use leaking sprayers. Avoid contamination of the skin, mouth and eyes. (h) Do not inhale the insecticides unattended in the fields. (i) Never spray insecticides and pesticides against the wind. (j) Do not leave insecticides and pesticides unattended in the fields. (k) Do not allow humans and livestock to enter the insecticides and pesticides sprayed fields for a period of time suggested by the manufacturers. (l) Do not wash insecticides and pesticides containers near a well or running stream. (m) Keep clean water, soaps and towels ready for use. (n) Wash hands and exposed skin thoroughly with soap and water before eating, drinking or smoking or chewing after work. (o) Keep the insecticides and pesticides locked in the store room and out of reach of children and other unauthorised persons. (p) Do not enter the spread fields. Follow the re-entry periods for all insecticides and pesticides, including herbicides, suggested by the manufacturers. (q) Keep insecticides and pesticides in their original labelled containers. (r) Do not decant insecticides and pesticides into and label containers, except for immediate use. (s) Dispose the containers safely after thoroughly emptying and washing. They may be buried in a place away from the water source. (t) Never use the container for any other purposes, if it is impossible to remove the traces of insecticide and pesticides from the containers.

CHAPTER-X
OFFENCES AND PENALTIES

Appeal against the penalty imposed under sub-section (3) of section 111	170.	(1) Any person aggrieved by an order made by the officer under these rules may prefer an appeal before the Labour commissioner, Uttar Pradesh. The Appeal shall be made within sixty days of receipt of copy of the order of the officer. (2) The appeal shall be accompanied with (form-57)- (a)the order appealed against; (b)a non-refundable fee equivalent to five percent, of the amount of penalty levied on under such appeal; (c)a statement of issues in dispute; (d)documentary evidence relied upon. (e)relief sought.
Manner of compounding of offences by the compounding officer specified under sub-section (1) of section 114	171.	(1) The officer notified by the State Government for the purposes of compounding of offences under sub-section (1) of section 114 shall issue electronically a compounding notice to the concerned alleged accused person for offence which is compoundable under sub-section (1) of section 114. (2) The person so noticed under sub-rule (1) may apply to the officer electronically and deposit the entire compounding amount by electronic transfer or otherwise, within fifteen days of the receipt of the notice. (3) The Officer referred to in sub-rule (1) shall issue a composition certificate within ten days of receipt of the composition amount, to such person from whom such amount has been received in satisfaction of the composition notice. (4) If a person so noticed fails to deposit the composition amount within the one months before the institution of prosecution, the prosecution shall be proceeded with before the competent Court. (5) No prosecution shall be instituted without giving an opportunity to the employer to comply with such provisions subjected to proviso of sub-section (1) of Section 110 and compounding as under section 114..

CHAPTER-XI
SOCIAL SECURITY FUND

Social Security Fund under section 115	172.	(1) In addition to source of fund mentioned in clause (i) sub-section (2) of section 115, and sub-rule (2), the amount received from the following sources shall be credited to the Fund- (a)amount given by the State Government for the establishment of the fund. (b) the amount of grant given by the Government of India, the State Government and other authorities and statutory bodies. (c)amount received for registration/renewal of beneficiaries and their contribution.

		(d) amount received for implementation of the scheme notified by the Government of India. (e) amount received for implementation of the scheme notified by the State Government. (f) contribution or donation or any other financial support from employer, their association or from Corporate Social responsibility (CSR) Fund as determined by the State Government by general or special order. (g) any other source which is approved by the State Government time-to-time. (2) The amount of above-mentioned Fund shall be administered in such a way as prescribed under Code on Social Security, 2020 (Act No 36 of 2020) and rules made thereunder by State Government.

CHAPTER-XII
MISCELLANEOUS

Manner, form and fees for obtaining common license under clause (a) of sub-section (2) of section 119	173.	The person seeking common license under section 119 of the Code, shall make an application electronically on the specified web-portal of Department of Labour, Government of Uttar Pradesh to designated authority in Form- 54 notified under sub-section (1) of section 119 along with such cumulative application fees as prescribed in tables mentioned under sub-rule (4) of rule 78 and rule- 104 and rule-115 of Chapter-IX of these rules.
Manner to grant common license under sub-section (3) of section 119	174.	(1) On receipt of an application designated authority shall on advise of committee constituted under section 119 (1) decide as to granting of common license. (2) For such enquiry under sub-rule (1), designated authority shall obtain the recommendation from the committee constituted under the rule who shall submit its report within a period of fifteen days. (3) After examining the application and the recommendation, if the authority is satisfied that the common license may be issued, he shall issue the same within a period of forty-five days from the receipt of such application in Form- 55. (4) Any licence obtained by providing wrong information shall be liable to be cancelled provided that person has been given an opportunity to show cause, electronically or by registered post, as to why the licence should not be cancelled.
Appeal under sub-section (6) of section 119	175.	(1) Any person aggrieved by an order passed by the authority under section 119, may file within thirty days from the date of the order, an appeal electronically to State Government and in such manner and with such fee as mentioned in sub-rule (2). (2) The appeal shall be accompanied with (form-58) — (a) the order appealed against; (b) a non-refundable fee equivalent to five percent, of the fees deposited to obtain common license; (c) a statement of issues in dispute; (d) documentary evidence relied upon. (e) relief sought

survey on situation relating to safety and health under sub-section (2) of section 121	176.	(1) On the direction of State Government the Chief Inspector-cum-Facilitator or other officer or officers appointed under sub-section (1) of 121 may conduct a survey in accordance with the provisions of sub-section (2) of section 121 of the Code, at any time during the normal working hours of an establishment, or at any other time as informed by him of the Committee or the person to be necessary, after giving notice in writing to the employer or manager of the establishment or any other person who for the time being purports to be the in-charge of the establishment. undertake survey relating to safety and health in the establishment and outside. (2) Employer or manager or other person shall afford all facilities for the survey including facilities for the examination and testing of plant and machinery and collection of samples and other data relevant to the survey. (3) For the purpose of facilitating surveys every worker and person in nearby vicinity, if so, required by the committee or the person conducting the survey, present himself to undergo such medical examination as may be considered necessary by such person and furnish all information in his possession and relevant to the survey. (4) Any time spent by a worker for undergoing medical examination or furnishing information under sub-rule (2) shall, for the purpose of calculating wages and extra-wages for overtime work, be deemed to be time during which such worker worked in the establishment.

By Order,

Digitally signed by SHANMUGA SUNDARAM
Date: 07-03-2026 11:38:05

(Dr. M.K. Shanmuga Sundaram)
Principal Secretary.

SCHEDULE-I

{See sub rule (1) of Rule 4}

Sl. No.	Section or rule under which competency is recognised	Qualifications Required	Experience for the purpose	Facilities at his command
1	2	3	4	5
1	Rules made under Section 79 and *Section2(1)(l)* Certificate of stability for buildings and the process flow diagram of the manufacturing process, the site plan and the detailed plans.	A degree in Civil or Structural Engineering or a degree equivalent thereto.	(i) A minimum experience of 10 years in the design or 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.	Requisite facilities and tools required for the purpose.
2	Rules made under Section18(2)(f) Dangerous Machines'.	A degree in Electrical or Mechanical or Textile Engineering or a degree equivalent thereto.	(1) A minimum experience of 7 years in— (a) design or operation or maintenance; or (b) testing, examination and inspection of relevant machinery, their guards, safety devices and appliances. (2) He shall— be conversant with safety devices and their proper functioning.	Gauges for measurement; instruments for measurement of speed and any other equipment or device to determine the safety in the use of dangerous machines.
3	Section18(2)(f) — Lifts and Hoists'	A degree in Electrical or Mechanical Engineering or a degree equivalent thereto.	*(i)* A minimum experience of 7 years in— (a) design or erection or maintenance; or (b) inspection and test procedure of Lifts and Hoists. *(ii)*He shall be— (a)conversant with relevant codes of practices and test procedures that are current; (b) conversant with other Statutory requirements covering the safety of the Hoists and Lifts.	Facilities for load testing, tensile testing, gauge, equipment gadgets for measurement and any other equipment, required for determining the safe working conditions of Hoists and Lifts.
4	Section 18(2)(f) — Lifting Machines, chains, ropes, and	A degree in Electrical or Mechanical or Metallurgical	(i) A minimum experience of 7 years in—	Facilities for load testing, tensile testing, heat treatment,

	lifting tackles.	Engineering or a degree equivalent thereto.	(a)design or erection or maintenance; or (b)testing, examination and inspection of lifting machines, chains, ropes and lifting tackles. *(ii)* He• shall be— (a)conversant with the relevant code of practices and test procedures that are current; (b) conversant with fracture mechanics and metallurgy of the material of construction. (c) conversant with heat treatment, stress relieving techniques as applicable to stress bearing components and parts of lifting machines and lifting tackles.	equipment gadget for measurement, gauges and such other equipment to determine the safe working conditions of the lifting machines, chains, ropes and lifting tackles.
5	Section 18(2)(f) – 'pressure plant'	A degree in Chemical or Electrical or Metallurgical or mechanical Engineering or a degree equivalent thereto.	*(i)* A minimum experience of 10 years in— (a) design or erection or maintenance, or (b)testing, examination and inspection of pressure plants. *(ii)* He shall be— (a) conversant with the relevant codes of practice and test procedures relating to pressure vessels; (b) conversant with statutory requirements concerning the safety of unfired pressure vessels and equipment operating under pressure; (c) conversant with non-destructive testing techniques as are applicable to pressure vessels.	Facilities for carrying out hydraulic test, non-destructive test, gauges equipments/ gadgets for measurement and other equipment or gauges to determine the safety in the use of pressure vessels.
6	Section18(2)(f) - 'precautions against dangerous fumes'.	A Master's degree in Chemistry or a degree in Chemical Engineering.	(i)A minimum experience of 7 years in collection and analysis of environmental samples and calibration of monitoring equipment; (ii) He shall— be conversant with the hazardous properties of chemicals and their permissible limit values;	Meters, instruments and devices duly calibrated and certified for carrying out the tests and certifications of safety in working in confined spaces.
7	Ventilation system as required under various Schedules framed under Section 82 such	A degree in Mechanical or Electrical Engineering a Degree equivalent	(i)- A minimum experience of 7 years in the design, fabrication, installation, testing of	Facilities for testing the Ventilation system, instruments and gauges for testing the

	as Schedules on— (i)grinding or glassing of metals and Processes incidental thereto. (ii)cleaning or smoothing, roughering, etc. of articles by a jet of sand, metal shot or grit or other abrasive propelled by a blast of compressed air or steam. (iii)handling and processing of asbestos. (iv)manufacture of Rayon by viscose process, (v)foundry operations	thereto.	ventilation systems and systems used for extraction and collection of dusts, fumes and vapours and other ancillary equipment. (ii) He shall be conversant with relevant codes of practice and test procedures that are current in respect of Ventilation and extraction system for fumes.	effectiveness of the extraction systems for dust, vapours and fumes and any other equipment needed for determining the efficiency and adequacy of these systems. He shall have the assistance of a person having a post graduate degree in Physics or diploma in Mechanical Engineering with at least 7 years of experience on related facilities.

SCHEDULE-II

{See Rule 38}

Continuous Process Factories

1. The following classes of work in the under mentioned classes of factories shall be deemed to be of the nature of continuous process referred to in Rule 21 and shall be exempt from the provisions of section 26, section 27 and rule made therein to such a extent as stated in the conditions below-

	Classes of Factories	Class of work
1	Electrical generating stations and distributing sub-stations.	Work of workers attending to boilers turbines, engines, generators, motors, boosters, switchboards, transmissions machinery, cables, batteries and auxiliaries.
2	Water works and water pumping stations.	Work of workers attending to boilers, engines, motors, switchboards, pumps and auxiliaries.
3	Sugar factories and refineries working on the vacuum pan system.	Work of workers attending to- (a) boilers, engines, motors, switchboards and pumps; (b) handling and crushing cane and handling gur to melting blow-ups; (c) engaged in filtration, clarification and crystallisation of cane juice and gur liquor; (d) engaged in evaporation and concentration of cane juice and gur liquor; (e) engaged in curing the massacuite; (f) engaged in drying, crushing and bagging of sugar; (g) engaged in the burning of lime stone and sulphur, for production of carbon dioxide and sulphur dioxide gases, for the clarification of cane juice.
4	Distilleries	The work of workers attending to- (a) boilers, engines, motors, switchboards and pumps; (b) diffusion of mahua; (c) working of molasses; (d) fermentation of wash; (e) yeast propagation; (f) distillation process.
5	Breweries	The work of workers attending to- (a) boilers, engines and pumps; (b) melting, coppers, hop back, coolers and refrigerators.
6	Rosin and Turpentine.	The work of workers attending to- (a) boilers, engines, pumps, motors and switch boards; (b) distillation of rosin; (c) refining of turpentine; (d) filtration and casting of rosin.
7	Ice factories and Milk Chilling Plants	The work of workers attending to- (a) boilers, hot water generators and ice-making machinery; (b) receptacles for the production of ice. (c) Milk unloader , milk loader ,chilling machine operator, milk sample collector , milk collector, maintenance ,etp
8	Chemical works	The work of workers attending to- (a) boilers, pumps and compressors; (b) the manufacture of sulphuric, nitric and hydrochloric acids, ammonia, magnesium sulphate, alum, hyposulphite and sulphite of soda, sodium sulphate, sodium sulphide, nitrate of potash, alumina and bi-chromate of potash.
9	Distillation of sandal wood and essential oils.	The work of workers attending to boilers and distillation processes.
10	Plate and sheet glass	The work of the following classes of workers-

	factories and glass bangles factories.	(a) gas producers, window and plate glass machine-men, tankmen, sheet-glass carriers and lift attendants and workers employed on glass blowing machines in tank and pot furnaces when run in conjunction with the glass furnace; (b) firemen, engine and boiler attendants.
11	Straw-boards factories.	The work of workers attending to- (a) boilers, engines, turbines, generators, motors, switch-boards and pumps; (b) cooking, milling, beating and straw-board machines.
12	Kiln, seasoning of timber and bobbin stone enamelling.	The work of workers attending to- (a) boilers, engines, pumps, motors, dynamos and switch-boards; (b) timber, seasoning, Kiln; (c) stone-enamellings chamber.
13	Vegetable oil Hydrogenation factories.	The work of workers attending to- (a) boilers, generators, motors, transformers, switch-boards and water softening plants; (b) refining, bleaching, distillation (deodorisation) and hardening plants, soldering, labelling, packing and storing of containers; (c) the production and compression of hydrogen and oxygen gases;
14	Production and or compression of oxygen and acetylene gases.	The work of workers attending to generator and compressors.
15	Soap factories	The work of workers attending to- (a) boilers, generators, motors, switch-boards; (b) boiling, scrutching and framing.
16	Paper mills	The work of workers attending to- (a) boilers, engines, turbines, generators, motors, switch-boards and pumps; (b) cooking, milling, beating, straw-board and paper manufacturing machines.
17	Electrical steel smelting furnaces.	Work of workers attending to transformers, electrode controls, hydraulic pumps, scrap cutting and transporting, furnacemen, ladenmen, pitside workers and workers attending to moulds for ingot.
18	Rolling mills	Ingot transporters, furnace men, furnace coolies, tongsmen working at various rolling mills (such as rougher's and loopers) workers on the cooling bed, motormen, straighteners, workers engaged in stacking of finished material and attendants of shares and other auxiliary machinery.
19	Starch factories	Work of workers engaged in the manufacture of starch and its by-products, except those employed in the engineering departments and workshops.
20	Glue and gelatine mills.	Work of workers engaged in the manufacture of glue and gelatine including soaking, boiling, spreading, chopping and drying.
21	Biscuit and Bakery factories	Work of workers engaged in divider machine, dough cutting ,proofing, cooling tunnel, slicing ,cream machine ,cream filling machine, sheeter machine, generator , maintenance and chilling unit the mixing of the dough, baking, drying, and packing biscuits.
22	Cement factories	The work of workers attending to - (a) attending to boilers, engines, motors, switch-boards and pumps;

		(b) engaged in preparation of raw materials, cement mills, working in conjunction with the continuous Kilns, cement grinding, packing and storing.
23	Cold storage factories.	Work of workers attending to motors and compressors.
24	Capacitors making factories.	Work of workers engaged in Anodic, forming of Aluminium foils and other connected processes.
25	All factories	Work of workers attending boilers.
26	Manufacture of audio-video magnetic tape	The work of workers attending to- (a) engaged in operations and process of mixing coating, calendaring, and utility services; and (b) attending to planetary mixing machine, high speed dissolver, puddle mixer, media mill tank mixer, sand mill, filter unit; coating machine, calendaring machine; air compressors, air handling unit, chilling plant and cooling towers.
27	Petrol pump, CNG or other fuel filling station	Work of workers engaged in services of fuel filling by pumping of oil or any other manufacturing process.
28	Manufacture of fruit based beverages	The work of workers engaged in processes of the: (a) Raw material section; (b) Processing section; (c) Packaging section; and (d) Work attending to weighing machine, fork lift for material handling, battery, charging machine, D.M. plant, pulper pulp pressuriser and cooler, pulp and syrup tanks, blending tank, pasteuriser, ready juice tank, homogenizer, filling and packing machines, shrink wrapping, tray packing, oil packing and air blower and control boards.
29	Manufacture of polyester filament yarn	The work of workers; (a) engaged in operations and processes of -Polymerisation; -Spinning and Take-up: -Draw twisting/draw texturizing (b) attending to boiler, diesel generator set, heat transfer media, compressor, water-treatment plant, slurry circulation vessel, and equipments used in processes specified in (a) above.
30	Manufacture of Television, Computer or Mobile monitors	The work of workers: (a) engaged in operations and processes of; Shadow/ Panel Mark Assembly; Stabilising & Baking Black matrix: Screen Coating: Aluminising: Panel Baking, Internal Magnetic Shield and Funnel Preparation; Frit Sealing, Gun Sealing, Exhaust; and Aging Processes. (b) Attending to Annealing furnace; Blackening, furnace; Mask washing machine; Spot welding machine; Stab furnace; Coating machine; Phosphor recovery unit; Frit sealing/furnace; Exhaust furnace; Frit mixer; Blending and taping machine; Scrubbers; Heat exchangers; Air handling units; Pumps; Motors and Chillers
31	Manufacture of Polyster film/ polypropylene film rolls.	The work of workers : (a) engaged in operations and processes of : Batch Mixing, Crystallising and Drying Extrusion, Casting and Primary Gauzing: Orientation of Molecule in Machine Direction/Transverse Direction; Secondary Gauge System; Winding, Film Trim Cutting and Gauge Monitoring; Winding of Film on Steel Core; Slitting and Packing (b) attending to: Feeder, Mixer, Crystallizer, Dryer;

		Extruder; Casting and Primary Gauge Machine; Machine Direction Orientater; Transverse Direction Orienter, Pull Roll Stand Secondary Gauge Equipment; Winder; Slitting and Packing Machine; Printing Machine; Laminator, and Extrusion Laminator; Pouch Making Machine.
32	Manufacture of CD-R & CD-RW	The work of workers: (a) engaged in operations and processes of: Mixing; Moulding, Dye Coating, Image Printing, Drying; Sputtering, Lacquer Dispensing; and UV Curing. (b) attending to : Plannery, Tere mixing, High speed dissolver; Puddle mixture; Media mill; Tank mixer; Sand mill filter unit; Coating machine; Calendering machine; Air compressors; Air handling units; Chilling plant; D.G. sets, and Cooling towers.
33	Manufacture of Refrigerators	The work of workers: (a) engaged in Vacuum Forming Process, PU Foaming Process, Assembly Line, Brazing and Cold Roll Forging (CRF) operations, (b) attending to Vacuum Forming Machine, PU Foaming Machine, Brazing Machine, Pick and Place Machine, Paint booths, Coolers/Chiller, air compressors, Cooling Towers, Diesel, Generating sets, Cold Roll Forging (CRF) Machine and Press Machines.
34	Manufacture Washing Machine	The work of workers: (a) engaged in Injection Moulding Operation, Cold Roll Forging (CRF) and assembly operation. (b) attending to Moulding Machine, Pick and Place Machine, Curing Machine, Coolers/Chiller, Air Compressor, heat exchanger, Paint booths, Diesel

2. The Chief Inspector-cum-Facilitator with the prior approval of Labour Commissioner, Uttar Pradesh, may declare, in writing, stating reasons for such declarations in details, any other classes of work or classes of factories for any technical reason, as a continuous process by his general or special order.

Conditions:

1. Such worker shall be employed on three eight-hour shifts system. An interval for rest of half an hour shall be allowed to every such worker some time during each shift he is required to work.
2. No such workers shall be employed for more than fourteen consecutive days without a holiday of twenty-four consecutive hours.
3. The total daily hours of work shall not exceed 10 with a spread over of 12 hours except in an emergency when it is necessary to employee a shift worker for more than 8 hours in any day to enable him to work whole or part of the subsequent shift. In no case shall the worker be employed for more than 16 hours in a period of 24 hours from the commencement of work, and the total number of hours of overtime shall also not exceed 125 in any quarter:

   Provided that where subsequent shift or any part thereof during which a shift worker is employed as aforesaid falls on a weekly holiday, compensatory period of rest shall also be given on a day which is neither a festival nor a weekly holiday.
4. The Manager shall also enter the period of extra time worked and the extent of compensatory period of rest in the respective registers and shall note therein the time of commencement of such extra time work before its commencement.
5. The system of shifts shall be approved by an Inspector-cum-Facilitator before enforcement.
6. All workers working in excess of 8 hours a day or 48 hours a week in a factory shall be paid in respect of such additional hours at the rate of twice the ordinary rate of any in accordance with the provisions of Section 27 of the Code.

7. Every worker shall be given a compensatory holiday in accordance with Section 26 of the code and rule therein.

SCHEDULE FOR DANGEROUS OPERATIONS

(Safety, Welfare amenities, Protective Equipments and Medical Examinations etc.)

[See Rule 130]

SCHEDULE-III

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 bottles 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 arm and at least half of the palm and the space between the thumb and forefinger.

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

SCHEDULE-IV

ALL TYPES OF ELECTROPLATING PROCESS

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

(a) *"Electrolytic process "* means the electrolytic plating or oxidation of metal articles

(b) *"Bath"* means by vessel used for an electrolytic process or for any subsequent process.

(c) "*Employed"* means in paragraphs 5, 6, 7 and 8 of this schedule, employed in any process involving contact with liquid from a bath and.

(d) *"Suspension*" means suspension from employment in any process involving contact with liquid from any bath by written certificate in the health register, signed by the Factory medical officer, who shall have power of suspension as regards all persons employed in any such process.

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

3. *Prohibition relating to women and young persons.*—No pregnant women or young person shall be employed or permitted to work at a bath.

Provided that women workers may be employed with their consent to work subject to the following conditions :-

(1) International Safety standards shall be adopted by the occupier for providing Occupational Safety and Health (OSH).

(2) The occupier shall, as far as possible, modernise the above processes/places from time to time and will use modern equipments.

(3) Women workers those are feeding mother shall be exempted from the Employment.

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

5. *Protective clothing.*—

(1) The occupier of the factory shall provide and maintain in good and clean condition the following articles of protective clothing for the use of all persons employed in any process at which they are liable to come in contact with liquid from a bath and such clothing shall be worn by the persons concerned :

(a) Water-proof aprons and bibs, and
(b) for persons actually working at a bath, loose fitting rubber gloves and rubber boots or other water-proof footwear.

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

6. *Medical facilities and record of examinations and tests.* –

(1) The occupier of every factory in which electrolytic processesare carried on shall-

(a) employ a Factory Medical Officer for medical surveillance of the workers employed therein; and
(b) provide to the said Factory medical officer all the necessary facilities for the purposes referred to in clause (a):and
(c) provide and maintain a sufficient supply of suitable ointment and inpermiable water proof plaster in separate box readly accessible to the worker and use solely for the purpose of keeping the ointment and plaster.

(2) The factory medical officer shall examine all workers becore they are employed in electrolytic process. Such examination shall include inspection of hands, forearms nad nose and will be carried out at intervels of not more than one week.

(3) The record of medical examinations and appropriate tests carried out shall be maintained in health register Form-7, which shall be kept readily available for inspection by the Inspector-cum-Facilitator.

7. *Medical examination-*

(1) Every worker employed in the electrolytic processes shall be examined by a Factory medical officer within 15 days of his first employment. Such examination shall include tests for chromium in urine and nasal septum perforation. No worker shall be allowed to work after 15 days of his first employment in the factory unless certified fit for such employment by the Factory Medical Officer.

(2) Every worker employed in the said process shall be re-examined by Factory Medical Officer at least once in every three calendar months. Such re-examination shall, wherever the Factory Medical Officer considers appropriate, include tests as specified under sub-paragraph (1).

(3) Factory Medical Officer after examining a worker shall issue a Certificate of Fitness in Form-7. The record of examination and re-examinations 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 Factory Medical Officer in a Health Register in Form-7.

(4) The Certificate of Fitness and the Health Register shall be kept readily available for inspection by the Inspector cum facilitator.

(5) If at any time, the Factory Medical Officer or Medical Officer is of the opinion that a worker is no longer fit for employment in the said processes on the ground that continuance therein would involve special danger to the health of the worker, he shall make a record of his findings in the said certificate and the Health Register. The entry of his findings in these documents should also include the period for which he considers that the said person is unfit for work in the said processes.

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

8. *Cautionary placard.*—A cautionary placard in the form specified by the Chief Inspector-cum-Facilitator 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.

9. *Weekly examination.*—Where chrome plating is done the Factory Medical Officer shall examine the worker weekly and inspect the hands forearms of the persons employed and shall keep a record of such inspections in a register.

SCHEDULE-V

MANUFACTURE AND REPAIRS 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) "First employment" means first employment in a lead process in the factory or workshop and shall also include re-employment said process following any cessation of employment for a continuous period exceeding three calendar months.
(b) "Lead process " means the melting of lead or any material containing lead, casting, pasting, lead burning, or any other work, including tribbing, or any other abrading or cutting of pasted plates, involving the use, movement or manipulation of, or contact with any oxide of lead.
(c) "Manipulation of raw oxide of lead" means any lead process involving any manipulation or movement of raw oxides of lead other than its conveyance in a receptacle ortransfer by means of an implement from one operation to another.
(d) "Suspension" means suspension from employment in any lead process by written certificates in the Health Register (Form-5) signed by the Factory Medical Officer, who shall have power of suspension as regards all persons employed in any such process .

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

Provided that women workers may be employed with their consent to work subject to the following conditions :-

(1) International Safety standards shall be adopted by the occupier for providing Occupational Safety and Health (OSH).

(2) The occupier shall, as far as possible, modernise the above processes/places from time to time and will use modern equipments.

(3) Women workers those are feeding mother shall be exempted from the Employment.

4. *Separation of certain processes.*—Each of the following Process 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 ("tacking")necessarily carried on in connection therewith;

(e) melting down of pasted plates,

5. *Air space.*—In every room in which a lead process is carried on, there shall be at least 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 so as to secure and maintain efficient ventilation to all parts of the room.

7. *Distance between worker in the 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 five 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 conditions ;and
(c) kept free from materials, plant or other obstruction not required for, or produced in, the process carried on in the room.

(2) In all such rooms other than grid casting shops the floor shall be 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 of pasting is carried on the floor shall also be—

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

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

(a) have a smooth surface and be maintained in sound condition;

(b) be kept free from all materials or plant not required for, or produced in, the process carried on thereat;

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

(c) be cleansed daily either after being thoroughly dampened or by means of a suction cleaning apparatus, at a time when no other work is being carried on thereat;

and, all such work-benches in grid casting shops, shall—

(d) be cleansed daily;and every work-bench used for pasting shall—

(e) be covered throughout with sheet lead or other impervious material;

(f) be provided with raised edges ;and

(g) be kept constantly moist while pasting is being carried on.

10. *Exhaust draught.*—(1) The following process 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 enclosed apparatus so as to prevent the escape of dust into the workroom ;

(c) Pasting;

(d) Trimming, brushing, filing or any other abrading or cutting of pastered plates giving rise to dust;

(e) Lead burning,other than—

(i) "tacking" in the formation room ;

(ii) chemical burning for the making of lead linings for cell cases necessarily carried on in such a manner that the application of efficient exhaust is impracticable.

(2)Such exhaust draught shall be affected by mechanical means and shall operate on the dust or fume given off in the process as nearly as may be at its point of origin, so as to prevent it from 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 of dross.*—A suitable receptacle with tightly fitting cover shall be provided and used for dross as it is removed from every melting pot. Such receptacle shall be kept covered while in the work-room except when dross is being deposited therein.

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

14. *Racks and shelves in drying room.*—(1)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.

(2)Such racks or shelves shall be cleanced only after being thoroughly dampened unless an efficient suction cleaning apparatus is used for the purpose.

15. *Medical facilities and record of examinations and tests.* - (1) The occupier of every factory in which manufacture and repair of electric accumulators is carried on shall-

(a) employ a Factory Medical Officer for medical surveillance of the workers employed therein.and

(b) provide to the said Factory medical officer all the necessary facilities for the purposes referred to in clause (a)

16.*Medical examination.*— Medical examination by factory medical officer

(1) Every worker employed in lead processes shall be examined by a factory medical officer within 15 days of his firs employment. Such examination shall include tests for lead in urine and blood. ALA in urine, haemoglobin content, stippling of cells and steadiness test. No worker shall be allowed to work after 15 days of his first employment in the factory unless certified fit for such employment by the Medical Officer.

(2) Every worker employed in the said processes shall be re-examined by a factory medical officer at least once in every three calendar months. Such re-examination shall, wherever the factory medical officer considers appropriate, include tests specified in sub-paragraph (1)

(3) The Factory Medical officer after examining workers shall issue Certificate of Fitness in Form-8. The record of examination and re-examinations carried out shall be entered in the certificate and the certificate shall be kept in the custody of the Manager of the factory. The record of each examination carried out under sub-paragraphs (1) and (2), including the nature and the results of the rests, shall also be entered by the Factory medical officer in a Health Register in Form-7.

(4) The Certificate of Fitness and the Health Register shall be kept readily available for inspection by the Inspector-cum-Facilitator.

(5) If at any time the Factory Medical Officer or Medical Officer is of the opinion that a worker is no longer fit for employment in the said processes on the ground that continuance therein would involve

special danger to the health of the worker he shall make a record of his findings in the said Certificate and the Health Register. The entry of his findings in those documents should also include the period for which he considers that the said person is unfit for work in the said processes.

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

17. *Protective clothing.*—(1)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.

(2)The protective clothing shall consist of a water-proof apron and water-proof footwear; and, in addition as regards persons employed in the manipulation of raw oxide- of lead or in pasting, head coverings. The head coverings shall be washed daily.

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

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

19. *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; and
b) separate and suitable arrangements for the storage of protective clothing provided under paragraph 16.

20. Washing facilities.—(1)There shall be provided and maintained in a cleanly state and in good repair for the use of all persons employed in a lead processes :

(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 such five persons employed at any one time, and having a constant supply of water from taps or jets above the trough at intervals of not more than 2 feet; or

(ii) at least one wash basin for every five such persons employed at any one time, fitted with a waste pipe and plug and having a constant supply of water laid on .

(iii) a sufficient supply of clean towels made of suitable materials renewed daily which supply, in the case of pastoers and persons employed in the manipulation of raw oxide of lead, shall include a separate marked towel for each such worker; and

(iv) a sufficient supply of soap or other suitable cleansing material and of nail brushes.

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

21. *Time to be allowed for washing.*—Before each meal and before the end of the days, 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.

22. *Facilities for bathing.*—sufficient bath accommodation to the satisfaction of the Chief Inspector cum-Facilitator 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.

23. *Food, drink, etc. prohibited in work-rooms.*—No food, drink, pan and supari or tobacco shall be consumed or brought by any worker into any workroom in which any lead process is carried on.

SCHEDULE-VI
GLASS MANUFACTURE AND PROCESS INCIDENTAL THERETO

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

2. Definitions—For the purposes of this schedule—

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

(b) "*First Employment*" means first employment in the Process specifiedin paragraph 3 and on glass blowing and shall also include re-employment in such Process following any cessation of employment for a continuous period exceeding three calendar months, and

(c) "Lead compound"' means any compound of lead other than galena, which, when treated in the manner described below, yields to an aqueous solution of hydrochloric acid a quantity of soluble lead compound exceeding, when calculated as lead monoxide, five per cent of the dry weight of the portion taken for analysis.

The method of treatment shall be as follows :

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

3. *Exhaust draught.*—The following rocesses shall not be carried on except under an efficient exhaust draught or under such other conditions as may be approved by the Chief Inspector-cum-Facilitator:

(a) the mixing of raw materials to form a "batch".

(b) the dry grinding, glazing and polishing of glass or any article of glass.

(c) all processe in which hydrochloric acid fumes or ammonical vapours are given off;

(d) all processes in the making of furnace mould or "pots" including the grinding or crushing of used "pots"; and

(e) all processes involving the use of a dry lead compound; and

(f) any other operation which omits dust , vapour or gas or mist or smoke or soot while further processing the glass bangles or other glass products by joining, grinding ,decorating, annealing, remelting, painting, printing, abrasive blasting, etching, marking etc.

4. *Prohibition relating to women and young persons.*—No pregnant women or young person shall be employed or permitted to work in any of the operations specified in paragraph 3 and on glass blowing or at any place where such operations are carried on.

Provided that women workers may be employed with their consent to work subject to the following conditions :-

(1) International Safety standards shall be adopted by the occupier for providing Occupational Safety and Health (OSH).

(2) The occupier shall, as far as possible, modernise the above processes/places from time to time and will use modern equipments.

(3) Women workers those are feeding mother shall be exempted from the Employment.

5. *Floors and workbenches.*—The floor and work-benches of every room in which a dry compound of lead is manipulated or in which any process is carried on giving off silica dust shall be kept moist and shall comply with the following requirements:

(a) the floors shall be—

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

(ii) maintained in sound conditions; and

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

(b) The work-benches shall—

(i) have a smooth surface and be maintained in sound condition, and

(ii) be cleansed daily either after being thoroughly dampened or by means of a suction cleaning apparatus at a time when no other work is being carried on thereat.

6. *Use of Hydrofluoric Acid.*—The following provisions shall apply to rooms in which glass is treated with hydrofluoric acid—

(a) there shall be inlets and outlets of adequate size so as to secure and maintain efficient ventilation in all parts of the room;

(b) the floor shall be covered with gutta-percha and be tight and shall slope gently down to a covered drain;

(c) the work places shall be so enclosed in projecting hoods teat openings required for bringing in the objects to be treated shall be as small as practicable; and

(d) the efficient exhaust draught shall be so contrived that the gases are exhausted downwards.

7. *Storage and transport of Hydrofluoric Acid.*—Hydrofluoric acid shall not be stored or transported except in cylinders or receptacles made of lead or rubber.

8. *Food, drinks, etc. prohibited in workroom.*—No food, drink, pan and supari or tobacco shall be brought into or consumed by any worker in any room or work place wherein any process specified in paragraph 3 is carried on.

9. *Protective clothing.*—The occupier shall provide, maintain in good repair and keep in a clean condition for the use of all persons employed in the processes specified in paragraph 3, suitable protective clothing, footwear and goggles according to the nature of the work and such clothing, footwear, etc. shall be worn by the concerned persons.

10. *Washing facilities.*—There shall be provided and maintained in cleanly state and in good repair for the use of all persons employed in the processes specified in paragraph 3 :

(a) a wash place with either—

(i) a trough with a smooth impervious surface fitted with a waste pipe, without plug, and of sufficient length to allow of at least two feet for every five such persons employed at any one time, and having a constant supply of water from taps or jets above the trough at intervals of not more than 2 feet; or

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

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

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

11.*Medical facilities and record of examination and tests.*-(1) The occupier of everyfactory in which glass manufacturing processes are carried out, shall-

(a) employ a qualified Factory Medical Officer for medical surveillance of the workers employed and,

(b) provide to the said Factory Medical Officer all the necessary facilities for the purpose referred to in clause (a).

(2) The records of medical examinations and appropriate tests carried out by the said medical practitioner shall be maintained in a separate register in Form-7, which shall be kept readily available for inspection by the Inspector-cum-Facilitator.

12. Medical examination by Factory Medical Officer.-(1) Every worker employed in processes specified in paragraph 3, processes specified below and on glass blowing shall be examined by a Factory Medical Officer within 15 days of his first employment. Such examinations shall include examination of eyesight, pulmonary functions tests and in suspected cases chest X-rays as well as tests for lead in urine of workers except those working on glass blowing. No worker shall be allowed to work after 15 days of his first employment in the factory unless certified fit for such employment by the Factory Medical Officer .

Processes:

- Preparation of Ghundi/Gulli and loams from the red-hot molten glass;

-Colouring, designing of loams, reheating and reshaping of loams;

-Manipulation of "Bangle-Coils" from reheated/designed loams on the belan or bangle drawing machines;

-Rotation of belan;

-Setting/separation of bangle-coils while manipulation of bangle is being done;

-Collection of bangle-coils at the other end of bangle drawing belan rod;

-Cutting of bangle-coils.

(2) Every worker employed in the said processes shall be re-examined by a Factory Medical Officer at least once in every twelve calendar months. Such re-examination shall, wherever the Factory Medical Officer considers appropriate, include tests as specified in sub-paragraph (1).

(3) The Factory Medical Officer after examining a worker shall issue Certificate of Fitness in Form-8. The record of examination and re-examination carried out shall be entered in the certificate and the certificate shall be kept in the custody of the manager of the factory. The record of each examination carried out under sub-paragraphs (1) and (2) including the nature and the results of the tests, shall also be entered by the Factory Medical Officer in the Health Register in Form-7.

(4) The Certificate of Fitness and the Health Register shall be kept readily available for inspection by the Inspector-cum-facilitator

(5) If at any time the Factory Medical Officer or Medical Officer is of the opinion that a worker is no longer fit for employment in the said processes on the ground that continuance therein would involve special danger to the health of 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.

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

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

SCHEDULE-VII
GRINDING OR GLAZING OF METALS AND PROCESSES INCIDENTAL THERETO:

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

(a)"Grindstone" means a grindstone composed of natural or manufactured sandstone but does not include a metal wheel or cylinder into which blocks of natural or manufactured sandstone are fitted.
(b) "Abrasive wheel" means a wheel manufactured of bonded every or similar abrasive.
(c)"Grinding" means the abrading by aid of mechanical power, of metal, by means of a grindstone or abrasive wheel.
(d)"Glazing" means the abrading, polishing or finishing, by aid of mechanical power, of metal, by means of any wheel, buff, mop or similar appliance to which any abrading or polishing substance is attached or applied.
(e)"Racing" means the turning up, cutting or dressing of revolving grindstone before it is brought into use for the first time.
(f) "Hacking" means the chipping of the surface of a grindstone by a hack or similar tool.
(g) "Rodding" means the dressing of the surface of revolving grindstone by the application of a rod, bar or strip of metal to such surface.

2. *Exceptions.*—(a) Nothing in this schedule shall apply to any factory in which only repairs are carried on except any part thereof in which one or more persons are wholly or mainly employed in the grinding or glazing of metals.

(b) Nothing in this schedule except paragraph 4, shall apply to any grinding or glazing of metals carried on intermittently and at which no person is employed for more than 12 hours in any week..

3. *Equipment for removal of dust*.—No racing, dry grinding or glazing shall be performed without—

a) a hood or other appliance so constructed, arranged, placed and maintained as substantially to intercept the dust thrown off; and
b) a duct of adequate size, airtight and so arranged as to be capable of carrying away the dust, which duct shall be kept free from obstruction and shall be provided with proper means of access for inspection and cleaning, and where practicable, with a connection at the end remote from the fan to enable the Inspector-cum-facilitator to attach thereto any instrument necessary for ascertaining the pressure of air in the said duct; and
c) a fan or other efficient means of producing a draught sufficient to exhaust the dust:

Provided that the Chief Inspector-cum-Facilitator may accept any other appliance that is in his opinion, as effectual for the interception, removal and disposal of dust thrown off as a hood, duct and fan would be.

4. *Restriction on employment on grinding operations.*—Not more than one person shall at any time perform the actual processes of grinding or glazing upon a grindstone, abrasive wheel or glazing appliance :

Provided that this paragraph shall not prohibit the employment of persons to assist in the manipulation of heavy or bulky articles at any such grindstone, abrasive wheel or glazing appliance.

5. *Glazing.*—Glazing or other processes, except process incidental to wet grinding upon a grindstone, shall not be carried on in any room in which wet grinding upon a grindstone is done.

6. *Hacking and rodding*.—Hacking or rodding shall not be done unless during the process either (a) an adequate supply of water is laid on at the upper surface of the grindstone, (b) adequate appliances for the interception of dust are provided in accordance with the requirements of paragraph 3.

7. Examination of dust equipment.—(1) All equipment for the extraction or suppressionn of dust shall, at least once in every six months, be examined and tested by a competent person, and any defect disclosed by such examination and test shall be rectified as soon as practicable.

(2) A register containing particulars of such examination and test shall be kept in a Form-56.

8. *Medical facilities and record of examinations and tests.* - (1) The occupier of every factory in which grinding or glazing of metals are carried out and wherein 50 or more workers are employed, shall-

(a)employ a Factory medical officer for medical surveillance of the workers employed therein.and

(b) provide to the said Factory medical officer all the necessary facilities for the purposes referred to in clause (a).

(2) The record of medical examinations and appropriate tests carried out by the said medical practitioner shall be maintained in health register Form-7, which shall be kept readily available for inspection by the Inspector-cum-Facilitator.

9. *Medical examination by Factory medical officer.* - (1) Every worker employed in grinding or glazing of metal and processes incidental thereto shall be examined by a Factory medical officer within 15 days of his first employment. Such examinations shall include pulmonary function tests and in suspect cases chest X-rays. No worker shall be allowed to work after 15 days of his first employment in the factory unless certified fit for such employment by a Factory medical officer.

(2) Every worker employed in the said processes shall be re-examined by a Factory medical officer at least once in every 12 calendar months. Such re-examination shall, wherever the Factory medical officer considers appropriate, include tests as specified in sub-paragraph (1).

(3) The Factory Medical Officer after examining a worker shall issue a Certificate of Fitness in Form-8. The record of examination and re-examinations carried out shall be entered in the certificate and the certificate shall be kept in the custody of the manager of the factory. The record of each examination carried out under sub-paragraphs (1) and (2), including the nature and the results of the test, shall also be entered by the Factory Medical Officer in a health register in Form-7.

(4) If at any time the Factory Medical Officer or Medical Officer is of the opinion that a worker is no longer fit for employment in the said processes on the ground that continuance therein would involve special danger to the health of the worker, he shall make a record of his findings in the said certificate and the health register. The entry of his findings in those documents should also include the period for which he considers that the said person is unfit for work in the said processes.

(5) No person who has been found unfit to work as said in sub-paragraph (4) shall be re-employed or permitted to work in the said processes unless the Medical Officer, after further examination, again certifies him fit for employment in those processes.

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

SCHEDULE-VIII

MANUFACTURE AND TREATMENT OF LEAD AND CERTAIN COMPOUNDS OF LEAD:

1. *Exemptions*.—Where the Chief Inspector-cum-Facilitator is satisfied that all or any of the provisions of this schedule are not necessary for the protection of the persons employed, he may by certificate in writing, exempt any factory from all or any such provisions, subject to such condition as he may specify therein.

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

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

(b) "*First Employment*" means first employment in the Process specified in paragraph 3 and on glass blowing and shall also include re-employment in such Process following any cessation of employment for a continuous period exceeding three calendar months,

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

The method of treatment shall be as follows :

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

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

(a) work at a furnace where the reduction or treatment of zinc or lead ores is carried on.
(b) the manipulation treatment or reduction of ashes containing lead, the desilvering of lead or the melting of scrap lead or zinc.
(c) the manufacture of solder or alloys containing more than ten percent of lead.
(d) the manufacture of any oxide, carbonate, sulphate chromate, acetate, nitrate or silicate of lead.
(e) handling or mixing of lead tetraethyl.
(f) any other operation involving the use of a lead compound.
(g) the cleaning of work-rooms where any of the operations aforesaid are carried on.

4. *Prohibition relating to women and young persons*.—No pregnant women or young persons shall be employed or permitted to work in any of the operations specified in paragraph 3.

Provided that women workers may be employed with their consent to work subject to the following conditions:-

(1) International Safety standards shall be adopted by the occupier for providing Occupational Safety and Health (OSH).

(2) The occupier shall, as far as possible, modernise the above processes/places from time to time and will use modern equipments.

(3) Exemptions shall be given for employment/working of women workers during the period of pregnancy and feeding mother.

5. *Requirements to be observed*.—No person shall be employed or permitted to work in any process involving the use of lead compounds, if the process is such that dust or fume from a lead compound is produced therein, or the persons employed therein are liable to be splashed with any lead compound in the course of their employment unless the provisions of paragraphs 6 to 14 are complied with.

6. *Exhaust draught*.—Where dust, fume, gas or vapour is produced in the process , provision shall be made for removing them by means of an efficient exhaust draught so contrived as to operate on the dust, fume, gas or vapour as closely as possible to the point of origin.

7. Medical facilities and records of examination and tests.—(1) The occupier of every

factory to which the schedule applies shall,-

(a) employ a factory medical officer for medical surveillance of the workers employed therein; and(b) provide the said medical practitioner all the necessary facilities for the purpose referred to in clause (a)

(2) The record of medical examination and appropriate tests carried out by the factory medical officer shall be maintain in a separate register, which shall be kept readily available for inspection by the Inspector cum facilitator

8. *Medical examination by factory medical officer* - (1) Every worker employed in the 15 days of his first employment. Such examination shall include tests for lead in blood and urine, ALA in urine, haemoglobin content, stippling of cells and steadiness test. No worker shall be allowed to work after 15 days of his first employment in the factory unless certified fit for such employment by the factory medical officer.

(2) Every worker employed in the said processes shall be re-examined by a factory medical officer at least once in every three calendar months. Such re-examination shall, wherever the factory medical officer considers appropriate include tests specified in sub-paragraph (1).

(3) The Factory Medical Officer after examining a worker will issue a certificate of fitness in Form-8. The record of examination and re-examinations carried out shall be entered in the Certificate and the Certificate shall be kept in the custody of the Manager of the factory. The record of each examination carried out under sub-paragraphs (1) and (2) including the nature and the results of the test shall also be entered factory medical officer in a Health Register in Form-7.

(4) The Certificate of Fitness and the Health Register shall be kept readily available for inspection by the Inspector-cum-facilitator.

(5) If at any time the Factory Medical Officer or Medical Officer is of the opinion that a worker is no longer fit for employment in the said processes on the ground that continuance therein would involve special danger to the health of the worker, he shall make a record of his findings in the said Certificate and the Health Register. The entry of his findings in those documents should also include the period for which he considers that the said person is unfit for work in the said processes.

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

9. *Food, drinks, etc., prohibited in work-rooms.*—No food, drink, pan and supari or tobacco shall be brought into or consumed by any worker in any work-room in which any of the Process specified in paragraph 3 are carried on and no person shall remain in any such room during intervals for meals or rest.

10. *Protective clothing*.—Suitable protective overalls and head coverings shall be provided, maintained and kept clean by the factory occupier and such overalls and head covering shall be worn by the persons employed.

11. *Cleanliness of work-rooms, tools, etc.*—The rooms in which the persons are employed and all tools, and apparatus used by them shall be kept in a clean state.

12. *Washing facilities*.—(1) The occupier shall provide and maintain for the use of all persons employed suitable washing facilities consisting of—

(a) a trough with a smooth impervious surface fitted with a waste pipe without plug and of sufficient length to allow at least two feet for every ten persons employed at any one time, and having a constant supply of clean water from taps or jets above the trough at intervals of not more than two feet; or

(b) at least one wash-basin for every ten persons employed at any one time, fitted with a waste pipe and plug and having a constant supply of clean water together with, in either case, a sufficient supply of nail brushes, soap or other suitable cleaning material and clean towels.

(2) The facilities so provided shall be placed under the charge of a responsible person and shall be kept clean.

13. *Mess-room or canteen*.—The occupier shall provide and maintain for the use of the persons, employed suitable and adequate arrangements for taking their meals. The arrangements shall consist of the use of a room separate from any work-room which shall be furnished with sufficient tables and benches, and unless a canteen serving hot meals is provided, adequate means of warming food. The room shall be adequately ventilated by the circulation of fresh air, shall be placed under the charge of a responsible person and shall be kept clean.

14. *Cloak-room*.—The occupier shall provide and maintain for the use of persons employed, suitable accommodation for clothing not worn during working hours, and for the drying of wet clothing.

SCHEDULE IX
GENERATION OF GAS FROM DANGEROUS PETROLEUM:

1. *Prohibition relating to women and young persons*- No pregnant women or young person shall be employed or permitted to work in or shall be allowed to enter any building in which the generation of gas from dangerous petroleum is carried on.

Provided that women workers may be employed with their consent to work subject to the following conditions :-

(1) International Safety standards shall be adopted by the occupier for providing Occupational Safety and Health (OSH).

(2) The occupier shall, as far as possible, modernise the above processes/places from time to time and will use modern equipments.

(3) Women workers those are feeding mother shall be exempted from the Employment.

2. *Flame traps*.—The plant for generation of gas from dangerous petroleum and associated piping and fittings shall be fitted with at least two efficient flame traps so designed and maintained as to prevent a flash back from any burner to the plant. One of these traps shall be fitted as close to the plant as possible. The plant and all pipes and valves shall be installed and maintained free from leaks.

3. *Generating building or room*.—All plants for generation of gas from dangerous petroleum erected after the coming into force of the provision specified in this schedule, shall be erected outside the factory building proper in a separate well ventilated building (hereinafter referred to as the "generating building"). In the case of such plant erected before the coming into force of the provisions specified in this schedule, there shall be no direct communication between the room where such plants are erected

(hereinafter referred to "as the generating room") and the remainder of the factory building. So far as practicable, all such generating rooms shall be constructed of fire-resisting materials.

4. *Fire extinguishers*.—An efficient means of extinguishing petrol fires shall be maintained in any easily accessible position near the plant for generation of gas from dangerous petroleum.

5. *Plant to be approved by Chief Inspector-cum-Facilitator*—Petrol gas shall not be manufactured except in a plant for generating petrol gas the design and construction of which has been approved by the Chief Inspector-cum-Facilitator

6. *Escape of petrol.*—Effective steps shall be taken to prevent petrol from escaping into any drain or sewer.

7. *Prohibition relating to smoking, etc.*—No person shall smoke or carry matches, fire or naked light or other means of producing a naked light or spark in the generating room or building or in the vicinity thereof and warning notice in the language understood by the majority of the employees shall be posted in the factory prohibiting smoking and the carrying of matches, fire or naked light or other means of producing a naked light or spark into such room or building.

8. *Access to petrol or containers.*—No unauthorized person shall have access to any petrol or to a vessel containing or having actually contained petrol.

9. *Electric fittings.*—All electric fitting shall be of flame proof construction and all electric conductors shall either be enclosed in metal conduites or be lead-sheathed.

10. *Construction of doors*.—All doors in the generating room or building shall be constructed to open outwards; or to slide and no door shall be locked or obstructed or fastened in such a manner that it cannot be easily and immediately opened from the inside while gas is being generated and any person is working in the generating room or building.

11. *Repair of containers*.—No vessel that has contained petrol shall be repaired in a generating room or building and no repairs to any such vessels shall be undertaken unless live steam has been blown into the vessel and until the interior thoroughly steamed out or other equally effective steps have been taken to ensure that it has been rendered free from petrol or inflammable vapour

SCHEDULE-X

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:

1. Definitions.- For the purposes of this schedule -

(a)‘blasting’ means cleaning, smoothing, roughening, or removing of any part of the surface of any article by the use of an abrasive jet of sand, metal shot, or graft or other material, propelled by a blast of compressed air or steam;

(b)‘blasting enclosure’ means a chamber, barrel, cabinet or any other enclosure designed for the performance of blasting therein;

(c)‘blasting chamber’ means a blasting enclosure in which any person may enter at any time in connection with any work or otherwise; and

(d)‘cleaning of castings’ where done as an incidental or supplemental process in connection with the making of metal castings, means the freeing of the casting from adherent sand or other substance and includes the removal of cores and the general smoothening of a casting, but does not include the free treatment.

(e) *First Employment*" means first employment in any of the processes to which this schedule apply and shall also include re-employment in such Process following any cessation of employment for a continuous period exceeding three calendar months, and

2. *Prohibition of sand blasting.*- Sand or any other substance containing free silica shall not be introduced as an abrasive into any blasting apparatus and shall not be used for blasting;

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

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

Provided that women workers may be employed with their consent to work subject to the following conditions :-

(1) International Safety standards shall be adopted by the occupier for providing Occupational Safety and Health (OSH).

(2) The occupier shall, as far as possible, modernise the above processes/places from time to time and will use modern equipments.

(3) Women workers those are feeding mother shall be exempted from the Employment.

3. *Precautions in connection with blasting operations*.- (1)Blasting shall not be done except in a blasting enclosure and no work other than blasting and any work immediately incidental thereto and clearing and repairing of the enclosure including the plant and appliances situated therein, shall be kept closed and air tight while blasting is being done therein.

(2) Blasting enclosure shall always be maintained in good condition and effective measures shall be taken to prevent dust escaping from such enclosure, and from apparatus connected therewith, into the air of any room.

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

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

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

(5) The ventilating plant provided for the purpose of sub-paragraph (4) shall be kept in continuous operation whenever the blasting enclosure is in use whether or not blasting is actually taking place therein, and in the case 190 of a blasting chamber, it shall be in operation even when any person is inside the chamber for the purpose of cleaning.

4. *Inspection and examination.-(*1) Every blasting enclosure shall be specially inspected by a competent person at least once in every week in which it is used for blasting. Every blasting enclosure, the apparatus connected therewith and the ventilating plant shall be thoroughly examined and in the case of ventilating plant, tested by a competent person at least once in every month.

(2) Particulars of the result of every such inspection, examination or test shall forthwith be entered in a register and shall be available for inspection by inspector cum facilitator or any workman employed in or in connection with blasting in the factory. Any defect found on any such inspection, examination or test shall be immediately reported by the person carrying out the inspection, examination or test to the occupier, manager or other appropriate person and without prejudice to the foregoing requirements of this schedule, shall be removed without any delay.

5. *Provision of protective helmets, gauntlets and overalls*- (1) There shall be provided and maintained for the use of all persons who are employed in a blasting chamber, whether in blasting or in any work connected therewith or in cleaning such a chamber, protective helmets of a type approved by a

certificate of the Chief Inspector-cum-Facilitator; and every such person shall wear the helmet provided for this use whilst he is in the chamber and shall not remove it until he is outside the chamber.

(2) Each protective helmet shall carry a distinguishing mark indicating the person by whom it is intended to be used and no person shall be allowed or required to wear a helmet not carrying his mark or a helmet which has been worn by another person and has not since been thoroughly disinfected.

(3) Each protective helmet when in use shall be supplied with clean and not unreasonably cold air at a rate of not less than170 litres per minute.

(4) Suitable gauntlets and overalls shall be provided for the use of all persons while performing blasting or assisting at blasting, and every such person shall while so engaged, wear the gauntlet and overall provided.

6. *Precautions in connection with cleaning and other work*- (1) Where any person is engaged upon cleaning of any blasting apparatus or blasting enclosure or of any apparatus or ventilating plant connected therewith or the surroundings thereof or upon any other work in connection with any blasting apparatus or blasting enclosure or with any apparatus or ventilating plant connected therewith so that he is exposed to the risk of inhaling dust which has arisen from blasting, all practicable measures shall be taken to prevent such inhalation.

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

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

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

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

10. *Medical facilities and records of examinations and tests*- (1) The occupier of every factory to which the Schedule applies, shall –

(a) employ a Factory medical officer for medical surveillance of the workers employed therein where total no of employee exceed 50; and

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

(2) The record of medical examinations and appropriate tests carried out by the said medical practitioner shall be maintained in a Health register in Form-7, which shall be kept readily available for inspection by the Inspector-cum-Facilitator.

11. *Medical examination by the factory medical officer* (1) Every worker employed in any of the processes to which this schedule shall be examined by a factory medical officer within 15 days of his first employment. Such examination shall include pulmonary function tests and chest X-rays. No worker shall be allowed to work after 15 days of his first employment in the factory unless certified fit for such employment by the factory medical officer and record shall be kept on certificate of fitness Form-8.

(2) Every worker employed in the said processes shall be re-examined by a factory medical officer at least once in every 12 calendar months and such re-examination shall,wherever the factory medical officer considers appropriate, include pulmonary function test and chest X-ray once in every three years.

(3) The record of re-examinations carried out shall be entered in the health register in Form-7 and shall be readily available for inspection to the Inspector-cum-Facilitator.

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

(5) No person who has been found unfit to work as said in sub-paragraph (4) shall be re-employed or permitted to work in the said processes unless the Medical Officer, after further examination, again certifies him fit for employment in those processes.

12. *Restrictions in employment of young persons*- (1) No person under 18 years of age shall be employed in blasting or assisting at blasting or in any blasting chamber or in the cleaning of any blasting apparatus or any blasting enclosure or any apparatus or ventilating plant connected therewith or be employed on maintenance or repair work at such apparatus, enclosure or plant.

(2) No person under 18 years of age shall be employed to work regularly within twenty feet of any blasting enclosure unless the enclosure is in a room and he is outside that room where he is effectively separated from any dust coming from the enclosure.

13. *Power to exempt or relax.*- (1) If the Chief Inspector –cum- facilitator is satisfied that in any factory or any class of factory, the use of sand or other substance containing free silica as an abrasive in blasting is necessary for a particular manufacture or process (other than the process incidental or supplemental to making of metal castings) and that the manufacture or process cannot be carried on without the use of such abrasive or that owing to the special conditions or special method of work or otherwise any requirement of this schedule can be relaxed without endangering the health of the persons employed or that application of any such requirements is for any reason impracticable or inappropriate, he may, with the previous sanction of the State Government, by an order in writing exempt the said factory or class of factories from such provisions of this schedule, to such an extent and subject to such conditions and for such period as may be specified in the said order.

(2) Where an exemption has been granted under sub-paragraph (1), a copy of the order shall be displayed at a notice board at a prominent place at the main entrance or entrances to thefactory and also at the place where the blasting is carried on.

SCHEDULE-XI

LIMING AND TANNING OF RAW HIDES AND SKINS AND PROCESSES INCIDENTAL THERETO:

1. *Cautionary notices*- (1) Cautionary notices as to anthrax in the form specified by the Chief Inspector-cum-Facilitator shall be affixed in prominent positions in the factory where they may be easily and conveniently read by the persons employed.

(2) A copy of a warning notice as to anthrax in the form specified by the Chief Inspector-cum-Facilitator shall be given to each person employed when he is engaged, and subsequently if still employed, on the first day of each calendar year.

(3) Cautionary notices as to the effects of chrome on the skin shall be affixed in prominent positions in every factory in which chrome solutions are used and such notices shall be so placed as to be easily and conveniently read by the persons employed.

(4) Notices shall be affixed in prominent places in the factory stating the position of the first-aid box or cupboard and the name of the person in-charge of such box or cupboard.

(5) If any person employed in the factory is illiterate, effective steps shall be taken to explain carefully to such illiterate person the contents of the notice specified in sub-paragraphs (1), (2) and (4) and if chrome solutions are used in the factory, the contents of the notice specified in sub-paragraph (3) as well.

2. *Protective clothing.*- The occupier shall provide and maintain in good condition the following articles of protective clothing :-

(a) waterproof footwear leg coverings, aprons and gloves for persons employed in processes involving contact with chrome solutions, including the preparation of such solutions;

(b) gloves and boots for persons employed in lime yard;

(c) protective footwear, aprons and gloves for persons employed in processes involving the handling of hides or skins, other than in processes specified in sub-paragraphs (a) and (b) above :

Provided that the gloves, aprons, leg coverings or boots may be of rubber or leather, but the gloves and boots to be provided under sub-paragraphs (a) and (b) shall be of rubber.

Provided further that the gloves may not be provided to persons fleshing by hand or employed in processes in which there is no risk of contact with lime, sodium sulphide or other caustic liquor.

3. *Washing facilities, mess room and cloak room.*- There shall be provided and maintained in a clean state and in good repair for the use of all persons employed –

(a) a trough with a smooth impervious surface fitted with a waste pipe, without plug, and of sufficient length to allow of at least 60 centimeters for every five such persons employed at any one time, and having a constant supply of water from taps or jets above the trough at intervals of not more than 60 centimeters; or at least on wash-basin for every ten such persons employed at any one time, fitted with a waste pipe and plug and having a constant supply of clean water; together with, in either case, a sufficient supply of nail brushes, soap or other suitable cleansing material and clean towels;

(b) a suitable mess-room, adequate for the number remaining on the premises during the meal intervals, which shall be furnished with sufficient tables and benches and adequate means for warming food and for boiling water. The mess room shall –

(i) be separate from any room or shed in which hides or skins are stored, treated or manipulated;

(ii) be separate from the cloakroom; and

(iii) be placed under the charge of a responsible person; and

(c) suitable accommodation for clothing not worn during working hours and another accommodation for protective clothing and also adequate arrangements for drying of the clothing in both the cases, if wet.

The accommodation so provided shall be kept clean at all times and placed under the charge of a responsible person.

4. *Food, drinks, etc. prohibited in workrooms*- No food, drink, pan and supari or tobacco shall be brought into or consumed by any worker in any workroom or shed in which hides or skins are stored, treated or manipulated.

5. *Medical facilities and record of examinations and tests*.- (1) The occupier of every factory in which the schedule applies, shall –

(a)employ a Factory Medical Officer for medical surveillance of the workers employed where the no of workers is more than 50;

(b)provide to the said factory medical officer all the necessary facilities for the purpose referred to in clause (a).

(c)arrange for inspection of the hands of all the persons keeping in contact with chromium substances to be made twice a week; and

(d)provide and maintain and supply suitable ointment and plaster in a box readily accessible to the workers and solely used for the purpose of keeping the ointment and the plaster.

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

6. *Medical Examination by Factory Medical Officer* - (1) Every worker employed in any of the processes to which the schedule applies shall be examined by a factory medical officer within 15 days of his first employment. Such examination shall include skin test for dermatitis and detection of anthrox bacillus from local lesion by gram stain. No worker shall be allowed to work after 15 days of his first employment in the factory unless certified fit for such employment by the Factory medical officer.

(2) Every worker employed in the said processes shall be re-examined by the factory medical officer at least once in every twelve calendar months. Such re-examination shall, wherever the Factory Medical Officer considers appropriate, include tests as specified in sub- paragraph (1).

(3) The factory medical officer after examining a worker shall issue a Certificate of Fitness in Form-8. The record of examination and re-examination carried out shall be entered in the Certificate and the Certificate shall be kept in the custody of the manager of the factory. The record of each examination carried out under sub-paragraph (1) and (2), including the nature and the results of the tests, shall also be entered by the factory medical officer in a health register in Form-7.

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

(5) If at any time the Factory Medical Officer or Medical Officer is of the opinion that a worker is no longer fir for employment in the said processes on the ground that continuance therein would involve special danger to the health of the worker, he shall make a record of his findings in the said certificate and the health register. The entry of his findings in those documents should also include the period for which he considers that the said person is unfit for work in the said processes. The person so suspended from the process shall be provided with alternate placement facilities unless he is fully incapacitated in the opinion of the factory medical officer, in which can the person affected shall be suitable rehabilitated.

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

SCHEDULE-XII

CERTAIN LEAD PROCESS CARRIED ON PRINTING PRESSES AND TYPE FOUNDRIES:

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

2. *Definitions*.—In these regulations—

(a)"Lead material" means material containing not less than five percent of lead.

(b)"Lead process ' means—

(i) the melting of lead or any lead material for casting and mechanical composing; and

(ii) the re-charging of machines with used lead material, or

(iii)any other work including removal of dross from melting pots, cleaning of plungers;and

(iv) manipulation, movement or other treatment of lead material.

(c)"Efficient exhaust draught" means localized ventilation affected by heat or mechanical means for the removal of gas, vapour, dust or fumes at the point where they originate so as to prevent them from escaping into the air of any place in which work is carried on.

(d) "*First Employment*" means first employment in the lead Process and also re-employment in such Process following any cessation of employment for a continuous period exceeding three calendar months, and

3. *Exhaust draught*.— (1)None of the following Process shall be carried on except with an efficient exhaust draught , unless carried on in such a manner as to prevent free escape of gas, vapour, fumes or dust into any place in which work is carried on, or, unless carried on in electrically heated and thermostatically controlled melting pots.

(a) melting lead material or slugs ;and
(b) heating lead material so that vapour containing lead is given off;

(2)Such exhaust draught shall be affected by mechanical means and so contrived as to operate on the dust, fume, gas or vapour given off as clearly as may be at its point of origin.

4. *Prohibition relating to women and young persons.*—No pregnant women or young persons shall be employed or permitted to work in any lead process.

Provided that women workers may be employed with their consent to work subject to the following conditions :-

(1) International Safety standards shall be adopted by the occupier for providing Occupational Safety and Health (OSH).

(2) The occupier shall, as far as possible, modernise the above processes/places from time to time and will use modern equipments.

(3) Women workers those are feeding mother shall be exempted from the Employment.

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

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

6. *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 near the machine except when the dross is being deposited therein.

7. *Floor of work-room*-The floor of every work-room where lead process is carried on shall be

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

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

9. *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 with either—

(i) a trough with a smooth impervious surface fitted with a waste pipe without plug, and of sufficient length to allow at least two feet for every five such persons employed

at any one time and having a constant supply of water from taps or jets above the trough at intervals of not more than 2 feet; or

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

(b) a sufficient supply of clean towels made of suitable material renewed daily with a sufficient supply of soap or other suitable cleansing material.

10. *Medical examination.*—

(a) Every worker employed in a lead process shall be examined by the Factory medical officer within fourteen days of his first employment. Such Process and thereafter shall be examined by the Factory medical officer at intervals of not more than three months, and a record of examination shall be entered by the Factory medical officer in the health register in Form-7.

(b) A health register containing names of all persons employed in any lead process shall be kept in Form-7.

(c) If at any time the Factory medical officer is of opinion that any person is no longer fit for employment on any lead process, on the ground that his continuance in such employment will involve special danger to his health, he shall make an entry to this effect in the health register against the name of such person. No such person shall be employed on a lead process without the written sanction of the Factory medical officer, entered in the health register.

11. *Medical examination by Factory medical officer.*—(1) Every worker employed in any process mentioned under Paragraph 3, shall be examined by a Factory medical officer within 15 days of his first employment. Such examination shall include tests for lead in urine and blood, ALA in urine, haemoglobin content, stippling of cells and pulmonary function tests and chest X-ray for workers engaged in process mentioned in clauses (a) and (n) of Paragraph 3 and pulmonary function test and chest X-rays for the others. No worker shall be allowed to work after 15 days of his first employment in the factory unless certified fit for such employment by the Factory medical officer.

(2) All persons employed in any of the Process mentioned in clauses (a) and (n) of Paragraph 3 shall be examined by a Factory medical officer once in every 3 calendar months. Those employed in any other Process mentioned in the remaining clauses of Paragraph 3 shall be examined by a Factory medical officer once in every twelve calendar months. Such examinations in respect of all the employees shall include all the tests as specified in sub-paragraph (1) except chest X-ray which will be once in 3 years.

(3) The Factory medical officer after examining a worker shall issue Certificate of Fitness in Form-8. The record of examination and re-examination carried out shall be entered in the certificate and the certificate shall be kept in the custody of the manager of the factory. The record of each examination carried out under sub-paragraphs (1) and (2), including the nature and the results of the tests, shall also be entered by the Factory medical officer in a Health Register in Form-7.

(4) The Certificate of Fitness and the Health Register shall be kept readily available for inspection by the Inspector cum facilitator.

(5) If at any time the Factory Medical Officer or Medical Officer is of the opinion that a worker is no longer fit for employment in the said process on the ground that continuance therein would involve special danger to health of the worker, he shall make a record of his findings in the said certificate and the Health Register. The entry of his findings in these documents should also include the period for which he considers that the said person is unfit for work in the said processes.

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

12. 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.

SCHEDULE-XIII
DICHROMATE MANUFACTURE

1. *Separation of certain Process.*— Process as indicated below which give rise to noxious dust, fume, vapour or mist should be isolated from others and should either be totally enclosed or provided with hoods with suitable exhaust ventilation arrangements where necessary—

(i) Soda-mix Section, including the place of storage of the mixed chromite soda-ash powder.
(ii) Reacted frit storing.
(iii) Frit dissolving.
(iv) Evaporation of the dichromate solution.
(v) Dichromate weighing and packing or otherwise handling of the dichromate powders.

2. *Use of respirators*.—In operations, which are of shorter duration and in which mechanical exhaust is not practicable, the occupier shall provide respirators for the use of workers.

3. *Protective equipment.*—There shall be provided for the use of all workers suitable footwear, gloves and aprons, engaged in the following Processes:

(a) Acidification.
(b) Concentration.
(c) Centrifugalization.
(d) Crystallisation.
(e) Packing.

4. Floor of work-rooms.—The floor of every work-room shall be—

(a) of impervious material and allow of easy drainage,
(b) Maintained in sound condition,
(c) kept free from materials, plank or other obstruction not required for or produced, in the process carried on in the room.

5. *Cloak-room*.—There shall be provided and maintained for the use of all persons employed in the dichromate department a cloak-room for clothing put off during working hours.

6. *Washing facilities.*—There shall be provided and maintained in a clean state and a good repair, for the use of all persons employed in dichromate processes —

(a) trough with an impervious surface fitted with a waste pipe without plug and of sufficient length to allow at least two feet for every ten persons employed at any one time and having a constant supply of clean water from taps or jets above the trough at intervals of not more than two feet, or

(b) at least one wash basin for every ten persons employed at any one time fitted with a waste pipe and plug and having a constant supply of clean water; together with, in either case, sufficient supply of soap or other suitable cleansing material and clean towels.

7. *Medical requisites.*—The occupier shall provide and maintain a sufficient supply of suitable protective skin cream and nasal ointment, readily available to the workers engaged on dichromate Processes at the discretion of the Factory medical officer.

8. *Medical examination*.—Every person employed in a dichromate process shall be examined by the Factory medical officer within fourteen days of his first employment in such Processes and thereafter shall be examined by the Factory Medical Officer at intervals of not more than three months and a record of each examination shall be entered by the Factory medical officer in the Health Register in Form-7.

(2)A Health Register containing names of all persons employed in any dichromate process shall be kept in Form-7.

(3)If any time the Factory Medical Officer or Medical Officer is of opinion that any person is no longer fit for employment on any dichromate processes, on the ground that his continuance in such employment will involve special danger to his health he shall make an entry to this effect in the Health Register against the name of such person. No such person shall be employed on dichromate process without the written sanction of the Medical Officer, entered in the Health Register.

9. *Cautionary notices.*—Cautionary notices on the nature of health hazards involved together with the control measures for their protection shall be fixed at a prominent position of the factory.

SCHEDULE-XIV
CHEMICAL WORKS

1.*Application*—The provisions of this Schedule shall apply to all manufacturer and Processes (Storage, Handling and Transportation) incidental thereto carried on in Chemical Works. These provisions shall be in addition to and not in derogation of any provisions of the Factories Code or any other rules made thereunder or of any other Code or Rules.

2.*Definitions* :(a) Chemical works means any factory or such parts of any factory as are named in sub-schedule A of this Schedule.

(b) *Breathing apparatus* means (1) a helmet or face piece with necessary connections by means of which a person using it in a poisonous, asphyxiating or irritating atmosphere breathes ordinary air, or (2) any other suitable apparatus approved in writing by the Chief Inspector-cum-Facilitator.

(c) *Life-belt* means a belt made of leather or other suitable material which can be securely fastened round the body with a suitable length of rope attached to it, each of which is sufficiently strong to sustain the weight of a man.

(d) *Efficient exhaust draught* means localised ventilation affected by mechanical or other means for the removal of gas, vapour, fume, or dust to prevent it from escaping into the air of any place in which work is carried on.

(e)*Medical officer* means a medical officer appointed under Section 42 of the Code,.

(f) *Suspension* means suspension by written certificate in the Health Register, signed by the Factory Medical Officer from employment in any processes mentioned in the certificate.

(g)*Bleaching powder* means the bleaching powder commonly called chloride of lime.

(h)*Chlorate* means chlorate or perchlorate.

(i)*Caustic* means hydroxide of potassium or sodium.

(j)*Caustic pot* means a metal pot fixed over a furnace or flue and surrounded by brickwork, such as is commonly used for concentrating caustic liquor, whether such pot be used for concentrating or boiling caustic or other liquor.

(k)*Chrome* process means the manufacture of chromate or bichromate of potassium or sodium, or the manipulation, movement or other treatment of these substances in connection with their manufacture.

(l) *Nitro or amino process* means the manufacture of nitro or amino derivatives of phenol and of benzene or its homologues and the making of explosives with the use of any of these substances.

3.*Exceptions.*—If the Chief Inspector-cum-Facilitator is satisfied in respect of any factory or any process that, owing to the special conditions or special methods of work, or by reason of the infrequency of the process or for other reasons, all or any of the requirements of the provisions of this Schedule are not necessary for the protection of persons employed in any factory or process , he may by order in writing (which he may in his discretion revoke), exempt such factory or process from all or any of the provisions of this Schedule, subject to such conditions as he may by such order prescribe.

PART I—APPLYING TO ALL THE WORKS IN SUB-SCHEDULE – A

General

1. *Housekeeping*.—(a) Every part of the ways, works, machinery and plant shall be maintained in a clean and tidy condition.

(b) any spillage of material shall be cleaned up without delay.

(c) Floors, platforms, stairways, passages and gangways shall be kept free of temporary obstructions.

(d) There shall be provided easy means of access to all parts of the plant to facilitate cleaning, maintenance and repairs.

2. *Improper use of chemicals.—(*a) No chemicals or solvents shall be used by workers for any purposes apart from the process for which they are supplied.

(b) Workers shall be instructed on the possible dangers arising from such misuse. These instructions shall further be displayed in bold letters in prominent places in die different Sections.

3. *Storage of food*.—(a) No food, drink, tobacco, pan or similar articles shall be stored or consumed on or near any part of the plant.

(b) Testing.-Workers shall be instructed on the possible dangers arising from the testing of materials, or of the use for drinking purposes of any vessel used in, or in connection with, the manufacture of chemicals. These instructions shall further be displayed in bold letters in prominent places in the different Sections.

4. *Process hazards*.—Before commencing any large scale experimental work, or any new manufacture, all possible steps shall be taken to ascertain definitely all the hazards involved both from the actual operations and the chemical reactions. The properties of the raw materials used, the final products to be made, and any by-products arising during manufacture shall be carefully studied and provision shall be made for dealing with any hazards including effects on employees, which may arise during manufacture. The design of the building and plan shall be based on the information so obtained.

5. *Unauthorized personnel.*—(a) unauthorized persons shall not be permitted to enter any Section of the factory or plant where these are special dangers.

(b) *Visitors.*—Visitors shall be provided, where necessary with suitable safety equipment and shall be accompanied round dangerous plants by a responsible official.

6.*Instruments*.—All instruments such as pressure gauges, thermometers, flow meters and weighing machines etc. shall be tested in every six months by a competent person, and records of these tests shall be kept in a register and shall be produced on demand of the inspector –cum-Facilitator having jurisdiction.

7. *Cocks and valves*.—Suitable valves shall be provided in all service lines at sufficiently short intervals for convenience in blanking off, etc. All cocks and valves shall be operated at least once in a month. All cockes, valves and pipelines carrying chemicals should be tested in every three months by a competent person, and shall make audit report of all service installations in every year and shall send a copy of report of Audit to the Chief inspector –cum-Facilitator and inspector cum Facilitator of the region concern and records of these tests and reports shall be kept in a register. A plan of all service installations shall be kept readily available and shall be produced on demand of the inspector –cum-Facilitator having jurisdiction.

8. *Manholes.*—No manholes shall be opened for entry until effective fencing has been erected round it.

9. *Emergency instructions*.—Simple and special instructions shall be trained to ensure that effective measures will be carried out in cases of emergency to deal with escape of inflammable, poisonous or deleterious gases, vapours, liquids or dusts. These instructions shall further be displayed in bold letters in prominent places in the different Sections. All workers shall be trained and instructed in the action to be taken in such emergencies, and in the general hazards of their employment.

10. *Protection of reaction mixtures*.—Suitable arrangements shall be made to ensure that no foreign matter of any sort can fall into reaction mixtures.

11. *Electrical apparatus.*—Electrical plant, fittings and conductors shall, if exposed to a damp or corrosive atmosphere, be adequately protected. Periodic tests shall be carried out on all circuits.

12. *Places of work.—(*a) Workers shall only be allowed in those places in which they have been given orders to work.

(b) In dangerous Sections of a factory, the number of workers shall be kept to a minimum compatible with the process .

13. *Packing, storage and transport of chemicals*.—Chemicals shall be packed and stored in containers suitable for the purpose and of adequate strength for storage or transport. All such containers shall be suitably labelled so that they may be stored and transported in such a manner as to ensure that, in the event of spillage, they will neither produce a hazardous mixture, nor cause the development of toxic or fire risk in contract with other products in its vicinity or with walls, floors or dust thereon.

FIRE AND EXPLOSION RISKS

14. *Site*.—(a) Buildings and plants shall be located with due regard to the dangers which may arise from the process involved, and in particular shall be spaced at distances which are deemed safe for the fire and explosive risks connected with the Processes in adjacent buildings. Due consideration shall be given to the effect on any Processes carried out in adjacent factories.

(b) *Isolation of buildings.*—Where special dangers exist, separate buildings shall be used for the different parts of a processes. They shall be spaced at sufficient distances apart and shielded to prevent damage to each other in the event of fire or explosion, and shall be safeguarded by the provision of suitable blowout panels or roofs. Where the risk of fire or explosion is considerable, the building shall be divided by blast or protective screen walls.

(c) *Fire resistance*.—No combustible materials shall be used in the erection of working buildings, unless there are special reasons necessitating their use, when they shall be rendered fire-resistance. The roof shall be of light fire-resistant construction and floors shall be of impervious fire-resistant material and shall be regularly maintained in such condition.

15. *Dangers of ignition (including building installation).—(*a) No internal combustion engine and no electric motor or other electric equipment, capable of generating sparks or otherwise causing combustion shall be installed or used in a building or danger zone. Electric conductors shall be fitted with screwed steel conduit.

(b) All hot exhaust pipes shall be installed outside a building and other hot pipes shall be suitably protected.

(c) Portable electric hand lamps shall not be used unless of an intrinsically safe type, and portable electric tools connected by flexible wires shall not be used, unless of the flames proof type.

(d) Where an inflammable atmosphere may occur the soles of footwear worn by workers shall have no metal on them, and the wheels of trucks or conveyors shall be of conducting non-sparking materials. Adequate precautions shall be taken to prevent the ignition of explosive or inflammable substances by sparks emitted from locomotives or other vehicles operated in the factory or on public lines.

(c) No electric arc lamps or naked light, fixed or portable, shall be used, and no person shall have in his possession any match or any apparatus of any kind for producing a naked light of sparking in or on, or about any part of the factory where there is liability to fire or explosion from inflammable gas, vapour or dust and all incandescent electric lights in such parts shall be in double air-tight glass covers.

(f) Prominent notices in the language understood by the majority of the workers and legible by day and by night prohibiting smoking, the use of naked lights and the carrying of matches or any apparatus for producing a naked light or spark, shall be affixed at the entrance of every room or place where there is the risk of fire or explosion from inflammable gas, vapour or dust. In the case of illiterate workers the contents of the notices shall be fully and carefully explained to them when they commence work in the factory for the first time and again when they have completed one week at the factory.

(g) *Non-sparking tool*.—A sufficient supply of spades, scraper and pails made from non-sparking material shall be provided for the use of persons employed in cleaning out or removing residues from any chamber, still, tank or other vessel where an inflammable or explosive danger may occur.

Note- The risk is not always obvious and may arise,i.e. through the production of hydrozen in acid tank.

16. *Static electricity.—(*a) All machinery and plant, particularly, pipe lines and belt drives, on which static electricity is likely to accumulate, shall be effectively earthed. Receptacles for inflammable liquids shall have metallic connections to the earthed supply tanks to static sparking. Where necessary, humidity shall be controlled.

(b) Mobile tank wagons shall be earthed during filling and discharge, and precautions shall be taken to ensure that earthing is effective before such filling or discharge takes place.

(c) *Lightning conditions*.—Lightning protection apparatus shall be fitted where necessary and shall be maintained in good condition.

17. *Process heating*.—The method of providing heat for a process shall be as safe as possible and where the use of naked flame is necessary, the plant shall be so constructed as to prevent any escaping inflammable gas, vapour or dust coming into contact with the flame, or exhaust gases or other hot agency likely to cause ignition. So far as practicable, the heating medium shall be automatically controlled at a predetermined temperature below the danger temperature.

18. *Escape of materials.—(*a) Provision shall be made in all plants, sewers, drains, flues, ducts, culverts, and buried pipes to prevent the escape and spread of any liquid gas, vapour, fume or dust likely to give rise to fire or explosions, both during normal working and in the event of accident or emergency.

(b) If escape occurs, such substances shall be removed expeditiously and efficiently at the point of liberation. The effluent shall be trapped and rendered safe outside the danger area.

19. *Leakage of inflammable liquids*.—(a) Provision shall be made to confine by means of bund-walls, sumps, etc., possible leakages from vessels containing inflammable liquids.

(b) Adequate and suitable fixed fire-fighting appliances shall be installed in the vicinity of such vessels'.

20.*Cleaning of empty containers.*—(a) All empty containers which have held inflammable liquids, and metal containers which have held sulphuric acid shall be rendered permanently safe as soon as practicable, and shall not be repaired or destroyed until such cleaning has been completed.

(b) *Storage of combustible materials.*—Combustible and inflammable materials shall not be stored in close proximity to chemicals which are liable to cause ignition.

(c) Rubbish shall be removed from buildings without delay and placed in special metal containers provided with close fitting lids. The contents shall be removed daily and suitably dealt with. Waste products containing inflammable or explosive materials shall not be placed on rubbish heaps but shall be destroyed in an appropriate manner.

21. *Installation of pipelines for inflammable liquids*.—All pipelines for the transport of inflammable liquids shall be protected from breakage, shall be arranged so that there is no risk of mechanical damage from vehicles and shall be so laid that they drain throughout without the collection of any part. All flanged joints, bends and other connections shall be regularly inspected. Cocks and valves shall be so constructed that explosive residues do not get accumulated therein. The open and closed positions of all cocks and valves shall be clearly indicated on the outside.

22. *Packing of reaction vessels*.—Packing and jointing materials for reaction vessels (including covers, manhole covers and exhaust pipes) and in pipe lines and high or low temperature insulating materials, shall not contain materials which are combustible or which react with the products of the plant.

23. *Safety valves.*—Every still and every closed vessels in which gas is produced or into which gas is passed and in which the pressure is liable to rise to a dangerous degree shall have attached to it a pressure gauge, and a proper safety valve or other equally efficient means to relieve the pressure, maintained in good condition. Nothing in this Schedule shall apply to metal bottles or cylinders used for the transport of compressed gases.

24. *Vigorous or delayed reactions*.—Suitable provision, such as automatic and distant control shall be made for controlling the effects of unduly vigours or delayed reactions. Automatic flooding or blanketing shall be provided for in the event of an accident.

25. *Examination, testing and repair of plant.*—Examination, testing and repair of plant parts which have been in contact with explosive and inflammable material, or which is under pressure, shall only be carried out under proper supervision.

26. *Alarm system*.—(a) Gravity or pressure feed systems of supplying inflammable materials to the various parts of the buildings or plant shall be fitted with alarm systems, automatic cut-offs or other devices to prevent overcharging or otherwise endangering the plant.

(b) The amount of inflammable material taken into a building in bulk containers at any one time shall be kept as low as practicable.

€ Adequate steps shall be taken to prevent the escape of inflammable and explosive vapours from any container into the atmosphere of any building.

Gas, Vapour, Fume or Dust Risks

27. *Escape of gases,* etc.—Effective steps shall be taken to prevent the escape of dangerous gases, vapours, fumes or dust from any part of the plant, by the total enclosure of the process involved or by the provisions of efficient exhaust draught. Effective arrangements shall be made to ensure that in the event of a failure of the control measure, the process shall stop immediately. Further arrangements shall be made to ensure that in case there is any such escape, the material shall be trapped forthwith, so that the danger may be averted.

28. *Danger due to effluents.—(*a) Adequate precautions shall be taken to prevent the mixing of effluents which may produce dangerous or poisonous gases.

(b) Effluents, which may contain or give rise in the presence of other effluents to such gases, shall be provided with independent drainage systems to ensure that they may be trapped and rendered safe.

*29.Staging.—(*a) Staging shall not be erected over any open vessel unless the vessel is so constructed and ventilated as to prevent the omission of vapour or fumes about such staging.

(b) Where such staging is provided to give access to higher levels in large plants, effective means shall be provided at all levels with direct means of access to the outside of the room or building and then to ground level.

(c) Such staging shall be fitted with suitable handrails and toe boards, and the floors and staging shall be impervious and easily cleaned.

30.*Instructions as regards risk.*—Before commencing work, every worker shall be fully instructed on the properties of the materials they have to handle, and of the dangers arising from any gas, fume, vapour or dust which may be evolved during the process. Workers shall also be instructed in the measures to be taken to cope with any emergency.

31. *Breathing apparatus.—(*a) There shall be provided in every factory where dangerous gas or fume is liable to escape a sufficient supply of—

(i) breathing apparatus of an approved make for the hazards involved ;

(ii) oxygen and suitable means of its administration; and

(54) life-belts.

The breathing apparatus and other appliances required by this Schedule shall (i) be maintained in good order and kept in an ambulance room or in some other place approved in writing by the Chief Inspector cum-Facilitator, and (ii) be thoroughly inspected once every month by a competent person, appointed in

writing by the occupier and record of their condition shall be entered in a book provided for that purpose, which shall be produced when required by an Inspector-cum-Facilitator.

(b) Workers shall be trained and given a periodic refresher course in the use of breathing apparatus and respirators.

(c) Respirators shall be kept properly labelled in clean dry, light-proof cabinets, and if liable to be affected by fumes, shall be protected by suitable containers. Respirators shall be dried and cleaned after use and shall be periodically disinfected.

32. *Treatment of persons.*—In every room or place wherever required in writing by the Chief Inspector -cum –Facilitator there shall be affixed the official cautionary notice regarding gasing and burns. Such notices shall be legible by day and by night and shall be printed in the language understood by the majority of the workers.

33. *Personal protective equipment*.—(a) Suitable protective clothing shall be provided for the use of operatives; (i) when operating valves or cocks controlling fluids which by their nature, pressure or temperature would be highly dangerous if a blow-out occurred or when, cleaning chokes in system containing such fluids if pressure is likely to exist behind that chokes, (ii) when there is danger of injury absorption through the skin during the performance of normal duties or in the event of emergency, (iii) whenever there is the risk of injury in handling corrosive substances, hot or cold articles and sharp or rough objects, and (iv) when there is the risk of poisonous material being carried away on their clothes.

(b) There shall be provided for the use of all persons employed in the process specified in sub-schedule B of this Schedule an adequate supply of suitable protective equipment including gloves, overalls and protective footwear, and of goggles and respirators. Respirators shall be of a type approved in writing by the Chief Inspector-cum-Facilitator

(c) Protective equipment shall be provided and stored in the appropriate place for use during abnormal conditions or in an emergency.

(d) Arrangements shall be made for the proper and efficient cleaning of all such protective equipment.

34 *Cloak-rooms.*—There shall be provided and maintained for the use of all persons employed in the Processes specified in sub-schedule B of this Schedule a suitable cloak-room for clothing put off during working hours and a suitable place separate from the cloak-room, for the storage of overalls or working clothes. The accommodation so provided shall be placed in the charge of a responsible person, and shall be kept clean.

35. *Special bathing accommodations.—(*a) There shall be provided for the use of all persons employed in the process specified in sub-schedule C of this Schedule separate sanitary conveniences, and sufficient and suitable bathing facilities which shall be to the satisfaction of the Chief Inspector-cum-Facilitator

(b) A bath register shall be kept containing the names of all persons employed in these Processes and an entry of the date when each person takes a bath.

36. *Entry into vessels*.—(a) Before any person entries, for any purposes except that of rescue, any absorber, boiler, culvert, drain, flue, gas purifier, sewer, still tank, tower, vitriol chamber or other place where there is reason to apprehend the presence of dangerous gas or fume, a responsible person appointed in writing by the occupier for the purpose, shall personally examine such place and shall certify in writing in a book kept for the purpose either that such place is isolated and sealed from every source of such gas or fume and is free from danger, or that it is not so isolated and sealed and free from danger. No person shall enter any such place which is certified not to be so-isolated and sealed and free from danger unless he is wearing a breathing apparatus, and (where there are no cross stays or obstructions likely to cause entanglement) a life-belt, the free end of the rope attached to which shall be left with a man outside, whose sole duty shall be to keep watch and to draw out the wearer if he appears to be affected by gas or fume. The belt and rope shall be so adjusted and worn that the wearer can be drawn up head foremost through any manhole or opening.

(b) A person entering, for the purpose of rescue, any such place for which a clearance certificate has not been issued shall wear breathing apparatus and life-belt in the manner specified.

37. *Examination and repair of plant*.—Where poisonous materials are likely to be present, the examination and repair of plant and piping shall only be done under the supervision of a competent person, and after the plant and piping has been thoroughly cleaned and ventilated. When opening vessels and breaking joints in pipelines, respirators, goggles and protective clothing shall be worn to the extent required by the competent person.

38. *Storage of acid carboys*.—Carboys containing nitric acid or "mixed''' acid shall be stored in open-sided sheds detached from other buildings, and placed on a flooring of sandstone, brick or other suitable inorganic material. A passage-way shall be provided and kept free from obstruction between every four rows of such carboys. An ample supply of water shall be available for washing away spilt acid and all precautions shall be taken to prevent employees being exposed to fumes.

Corrosive or Deleterious Risk

39. *Buildings.*—All buildings and plants shall be located with due regard to possible dangers from accidental liberation or splashing of corrosive and deleterious liquids, and shall be so designed as to facilitate through washing and cleaning. The construction of staging and other parts of buildings shall be carried out with materials impervious and resistant to corrosion so far as practicable.

40. *Leakage.*—(a) All plants shall be so designed and constructed as to obviate the escape of corrosive liquid. Where necessary, separate buildings, rooms or protective structures shall be used for the dangerous stages of the process and the buildings shall be so designed as to localize any escape of liquid.

(b) Catch-pits, bund walls or other suitable precautions shall be provided to restrict the serious effects of such leakages. Catch-pits shall be placed below joints in pipelines where there is danger involved from such leakage.

€ Passages and work station shall not be situated directly below any part of plant where there is risk of escape of dangerous liquid. Access to such parts shall, so far as practicable, be prohibited and danger notices shall be affixed at suitable points.

41. *Precautions against escape.*—Adequate precautions shall be taken to prevent the escape of corrosive or deleterious substances and means shall be provided for rendering safe any such escape.

42. *Drainage*.—Adequate drainage shall be provided and shall lead to special treatment tanks where deleterious materials shall be neutralised or otherwise rendered safe before it is discharged into ordinary drains or sewers.

43.*Covering of vessels.—(*a) Every fixed vessel or structure containing any dangerous materials, and not so covered as to eliminate all reasonable risk of accidental immersion in it of any portion of the body of a worker, shall be so constructed that there is no foothold on the top or the sides.

(b) Such vessel shall, unless its edge is at least three feet above the adjoining ground or platform be securely fenced to a height of at least three feet above such adjoining ground or platform.

€ No plank or gangway shall be placed across or inside any such vessel, unless such plank or gangway is at least 18 inches wide, and is securely fenced on both sides by rails spaced at 9 inches apart to a height of at least 3 feet, or by other equally efficient means.

(d) Where such vessels adjoin and the space between them, clear of any surrounding brick or other work, is either less than 18 inches in width or is 18 or more inches in width, but is not securely fenced on both sides to a height of at least three feet, secure barrier shall be so placed as to prevent passage between them :

Provided that sub-paragraph (b) above shall not apply to—

(54) Saturators used in the manufacture of sulphate of ammonia,

(ii) that part of the sides of brine evaporating pans which require raking, drawing or filling.

44. *Ventilation.*—Adequate ventilation shall be provided and maintained at all times in rooms or buildings where dangerous gas, vapour, fume or dust may be evolved.

45. *Means of escape* .—Adequate means of escape from rooms or buildings in the event of a leakage of corrosive liquid shall be provided and maintained.

46.*Treatment of personnel*.—In all places where (strong acids or dangerous) corrosive liquids are used :

(a) There shall be provided for use in an emergency—

(i) adequate and readily accessible means of drenching with cold water persons, and the clothing of persons, who have become splashed with such liquids;

(ii) adequate special arrangements to deal with any person who has been splashed with poisonous material that can be absorbed through the skins;

(iii) a sufficient number of eyewash bottles, filled with distilled water or other suitable liquid, kept in boxes or cupboards conveniently situated and clearly indicated by a distinctive sign which shall be visible at all times.

(b) Except where the manipulation of such corrosive liquids is so carried on as to prevent risk of personal injury from splashing or otherwise, there shall be provided for those who have to manipulate such liquids sufficient and suitable goggles and gloves or other suitable protection for the eyes and hands. If gloves are provided they shall be collected, examined and cleansed at the close of the day's work and shall be repaired or renewed when necessary.

47.*Maintenance.—(*a) Before any examination or repairs are carried out or plant or pipe lines, a competent person shall issue a clearance certificate permitting-such examination or repairs.

(b) Adequate precaution shall be taken to liberate any pockets of gas or liquid which may have been formed in pipe lines and which may cause corrosive spray at the point where dismantling takes place.

48. *Washing facilities*.—(1) 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 facilities shall be conveniently accessible and shall be kept in a clean and orderly condition.

(2) If femaleworkers 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.

49.*Mess-room facilities*.—In every factory there shall be provided and maintained for the use of those remaining on the premises during the rest intervals, suitable and adequate mess-room or canteen accommodation which shall be furnished with sufficient tables and chairs or benches with back rests and where sufficient drinking water is available.

50. *Ambulance Room.—(*a) In every factory in which more than 250 persons are employed on the Processes to which this Schedule applies, there shall be provided and maintained in good order an Ambulance Room. The Ambulance Room shall be a separate room used only for the purpose of treatment and rest. It shall have a floor space of not less than 100 square feet and smooth, hard and impervious walls and floor, and shall be provided with ample means of natural and artificial lighting. It shall contain all the items shown in sub-schedule D. Where persons of both sexes are employed, arrangements shall be made at the Ambulance Room for their separate treatment. The Ambulance Room shall be placed under the charge of a qualified nurse or other person trained in First Aid, who shall always be readily available during working hours, and shall keep a record of all cases of accidents or sickness treatment in the room.

(b) In every factory there shall be provided and maintained in good condition a suitably constructed ambulance van for the purpose of the removal of serious cases of accident or sickness unless arrangements have been made with a hospital or other place in telephonic communication with the factory for obtaining such a carriage immediately when required.

51. *Medical personnel*.—Employer shall employ a Factory Medical Officer in factory employing 50 persons or more.

52. *Medical examination.*—Workers engaged in the manufacture, processing, formulation or use of the following, shall be examined once in three months by the Factory Medical Officer and records maintained :

(i) Hexaethyl tetraphosphate.
(ii) Tetraethyl pyrophosphate.
(54) O. O. Diethyl O P nitrophenyl thiophosphate (Parathion).
(iv) Nicotine, nicotine sulphate.
(54) Mercury derivatives.
(vi) Methyl bromide,
(54) Cyanides.
(54) Arsenical derivatives.
(ix) Chrome process compounds.
(x) Nitro or amino process compounds.

(a) A Health Register containing the names of all workers so engaged shall be kept in a form approved by the Chief Inspector-cum-Facilitator

(b) No person shall be so engaged newly for more than fourteen days without a certificate of fitness granted after examination by the Factory medical officer, by a signed entry in the Health Register.

€ Every person so engaged newly shall present himself at the appointed time for examination by the Factory medical officer as provided in (b) above.

(d)The Factory medical officer shall have power of suspension as regards all persons so engaged and no persons after suspension shall be so engaged without written sanction from the Medical Officer entered in the Health Register.

53. *Duties of workers*.—Every person employed shall—

(a) report to his foreman any defect in any fencing, breathing apparatus, appliances or other requisite provided in pursuance of this Schedule as soon as he becomes aware of such defect;

(b) used the articles, appliances or accommodations required by this Schedule for the purpose for which they are provided;

€ wear the breathing apparatus and life-belt where required under Paragraph 36 (a) and (b) above.

54. *No person shall*.—(a) Remove any fencing provided in pursuance of Paragraph 43 unless duly authorised ; or (b) stand on the edge or on the side of any vessel to which Paragraph 43 applies; (c) pass or attempt to pass any barrier created in pursuance of Paragraph 43 ; (d) place across or inside any vessel to which Paragraph 43 applies, any plank or gangway which does not comply with that Regulation or make use of any such plan or gangway while in such position; € take a naked light or any lamp or matches or any apparatus for producing a naked light or spark into or smoke in, any part of the works where there is liability to explosion from inflammable gas, vapour or dust; (f) use a metal spade, scraper or pail when cleaning out or removing the residues from any chamber, still tank, or other vessel wherein were contained sulphuric acid or hydrochloric acid or other substance which might cause evolution of arseniuretted hydrogen; and (g) removes from a First Aid Box or cupboard or from the Ambulance Room any First Aid appliance or dressing except for that treatment of injuries in the works.

SUB-SCHEDULE "A"

"Chemical work" means any work or part of a work in which:

1. The manufacture or recovery(Manufacturing, storage ,handling and transportation) of any of the following is carried on—

(a) Carbonates, cromates, chlorates, oxides or hydroxides or potassium, sodium, iron, aluminum, cobalt, nickel, arsenic, antimony, zinc or magnesium;

(b) Ammonium and the hydroxide and salts of ammonium;

(c) Sulphurous, sulphuric, nitric, hydrochloric, hydro-fluoric, hydraulic, hydrosulphuric, boric, phosphoric, oxalic, arsenious, arsenic, lactic, acetic, tartaric or citric acids and their metallic or organic salts, pyridine, derivatives of benzene, all hazardous organic and inorganic compounds; and

(d) Cyanogen compounds.

(e) use, storage, handling and transportation of "Hazardous substances" as defined in rule 2 (n).

2. A wet process is carried on—

(a) for the extraction of metal from one or from any by-product or residual material; or

(b) in which electrical energy is used in any process of chemical manufacture.

3. Alkali waste or the drainage there from is put to any chemical process for the recovery of sulphur or for the utilisation of any constituent of such waste or drainage.

4. Carbon disulphide is made or hydrogen sulphide is evolved by the decomposition of metallic sulphides or hydrogen sulphide is used in the production of such sulphides.

5. Bleaching powder is manufactured or chlorine gas is made or is used in any process of chemical manufacture.

6. (a) Gas tar or coal tar or any compound product or residue of such tars is distilled or is used in any process of chemical manufacture.

(b) Synthetic colouring matters for their intermediates are made.

7. Refining of crude shale oil or any process incidental thereto is carried out.

8. Nitric acid is used in the manufacture of nitro compounds.

9. Explosives are made with the use of nitro compounds.

10. Insecticides which may be phosphorous nicotine, mercury, naphthalene, cyanogen, arsenic, fluorine, copper, benzene and ethane compounds or derivative and methyl bromide are manufactured, mixed, blended and packed.

SUB-SCHEDULE "B"

1. A nitro or amino process (overalls or suits of working clothes and protective footwear).
2. Grinding raw-materials in a chrome process (overall suits).
3. The crystal department and in packing a chrome process (protective coverings).
4. Packing in a chrome process (respirators).

5. Any room or place in which chlorate is crystallised, ground or packed (clothing of woollen materials and boots or overshoes, the soles of which have no metal on them).

6. Any room in which caustic is ground or crushed by machinery (goggles and gloves or other suitable protection for the eyes and hands).

7. Bleaching powder chambers or in packing charges drawn from such chambers (suitable respirators).

8. Drawing off of molten sulphur from sulphur pots in the process of carbon disulphide manufacture (overalls, face-shield, gloves and footwear of fire-proof materials).

9. (a) Manufacture, mixing, blending and packing of insecticides which are phosphorous, nicotine, naphthalene, cyanogen, arsenic, fluorine, mercury and copper compounds or derivatives and methyl bromide (rubber, aprons, chemical type goggles and suitable respirators and in addition rubber gloves and boots for phosphorous and nicotine derivatives, synthetic rubber aprons, gloves and boots when working with oil solutions and washable, working clothing laundered daily).

(b) Manufacture, mixing, blending and packing of insecticides which are derivatives of benzene or ethylene (rubber aprons and suitable respirators, separate work clothes laundered frequently).

SUB-SCHEDULE "C"

1. A nitro or amino process.
2. The crystal department and the packing room in a chrome process.
3. The process of distilling, gas or coal tar (other than blast furnace tar) and any process of chemical manufacture in which such tar is used.
4. The manufacture, mixing, blending and packing of the insecticides mentioned in sub-schedule “A”.

SUB-SCHEDULE "D"

(i) A glazed sink with hot and cold water always available;
(ii) a table with a smooth top;
(iii) means for sterilising instruments;
(iv) a couch;
(v) a stretcher;
(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 ¼" ;
(x) twelve plain wooden splints 4"x 3"x ¼";
(xi) six plain wooden splints, 10"x 2"x ½";
(xii) three woollen blankets ;
(xiii) one pair artery forceps ;
(xiv) one bottle of brandy ;
(xv) two medium size sponges;
(xvi) three hand towels ;
(xvii) two kidney trays ;
(xviii) four carbolic soaps ;
(xix) two glass tumblers and two wine glasses;
{xx) two clinical thermometers;
(xxi) graduated measuring glass with teaspoon;
(xxii) one eyebath;
(xxiii) one bottle (2 lb.) carbolic lotion, 1 in 20;
(xxiv) two chairs ;
(xxv) one screen;
(xxvi) one electric hand torch;
(xxvii) an adequate supply of anti-tetanus serum; and
(xxviii) two first aid boxes, each containing—

(a) 24 small sterilized dressings ;
(b) 12 medium size sterilized dressings ;
(c) 12 large size sterilised dressings;
(d) 12 large size sterilised burn dressings;
(e) 12 half ounce packets sterilized cotton wool;
(f) one snake bite lancet;
(g) one pair scissors ;
(h) two (1 oz.) bottles of potassium permanganate crystals;
(i) one (4 oz.) bottle containing a two per cent alcoholic solution of iodine;
(j) one (4 oz.) bottle of sal volatile having the dose and mode of administration indicated on the label;
(k) a copy of the first aid leaflet issued by the Chief Adviser of Factories, Government of India.

Applying to work or parts thereof in which—

(i) Caustic pots are used; or

(ii) Chlorate of bleaching powder is manufactured ; or

(iii) (a) gas tar or coal tar is distilled or is used in any process of chemical manufacture; or

(b) nitro or amino process is carried on ; or

(c) a chrome process is carried on ; or

(iv) crude shale oil is refined or Process incidental thereto are carried on; or

(v) nitric acid is used in the manufacture of nitro compounds;

(vi) the evaporation of brine in open pans and the stoving of salt are carried on ;

(vii) the manufacture or recovery of hydrofluoric acid or any of its salts is carried on,

(viii) work at a furnace where the treatment of zinc ores is carried on ; and

(ix) insecticides mentioned in sub-schedule "A" are manufactured, mixed, blended or packed.

1. *Entry into gas tar or coal tar still*.—(1) Before any person enters a gas tar or coal tar still for any purpose except that of rescue, it shall be completely isolated from adjoining tar stills, either by disconnecting—

(a) the pipe leading from the swan neck to the condenser worm ; or

(b) the waste gas pipe fixed to the worm or receiver;

and in addition, blank flanges shall be inserted between the disconnected parts, and the pitch discharge pipe or cock at the bottom of the still shall be disconnected.

2. *Entry into bleaching powder chambers*.—No person shall enter a chamber for the purpose of withdrawing the charge of bleaching powder unless and until—

(i) the chamber is efficiently ventilated ; and

(ii) the air in the chamber has been tested and found to contain not more than 2.5 grains of free chlorine gas per cubic foot.

A register containing details of all such tests shall be kept in a form approved by the Chief Inspector-cum-Facilitator

3. *Special precautions for a nitro and amino Processes*-In nitro or amino processes: (a) if crystallised substances are broken or any liquor agitated by hand, means shall be taken to prevent as far as practicable, the escape of dust or fume into the air of any place in which any person is employed. The handles of all implements used in the operations shall be cleaned daily; (b) cartridges shall not be filled by hand except by means of a suitable scope; (c) every drying stove shall be efficiently ventilated to the outside air in such a manner that hot air from the stove shall not be drawn into any work room ; (d) no person shall enter a stove to remove the contents until a free current of air has been passed through it; (e) every vessel containing nitro or amino derivatives of phenol or of benzene or its homologues shall if steam is passed into or around it, or if the temperature of the contents be at or above the temperature of the boiling water, be covered in such a way that steam of vapour shall be discharged into the open air at a height of not less than 25 feet from the ground or the working platform, and at a point where it cannot be blown back again into the work-room.

4. *Precautions during caustic grinding, etc*.—(a) Every machine used for grinding or crushing caustic shall be enclosed; and (b) where any of the following process are carried on—

(i) grinding or crushing of caustic ;

(ii) packing of ground caustic;

(iii) grinding, sieving, evaporating or packing in a chrome process ;

(iv) crushing or mixing of material or cartridge filling in a nitro or amino process , an efficient exhaust draught shall be provided ;

(v) insecticides mentioned in sub-schedule "A" are manufactured, mixed, blended, or packed.

5. (a) Chlorate shall not be crystallised, ground or packed except in a room or place not used for any other purpose, the floor of which room or place shall be of cement or other smooth, impervious and incombustible material and shall be thoroughly cleaned daily.

(b) Wooden vessels shall not be used for the crystallisation of chlorate, or to contain crystallised or ground chlorate:

Provided that this regulation shall not prohibit the packing of chlorate for sale into wooden casks or other wooden vessels.

6. *Restrictions on the employment of young persons and women*.—(a) No person under 18 years of age and women shall neither be employed in any process in which hydrochloric acid fumes or ammonia cal vapours are given off from the following operations—

(i) evaporation of brine in open pans;

(ii) stoving of salt;

(iii) work at a furnace where the treatment of zinc is carried on; and

(iv) the cleaning of work rooms where the process mentioned in (iii) is carried on.

(b) No person under 18 years of age shall be employed in a chrome process or in nitro or amino process or in a process in which the following materials are used or where the vapour of such material is given off:

Carbon bi-sulphide, chlorides of sulphur, benzene, carbon tetrachloride trichloroethylene, any carbon chloride compound, or any mixture containing any of each materials.

7. *Every person employed*—

(a) in a processes to which Paragraph 33 of this Schedule applies shall where the protective clothing, footwear, respirators, goggles or gloves, provided under Paragraph 33 and shall deposit overall or suit, or working clothing so provided as well as clothing put off during working hours, in the places provided under Paragraph 34;

(b) in Processes to which Paragraph 35 applies shall carefully wash the hands and face before partaking of any food or leaving the premises;

(c) in any process to which Part II of this Schedule applies shall use the protective appliances supplied in respect of any process in which he is engaged.

SCHEDULE-XV
MANUFACTURE OR MANIPULATION OF CARCINOGENIC DYE INTERMEDIATES APPLICATION:

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

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

(a)"*Controlled Substances"* means chemical substances mentioned in paragraph 4 of this schedule.

(b) "*Efficient Exhaust Draught*" means localised ventilation affected by mechanical means for the removal of gas, vapour, dust or fumes so as to prevent them from escaping into the air of any place in which work is carried on. No draught shall be deemed to be efficient which fails to remove smoke generated at the point where such gas, vapour, fume or dust originated.

(c) "*First Employment*" means first employment in the said processes and also re-employment in such processes following any cessation of employment for a continuous period exceeding three calendar months, and

(d) *"Prohibited Substances*" means chemical substances mentioned in paragraph 3 of this schedule.

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

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

4. *Controlled substances.*—For the purpose of this schedule, the following chemical-substances shall be classified as "controlled substances" :—

(a) Alpha-naphthylamine or alpha naphthylamine containing not more than one per cent of beta-naphthylamine either as a by-product of chemical reaction or otherwise, and its salts,
(b) Ortho-tolidine and its salts ;
(c) Dianisidine and its salts ;
(d) Dichlorobenzidine and its salts ;
(e) Auramine, and
(f) Magenta.

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

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

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

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

7. *Personal protective equipment.—(*1) The following items of personal protective equipment shall be provided and issued to every employees employed in the said Processes.

(a) Long trousers and shirts or overalls with full sleeves and head coverings. The shirt or over alls shall cover the neck completely.
(b) Rubber gum-boots.

(2) The following items of personal protective equipment shall be provided in sufficient numbers for use by workers employed in the said processes when there is danger of injury during the performance of normal duties or in the event of emergency :

(a) Rubber hand-gloves;
(b) Rubber aprons;
(c) Airline respirators or other suitable respiratory protective equipment.

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

8. *Prohibition relating to employment of women and young persons.*—No pregnant women or young person shall be employed or permitted to work in any room in which the said Process is carried on.

Provided that women workers may be employed with their consent to work subject to the following conditions :-

(1) International Safety standards shall be adopted by the occupier for providing Occupational Safety and Health (OSH).

(2) The occupier shall, as far as possible, modernise the above processes/places from time to time and will use modern equipments.

(3) Women workers those are feeding mother shall be exempted from the Employment.

9. *Floors of work-room*.—The floor of every work room in which the said processes are carried on shall be:

(a) smooth and impervious to water provided that asphalt or tar shall not be used in the composition of the floor;

(b) maintained in a state of good repair;

(c) with a suitable slope for easy draining and provided with gutters; and

(d) thoroughly washed daily with the drain water being led into the sewer through a closed channel.

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

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

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

13. *Cautionary placards.*—Cautionary placards in the form specified in Appendix attached to this Schedule and printed in the language of the majority of the workers employed in the said Process shall be affixed in prominent places frequented by them in the factory, where the placards can be easily and conveniently read. Arrangements shall be made by the manager to instruct periodically all such workers regarding the precautions contained in the cautionary placards.

14. *Medical examination*.—(1) Every worker employed in the said processes shall be examined by a Factory medical officer within 14 days of his first employment. Such examination shall include tests which the Factory medical officer may consider appropriate and shall include exfoliative cytology of the urine. No worker shall be allowed to work after 14 days of his first employment in the factory unless certified fit for such employment by the Factory medical officer.

(2) Every worker employed in the said processes shall be re-examined by a Factory medical officer at least once every six calendar months. Such examination shall include tests which the factory medical officer may consider appropriate but shall include exfoliative cytology of the urine.

(3) A person medically examined under sub-paragraph (1) shall be granted by a Factory medical officer a certificate of fitness in Form-8. Record of each re-examination carried out under sub-paragraph (2) shall be entered in the health register Form-7. The health register shall be kept in the custody of the manager of the factory.

(4)The record of each examination carried out as referred to in subparagraphs (1) and (2) including the nature and the results of the tests shall be entered by the Factory medical officer in a health register in Form-7.

(5) The certificates of fitness and the health register shall be kept readily available for inspection by any Inspector-cum-Facilitator.

(6) If at any time the Factory Medical Officer or Medical Officer is of the opinion that a person is no longer fit for employment in the said processes in any other work on the ground that continuance therein would involve damage to his health, he shall make a record of his findings in the said certificate and the

health register. The entry of his findings in these documents should also include the period for which he considers that the said person is unfit for work in the said Processes or in any work as the case may be.

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

15.*Medical facilities.—(*1) The occupier of every factory in which the said processes is carried on shall engage a Factory medical officer for medical surveillance of the employees employed in such processes where number of workers exceed 50.

(2) The occupier shall provide to him all the necessary facilities for the purpose referred to in sub-paragraph (1).

(3) A record of medical examinations and appropriate tests carried out by the Factory medical officer shall be maintained in health register Form-7 approved.

16. *Obligations of the* workers.—It shall be the duty of the persons employed in the said process to submit themselves for the medical examination including exfoliative cytology of urine by the Factory medical officer or the Factory medical officer as provided for under these rules.

17. *Washing and bathing facilities*.—(1) The following washing and bathing facilities shall be provided and maintained in a clean state and in good repair for the use of all employees employed in the said Process :

(a) A wash place under cover having constant supply of water and provided with clean towels, soap and nail brushes and with at least one stand pipe for every five such workers.

(b) 50 per cent of the stand pipes provided under clause (a) shall be located in bathrooms where both hot and cold water shall be made available during the working hours of the factory and for one hour thereafter.

(c) The washing and bathing facilities shall be in close proximity of the area housing the said processes.

(d) Clean towels shall be provided individually to such workers.

(e) In addition to the taps mentioned under clause (a), one stand pipe in which warm water is made available shall be provided on each floor.

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

18. *Food, drink etc. prohibited in the work room*.—No worker shall consume food, drink, pan and supari or tobacco or shall smoke in any work room in which the said processes is carried on and no worker shall remain in any such room during intervals for meals or rest.

19. *Cloak room*.—There shall be provided and maintained in a clean state and in good repair for the use of the workers employed in the said workers:

(a) a cloak room with lockers having two compartments—one for street clothes and the other for work clothes; and

(b) a place separate from the locker room and the mess room for the storage of protective equipment provided under paragraph 7.

The accommodation provided shall be under the care of a responsible person and shall be kept clean.

20. *Mess room*.—There shall be provided and maintained for the use of workers employed in the said Processes who remain on the premises during the meal intervals, mess room which shall be furnished with tables and benches and provided with suitable means for warming food.

21. *Time allowed for washing.*—Before the end of each shift 30 minutes shall be allowed for bathing each worker who is employed in the said processes. Further at least 10 minutes shall be allowed for washing before each meal in addition to the regular time allowed for meals.

22. *Restriction on age of persons employed*.—No worker under the age of 40 years shall be engaged in the factory in the said processes for the first time after the date on which the Schedule comes into force.

23. *Exceptions—Prohibited substances.—(*1) The Chief Inspector cum-Facilitator of Factories may by a certificate in writing (which he may at his discretion revoke at any time), subject to such conditions if any, as may be specified therein, exempt any process in the course of which any of the prohibited substances is formed, processed; manufactured, handled, or used from the provisions of paragraph 5 if he is satisfied that the process is carried out in a totally enclosed and hermetically sealed system in such a manner that the prohibited substance is not removed from the system except in quantities not greater than that required for the purpose of control of the process or such purposes as is necessary to ensure that the product is free from any of the prohibited substances.

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

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

APPENDIX
Cautionary Placard-Notice

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

SCHEDULE-XVI
MANUFACTURE, HANDLING AND USAGE OF BENZENE AND SUBSTANCES CONTAINING BENZENE:

1. This Schedule is made to provide protection against hazards of poisoning from benzene and shall apply in respect of factories or parts thereof in which benzene or substances containing benzene are manufactured, handled or used.
2. *Definitions*.—For the purpose of this Schedule :

(a) 'substances containing benzene' means substances wherein benzene content exceeds 1 per cent by volume ;

(b) 'substitute" means a chemical which is harmless or less harmful than benzene and can be used in place of benzene;

(c) 'enclosed system' means a system which will not allow escape of benzene vapours to the working atmosphere ; and

(d) 'efficient exhaust draught' means localised ventilation affected by mechanical means for the removal of gases, vapours and dusts or fumes so as to prevent them from escaping into the air of any workroom. No draught shall be deemed to be efficient if it fails to remove smoke generated at the point where such gases, vapours, fumes or dusts originate.

3. Prohibition and substitution.—(1) Use of benzene and substances containing benzene is prohibited in the following Processes —

(a) manufacture of varnish, paints and thinners ;

(b) cleaning and degreasing operations.

(2) Benzene or substances containing benzene shall not be used as a solvent or diluent unless the processes in which it is used is carried or in an enclosed system or unless the processes is carried on in a manner which is considered equally safe as it were carried out in an enclosed system.

(3) Where suitable substitutes are available, they shall be used instead of benzene or substances containing benzene. This provision, however, shall not apply to the following process :

(a) Production of benzene ;

(b) Process where benzene is used for chemical synthesis ; and

(c) Motor spirits (use and fuel).

(4) The Chief Inspector cum facilitator may, subject to confirmation by the State Government, permit exemptions from the percentage laid down in Paragraph 2(a) and also from the provisions of sub-paragraph (2) of this paragraph temporarily under conditions and within limits of time to be determined after consultation with the employers and workers concerned.

4. *Protection against inhalation.*—(1) The process involving the use of benzene or substances containing benzene shall as far as practicable be carried out in an enclosed system.

(2) Where, however, it is not practicable to carry out the process in an enclosed system, the workroom in which benzene or substances containing benzene are used shall be equipped with an efficient exhaust draught or other means for the removal of benzene vapours to prevent their escape into the air or the workroom so that the concentration of benzene in the air does not exceed 25 parts per million by volume or 80 milligrams per cubic metre.

(3) Air analysis for the measurements of concentration of benzene vapours in air shall be carried out every 8 hours or at such intervals as may be directed by the Chief Inspector-cum-Facilitator at places where process involving use of benzene is carried on and the results of such analysis shall be recorded in a register specially maintained for this purpose. If the concentration of benzene vapours in air as measured by air analysis, exceeds 25 parts per million by volume or 80 milligrams per cubic metre, the Manager shall forthwith report the concentration of the Chief Inspector –cum-Facilitator stating reasons for such increase.

(4) Workers who for special reasons are likely to be exposed to concentration of benzene in the air or the workroom exceeding the maximum referred in sub-paragraph (2) shall be provided with suitable respirators face masks. The duration of such exposure shall be limited as far as possible.

5. *Measures against skin contact.—(*1) workers who are likely to come in contact with liquid benzene or liquid substance containing benzene shall be provided with suitable gloves, aprons, boots and where necessary vapour tight chemical goggles, made of material not affected by benzene or its vapours.

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

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

Provided that women workers may be employed with their consent to work subject to the following conditions :-

(1) International Safety standards shall be adopted by the occupier for providing Occupational Safety and Health (OSH).

(2) The occupier shall, as far as possible, modernise the above processes/places from time to time and will use modern equipments.

(3) Women workers those are feeding mother shall be exempted from the Employment.

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

8. *Improper use of benzene.—(*1) The use of benzene or substances containing benzene by workers for cleaning their hands or their work clothing shall be prohibited.

(2) workers shall be instructed on the possible dangers arising from such misuse.

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

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

11. *Cautionary notices.*—Cautionary notices in the form specified in Appendix 'A' and presented in the language easily read and understood by the majority of the workers shall be displayed in prominent places in the workrooms where benzene or substances containing benzene are manufactured, handled or used.

12. *Washing facilities cloak room and mess-room.*—In factories in which benzene or substances containing benzene are manufactured, handled or used the occupier shall provide and maintain in clean state and in good repair :

(1) Washing facilities under cover of the standard of at least one tap for every 10 persons having constant supply of water with soap and a clean towel provided individually to each worker if so ordered by the Inspector-cum-Facilitator ;

(2) A cloak room with lockers for each workers, having two compartments one for street clothing and one for work-clothing ; and

(3) A mess room furnished with tables and benches with means for warming food, provided that where a canteen or other proper arrangements exist for the workers to take their meals, the requirements of the mess room shall be dispensed with.

13. Medical Examination.—(1) Every worker who is to be employed in process involving use of benzene or substances containing benzene, shall undergo—

(a) a thorough pre-employment medical examination including a blood test for fitness for employment by a Factory medical officer; and

(b) periodical medical examination including blood test and other biological tests at intervals of every 6 months by the Factory medical officer with the assistance of a laboratory.

(2) Certificates of pre-employment medical examination and periodical medical examination including tests after every six month, shall be entered in a health register in Form-7, which shall be produced on demand by an Inspector cum Facilitator.

(3) If the Factory Medical Officer on examination at any time is of the opinion that any worker has developed signs or symptoms of benzene exposure, he shall make a record of his findings in the said

register and inform the manager in writing and on receipt of the information from the Factory medical officer, the manager of the factory shall send the worker so found exposed, to the Factory medical officer who shall, after satisfying himself with the finding of the factory medical officer and conducting necessary examination, issue orders of temporary shifting of the worker or suspension of the worker in the process .

(4) The medical examination shall be arranged by the occupier or manager of the factory and the worker so examined shall not bear any expenses for it.

APPENDIX -A
(Paragraph 11)

(a) The hazard:

(i) Benzene and substances containing benzene are harmful.

(ii) Prolonged or repeated breathing of benzene vapours may result in acute or chronic poisoning.

(iii) Benzene can also be absorbed through skin which may cause skin and other diseases.

(b) The preventive measures to be taken:

(i) Avoid breathing of benzene vapours.

(ii) Avoid prolonged or repeated contact of benzene with the skin.

(iii) Remove benzene soaked or wet clothing promptly.

(iv) If any time you are exposed to high concentration of benzene vapours and exhibit the sign and symptoms such as dizziness, difficulty in breathing, excessive excitation and losing of consciousness, immediately inform your Factory Manager.

(v) Keep all the containers of benzene closed.

(vi) Handle, use and process benzene and substances containing benzene carefully in order to prevent their spillage on the floor.

(vii) Maintain good house-keeping.

(c) The protective equipment to be used:

(i) Use respiratory protective equipment in place where benzene vapours are present in high concentration,

(ii) In emergency, use self-generating oxygen masks or oxygen or air-cylinder masks.

(iii) Wear hand gloves, aprons, goggles and gum boots to avoid contact of benzene with your skin and body parts.

(d) The First-aid .measure to be taken in case of acute benzene poisoning:

(i) Remove the clothing immediately if it is wetted with benzene.

(ii) If liquid benzene enters eyes, flush thoroughly for at least 15 minutes with clean running water and immediately secure medical attention,

(iii) in case of unusual exposure to benzene vapour, call a physician immediately. Until he arrives do the following:

If the exposed person is conscious :

(a) Move him to fresh air in the open.

(b) Lay him down without a pillow and keep him quiet and warm.

If the exposed person in unconscious :

(a) Lay him down preferably on the left side with the head low.

(b) Remove any false teeth; chewing-gum tobacco or other foreign objects which may be in his mouth.

(c) Provide him artificial respiration in case difficulty is being experienced in breathing.

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

SCHEDULE-XVII
Manufacture of pottery:

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

(a) unglazed or salt glazed bricks and tiles; and

(b) architectural terracotta made from plastic clay and either unglazed or glazed with a leadless glaze only.

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

(a) *"Efficient exhaust draught"* means localised ventilation affected by mechanical or other means for removal of dust or fume so as to prevent it from escaping into air of any place in which work is carried on. No draught shall be deemed efficient which fails to remove effectively dust or fume generated at the point where dust or fume originates;

(b) *"fettling"* includes scalloping, towing, sand peppering, sand sticking, brushing or any other process of cleaning of pottery ware in which dust is given off;

(c) "*first employment*" shall mean first employment in any process mentioned under Paragraph 3 and shall also include re-employment in the said process following any cessation of employment for a continuous period exceeding three calendar months;

(d) *"ground or powdered flint or quartz*" does not include natural sands;

(e) "*leadless glaze*" means a glaze which does not contain more than one per cent of its dry weight of a lead compound calculated as lead monoxide;

(f) *"low solubility glaze*" means a glaze which does not yield to dilute hydrochloric acid more than five per cent of its dry weight, of a soluble lead compound calculated as lead monoxide when determined in the manner described below—

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

(g) "*potter's* shop" includes all places where pottery is formed by pressing or by any other processes and all places whereby pressing or by any other process and all places where shaping, fettling or other treatment of pottery article prior to placing for the biscuit fire is carried on; and

(h) "Pottery" includes earthenware, stoneware, porcelain, chinatiles, and any other articles made from such clay or from a mixture containing clay and other materials such as quartz, flint, feldspar, and gypsum.

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

(a) all processes involving the manipulation or use of a dry and unfritted lead compound;

(b) fettling operations of any kind, whether on greenware or biscuit, provided that this shall not apply to the wet fettling, and to the occasional finishing of pottery articles without the aid of mechanical power;

(c) sifting of clay dust or any other material for making tiles or other articles by pressure, except where—

(i) this is done in machine so enclosed as to effectually prevent the escape of dust; or

(ii) the material to be shifted is so damp that no dust can be given off;

(d) pressing of tiles from clay dust, an exhaust opening being connected with each press, and pressing from clay dust of articles other than tiles, unless the material is so damp that no dust is given off;

(e) fettling of tiles made from clay dust by pressure, except where the fettling is done wholly on or with, damp material, and fettling of other articles made from clay dust, unless the material is so damp that no dust is given off;

(f) process of loading and unloading of saggers where handling and manipulation of ground and powdered flint, quartz, alumina or other materials are involved;

(g) brushing of earthenware biscuit, unless the process is carried on in a room provided with efficient general mechanical ventilation or other ventilation which is certified by the Inspector cum-Facilitator as adequate having regard to all the circumstances of the case;
(h) fettling of biscuit ware which has been fired in powdered flint or quartz except where this is done in machine so enclosed as to effectively prevent the escape of dust;
(i) ware cleaning after the application of glaze by dipping or other process ;
(j) crushing and dry grinding of materials for pottery bodies and saggars, unless carried on in machines so enclosed as to effectively prevent the escape of dust or is so damp that no dust can be given off;
(k) sieving or manipulation of powdered flint, quartz, clay grog or mixture of these materials unless it is so damp that no dust can be given off;
(l) grinding of tiles on a power driven wheel unless an efficient water spray is used on the wheel;
(m) lifting and conveying of materials by elevators and conveyers unless they are effectively enclosed and so arranged as to prevent escape of dust into the air in or near to any place in which persons are employed;
(n) preparation or weighing out of flow material, lawning of dry colours, colour dusting and colour blowing;
(o) mould making unless the bins or similar receptacles used for holding plaster of paris are provided with suitable covers; and
(p) manipulation of calcined material unless the material has been made and remains so wet that no dust is given off.

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

(a) crushing and dry grinding or sieving of materials, fettling, pressing of tiles, drying of clay and greenware, loading and unloading of saggars, and the use of a dry lead compound,
(b) all Process involving the use of a dry lead compound.

5. *Prohibition on use of glaze.*—No glaze which is not a leadless glaze or a low solubility glaze shall be used in a factory in which pottery is manufactured.

6. *Prohibition relating to women and young persons.*—No pregnant women or young person shall be employed or permitted to work in any of the operations specified in Paragraph 4, or at any place where such operations are carried on.

Provided that women workers may be employed with their consent to work subject to the following conditions :-

(1) International Safety standards shall be adopted by the occupier for providing Occupational Safety and Health (OSH).

(2) The occupier shall, as far as possible, modernise the above processes/places from time to time and will use modern equipments.

(3) Women workers those are feeding mother shall be exempted from the Employment.

7. *Provisions of screen to potter's wheel*.—The potter's wheel (jolly and jigger) shall be provided with screens or so constructed as to prevent clay scrapings being thrown off beyond the wheel.

8.Control of dust during cleaning.—(1) All practical measures shall be taken by dampening or otherwise to prevent dust arising during cleaning of floors.

(2) Damp sawdust or other suitable material shall be used to render the moist method effective in preventing dust rising into the air during the cleaning process which shall be carried out after work has ceased.

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

10.*Protective equipment.—(*1) The occupier shall provide and maintain suitable overalls and head coverings for all persons employed in process included under Paragraph 3.

(2) The occupier shall provide and maintain suitable aprons of a waterproof or similar material which can be sponged daily, for the use of the dippers, dippers' assistants, throwers, jolly workers, casters, mould makers and filter press and pug mill workers.

(3) Aprons provided in pursuance of sub-paragraph (2) shall be thoroughly cleaned daily by the wearers by sponging or other wet Process. All overalls and head coverings shall be washed, cleaned arid mended at least once a week, and this washing, cleaning or mending shall be provided for by the occupier.

(4) No person shall be allowed to work in emptying sacks of dusty materials, weighing out and mixing of dusty materials, and charging of ball mills and plungers without wearing a suitable and efficient dust respirator.

11. *Washing facilities*.—(1) The occupier shall provide and maintain, in a clean state and in good repair for the use of all persons employed in any of the Process specified in Paragraph 8—

(a) a wash place under cover with either—

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

(ii) at least one tap or standpipe for every five such persons employed at any one time, and having a constant supply of clean water, the tap or standpipe being spaced not less than 120 centimetres apart; and

(b) a sufficient supply of clean towels made of suitable material changed daily, with sufficient supply of nail brushes and soap.

12. *Time allowed for washing.*—Before each meal and before the end of the day's work, at least ten minutes, in addition to the regular meal times, shall be allowed for washing to each person employed in any of the process mentioned in Paragraph-3.

13. *Mess-room*.—(1) There shall be provided and maintained for use of all persons remaining within the premises during the rest intervals, a suitable mess-room providing accommodation of 0.93 square metre per head and furnished with—

(a) a sufficient number of tables and chairs or benches with back rest;

(b) arrangements for washing utensils;

(c) adequate means for warming food; and

(d) adequate quantity of drinking water.

(2) The room shall be adequately ventilated by the circulation of fresh air and placed under the charge of a responsible person and shall be kept clean.

14. *Food, drinks, etc. prohibited in workrooms*.—No food, drink, pan, supari and tobacco shall be brought into or consumed by any worker in any workroom in which any of the processes mentioned in Paragraph 3 are carried on and no person shall remain in any such room during interval for meals or rest.

15. Cloak-room, etc.—There shall be provided and maintained for the use of all persons employed in any of the process mentioned in Paragraph 3,—

(a) a cloak-room for clothing put off during working hours and such accommodation shall be separate from any mess-room; and

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

16. *Medical facilities and records of examinations and tests*.—(1) The occupier of every factory in which manufacturing of pottery is carried on, shall—

(a) employ a Factory medical officer for medical surveillance of the workers employed therein where number of workers exceed 50; and

(b) provide to the said Factory medical officer all the necessary facilities for the purpose referred to in clause (a).

(2) The record of medical examination and appropriate tests carried out by the said medical practitioner shall be maintained in a separate Health register Form-7, which shall be kept readily available for inspection by the Inspector cum Facilitator.

17. *Medical examination by Factory medical officer.—(*1) Every worker employed in any process mentioned under Paragraph 3, shall be examined by a Factory medical officer within 15 days of his first employment. Such examination shall include tests for lead in urine and blood, ALA in urine, haemoglobin content, stippling of cells and pulmonary function tests and chest X-ray for workers engaged in process mentioned in clauses (a) and (n) of Paragraph 3 and pulmonary function test and chest X-rays for the others. No worker shall be allowed to work after 15 days of his first employment in the factory unless certified fit for such employment by the Factory medical officer.

(2) All persons employed in any of the Process mentioned in clauses (a) and (n) of Paragraph 3 shall be examined by a Factory medical officer once in every 3 calendar months. Those employed in any other Process mentioned in the remaining clauses of Paragraph 3 shall be examined by a Factory medical officer once in every twelve calendar months. Such examinations in respect of all the employees shall include all the tests as specified in sub-paragraph (1) except chest X-ray which will be once in 3 years.

(3) The Factory medical officer after examining a worker shall issue Certificate of Fitness in Form-8. The record of examination and re-examination carried out shall be entered in the certificate and the certificate shall be kept in the custody of the manager of the factory. The record of each examination carried out under sub-paragraphs (1) and (2), including the nature and the results of the tests, shall also be entered by the Factory medical officer in a Health Register in Form-7.

(4) The Certificate of Fitness and the Health Register shall be kept readily available for inspection by the Inspector cum facilitator.

(5) If at any time the Factory Medical Officer or Medical Officer is of the opinion that a worker is no longer fit for employment in the said process on the ground that continuance therein would involve special danger to health of the worker, he shall make a record of his findings in the said certificate and the Health Register. The entry of his findings in these documents should also include the period for which he considers that the said person is unfit for work in the said processes.

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

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

SCHEDULE-XVIII

Manipulation of Stone or any Other Material Containing Free Silica:

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

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

(a) "First employment" shall mean first employment in the processes specified in Paragraph 1 and shall also include re-employment in the said Process following any cessation of employment for a continuous period exceeding three calendar months;

(b) "manipulation" means crushing, breaking, chipping, dressing, grinding, sieving, mixing, grading or handling of stone or any other material or any other operation involving such stone or material; and

(c) "stone or any other material containing free silica" means a stone or any other solid material containing not less than 5 per cent by weight of free silica.

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

(a) dampening the stone or other material being processed;

(b) providing water spray;

(c) enclosing the processes;

(d) isolating the processes; and

(e) providing localised exhaust ventilation:

are adopted so as to effectively control the dust in any place in the factory where any person is employed, at a level equal to or below the maximum permissible level for silica dust as laid down in second Schedule C appended to Section 88 of the Code:

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

4. *Maintenance of floors*.—(1) All floors or places where fine dust is likely to settle on and wherein any person has to work or pass shall be of impervious material and maintained in such condition that they can be thoroughly cleaned by a moist method or any other method which would prevent dust being airborne in the process of cleaning.

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

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

6. Medical facilities and records of examinations and tests.—(1) The occupier of every factory to which the Schedule applies, shall—

(a) employ a qualified medical officer for medical surveillance of the workers employed therein where number of workers exceeds 50;and

(b) provide to the said Medical officer all the necessary facilities for the purpose referred to in clause (a).

(2) The record of medical examination and appropriate tests carried out by the said medical officer shall be maintained in a separate register approved by the Chief Inspector cum Facilitator which shall be kept readily available for inspection by the Inspector-cum-Facilitator.

7. *Medical examination by Factory medical officer.—(*1) Every worker employed in the processes specified in Paragraph 1, shall be examined by a Factory medical officer within 15 days of his first employment. Such medical examination shall include pulmonary function tests and chest X-ray. No worker shall be allowed to work after 15 days of his first employment unless certified fit for such employment by the Factory medical officer.

(2) Every worker employed in the said process shall be re-examined by a Factory medical officer at least once in every twelve months. Such examination shall, wherever the Factory medical officer considers appropriate, include all the tests as specified in sub-paragraph (1) except chest X-ray which will be once in every 3 years.

(3) The Factory medical officer after examining a worker, shall issue a Certificate of Fitness in Form-8. The record of re-examination carried out shall be entered in the Certificate and the Certificate shall be kept in the custody of the manager of the Factory. The record of each examination carried out under sub-paragraphs (1) and (2) including the nature and the results of the tests, shall also be entered by the Factory medical officer in Health Register in Form-7.

(4) The Certificate of Fitness and the Health Register shall be kept readily available for inspection by the Inspector cum-facilitator.

(5) If at any time the Factory Medical Officer or Medical Officer is of the opinion that a worker is no longer fit for employment in the said process on the ground that continuance therein would involve special danger to the health of the worker, he shall make a record of his findings in the said certificate and the Health Register. The entry of his findings in those documents also include the period for which he considers that the said person is unfit for work in the said process.

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

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

SCHEDULE-XIX

HANDLING AND PROCESSING OF ASBESTOS, MANUFACTURE OF ANYARTICLE OF ASBESTOS AND ANY OTHER PROCESS OF MANUFACTUREOR OTHERWISE IN WHICH ASBESTOS IS USED IN ANY FORM:

1. *Application*.—This Schedule shall apply to all factories or part of factories in which any of the following process are carried on—

(a) breaking, crushing, disintegrating, opening, grinding, mixing or sieving of asbestos and any other Processes involving handling and manipulation of asbestos incidental thereto;

(b) all process in the manufacture of asbestos textiles including preparatory and finishing Process;

(c) making of insulation slabs or Sections, composed wholly or partly of asbestos and Processes incidental thereto;

(d) making or repairing of insulating mattresses composed wholly or partly of asbestos, and processes incidental thereto;

(e) manufacture of asbestos cardboard and paper;

(f) manufacture of asbestos or cement goods;

(g) application of asbestos by spray method;

(h) sewing, grinding, turning, abrading and polishing in the dry state of articles composed wholly or partly of asbestos;

(i) cleaning of any room, vessel, chambers, fixture or appliance for the collection of asbestos dust; and

(j) any other process in which asbestos dust is given off into the work environment.

2. *Definition*.—For the purpose of this Schedule—

(a) "approved" means approved for the time being in writing by the Chief Inspector cum-facilitator;

(b) "asbestos" means any fibrous silicate mineral and any admixture containing actionlite, amosite, anthophylite, chrysolite, crocidolite, tremolite or any mixture thereof, whether crude, crushed or opened;

(c) "asbestos textiles" means yarn or cloth composed of asbestos mixed with any other material;

(d) "breathing apparatus" means a helmet or face piece with necessary connection by means of which a person using it breathes air free from dust, or any other approved apparatus;

(e) "efficient exhaust draught" means localised ventilation by mechanical means for the removal of dust so as to prevent dust from escaping into air of any place in which work is

carried on. No draught shall be deemed to be efficient which fails to control dust produced at the point where such dust originates;

(f) "first employment" shall mean first employment in the processes, specified in Paragraph 1 and shall also include re-employment in the said process following any cessation of employment for a continuous period exceeding three calendar months;

(g) "preparing" means crushing, disintegrating, and any other process in or incidental to the opening of asbestos; and

(h) "protective clothing" means overall and head covering, which (in either case) will when worn exclude asbestos dust.

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

4. *Exhaust draught*.—(1) An efficient exhaust draught shall be provided and maintained to control dust from the following processes and machines—

(a) manufacture and conveying machinery, namely—

(i) preparing, grinding or dry mixing machines;

(ii) carding, card waste and ring spinning machines, and looms;

(iii) machines or other plant fed with asbestos; and

(iv) machines used for the sewing, grinding, turning, drilling, abrading or polishing, in the dry state, of articles composed wholly or partly of asbestos.

(b) cleaning and grinding of the cylinders or other parts of a carding machine;

(c) chambers, hoppers or other structures into which loose asbestos is delivered or passes;

(d) workbenches for asbestos waste sorting or for other manipulation of asbestos by hand;

(e) workplaces at which the filling or emptying of sacks, skips or other portable containers, weighing or other processes incidental thereto which is effected by hand, is carried on;

(f) sack cleaning machines;

(g) mixing and blending of asbestos by hand; and

(h) any other process in which dust is given off into the work environment.

(2) Exhaust ventilation equipment provided in accordance with sub-paragraph (1) shall, while any work of maintenance or repair to the machinery, apparatus or other plant or equipment in connection with which it is provided is being carried on, be kept in use so as to produce an exhaust draught which prevents the entry of asbestos dust into the air of any workplace.

(3) Arrangements shall be made to prevent asbestos dust discharged from exhaust apparatus being drawn into the air of any workroom.

(4) The asbestos bearing dust removed from any workroom by the exhaust system shall be collected in suitable receptacles or filter bags which shall be isolated from all work areas.

5. *Testing and examination of ventilating systems.—(*1) All ventilating systems used for the purpose of extracting or suppressing dust as required by this Schedule shall be examined and inspected once every week by a responsible person. It shall be thoroughly examined and tested by a competent person once in every period of 12 months. Any defects found by such examinations or tests shall be rectified forthwith.

(2) A register containing particulars of such examination and tests and the state of the plant and repairs or alterations (if any) found to be necessary shall be kept and shall be available for inspection by an Inspector cum-Facilitator.

6. *Segregation in case of certain process.*—Mixing or blending by hand of asbestos, or making or repairing of insulating mattresses composed wholly or partly of asbestos shall not be carried on in any room in which any other work is done.

7. *Storage and distribution of loose asbestos.*—All loose asbestos shall while not in use, be kept in suitable closed receptacles which prevent the escape of asbestos dust therefrom and such asbestos shall not be distributed within a factory except in such receptacles or in a totally enclosed system of conveyance.

8. *Asbestos sacks.—(*1) All sacks used as receptacles for the purpose of transport of asbestos within the factory shall be constructed of impermeable material and shall be kept in good repair.

(2) A sack which has contained asbestos shall not be cleaned by hand beating but by a machine, complying with Paragraph 3.

9. *Maintenance of floors and workplaces—(*1) In every room in which any of the requirements of this Schedule apply—

(a) the floors, workbenches, machinery and plant shall be kept in a clean state and free from asbestos debris and suitable arrangements shall be made for the storage of asbestos not immediately required for use; and

(b) the floors shall be kept free from any materials, plant or other articles not immediately required for the work carried on in the room and which would obstruct the proper cleaning of the floor.

(2) The cleaning as mentioned in sub-paragraph (1) shall, so far as is practicable, be carried out by means of vacuum cleaning equipment as designed and constructed and so used that asbestos dust neither escapes nor is discharged into the air of any workplace.

(3) When the cleaning is done by any method other than that mentioned in sub-paragraph (2), the persons doing cleaning work and any other person employed in that room shall be provided with respiratory protective equipment and protective clothing.

(4) The vacuum cleaning equipment used in accordance with provisions of sub-paragraph (2), shall be properly maintained and after each cleaning operation, its surface shall be kept in a clean state and free from asbestos waste and dust.

(5) Asbestos waste shall not be permitted to remain on the floors or other surfaces at the workplace at the end of the working shift and shall be transferred without delay to suitable receptacles. Any spillage of asbestos waste occurring during the course of the work at any time shall be removed and transferred to the receptacles maintained for the purpose without delay.

10. *Breathing apparatus and protective clothing.—(*1) An approved breathing apparatus and protective clothing shall be provided and maintained in good condition for use of every person employed—

(a) in chambers containing loose asbestos;

(b) in cleaning, dust settling, or filtering chambers, or apparatus;

(c) in cleaning the cylinders, including the doffers cylinders, or other parts of a carding machine by means of hand-strickles;

(d) in filling, beating, or levelling in the manufacture or repair of insulating mattresses; and

(e) in any other operation or circumstance in which it is impracticable to adopt technical means to control asbestos dust in the work environment within the permissible limit.

(2) Suitable accommodation in a conveniently accessible position shall be provided for the use of persons when putting on or taking off breathing apparatus and protective clothing provided in accordance with this Schedule and for the storage of such apparatus and clothing when not in use.

(3) All breathing apparatus and protective clothing when not in use shall be stored in the accommodation provided in accordance with sub-paragraph (2).

(4) All protective clothing in use shall be re-dusted under an efficient exhaust draught or by vacuum cleaning and shall be washed at suitable intervals. The cleaning Schedule and procedure should be such as to ensure the efficiency of the said clothing in protecting the wearer.

(5) All breathing apparatus shall be cleaned and disinfected at suitable intervals and thoroughly inspected once every month by a responsible person.

(6) Records of the cleaning and maintenance and of the condition of the breathing apparatus shall be maintained in a register provided for that purpose which shall be readily available for inspection by an Inspector cum facilitator.

(7) No person shall be employed to perform any work specified in sub-paragraph (1) for which breathing apparatus is necessary to be provided under that sub-paragraph unless he has been fully instructed in the proper use of that equipment.

(8) No breathing apparatus provided in pursuance of sub-paragraph (1) which has been worn by a person, shall be worn by another person unless it has been thoroughly cleaned and disinfected since last being worn and the person has been fully instructed in the proper use of that equipment.

11. *Separate accommodation for personal clothing.*—A separate accommodation shall be provided in a conveniently accessible position for all persons employed in operations to which this Schedule applies for storing of personal clothing. This should be separated from the accommodation provided under subparagraph (2) of Paragraph 10 to prevent contamination of personal clothing.

12. *Washing and bathing facilities.—(*1) There shall be provided and maintained in a clean state and in good repair for the use of all workers employed in the processes covered by the Schedule, adequate washing and bathing places having a constant supply of water under cover at the rate of one such place for every 15 persons employed.

(2) The washing places shall have standpipes placed at intervals of not less than one metre.

(3) Not less than one-half of the total number of washing places shall be provided with bathrooms.

(4) Sufficient supply of clean towels made of suitable materials shall be provided:

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

(5) Sufficient supply of soap and nail brushes shall be provided.

13. *Mess-room.—(*1) There shall be provided and maintained for the use of all workers employed in the factory covered by this Schedule, remaining on the premises during the rest intervals, a suitable mess-room which shall be furnished with—

(a) sufficient tables and benches with back-rest, and

(b) adequate means for warning food.

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

14. *Prohibition of employment of young persons*.—No young person shall be employed in any of the process covered by this Schedule.

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

16. *Cautionary Notices.*—(1) Cautionary notices shall be displayed at the approaches and along the perimeter of every asbestos processing area to warn all persons regarding:

(a) hazards to health from asbestos dust;

(b) need to use appropriate protective equipment; and

(c) prohibition of entry to unauthorised persons or authorised persons but without protective equipment.

(2) Such notices shall be in the languages understood by the majority of the workers.

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

18. *Medical facilities and records of medical examinations and tests*.—(1) The occupier of every factory or part of the factory to which the Schedule applies, shall—

(a) employ a Factory medical officer for medical surveillance of the workers covered by this Schedule whose employment shall be subject to the approval of the Chief Inspector cum-Facilitator; and

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

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

19. *Medical examination by Factory medical officer.—(*1) Every worker employed in the process specified in Paragraph 1 shall be examined by a Factory medical officer within 15 days of his first employment. Such examinations shall include pulmonary function tests, tests for detecting asbestos fibers

in sputum and chest X-ray. No worker shall be allowed to work after 15 days of his first employment in the factory unless certified fit for such employment by the Factory medical officer.

(2) Every worker employed in the process referred to in sub-paragraph (1) shall be re-examined by a Factory medical officer at least once in every twelve calendar months. Such examinations shall, wherever the factory medical officer considers appropriate include all the tests specified in sub-paragraph (1) except chest X-ray which will be carried out once in 3 years.

(3) The Factory medical officer after examining a worker, shall issue a Certificate of Fitness in Form-8. The record of examination and re-examinations carried out shall be entered in the certificate and the certificate shall be kept in the custody of the manager of the factory. The record of each examination carried out under sub-paragraphs (1) and (2), including the nature and the results of the test, shall also be entered, by the Factory medical officer in a Health Register in Form-7.

(4) The Certificate of Fitness and the Health Register shall be kept readily available for inspection by the Inspector cum-Facilitator.

(5) If at any time the Factory Medical Officer or Medical Officer is of the opinion that a worker is no longer fit for employment in the said process on the ground that continuance therein would involve special danger to the health of the worker, he shall make a record of his findings in the said certificate and the Health Register. The entry of his findings in these documents should also include the period for which he considers that the said person is unfit to work in the said Processes .

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

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

SCHEDULE-XX
HANDLING OR MANIPULATION OF CORROSIVE SUBSTANCES:

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

(a) "*corrosive operation*" means an operation of manufacturing, storing, handling, processing, packing or using any corrosive substance in a factory; and

(b) "*corrosive substance*" includes Sulphuric acid, Nitric acid, Hydrochloric acid, Hydrofluoric acid, Carbolic acid, Phosphoric acid. Liquid chlorine, Liquid bromine, Ammonia, Sodium hydroxide and Potassium hydroxide and a mixture thereof, and any other substance which the State Government by notification in the Official Gazette specify to be a corrosive substance.

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

3.*Protective equipment.—(*1) The occupier shall provide for the use of all persons employed in any corrosive operation suitable protective wear for hands and feet, suitable aprons, face shields, chemical safety goggles and respirators. The equipment shall be maintained in good order and shall be kept in a clean and hygienic condition by suitably treating to get rid of the ill effects of any absorbed chemicals and by disinfecting. The occupier shall also provide suitable protective creams and other preparations wherever necessary.

(2) The protective equipment and preparations provided shall be used by the persons employed in any corrosive operation.

4.*Water facilities.*—Where any corrosive operation is carried on, there shall be provided as close to the place of such operation as possible a source of clean water at a height of 210 centimetres from a pipe of 1.25 centimetres diameter and fitted with a quick Coding valve so that in case of injury to the worker by

any corrosive substance, the injured part can be thoroughly flooded with water. Whenever necessary, in order to ensure continuous water supply, a storage tank having a minimum length, breadth and height of 210 centimeters, 120 centimeters and 60 centimeters respectively or such dimensions as are approved by the Chief Inspector cum-Facilitator shall be provided as the source of clean water.

5. *Cautionary notice.*—A cautionary notice in the following form and printed in the language which majority of the workers employed understand, shall be displayed prominently close to the place where a corrosive operation is carried out and where it can be easily and conveniently read by the workers. If any worker is illiterate, effective steps shall be taken to explain carefully to him the contents of the notice so displayed.

CAUTIONARY NOTICE
DANGER

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

6. *Transport.*—(1) Corrosive substances shall not be filled, moved or carried except in containers or through pipes and when they are to be transported in containers they shall be placed in crates of sound construction and of sufficient strength.

(2) A container with a capacity of 11.5 litres or more of a corrosive substance shall be placed in a receptacle or crate and then carried by more than one person at a height below the waist line unless a suitable rubber wheeled truck is used for the purpose.

(3) Containers for corrosive substances shall be plainly labelled.

7. *Devices for handling corrosives.—(*1) Tilting, lifting or pumping arrangements shall be used for emptying jars, carboys and other containers of corrosives.

(2) Corrosive substances shall not be handled by bare hands but by means of a suitable scoop or device.

8. *Openings of valves.*—Valves fitted to containers holding a corrosive substance shall be opened with great care. If they do not work freely, they shall not be forced open. They shall be opened by a worker suitably trained for the purpose.

9. *Cleaning tanks, sills etc.—(*1) In cleaning out or removing residues from sills or other large chambers used for holding any corrosive substance, suitable implements made of wood or other material shall be used to prevent production of arseniuretted hydrogen (arsine).

(2) Whenever it is necessary for the purpose of cleaning or other maintenance work for any worker to enter a chamber, tank, vat, pit or other confined space where a corrosive substance had been stored, all possible precautions required under Section 36 of the Code shall be taken to ensure the worker's safety.

(3) Wherever possible, before repairs are undertaken to any part of equipment in which a corrosive substance was handled, such equipment or part thereof shall be freed of any adhering corrosive substance by adopting suitable methods.

10. Storage.—(1) Corrosive substances shall not be stored in the same room with other chemical materials such as turpentine, carbides, metallic powders and combustible materials, to accidental mixing with, which may cause a reaction which is either violent or gives rise to toxic fumes and gases.

(2) Pumping or filling overhead tanks, receptacles, vats or other containers for storing corrosive substances shall be so arranged that there is no possibility of any corrosive substance overflowing and causing injury to any person.

(3) Every container having a capacity of twenty litres or more and every pipeline, valve, and fitting used for storing or carrying corrosive substance shall be thoroughly examined every year for finding out any defects, and defects so found out shall be removed forthwith. A register shall be maintained of every such examination made and shall be produced before the Inspector cum Facilitator whenever required.

11. *Fire extinguishers and fire-fighting equipment.*—An adequate number of suitable types of fire extinguishers or other fire-fighting equipment, depending on the nature of chemicals stored, shall be provided. Such extinguishers or other equipment shall be regularly tested and refilled. Clear instructions as to how the extinguishers or other equipment should be used, printed in the language which majority of the worker employed understand, shall be affixed near each extinguisher or other equipment.

12. *Exemption*.—If in respect of any factory on an application made by the Manager, the Chief Inspector cum-Facilitator is satisfied that owing to the exceptional circumstances, or the infrequency of the process or for any other reason to be recorded by him in writing, all or any of the provisions of this Schedule are not necessary for the protection of the persons employed therein, he may by a certificate in writing which he may at any time revoke, exempt the factory from such of the provisions and subject to such conditions as he may specify therein.

SCHEDULE-XXI

COMPRESSION OF OXYGEN AND HYDROGEN PRODUCED BY ELECTROLYSIS OF WATER:

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

2.*Testing of purity.—(*1) The purity of oxygen and hydrogen shall be tested by competent person at least once in every shift at the following posts—

(a) in the electrolysis room;

(b) at the gas-holder inlet; and

(c) at the suction and of the compressor.

(2) The purity figures shall be entered in a register and signed by the persons carrying out such tests:

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

3. *Restrictions as to the compression.*—The oxygen and hydrogen gases shall not be compressed if their purity as determined under Paragraph 2 above falls below 98 per cent at any time.

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

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

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

7. *Precautions against reversal of polarity*.—Electrical connections at the electrolysis cells and at the electric generator terminals shall be constructed as to preclude the possibility or wrong connections leading to the reversal of polarity and in addition an automatic device shall be provided to cut off power in the event of reversal of polarity owing to wrong connections either at the switchboard of at the electric generator terminals.

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

9. *Use of flame proof fittings*.—All electrical wiring and apparatus in the electrolyser room shall be of flame proof construction or enclosed in flameproof fittings and no naked light or flame shall be allowed to be taken either in the electrolyser room or where compression and filling of the gases is carried on and such warning notices shall be exhibited in prominent places,

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

11.*Repair etc. to be done under supervision*.—No work or operation, repair or maintenance shall be undertaken except under the direct supervision of a person who, by his training, experience and knowledge of the necessary precautions against risk of explosion is competent to supervise such work. No electric generator after erection or repairs shall be switched on to the electrolysers unless the same is certified by the competent persons under whose direct supervision erection or repairs are carried on to be in a safe condition and the terminals have been checked for the polarity as required by Paragraph 7,

12.*Checking of plant.*—Every part of the electrolyser plant and the gasholders and compressor shall have a regular Schedule of overhaul and checking and every defect noticed shall be rectified forthwith.

SCHEDULE-XXII

PROCESS OF EXTRACTING OILS AND FATS FROM VEGETABLE AND ANIMAL SOURCE IN SOLVENT EXTRACTION PLANTS:

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

(a) "Competent person" for the purpose of this Schedule shall be at least a Member of the Institution of Engineers (India) or an Associate Member of the said Institution with 10 years experience in a responsible position as may be approved by the Chief Inspector-cum- Facilitator:

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

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

(b) "*flame proof enclosure*" as applied to electrical machinery or apparatus means an enclosure that will withstand, when covers or other access doors are properly secured, an internal explosion of the flammable gas or vapour which may enter or which may originate inside the enclosure without suffering damage and without communicating internal inflammation (or explosion) to the external flammable gas or vapour;

(c) "*solvent*" means an inflammable liquid such as pentane, hexane and heptane used for the recovery of vegetable oils;

(d) "*solvent extraction plant*" means a plant in which the process of extracting oils and fats from vegetable and animal sources by the use of solvents is carried on.

2. *Location and layout*.—(1) No solvent extraction plant shall be permitted to be constructed or extended to within a distance of 30 meters from the nearest residential locality.

(2) A 1-5 metre high continuous wire fencing shall be provided around the solvent extraction plant up to a minimum distance of 15 meters from the plant.

(3) No person shall be allowed to carry any matches or an open flame of fire inside the area bounded by the fencing.

(4) Boiler houses and other buildings were open flame processes are carried on shall be located at least 30 metres away from the solvent extraction plant.

(5) If godowns and preparatory process are at a distance of less than 30 meters from the solvent extraction plant, these shall be at least 15 metres distant from the plant, and a continuous barrier wall of non-combustible material 1.5 meters high shall be erected at distance of not less than 15 meters from the

solvent extraction plant so that it extends to at a least 30 meters of vapour travel around its ends from the plant to the possible sources of ignition.

3.*Electrical installations.*—(1) All electrical motors and wiring and either electrical equipment installed or housed in a solvent extraction plant shall be of flame proof construction.

(2) All metal parts of the plant and building including various tanks and containers where solvents are stored are present and all parts of electrical equipment not required to be energised shall be properly bonded together and connected to earth so as to avoid accidental rise in the electrical potential of such parts above the earth potential.

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

5. *Precautions against friction.—(*1) All tools and equipment including ladders, chains and other lifting tackle required to be used in a solvent extraction plant shall be of non-sparking type.

(2) No machinery or equipment in a solvent extraction plant shall be belt driven.

(3) No person shall be allowed to enter and work in the solvent extraction plant if wearing clothes made of nylon or such other fibre that can generate static electrical charge or wearing footwear which is likely to cause sparks by friction.

6. *Fire-fighting apparatus.—(*1) Adequate number of portable fire extinguishers suitable for use against flammable liquid fires shall be provided in the solvent extraction plant.

(2) An automatic water spray sprinkler system on a wet pipe or open-head deluge system with sufficient supply of storage water shall be provided over the solvent extraction plant and throughout the building housing such plant.

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

8. *Magnetic separators.*—Oil cake shall be fed to the extruder by a conveyor through a hopper and a magnetic separator shall be provided to remove any pieces of iron during its transfer.

9. *Venting*.—(1) Tanks containing solvents shall be protected with emergency venting to relieve excessive internal pressure in the event of fire.

(2) All emergency relief vents shall terminate at least 6 metres above the ground and be so located that vapourswill not re-enter the building in which the solvent extraction plant is located.

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

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

12. *Housekeeping*.—(1) Solvent shall not be stored in an area covered by a solvent extraction plant except in small quantities which shall be stored in approved safety cans.

(2) Waste materials such as oily rags, other wastes and absorbents used to wipe off solvent and paints and oils shall be deposited in approved containers and removed from the premises at least once a day.

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

13. *Examination and repairs*.—(1) The solvent extraction plant shall be examined by the competent person to determine any weakness or corrosion and wear once in every 12 months. Report of such examination shall be supplied to the Inspector cum facilitator with his observation as to whether or not the plant is in safe condition to work.

(2) No repairs shall be carried out to the machinery or plant except under the direct supervision of the competent person.

(3) Facility shall be provided for purging the plant with inert gas before opening for cleaning or repairs and before introducing solvent after repairs.

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

15. *Employment of women and young persons.*—No pregnant women or young person shall be employed in the solvent extraction plant.

Provided that women workers may be employed with their consent to work subject to the following conditions :-

(1) International Safety standards shall be adopted by the occupier for providing Occupational Safety and Health (OSH).

(2) The occupier shall, as far as possible, modernise the above processes/places from time to time and will use modern equipments.

(3) Women workers those are feeding mother shall be exempted from the Employment.

16. *Vapour detection*.—A suitable type of flame proof and portable combustible gas indicator shall be provided and maintained in good working order and a Schedule
routine sampling of atmosphere at various locations approved by the Chief Inspector-cum-Facilitator shall be drawn out and entered in a register maintained for the purpose.

SCHEDULE-XXIII

MANUFACTURE OR MANIPULATION OF MANGANESE AND ITS COMPOUNDS:

1. *Application*.—This Schedule shall apply to every factory in which or in any part of which any manganese process is carried on.

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

(a) "efficient exhaust ventilation" means localised ventilation affected by mechanical means for the removal of dust or fume or mist at its source of origin so as to prevent it from escaping into the atmosphere of any place where any work is carried on. No draught shall be deemed to be efficient which fails to remove the dust or fume or mist at the point where it is generated and fails to prevent it from escaping into and spreading into the atmosphere of a workplace;

(b) "first employment" means first employment in any manganese process following any cessation of employment for a continuous period exceeding three calendar months;

(c) "manganese process" means processing, manufacture or manipulation of manganese or any compound of manganese or any mixture containing manganese; and

(d) "manipulation" means mixing, blending, filling, emptying, grinding, sieving, drying, packing, sweeping or otherwise handling of manganese, or a compound of manganese, or anymore or any mixture containing manganese.

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

4. *Ventilation of process* .—No process in which any dust, vapour or mist containing manganese is generated, shall be carried out except under an efficient exhaust ventilation which shall be applied as near to the point of generation as practicable.

5. *Personal protective equipment.—(*1) The occupier of the factory shall provide and maintain in good and clean condition suitable overalls and head coverings for all persons employed in any manganese process and such overalls and head coverings shall be worn by the persons while working on a manganese process .

(2) The occupier of the factory shall provide suitable respiratory protective equipment for use by worker in emergency to prevent inhalation of dust, fumes or mists. Sufficient number of complete sets of such equipment shall always be kept near the workplace and the same shall be properly maintained and kept always in a condition to be used readily.

(3) The occupier shall provide and maintain for the use of all persons employed, suitable accommodation for the storage and make adequate arrangement for cleaning and maintenance of Personal Protective Equipment(PPE).

6. *Prohibition relating to women and young persons*.—No pregnant women or young persons shall be employed or permitted to work in any manganese process.

Provided that women workers may be employed with their consent to work subject to the following conditions :-

(1) International Safety standards shall be adopted by the occupier for providing Occupational Safety and Health (OSH).

(2) The occupier shall, as far as possible, modernise the above processes/places from time to time and will use modern equipments.

(3) Women workers those are feeding mother shall be exempted from the Employment.

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

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

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

(a) a wash place under cover, with either—

(i) a trough with a smooth impervious surface fitted with a waste pipe without plug, and of sufficient length to allow at least 60 centimeters for every ten such persons employed at any one time, and having a constant supply of water from tap or jet above the trough at intervals of not more than 60 centimeters; or

(ii) at least one wash basin for every five such persons employed at any one time, fitted with a waste pipe and plug and having a constant supply of water; and

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

10. *Cloak-room.*—If the Chief Inspector cum facilitator so requires there shall be provided and maintained for the use of persons employed in manganese process a cloak-room for clothing, put-off during working hours with adequate arrangements for drying the clothing.

11. *Cautionary placard and instructions*.—Cautionary notices in the form specified in appendix and printed in the language of the majority of the workers employed, shall be affixed in prominent places in the factory where they can be easily and conveniently read by the workers and arrangement shall be made by the occupier to instruct periodically all workers employed in a manganese processes regarding the health

hazards connected with their duties and the best preventive measures and methods to protect themselves. The notices shall always be maintained in a legible condition.

12. *Medical facilities and records of examination and tests*.—(1) The occupier of every factory to which the Schedule applies, shall—

(a) employ a Factory medical officer for medical surveillance of the workers employed where number of workers exceed 50; and

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

(2) The record of medical examinations and appropriate tests carried out by the said medical practitioner shall be maintained in a health register Form-7, which shall be kept readily available for inspection by the Inspector-cum-Facilitator.

13. *Medical examination by Factory medical officer*.—(1) Every worker employed in any manganese process shall be medically examined by a Factory medical officer within 15 days of his first employment. Such examination shall include tests for detection of serum calcium, serum phosphate and manganese in blood and urine and also include steadiness tests and other neuromuscular coordination tests. No worker shall be allowed to work after 15 days of his first employment in the factory unless certified for such employment by the Factory medical officer.

(2) Every worker employed in a manganese processes shall be re-examined by a Factory medical officer at least once in every three calendar months and such examination shall, wherever the Factory medical officer considers appropriate include all the tests in sub-paragraph (1).

(3) The Factory medical officer after examining a worker shall issue a Certificate of Fitness in Form-8. The record of examination and re-examinations carried out shall be entered in the Certificate and the Certificate shall be kept in the custody of the manager of the factory. The records of each examination carried out under sub-paragraphs (1) and (2) including the nature and the results of these tests shall also be entered by the Factory medical officer in a Health Register in Form-7.

(4) The Certificate of Fitness and the Health Register shall be kept readily available for inspection by the Inspector cum facilitator.

(5) If at any time the Factory Medical Officer or Medical Officer is of the opinion that the worker is no longer fit for employment in the said processes on the ground that continuance therein would involve special danger to the health of the worker, he shall make a record of his findings in the said certificate and the Health Register. The entry of his findings in these documents should also include the period for which he considers that the said person is unfit to work in the said process.

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

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

APPENDIX
CAUTIONARY NOTICE:
Manganese and Manganese Compounds

1. Dust, fumes and mists of manganese and its compounds are toxic when inhaled or when ingested.
2. Do not consume food or drinks near the workplace.
3. Take a good wash before taking meals.
4. Keep the working area clean.
5. Use the protective clothing and equipment provided.

6. When required to work in situations where dusts, fumes or mists are likely to be inhaled, use respiratory protective equipment provided for the purpose.

7. If you get severe headaches, prolonged sleeplessness or abnormal sensations on the body, report to the manager who would make arrangements for your examination and treatment.

SCHEDULE-XXIV

MANUFACTURE OR MANIPULATION OF DANGEROUS PESTICIDES:

1. *Application*.—This Schedule shall apply in respect of all factories or any part thereof in which the process of manufacture or manipulation of dangerous pesticide hereinafter referred or as the said manufacturing process is carried on.

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

(a) "dangerous pesticides" means any product proposed or used for controlling, destroying or repelling any part or for preventing growth or mitigating excerpts of such growth including any of its formulations which is considered toxic under and is covered by the Insecticides Code, 1968 and the rules made thereunder and any other product, as may be notified from time to time by the State Government;

(b) "efficient exhaust draught" means localised mechanical ventilation for removal of smoke, gas vapour, dust, fume or mist so as to prevent them from escaping into the air of any workroom in which work is carried on. No exhaust draught shall be considered efficient if it fails to remove smoke generated at the point where such gas, fume, dust, vapour or mist originates from the process;

(c) "first employment" shall mean first employment in any manufacturing processes to which this Schedule applies and shall also include re-employment in the said manufacturing processes following any cessation of employment for a continuous period exceeding three calendar months; and

(d) "manipulation" including mixing, blending, formulating, filling, emptying, packing or otherwise handling.

3. *Instruction to workers*-Every worker on his first employment shall be fully instructed on the properties including dangerous properties of the chemicals handled in the said manufacturing process and the hazards involved. The workers shall also be instructed in the measures to be taken to deal with any emergency, such instructions shall be repeated periodically.

4. *Cautionary notice and placards*.—Cautionary notices and placards in the form specified in appendix to this Schedule and printed in the language of the majority of the workers shall be displayed in all workplaces in which the said manufacturing process is carried on so that they can be easily and conveniently read by the workers.Arrangements shall be made by the occupier and the manager of the factory to periodically instruct the workers regarding the health hazards arising in the said manufacturing processes and methods of protection. Such notices shall include brief instructions regarding the periodical clinical tests required to be undertaken for protecting health of the employees.

5. *Prohibition relating to employment of women or young persons*.—No pregnant women or young person shall be employed or permitted to work in any room in which the said manufacturing processes is carried on or in any room in which dangerous pesticide is stored.

Provided that women workers may be employed with their consent to work subject to the following conditions :-

(1) International Safety standards shall be adopted by the occupier for providing Occupational Safety and Health (OSH).

(2) The occupier shall, as far as possible, modernise the above processes/places from time to time and will use modern equipments.

(3) Women workers those are feeding mother shall be exempted from the Employment.

6. *Food, drinks and smoking prohibited*.—(1) No food, drink, tobacco, pan or supari shall be brought into or consumed by any worker in any workroom in which the said manufacturing process is carried out.

(2) Smoking shall be prohibited in any workroom in which the said manufacturing process is carried out.

7. *Protective clothing and protective equipment*.—(1) Protective clothing consisting of long pants and shirts or overalls with long sleeves and head coverings shall be provided for all workers employed in the said manufacturing process .

(2) (a) Protective equipment consisting of rubber gloves, gum boots, rubber apron, chemical safety goggles and respirators shall be provided for all workers employed in the said manufacturing process .

(b) Gloves, boots, aprons shall be made from synthetic rubber where a pesticide contains oil.

(3) Protective clothing and equipment shall be worn by workers supplied with such clothing and equipment.

(4) Protective clothing and equipment shall be washed daily inside and outside if the workers handle pesticides containing nicotine or phosphorus and shall be washed frequently if handling other pesticides.

(5) Protective clothing and equipment shall be maintained in good repair.

8. *Floors and workbenches*.—(1) Floors in every workroom where dangerous pesticides are manipulated shall be of cement or other impervious material giving a smooth surface.

(2) Floors shall be maintained in good repair, provided with adequate slope leading to a drain and thoroughly washed once a day with hose pipe.

(3) Workbenches where dangerous pesticides are manipulated shall be made of smooth, non-absorbing material preferably stainless steel and shall be cleaned at least once daily.

9. *Spillage and waste*.—(1) If a dangerous pesticide during its manipulation splashes or spills on the work-bench, floor or on the protective clothing worn by a worker, immediate action shall be taken for thorough decontamination of such areas or articles.

(2) Cloth, rags, paper or other material soaked or soiled with a dangerous pesticide shall be deposited in a suitable receptacle with tight fitting cover. Contaminated waste shall be destroyed by burning at least once a week.

(3) Suitable deactivating agents where available shall be kept in a readily accessible place for use while attending to a spillage.

(4) Easy means of access shall be provided to all parts of the plants for cleaning, maintenance and repairs.

10. *Empty containers used for dangerous pesticides*.—Containers used for dangerous pesticides shall be thoroughly cleaned of their content and treated with an in-activating agent before being discarded or destroyed.

11. *Manual handling.—(*1) A dangerous pesticide shall not be required or allowed to be manipulated by hand except by means of a long handled scoop.

(2) Direct contact of any part of the body with a dangerous pesticide during its manipulation shall be avoided.

12. *Ventilation*.—(1) In every workroom or area whereas dangerous pesticide is manipulated, adequate ventilation shall be provided at all times by the circulation of fresh air.

(2) Unless the process is completely enclosed the following operations during manipulation of a dangerous pesticide shall not be undertaken without an efficient exhaust draught—

(a) empty a container holding a dangerous pesticide;

(b) blending a dangerous pesticide;

(c) preparing a liquid or powder formulation containing a dangerous pesticide; and

(d) changing or filling a dangerous pesticide into a container, tank, hamper or machines or small sized containers,

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

13. *Time allowed for washing.—(*1) Before each meal and before the end of the day's work at least ten minutes in addition to the regular rest interval shall be allowed for washing to each worker engaged in the manipulation of dangerous pesticide.

(2) Every worker engaged in the manipulation of dangerous pesticides shall have a thorough wash before consuming any food and also at the end of the day's work.

14. *Washing and bathing facilities*.—(1) There shall be provided and maintained in a clean state and in good repair for the use of all workers employed in the factory where the said manufacturing processes is carried on adequate washing and bathing places having a constant supply of water under cover at the rate of one such place for every 5 persons employed.

(2) The washing places shall have standpipes placed at intervals of not less than one meter.

(3) Not less than one half of the total number of washing places shall be provided with bathrooms.

(4) Sufficient supply of clean towels made of suitable material shall be provided:

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

(5) Sufficient supply of soap and nail brushes shall be provided.

15. *Cloak-room*.—There shall be provided and maintained for the use of all worker employed in the factory where the said manufacturing processes is carried on—

(a) a cloak-room for clothing put off during working hours with adequate arrangements for drying clothing if wet; and

(b) separate and suitable arrangements for the storage of protective clothing provided under Paragraph 7.

16. *Mess-room*.—(1) There shall be provided and maintained for the use of all workers employed in the factory in which the said manufacturing process is carried on and remaining on the premises during the rest intervals a suitable mess-room which shall be furnished with—

(a) sufficient tables and benches with back rest; and

(b) adequate means for warming food.

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

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

18. *Medical facilities and records of examinations and tests.*—(1) The occupier of every factory to which the Schedule applies, shall—

(a) employ a Factory medical officer for medical surveillance of the workers employed where number of worker exceeds 50; and

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

(2) The record of medical examinations and appropriate tests carried out by the said medical practitioner shall be maintained in a health register Form-7 which shall be kept readily available for inspection by the Inspector-cum-Facilitator.

(3) No repairs involving flames, heat or use of hand or power tools shall be made in the enclosures where bulk sulphur is stored.

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

20. *Training and supervision.*—(1) All electric furnaces and all plants in which carbon disulphide is condensed, refined or stored shall be under adequate supervision at all times while the furnaces and plants are in operation.

(2) Workers in charge of operation and maintenance of electric furnaces and the plants shall be properly qualified and adequately trained.

21. *Washing facilities.*-(1) The occupier shall provide and maintain in a clean state and in good repair, for the use of all persons employed wash place under cover with at least one tap or stand-pipe, having a constant supply of clean water for every five such persons, the taps or stand-pipe being spaced not less than 120 centimeters apart with a sufficient supply of soap and clean towels, provided that towels shall be supplied individually to each worker if so ordered by the Inspector cum facilitator.

(2) All the workers employed in the sulphur storage, handling and melting operations shall be provided with a nail brush.

22. *Personal protective equipments.*-(1) Suitable goggles and protective cloth consisting of overalls without pockets, gloves and footwear shall be provided for the use of operator:

(a) when operating valves or cocks controlling fluids etc; sirupal

(b) drawing-off of molten sulphur from sulphur pots; and

(c) handling charcoal or sulphur.

(2) Suitable respiratory protective equipment shall be provided and stored in the appropriate place for use during abnormal conditions in an emergency.

(3) Arrangements shall be made for proper and efficient cleaning of all such protective equipments.

23. *Cloak-rooms.* There shall be provided and maintained for the use of all workers employed in the processes, a suitable cloak-room for clothing put-off during work hours and a suitable place separate from the cloak-room for the storage of overalls of working clothes. The accommodation so provided shall be placed in the charge of a responsible person and shall be kept clean. paket scoorden).

24. *Unauthorised persons*.-Only maintenance and repair personnel, persons directly, connected with the plant operation and those accompanied by authorized persons shall be admitted into the plant.

24. *Examined by the Factory medical officer.*—(1) Every worker employed in the processes mentioned in Paragraph 1 shall be examined by the Factory medical officer within 15 days of his first employment. Such examinations in respect of Halogenated pesticides, shall include tests for determination of the chemical in blood and in fat tissues, EEG abnormalities and memory tests, in respect of organophosphorus compounds, such examinations shall include tests for depression of cholinesterase in plasma and red blood cells. No worker shall be allowed to work after 15 days of his first employment in the factory unless certified fit for such employment by the Factory medical officer.

(2) Every worker employed in the said process shall be re-examined by a Factory medical officer at least once in every six calendar months and such examination shall, wherever the Factory medical officer, The record of each examination carried out under sub-paragraphs (1) Further every worker employed in the said processes shall also be examined once in every three months by the factory medical officer.

(3) The Factory medical officer after examining a worker, shall issue a certificate of Fitness in Form-8. The record of examination and re-examination carried out shall be entered in the certificate and the certificate shall be kept in the custody of the manager of the factory. The record of each examination carried out under sub-paragraph (1) and (2), including the nature and the results of these tests, shall also be entered by the Factory medical officer in a Health Register in Form-7.

(4) The Certificate of Fitness and the Health Register shall be kept readily available for inspection by the Inspector cum-facilitator.

(5) If at any time the Factory Medical Officer or Medical Officer is of the opinion that a worker is no longer fit for employment in the said process on the ground that continuance therein would involve special danger to the health of the worker he shall make a record of his findings in the said certificate and the Health Register. The entry of his findings in those documents should also include the period for which he considers that the said person is unfit to work in the said process.

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

25. *Exemption.*—If in respect of any factory, the Chief Inspector cum-Facilitator is satisfied that owing to the exceptional circumstances or the infrequency of the said manufacturing process or for any other reason which he shall record in writing all or any of the provisions of this Schedule are not necessary for the protection of the worker employed in the factory, he may by a certificate in writing exempt such factory, from all or any of the provisions on such condition as he may specify therein, such certificate may at any time be revoked by the Chief Inspector-cum-Facilitator after recording his reasons therefor.

APPENDIX A
CAUTIONARY NOTICE
Insecticides and pesticides

1. Chemical handled in this plant are poisonous substancees.

2. Smoking, eating food or drinking, chewing tobacco in this area is prohibited. No food stuff or drink shall be brought in this area.

3. Some of those chemicals may be absorbed through skin and may cause poisoning.

4 A good wash shall be taken before meals.

5. A good bath shall be taken at the end of the shift.

6. Protective clothing and equipment supplies shall be used while working in this area.

7. Containers of pesticides shall not be used for keeping foodstuff.

8. Spillage of the chemicals on any part of the body or on the floor or workbench be immediately washed away with water.

9. Clothing contaminated due to splashing shall be removed immediately

10. Scrupulous cleanliness shall be maintained in the area.

11.Do not handle pesticides with bare hands, use scoops provided with handle.

12. In case of sickness like nausea, vomiting, giddiness, the manager should be informed who shall make necessary arrangements for treatment.

13. All workers shall report for the prescribed medical tests regularly to protect their own health.

SCHEDULE-XXV
MANUFACTURING PROCESS OR OPERATIONS IN CARBON DISULPHIDE PLANTS:

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

2. *Construction, Installation and Operation*- (1) The buildings in which electric furnaces area installed and carbon disulphide after generation is condensed and refined shall be segregated from other parts of the factory and shall be of open type to ensure optimum ventilation and the plant layout shall be such that only a minimum number of workers are exposed to the risk of any fire or explosion at any one time.

(2) Every electric furnace and every plant in which carbon disulphide is condensed, refined and stored with all their fittings and attachments shall be of good construction, sound material and of adequate strength to sustain the internal pressure to which, furnace or the plant may be subjected to, and shall be so designed that carbon disulphide liquid and gas are in closed system during their normal working.

(3) The electric furnace supports shall be firmly grouted about 60 centimeters in concrete or by other effective means.

(4) Every electric furnace shall be installed and operated according to manufacturers' instructions and these instructions shall be clearly imparted to the personnel incharge of construction and operation.

(5) The instructions regarding observance of correct furnace tempèrature, sulphur dose, admissible current, or power consumption, and periodical checking of charcoal level shall be strictly complied with.

3. *Electrodes*-(1) Where upper ring electrodes made of steel are used in the electric furnace, they shall be of seamless tube construction and shall have arrangement for being connected to the cooling water system through a siphon built in the electrodes or through a positive pressure water pump.

(2) The arrangement for cooling water referred to in sub-paragraph (1) shall be connected with automatic alarm system which will actuate in the event of interruption of cooling water in the electrodes and give visible and audible alarm signals in the control room and simultaneously stop power supply for the furnace operation and stop the future supply of water. The alarm system and the actuating device shall be checked every day.

4.*Maintenance of charcoal level*- When any electric furnace is in operation, it shall be ensured that the electrodes are kept covered with a charcoal bed.

5. *Rupture disc and safety seal*- At least: two rupture discs be fitted on the off take pipe between the electric furnace and sulphur separator to prevent entry of pieces of charcoal into the condensers and piping.

6.*Rupture disc and safety seal*-(1) At least two rupture discs of adequate size which shall blow off at a pressure twice the maximum operating pressure shall be provided on each furnace and shall either be mounted directly on the top of the furnace or each through an independent pipe as close as possible to the furnace.

(2) The safety water shall be provided and tapped from a point between the charcoal separator and the sulphur separator.

7. *Pyrometer and manometers*-(1). Each electric furnace shall be fitted with an adequate number of pyrometers to give an indication of the temperature as correctly as reasonably practicable at various points in the furnace. The dials for reading the temperatures shall be located in the control room.

(2) Manometers or any other suitable devices shall be provided for indicating pressúre-

(a) in the off take pipe before and after the sulphur separator; and

(b) in primary and secondary condensers.

8.*Check valves*-All piping carrying carbon disulphide shall be fitted with check valves at suitable positions so as to prevent gas from flowing back into any electric furnace in the event of its shut down.

9.*Inspection and maintenance of electric furnaces*-

(1) Every electric furnace shall be inspected internally by a competent person-

(a) before being placed in service after installation;

(b) before being placed in service after reconstruçtion or repairs; and

(c) periodically every time the furnace is opened for cleaning or de-ashing or for replacing electrodes.

(2) When an electric furnace is shut down for cleaning or de-ashing-

(a) the brick lining shall be checked for continuity and any part found defective be removed;

(b) after removal of any part of the lining referred to in (a), the condition of the shell be closely inspected; and

(c) any of the plate forming shells found corroded to the extent that safety of the furnáce is endangered shall be replaced.

10. *Maintenance of records*-The following hourly records shall be maintained in a log book-

(a) manometer readings at the points specified in sub-paragraph (2) of Paragraph 7;

(b) gas temperature indicated by pyrometers and all other vital points near the sulphur separator and primary and secondary condensers;

(c) water temperature and flow of water through the siphon in the electrodes; and

(d) primary and secondary voltage and current and energy consumed.

11. *Electrical apparatus wiring and fittings*-All buildings in which carbon disulphide is refined or stored shall be provided with electrical apparatus, wiring and fittings which shall afford adequate protection from fire and explosion.

12. *Prohibition relating to smoking*-No person shall smoke or carry matches, fire or naked light or other means of producing a naked light or spark in buildings in which carbon disulphide is refined or stored, and a notice in the language understood by a majority of the workers shall be pasted in the plant prohibiting smoking and carrying of matches, fire or naked light or other means of producing naked or spark into such rooms.

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

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

15. *Fire-fighting equipment*-(1) Adequate number of suitable fire extinguishers or other fire-fighting equipment shall be kept in constant readiness for dealing with risks involved and depending on the amount and nature of materials stored.

(2) Clear instructions as to how the extinguishers or other equipment should be used printed in the language which the majority of the workers employed understand, shall be affixed to each extinguisher or other equipment and the personnel trained in their use.

16. *Bulk sulphur*- (1) Open or semi-enclosed spaces for storage of bulk sulphur shall be sited with due regard to the dangers which may arise from sparks given off by near locomotives etc. and precautions shall be taken to see that flame , smoking and matches and other sources of ignition do not come in contact with the clouds of dust arising during handling of bulk sulphur.

(2) All enclosures for bulk sulphur shall be of non-combustible construction, adequately ventilated and so designed as to provide a minimum of lodges on which dust may lodge.

(3) The bulk sulphur in the enclosures shall be handled in such a manner a minimise the formation of dust clouds and no flame smoking and matches or other sources of ignition shall be employed during handling, and non-speaking toll shall be used whenever sulphur is shovelled or otherwise removed by hand.

(4) No repairs involving flames, heat or use of hand or power tools shall be made in the enclosures where bulk sulphur is stored.

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

18. *Training and supervision*-(1) All electric furnaces and all plants in which carbon disulphide is condensed, refined or stored shall be under adequate supervision at all times while the furnaces and plants are in operation. (2) Workers in charge of operation and maintenance of electric furnaces and the plants shall be properly qualified and adequately trained.

19. *Washing facilities*-(1) The occupier shall provide and maintain in a clean state and in good repair, for the use of all persons employed wash place under cover with at least one tap or stand-pipe, having a constant supply of clean water for every five such persons, the taps or stand-pipe being spaced not less than 120 centimeters apart with a sufficient supply of soap and clean towels,

provided that towels shall be supplied individually to each worker if so ordered by the Inspector cum-Facilitator.

(2) All the workers employed in the sulphur storage, handling and melting operations shall be provided with a nail brush.

20. *Personal protective equipments*-(1) Suitable goggles and protective cloth consisting of overalls without pockets, gloves and footwear shall be provided for the use of operator :

(a) when operating valves or cocks controlling fluids etc;

(b) drawing-off of molten sulphur from sulphur pots; and

(c) handling charcoal or sulphur.

(2) Suitable respiratory protective equipment shall be provided and stored in the appropriate place for use during abnormal conditions in an emergency.

(3) Arrangements shall be made for proper and efficient cleaning of all such protective equipment.

21.*Cloak-rooms*-There shall be provided and maintained for the use of all workers employed in the processes, a suitable cloak-room for clothing put-off during work hours and a suitable place separate from the cloak-room for the storage of overalls of working clothes. The accommodation so provided shall be placed in the charge of a responsible person and shall be kept clean.

22. *Unauthorised persons*-Only maintenance and repair personnel, persons directly, connected with the plant operation and those accompanied by authorised persons shall be admitted into the plant.

SCHEDULE-XXVI

OPERATIONS INVOLVING HIGH NOISE LEVELS

1. *Application*-This Schedule shall apply to all operations in any manufacturing processes which have high noise levels.

2. *Definiti*ons-For the purpose of this Schedule-

(a) "A-weighting" means making graded adjustments in the intensities of sound of various frequencies for the purpose of noise measurement, so that the sound pressure level measured by an instrument reflects the actual response of the human ear to the sound measured;

(b) "dBA" refers to 'sound level in decibels as measured on a sound level meter operating on the A-weighting network with slow meter response;

(c) "decibel" means one-tenth of "Bel" which is the fundamental division of a logarithmic scale used to express the ratio of two specified or implied quantities, the number of "Bels" denoting such a ratio being the logarithm to the base of 10 of this ratio. The noise level (or the sound pressure level) corresponds to reference pressure of 6×10^{-6} N/m^2 or 0.0002 dynes per square centimeter which is the threshold of hearing, that is, the lowest sound pressure level necessary to produce the sensation of hearing in average healthy listeners. The decibel in abbreviated form is dB;

(d) "first employment" shall mean first employment in areas where the noise exceeds the maximum permissible exposure levels specified in sub-paragraph (1) of paragraph 3 and shall also include re-employment in the said areas following any cessation of employment for a continuous- period exceeding three calendar months;

(e) "frequency" is the rate of pressure variations expressed in cycles per second or hertz;

(f) "high noise level" means any noise level measured on the A-weighted scale is 90 dB or above; and

(g) 'noise" means any unwanted sound.

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

TABLE 1

PERMISSIBLE EXPOSURE IN CASES OF CONTINUOUS NOISE

Total time of exposure (continuous or a number of	Sound pressures level in dBA

short-term exposure) per day, in hours	
8	90
6	92
4	95
3	97
2	100
1-1/2	102
1	105
¾	107
½	110
¼	115

Notes-(1) No exposure in excess of 115 dBR is to be permitted.

(2) For any period of exposure falling in between any figure and the next higher or lower figure as indicated in column 1, the permissible sound pressure level is to be determined by extrapolation on a proportionate basis.

TABLE 2

PERMISSIBLE EXPOSURE LEVELS OF IMPLOSIVE OR IMPACT NOISE

Peak sound pressure level in dB	Permitted number of impulses or impacts per day
140	100
135	315
130	1000
125	3160
120	10000

Notes- (1) No exposure in excess of 140 dB peak sound pressure level is permitted.

(2) For any peak sound pressure level falling in between any figure and the next higher or lower figure as indicated in Column 1, the permitted number of impulses or impacts per day is to be determined by extrapolation on a proportionate basis.

(3) For the purposes of this Schedule, if the variations in the noise level involve maxima at intervals of one second or less, the noise is to be considered as a continuous one and the criteria given in Table 1 would apply. In other cases, the noise is to be considered as impulsive or impact noise and the criteria given in Table 2 would apply.

(4) When the daily noise exposure is composed of two or more periods of noise exposure at different levels their combined effect should be considered, rather than the individual effect of each. The mixed exposure should be considered to exceed the limit value if the sum of the fraction $\frac{C1+C2}{T1+T2}\ \frac{Cn}{Tn}$ excess unity-

where the C1, C2, etc. indicates the total time or actual exposure at a specified noise level and T1, T2, etc. denote the time of exposure permissible at that level. Noise- exposure of less than 90 dBA may be ignored in the above calculation.

(5) Where it is not possible to reduce the noise exposure to the levels specified in sub-rule (1) by reasonably practicable engineering control or administrative measure, the noise exposure shall be reduced to the greatest extent feasible by such control measures and each worker so exposed shall be provided with suitable ear protectors so as to reduce the exposure to noise to the levels specified in sub-rule (1).

(6) Where the ear protectors provided in accordance with sub-paragraph (2) and worn by a worker cannot still attenuate the noise reaching near his ear, as determined by subtracting the attenuation value in dBA of the ear protectors concerned from the measured sound pressure level, to a level permissible under Table 1 or Table 2 as the case may be, the noise exposure period shall be suitably reduced to correspond to the permissible noise exposure specified in sub-paragraph (1).

(7) (a) In all cases where the prevailing sound levels exceeds the permissible levels specified in sub-paragraph (1) there shall be administered an effective hearing conservation programme which shall include among other hearing conservation measures, pre-employment and periodical auditory surveys conducted on workers exposed to noise exceeding the permissible levels, and rehabilitation of such workers either by

reducing the exposure to the noise levels or by transferring them to places where noise levels are relatively less or by any other suitable means.

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

SCHEDULE-XXVII

MANUFACTURE OF RAYON BY VISCOSE PROCESSES

1. Definitions.-For the purposes of this Schedule-

(a) "Approved" means approved for the time being in writing by the Chief Inspector-cum-Facilitator ;

(b) "breathing apparatus" means a helmet or face piece with necessary connection by means of which the person using it in poisonous, asphyxiating or irritant atmosphere breathes unpolluted air, or any other approved apparatus;

(c) "churn" means the vessel in which alkali cellulose pulp is treated with carbon disulphide;

(d) "dumping" means transfer of cellulose xanthate from a dry churn to dissolve;

(e) "efficient exhaust draught" means localised ventilation by mechanical means for the removal of any gas or vapour, so as to prevent it from escaping into the air of any place in which work is carried on. No draught shall be deemed to be efficient if it fails to control effectively any gas or vapour generated at the point where such gas or fume originate;

(f) "first employment" shall mean first employment in the fume process. and shall also include re-employment in the said process following any cessation of employment for a continuous period exceeding three calendar months;

(g) "fume process" means any process in which carbon disulphide or hydrogen sulphide is produced, used or given off;

(h) "life belt" means a belt made of leather or other suitable material which can be securely fastened round the body with a suitable length of rope attached to it, each of which is sufficiently strong to sustain the weight of a man; and

(i) "protective equipment" means apron, goggles, face shields, footwear, gloves and overalls made of suitable materials.

2.Ventilation.-(1) In all workrooms where a fume process is carried on, adequate ventilation by natural or mechanical means shall be provided so as to control, in association with other control measures, the concentration of carbon-disulphide and hydrogen sulphide in the air of every work environment, within the permissible limits.

(2) Not withstanding the requirements in sub-paragraph (1) an efficient exhaust draught shall be provided and maintained to control the concentration of carbon-disulphide and hydrogen sulphide in the air at the following locations-

(a) dumping hoppers of dry churns;

(b) spinning machines;

(c) trio-rollers and cutters used in staple fibre spinning;

(d) hydro-extractors for yarn cakes;

(e) after treatment processes; and

(f) spin baths.

(3) Insofar as the spinning machine and trio-roller and cutters used in staple fibre spinning are concerned, they shall be, for the purpose of ensuring the effectiveness of the exhaust draught to be provided as required in sub-paragraph (1), enclosed as fully as practicable and provided with suitable shutters in sections to enable required operations to be carried out without giving rise to undue quantities of carbon-di-sulphide and hydrogen sulphide escaping to the work environment.

(4) No dry churn shall be opened after completion of reaction without initial exhausting the residual vapours of carbon-di-sulphide by operation of a suitable and efficient arrangement for exhausting the vapours which shall be continued to be operated so long as the churn is kept open.

(5) Whenever any ventilation apparatus normally required for the purpose of meeting the requirements is sub-paragraphs (2), (3) and (4) is ineffective, fails or is stopped tor any purpose whatsoever, all persons shall be required to leave the work areas where the equipment or processes specified in the above said sub-paragraphs are in use, as soon as possible and in any case not later than 15 minutes after such occurrence.

(6)(i) All ventilation systems provided for the purposes as required in sub-paragraphs (2), (3) and (4) shall be examined and inspected once every week by a respon- sible person, it shall be thoroughly examined and tested by a competent person once in every period of 12 months. Any defects found by such examination or test shall be rectified forthwith.

(ii) A register containing particulars of such examination and tests, and the state of the systems and the repairs or alterations (if any) found to be necessary shall be kept and shall be available for inspection by an Inspector-cum-Facilitator.

3. *Waste from spinning machines*.-Waste yarn from the spinning machines shall be deposited in suitable containers provided with close fitting covers. Such waste shall be disposed of quickly as possible after decontamination.

4. *Lining of Dry Churns*.-The inside surface of all dry churns shall be coated with a non-sticky paint so that cellulose xanthate will not stick to the surface of the churn. Such coating shall be maintained in a good condition.

5 *Air monitoring.*- (1) To ensure the effectiveness of the control measures, monitoring of carbon-disulphide and hydrogen sulphide in air shall be carried out once at least in every shift and the record of the results so obtained shall be entered in a register specially maintained for the purpose.

(2) For the purpose of the requirement in sub-paragraph (1), instantaneous gas detector tubes shall not be used. Samples shall be collected over a duration of not less than 10 minutes and analysed by an approved method. The locations where such monitoring is to be done shall be as directed by the Inspector cum-facilitator.

(3) If the concentration of either carbon-disulphide or hydrogen sulphide exceeds the permissible limits for such vapour or gas as laid down in Schedule C appended to Section 88 of the Code and, suitable steps shall be taken for controlling the concentration in air of such occurrence.

6. *Prohibition to remain in fume process room*.-No person during his intervals for meal, or rest shall remain in any room wherein fume process is carried on.

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

8.*Protective equipments*- (1) The occupier shall provide and maintain in good condition protective equipment as specified in the table for use of persons employed in the processes referred to therein.

TABLE

Process	Protective Equipment
1. Dumping	Overalls, face-shields, gloves and foot-wear- all made of suitable material.
2. Spinning	Suitable aprons, gloves and footwear.
3. Process involving or likely to involve contact	Suitable gloves and footwear.

with viscose solution	
4. Handling of sulphuric acid	Suitable chemical goggles.
5. Any other process involving contact with hazardous chemicals	Protective equipment as may be directed by the Chief Inspector cum-Facilitator by an order in writing.

(2) A suitable room, rooms or lockers shall be provided exclusively for the storage of all the protective equipment supplied to workers and no such equipment shall be stored at any place other than the room, rooms or lockers so provided.

9. *Breathing apparatus.*-(1) There shall be provided in every factory where fume process is carried on sufficient supply of-

(a) breathing apparatus;

(b) oxygen and suitable appliances for its administration; and

(c) life belts.

(2) (i) The breathing apparatus and other appliances referred to in sub-paragraph (1) shall be maintained in good condition and kept in appropriate locations so as to be readily available.

(ii) The breathing apparatus and other appliances referred to in clauses (a) and (b) of sub-paragraph (1) shall be cleaned and disinfected at suitable intervals and thoroughly inspected once every month by a responsible person.

(iii) A record of the maintenance and of the condition of the breathing apparatus and other appliances referred to in sub-clause (1) shall be entered in a register provided for that purpose which shall be readily available for inspection by an Inspector cum-Facilitator.

(3) Sufficient number of workers shall be trained and periodically, retained in the use of breathing apparatus and administering artificial respiration so that at least 2 such trained persons would be available during all the working hours in each room in which fume process is carried on .

(4) Breathing apparatus shall be kept properly labelled in clean, dry, light proof cabinets and if liable to the effect by fumes, shall be protected by placing them in suitable containers.

(5) No person shall be employed to perform any work specified in sub-paragraph (1) for which breathing apparatus is necessary to be provided under that sub-paragraph unless he has been fully instructed in the proper use of that equipment.

(6) No breathing apparatus provided in pursuance of sub-paragraph (1) which has been worn by a person shall be worn by another person unless it has been thoroughly cleaned and disinfected since last being worn and the person has been fully instructed in the proper use of that equipment.

10.*Electric fittings*.-All electric fittings in any room in which carbon disulphide is produced, used or given off or is likely to be given off in the work environment, other than a spinning room shall be of flame-proof construction and all electric conductors shall either be enclosed in metal conduit or be lead-sheathed.

11. *Prohibition relating to smoking* etc.-No person shall smoke or carry matches fire or naked light or other means of producing naked light or spark in a room in which fume process is carried on. A notice in the language understood by the majority of th worker's shall be posted in prominent locations in the plant prohibiting smoking and carrying of matches, fire or naked light or other means of producing naked light or spark into such rooms:

Provided that fire, naked light or other means of producing naked light or spark may be carried on in such room only when required for the purposes of the process itself under the direction of a responsible person.

12. *Washing and bathing facilities*.-(1) There shall be provided and maintained in a clean state and in good repair for the use of all workers employed in the processes covered by the Schedule, adequate washing and bathing places having a constant supply of water under cover at the rate of one such place for every 25 persons employed.

(2) The washing places shall have standpipes placed at intervals of less than one meter.

(3) Not less than one half of the total number of washing places shall be provided with bathrooms.

(4) Sufficient supply of clean towels made of suitable material shall be provided

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

(5) Sufficient supply of soap and nail brushes shall be provided.

13. *Rest room*.-(1) A rest room shall be provided for the workers engaged in doffing operations of filament yarn spinning process.

(2) Such a rest room shall be provided with fresh air supply and adequate seating arrangement.

14. Cautionary notice and instructions.-

(1) The following cautionary notice shall be prominently displayed in each fume process room.

Cautionary Notice

1. Carbon-disulphide (C; S) and Hydrogen sulphide (H; S) which may be present in this room are hazardous to health.

2. Follow safety instructions.

3. Use protective equipment and breathing apparatus as and when required.

4. Smoking is strictly prohibited in this area.

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

(2) Arrangements shall be made to instruct each worker employed in any room in which a fume process is carried on regarding the health hazards connected with their work and the preventive measures and methods to protect themselves. Such instructions shall be given on his first employment and repeated periodically.

(3) Simple and special instructions shall be framed to ensure that effective measures will be carried out in case of emergency involving escape of carbon disulphide and hydrogen sulphide. These instructions shall be displayed in the concerned areas and workers shall be instructed and trained in the actions to be taken in such emergencies.

15. *Medical facilities and records of examinations and tests*.-(1) The occupier of each factory to which this Schedule applies, shall-

(a) employ a Factory medical officer for medical surveillance of the workers employed in the fume process whose employment shall be subject to the approval of the Chief Inspector-cum-Facilitator; and

(b) provide to the said Medical officer all the necessary facilities for the purpose referred to in clause (a).

(2) The record of medical examination and appropriate tests carried out by the said medical officer shall be maintained in a separate register approved by the Chief Inspector cum facilitator, which shall be kept readily available for inspection by the Inspector-cum-Facilitator.

16. *Medical examination by the factory medical officer.*-(1) Every worker employed in the fume process shall be examined by a factory medical officer within 15 days of his first employment. Such examinations shall include tests for estimation of exposure coefficient (Iodine Azide Test on urine), and cholesterol as well as Electrocardiogram (ECG) and Central Nervous System (CNS) tests. No worker shall be allowed to work after 15 days of his first employment in the factory unless certified fit for such employment by the Factory Medical Officer.

(2) Every worker employed in the fume process shall be re-examined by a Factory Medical Officer at least once in every twelve calendar months. Such examination shall, wherever the Factory Medical Officer considers appropriate, include all the tests as specified in sub-paragraph (1).

(3) The Factory Medical Officer after examining a worker, shall issue a Certificate of Fitness in Form-8. The record of re-examinations carried out shall be entered in the Certificate and the Certificate shall be kept in the custody of the Manager of the Factory. The record of cash examination carried out under sub-paragraphs (1) and (2), including the nature and the results of the tests, shall also be entered by the Factory Medical Officer in a Health Register in Form-7.

(4) The Certificate of Fitness and the Health Register shall be kept readily available for inspection by the Inspector cum facilitator.

(5) If at any time the Factory Medical Officer or Medical Officer is of opinion that a worker is no longer fit for employment in the fume process on the ground that continuance therein would involve special danger to the health of the worker, he shall make a record of his findings in the said certificate and the Health Register. The entry of his findings in those documents should also include the period for which he considers that the said person is unfit for work in the fume process.

(6) No person who has been found unfit to work as said in sub-paragraph (5) above shall be re-employed or permitted to work in the fume process unless the Medical Officer, after further examination again certifies him fit for employment in such process.

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

SCHEDULE-XXVIII
HIGHLY FLAMMABLE LIQUIDS AND FLAMMABLE COMPRESSED GASES:

1. *Application*-These rules will be applicable to all factories where highly flammable liquid or flammable compressed gases are manufactured, stored, handled or used.

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

(a) "flammable compressed gas" means flammable compressed gas as defined in Section 2 of the Static and Mobile Pressure Vessels (Unfired) and Rules, 1981 framed under the Explosives Act , 1984; and

(b) "highly flammable liquid" means any liquid including its solution, emulsion or suspension which when tested in a manner specified by Sections 14 and 15 of the Petroleum Act, 1934 (Act No. 30 of 1934), gives off flammable vapours at temperature less than 32 degrees centigrade.

3. Storage-(1) Every flammable liquid or flammable compressed gas used in every factory shall be stored in a suitable fixed storage tank, or in a suitable closed vessel located in a safe position under the ground, in the open or in a store room of adequate fire resistant construction.

(2) Except as necessary for use, operation or maintenance, every vessel or tank which contains or had contained a highly flammable liquid or flammable compressed gas shall be always kept closed and all reasonably practicable steps shall be taken to contain or immediately drain off to a suitable container any spill or leak that may occur.

(3) Every container, vessel, tank, cylinder, or store room used for storing highly flammable liquid or flammable compressed gas shall be clearly and in bold letters marked "Danger-Highly Flammable Liquid" or "Danger- Flammable Compressed Gas".

4. *Enclosed systems for conveying highly Flammable Liquids*-Wherever it is reasonably practicable, highly flammable liquids shall be conveyed within a factory in totally enclosed systems consisting of pipelines, pumps and similar appliances from the storage tank or vessel to the point of use. Such enclosed systems shall be so designed, installed, operated and maintained as to avoid leakage or the risk of spilling.

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

6.*Prevention of Ignition*-

(1) In every room, workplace or other location where highly flammable liquid or flammable compressed gas is stored, conveyed, handled or used or where there is danger of fire or explosion from accumulation of highly flammable liquid or flammable compressed gas in air, all practicable measures shall be taken to exclude the sources of ignition. Such precautions shall include the following-

(a) all electrical apparatus shall either be excluded from the area of risk or they shall be of such construction and so installed and maintained as to prevent the danger of their being a source of ignition;

(b) effective measures shall be adopted for prevention of accumulation of static charges to a dangerous extent;

(c) no person shall wear or be allowed to wear any footwear having iron or steel nails or any other exposed ferrous material which is likely to cause sparks by friction;

(d) smoking, lighting or carrying of matches, lighters or smoking material shall be prohibited;

(e) transmission belts with iron fasteners shall not be used; and

(f) all other precautions, as are reasonably practicable shall be taken to prevent initiation of ignition from all other possible sources such as open flames, all frictional sparks, overheated surface of machinery or plant, chemical or physical-chemical reaction and radiant heat.

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

8.*Fire Fighting*-In every factory where highly flammable liquid or flammable compressed gas is manufactured, stored, handled or used, appropriate and adequate means of fighting a fire shall be provided.The adequacy and suitability. of such means which expression includes the fixed and portable fire extinguishing systems, extinguishing material, procedures and the Process of fire-fighting, shall be to the standards and levels prescribed by the Indian Standards applicable, and in any case not inferior to the stipulation clause 31 of section 18(2)(f) and rude made thereunder.

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

SCHEDULE-XXIX

CARPET AND WOOLLEN DRUGGET MAKING OR ANY WORK INCIDENTAL THERETO OR CONNECTED THEREWITH:

1.*Definition*-

(a) "Efficient exhaust draught" means localised ventilation affected by mechanical means for the removal of gas, vapour, dust or fumes at the point where they originate so as to prevent them from escaping into the air of any place in which work is carried on. No draught shall be deemed efficiently, which fails to remove smoke generated at the point where such gas, vapour, fume or dust originates.

(b) "First employment" means first employment in any process mentioned under paragraph 2 and yarn dyeing process, and shall also include re-employment in the said process following any cessation of employment for a continuous period- exceeding three calendar months.

2. Exhaust draught-The following processes shall not be carried on except under an efficient exhaust draught or under such other conditions as may be approved by the Chief Inspector-cum-Facilitator :

(a) Carding and spinning of raw fibre

(b) Weaving.

3. *Prohibition relating to women and young persons*- No pregnant women or young person ·shall be employed or permitted to work in any of the operations specified in paragraph 2, or at any place where such operations are carried on or at yarn dyeing processes.

Provided that women workers may be employed with their consent to work subject to the following conditions :-

(1) International Safety standards shall be adopted by the occupier for providing Occupational Safety and Health (OSH).

(2) The occupier shall, as far as possible, modernise the above processes/places from time to time and will use modern equipments.

(3) Women workers those are feeding mother shall be exempted from the Employment.

4. *Ventilation*-Every workroom shall be provided with inlets and outlets of adequate size so as to secure and maintain efficient ventilation to all parts of the room.

5. *Protective equipments and clothing*-(i) The occupier of the factory shall provide and maintain dust respirator for all persons employed in the processes included under paragraph 2.

(ii) The occupier shall provide and maintain protective clothings, gloves for all persons employed in the dyeing process .

6. Medical facilities and records of examinations and tests--(1) The occupier of every factory in which the carpet and woolen drugget manufacturing process is carried on shall-

(a) employ a Factory medical officer for medical surveillance of the workers employed therein, and

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

(2) The records of medical examinations and appropriate tests carried out by the said Factory medical officer shall be maintained in a separate register, which shall be kept readily available for inspection by the Inspector-cum-Facilitator.

7. *Medical examination by Factory medical officer*-

(i) Every worker employed in any of the processes specified in paragraph 2 and in yarn dyeing process shall be examined by a Factory medical officer within 15 days of his first employment. Such examination shall include tests for detection of methaemoglobin in blood, or para nitrophenol in urine, test for central nervous system function, pulmonary function test and chest X-ray. No worker shall be allowed to work after 15 days of his first employment in the factory unless certified fit for such employment by the Factory medical officer.

(ii). Every worker employed in the said processes shall be re-examined by a Factory medical officer at least once in every 12 calendar months and such re-examination shall, wherever the Factory medical officer considers appropriate, include tests for detection of methaemoglobin in blood, or para nitrophenol in urine, test for central nervous system function, pulmonary function test and chest X-ray once in every 3 years.

(iii) The Factory medical officer after examining a worker, shall issue a Certificate of Fitness in Form-8. The record of examination and re-examination carried out shall be kept in the custody of the Manager of the factory. The records of each examination carried under sub-paragraphs (i) and (ii), including the nature and results of the tests, shall also be entered by the Factory medical officer in a Health Register in Form-7.

(iv)The Certificate of Fitness and the Health Register shall be readily available for inspection by the Inspector cum Facilitator.

SCHEDULE-XXX

BRASSWARE MAKING OR ANY WORK INCIDENTAL THERETO OR CONNECTED THEREWITH:

1. *Definitions*-

(a) "Efficient exhaust draught" means localised ventilation affected by mechanical means for the removal of gas, vapour, dust or fumes at the point where they originated so as to prevent them from escaping into the air of any place in which work is carried on. No exhaust draught shall be deemed efficient, which fails to remove smoke generated at the point where such gas, vapour, fume or dust originates.

(b) "First employment" means first employment in any process mentioned under paragraph 2 and shall also include re-employment in the said process following any cessation of employment for a continuous period exceeding three calendar months.

(c) "Dressing or fettling operation" includes stripping and other removal of adherent sand, cores, runners, risers, flash and other surplus metal from a casting and the production of reasonably clean and smooth surface, but does not include (a) the removal of metal from a casting when performed incidentally in connection with the machining or assembling of castings after they have been dressed or fettled, or (b) any operation which is a knock-out operation within the meaning of this Schedule.

(d) "knock-out operation" means all methods of removing castings from moulds and the following operations, when done in connection therewith, namely, stripping, coring-out and the removal of runners and risers.

2. *Exhaust draught*-(1) The following processes shall not be carried on except under an efficient exhaust draught or under such other conditions as may be approved by the Chief Inspector cum-Facilitator-

(a) casting processes;
(b) buffing and polishing of brass articles;
(c) electroplating of brass article using electrolyte;
(d) degreasing and cleaning.

(2) Such drought shall be provided by mechanical means and shall operate on dust, vapour or spray given off in the Process as nearby as may be at the point of origin. The exhaust draught shall be so constructed, arranged and maintained as to prevent the dust, vapour or spray entering into any workroom or place in which work is carried on.

3. *Prohibition relating to women and young person* -No pregnant women or young person shall be employed or permitted to work in any of the operations specified in paragraph 2(c) and 2(d) or at any place where such operations are carried on.

Provided that women workers may be employed with their consent to work subject to the following conditions :-

(1) International Safety standards shall be adopted by the occupier for providing Occupational Safety and Health (OSH).

(2) The occupier shall, as far as possible, modernise the above processes/places from time to time and will use modern equipments.

(3) Women workers those are feeding mother shall be exempted from the Employment.

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

(a) Moulding boxes, loam plates, ladles patterns, pattern plates, frames, boards, box weights and other heavy articles shall be so arranged and placed as to enable work to be carried on without unnecessary risk;

(b) suitable and conveniently accessible racks, bins or other receptacles shall be provided and used for the storage of other gear and tolls;

(c) where there is bulk storage of sand, fuel, metal scrap or other materials or residues, suitable bins, bunkers or other receptacles shall be provided for the purpose of such storage.

5.*Cleanliness of Indoor Workplaces-(*1) All accessible parts of the walls of every indoor workplace in which the casting processes are carried on and of everything affixed to those walls shall be effectively cleaned by a suitable method to a height of not less than 4.2 metres from the floor at least once in every period of fourteen months. A record of the carrying out of every such effective cleaning in pursuance of this paragraph including the date, shall be maintained.

(2) Effective cleaning by a suitable method shall be carried out at least once every working day, of all accessible parts of the floor of every indoor workplace in which the processesare carried on, other than parts which are of sand; and the parts which are of sand shall be kept in good order.

6. *Manual operations involving molten metal-* (1) There shall be provided and properly maintained for all persons employed on manual operations involving molten metal with which they are liable to be splashed, a working space for that operation-

(a) which is adequate for the safe performance of the work; and

(b) which, so far as reasonably practicable, is kept free from obstruction,

(2) Any operation involving the carrying by hand of a container holding molten metal shall be performed on a floor all parts of which, where any person walks while engaged in the operation, shall be on the same level :

Provided that, where necessary to enable the operation to be performed without undue risk, nothing in this paragraph shall prevent the occasional or exceptional use of a working space on a different level from the floor, being a space provided with a safe means of access from the floor for any person while engaged in the operation.

7. *Dust and Fumes*- (1) Open coal, coke or wood fires shall not be used for heating or drying ladles inside a workroom unless adequate measures are taken to prevent, so far as practicable, fumes or other impurities from entering into or remaining in the atmosphere of the workroom.

(2) No open coal, coke.or wood fires shall be used for drying moulds except in circumstances in which the use of such fires is unavoidable.

(3) Mould stoves, core stoves and annealing furnaces shall be so designed, constructed, maintained and worked as to prevent, so far as practicable, offensive or injurious fumes from entering into any workroom during any period when a person is employed therein.

(4) All knock-out operations shall be carried out-

(a) in a separate part of the foundry suitably partitioned off, being a room or part in which so far as reasonably practicable, effective and suitable local exhaust ventilation and a high standard of general ventilation are provided; or

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

(5) All dressing or fettling operations shall be carried out-

(a) in a separate room or in a separate part of the foundry suitably partitioned off; or

(b) in an area of the foundry set apart for the purpose; and shall, so far asreasonably practicable, be carried out with effective and suitable local exhaust ventilation or other equally effective means of suppressing dust, operating as near as possible to the point of origin of the dust.

8. *Disposal of dross and skimming*-Dross and skimmings removed from the molten metal or taken from a furnace shall be placed forthwith in a suitable receptacle.

9. *Floor or workroom-*

(1) The floor of every room in which the processes specified in paragraphs 2(i)(c) and 2(i)(d) are carried on shall be-

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

(b) maintained in sound condition; and

(c) the floor shall be cleaned daily.

(2) Floors of indoor workplaces in which the processes are carried on, other than parts which are of sand, shall have an even surface of hard material.

(3) No part of the floor of any such indoor workplace shall be of sand except where this is necessary by reason of the work done.

(4) All parts of the surface of the floor of any such indoor workplace are of sand shall, so far as practicable, be maintained in an even and firm condition.

10. *Ventilation*-Every workroom shall be provided with inlets and outlets of adequate size, so as to secure and maintain efficient ventilation to all parts of the room.

11. *Protective clothing and protective equipment*-(1) The occupier of the factory shall provide and maintain the following protective clothing for use of workers who may come in contact with liquid, employed in Process specified in paragraph 2(i)(c)-

(a) waterproof apron and bib; and

(b) loose rubber gloves and rubber boots or any other waterproof boots.

(2) The occupier of the factory shall provide and maintain adequate arrangements and place for keeping and drying the protective clothing for the use of workers employed in the factory.

(3) The occupier of the factory shall provide and maintain suitable respirator for all - workers employed in processes specified in paragraphs 2(i)(a) and 2(i)(b).

12. *Medical facilities and records of examination and tests*-(1) The occupier of every factory in which processes specified in paragraph 2 are carried on shall

(a) employ a Factory medical officer for medical surveillance of the workers employed therein where number of worker exceeds 50;and

(b) provide to said Factory medical officer all the necessary facilities for the purpose referred to in clause (a); and

(c) provide and maintain a sufficient supply of suitable ointment and impermeable waterproof plaster in a separate box readily accessible to the workers and used solely for the purpose of keeping the ointment and the plaster.

(2) The records of medical examinations and appropriate tests carried out by the said Factory medical officer shall be maintained in a health register Form-7, which shall be kept readily available for inspection by the Inspector cum-Facilitator.

(3) The Factory medical officer shall examine all workers specified in paragraph 2(i)(c) before they are employed in the electroplating process. Such examination shall include inspection of hands, forearms and nose.

(4) The records of examination referred to in sub-paragraph (3) shall be maintained in a heath register Form-7, which shall be kept readily available for inspection by the Inspector cum Facilitator.

13. *Medical Examination by Factory medical officer*-(1) Every worker employed in any of the processes specified in paragraph 2, shall be examined by a Factory medical officer within 15 days of his first employment, such examination shall include test for chromium, nickel or cadmium in urine, pulmonary function test and chest X-ray. No worker shall be allowed to work after 15 days of his first employment in the factory unless certified fit for such employment by the Factory medical officer.

(2) Every worker employed in the said Process shall be re-examined by a Factory medical officer at least once in every 12 calendar months and such re-examination shall, wherever the Factory medical officer considers appropriate, include test for chromium, nickel or cadmium in urine, pulmonary function test and chest X-ray once in every 3 years.

(3) The Factory medical officer after examining a worker, shall issue a Certificate of Fitness in Form-8. The record of examination and re-examinations carried out shall be kept in the custody of the

Manager of the factory. The records of each examination carried out under sub-paragraphs (1) and (2), including the nature and results of the tests, shall also be entered by the Factory medical officer in a Health Register in Form-7.

(4) The Certificate of Fitness and the Health Register shall be readily available for inspection by the Inspector cum-Facilitator.

14.*Mess-room*-There shall be provided and maintained for the use of all workers employed in the processes specified in paragraph 2 and remaining on the premises during the meal intervals, suitable mess-room, which shall be furnished with sufficient tables and benches under supervision of a responsible person.

15. *Washing facilities*-(1) There shall be provided and maintained in a clean state and in good repair for the use of all persons employed in the processes specified in paragraph 2 :-

(a) a wash place under cover with either :-

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

(ii) at least one washbasin for every five such persons employed at any one time fitted with a waste pipe and plug and having a constant supply of water laid on; and

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

16. *Food, drink, etc. prohibited in the workroom*-No food, drink, pan and supari or tobacco shall be consumed or brought by any worker into any room in which the processes specified in paragraph 2 are carried on.

SCHEDULE-XXXI

LOCK AND HARDWARE MAKING OR ANY OTHER WORK INCIDENTAL THERETO OR CONNECTED THEREWITH:

1. *Definitions*-

(a) "Efficient exhaust draught" means localised ventilation affected by mechanical means for the removal of gas, vapour, dust or fumes at the point where they originate so as to prevent them from escaping into the air of any place in which work is carried on. No exhaust draught shall be deemed efficient, which fails to remove smoke generated at the point where such gas, vapour, fume or dust originate ;

(b) "First employment" means first employment in any processes mentioned under paragraph 2 and shall also include re-employment in the said processes following any cessation of employment for a continuous period exceeding three calendar months;

(c) "dressing or fettling operation" include stripping and other removal of adherent sand, cores, runners, risers, flash and other surplus metal from a casting and the production of reasonably clean and smooth surface, but does not include

(a) the removal of metal from å casting when performed incidentally in connection with the machining or assembling of castings after they have been dressed or fettled, or

(b) any operation which is a knock-out operation within the meaning of this Schedule;

(d) "knock-out operations" means all methods of removing castings from moulds and the following operations, when done in connection therewith, namely, stripping, carrying out and the removal of runners and risers.

2. *Exhaust draught*-(1) The following processes shall not be carried on except under an efficient exhaust draught or under such other conditions as may be approved by the Chief Inspector cum-Facilitator:

(a) casting the metal parts;

(b) metal finishing operations involving buffing and polishing:

(c) all 'such processesin which electroplating is carried on by using electrolyte;

(d) spray painting.

(2) Such draught shall be provided by mechanical means and shall operate on dust, vapour or spray given off in the processes as nearby as may be åt the point of origin. The exhaust draught shall be so constructed, arranged and maintained as to prevent the dust, vapour or spray entering into any workroom or place in which work is carried on.

3. *Prohibition relating to women and young persons*-No pregnant women or young person shall be employed or permitted in any of the operations specified in paragraphs 2(c) and 2(d) or at any place where such operations are carried on.

Provided that women workers may be employed with their consent to work subject to the following conditions :-

(1) International Safety standards shall be adopted by the occupier for providing Occupational Safety and Health (OSH).

(2) The occupier shall, as far as possible, modernise the above processes/places from time to time and will use modern equipments.

(3) Women workers those are feeding mother shall be exempted from the Employment.

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

(a) moulding boxes, loam plates, ladles patterns, pattern plates, frames, boards, box weights and other heavy articles shall be so arranged and placed as to enable work to be carried on without unnecessary risk;

(b) suitable and conveniently accessible racks, bins or other receptacles shall be provided and used for the storage of other gear and tools;

(c) where there is bulk storage of sand, fuel, metal scrap or other materials or 'residues, suitable bins, bunkers or other receptacles shall be provided for the purpose of such storage.

5. *Cleanliness of indoor workplaces*-(1) All accessible parts of the walls of every indoor workplace in which the casting processes are carried on and of everything affixed to those walls shall be effectively cleaned by a suitable method to a height of not less than 4.2 metres from the floor at least once in every period of fourteen months. A record of the carrying out of every such effective cleaning in pursuance of this paragraph including the date shall be maintained.

(2) Effective cleaning by a suitable method shall be carried out at least once every working day of all accessible parts of the floor of every indoor workplace in which the processes are carried on, other than parts which are of sand, and the parts which are of sand shall be kept in good order.

(3) Floors of indoor workplaces in which the processes are carried on, other than parts which are of sand, shall have an even surface of hard material.

(4) No part of the floor of any such indoor workplace shall be of sand except where this is necessary by reason of the work done.

(5) All parts of the surface of the floor of any such indoor workplace are of sand shall, so far as practicable, be maintained in an even and firm condition.

6. *Manual operations involving molten metal*-(1) There shall be provided and properly maintained for all persons employed on manual operations involving molten metal with which they are liable to be splashed, a working space for that operation -

(a) which is adequate for the safe performance of the work; and

(b) which, so far as reasonably practicable, is kept free from obstruction.

(2) Any operation involving the carrying by hand of a container holding molten metal shall be performed on a floor, all parts of which where any person walks while engaged in the operation, shall be on the same level :

Provided that, where necessary to enable the operation to be performed without undue risk, nothing in the paragraph shall prevent the occasional or exceptional use of a working space on a different level from the floor, being a space provided with a safe means of access from the floor for any person while engaged in the operation.

7. *Dust and Fumes*-(1) Open coal, coke or wood fires shall not be used for heating or drying ladles inside a workroom unless adequate measures are taken to prevent, so far as practicable, fumes or other impurities from entering into or remaining in the atmosphere of the workroom.

(2) No open coal, coke or wood fires shall be used for drying moulds except in circumstances in which the use of such fires is unavoidable.

(3) Mould stoves, core stoves and annealing furnaces shall be so designed, constructed, maintained and worked as to prevent, so far as practicable, offensive or injurious fumes from entering into any workroom during any period when a person is employed therein.

(4) All knock-out operations shall be carried out-

(a) in a separate part of the foundry suitably partitioned off, being a room or part in which so far as reasonably practicable, effective and suitable local exhaust ventilation and a high standard of general ventilation are provided; or

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

(5) All dressing or fettling operations shall be carried out-

(a) in a separate room or in a separate part of the foundry suitably partitioned off; or

(b) in an area of the foundry set apart for the purpose; and shall, so far as reasonably practicable, be carried out with effective and suitable local exhaust ventilation or other equally effective means of suppressing dust, operating as near as possible to the point of origin of the dust.

8. *Disposal of dross and skimming*-Dross and skimmings removed from the molten metal or taken from a furnace shall be placed forthwith in a suitable receptacle.

9. *Floor of workroom*-

(1) The floor of every room in which the process esspecified in paragraph 2(1)(c) are carried on shall be-

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

(b) maintained in sound condition.

(2) The floor shall be cleaned daily in process esspecified in paragraph 2.

(3) Floors of indoor workplaces in which the casting processes are carried on, other than parts which are of sand, shall have an even surface of hard material.

(4) No part of the floor of any such indoor workplace shall be of sand except where this is necessary by reason of the work done.

(5) All parts of the surface of the floor of any such indoor workplace are of sand shall, so far as practicable, be maintained in an even and firm condition.

10. *Ventilation*-Every workroom shall be provided with inlets and outlets of adequate size, so as to secure and maintain efficient ventilation to all parts of the room.

11. *Protective clothing and protective equipment*-(1) The occupier of the factory shall provide and maintain the following protective clothing for use of workers who may come in contact with liquid, employed in processes specified in paragraph 2(1)(c) :

(a) water proof apron and bib; and

(b) loose rubber gloves and rubber boots or any other waterproof boots.

(2) The occupier of the factory shall provide and maintain adequate arrangements and place for keeping and driving the protective clothing for the use of workers employed in the factory.

(3) The occupier of the factory shall provide and maintain suitable respirator for all workers employed in processes specified in paragraphs 2(1)(a) and 2(1)(b).

12 *Medical facilities and records of examination*-(1) The occupier of every factory in which processes specified in paragraph 2 are carried on shall-

(a) employ a Factory medical officer for medical surveillance of the workers employed where number of workers exceeds 50; and

(b) provide to the said Factory medical officer all the necessary facilities for the purpose referred to in clause (a); and

(c) provide and maintain a sufficient supply of suitable ointment and impermeable waterproof plaster in a separate box readily accessible to the workers and used solely for the purpose of keeping the ointment and the plaster.

(2) The records of medical examinations and appropriate tests carried out by the said factory medical officer shall be maintained in a health register Form 3 which shall be kept readily available for inspection by the Inspector-cum-Facilitator.

(3) The Factory medical officer shall examine all workers specified in paragraph 2(1)(c) before they are employed in the electroplating processes. Such examination shall include inspection of hands, forearms and nose.

13. *Medical examination by Factory medical officer*.(1) Every worker employed in any of the processes specified in paragraph 2, shall be examined by a Factory medical officer within 15 days of his first employment. Such examinations shall include tests for chromium, cadmium or nickel in urine, pulmonary function test and chest X-ray. No worker shall be allowed to work after 15 days of his first employment in the factory unless certified fit for such employment by the Factory medical officer.

(2) Every worker employed in the said processes shall be re-examined by a Factory medical officer at least once in every 12 calendar months and such re-examination shall, wherever the Factory medical officer considers appropriate, include test for chromium, cadmium or nickel in urine, pulmonary function test and chest X-ray once in every 3 years.

(3) The Factory medical officer, after examining a worker, shall issue a Certificate of Fitness in Form-8. The record of examination and re-examinations carried out shall be kept in the custody of the Manager of the factory. The records of each examination carried out under sub-paragraphs (i) and (ii), including the nature and results of the tests, shall also be entered by the Factory medical officer in a Health Register in Form-7.

(4) The Certificate of Fitness and the Health Register shall be readily available for inspection by the Inspector-cum-Facilitator.

14. *Mess-room*-There shall be provided and maintained for the use of all workers employed in the processes specified in paragraph 2 and remaining on the premises during the meal intervals, a suitable mess-room, which shall be furnished with sufficient tables and benches under supervision of a responsible person.

15. *Washing facilities*-There shall be provided and maintained in a clean state and in good repair for the use of all persons employed in the processes specified in paragraph 2:

(a) a wash place under cover with either-

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

(ii) at least one washbasin for every five such persons employed at any one time fitted with a waste pipe and plug and having a constant supply of water laid on; and

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

16. *Food, drink etc. prohibited in the workroom*-No food, drink, pan and supari or tobacco shall be consumed or brought by any worker into any room in which the processes specified in paragraph 2 are carried on.

SCHEDULE-XXXII

WELDING PROCESS AND ANY WORK INCIDENTAL THERETO OR CONNECTED THEREWITH :

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

(a) "Welding process"means Fusion(liquid state)welding ,Solid/Liquid state joining, Solid phase welding at elevated temperature or Oxy/fuel gas welding/ cutting/heating;

(b) "efficient exhaust draught" means localised ventilation by mechanical means for the removal of gases,vapours, dust or fumes so as to prevent them from escaping into air of any workroom. No draught shall be deemed to be efficient if fails to remove smoke generated at the point where such gases,vapours, dust or fumes originate;

(c) "breathing apparatus" means a helmet or face piece with necessary connection by means of which a person using it breathes air free from dust or fumes, or any other approved apparatus;

(d) "qualified welder" means any employed person who possesses the qualification or experience what the Inspector-cum-Facilitator may decide on basis of Indian Standards / Conventions.

(e) "first employment" shall mean first employment in any kind of welding processes and processes incidental thereto to which this Schedule applies and shall also include re-employment in the said manufacturing process following any cessation of employment for a continuous period exceeding three calendar months;

2. *Exceptions-(*1) Nothing in this schedule shall apply to any factory in which welding processes are carried on occasionally for machinery maintenance purpose only and the welding processes are not the part of routine activities.

(2) Nothing in this schedule shall apply to any welding process which is unconventional and generates no dust,fumes,gas or vapour.

(3)Where the Chief Inspector-cum-Facilitator is satisfied that all or any of the provisions of this schedule are not necessary for any of the welding processes, he may, by certificate in writing, exempt any factory or class of factories from any such provisions, subject to such conditions as he may specify therein.

3.Qualification of welder: No person shall be assigned any core welding process unless he is a qualified welder for that kind of welding work. Allied work connected with core welding work may be done by other trained worker with all precautions and protective gears;

Provided that in case of any ambiguity between core welding work and allied work, the decision of Inspector-cum-Facilitator shall be final.

*4. Periodical examination, testing and maintenance of equipments :(*1) All parts of every welding machine ,gas/fuel cylinders and sources of heat shall be properly maintained and thoroughly examined periodically and the various controls as cylinder valves, pressure gauges, regulators, flash back arrester and nozzles and their working shall be examined at frequent intervals to ensure its safe operation by a responsible person designated by the occupier or manager, who by his experience and knowledge of necessary precautions against risks of explosion is fit to undertake such works ;

(2) Ventilation system shall be periodically examined or tested by the competent person after every six months and particulars shall be entered in a Form-56; and

(3) A register shall be maintained in which the details of the various tests carried out from time to time under clause (a) shall be entered and every entry made shall be signed by the competent person making the tests.

5.Breathing apparatus and protective clothing-(1) The occupier shall provide suitable protective clothing, footwear, goggles, welding helmet, gloves, welding suit, respirators and face shields as per Indian standard according to the nature of the work for the use of all persons employed in welding processes and processes incidental thereto and such clothing, footwear, *etc.* shall be worn by the persons concerned.

Breathing apparatus shall be provided to the persons employed in confined space and shall also be provided, if required, at other places according to the nature of welding work.

(2) Suitable accommodation in conveniently accessible position shall be provided for the use of persons when putting on or taking off breathing apparatus and protective clothing provided in accordance with this Schedule and for the storage of such apparatus and clothing when not in use.

(3) All breathing apparatus and protective clothing when not in use shall be stored in the accommodation provided in accordance with sub-paragraph (2).

(4) All protective clothing in use shall be washed at suitable intervals. The cleaning Schedule and procedure should be such as to ensure the efficiency of the said clothing in protecting the wearer.

(5) All breathing apparatus shall be cleaned and disinfected at suitable intervals and thoroughly inspected once every month by a responsible person.

(6) Records of the cleaning and maintenance and of the condition of the breathing apparatus shall be maintained in a register provided for that purpose which shall be readily available for inspection by an Inspector-cum-Facilitator.

(7) No person shall be employed to perform any work for which breathing apparatus is necessary unless he has been fully instructed in the proper use of that equipment.

(8) No breathing apparatus provided in pursuance of sub-paragraph (1) which has been worn by a person, shall be worn by another person unless it has been thoroughly cleaned and disinfected since last being worn and the person has been fully instructed in the proper use of that equipment.

6. Precaution against fire and explosion- (1) Equipments or cylinders carrying Acetylene, LPG or other fuel gases shall be properly maintained. Proper connections and closing of valves for no gas leakage shall be ensured by a responsible person designated by the occupier or manager.

(2) Employer shall ensure the availability and use of ignition lighter for the purpose of gas welding processes.

(3) Nearby combustible materials during welding shall be removed or protected, if it cannot be moved.

(4) Workers shall not be allowed to perform any welding work/Process without standard operating procedure approved by manager or a responsible person.

(5)An adequate number of suitable type of fire extinguishers or other fire-fighting equipment, depending on the nature of welding work, shall be provided. Such extinguishers or other equipment shall be regularly tested and refilled. Clear instructions as to how the extinguishers or other equipment should be used, printed in the language which majority of the workers employed understand, shall be affixed near each extinguisher or other equipment.

7. *Exhaust draught.*—where dust, fume, gas or vapour is produced in the Process, provision shall be made for removing them by means of an efficient exhaust draught so contrived as to operate on the dust, fume, gas or vapour as closely as possible to the point of origin.

8. *Medical facilities and records of examination and test-(*1) The occupier of every factory to which the schedule applies and wherein more than 50 workers are employed in welding processes and processes connected to it, shall a maintain Occupational Health Center with facilities as stipulated in the Rule-148.

(2) The record of medical examinations and appropriate test carried out by the factory medical officer shall be maintained in a separate health registerin Form-7, which shall be kept readily available for inspection by the Inspector-cum-Facilitator.

9. *Medical examination by Factory medical officer*-(1) Every worker employed in any of the processes to which this schedule applies shall be examined by a Factory medical officer within 15 days of his first employment. Such examination shall include pulmonary function test, chest X-ray, fundoscopy and

acuity test. No worker shall be allowed to work after 15 days of his first employment in the factory unless certified fit for such employment by the Factory medical officer.

(2) Every worker employed in the said processes shall be re-examined by a Factory medical officer at least once in every 12 calendar months and such re-examination shall, wherever the Factory medical officer considers appropriate, include all the tests as specified in sub-paragraph(1) except chest X-ray which will be once in every three years. If any worker complains of any eye related discomfort or problem, the occupier shall immediately ensure the eye test and its treatment.

(3) The Factory medical officer after examining a worker shall issue a Certificate of fitness in Form-8. The record of examination and re-examinations 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 test, shall also be entered by the Factory medical officer in the Health Register in Form-7.

(4) The Certificate of Fitness and the Health Register shall be readily available for inspection by the Inspector cum-Facilitator.

(5) If at any time Factory medical officer is of the opinion that a worker is no longer fit for employment in the said processes on the ground that continuance therein would involve special danger to the health of the worker, he shall make a record of his findings in the said Certifying and the Health Register. The entry of his finding in those documents should also include the period for which he considers that the said person is unfit for work in the said Processes.

(6)The medical examination shall be arranged by the occupier or manager of the factory and the worker shall not bear any expenses for it.

SCHEDULE-XXXIII

HOT METALLURGICAL PROCESS AND ANY WORK INCIDENTAL THERETO OR CONNECTED THEREWITH:

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

(a) "Hot metallurgical processes" means melting, refining, smelting, moulding, forging operations, hot rolling operations, foundry operations, casting; and furthermore it is applicable to production of iron, steel, ferrous or non-ferrous melting and casting by moulds of different materials including the process of shall moulding, die casting, pressure die casting, centrifugal casting, continuous casting and making of ingots, billets, slabs etc and the stripping thereof.

(b) "first employment" shall mean first employment in any kind of welding processes and processes incidental thereto to which this Schedule applies and shall also include re-employment in the said manufacturing process following any cessation of employment for a continuous period exceeding three calendar months;

(c) "knock-out operations"means all methods of removing castings from mould sand the following operations, when done in connection therewith, namely, stripping, coring-out and the removal of runners and risers;

(2) *General safety measures:*

(a) There shall be uncongested machine and process layout, good housekeeping and ventilation, good draft to furnace and efficient exhaust of gases, water curtains and reflective or insulating screens for protection against radiant heat and hot air, local exhaust systems at the furnaces, cold air showers at hot work places, noise absorbent panels and deep and massive foundations to suppress vibrations.

(b) Rest rooms protected against radiant heat should be provided and equipped with air and water showers etc.

(c) Protective heat-resistant armlets, gaiters, aprons, safety footwear, eye and face shield, ear muffs or plugs to workers and safety training shall be provided to all the workers.

(d) adequate safety measures and precautions shall be taken for handling receiving and storage of raw materials and finished products.

(e) electrical equipment must be earthed and operated safely

(3) *Preventive maintenance of machines:*

(a) treadle guard shall be designed to provide complete coverage and at the same time enough clearance for operator comfort and control of the treadle action shall be ensured..

(b) forging furnace should be shielded as much as possible to protect workers from radiant heat. This can be done by means of asbestos covered screens, metal shield backed by refractory material and stainless steel or aluminum shells having radiant heat reflective qualities.

(c) Equipments including hoists, slings, chains, props and catches, tongs should always be kept in good working order by periodic inspection and preventive maintenance schedules.

(d)Ventilation system shall be examined and particulars shall be entered in Form-56 by a competent person as recognised in schedule "A".

4.Dust and fumes.-

(a) Open coal, coke or wood fires shall not be used for heating or drying ladles inside a workroom unless adequate measures are taken to prevent, so far as practicable, fumes or other impurities from entering into or remaining in the atmosphere of the workroom.

(b) No open coal, coke or wood fires shall be used for drying moulds except in circumstances in which the use of such fires is unavoidable.

(c) Mould stoves, core stoves and annealing furnaces shall be so designed constructed, maintained and worked as to prevent, so far as practicable, offensive or injurious fumes from entering into any workroom during any period when a person is employed therein.

(d) All knock-out operations shall be carried out –

(i) in a separate part of foundry suitably partitioned off, being a room or part in which, so far as reasonably practicable, effective and suitable local exhaust ventilation and a high standard of general ventilation are provided; or

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

(5) All dressing or fettling operations shall be carried out –(1) In a separate room or in a separate part of foundry suitably partitioned off; or

(2) In an area of the foundry set apart for the purpose; and shall, so far as reasonably practicable, be carried out with effective and suitable local exhaust ventilation or other equally effective means of suppressing dust, operating as near as possible to the point of origin of the dust

(6) *Personal protective Equipment:* (1).Personal protective equipment (PPE) for Hot Metallurgical Processes and processes Incidental thereto shop workers include safety shoes, leather leg guards, safety helmets, hand and arm protection, leather aprons, etc. Goggles with colored or clear lenses, face shield or wire mesh face screen should be worn to help prevent face and eye injuries. Aluminized asbestos cloth overalls should be provided to furnace men to protect them from radiant heat. Ear muffs or ear plugs should be provided to forging crew to protect them from noise. No respirator provided for the purpose of this schedule which has been worn by a person shall be worn by another person if it has not since been thoroughly cleaned and disinfected.

(2) Training for use of PPE to all the workers shall be ensured.

(3)A register for the allotment of PPEs to the employees shall be maintained. Maintenance of PPEs shall also be ensured periodically and Occupier shall provide and maintain suitable accommodation for the storage and make adequate arrangements for cleaning and maintaining of the protective equipment supplied.

(4) Occupier shall ensure that all the workers wear the appropriate PPEs during the work.

(5) Persons who for any of their time –

(i) work at a spout of or attend to, a cupola or furnace in such circumstances that material there from may come into contact with the body, being material at such a temperature that its contact with the body would cause a burn; or

(ii) are engaged in, or in assisting with, the pouring of molten metal; or

(iii) carry by hand or move by manual power any ladle or mould containing molten metal; or

(iv) are engaged in knocking-out operations involving material at such a temperature that its contact with the body would cause a burn; Shall be provided with suitable footwear and gaiters which worn by them prevent, so far as reasonably practicable, risk of burns to his feet and ankles.

(v) Where appropriate, suitable screens shall be provided for protection against flying materials (including splashes of molten metal and sparks and chips thrown off in the course of any process).

7. *Medical facilities and records of examination and test*-(1) The occupier of every factory to which the schedule applies and wherein more than 50 workers are employed in Hot Metallurgical processes and processes connected to it, shall maintain Occupational Health Center with facilities as stipulated in the Rule 93.

(2) The record of medical examinations and appropriate test carried out by the Factory medical officer shall be maintained in health register in Form-7.

8. *Medical examination by Factory medical officer*-(1) Every worker employed in any of the processes to which this schedule applies shall be examined by a Factory medical officer within 15 days of his first employment. Such examination shall include pulmonary function test, chest X-ray or pulmonary function test and eye test. No worker shall be allowed to work after 15 days of his first employment in the factory unless certified fit for such employment by Factory medical officer.

(2) Every worker employed in the said processes shall be re-examined by a factory medical officer at least once in every 6 calendar months and such re-examination shall, wherever the Factory medical officer considers appropriate, include fundoscopy and acuity test, chest X-ray or pulmonary function test; audiometry test (if required), checking for skin diseases, CBC test and any other what the Factory medical officer things necessary. If any worker complains of any eye or skin related discomfort or problem, the occupier shall immediately ensure the requisite test and its treatment.

(3) The Factory medical officer after examining a worker shall issue a Certifying of fitness in Form-8. The record of examination and re-examinations 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 test, shall also be entered by the Factory medical officer in the Health Register in Form-7.

(4) The Certificate of Fitness in Form-8 and the Health Register in Form-7 shall be readily available for inspection by the Inspector-cum-facilitator.

(5) If at any time Factory Medical Officer or Medical Officer is of the opinion that a worker is no longer fit for employment in the said processes on the ground that continuance therein would involve special danger to the health of the worker, he shall make a record of his findings in the said Certificate and the Health Register. The entry of his finding in those documents should also include the period for which he considers that the said person is unfit for work in the said processes.

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

The medical examination shall be arranged by the occupier or manager of the factory and the worker shall not bear any expenses for it.

8. *Exceptions.*-Where the chief Inspector-cum-Facilitator is satisfied that all or any of the provisions of this schedule are not necessary for any of the processes, he may, by certificate in writing, exempt

any factory or class of factories from any such provisions, subject to such conditions as he may specify therein.

SCHEDULE-XXXIV
MANUFACTURING OR MANIPULATION OF FERTILIZERS

1. *Application*.—This Schedule shall apply in respect of all factories or any part thereof in which the process of manufacturing or manipulation of fertilizers hereinafter referred or as the said manufacturing process is carried on.

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

(a) "fertilizer" means any substance used or intended to be used as a fertilizer of the soil and/or crop and specified in Part A of Schedule I of the Fertilizer (Control) Order, 1985 and includes a mixture of fertilizer and a special mixture of fertilizers and any other product, as may be notified from time to time by the State Government.

(b) "mixture of fertilizers" means a mixture of fertilizer made by physically mixing two or more fertilizers, with or without inert material in physical or granular form and includes a mixture of NPK (Nitrogen-Phosphorus-Potassium) fertilizers, a mixture of micronutrient fertilizers.

(c) "efficient exhaust draught" means localised mechanical ventilation for removal of smoke, gas vapour, dust, fume or mist so as to prevent them from escaping into the air of any workroom in which work is carried on. No exhaust draught shall be considered efficient if it fails to remove smoke generated at the point where such gas, fume, dust, vapour or mist originates from the process;

(d) “Breathing apparatus” means (1) a helmet or face piece with necessary connections by means of which a person using it in a poisonous, asphyxiating or irritant atmosphere breaths ordinary air, or (2) any other suitable apparatus approved in writing by the Chief Inspector-cum-Facilitator.

(e) "first employment" shall mean first employment in any manufacturing process to which this Schedule applies and shall also include re-employment in the said manufacturing process following any cessation of employment for a continuous period exceeding three calendar months.

(f) "manipulation" including mixing, blending, formulating, filling, emptying, packing or otherwise handling.

3. *Instruction to workers*— Every worker on his first employment shall be fully instructed on the properties including dangerous properties of the chemicals handled in the said manufacturing process and the hazards involved. The workers shall also be instructed in the measures to be taken to deal with any emergency, such instructions shall be repeated periodically.

4. *Prohibition relating to employment of women or young persons*— No pregnant women young person shall be employed or permitted to work in any room in which the said manufacturing process or mixing of fertilizers is carried on or in any room in which fertilizer is stored.

Provided that women workers may be employed with their consent to work subject to the following conditions :-

(1) International Safety standards shall be adopted by the occupier for providing Occupational Safety and Health (OSH).

(2) The occupier shall, as far as possible, modernise the above processes/places from time to time and will use modern equipments.

(3) Women workers those are feeding mother shall be exempted from the Employment.

5. *Instruments*— All instruments such as pressure gauges, thermometers, flow meters and weighing machines shall be tested at regular intervals by a competent person, and records of these tests shall be kept in a register.

6. *Safety valves*— Every still and every closed vessels in which gas is produced or into which gas is passed and in which the pressure is liable to rise to a dangerous degree shall have attached to it a pressure gauge, and a proper safety valve or other equally efficient means to relieve the pressure, maintained in good condition and shall be tested at regular intervals by a competent person, and records of these tests shall be kept in a register.

7. *Examination, testing and repair of plant*— Examination, testing and repair of pressure vessel or plant parts which have been in contact with ammonia and other chemicals, or which is above atmospheric pressure, shall only be carried out under proper supervision. Examination and testing of pressure vessel or plant parts shall be carried out at regular intervals by a competent person and records of these tests shall be provided in the prescribed Form meant for the pressure plant.

8. *Leakage detection of ammonia & other chemicals*- Leakage of ammonia and other chemicals through pressure vessel or plant parts shall be detected by chemical vapour detection system. Leakage of ammonia may also be detected by using sulfur sticks.

9. *Alarm system*— (a) Plant and Parts of the buildings shall be fitted with alarm systems, automatic cut-offs or other devices to prevent overcharging or otherwise endangering the plant.

(b) Alarm system shall be activated automatically by receiving signals from chemical vapour sensors in case of leakage of ammonia and other chemicals through pressure vessel or plant parts.

(c) The amount of ammonia and other chemicals taken into a building in bulk containers at any one time shall be kept as low as practicable.

10. *Breathing apparatus*—

(a) There shall be provided in every factory where dangerous gas or fume is liable to escape a sufficient supply of—

(i) breathing apparatus of an approved make for the hazards involved ;

(ii) oxygen and suitable means of its administration; and

(iii) life-belts.

The breathing apparatus and other appliances required by this Schedule shall (i) be maintained in good order and kept in an ambulance room or in some other place approved in writing by the Chief Inspector-cum-Facilitator, and (ii) be thoroughly inspected once every month by a competent person, appointed in writing by the occupier and record of their condition shall be entered in a book provided for that purpose, which shall be produced when required by an Inspector-cum-Facilitator.

(b) Workers shall be trained and given a periodic refresher course in the use of breathing apparatus and respirators.

(c) Respirators shall be kept properly labeled in a clean dry light-proof cabinets, and if liable to be affected by fumes, shall be protected by suitable containers. Respirators shall be dried and cleaned after use and shall be periodically disinfected.

11. *Exhaust draught*— Where dust, fume, gas or vapour is produced in the process, provision shall be made for removing them by means of an efficient exhaust draught so contrived as to operate on the dust, fume, gas or vapour as closely as possible to the point of origin.

12. *Food, drinks and smoking prohibited in the workroom*— (1) No food, drink, tobacco, pan or supari shall be brought into or consumed by any worker in any workroom in which the said manufacturing process is carried out.

(2) Smoking shall be prohibited in any workroom in which the said manufacturing process is carried out.

13. *Protective clothing and protective equipment*— (1) Protective clothing consisting of long pants and shirts or overalls with long sleeves and head coverings shall be provided for all workers employed in the said manufacturing process.

(2) Protective equipment consisting of rubber gloves, gum boots, rubber apron, chemical safety goggles shall be provided for all workers employed in the said manufacturing process.

(3) Protective clothing and equipment shall be maintained in good condition.

14. *Ventilation*— In every workroom or area whereas fertilizers is manufactured or manipulated, adequate ventilation shall be provided at all times by the circulation of fresh air.

15. *Medical Examination by a Factory Medical Officer* — (1) Every worker employed in the processes mentioned in Paragraph 1 shall be examined by the Factory Medical Officer within 15 days of his first employment. Such examination shall include tests for determination of the ammonia and other chemicals in the blood and urine, pulmonary function test, EEG test, memory test and other tests as prescribed by the Factory Medical Officer. No worker shall be allowed to work after 15 days of his first employment in the factory unless certified fit for such employment by the Factory Medical Officer.

(2) Every worker employed in the said processes shall be re-examined by the Factory Medical Officer at least once in every six calendar months. Such examination shall, wherever the Factory Medical Officer considers appropriate, include tests as specified in sub-paragraph (1).

(3) The Factory Medical Officer after examining a worker, shall issue a certificate of Fitness in Form-8. The record of re-examination carried out shall be entered in the health register Form-7 shall be kept in the custody of manager of the factory. The record of each examination carried out under sub-paragraph (1) and (2), including the nature and the results of the tests, shall also be entered by the Factory Medical Officer in a Health Register in Form-7.

(4) The Certificate of Fitness and the Health Register shall be kept readily available for inspection by the Inspector-cum- Facilitator.

16. *Exemption*— If in respect of any factory, the Chief Inspector-cum- Facilitator is satisfied that owing to the exceptional circumstances or the infrequency of the said manufacturing process or for any other reason which he shall record in writing all or any of the provisions of this Schedule are not necessary for the protection of the workers employed in the factory, he may by a certificate in writing exempt such factory, from all or any of the provisions on such condition as he may specify therein, such certificate may at any time be revoked by the Chief Inspector-cum- Facilitator after recording his reasons therefor.

SCHEDULE-XXXV

COLD STORAGE OR MILK CHILLING PLANT OR MANUFACTURING OF ICE USING AMMONIA AS REFRIGERANT AND PROCESSES INCIDENTAL THERETO

1. *Application*— This schedule shall apply in respect of all factories or any part thereof in which the process of cold storage, milk chilling and manufacturing of ice using ammonia or other chemicals as refrigerants and other processes using, handling and storing ammonia or other chemicals.

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

(a) "ice plant" means a complete installation for the production and storage of ice, including the icemaker itself, that is the unit that converts water into ice together with the associated refrigeration machinery, harvesting and storage equipment, and the building.

(b) "cold storage" means a commercial facility for storing perishable products such as fruits, vegetables, meat, fish etc. under controlled conditions for longer periods.

(c) "milk chilling plant" means to maintain milk at a low temperature so as to prevent any deterioration in quality prior to processing/product manufacturing.

(d) "refrigerant" means a substance or mixture, usually a fluid, used in a refrigeration cycle. In most cycles it undergoes phase transitions from a liquid to a gas and back again. Many working fluids have been used for such purposes. The processes of cold storage, milk chilling and manufacturing of ice are using generally ammonia as refrigerant.

(e) "efficient exhaust draught" means localised mechanical ventilation for removal of smoke, gas vapour, dust, fume or mist so as to prevent them from escaping into the air of any workroom in which work is carried on. No exhaust draught shall be considered efficient if it fails to remove smoke generated at the point where such gas, fume, dust, vapour or mist originates from the process;

(f) "Breathing apparatus" means (1) a helmet or face piece with necessary connections by means of which a person using it in a poisonous, asphyxiating or irritant atmosphere breaths ordinary air, or (2) any other suitable apparatus approved in writing by the Chief Inspector-cum-Facilitator.

(g) "first employment" shall mean first employment in any manufacturing process to which this Schedule applies and shall also include re-employment in the said manufacturing process following any cessation of employment for a continuous period exceeding three calendar months; and

3. *Instruction to workers*— Every worker on his first employment shall be fully instructed on the properties including dangerous properties of the chemicals handled in the said manufacturing process and the hazards involved. The workers shall also be instructed in the measures to be taken to deal with any emergency, such instructions shall be repeated periodically.

4. *Prohibition relating to employment of women or young persons*— No pregnant women or young person shall be employed or permitted to work in any room in which the said manufacturing process is carried on or in any room in which ammonia or other chemicals are stored.

Provided that women workers may be employed with their consent to work subject to the following conditions :-

(1) International Safety standards shall be adopted by the occupier for providing Occupational Safety and Health (OSH).

(2) The occupier shall, as far as possible, modernise the above processes/places from time to time and will use modern equipments.

(3) Women workers those are feeding mother shall be exempted from the Employment.

5. *Instruments*— All instruments such as pressure gauges, thermometers, flow meters and weighing machines shall be tested at regular intervals by a competent person, and records of these tests shall be kept in a register.

6. *Safety valves*— Every still and every closed vessels in which gas is produced or into which gas is passed and in which the pressure is liable to rise to a dangerous degree shall have attached to it a pressure gauge, and a proper safety valve or other equally efficient means to relieve the pressure, maintained in good condition and shall be tested at regular intervals by a competent person, and records of these tests shall be kept in a register.

7. *Examination, testing and repair of plant*— Examination, testing and repair of pressure vessel or plant parts which have been in contact with ammonia and other chemicals, or which is above atmospheric pressure, shall only be carried out under proper supervision. Examination and testing of pressure vessel or plant parts shall be carried out at regular intervals by a competent person, and records of these tests shall be provided in the prescribed Form meant for pressure vessels.

8. *Leakage detection of ammonia & other chemicals*- Leakage of ammonia and other chemicals through pressure vessel or plant parts shall be detected by chemical vapour detection system. Leakage of ammonia may also be detected by using sulfur sticks.

9. *Alarm system*—

(a) Plant and Parts of the buildings shall be fitted with alarm systems, automatic cut-offs or other devices to prevent overcharging or otherwise endangering the plant.

(b) Alarm system shall be activated automatically by receiving signals from chemical vapour sensors in case of leakage of ammonia and other chemicals through pressure vessel or plant parts.

(c) The amount of ammonia and other chemicals taken into a building in bulk containers at any one time shall be kept as low as practicable.

10. *Breathing apparatus*— (a) There shall be provided in every factory where dangerous gas or fume is liable to escape a sufficient supply of—

(i) breathing apparatus of an approved make for the hazards involved ;

(ii) oxygen and suitable means of its administration; and

(iii) life-belts.

The breathing apparatus and other appliances required by this Schedule shall (i) be maintained in good order and kept in an ambulance room or in some other place approved in writing by the Chief Inspector-cum-Facilitator, and (ii) be thoroughly inspected once every month by a competent person, appointed in writing by the occupier and record of their condition shall be entered in a book provided for that purpose, which shall be produced when required by an Inspector-cum-Facilitator.

(b) Workers shall be trained and given a periodic refresher course in the use of breathing apparatus and respirators.

(c) Respirators shall be kept properly labelled in a clean dry light-proof cabinets, and if liable to be affected by fumes, shall be protected by suitable containers. Respirators shall be dried and cleaned after use and shall be periodically disinfected.

11. *Exhaust draught*— The following processes or operations shall not be carried on except under an efficient exhaust draught or under such other conditions as may be approved by the Chief Inspector-cum-Facilitator:

(a) "Machine room" or any other room of the building where compressors, receivers and other components of refrigeration system and their instrumentation are installed, where dust, fume, gas or vapour is produced in the process.

(b) Ammonia or other chemical storage room or part of the buildings, where dust, fume, gas or vapour is produced.

12. *Food, drinks and smoking prohibited in the workroom*— (1) No food, drink, tobacco, pan or supari shall be brought into or consumed by any worker in any workroom in which the said manufacturing process is carried out.

(2) Smoking shall be prohibited in any workroom in which the said manufacturing process is carried out.

13. *Protective clothing and protective equipment*— (1) Protective clothing consisting of long pants and shirts or overalls with long sleeves and head coverings shall be provided for all workers employed in the said manufacturing process.

(2) Protective equipment consisting of rubber gloves, gum boots, rubber apron, chemical safety goggles shall be provided for all workers employed in the said manufacturing process.

(3) Protective clothing and equipment shall be maintained in good condition.

14. *Ventilation*— In Machine room or any other room of the building where compressors, receivers and other components of refrigeration system and their instrumentation are installed and ammonia or other chemical storage room or part of the buildings, where dust, fume, gas or vapour is produced, adequate ventilation shall be provided at all times by the circulation of fresh air.

15. *Medical Examination by a Factory Medical Officer* — (1) Every worker employed in the processes mentioned in Paragraph 1 shall be examined within 15 days of his first employment. Such examination shall include tests for determination of the ammonia and other chemicals in the blood and urine, pulmonary function test, EEG test, memory test and other tests as prescribed the Factory Medical Officer. No worker shall be allowed to work after 15 days of his first employment in the factory unless certified fit for such employment by the Factory Medical Officer.

(2) Every worker employed in the said processes shall be re-examined by the Factory Medical Officer at least once in every six calendar months. Such examination shall, wherever the Factory Medical Officer considers appropriate, include tests as specified in sub-paragraph (1).

(3) The Factory Medical Officer after examining a worker, shall issue a certificate of Fitness in Form-8. The record of examination and re-examination carried out shall be entered in the certificate and the certificate shall be kept in the custody of manager of the factory. The record of each examination carried out under sub-paragraph (1) and (2), including the nature and the results of the tests, shall also be entered by the Factory Medical Officer in a Health Register in Form-7.

(4) The Certificate of Fitness and the Health Register shall be kept readily available for inspection by the Inspector-cum- Facilitator.

16. *Exemption*— If in respect of any factory, the Chief Inspector-cum- Facilitator is satisfied that owing to the exceptional circumstances or the infrequency of the said manufacturing process or for any other reason which he shall record in writing all or any of the provisions of this Schedule are not necessary for the protection of the workers employed in the factory, he may by a certificate in writing exempt such factory, from all or any of the provisions on such condition as he may specify therein, such certificate may at any time be revoked by the Chief Inspector-cum- Facilitator after recording his reasons there for.

SCHEDULE-XXXVI

{see rule108}

MATERIAL SAFETY DATA SHEET

1. Chemical Identify :

Chemical Name Chemical Classification Synonyms Trade Name
Formula C. A. S. No. U. N. No.
Regulated Identification Shipping Name Hazechem No. Codes/Label
Hazardous Waste I.D. No.
Hazardous Ingredients C.A.S. No. Hazardous Ingredients C.S.A. No.
1. 2. 3.
2. Physical and Chemical Data
Boiling Range / Point 0C Physical State Appearance
Melting / Freezing Point 0C Vapour Pressure Odour Vapour Density (Air- 1) @ 35^0 C mmHg Others Solubility in Water 30^0 C mm Hg
Specific Gravity pH Water – 1 3. Fire and Explosion Hazard Data :
Flammability Yes /No UEL % Flash point 0 C Auto ignition Temperature^ 0 C
TDG Flammability UEL % Flash point 0 C Hazardous Products of combustion
Explosion Sensitivity to Impact Explosion Sensitivity to Static Electricity
Hazardous Polymerization Combustible Liquid Explosive Material Corrosive Material
Flammable Material Oxidizer Others
Pyrophoric Material Organic Peroxide
4. Reactivity Data :
Chemical Stability
Incompatibility with other Materials
Reactivity Hazardous Products of Reaction
5. Health Hazard Data :
Routes of Entry Effects of Exposure / Symptoms
Emergency Treatment
TLV (ACGIH) ppm. Mg/m3 STEL ppm. Mg / m3
Permissible Exposure limit ID 50 ppm. Mg/m3 Order ppm Threshold Mg / m3 LD50
NFPA Hazard Signals Health Flammability Stability Special
6. Preventive Measures :
Personnel Protective Equipments
Handling and Storage Precautions

7. Emergency and First Aid Measure :	
Fire	Fire Extinguishing Media
Special Procedures	
Unusual Hazards	
Exposure	First Aid Measures
Antidotes / Dosages	
Spills	Steps to be taken
Waste Disposal Method	
8. Additional Information / References :	
9. Manufacturer / Suppliers Data :	
Contact Person in Emergency	
Name of Firm Mailing Address Telephone / Telex nos. Telegraphic Address	Local Bodies involved
Standard Packing	
Tram card Details/Reference	
Others	
Disclaimer : Information contained in this Material Safety Data Sheet is believed to be reliable but no representation, guarantee or warranties of any kind are made as to its accuracy, suitability for a particular application of results to be obtained from them might vary. It is up to the manufacturer/seller to ensure that the information contained in the Material Safety Data Sheet is relevant to the product manufactured/handled or sold by him as the case may be. The Government marks no warranties expressed or implied in respect of the adequacy of this document for any particular purpose.	

SCHEDULE-XXXVII

{see sub-rule (1) of rule 124}

Permissible levels of certain chemical substances in work environment

Sl. No.	Substance	Permissible limits of exposure			
		Time weighted average concentration (8 hrs)		Short-term exposure limit (15 min)*	
		ppm	mg/m^{3**}	ppm	mg/m^{3**}
1.	Acetaldehyde	100	180	150	270
2.	Acetic Acid	10	25	15	37
3.	Acetone	750	1780	1000	2375
4.	Acrolein	0.1	0.25	0.3	0.8
5.	Acrylonitrile-skin	2	4.5	--	--
6.	Aldrin-skin	--	0.25	--	--
7.	Allyl Chloride	1	3	2	6
8.	Ammonia	25	18	35	27
9.	Aniline-skin	2	10	--	--
10.	Anisidine (o-p- isomers)-skin	0.1	0.5	--	--
11.	Arsenic & compounds (as As)	--	0.2	--	--
12.	Benzene(H.C.)	10	20	25	7.5
13.	Beryllium & Compound (as Be) (S.C.)	--	0.002	--	--
14.	Bornon Trifluoride-C	1	3	--	--
15.	Bromine	0.1	0.7	0.3	2
16.	Butane	800	1900	--	--

17.	2-Butanon (Methyl-ethyl Ketone MBK)	200	590	300	885
18.	n-Butyl acetate	150	710	200	950
19.	n-Butyl alcohol-skin-C	50	150	--	--
20.	Sce/tert, Butyl acetate	200	950	--	--
21.	Butyl Mercaptan	0.5	1.5	--	--
22.	Cadmium-dust and salts (as Cd)	--	0.05	--	--
23.	Calcium oxide	--	2	--	--
24.	Carbaryl (Sevin)	--	5	--	--
25.	Carbofuran (Furadan)	--	0.1	--	--
26.	Carbon disulphide-skin	10	30	--	--
27.	Carbon monoxide	50	55	400	440
28.	Carbonate trachloride-skin	5	30	--	--
29.	Carbonyl Chloride (Phosgene)	0.1	0.4	--	--
30.	Chlorobenzene (monochloro-benzene)	75	350	--	--
31.	Chloridane-skin	--	0.5	--	--
32.	Chlorine	1	3	3	9
33.	Chloroform (S.C.)	10	50	--	--
34.	bis-(Chloromethyl) ether (H.C.)	0.001	0.005	--	
35.	Chromic acid and chromates (as Cr) water soluble	--	0.05	--	--
36.	Chromous Salts (as Cr)	0	05	--	--
37.	Copper fume	--	0.2	--	--
38.	Cotton dust, raw	--	0.2	--	--
39.	Cresol, all isomers-skin	5	22	--	--
40.	Cyanides (as CN)-skin	--	5	--	--
41.	Cyanogen	10	20	--	--
42.	DDT(Dichloro diphenyl trichloroethane)	--	1	--	--
43.	Demeron-skin	0.01	0.1	--	--
44.	Diazinon-skin	--	0.1	--	--
45.	Dibutyl pythalate	--	5	--	--
46.	Dichiorvos (DDVP)-skin	0.1	1	--	--
47.	Dieldrin-skin	--	0.25	--	--
48.	Dinitrobenzene, (all isomers)- skin	0.15	1	--	--
49.	Dinitrotoluene-skin	--	1.5	--	--
50.	Diophenyl (Biphenyl)	0.2	1.5	--	--
51.	Endosulfan (Thiadon)-skin	--	0.1	--	--
52.	Endrin-skin	--	0.1	--	0.3
53.	Ethyl acetate	400	1400	--	--
54.	Ethyl alcohol	1000	1900	--	--
55.	Ethylamin	10	18	--	--
56.	Fluorides (as F)	--	2.5	--	--
57.	Fluorine	1	2	2	4
58.	Formic Acid	5	9	--	--
59.	Hydrazine-skin (S.C.)	0.1	0.1	--	--
60.	Hydrogen Chloride-C	5	7	--	--
61.	Hydrogen Cyanide-skin-C	10	10	--	--
62.	Hydrogen fluoride (as F)-C	3	2.5	--	--
63.	Hydrogen Peroxide	1	1.5	--	--
64.	Hydrogen Sulphide	10	14	15	21
65.	Gasoline	300	900	500	1500
66.	Iodine -C	0.1	1	--	--
67.	Iron Oxide Fume (Fe_2O_3)(as Fe)	-	5	--	--
68.	Isoamyl acetate	100	525	--	--
69.	Isoamyl alcohol	100	360	125	450
70.	Isobutyl alcohol	50	150	--	--
71.	Lead, inorg, dusts and fumes (as Pb)	--	0.15	--	--

72.	Lindane-skin	--	0.5	--	--
73.	Malathion-skin	--	10	--	--
74.	Manganese dust and compounds(as Mn)	--	5	--	--
75.	Manganese Fume (as Mn)	--	1	--	3
76.	Mercury (as Hg)-skin				
	(i)Alkyl compounds	--	0.01	--	0.03
	(ii)All forms except alkyl vapour	--	0.05	--	--
	(iii)Aryl and inorganic compounds	--	0.1	--	--
77.	Methyl alcohol (methanol)-skin	200	260	250	310
78.	Methyl cellosolve-skin (2 methoxy ethanol)-scin	5	16	--	--
79.	Methyl Isobutyl Ketone	50	205	75	300
80.	Methyl Isocyanate	0.02	0.05	--	--
81.	Naphthalene	10	50	15	75
82.	Nickel carbonyl (as Ni)	0.05	0.35	--	--
83.	Nitric acid	2	5	4	10
84.	Nitric oxide	25	30	--	--
85.	Nitrobenzene-skin	1	5	--	--
86.	Nitrogen dioxide	3	6	5	10
87.	Oil mist, minerals	--	5	--	10
88.	Ozone	0.1	0.2	0.3	0.6
89.	Parathion-skin	--	0.1	--	--
90.	Phenol-skin	5	19	--	--
91.	Phorate (Thimet)-skin	--	0.05	--	0.2
92.	Phosgene (Carbonyl Chloride	0.1	0.4	--	--
93.	Phosphine	0.3	0.4	1	1
94.	Phosphoric acid (yellow)	--	1	--	--
95.	Phosphorus (yellow)	--	0.1	--	--
96.	Phosphorus pentachloride	0.1	1	--	--
97.	Phosphorus trichloride	0.2	1.5	0.5	3
98.	Picric acid-skin	--	0.1	--	0.3
99.	Pyridine	5	15	--	--
100.	Silane (silicon tetrahydride)	5	7	--	--
101.	Sodium hydroxide-C	--	2	--	--
102.	Styrene, monomer (Phenylethylene)	50	215	100	425
103.	Sulphur dioxide	2	5	5	10
104.	Sulphur hexafluoride	1000	6000	--	--
105.	Sulphuric acid	--	1	--	--
106.	Toluene (Toluol)	100	375	150	560
107.	O-Tuluiodine-skin (S.C.)	2	9	--	--
108.	Tributyl phosphate	0.2	2.5	--	--
109.	Trichloroethylene	50	270	200	1080
110.	Uranium, natural (as U)	--	0.2	--	--
111.	Vinyl chloride(H.C.)	5	10	--	--
112.	Welding fumes	--	5	--	--
113.	Xylene (o-, m, p-isomers)	100	435	150	655
114.	Zinc oxide				
	(i)Fume	--	5	--	10
	(ii) Dust (Total dust)	--	10	--	--
115.	Zironium compounds (as Zr)	--	5	--	10

ppm: Parts of vapour or gas per million parts of contaminated air by volume at 25° C and 760 mm of Hg.
mg/m^3 : milligram of substance per cubic metre of air
*,:Note more than 4 times a day with at least 60 min. interval between successive exposures.
**,: $mg/m^3 \frac{\text{molecular weight}}{24.45}$ x ppm
G,: denotes Ceiling Limit

Skin,: denotes potential contribution to the overall exposure by the cutaneous route including mucous membranes and eye.
S.C.,:denotes suspected Human Carcinogen
H.C.denotes Confirmed Human Carcinogen

Substance	Permisible time-weighted average concentration (TWA)(8 hrs)
(i) Silica,SiO_2 (a) Crystaline (i) Quartz (1) In terms of dust count (2) In terms of respirable dust (3) In terms of total dust	 10600 / (% Quartz + 10) mppcm 10 / (% respirable quartz + 2) mg/m^3 30 / (% respirable quartz + 3) mg/m^3
(ii) Cristabalite	Half the limits given against quartz.
(iii) Tridymine	Half the limits given against quartz.
(iv) Silica fused	Same limit as for quartz.
(v)Tripoli: Same limit as in formula in item 2 given against quartz.	
(b) Amorphous silicates: 10mg/m3 Total dust.	
[Asbestos (H.C.):	
(a) Amosite.....0.1 fibre/cc*** (b) Chrystolite..... .0.1 fibre/ cc*** (c) Crocidolite..... .0.1 fibre/ cc*** Portland Cement: 10 mg/m°, total dust containing less than 1% quartz Coal Dust: 2 mg/m°, respirable dust fraction containing less than 5% quartz.	

mppcm = Million particles per cubic metre of air, based on impinge samples counted by light-field techniques.
***(i) For fibres greater than 5 µm in length and less than 5 µm in breadth with length to breadth ration equal to or greater than 3:1.
(ii) As determined by the membrane filter method at 400-450 × magnification (4 µm bjective) phase contrast illumination.
Respirable Dust :
Fraction passing a size-selector with the following characteristics:

Aerodynamic Diameter (µ m) (Unit density sphere)	% passing selector
2	90
2.5	75
3.5	50
5.0	25
10	01

Permissible activity concentration levels for some of the radionuclides that are commonly encountered in metal recycling industries as given below :

Radionuclide	Radionuclide concentration (Bq/g*)
Co-60	0.1
Cs-137	0.1
Am-241	0.1
Ir-192	1.0”

Footnote :

1. Bq/g stands for Becquerel per gram. Becquerel means one transformation of a radionuclide per second : and is the SI unit of radioactivity.
2. Measurement shall comprise external radiation levels on the metal scrap, semi-finished and finished products as well as the background levels at the place of measurement and records of the same shall be maintained. If the radiation level on the material exceeds the background radiation level by 20 μ/hr (Micro Rad per hour).
3. The Atomic Energy Regulatory Board (AERB) Shall be promptly intimated.

FORM-1

[Section 2(1)(*l*) and sub rule (3) of Rule-4]

Part-I

Form of application for grant of Certificate of Competency to a person under Rule 4

Passport size Photograph

1. Name
2. Date of Birth
3. Name of the Organization (if not self-employed)
4. Designation
5. Educational qualification (copies of testimonials to be attached)
6. Details of professional experience (in chronological order):

Name of organization	Period of service	Designation	Area of responsibility

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 certificate of competency is sought (section or sections of the Code should be stated)
10. Whether the applicant has been declared 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 changes in the facilities at my disposal (either addition or deletion) or my leaving the aforesaid organization, I will promptly inform the Chief Inspector-cum- Facilitator;

(b) to maintain the facilities in good working order, calibrated periodically as per manufacturer's instructions or as per National Standards and Relevant Standards; and

(c) notify to the Chief Inspector-cum-Facilitator any change in the facilities (either addition or deletion).

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

Place:

Date: Signature of the applicant

Declaration by the Institution (if employed),

I…….....certify that Shri/Smt……. whose details are furnished above, is in our employment and nominate him on behalf of the organization for the purposes of being declared as a competent person under the Code. I also undertake that I shall—

(a) notify the Chief Inspector-cum-Facilitator in case the competent person leaves our employment;

(b) provide and maintain the facilities in good working order, calibrated periodically as per manufacturer's instructions or as per National Standards and Relevant Standards; and

(c) notify to the Chief Inspector-cum-Facilitator any change in the facilities (either addition or deletion).

Date:

Signature.....
Designation.....
Contact No…….
e-mail id: ……

Official Seal

Note.—This declaration should be made by the Managing Director of the company or the partner of the firm or the proprietor, as the case may be.

PART-II

Form of application of grant of Certificate of Competency to an Institution under Rule-4

1. Name and full address of the Organisation.....
2. Organisation's status (specify whether Government, Autonomous, Co-operative, Corporate or Private).....
3. Purpose for which certificate of competency is sought (specify section(s) of the Code).
4. Whether the Organisation has been declared as a competent person under this rule or any other statute and if so, give details.
5. Particulars of persons employed and possessing qualifications and experience as set out in Schedule-I annexed to rule 4:

Serial No.	Name and designation	Qualifications	Experience	Section(s) and the Rule under which certificate of competency is sought for

6.Details of facilities (relevant to Item 3 above) and arrangements made for their maintenance and periodic 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 manufacturer's instructions or as per National Standards; and

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

Place :
Date :

Seal and Signature of Head of the Institution
or of the person authorised to sign on behalf
Designation

FORM-2

[Section 2(1)(*l*) and sub rule (3) of Rule-4]

Form of Certificate of Competency issued to a person or an Institution in pursuance of subrule 3 of rule 4 made under Section2(1)(*l*).

I,……..in exercise of the powers under *Section2(1)(l)* of the Code and Rule made thereunder, hereby recognise Shri/Smt. ..... in the employment of ……(Name of the institution) Or……. (Name of organisation) as a Competent Person for the purpose of carrying out tests, examinations and inspections and certification of such building, dangerous machinery, lift and hoists, lifting machine and lifting tackles, pressure plants, confined space, ventilation system and such other process or plant and equipment as the case may be, used in factory located in ……. under Section ……. and the rule made thereunder.

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

This certificate is subject to the following conditions namely:

(i) tests, examination and inspections shall be carried out in accordance with the provision of the Code and the Rule made thereunder;

(ii) tests, examination and inspections shall be carried out under direct supervision of the Competent Person or by a person so authorised by an institution recognised to the Competent Person;

(iii) the certificate of competency issued in favour 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-cum-Facilitator informed of the names, designations and qualifications of the persons authorised by it to carry out tests, examinations and inspections.

(v) ----

(vi) ----

Place : Signature of the Chief Inspector-cum-Facilitator

Date : Official Seal

Note.—A separate certificate should be issued under each relevant Section. A person or an institution may be recognised as a Competent Person for the purposes of more than one Section of the Code.

FORM-3

{See clause (a) of sub-rule (1) of Rule-5}

Application for Registration for existing establishments/ New Establishment/ Amendment to certificate of Registration

A. Establishment Details.

1. LIN Number (if already registered to retrieve details of Establishment from Portal) :
2. Name of Establishment:
3. Location and Address of the Establishment:
4. Others details of Establishment:
   a. Total Number of employees and workers engaged directly or indirectly in the establishment:……
   b. Total Number of the contract employees and workers engaged: ……
   c. Maximum number of Contract employees engaged or to be engaged in process:…….
   d. Total Number of Inter-State Migrant workers employed:……..
5. Type of Establishment relating to..... (a). Factory (b). Plantation (c). Motor transport undertaking (d). Beedi and cigar workers (e). Building or other Construction work (f). Audio-visual production (g). Other Establishment

6. (a) For factories:

Details of the manufacturing process	Full postal address and tuation of the factory along with plan approval details	Name and address of the occupier and manager	Maximum number of workers to be employed on any day	Name of the chemicals to be handled and stored along with quantity
1	2	3	4	5

6. (b) For plantation:

Total area of plantation in hectares	Full name and residential address(es) of the directors (in case of a company)	Name and address of the employer	Maximum number of workers to be employed	Name of the hazardous chemicals, insecticides, pesticides to be handled and stored along with quantity
1	2	3	4	5

6. (c) For motor transport undertaking:

Nature of motor transport service e.g. city service, long-distance passenger service, long-distance freight service	Total number of routes	Total route mileage	Total number of transport vehicles on the last date of the preceding year	Maximum number of motor transport workers employed on any day during the preceding year	Name and address of the employer	Full name and residential address(es) of the directors (in case of a company)
1	2	3	4	5	6	7

6 (d) For Beedi and Cigar Work:

Financial resources of employer e.g. (particulars and value of movable and immovable	Whether the employer is a trademark holder registered under the Trade and	Previous experience of the employer in the industry	Value of beedis and cigars, or both, manufactured at the industrial premises during the preceding	Whether the proposed site of industrial premises amounts to the alteration of the site

properties, bank references, income tax assessment etc.)	Merchandise Marks Act, 1958		financial year	of any existing industrial premises and if so reasons for such alterations.
1	2	3	4	5

Whether any industrial premises was closed by the applicant during the period of twelve months immediately preceding the date of the application and, if so, reasons therefore	Source of obtaining tobacco	Whether the beedis or cigar, or both, manufactured by the applicant will be sold and marketed by himself or through the proprietor or a registered user of the trademark registered under the Trade and Merchandise Marks Act, 1958 or any other person	Full name and residential address(es) of the Directors (in case of a company)	Maximum number of employees to be employed on any day
6	7	8	9	10

6.(e) For building and other construction work:

Type of Construction work	Probable period of commencement of work	Expected period for completion of work	Details of approval of the local authority
1	2	3	4

6.(f) for audio-visual production:

Name and address of the Producer/ Producers of the production house	Maximum number of audio-visual workers to be employed on any day
1	2

6.(g). Other Establishment)

Details of the industry, trade, business or occupation	Full postal address and tuation of the factory along with plan approval details	Name and address of the occupier and manager	Maximum number of workers to be employed on any day	Name of the chemicals to be handled and stored along with quantity
1	2	3	4	5

7. (a) for registration of principal employer under Part-I of Chapter XI:

1	The name and location of the establishment
2	Postal address of the establishment
3	Full name and address of the Principal Employer (furnish father's name in the case of individuals)
4	Full name and addresses of the manager or the person responsible for the supervision and control of the establishment
5	Nature of work carried on in the establishment
6	Particulars of contractors and contract labour: (a) Names and addresses of contractors (b) Nature of work in which contract labour is employed (c) The maximum number of contract labour to be employed on any day through each contractor (d) Estimated date of commencement of each contract work under each contractor (e) Estimated date of termination of employment of contract labour under the contractor (f) Particular is of fees deposited

I hear by declare that the particulars given above are true to the best of my knowledge and belief.

Principal employer

7.(b)For Contract work:

Name and Address Contractor	Email address& Mobile of Contractor	Name and nature of Work	Maximum No. of Contract labour engaged	Date of Commencement / Probable date of Completion of work
1	2	3	4	5

7.(c)The details of Inter-state migrants employed /to be employed in an establishment:

S.No.	Name	Father's/ Husband's name	Permanent address				Aadhar Number	Mobile Number
			Town/ village	Tehsil	Distric t	State		

7. Ownership Type/Sector:
8. Activity as per National Industrial Classification:
9. Details of Selected NIC Code:
10. Date of opening/Start of business:
11. Identification of the establishment: e-sign/ digital sign of employer/ representative:

12. Details of Employer:-

a. Name & Address of Employer / Occupier / Owner/Agent:
b. Designation:
c. Father's/ Husband's Name of the Employer:
d. Email Address, Telephone& Mobile No:

13. Manager/ Agent Details

a. Full name & Address of Manager/ Agent or person responsible for supervision and control of the Establishment
b. Address of Manager/Agent:
c. Email Address, Telephone& Mobile No :

14. Other details:

Date:
Place:

Signature/ e-sign/ digital signature of employer

FORM-4

{See sub-rule (5) of Rule-5 and Rule 84}

Register of Establishment and Principal Employers

S.no.	Nature of work	Registration No. and Date	Name and Address, location of the establishment registered	Name, Address and Contact Details of Employer/ Occupier	Details of Factory Manager (if any)	Maximum number of Workers to be employed
1	2	3	4	5	6	7
	(a) Factories (b) Plantation (c) Motor transport undertaking (d) Beedi and cigar work (e) Building and other Construction work (f) Audio-visual production (g) Contract work (h) Interstate Migrant Work (i) Any other work (not covered above)					

Total Horsepower (if any)	Total number of contractors	Maximum number of contract Workers to be employed on any day	Contract labour license expiry date	Nature of work of contractual labour	Remarks
9	10	11	12	13	16

FORM-5
{see sub-rule (1) of rule 7}

Notice for commencement or cessation or completion of work

A- Notice of Commencement / cessation of Establishment:

1. Registration No and type of establishment:
2. Name and Address of Establishment:-
3. Name & Designation of employer:-
4. Full address to which communication relating to the establishment to be sent :-
5. Nature of work of the establishment :-
6. In case of the notice is for commencement of work the approximate duration of work {(in case of Establishment relating to BOCW)}:-
7. in case of cessation, the date of cessation:

I/We hereby intimate that the work of establishment having registration No. .....dated ..... is likely to commence/cessation/ is likely to be completed with effect from ..... (Date)/ On ..... (Date)

B- In case of cessation of work:

I/we hereby certify that the payment of all dues to the workers employed in the establishment have been made and the premises are kept free from storage of hazardous chemicals and substances.

Signature of the Employer

To,
1. The Registering Officer,
   .....
2. The Inspector-cum-Facilitator,
   .....

FORM-6

{See sub-rule (1) of Rule 10 and sub-rule (3), (5) of rule 62}

Attendance Register

Name of Factory or Department……..

	Time of commencement of work	Rest period				Time of completion
		From	To	From	To	
Monday to Friday Saturday Sunday System of rotation of relays						

Serial No.	Employee code	Name of employee	Father's name	Nature of work	Department	Corresponding to that in Form-13		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	13th
						Group or relay	Shift													
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
Month..... Year.....																				

14th	15th	16th	17th	18th	19th	20th	21th	22th	23th	22th	25th	26th	27th	28th	29th	30th	31th	Total No. of days worked	Rate of basic wages	Rate of allowance, if any	Total hours of overtime
22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43

Rate of overtime	Deduction, if any		Fine	Actual wages paid	Total number of weekly holidays lost by the worker	Date(s) on which compensatory holiday(s) Will be given	Remarks of indication showing that the payments have been made together with the dates
	On account of provident fund	On account of advances					
44	45	46	47	48	49	50	51

FORM-7

{see sub-rule (2) of rule 13 and sub-rule (5) of Rule 77 and sub-rule (3) of Rule 130 and sub-rule (1) (c), of Rule 146 and sub-rule (1), (2) of Rule 175}

Health Register

The medical examination shall be conducted by a qualified medical practitioner as per following proforma:

A. Demographics:

Question	Answer	Remarks
Date		
Name of worker		
Age		
Permanent address		
Gender		
Total Number of family Members		
Total monthly family Income		
Is the employee under ESI (Employees' State Insurance) Scheme? If yes, provide IP Number	Yes/No	
Is the employee under any other health scheme apart from ESI-Scheme? (If yes, provide the name of the scheme)	Yes/No	

B. Occupational History:

Question	Answer	Remarks
Present Designation		
Work Profile		
Duration of service in the present work profile		
Working Hours per shift		
Night Shift Per Week		
Night Shift per Month		

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

Question	Answer (yes/no)	Remarks
Anemia		
Jaundice		
Asthma		
COPD		
History of Any other Lung Disease: (If Yes, Please Specify)		
Vertigo/Dizziness		
Diabetes Mellitus		
Hypertension		
Any Cancer (If Yes, Please Specify the Cancer)		
Chronic Low Back Pain		
Chronic Pain in hand or Elbow		
Hernia		
Hydrocele		

Varicose Vein		
Haemorrhoids		
History of amputation/fracture/dislocation injury during work (If Yes, please specify)		
Dermatitis (If Yes, specify Site)		
Hearing Impairment		
Visual Impairment		
Any Major Illness requiring hospitalization in last 1 year (If Yes, Name of the Disease)		
Occupational Injury in Last 1 year: if yes Specify the Location of injury and frequency		

D. Current Symptoms-Diseases Module

Question	Answer (yes/no)	Remarks
Smoking habit		
Chewing Tobacco or Pan Masala or *Gutkha*		
Alcohol Addiction		
Dermatosis (Irritant Contact Dermatitis/ Eczema/ Chloracne/ Allergic Contact Dermatitis)		
Mucosal Irritation of eyes/Nose/Throat with response to chemical agent or biological agent		
Symptoms like Respiratory Difficulty/ Chest Tightness/ Dry Cough at beginning of shift		
Currently suffering from TB		
Jaundice or Hepatitis		
Currently suffering from Low Back Pain		
Currently suffering from Pain in hand or Elbow		
Currently suffering from Visual Problems		
Currently suffering from Hearing Problems		
Any current injury (amputation/ fracture/ dislocation)		
Any current musculoskeletal sprains/ strains		

E. Physical Examination

Question	Answer (yes/no)	Remarks
Date of examination		
General Skin Condition: (If Any Dermatitis, please mention its location)		
Weight (in Kg)		
Height (in Meter)		
Temperature (^{0}F)		
BP		
Pulse		
SPO2		
Respiratory Rate		
Examination of Breast of female-employee		

F. Investigation report:
(a) Routine blood investigation (attach the photocopy of the report)
(b) Blood grouping and Rh Typing and Hb Electrophoresis (once in a life time)

Parameter	Answer (Normal/ Increase/ Decrease)	Value
Hb%		
Total WBC Count and Differential Count		

Platelet Count		
ESR		
FBS		
PPBS		
HbA1C level		
BUN		
Creatinine		
Total Protein		
Albumin		
Globulin		
SGOT		
SGPT		
Bilirubin		
Urine RE		
Urine ME		
Prostate Specific Antigen (PSA)		

G. Standard Chest X-ray (PA) view (attach the copy of the report):

Parameter	Answer (Normal/ Abnormal)	Value (if any importance)
Date		
Report		

H. Eye examination: (attach the photocopy of the report)

Parameter	value/ result/ interpretation
Date	
Visual inspection of Eye for any abnormality like corneal opacity/scaring, cataract etc.	
Visual Acuity: Right	
Visual Acuity: Left	
Colour Vision	
Field of Vision	
Binocularity	
Lateral Phoria	
Vertical Phoria	
Stereoscopic Vision and Depth Perception Testing	
Fundus (Retina) examination	

I. ECG and Echocardiography:

J. Final report:

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

L. Detailed Medical History and in-Depth General Medical Examination including tests for Vision, Hearing, Musculoskeletal System, Respiratory System, Cardiovascular System etc. (As applicable to all employees)

M. Special Examination

a) Cardiovascular: Uncontrolled hypertension or ischemic heart disease will be a contraindication. In the presence of hypertension and abnormal ECG findings, the employee should be referred to a Cardiologist for fitness.

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

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

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

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

f) Evaluation for Vertigo and Dizziness

N. For use of Industrial Safety Section:

1. Walking freely over a horizontal bar at 1 ft. height: PASS / FAIL
2. Wearing a safety belt and tying the rope knot: PASS/ FAIL
3. Walking over a horizontal structure at 9 ft. height wearing a belt: PASS/ FAIL
4. General physique (O.K./NOT O.K): PASS/ FAIL

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

Signature, seal and registration no. of qualified
medical practitioner / factory medical officer

Signature & seal
Medical Officer

FORM-8

{see sub-rule (2) of rule 13 and sub-rule (2) of Rule 78 and sub-rule (2) of Rule 146}

Certificate of Fitness

Serial Number:-

1. I certify that I have personally examined Sh/Smt…… son/daughter of ……., residing at …….. who is desirous of being employed as ……(designation)in ……..(process, department and factory/Establishment) and that his age……., as nearly as can be ascertained from my examination, is …….years, and that he is, in my opinion, fit/unfit for employment in the above mentioned factory/Establishment.
2. He may be produced for further examination after a period of…….
3. The serial number of the previous certificate is……
4. I extend this certificate until (if certificate is not extended, the period for which the worker is considered unfit for work is to be mentioned)
5. Signs and symptoms observed during examination-
6. Comments/ Recommendations, if any-

Signature/ Left Thumb impression of the person examined.	
	Date .....

Signature, seal and registration no. of qualified medical practitioner / factory medical officer

Signature & seal
Medical Officer

FORM-9

(See sub-rule (1) of Rule 14)

Letter of appointment to employees

1. Name of establishment:
2. Name of employee:
3. Employee's distinct number or code:
4. Father's name:
5. Aadhar number:
6. Labour Identification Number (LIN) of the establishment:
7. Universal Account Number (UAN)/Insurance Number (ESIC):
8. Designation:
9. Category of skill:
10. Date of joining:
11. Wages, Basic Pay & Dearness Allowance:
12. Other allowance including accommodation whichever is/are applicable:
13. Avenue for achieving higher wages/higher position:
14. Applicability of social security EPFO and ESIC benefits applicable:
15. Health check-up:
16. Broad Nature of duties to be performed:
17. Any other information:

Signature Occupier/employer
/owner/agent/manager

FORM-10

{ sub-rule (3), sub-rule (4) of rule 15}

Notice of Accidents, or dangerous occurrence resulting in Death or Bodily Injury or disability

Dated.....

To,

.....

.....

Sir,

I hereby give notice under Section 10 of the Occupational Safety, Health and Working Conditions Code 2020 that fatal/non-fatal accident occurred in this establishment to the person mentioned below:

1. Name of occupier/Employer.....
2. Address of E.S.I. Employer's Code No.....premises where accident or dangerous occurrence took place.....
3. Nature of Industry.....
4. Branch or department and exact place where the accident or dangerous occurrence took place.....
5. Name and address of injured person.....
   (a) Sex.....
   (b) Age (last birthday).....
   (c) Occupation of the injured person.....
6. Local E.S.I. Office to which the injured person is attached.....
7. Date, shift and hour of accident or dangerous occurrence.....
   (a) Hour at which the injured person started work on the day of accident or dangerous occurrence.....
   (b) Whether wages in full or part are payable to him for the day of the accident or dangerous occurrence.....
8. Cause or nature of accident or dangerous occurrence.....
9. Cause of accident or dangerous occurrence:
   (a) If caused by machinery.....
      (i) Give the name of the machine and the part causing the accident or dangerous occurrence.....
      (ii) State whether it was moved by mechanical power at that time.....
   (b) State exactly what the injured person was doing at that time.....
   (c) In your opinion, was the injured person at the time of accident or dangerous occurrence.....
      (i) Causing contravention of provisions of any law applicable to him, or
      (ii) causing contravention of any orders given by or on behalf of his employer, or
      (iii) causing without instructions from his employer.
   (d) In case reply to *(c)*, *(i)(ii)* or *(iii)* is in the affirmative whether the act was done for the purpose of securing safety in connection with the employer's trade or business.
   (e) In case the accident or dangerous occurrence happened while travelling in the employer's transport state whether.....
      (i) the injured person was travelling as a passenger to or from his place of work.....
      (ii) the injured person was travelling with the express or implied permission of his employer,

(iii) the transport is being operated by or on behalf of the employer or some other person by whom it is provided in pursuance of arrangements made with the employer, and

(iv) the vehicle is not/being operated in the ordinary course of public transport service.

(f) In case the accident or dangerous occurrence happened while meeting the emergency state.....

(i) its nature.....

(ii) whether the injured person at the time of accident or dangerous occurrence was employed for the purpose of his employer's trade or business in or about the premises at which the accident or dangerous occurrence took place.

(g) Describe briefly how the accident or dangerous occurrence occurred.

(h) Name and addresses of witnesses : (1) …… (2) ……

(i) *(a)* Nature and extent of injury (e.g. fatal, loss of finger, fracture of leg, sealed or scratch and followed by sepsis.)

(b) Location of injury (right leg, left hand or left eye etc.)

(j) *(a)* If the accident or dangerous occurrence is not fatal, state whether the injured person was disabled for more than 48 hours.

(b) Date and hour of return to work.

(k) *(a)* Physician, dispensary or hospital from whom or in which the injured person received or is receiving treatment.

(b) Name of dispensary/panel doctor selected by the injured person.....

(i) Has the injured person died.....

(ii) If so, date of death.....

I certify that to the best of my knowledge and belief, the above particulars are correct in every respect.

Signature
Name and Designation of the
Occupier or Manager-Employer
Employer's Address and Code No

(This space is to be completed by the Inspector-cum-Facilitator)

Date of receipt.

Number of accidents or dangerous occurrences. Causation number, other particulars (*e.g.* fatal leg injury, arm injury, etc.)

Date of Investigation.....

Result of Investigation.....

FORM-11

{See sub-rule (3) of rule 15}
Notice of dangerous occurrence

1. Name and address of Establishment.....
2. Name of the Occupier/Employer.....
3. Name of the Manager.....
4. Name of Industry.....
5. Branch or Department and exact place where the dangerous occurrence took place.....
6. Date and hour occurrence.....
7. Nature of Accident or Dangerous Occurrence (state exactly what happened).
8. Details of Employees affected by such dangerous occurrence.

Sr.no	Name of the Employee	Employee Code	Designation

I certify that, to the best of my knowledge and belief, above particulars are correct in every respect.

Signature of the Occupier / Employer/
Manager.

Date of dispatch of report…….

(This space to be completed by Inspector-cum-Facilitator)

District..... D.O. No..... Causation No.....	Date of receipt..... Date of investigation.....
Result of investigation:	

FORM-12

{See Rule 17}

NOTICE OF DISEASE

(1)Name and address of establishment:
(2)Nature of establishment:
(3)Details of Patient:
- (a) Name of Patient:
- (b) Age and gender:
- (b) Works number of Patient:
- (c) Address of Patient:
- (d) Precise occupation of patient:

(4)Nature of disease from which patient is suffering:
(5)Date of Detection of Disease:
(6)Details of Medical Practitioner:
(7)Has the case been reported to the Medical Officer :

Signature of employer or
occupier or manager

Date:

FORM -13

{see sub-rule(2) of rule 57}

Notice of period of work

Date of enforcement.....

Name of establishment under which it is registered/proposed to be registered..... place.....district.....

Group	Nature of work of each group	Number of workers employed in each group		Relay or set of workers	Shift or period of work	Number of hours of employment per day of ……..all employee for each relay													
						Monday		Tuesday		Wednesday		Thursday		Friday		Saturday		Sunday	
		Permanent	Temporary			Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20

Hours (time) of beginning and ending work for each relay, group and intervals of rest fixed under rule……..

Worker	Group	Name of work of each group	Relay or set of workers	Shift or period of work	Work commences		Rest interval or intervals	Work end								
					Mondays to Fridays	Saturdays	Sundays	From	To	From	To	From	To	Mondays to Fridays	Saturdays	Sundays
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Men Women Adolescent																

Charts showing the relation of relays working on continuous processes similar to those prescribed in schedule-II

First week	Second week	Third week
Mon. Tue. Wed. Thu. Fri. Sat. Sun.	Mon. Tue. Wed. Thu. Fri. Sat. Sun.	Mon. Tue. Wed. Thu. Fri. Sat. Sun.
Shift Relay		

Factory Manager's Signature..... Signature of inspector-cum- Facilitator……

Instructions to be followed while filling in the notice of periods of work

1. Divide all the workers into groups according to their nature of work. Show the number of workers working in each group.
2. Use numerical (1, 2, 3 and 4, *etc*.) for groups.
3. Show the nature of work against each group.
4. Make relays of groups accordingly specify them as I, II, III, etc.
5. Show the daily working hours *exclusive of periods of the fixed rest interval* of each relay or set of workers in the upper half of the notice.
6. Use letters, A, B, C, *etc.* for shifts and periods of work.
7. Do not arrange the shift in such a way that more than one relay of workers is engaged in work of the same kind at the same time as overlapping shifts are prohibited .
8. Arrange the periods of work for employee in such a way that no adult worker is required to work for more than8 hours in any day and that no worker shall work more than 5 hours before he has had an interval of rest for at least half an hour
9. Arrange the working hours in such a way that weekly hours of the workers do not exceed 48 hours a week . Arrange the periods of work of adult workers in such a way that inclusive of rest interval they shall not spread over more than 10-1/2 hours .
10. Show the weekly holiday for each relay or set of workers in the foot-note of each notice.
11. Submit the notice of periods for work in duplicate to the Inspector-cum-Facilitator having jurisdiction before the day it is enforced. If there is any change in the system of work a revised notice of periods for work shall be submitted [Section 31]

Special instructions for filling in the chart which is to be used only in cases of relays working on continuous process or of sets of workers working in successive periods.

I. Show the periods of work *Inclusive of rest intervals* of adult workers on continuous processes in the upper half of the notice.

FORM-14

{See sub-rule (1) of Rule 59}

LEAVE BOOK

NAME OF ESTABLISHMENT .....

Serial No:-..... Department:-……..... Serial no. or code in the Register of employee ..... Date of entry into service:-.....	Name:-..... Father's name:-……..... Date and amount of payment made:-……. in lieu of leave due:-…….....

1	Calendar year service	
2	Wage paid from.....to.....	
3	Wages earned during the wage period	
4	No. of days of work performed	No. of days worked during the calendar year
5	No. of days of lay-off	
6	No. of days of maternity leave	
7	No. of days of leave enjoyed	
8	Total of Columns 4 to 7	
9	Balance of leave from preceding year	Leave to credit
10	Leave earned during the year mentioned in Column 1	
11	Total of Columns 9 and 10	
12	Whether leave in accordance with scheme under Section 32 was refused	
13	Leave enjoyed from……....to……	
14	Balance of leave to credit	
15	Normal rate of wages	
	Remarks if any	

FORM-15

{See Rule 60}

Leave with wages register

NAME OF ESTABLISHMENT .....

Serial No:-..... Department:-..... Serial no. or code in the Register of employee.:-..... Date of entry into service:-……....	Name:-..... Father's name:-..... Date and amount of payment made in lieu of leave due:-.....

1	Calendar year service	
2	Wage paid from.....……to.....	
3	Wages earned during the wage period	
4	No. of days of work performed	No. of days worked during the calendar year
5	No. of days of lay-off	
6	No. of days of maternity leave	
7	No. of days of leave enjoyed	
8	Total of Columns 4 to 7	
9	Balance of leave from preceding year	Leave to credit
10	Leave earned during the year mentioned in Column 1	
11	Total of Columns 9 and 10	
12	Whether leave in accordance with scheme under Section 32 was refused	
13	Leave enjoyed from.....to.....	
14	Balance of leave to credit	
15	Normal rate of wages	
18	Remarks	

Date: Signature of employer or person authorized by him

Form 16

{see Rule 63}

Register of Accidents and Dangerous Occurrences

Serial No.	Date of report in Form-10/11 to inspector cum-Facilitator and notice to insurance authorities	Time of report and notice	Name and address of the injured person	Sex	Age	Insurance No.
1	2	3	4	5	6	7

Shift, department and occupation of employee	Injury or details of dangerous occurrence					
	Date	Time	Place	Cause of injury or dangerous occurrences	Nature of injury or dangerous occurrences	What exactly was the injured person doing at the time of injury
8	9	10	11	12	13	14

Name, occupation, address and signature or thumb-impression of the person giving notice	Signature and designation of the person who makes the entry	Name, address and occupation of two witnesses	Date of return of injured person to work	Name of the State Insurance Local Office to which the injured person is attached	Remarks, if any
15	16	17	18	19	20

FORM-17

{see sub-rule (a) of Rule 65}

Annual Return

Year ending 31st December, 20...

1. Licence number issued by the Chief Inspector-cum-Facilitator/Registering officer ……..
2. Name of the factory/ Establishment:-.....
3. Name the occupier/Employer:-…….....
4. Name the manager.....since……
5. District:-…….....
6. Postal address, email-address and mobile no.....
7. Nature of Establishment/Industry (General/Hazardous/MAH).....
8. Main work/product of the establishment……..
9. Details of employment:
   (i) Average number of employees employed daily…….
   (ii) Average number of workers [Section 2(1)(zzl)] employed daily……

   The average daily number should be calculated by dividing the aggregate of attendance on working days by the number of working days in the year.[In reckoning attendances (1) attendance of an employee for less than half of his scheduled working hours on a working day shall be omitted, and attendance for half of his scheduled working hours or more on a working day shall be treated as full attendance (2) attendance of both temporary as well as permanent workers shall be counted. Attendances on separate shifts *(e.g.* night and days shifts) should be counted separately. Days on which the factory was closed, for whatever cause, and days on which the manufacturing processes were not carried should not be treated as working days.

	Employees directly by, Employer	Employees directly by the contractor	Total average	Number of apprentices	Number of "other apprentices"
Men					
Women					
Adolescent					
Total					

10. Name, address and email- address of the contractor (s).....
11. Working hours:
    (a) Normal hours worked per week for
        Male Worker.....
        Women Worker.....
        Other Apprentices.....
    (b) Total normal Man hour worked under Section 25…….
        (Explanation; Man hour includes work done by employees)
12. Number of days worked in the year…..
13. What rest for intervals were given to employees (half an hour or one hour or two hour or others) .....
14. Whether first day of week was substituted as weekly holidays ? …….Such numbers.....
15. Was the factory or part of factory is engaged in continuous process under schedule-II (details of class of work).....
16. Over time(Section 27):
    Total Man hour worked during the period under Section 27……
17. Average number of women employees engaged in a shift or part thereof (Between 7 PM to 6 AM)
    (a) Between 7 PM to 10 PM…….
    (b) 10 PM to 6 AM……
18. *Compensatory Holidays*
    (1) Number of workers exempted from Section 26 of the code.....

(2) Number of workers, who received holidays in the—

(a) Same month.....

(b) Following month.....

(c) Third month.....

19. *Leave with Wages(Section 32):*

(a) Total number of persons employed during the year …….....

(b) Number of persons who are entitled to leave with wages during the year preceding the year for which this return is submitted ……

(c) Number of persons who are entitled to leave with wages during the year for which this return is submitted ……

(d)Number of persons who were granted leave during the preceding year……

(e)Number of persons who were granted leave during the year for which the return is submitted ……

(f)(i) The total number of workers discharged or dismissed from service during the year.....

(ii) Number of discharged workers paid wages in lieu of leave.....

(iii) Total amount of wages paid in lieu of leave.....

(iv) Total number of workers who left the services of their own accord.. .....

(g) Number of persons who gave notice not to avail themselves of leave during the year in which leave accrued …….

20. *(i)* Total number of days of involuntary unemployment during the year……

(ii) Number of unemployed workers.....

21. Does the factory come under—

*(i)*Section 2(1)(za)……..

(ii) Section 82……..

(iii) Section 80……

22. Average daily number of employee employed in dangerous operations or Hazardous Process in a factory or building and other construction work…….....

23. (i) No. of safety officers employed under Section 22……

(ii) Name of chief safety officer and email address……..

(iii) Name of the secretary of safety committee …….

24. If welfare officer is appointed under Section 24(2)(iv)…….

25. Is a canteen provided in compliance of Section 24(1)(v) and Rule made therein …….

Does the canteen provide—								
Cooked food and refreshment, *etc.*	Cooked food only	Refreshment and tea only	Tea only	Approximate number of workers patronizing canteen (daily)	Are the charges levied below cost price, if so, state items provided below cost price	Percentage of expenditure borne by the employer (details regarding items, if any, and amount subsidized should be given)	How is the canteen managed	General remarks
1	2	3	4	5	6	7	8	9

**(Point 25)*-

1. If the columns are insufficient for giving details, a separate sheet may be attached and detailed information submitted.

2. Enter "Nil" against the column which is not applicable to your factory.

26. CRECHE (For establishment ordinarily employing more than 50 workers)

Is a creche room provided/arranged in compliance of provisions of the Section 24(3) and rule made therein: ……..

[Provide Details , a separate sheet may be attached]

27. SHELTERS, REST ROOMS OR LUNCH ROOMS (For establishment ordinarily employing more than 50 workers)

Is a shelter, rest-room or lunch room provided in compliance of Section 24(2)(iii) and Rule made therein in addition to a canteen? [Provide Details , a separate sheet may be attached]			
Average daily attendance of workers of shelter, rest room or lunch room	Details of facilities provided for drinking water	Details of accommodation, furniture and other equipments provided	General remarks
1	2	3	4

28. ACCIDENTS

"Fatal and non-fatal accidents"

1			2	3	4					
Total number of accidents of dangerous occurrences during the year			Number of persons killed	Number of persons injured	Non-fatal accidents in which the workers returned to work during the year					
					Occurring during the year			Occurring during the previous year		
fatal	Non fatal	Dangerous occurrence without injury			Number of accidents	Number of persons injured	Number of man- days lost on account of absence	Number of accidents	Number of persons injured	Number of man- days lost on account of absence

Total no. of fatal accidents in preceding year of this return period……
I/We certify that information given by me/us is true and correct to the best of my/our knowledge.
The employer of every establishment shall furnish to Inspector-cum-Facilitator having jurisdiction on or before 31 January of each year an annual return in the form set forth for it.

Signature of Manager..... *Dated.....*	*Signature of Employer.....*

FORM-18
(see sub-rule (b) of Rule 65)

Half Yearly Return

Period ending ……. 30 june, 20……...

1. Licence number issued by the Chief Inspector-cum-Facilitator .
2. Name of the factory.....
3. Name the occupier.....
4. Name the manager…… since.....
5. District.....
6. Postal address, email-address and mobile no.....
7. Nature of industry (Hazardous/MAH).....
8. Main product of the factory……..
9. (i)Average number of employees employed daily…….
   (ii) Average number of workers [Section 2(1)(zzl)] employed daily……

The average daily number should be calculated by dividing the aggregate of attendance on working days by the number of working days in the year.[In reckoning attendances (1) attendance of a employee for less than half of his scheduled working hours on a working day shall be omitted, and attendance for half of his scheduled working hours or more on a working day shall be treated as full attendance (2) attendance of both temporary as well as permanent workers shall be counted. Attendances on separate shifts (e.g. night and days shifts) should be counted separately. Days on which the factory was closed, for whatever cause, and days on which the manufacturing processes were not carried should not be treated as working days.

	Employees directly by, occupier	Employees directly by the contractor	Total average	Number of apprentices	Nnumber of "other apprentices"
Men					
Women					
Adolescent					
Total					

10. Name and address and email- address of the contractor (s).....
11. Number of days worked in the period……
12. Total no. of fatal accident or any death in the period ……
13. Month of audit in the year ……
14. If recommendations made in audit have been complied with(Yes/NO) …

I/We, certify that information given above by me/us is true and correct to the best of my/our knowledge.

....

Signature of Employer *Signature of Manager*

FORM-19
{See sub-rule (2) of Rule-67}

Nomination Form

This nomination is being done on the …… (date) day of …….. (month) ……. (year).

I, …….. son/ daughter of ……. 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 …… (relation).

Witness:

(1)

Signature-
Name-
Address-
Identity proof number-

(2)

Signature-
Name-
Address-
Identity proof number-

Signature and address of the employee

FORM –20
{See sub-rule (4) of Rule 71}

IMPROVEMENT NOTICE

Inspector-cum-Facilitators notice to the employer/ of the establishment for improvement

To,
The occupier/ employer,
……
……

Since the undersigned made an inspection in your establishment …….. located at …….. on date …… and in the course of inspection, the undersigned found some contraventions and is of the opinion that the following contraventions, which were found in your establishment needs improvement as per the provisions of the Code, rules and regulations made thereunder and other laws in force-

Name and address of the establishment	Location of work place where such work is being caried on	Registration number of the establishment	Activities involved
1	2	3	4

An inspection of the above-named establishment was made on ....., the following contraventions were observed.

1. ……..
2. ……..
3. ……..
4. ……..

You are hereby required to remedy the said contraventions and send the compliance report in writing within fifteen days from the date of receiving this notice.

This notice is being issued without prejudice to any legal action which may be taken for these contraventions on hearing from you that the requirements have been complied with the establishment will again be visited with a view to the inspection being completed.
Order No. …….

Dated at …….. this …… day of 20…..

Inspector Cum Facilitator
under the Occupational Safety, Health and
Working Conditions Code, 2020

Request from employer/ occupier for re-inspection of improvements or remedies done to concerned Inspector-cum-facilitator

On compliance with all or any of the above contraventions, the Inspector-cum-Facilitator shall be informed in the manner prescribed overleaf, of the date and place at which the establishment can be re-inspected.

To,
Inspector-cum-Facilitator
…….
…….

Sir,
The contravention notified by you have been effectively attended to. The establishment shall be ready for inspection on the date and place mentioned below:

Proposed date of Inspection: …….
Proposed Place of inspection: ……

Brief details of compliances made: ……

Dated at ……. day of …….. 20……..

Signature and seal of Employer,
Occupier

FORM- 21

{See sub-rule (8) of rule 74}

Application form for recognition or renewal of recognition of Third party Auditor
(to be filled in by individuals)

1. Name:
2. Father/Husband Name:
3. Date of Birth and Age:
4. Permanent Address:
5. Address for :
   - (a) Correspondence-
   - (b) Telephone No. :
   - (c) Mobile No. :
   - (d) Fax :
   - (e) E-mail :
9. Educational Qualification : (Attach Certified copies)
   [Sr.No/ Degree/Diploma College/Institution/University Year of completion]

10. Applicant's Latest Photograph signed across.
11. Technical Qualification in Safety (Attach certified copies)
    [Sr. No/ Degree/Diploma College/Institution/University Year of completion]

12. Work Experience (Attach certified copies)
    [Sr. No/ Employment Date/ Name and address of Employer /Designation/ Nature of work/From - To]

13. For renewal of recognition.-
    Certificate No. and date:

DECLARATION

I hereby declared that,

(a) my recognition as a Third party Auditor was not revoked or cancelled by the State Government in the past;

(b) my recognition as a Third party Auditor was revoked or cancelled in the past, and its details are as follows :-

Date of revocation or cancellation
Order number and date, if any
Period From- To

Note.- If the recognition was cancelled or revoked twice in the past, the Third party Auditor is not eligible for recognition.

(c) I have carried out three or more than three, Audits in the past two years, the list showing the name, address of the factory and date of audits are attached herewith.

(d) I, ---------- hereby declare that the information furnished above are correct to the best of my knowledge.

I, ……. undertake to:

(iii) Maintain the facilities in good working order, and

(iv) Fulfill and abide by the conditions, if any, stipulated in the certificate of recognition.

Date: Signature of the Applicant

Place: Full Name:

FORM-22

{See sub-rule (8) of rule 74}

Form of Application for recognition or renewal of recognition to an institution as Third party Auditor

1. Name and full address of the Institution:
2. Institution status (specify whether Government, autonomous, co-operative, corporate or private) with registration number:
3. Correspondence Details of institution:
   (a) Name of head of Institution
   (b) Phone/Mobile No.
   (c) E-Mail address
   (d) Fax
4. Whether the Institution has been declared as a Third party Auditor by this State or any other State? If so, give details.
5. Attach bio-data of at least three employed persons, in the Annexure attached to this application:
6. Any other relevant information
7. Certificate No. (in case of renewal)

DECLARATION

I hereby declare that,-

(a) Recognition of the institution as Third party Auditor was not revoked or cancelled by the State Government in the past;

(b) the recognition of the institution as Third party Auditor was revoked or cancelled in the past, its details are as follows:

Date of revocation or cancellation
Order number and date:
Period From- To:
Note.- If the recognition was cancelled or revoked twice in the past, the institution is not eligible for recognition.

(c) The institution has carried out three or more than three Audits in the past two years, the list showing the name, address of the factory and date of audits are attached herewith.

(d) I, …… hereby declare that the persons whose bio-data it attached to the application are the employees of the institution whose copies of appointment letters are attached herewith.

(e) I, ---------- hereby declare that the information furnished above for ---------- (name of the institution) is correct to the best of my knowledge.

(f) I, …… undertake to,-

(1) notify to the State Government and Chief Inspector-cum-Facilitator immediately, in case the employed person on the basis of which this recognition was procured when leaves the employment,

(2) Maintain the facilities in good working order,

(3) fulfill and abide by all the conditions stipulated in the certificate of recognition.

Signature of the Head of the Institution
Designation

Date:
Place:

Annexure:

Personal Information of the persons employed:

1. Name:
2. Father/Husband Name:

3. Date of Birth and Age:
4. Permanent Address:
5. Address for Correspondence:
6. Telephone No.:
7. Mobile No.:
8. Fax :
9. E-mail :
10. Educational Qualification: (Attach Certified copies)
    [Sr. No/ Degree/Diploma College/Institution/University Year of completion Latest Photograph signed across.]
11. Technical Qualification in Safety (Attach certified copies)
    [Sr. No/ Degree/Diploma College/Institution/University /Year of completion]
12. Work Experience (Attach certified copies)
    [Sr. No/ Employment Date Name and address of Employer/Designation/ Nature of Work, From---------- To----------]

DECLARATION

I, …… hereby declare that all information provided in this annexure is true and correct to the best of my knowledge. If recognized, I agree to abide by and uphold the high standard of professional ethics in discharge of my duties as a Third party Auditor.

Signature of the Applicant :
Full Name :

Date :
Place :

FORM-23

{See sub-rule (11) rule 74}

Certificate of recognition / renewal of recognition as a Third party Auditor.

CERTIFICATE NO.: ……..

It is to inform that M/S. / SHRI / SMT. ……, (address) …… ……..., has been Recognized / Renewed the recognition as a "THIRD PARTY AUDITOR", by the State Government of Uttar Pradesh, vide letter No. …… dated……. for the purpose of carrying out Audit under Uttar Pradesh Occupational Safety, Health and Working Conditions Rules, 2024.

This Certificate is valid from ……..…….. to ……

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

1. audit shall be carried out in accordance with the provisions of the Uttar Pradesh Occupational Safety, Health and Working Conditions Rules, 2024.
2. Every audit shall conform to the IS 14489:1998 or latest relevant standard applicable to the establishment.
3. He or the person authorized, in case of the institution, to carry out audit shall be physically present at the time of conducting the Audit and shall maintain the record of the work done in the Log Book.
4. Certificate No. and validity period should invariably be recorded on Audit Report.
5. No audit shall be carried out after expiry of validity period.
6. The State Government reserves the right to revoke, annul or amend this Certificate at any time during its validity.
7. He or the person authorized, in case of the institution, to carry out audit shall not conduct a Audit of any factory where such auditor is employed, or an occupier, partner, director or manager of that factory, or of any factory owned, operated, managed or conducted by immediate family members, relatives or extended family members or wherein that auditor or such person shall not carry out a audit of those factories to which that auditor supplies any plant, machinery, raw material, safety equipments or other materials, equipment.
8. He or the person authorized, in case of the institution, to carry out audit shall not disclose to any unauthorised person, even after ceasing to be a recognized Third party Auditor of the employee of the institution, any manufacturing or commercial secrets or working processes or other confidential information which may come to his knowledge in the course of their duties as an auditor. Any failure in this regard may make such auditor or person liable for criminal or civil Proceedings, in accordance with the law for the time being in force.
9. The application for renewal of the recognition as a Third party Auditor shall be made at least three months before the expiry of the period of recognition.

Signature of the issuing Authority.

FORM-24

{See sub-rule (14) of rule 74}

PROFORMA FOR AUDIT REPORT

1. Name and address of the factory:
2. Name of the Occupier:
3. Date of Audit:
4. List of raw material with maximum storage quantity:
5. List of finished products with maximum storage quantity:
6. Manufacturing process flow chart:
7. P I Diagram of all plants (Chemical Factories):
8. Name of the Third party Auditor and Certificate No. and name of the person who has carried out audit:
9. Whether enclosed Audit Report as per IS 14489, or any such standards prevailing at the relevant time, whichever is latest:

Date:

Signature of Third party Auditor
/Person or employee of an Institution
authorized to carry out audit

I hereby undertake to submit the action taken report on Recommendations of Audit on or before ……

Date:

Signature of the Occupier
or Manager or Auditor.

FORM- 25

{See sub-rule (1) of rule 82}

Application for License/ Renewal of License/Amendment of License

I. Particulars of Establishment for which license required:

1. Name of Establishment:
2. Address of establishment:
   (a) Head Office address along with email Id :
   (b) Corporate office address along with email Id:
3. Telephone Number:
4. Activity as per National Industrial Classification : (Select all applicable activities given)
5. Details of selected NIC Code:
6. Nature of work carried on in main establishment :

II. Details of Employer:

1. Full Name of Employer:
2. relationship with establishment.
3. Full Address of Employer:
4. Email Id of employer:
5. Mobile No. of employer:

III. Details of contractor applying for license:

1. Name and address of the contractor (including his father's name in case of individuals) ……..
2. Date of birth and age (in case of individuals) ……..
3. Number and date of certificate of registration of the establishment under the code……..
4. Name and address of the principal employer ……..
5. Particulars of contract labour:
   (a) nature of work in which contract labour is employed or is to be employed in the establishment ……..
   (b) duration of the proposed contract work (give particulars of proposed date of commencing and ending) ……..
   (c) name and address of the agent or manager or contractor at the work site …….
   (d) maximum number of contract labour proposed to be implied in the establishment on any day
6. Maximum number of Inter-state migrant worker proposed to be employed on the Establishment on any date ……..
7. Whether the contractor was convicted of any offence within the proceeding five years, if so, give details ……
8. Whether there was any order against the contractor revoking or suspending license or forfeiting security deposits in the respect of an earlier contract, if so, the date of such order ……
9. Whether the contractor has worked in any other establishment we didn't past 5 years if so give details of the principal employer establishment and nature of work whether certificate by the principal employer in Form- 26 is enclosed ……
10. Amount of license fee paid ……
11. Amount of security deposited ……..

Declaration: I, …… hereby declare that the details given above are correct to the best of my knowledge and belief.

Place: Signature of applicant
Date:

APPLICATION FOR AMENDMENT OF LICENCE

1. Licence No:
2. Date:
3. LIN & PAN
4. Name and address of the establishment:
5. Name and address of the contractor:
6. Details for which amendment is sought :
   (a) Maximum number of worker presently employed : (If there is increase in the maximum number of workers to be employed, then additional fees/security deposit as per law needs to be deposited:
   (b) Maximum number of Inter-state migrant worker proposed to be employed on the Establishment on any date …….
   (c) Details of fees paid through e payment date on which made :
   (d) Other details requiring amendment in the licence issued (Necessary documents may be uploaded in support of change required)

Declaration: I, …… hereby declare that the details given above are correct to the best of my knowledge and belief.

Date of Application: Signature of the Contractor

FORM-26

{See sub-rule (2) of rule 82}

Form of Certificate by Principal employer

Certified that:

i. I have engaged the applicant …… (name of the contractor) as a contractor in my establishment for the work_____ to be carried out from _____*(date) to* _____*(date).*

ii. I undertake to be bound by all the provisions of the Occupational Safety, Health and Working Conditions Code, 2020 and the Uttar Pradesh Occupational Safety, Health and Working Conditions Rules, 2021 in so far as the provisions are applicable to me in respect of the employment of contract labour/inter-state migrant workmen* by the applicant in my establishment.

iii. The engagement of contract labour in the said work is not prohibited under section 57 of the Occupational Safety, Health and Working Conditions Code, 2020 or an award or a settlement.*

iv. My registration number as Principal Employer under the Code is ……..

*Please strike off whichever is not applicable.

Date: Signature of Principal employer

Place: Name and Address of Establishment

FORM-27

(See sub-rule (1) of Rule-83 and Rule-88)

Format of license

License No. ---------- Date: ----------

Fees paid: Rs. ----------
Security deposit: Rs …….

1. Licence is hereby granted to .....under sub-section (1) of section 47 of the Occupational Safety, Health and Working Conditions Code, 2020 subject to the conditions specified in the Annexure.
2. Name and location of work .....
3. Name of the principal employer…….
4. Registration Certificate no. and date of the principal employer……
5. The licence shall remain in force till.....(date to be indicated)].
6. Maximum number of contract labour/migrant workmen to be employed on a single day under the licence :

Date..... Signature and Seal of the Authority

AMENDMENTS:

Year when Amended	Maximum number of Contract labour /workers on any one day	Date of payment of amendment fee	Date of Payment	Signature of the Issuing Authority

Signature of Authority

RENEWAL

Date of renewal	Fee paid for renewal	Date of expiry	Seal and signature of Authority
1.			
2.			
3.			

ANNEXURE

The licence is subject to the following conditions:

1. The licence shall be non-transferable.
2. The number of workmen employed as contract labour/migrant workmen in the establishment shall not, on any day, exceed the maximum number specified in the licence.
3. Except as provided in the rules, the fees paid for the grant or, as the case may be, for renewal of the licence shall be non-refundable.
4. The rates of wages payable to the workmen by the contractor shall not be less than the rates prescribed for the employment under the Minimum Wages Act, 1948 (11 of 1948) or Code on Wages, 2019 (29 of 2019), where applicable, and where the rates have been fixed by agreement, settlement, award, or by the State Government, not less than the rates so fixed.
5. In case where the workmen employed by the contractor perform the same or similar kind of work as the workmen directly employed by the principal employer of the establishment, the wage rates, holidays, hours of work and other conditions of service of the workmen of the contractor shall be the same as applicable to the workmen directly employed by the principal employer of the establishment on the same or similar kind of work; provided that in the case of any disagreement with regard to the type of work the same shall be decided by the designated authority or Inspector-cum-Facilitator whose decision shall be final.
6. In other cases the wage rates, holidays, hours of work and conditions of service of the workmen of the contractor shall be such as may be specified in this behalf by the designated authority or Inspector-cum-Facilitator
7. Every contract labour/migrant worker shall be entitled to allowances, benefits, facilities etc, as prescribed in the Occupational Safety, Health and Working Conditions Code, 2020 (37 of 2020) and rules made there under.
8. In every establishment where 20 or more women are ordinarily employed as there shall be provided 2 rooms of reasonable dimension for the use of their children under the age of six years. One of such rooms would be used as a play room for the children and the other as bed room for the children. For this purpose the contractor shall supply adequate number of toys and games in the play room and sufficient number of cots and beddings in the sleeping room. The standard of construction and maintenance of the creches may be such as may be specified in this behalf by the designated authority or Inspector-cum-Facilitator.
9. The licensee shall notify any change in the number of workmen or the conditions of work to the designated authority.
10. A copy of the licence shall be displayed prominently at the premises where the contract work is being carried on.
11. The contractor shall comply with all the provisions of the Code and these Rules.
12. The licensee shall, within fifteen days of the commencement and completion of each contract work, submit a return to the Authority designated under section 46 of the Occupational Safety, Health and Working Conditions Code, 2020 (37 of 2020) intimating the actual date of the commencement or, as the case may be, completion of such contract work in Form-28.

FORM-28

{see clause(k) sub-rule(2) of Rule- 83 and sub-rule (1) of rule 93}

Notice of commencement/completion of work

1. Name of the principal employer under the Contract Labour (Regulation and Abolition) Act, 1970 (37 of 1970)/Employer under the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 (27 of 1996)/ Occupational Safety, Health and Working Conditions Code, 2021 (37 of 2020)* …….
2. LIN/Pan No.
3. Email Id
4. Mobile No.
5. Name of the contractor (if applicable):
6. No. and date of Certificate of Registration/Licence * .....
7. Name of person in-charge of the work :
8. LIN/Pan No. of person in-charge of work:
9. Email Id of person in-charge of work:
10. Mobile No. of person in-charge of work:
11. The nature of work involved and the facilities, including any plant and machinery provided in establishment:
12. The arrangements for the storage of explosives, if any, to be used in the establishment:

I/We hereby intimate that the work …….. (Name of work) given to ……. (name of the contractor) having licence/ Registration Certificate No. ..... dated .....* has been/is likely to be commenced / completed with effect from ……..(date)/on (date).

To

1. The Authority
   ……..
2. The Inspector-cum-Facilitator
   ....

* Please strike off whichever is not applicable.

FORM-29
{see Rule-85}
Register of contractors

S. No.	Licence no. and date	Name and address of the Principal employer	Name and address of the contractor	Nature/ activity to be under taken by the contractor	Maximum workers to be employed on any day	Probable date of commencement	Date of cessation	Details of amendment if any	Renewed up to
1	2	3	4	5	6	7	8	9	10

FORM-30
(see sub-rule (5) of Rule - 89)
Register of security deposit refund release

S. No.	Name and address of the contractor	Amount of security deposited	Date of security deposited	Amount released from security deposit for payment	Reference of order of authority for release of payment from security deposit	Remarks
1	2	3	4	5	6	7

FORM-31

{See Rule-100}

EXPERIENCE CERTIFICATE OF CONTRACT EMPLOYEE

To whom so ever concerned

1. Name of contractor/employer*:
2. LIN/PAN No. of the contractor/employer *:
3. Email Id of the contractor /employer*:
4. Mobile No. of the contractor/employer *:
5. Nature and location of work:
6. Name of Principal Employer*:
7. LIN/PAN No. of the Principal Employer.*
8. Email Id of the Principal Employer :*
9. Mobile No. of the Principal Employer:*
10. Name of the worker*:
11. UAN / Aadhaar No.*:
12. Mobile No. :
13. Serial Number in the Employee Register:
14. Registration number, date and name of the labour and Board (if the contract labour is registered as a beneficiary with Uttar Pradesh Building and Other Construction Workers Welfare Board or with Uttar Pradesh Unorganized Workers Welfare Board):
15. Period of Employment:
16. Designation:

Date: Signature of Contractor
Place: Seal

*Please strike off whichever is not applicable.

FORM-32

{See sub-rule (2) of rule 101}

Application for declaration of core activity

To,

Additional Chief Secretary/ Principal Secretary/ Secretary,

Labour and employment,

Government of Uttar Pradesh.

Sir/ Madam,

1. …… (name and address of establishment) is engaged in manufacturing of …… .
2. The flow chart of manufacturing process is attached herewith.
3. …… activity is core activity/ non-core activity of the establishment.
4. The details of the activity in question …….

   ……..

   …….
5. Details of grounds of the application ……..

   ……..

   ……
6. Number of workers employed in the activity in question ……...
7. Total number of workers employed in the establishment……

Prayer

…….

…….

Signature

(Name and Address)

Verification:

It is verified that the content of the application is true and correct to the best of my/our knowledge and belief.

Signature

(Name and Address)

FORM-33

(see sub-rule (1) of Rule-106)

Format of Agreement between audio-visual worker and producer of audio-visual program or contractor

This agreement is made on this day ..... month .....year.....between:

1. M/s ……. (name of production house) (a sole proprietary concern/a firm registered under the Partnership Act, 1932/ a Company incorporated and registered under the Companies Act, 1956) having office at ..... (herein after referred to as the "Producer") on the first part

and

2. Shri/ Smt/ Kum ..... son/ daughter/ wife of Shri ..... residing at (herein after referred to as the "audio-visual worker") on the second part.

The terms "Producer" and "audio-visual worker" shall include their heirs, successors, administrators and legal representatives;

Whereas the Producer is engaged in the audio-visual production as defined in section 2(e) of The Occupational Safety, Health And Other Working Conditions Code 2020;

Whereas the said producer is desirous to engage the Audio-Visual Worker in the capacity of a ..... in the aforesaid Audio-Visual production and the Audio-Visual Worker accepts the same;

Now, therefore this agreement is made as follows:

1. That both the parties agree that the duration of this agreement shall be form the date hereof till the completion of the Audio Visual production and this period shall not exceed..... consecutive months;
2. That the Audio-Visual worker agrees to attend studio, location or work place, as the case may be, subject to the requirement of his previous engagement and on his confirmation, to his respective job punctually as and when he shall be required by a written intimation by the Producer or the person duly authorised by him in writing.
3. That in consideration of the Audio-Visual Workers' services, as aforesaid, the Producer agrees to pay and the Audio Visual Worker agrees to receive a sum of Rs. ..... (Rupees .....) payable as advance on signing of this agreement and the balance of Rs. .....payable in ..... equal instalments;
4. That in the event of the Audio Visual production being not complete within the stipulated period and the Producer still needing the services of the Audio Visual Worker to complete the production, the producer agrees to pay and the Audio Visual Worker agrees to receive additional remuneration on pro-rata basis, payable in the same manner as stated in Clause 3 above, till the completion of the Audio Visual production;
5. That in case the assignment of the Audio-Visual worker is completed earlier that the period stipulated in Clauses 1 and 4 above, the Producer shall settle the account of the Audio-Visual Worker and pay the remaining balance of the agreement amount in full before the commencement of re-recording work/censor of the Audio Visual production, whichever is earlier.
6. It is agreed by the Producer that for the purposes of this agreement-

    (a) a working day shall mean a period not exceeding eight consecutive hours (to include one hours' break for rest and refreshments) ;

    (b) a working week shall mean a six-day week from Monday to Saturday, both inclusive, and the Audio Visual Worker is not liable to work on Sundays and Public Holidays :

(c) the Audio Visual worker shall not be required to work for more than five consecutive hours without a break ; and

(d) a period of not less than twelve hours shall elapse between the Audio Visual Worker's release from the studio/location/work-place and the next succeeding call.

7. That the Audio Visual Worker shall, if so required,-

(a) attend the studios, location or work-place, as the case may be, earlier than the a scheduled time of the shift, for preparatory work, and in that case, he/she shall be paid by the Producer extra wages at the rate of Rs. ..... per hour or part thereof for such early attendance;

(b) continue to work beyond the working day, with one hour break and in that case, he/she shall be paid by the Producer extra wages at the rate of Rs. ..... for the work during the extended hours and refreshments, and transport facilities.

8. That the Producer shall provide transport and food or pay travelling allowances to and fro to report to duty and food allowance while on duty as are customary or fixed by bilateral arrangements between the Producer's and Audio Visual Worker's representative organisations;

9. That the Producer shall also pay for all travelling and accommodation expenses, fares, cost of food and such other allowances as are customary when the Audio Visual Worker is required to work on location outdoors;

10. That the Producer shall get the Audio Visual Worker insured for any injury or damage to his/her person including death caused by accident arising out of or in the course of his/her employment and/or during the period of his/ her assignment under this agreement;

11. That where the Producer is prevented from proceeding with the production of the Audio-Visual by reason of fire, riot, natural calamity, order of the public authority or any other reason beyond his control:

(a) he shall be entitled to suspend the operation of this agreement during the period of suspension of production in case the production is suspended. The producer shall serve notice in writing of such suspension on the Audio Visual Worker and shall pay all his/her dues up to the date of service of such notice. Upon resumption of work on the film, this agreement shall revive and shall remain valid for the period stipulated in Clause I excluding the period of suspension therefrom ; or

(b) he shall be entitled to terminate this agreement as from the cessation of production, in case the production ceases completely. The producer shall serve a notice in writing of such cessation on the Audio Visual Worker and make payment of all the amount due to the Audio Visual Worker at the time of termination.

12. That in case if the Producer desires to terminate this agreement before the expiry of its term for reasons other than misconduct in relation to performance of the Audio Visual Worker's duties or of his/her unwillingness to perform the services required under this agreement, the producer shall be entitled to do so only upon payment of the balance of the stipulated amount of the agreement. Only after such payment to the Audio Visual Worker, the Producer shall be entitled to employ another Audio Visual Worker in his/her place;

13. That the Producer shall have the right to terminate this agreement on ground of misconduct on the part of the Audio Visual worker in relation to performance of his/her duties or his/her unwillingness to perform the service required under the agreement, upon payment to the Audio Visual worker of the amount due at the time of termination, calculated taking into consideration the Audio Visual worker's total work in the film and the work he/she has completed till the date of termination of this agreement. In case of any dispute regarding the termination or other conditions of services between the Producer and the audio-visual worker, the dispute resolution mechanism, process and constitution of Authorities and Courts shall be such as provided in the Code of Industrial Relations, 2020 and rules made thereunder by the State Government of Uttar Pradesh.

14. That in case of premature termination of this agreement, it shall be the option of the Producer whether or not to retain the work of the Audio Visual worker in the film and at the same time, it

shall be option of the Audio Visual worker whether or not to allow his/her name to go on the credit titles of the Audio Visual production.

15. That the Producer shall have the right to decide the manner of representing the Audio Visual Worker's personality on the screen, his/her clothes, make-up and hair-style and the Audio Visual Worker shall fully and willingly comply with the direction of the Producer in this regard, provided that the requirements of the Producer in this respect have been notified to the Audio Visual Worker and accepted by him/her.
16. That the Audio Visual Worker agrees that he/she shall render his/her services to the best of his/her ability in such manner as the Producer or, at his instance, the Director of the Audio Visual production may direct and shall comply with all reasonable instructions that he may give for the production of the Audio Visual production.
17. That the Audio Visual -worker shall comply with all the regulations of the studio, location or work place as the case may be.
18. That the Producer shall not without the consent in writing of the Audio Visual Worker, assign or transfer the benefit of this agreement to any other person.
19. That the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 shall be applicable to this agreement.
20. That the Producer shall not utilise the work of the Audio Visual worker in any of Audio Visual production, other than the Audio Visual production under this agreement, without prior permission of the Audio Visual worker.

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

1 Witness
Name:
Address:

Signature of Producer

2 Witness
Name:
Address:

Signature of Audio-visual worker

FORM-34

{See sub-rule (1) of rule 108 and Rule 110}

Application for grant/ renewal of license for Beedi and Cigar Work

1. Full name of the industrial premises……..

2. (i) Full postal address and situation of the industrial premises. .....

(ii) Full address to which communication relating to the industrial premises should be sent…….

(iii) Full address of the applicant.*……

3. Maximum number of employees proposed to be employed on any one day during the financial year.

……..

4. Full name and residential address of the person who shall be the employer for the purposes of the Code .

……..

5. If the employer is a partnership company, full name and residential address of other partners or directors. (see Note at the end)……

6. Financial resources of the employer e.g., particulars and value of movable and immovable properties, bank reference, income-tax assessment.

…….

7. Whether the employer is a trade mark holder registered under the Trade and Merchandise Marks Act, 1958.

…….

8. Whether the proposed site of the industrial premises amounts to the alteration of the site of any existing industrial premises and, if so, the reasons for such alteration.

……..

9. Source of obtaining tobacco.

……

10.Whether the beedis or cigars or both manufactured by the applicant* will be sold and marketed by himself or through a proprietor or a registered user of a trade mark registered under the Trade and Merchandise Marks Act, 1958, or any other person.

……

11. Whether the plans of the premises are enclosed. (Yes/No)

12. Amount of fee Rs. ……

I Hereby declare that the particulars furnished by me in the form are to the best of my knowledge and belief accurate

Date

Signature of applicant*

Note .- Where an industrial premises are run or proposed to be run by a contractor for or on

behalf of another person or persons or company, the said other person or persons or company is under the Act the employer and particulars to be entered for "employer" in the Form should be in regard to such person, persons or company.

*The applicant for license may, however, be either the contractor or the employer.

FORM-35

{See sub-rule (5) of rule 108 and sub-rule (2) of rule 116}

Form of Declaration by employer

I/we, hereby declare that the contents given in the application for license is true and complete in all respect and I/We fulfill the requirement of the license as provided in provisions of Occupational Safety Health and Working Conditions Code, 2020 and Uttar Pradesh rules made thereunder.

I/we further declare that I/We will be fully responsible for any of the particulars given in the application and if any of the contents found incorrect the license given to me/us may be withdrawn by the Authorities under the Code, 2020.

Date:

Place:

Signature

(Name and Address)

FORM-36

{*See* sub-rule (2) of Rule 112 and sub-rule (3) of Rule 116}

Licence

Registration No.....
Licence No: …….
Fee paid: Rs. ……

Licence is hereby granted to ..... valid only for the premises described below for use as an industrial premises employing not more than ..... employees on any one day during the year subject to the conditions specified in Annexure.

The licence shall remain in force till the 31st day of March.....

Name of industrial premises.....
Situation of the industrial premises.....
Permission is also granted for the installation of power-driven machinery....

Date.....

Signature and Seal of the Authority

Renewal

[*See* Rule 4]

Date of renewal	Fees paid for renewal	Date of expiry
1. 2. 3. 4.		

Date.....

Signature and seal of the Authority

Annexure

This licence is subject to the following conditions :

1. The manufacturing process shall be carried on only in that part of the industrial premises as specified for the purpose in the licence.

2. The maximum number of employees employed in the industrial premises shall not on any day exceed the number specified in the licence.

3. Power-driven machinery not specified in the licence shall not be used in the manufacturing process in the premises.

4. Except with the prior permission in writing of the competent authority, the industrial premises shall not be extended and except with the like permission, no structural alteration hall be made in any building on such premises.

5. The licence shall not be transferable.

FORM-37

{See clause (ii) of sub-rule (1), clause (7) of sub-rule (3) and clause (7) of sub-rule (7) of Rule 113}

Record of white washing, colour washing, varnishing, painting and cleaning

Part of industrial premises (name of room)	Parts white washed, colour washed, painted, varnished (walls, ceilings, woodwork etc.)	Treatment whether white washed, painted, varnished or cleaned	Date on which white washing, painting or varnishing or cleaning was carried out (DD/MM/YY)	Remarks	Signature of employer or manager
1	2	3	4	5	6

FORM-38

{See sub-rule (1) of rule 118}

Application for the work required to be carried out outside the industrial premises

To,
The Additional Chief Secretary/ Principal Secretary,
Labour and Employment,
Government of Uttar Pradesh.

Subject: Application for the work required to be carried out outside the industrial premises

Sir,

I, ……., proprietor/ occupier/ employer of …….. (name of establishment), on behalf of my employees, hereby apply for permission for the work required to be carried out outside the industrial premises for wetting and cutting of beedi or tobacco leaves.

1. Type of establishment:
2. Name and address of establishment:
3. License number:
4. Date of license:
5. Date of validity of license:
6. Nature of work:
7. Place or places where the outside work is required to be carried out outside the industrial premises:
8. Details of suitability of place where outside work of wetting or cutting of beedi or tobacco leaves is proposed:
9. Brand name/ trademark of product:
10. Source of obtaining beedi or tobacco leaves:
11. Date of commencement of work:
12. Maximum number of employees employed:
13. Remarks:

Declaration:

1. I, hereby declare that all the information furnished by me in the application is true.
2. I abide myself that, if my employees have given this permission, I will ensure that all the conditions under which this permission will be granted, will be fulfilled by me.
3. I also assure that I will follow all the provisions of the Code and Rules made thereunder and if any sort of violations are found at any stage, this permission may be withdrawn and action may be taken against me.

Date: Seal and signature of

Place:

proprietor/ occupier/ employer
or authorized signatory

FORM-39

{See sub-rule (1) of rule 119}

Record of outside work

Number and date of Government Order permitting work outside the industrial premises : ……

Date	Place or places where outside work was permitted	Nature of work	Name of employee	Remark
1	2	3	4	5

FORM-40

{see sub-rule (2) of Rule 119}

Home worker's log book

1. Name of home-worker:
2. Address of the home-worker, where is the manufacturing process is carried on:
3. Month and year:
4. Account of work done at home

Date	Raw material supplied to the worker			signature or thumb impression of the worker	No. of beedis received by the employer
	tendu patta	tobacoo	thread		
1	2	3	4	5	6

No. of standard beedis	No. of sub-standard or chhat beedis	wages payable to the worker		wages paid to worker
		for standard beedis	for sub-standard or chhat beedis	
7	8	9	10	11

Date	Amount of wages to	signature or thumb	Signature of the

	date in arrears	impression of the worker	employer
12	13	14	15

FORM-41

{See sub-rule (2) of rule 120}

Form of Approval of plans and permission for site.

1- Name of the factory ……..
2- Location of the factory ……(if possible geo-mapping)
3- Name of the employer ……..
4- Address, telephone number and E-mail Id of the employer ……
5- Name and Address, telephone number and E-mail Id of the Occupier ……..
6- Name and Address, telephone number and E-mail Id of the Manger …….
7- Activity or proposed activity as per national industrial classification ……
8- Detail of selected NIC code ……..
9- Number of the workers employed or to be employed ……
10- Details of power used or to be used ……

Signature

(Name and Address)

FORM- 42

{See clause (a) & (d) of sub-rule (7) of rule 120 and sub-rule (6) of Rule 120}

[Particulars of rooms in the factory]

Name of room in factory	Dimensions in feet					Total area in square feet	Floor area occupied by machinery in the room	Breathing space (contents in cubic feet).	Total volume of air in the room	Number and size of doors	Ventilation			Maximum capacity of the room	Maximum number of persons intended to be employed in the rooms	Whether the room is to be used as a work-room for storage only	Date of construction	Remarks
	Length	Breadth	Height								Number and size of windows openings	Number and size of skylight openings	Total area in square feet					
			Maximum	Minimum	Average													
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19

Signature of the Occupier.....

Signature of the Manager.....

Questionnaire Annexed to Form-42

Careful attention to the questionnaire will assist in drawing up the plans in accordance with the law, and thus prevent delay in dealing with the plans.

Note: The site-plans should be draw to a minimum scale of 100'-1" and the other plans drawn to a minimum scale of 10'-1".

1. Plans—

(a) Has a site-plan showing the immediate surroundings including adjacent buildings and other structures, roads, drains, *etc.,* been submitted in triplicate.

(b) If there is a system of underground sewage within 100 ft. of the factory, has its position been shown in the site plan ?

(c) Have the direction *i.e.,* north, south, east and west been shown on the site-plans as well as on the detailed plans ?
(d) Have the municipal nos. or the field nos. of the premises and the surrounding areas been shown on the site-plan ?
(e) Have the factory premises been clearly demarcated in the site-plan in distinctive colour ?
(f) Have the detailed plans of the factory indicating all relevant details " relating to doors, windows, ventilators, fire escapes, *etc.,* been submitted in triplicate ?
(g) Are all new buildings, parts of buildings (if extensions) or alterations in existing buildings shown by boundaries duly marked in a distinctive colour ?
(h) Are all rooms, sheds, enclosures, *etc.,* serially numbered inside a circle on the plans, corresponding to the serial entry in Form-42?
(i) Are the outlines of all rooms, sheds, enclosures, *etc.,* shown in the site-plan and allotted the same number as in Item 1*(h)* above?
(j) Is the Sectional elevation of such a room or shed, *etc.,* shown separately?
(k) Is the minimum and 'maximum height of every room, shed, *etc.,* shown clearly in the Sectional elevation ?
(l) Is the material of which the roof is constructed indicated the Sectional elevation?
(m) Are the heights of all the workrooms in accordance with the provisions of Rule 70 as under :
(i) Is the minimum height 20 ft. with C. I. sheet roofing ?
(ii) Is the minimum height 14 ft. with A. C. sheet roofing or R.B./R. C. C. roofing ?
(iii) Has an inner ceiling of a heat resisting material with an air gap of at least 4" been provided at a minimum height of 14 ft. and the name of the heat resisting material given?
(iv) Has an exemption been sought for a height of up to 12 ft. R.B/R. G. C. roofing?
(v) Has an exemption been sought for on the assurance of not employing more than 150 employees in the factory on any day ?
(n) Is the minimum distance of the nearest building from latrines and urinals shown on the plans?
(o) Is the minimum distance of the nearest well, hand-pump or other drinking water centres shown in the drawing ?
(p) Are water centres shown on the plans ?
(q) Are the sizes of all the doors and ventilators shown on the plans along with their exact position?
(r) Are all the drains, pipes and sewers for carrying sullage sewage water effluent and waste products running within the factory premises constructed and shown in the plans ?
(s) Are the positions of various machines fitted or proposed to be fitted shown in the drawings together with their names ?
2. Form No-42
(a) Is Form No-42 submitted in triplicate, filled in for all workrooms, godowns, *etc.* which are proposed to be constructed or extended ?
(b) Have the internal dimensions only been entered in all the columns of Form No-42?
(c) Is the breathing space of workroom, shed, *etc.,* calculated as shown below:
Floor area of room x its mean height (height above 14 ft. has to be left out of calculation).
(d) Is the maximum capacity entered in Column No. 15 of Form No-42? the maximum number of persons shown as the lower value of the two calculations shown below :
(i) Floor area of a room less area occupied by machinery in the room divided by 36 [Rule 70*(2)*].
(ii) Breathing space [as in *(c)* above] divided by 500.
(e) Have the maximum number of persons as worked out above (lower value) been also shown on the plans for each workroom corresponding to Column No. 15 of Form No-42?
(f) Is the window, ventilator and skylight area provided at the minimum rate of 1 sq. ft. to every 15 sq. ft. of floor area of the room ? (Section 23 (2) (II) & its rule) ?
(g) Can the windows and skylights under Columns Nos. 12 and 13 of Form No. 42 Ball be opened for ventilation ?
It is recommended that windows and skylights may be provided one opposite to another so as to provide cross ventilation.
(h) Has a flow chart of the manufacturing process supplemented by its brief description in various stages been submitted in triplicate ?*Rule 69(1) (b)*
3. Doors and ventilators.—
(a) Is every work room provided with at-least two doors or exits ?
(b) Is the minimum size of every door or exit 6'-6"x3'
(c) Have any doors of ventilators in common with two adjacent rooms been counted in both ?

(d) Are all the doors opening outwards ?

(e) Do the windows and skylights entered under Cols. 12 and 13 of Form No-42 Actually serve the purpose of ventilation ?

4. Fire Escapes.—(In case of buildings of more than one story

(a) Are two fire escapes provided on either side of the building ?

(b) Are the fire escapes accessible from every room in the upper floor in the buildings ?

(c) Is the material used in construction of the fire escapes non-combustible ?

(d) Are the windows, doors giving access to an external stair-case arranged to open immediately from inside.

(e) Is any fire escape or stair-way constructed at an angle greater than "450 ft. with the horizontal?

(f) Is any fire escape or stair way less than 45'Un width ?

(g) Is any part of the factory building further (along the line of travel) than 150 ft. from the fire escape stair ?

(h) Have the particulars given against Items *4(e), (f)* and *(g)* above been also clearly shown in the various drawings being submitted ?

(i) Is the setback area of the factory and its premises uncovered and free from obstruction?

5. Latrines and urinals.—

(a) Are the latrines and urinals provided separately for men and women?

(b) Are these sufficient to meet the requirements of Section 23(2)(viii) read with its Rules ?

(c) Is the surrounding ground up to a distance of 4 ft. all round of impermeable material?

(d) Is the surrounding ground raised to at least 6" above the ground level?

(e) Is any latrines, ventilator or opening in the proximity of any opening of the main building?

(f) Do any latrines or urinals communicate with any work room without any intervening space open to the sky ?

(g) Are the latrines of the flush type ?

(h) Are all the drains, pipes and sewers for carrying sullage, sewage water effluent and waste products running within the factory premises constructed of impermeable material?

(i) Are the drains of flush type latrines connected to the drainage system of the local Boards?

(j) Is an efficient system of septic tanks provided if no drainage system exists?

(k) Are the latrines provided with roofing?

6. Drinking water.—

(a) Is the drinking water provided from a source provided by the local Board.

(b) Is any well constructed in the premises of the factory for drinking water or humidification purposes ?

(c) Is the cylinder of the well pucca and impervious to water throughout and up to a depth not less than the lowest level of sub-soil water ?

(d) Are the positions of water centres including wells, hand pumps situated at least 20 ft. away from the washing place, latrines and urinals ?

7. Rest shelter, canteen and creches.—If the plans relate to any of these, the following questions should also be answered—

(i) Rest shelter:

(a) Does the building fully meet the requirements of Section 24(2)(lll) and it's rules.

(b) Is the roof ef heat-resisting material ?

(c) Is the height of every room in the rest shelter at least 12 ft. from the floor level to the lowest part of the roof ?

(ii) Canteen:

(a) Does the building fully meet the requirements of— Section 24(1)(v) and it's rules.

(b) Are the canteen buildings situated not less than 50 yards from any latrines, urinals, boiler house, coals, stack coals dumps *etc.?*

(c) What is the minimum height of the buildings of the canteen measured from the floor level to the lowest part of the roof ?

(iii) Creche :

(a) Does the building of creche meet fully the requirements of— Section 24 (3) and it's rules.

(b) Is the height of buildings not less than 12 ft. from floor level to the lowest part of roof ?

We certify that the replies given to the questionnaire above are correct.

Signature of Manager. *Signature of Occupier.*

N. B.—(i) After showing the above details, the plans and site-plan this questionnaire and Form-42 should all be submitted in triplicate to the Inspector-cum-facilitator having jurisdiction for the approval of the Chief Inspector cum facilitator, Uttar Pradesh.

(ii) A certificate of stability signed by a Competent Person having the qualifications, shall be submitted on Form-43 before the manufacturing process with the aid of power is begun in the building.

FORM- 43

{See clause (i) of sub-rule (7) of Rule 120, sub-rule (2) of rule 122}

Certificate of Stability of a Factory or Part of a Factory

(To be submitted after completion and before working)

I hereby declare that I have personally examined the plans and specifications of the building described below, the actual materials and methods used in its construction and the finished building and I am satisfied that its construction is such that its stability will be satisfactory when used as factory or part of a factory for the purposes herein declared.

1. Name of the factory…….
2. Name of builder (s) or Contractor (s)……..
3. General type of construction
   - *(a)* Full name of signatory (in block letters)……..
   - *(b)* Qualifications……..
   - *(c)* Present occupation…….
   - *(d)* Permanent postal address…….....
4. Purpose for which the building is to be used……..
5. Name of room or building for which this certificate is granted giving reference to plan no.
6. Nature of work to be carried on in the above room/building……
7. Nature and amount of moving power……

Date……..

Signature of Competent person
(Name and Designation)

Signature of occupier
(Name and Designation)

NOTE.—The person giving the certificate must be: *(a)* a Corporate Member of the Institution of Civil Engineers, or *(b)* a Corporate Member of the Institution of Structural Engineers or *(c)* a Fellow Associate or Licentiate of the Royal Institute of British Architects, or *(d)* be a graduate in Civil Engineering and be also a Corporate Member of the Institute of Engineers (India), provided that no person, except in the case of buildings occupied or erected by any Government where a certificate may be granted by an officer not below the rank of an Executive Engineer, shall be authorized to sign a certificate of stability if he is in the full time employment of the owner or the builder of the building.

FORM-44

{see sub-rule (11) of rule 120}

Certificate of Approval of site-plan of factory

From,

……

……

To,

……..

……..

Site plan no.: F/plan/lic: Date:

Subject: Regarding approval of new extension and revision of factory building plans and stability certificate.

Sir/Madam,

Please refer to your on-line application regarding approval of the site-plan of new/ extension and revision of factory building plans and stability certificate dated ……. submitted to Chief Inspector-cum-Facilitator or …….. (mention Licencing Authority).

Your aforesaid application if forthwith approved under the following conditions/ reasons according to the provisions of occupational safety health and working conditions code 2020 and rules made there under:

Conditions/ remarks-1:

Conditions/ remarks-2:

Conditions/ remarks-3:

Conditions/ remarks-4:

Over all conditions/ remarks:

As well as the stability certificate dated …… which is signed by ……. and work room number/ as has been shown in the factory plans number …….. is approved for the use of …….. horsepower electricity/ …… horsepower diesel/ oil engine, total ……. horsepower for use is approved. Besides this your attention is sought towards the provisions of these rules according to that before starting the work with the help of power, it shall be compulsory to issue and get the approval of the stability certificate.

Enclosed:

1. Plans
2. Site plans
3. Questionnaires
4. Form- 42
5. Flow chart
6. Certificate of Stability (Form- 43)

Your's

…….

…….

FORM-45

{see sub-rule (1) of Rule 121, sub-rule (2) of rule 122, sub-rule (2) of rule 123 and sub rule (3) of rule 156}

Notice of occupation for Registration and grant or Renewal/ amendment of License

LICENCE NUMBER……

Full name of the factory and its licence number, if already registered:

1. Postal address and situation of the factory including the police station, tehsil and district with PIN code:
2. Address to which communication Relating to the factory should be sent:
3. Contact Number of Factory:
4. Email Address of Factory:
5. Nature of manufacturing process/ processes-
   (a) carried on in the factory during the next twelve months (in case of factories already in existence).
   (b) to be carried o in the factory during the next twelve months (in case of all factories).
   (c) Details of National Industrial Classification-2008 (NIC) code.
   (i)sub-class(6 digit)-
   (ii)description as per NIC-
6. Names and values of the principal products manufactured during the last twelve months.
7. Man power:
   (a) Maximum number of workers proposed to be employed on any one day during the year.
   (b) Maximum number of workers employed in any day during the last twelve months
   (c) Number of workers to be employed in the Factory.
8. Power to be used:
   (a) Nature and total amount of power (kW.) installed or proposed to be installed
   (b) Maximum amount of power (kW) proposed to be used:
   NOTE.—If power is not proposed to be used originally but is introduced later, the fact should be immediately communicated to the Chief Inspector-cum-Facilitator.
9. In the case of a factory constructed or extended after the date of the commencement of the rule:
   (a) Reference number and date of approval of the plans for site, whether for old or new building and for construction or extension of factory, by the State Government/ Chief Inspector-cum-facilitator.
   (b) Reference number and date of approval of the arrangements, if any, made for the disposal of trade waste and effluents and the name of the authority granting such approval.
10. Full name, father's name and residential address of-
    (a) The person who shall be Manager of the factory for the purposes of the code:
    (b) The occupier of the factory:
11. If the factory is covered by the provisions of Section 80 of the Code, full name, father's name, and address of the owner of the premises or buildings in which the factory is situated.
12. Half Yearly(if applicable)& Annual return submitted (Yes / No).
13. Date on which the Manager assumed charge
14. Date on which the occupier occupied the premises or will occupy the premises.
15. Detail of fee:

(Amount of fee in Rupees paid through Bank / E-Challan /Electronically, reference number and date).

16. Last annual return submission date-
17. Validity of No objection certificate for premises from U.P. Fire control services-

Amendments in Licence

Year when amended	Valid for	Maximum number of workers on any one day	Total amount of power installed (KW)	Manufacturing process	Name of occupier/ employer	Updation in address of premises	Details of Amendment in Licence
1	2	3	4	5	6	7	8

I/We certify that information given by me/us is true and correct to the best of my/our knowledge.

Full signature of occupier……..

Full signature of manager……..

Full signature of owner, if any……..

Date

Notes.

(1) This form should be completed in ink in block letters or typed.

(2) If any of the persons named against the item is minor the fact should be clearly stated.

(3) In the case of a factory where a Managing Agent or Agents have been appointed as occupiers under the Indian Companies Act, 1913 (VII of 1913), information required in the item should be supplied in respect of that person or persons.

FORM-46

{see sub-rule (2) of rule 121, sub rule (5) of rule 122, sub-rule (4) of rule 123 and sub-rule (3) of rule 124 }

LICENCE FOR FACTORY UNDER THE OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020

(Licence to Work a Factory)

Registration No:-
Old Registration No:-
Date Of Issue :- Fee Rs……

Licence is hereby granted to Sh /Smt …….. valid only for the premises described below for use as a factory employing not more than ……persons on any one day during the year and using motive power not exceeding …..... kW. subject to the provisions of the Occupational Safety, Health and Working Condition Code, 2020 and the rules made thereunder.

This licence shall remain in force till …….. unless further renewed.

Description of the Licenced Premises

The licenced Premises shown on plan No. ……..…… dated. …./…./…. are situated in M/S…….. Address……..., District :- ……. and consist of the premises shown on approved site and detailed plan.

Sl. No.	Period of issue	Valid for		Fee	Challan number and date of payment
		Maximum number of workers on any one day	Total amount of power installed (KW)		

Details of Renewal of licence

	Date of renewal	Fees paid for renewal	Date of expiry
1			
2			

Signature of Chief Inspector-cum-Facilitator/
Licencing Authority

Note:

1- This is a computer generated licence.
2- This licence may be verified from the website of the Labour Department, Govt. of UP - www.uplabour.gov.in

This licence is issued solely on the basis of the information submitted by the applicant. The Labour Department does not undertake responsibility for the correctness of the information contained herein. This license shall remain in force subject to validity of NOC from Concerned Department.

FORM-47

{see sub-rule (2) of rule 124 and rule 127}

Notice of occupation

LICENCE NUMBER……
For the year……

01-Full name of the factory and its licence number, ……..
02- (*a*) Address and situation of the factory including the police station, tehsil and district……..
(*b*) Correspondence Address ……
(c) Contact Number and Email Address of Factory……
03-Nature of manufacturing process/ processes carried on in the factory during the next twelve months……
04-Names and values of the principal products manufactured during the last twelve months……
05-(*a*) Maximum number of workers proposed to be employed on any one day during the year……
(*b*) Maximum number of workers employed in any day during the last twelve months……
(*c*) Actual number of workers employed in the Factory at present ……
06-(*a*) Nature and total amount of power (H.P.)installed ……
(*b*) Maximum amount of power (H.P.) ……
NOTE.—If power is not proposed to be used originally but is introduced later, the fact should be immediately communicated to the Chief Inspector-cum-Facilitator or Licencing Authority.
07-In the case of a factory constructed or extended after the date of the commencement of the rule
(*i*) Reference number and date of approval of the plans for site, whether for old or new building and for construction or extension of factory, by the State Government/ Chief Inspector-cum-Facilitator
(*ii*) Reference number and date of approval of the arrangements, if any, made for the disposal of trade waste and effluents and the name of the authority granting such approval
08-Full name, father's name and residential address of.-

(i) The person who shall be Manager of the factory for the purposes of the Act……
*(ii)*The occupier of the factory —……09- If the factory is covered by the provisions of Section 80 of the Code, full name, father's name, and address of the owner of the premises or buildings in which the factory is situated

10- Return submitted
(Yes / No)
11- Date on which the Manager assumed charge……
12- Date on which the occupier occupied the premises or will occupy the premises……
I hereby declare that our factory is complying / will comply with all health and safety provisions of The Code 2020 to the best of my knowledge.

Full signature of occupier……
Full signature of manager……

Date

FORM-48

{See sub-rule (2) of rule 128}

Notice of change in Manager

1. Name of factory with current licence number .....
2. Postal address of the factory.....
3. Name of outgoing manager.....
4. Name of the new manager with his postal residential address and telephone number, if any.....
5. Date from which new manager took over charge.....

Date..... Signature of new Manager.....

Place..... Signature of Occupier.....

FORM-49

{see sub-rule (4) of rule 132}

Form of application to Site Appraisal Committee

1. Name and address of the applicant:
2. Site ownership date:
    a. Revenue details of site such as survey number, plot number, etc:
    b. Whether the site is classified as Forest and if so, whether approval of the Central Government under section 5 of the Indian Forest Act, 1927 has been taken:
    c. Whether the proposed site attracts the provisions of Section 3(2)(v) of the E.P. Act, 1986, if so, the nature of the restrictions:
3. Local authority under whose jurisdiction the site is located:
4. Site plan:
    a. Site plan with clear identification of boundaries and total area proposed to be occupied and showing the following details nearby the proposed site:
        i. Historical monuments, if any, in the vicinity:
        ii. Names of neighbouring manufacturing units and human habitats, educational and training institutions, petrol installations, storages of LPG and other hazardous substances in the vicinity and their distances from the proposed unit:
        iii. Water sources (rivers, streams, canals, dams, water filtration plants etc.) in the vicinity:
        iv. Nearest hospitals, fire stations, civil defence stations and police stations and their distances:
        v. High tension electrical transmission lines, pipelines for water, oil, gas or sewerages, railway lines, roads, stations, jetties and other similar installations:
    b. Details of soil conditions and depth at which hard strata obtained:
    c. Contour map of the area showing nearby hillocks and difference in levels:
    d. Plot plan of the factory showing the entry and exit points, roads within, water drains etc.:
5. Project report:
    a. A summary of the salient features of the project:
    b. Status of the organisation (Government, Semi-Government, Public or Private etc.):
    c. Maximum number of persons likely to be working in the factory:
    d. Maximum amount of power and water requirements and source of their supply:
    e. Block diagram of the buildings and installations, in the proposed site:
    f. Details of housing colony, hospital, school and other infrastructural facilities proposed:
6. Organisation structure of the proposed manufacturing unit/factory:
    a. Organisation diagram of:
        i. Proposed enterprise in general:
        ii. Health safety and environment protection departments and their linkage to operation and technical departments.
    b. Proposed to health and safety policy:
        i. Area allocated for treatment of waste and effluents:
        ii. Percentage outlay on safety, health and environment protection measures.
7. Meteorological data relating to the site:
    a. Average minimum and maximum of-
        i. Temperature
        ii. Humidity
        iii. Wind velocity is during the previous ten years
    b. Seasonal variations of wind direction
    c. Highest water level reached during the floods in the area recorded so far
    d. Lightening and Seismic data of the area
8. Communication links:
    a. Availability of telephone/telex/wireless and another communication facilities for outside communication:

b. Internal communication facilities proposed:

9. Manufacturing process information:
    a. Process flow diagram:
    b. Brief write-up on process and technology:
    c. Critical process para-metres such as pressure build-up, temperature rise and run-away reactions:
    d. Other external effects critical to the process having safety applications, such as ingress of the moisture or water contact with incompatible substances, sudden power failure:
    e. Highlights of the build-in safety/pollution control devices or measures/incorporated in the manufacturing technology:
10. Information of hazardous materials:
    a. Raw materials, inter-mediate products and by-products and their quantities (includes Material Safety Data Sheet in respect of each other order substance):
    b. Main and intermediate storages proposed for raw materials/ intermediates/ products/ by-products (maximum quantities to be stored at any time):
    c. Transportation methods to be used for materials inflow and outflow, their quantities and likely routes to be followed:
    d. Safety measures proposed for-
        i. handling of materials
        ii. internal and external transportation
        iii. disposal (packing/ forwarding of finished products):
11. Information on disposal/disposal of waste and pollutions:
    a. Major pollutions (gas, liquid, solid) their characteristics and quantities (average and at peak loads):
    b. Quality and quantity of solid waste generated, method of their treatment and disposal:
    c. Air, water and soil pollution problems anticipated and the proposed measures to control the same, including treatment and disposal of effluent:
12. Process Hazard information:
    a. Enclose a copy of the report on environmental impact assessment.
    b. Enclose a copy of the report on risk assessment study.
    c. Published (Open or Classified) reports, if any, on accident situations occupational health hazards or similar plants elsewhere (within or outside the country).
13. Information of proposed safety and occupational health measures:
    a. Details of firefighting facilities and minimum quantity of water, carbon-di-oxide and or other fire-fighting measures needed to meet the emergencies:
    b. Details of in-house medical facilities proposed:
14. Information on emergency preparedness:
15. On-site emergency plan
16. Proposed arrangements, if any, for mutual-aid scheme with a group of neighbouring factories
17. Any other relevant information

I certify that the information furnished above is correct to the best of my knowledge and nothing of importance has been concealed while furnishing it.

Name and signature of the applicant.

FORM- 50

{see rule 134}

Format of report of Site Appraisal Committee to be submitted to State Government

From,
Labour Commissioner, UP,
G.T. Road, Kanpur.

To,

Additional Chief Secretary/ Principal Secretary,
Labour and Employment,
Govt. of Uttar Pradesh, Lucknow.

Subject: Submission of report of Site Appraisal Committee in the case of application of ……. (name of applicant) with respect to the proposed construction/ expansion/ location/ operation of hazardous activities in ……. (name of factory).

Sir/ Madam,

Kindly refer to the Govt. order number …… dated …… through which the Site Appraisal Committee in the case of application of ……. (name of applicant) w.r.t. the proposed construction/ expansion/ location/ operation of hazardous activities in ……. (name of factory) was constituted under sub-section (1) of Section 83 of the Occupational Safety, Health and Working Conditions Code, 2020 and rules made thereunder.

The above mentioned committee has examined thoroughly the application made by ……. and the report of the committee is as follows:

a. Name and address of the applicant:
b. Name of the factory:
c. Registration number (if any):
d. License number (if any):
e. Site ownership details:
f. Date(s) of field visit(s) of the committee:
g. Details of meetings of the committee (plz .enclose all minutes of meetings):
h. Details of recommended corrective measures to be adopted by the applicant (if any):
i. Details of adopted corrective measures (give details):
j. Recommendations of the Site Appraisal Committee:
k. Any other comments/ recommendations:

Date: Signature of Labour Commissioner
Place: Seal

FORM- 51

{see sub-rule (6) of rule 155}

Register of persons in supervisory, managerial or confidential positions

Name of the Factory ……
License Number ……

Sr.No	Name	Father's name	Designation	Date of joining	Date of leaving
1					
2					
3					
4					
5					
6					
7					
8					

9					
10					
11					

FORM- 52

{see sub-rule (4) of Rule- 159}

ANNUAL REPORT OF HOUSING

Annual return for the year.....

1. Name of Plantation:
2. Address and location where plantation is carried out:
3. Name and address of the employer:
4. Year in which the plantation came under the preview of the Code:
5. Total resident labour population including dependents in the plantations:
6. Number of resident workers requiring houses:
7. Number of houses required to be provided according to the approved scheme every year:
8. Number of houses provided according to the approved scheme by-
   i. Construction of new houses.
   ii. adaptation of old houses.

18. Reason for not providing the number of houses as required in item No. 7:

Date:

Seal and Signature of the Employer

FORM- 53

{See sub-rule (1) of rule-180}

NOTICE TO OFFENDING EMPLOYER BY COMPOUNDING OFFICER FOR COMPOUNDING THE OFFENCES UNDER SUB-SECTION (1) OF 114 OF THE CODE

NOTICE

To,
…….. (Name of employer)
M/s ……
…… (Address)

Kindly refer to your application dated …….. regarding the composition of offence(s) committed in contravention to the provisions of the Occupational Safety, Health and Working Conditions Code, 2020 (Act no 37 of 2020) by you/ your company/ establishment;

Since you have requested for the composition of the said offence(s), you are hereby intimated that the allegation has been made against you for committing offence for violation of section(s) …….. of the Occupational Safety, Health and Working Conditions Code, 2020 (Act no 37 of 2020). Your application has been examined by undersigned and it was found that the violations under the section(s) …… are compoundable while the offence(s) under the section(s) …… may not be compounded for the reasons stated below under the Occupational Safety, Health and Working Conditions Code, 2020 (Act no 37 of 2020)-

1. …….
2. …….

The compounding amount required to be paid by you towards composition of offences is rupees …….. By this notice, you are hereby directed to deposit the abovementioned compounding amount within fifteen days from the date of issue of this notice for compounding of the offence(s). In case if you fail to deposit the said amount within specified time, no further opportunity shall be provided to you and necessary direction for filing prosecution under section(s) …….. as per the provisions of the Code against you shall be issued;

You are also hereby informed, that if you fail to deposit the abovementioned compounding amount within the specified time, you will be liable to pay the same as per the provision of sub-section (3) of section 114 of the Code.

This notice is issued under my signature and seal on …….. day of ……., 20……

Compounding Officer,
Seal

Copy to- Inspector-cum-Facilitator having jurisdiction

FORM- 54
{See Rule 183}

Application for Common License under section 119

Common Application for License/ Renewal/ Amendment of License applied under Section 119 of the Code		
A. Establishment Profile		
1	Name of Establishment	
2	Address of establishment	

	(a) Head Office address along with e-mail-id	
	(b) Corporate Office address along with e-mail-id	
	(c) Location of establishment along with e-mail-id	
3	Contact number(s)	
4	Activity as per NIC (National Industrial Classification) (select all applicable activities given):	
5	Details of selected NIC code	
6	Nature of work carried on in main establishments	
7	Identifier of establishment: (select – e-sign/ digital sign)	
	B. Details of Employer	
1	Full name of Employer/ Occupier	
2	Relationship with establishment	
3	Full address of Employer/ Occupier	
4	e-mail id of Employer/ Occupier	
5	Details of all Occupiers/ Partners/ Directors to be furnished along with **	

C. Particulars of the Factory

	Factory Name	Full address of Factory	Activity as per NIC (National Industrial Classification)	Date of applicability as factory	Max. power to be used (KW)	Name of establishments in which workers to be employed
1	1	2	3	4	5	6
2	Name, Residential address and Mobile no. of Manager/ Factory Manager					
3	Max. no. of workmen proposed to be employed on the establishment on any date					
4	Amount of License fee paid					
5	Transaction id/ proof of deposition					
6	Manufacturing process to be carried out					

	D. Particulars of the Contract Labour to be employed (if license is required workwise)	
1	Location of work sites	
2	Nature of work carried out in establishment/ Activity as per NIC (National Industrial Classification)	
3	Name of establishments where contract labour is proposed to be employed	
4	Date of commencement	
5	Date of completion	
6	Name, address and -mail of site in-charge	
7	Max. no. of workmen proposed to be employed on the establishment on any day	
8	Amount of License fee paid	
9	Amount of security deposit	
10	Transaction id/ proof of deposition	
11	Registration number, if obtained then details they are of	

	E. Details of establishments for which single license is required (beedi and cigar)	
1	Whether the applicant is a trademark holder registered under prevailing trade and merchandise market act	
2	Whether the proposed site of the industrial premises amounts to the alteration of the site of any existing premises and if so the reasons for such alteration	
3	Whether the beedis or cigars or both manufactured by applicant will be sold and marketed by himself or through proprietor or registered user of a prevailing trade and mercantile market act or any other reason person	
4	Maximum number of labour will be employed at any time of the day	

5	Date of commencement of work	
6	Plan of the places or premises, the area therein to be used for manufacturing processes, the immediate surroundings of such places or premises etc.	

Date of application

Signature of employer/ Occupier

Application for Renewal of License

1	License number and Date	
2	Registration number	
3	LIN and PAN (for contract labour work only)	
4	NIC code no (as given in the license)	
5	Name and address of the factory/ establishment	
6	Full address to which communication shall be carried (where the factory address serves the purpose of communication also, this information need not to be given)	
7	A flow chart of the manufacturing process supplemented by a brief description of the process in its various stages, list of the raw material, used intermediate products including mission of toxic gases, etc., finished products, their quantities, methods of storage and handling, loading and transport and details of the arrangement for the disposal of trade waste and effluents (to be enclosed)	
8	Max. number of workers to be employed on any day during the year	
9	Installed power (in HP)	
10	Details and proof of deposited required fees	
11	Date of expiry of previous license	
12	Whether the license of the employer/ contractor was suspended or revoked	

Date of application

Signature of employer/ Occupier

Application for Amendment of License

1	License number and Date	
2	LIN and PAN (for contract labour work only)	
3	Name and address of the factory/ establishment	
4	Max. number of workers presently employed	
5	Details for which amendment is sought	
(a)	Max. number of workers presently employed	
(b)	Change in number of workers (If the number of workers has to amended and there is an increase in number in the maximum number of workers to be employed, then additional fees/ security deposit as per rules needs to be deposited)	
(c)	Power to be change (in HP)	
(d)	Change in the name of Occupier or Factory Manager	
(e)	Change in name of Factory	
6	Nature of manufacturing process to be carried out in the factory	(List of processes)
7	In case of amendment in manufacturing process, indicate manufacturing process carried out previously	(List of processes)
8	Details and proof of deposited required fees	
9	Other details, requiring amendment in the license issued (necessary documents may be attached/ uploaded in support of change(s) required	

Date of application

Signature of employer/ Occupier

** strikeout whichever is not applicable

FORM- 55

{See sub-rule (3) of Rule 184}

Certificate of Common License under Section 119 (2)

License No: ……. Registration No. ……

NIC details: ……. Date: ……..

License is hereby granted to ……. for the premises known as …… situated at ……. for use as a Factory/ Establishment within the limits stated hereinafter, subject to provisions of the Section 119 of the Occupational Safety, Health and Working Conditions Code, 2020 and the Rules made thereunder.

The plan of Factory is approved on …… (date) plan number …….. by Director of Factories, UP/ Deputy Director/ Assistant Director of Factories, …… having jurisdiction

Date:

Designated Authority

Details of License

	Period of issue	Valid for		License Fees paid	Excess fees for late payment	Security amount paid	Date of payment
		Max. no. of contract labour/ workers on any one day	Max. power used in premises (in HP)				
Details of license granted							
Details of Renewal							

Designated Authority

Amendments

Date of amendment	Amendment made			Amendment fees and date of payment	Additional fees (if any) and date of payment
	Workers	Installed power	Details of Other amendments		

Designated Authority

ANNEXURE

This single licence under sub-section (2) of Section 119 of the Code is subject to the following conditions:

1. This license is only for the purposes of Sub-section (1) of Section 119 of the Code on Occupational Safety, Health and Working Condition, 2020 and rules made thereunder.
2. The number of workmen employed as contract labour/ migrant labour in the establishment shall not, on any day, exceed the maximum number specified in the licence.

3. Except as provided in the rules, the fees paid for the grant or, as the case may be, for renewal of the licence shall be non-refundable.
4. The rates of wages payable to the workmen by the contractor shall not be less than the rates prescribed for the employment under the Minimum Wages Act, 1948 (11 of 1948) or Code on Wages, 2019 (29 of 2019), where applicable, and where the rates have been fixed by agreement, settlement, award, or by the State Government, not less than the rates so fixed.
   (a) In case where the workmen employed by the contractor perform the same or similar kind of work as the workmen directly employed by the principal employer of the establishment, the wage rates, holidays, hours of work and other conditions of service of the workmen of the contractor shall be the same as applicable to the workmen directly employed by the principal employer of the establishment on the same or similar kind of work;

   Provided that in the case of any disagreement with regard to the type of work the same shall be decided by the concerned designated authority or Inspector-cum-Facilitator having jurisdiction, whose decision shall be final.
   (b) In other cases the wage rates, holidays, hours of work and conditions of service of the workmen of the contractor shall be such as may be specified in this behalf by the concerned designated authority or Inspector-cum-Facilitator having jurisdiction.
5. Every contract labour/migrant worker shall be entitled to allowances, benefits, facilities etc, as prescribed in the Occupational Safety, Health and Working Conditions Code, 2020 (37 of 2020) and rules made there under.
6. In every establishment where 20 or more women are ordinarily employed as there shall be provided 2 rooms of reasonable dimension for the use of their children under the age of six years. One of such rooms would be used as a play room for the children and the other as bed room for the children. For this purpose the contractor shall supply adequate number of toys and games in the play room and sufficient number of cots and beddings in the sleeping room.
7. The licensee shall notify any change in the number of workmen or the conditions of work to the Authority.
8. A copy of the licence shall be displayed prominently at the premises where the contract work is being carried on.
9. The contractor shall comply with all the provisions of the Code and these Rules.
10. The licensee shall, within fifteen days of the commencement and completion of each contract work, submit a return to the Authority designated under section 46 of the Occupational Safety, Health and Working Conditions Code, 2020 (37 of 2020) intimating the actual date of the commencement or, as the case may be, completion of such contract work in relevant Form.

FORM- 56

{See Paragraph 7(2)of Schedule VII & Paragraph 4(2) of Schedule XXXII & Paragraph 3(d) of Schedule XXXIII specified under Rule 130}

Report of Examination and Test of Dust Extraction of Suppression System

1. Description of system
2. Hood-
   (a) Serial number of hood
   (b) Contaminant captured
   (c) Capture Velocities (at points to be specified)
   Design Value Actual Value

   (d) Volume exhausted at hood
   (e) Hood Static Pressure

3. Total Pressure drop at--
   (a) Joints

(b) Other points of system (to be specified)

4. Transport velocity in duct at points along ducts (to be specified)

5. Air cleaning device--

(a) Type used ... ...

(b) Velocity at inlet ... ...

(c) Static pressure at inlet ... ...

(d) Velocity at outlet ... ...

(e) Static Pressure at outlet ... ...

6. Fan--

(a) Type used ... ...

(b) Volume handled ... ...

(c) Static Pressure ... ...

(d) Pressure drop at outlet of fan ... ...

7. Fan Motor-

(a) Type ... ...

(b) Speed and power in kilowatts ... ...

8. Particulars of defects, if any, disclosed during test of any of the above components.

I certify that on (date .....) the above dust extraction system was thoroughly cleaned and(so far as its construction permits) made available for thorough examination. I further certify thaton the said date, I thoroughly examined the above dust extraction system including itscomponents and fittings and that the above is a true report of my examination.

Signature .....

Qualification .....

Address ……

Date……..

(If employed by a company or association, name and address of the company or association)

Form 57

Appeal under section 119(6)

a) Name and License no of establishment

b)the order appealed against;

c) a non-refundable fee equivalent to five percent, of the fees deposited to obtain common license;

d)a statement of issues in dispute;

e)documentary evidence relied upon.

a) relief sought.

Name and Sign of Occupier

उत्तर प्रदेश शासन

श्रम अनुभाग-3

संख्या- 568 /36-3-2026-1903305

लखनऊ, दिनांक : 23 मार्च, 2026

अधिसूचना

चूंकि, उपजीविकाजन्य सुरक्षा, स्वास्थ्य और कार्यदशा संहिता, 2020 (अधिनियम संख्या 37 सन् 2020) के पश्चात्वर्ती अधिनियमिति के क्रम में, उत्तर प्रदेश सरकार ने उत्तर प्रदेश उपजीविकाजन्य सुरक्षा, स्वास्थ्य और कार्यदशा संहिता नियमावली, 2021 तैयार किया था, जो अधिसूचना संख्या 9/2021/584/36-03-2021-109 (एसए) 2020 दिनांक 23 मार्च, 2021 द्वारा पूर्वोक्त संहिता की धारा 133 और 135 के अधीन अपेक्षानुसार आपत्तियां और सुझाव आमंत्रित करते हुए सरकारी गजट में प्रकाशित की गयी थी;

और, चूंकि, उपर्युक्त प्रारूप नियमावली के संबंध में प्राप्म आपत्तियों और सुझावों पर विचार करने के पश्चात्, उत्तर प्रदेश उपजीविकाजन्य सुरक्षा, स्वास्थ्य और कार्यदशा संहिता नियमावली, 2021, अधिसूचना संख्या 1365/36-03-2022-109 (एमए) 2020 दिनांक 03 अगस्त, 2022 द्वारा सरकारी गजट में प्रकाशित की गयी थी, यद्यपि उक्त नियमावली प्रवृत्त नहीं की गयी थी क्योंकि उस समय उपजीविकाजन्य सुरक्षा, स्वास्थ्य और कार्यदशा संहिता, 2020 परिचालन में नहीं थी।

और चूंकि भारत के राजपत्र, असाधारण भाग II, एस 3 (ii) में प्रकाशित अधिसूचना संख्या सीजी-डीएल-ई-21112025-267884 दिनांक 21 नवम्बर, 2025 द्वारा उपजीविकाजन्य सुरक्षा, स्वास्थ्य और कार्यदशा संहिता, 2020 (अधिनियम संख्या 37 सन् 2020) को प्रवृत्त कर दिया गया है।

और चूँकि पूर्वोक्त संहिता के प्रारम्भ होने के पश्चात् केन्द्रीय सरकार ने भारत के राजपत्र असाधारण भाग II, एम 3 (ii) में प्रकाशित अधिसूचना संख्या सीजी-डीएल-ई-21112025-267884 दिनांक 30 दिसंबर, 2025 द्वारा उपजीविकाजन्य सुरक्षा, स्वास्थ्य और कार्यदशा संहिता, 2025 का एक नया प्रारूप प्रकाशित किया है।

और चूंकि पूर्वोक्त संहिता के क्रियाशील होने और केंद्रीय सरकार द्वारा प्रारूप नियमावली के प्रकाशित किये जाने के उपरांत राज्य सरकार के लिए यह आवश्यक हो गया है कि वह संहिता के कार्यात्मक ढांचे के साथ एकरूपता सुनिश्चित करने के उद्देश्य में उत्तर प्रदेश राज्य में तत्सम्बन्धी नियमावली को नए सिरे से तैयार करे, प्रकाशित करे, अंतिम रूप प्रदान करे और अधिसूचित करेः

अतएव, अब, साधारण खण्ड अधिनियम, 1897 (अधिनियम संख्या 10 सन् 1897) की धारा 21 के साथ पठित उपजीविकाजन्य सुरक्षा, स्वास्थ्य और कार्यदशा संहिता, 2020 (अधिनियम संख्या 37 सन् 2020) की धारा 133 और 135 द्वारा प्रदत्त शक्तियों का प्रयोग करके और,-

एक. उत्तर प्रदेश संविदा श्रम (विनियमन एवं उन्मूलन) नियम, 1975,

दो. उत्तर प्रदेश अंतरराज्यीय प्रवासी कामगार (रोजगार और सेवा शर्तों का विनियमन) नियम, 1983,

तीन. उत्तर प्रदेश बीड़ी और सिगार श्रमिक (रोजगार की शर्तें) नियम, 1969,

चार. उत्तर प्रदेश कारखाना नियम, 1950,

पांच. उत्तर प्रदेश कारखान (कल्याण अधिकारी) नियम, 1955, और

छह. उत्तर प्रदेश कारखाने (सुरक्षा अधिकारी) नियम, 1984,

सात. उत्तर प्रदेश भवन एवं अन्य निर्माण (रोजगार एवं सेवा शर्तों का विनियमन) नियम, 2009

आठ. उत्तर प्रदेश उपजीविकाजन्य सुरक्षा, स्वास्थ्य एवं कार्य शर्त नियमावली संहिता, 2021

का उन बातों के सिवाय अधिक्रमण करके जो ऐसे अधिक्रमण के पूर्व की गयी हैं या किये जाने हेतु लोपित हो, राज्यपाल, जिस नियमावली को बनाने का प्रस्ताव करते हैं उसका निम्नलिखित प्रारूप, पूर्वोक्त संहिता की धारा 137 की अपेक्षानुसार उससे संभावित रूप से प्रभावित होने वाले समस्त व्यक्तियों की सूचना के लिए और उसके सम्बन्ध में आपत्तियां सुझाव आमंत्रित किये जाने की दृष्टि में एतद्द्वारा अधिसूचित करते हैं:

पूर्वोक्त प्रारूप नियमावली के संबंध में सभी आपत्तियां और सुझाव दो प्रतियों में प्रमुख सचिव, श्रम अनुभाग-3, उत्तर प्रदेश शासन, बापू भवन, लखनऊ-226001 और श्रम आयुक्त (श्रम सुधार प्रकोष्ठ) कार्यालय, जी.टी. रोड, कानपुर को संबोधित करके प्रेषित किये जायेंगे ।

केवल उन्हीं आपत्तियों और सुझावों पर ही विचार किया जाएगा जो इस अधिसूचना के प्रकाशन के दिनांक से पैतालीस दिनों के भीतर प्राप्त होंगे।

प्रारूप नियमावली

उत्तर प्रदेश उपजीविकाजन्य सुरक्षा, स्वास्थ्य और कार्य दशा नियमावली, 2026

अध्याय-एक

प्रारंभिक

संक्षिप्त नाम, विस्तार और प्रारंभ	1.	(1) यह नियमावली उत्तर प्रदेश उपजीविकाजन्य सुरक्षा, स्वास्थ्य और कार्य दशा नियमावली, 2026 कही जायेगी। (2) इसका विस्तार सम्पूर्ण उत्तर प्रदेश राज्य में होगा। (3) यह नियमावली कारखानों, भवन या अन्य सिन्नर्माण कार्यों से संबंधित कार्यस्थलों और अन्य समस्त प्रतिष्ठानों पर लागू होगी। (4) यह सरकारी गजट में अंतिम रूप् से प्रकाशित किये जाने के दिनांक से प्रवृत्त होगी।

परिभाषाएं	2.	इन नियमों में, जब तक कि विषय या संदर्भ में अन्यथा अपेक्षित न हो, इस नियमावली में,- (क) "परिशिष्ट" का तात्पर्य इस नियमावली से संलग्न परिशिष्ट से है; (ख) "अनुमोदित" का तात्पर्य इस निमित्त राज्य सरकार द्वारा अधिसूचित यथास्थिति 'मुख्य निरीक्षक-सह-सुविधाप्रदाता या अधिकारी या लाइसेंसिंग प्राधिकारी' द्वारा लिखित रूप में अनुमोदित, किये जाने से है; (ग) "प्राधिकरण" का तात्पर्य और इसमें संहिता की विभिन्न धाराओं के अधीन राज्य सरकार द्वारा अधिसूचना द्वारा पदाभिहित समितियां सम्मिलित हैं; (घ) "अपीलीय अधिकारी" का तात्पर्य संहिता की धारा 4 के अधीन राज्य सरकार द्वारा अधिसूचित अधिकारी से है; (ङ) "अपीलीय प्राधिकारी" का तात्पर्य संहिता की धारा 119 की उप-धारा (6) के अधीन राज्य सरकार द्वारा यथाविहित अपीलीय प्राधिकारी से है; (च) "शिक्षु" का तात्पर्य प्रशिक्षु अधिनियम, 1961 (अधिनियम संख्या 52 सन् 1961) की धारा 2 के खंड (कक) के अधीन यथा परिभाषित शिक्षु से है; (छ) "बेल्ट" में कोई ड्राइविंग पट्टा या रस्सी सम्मिलित है; (ज) "बोर्ड" का तात्पर्य संहिता की धारा 17 के अधीन गठित बोर्ड से है; (झ) "कैलेंडर वर्ष" का तात्पर्य जनवरी के पहले दिन से प्रारम्भ होने वाले बारह महीनों की अवधि से है; (ञ) "मुख्य निरीक्षक-सह-सुविधाप्रदाता" का तात्पर्य अधिसूचना के माध्यम से राज्य सरकार द्वारा प्रतिष्ठानों के लिए नियुक्त उत्तर प्रदेश के मुख्य निरीक्षक-सह-सुविधाप्रदाता से है; परन्तु यह कि कारखानों के प्रयोजन के लिए और तद्धीन बनायी गयी नियमावली के अधीन कर्मचारियों/कर्मकारों के स्वास्थ्य, सुरक्षा और कल्याण से संबंधित उपबंधों के लिए मुख्य निरीक्षक-सह-सुविधाप्रदाता वह व्यक्ति होगा जिसे उत्तर प्रदेश के कारखानों के निदेशक के रूप में नियुक्त किया गया हो; (ट) "मुख्य चिकित्सा अधिकारी" का तात्पर्य राज्य सरकार द्वारा मुख्य चिकित्सा अधिकारी के रूप में नियुक्त किसी व्यक्ति से है; (ठ) "सतत प्रक्रिया" का तात्पर्य किसी कारखाने या कारखाने के एक हिस्से में एक प्रक्रिया से है जहां प्रक्रिया अनुसूची-II में घोषित के अनुसार की जाती है; (ड) "बालक" का वही अर्थ होगा जो बाल और किशोर श्रम (निषेध और विनियमन) अधिनियम, 1986 (अधिनियम संख्या 61 सन् 1986)

		की धारा 2 के खंड (दो) में इसके लिये समनुदेशित है; (ढ) "संहिता" का 1986 उपजीविकाजन्य सुरक्षा, स्वास्थ्य और कार्य दशा संहिता, 2020 (अधिनियम संख्या 37 सन् 2020) से है; (ण) "डिग्री" (तापमान का) का तात्पर्य सेंटीग्रेड पैमाने पर डिग्री से है; (त) "पदाभिहित प्राधिकारी" का तात्पर्य संहिता की धारा 46 और धारा 119 की उप-धारा (1) के प्रयोजन के लिए नियुक्त राज्य सरकार के राजपत्रित अधिकारी/समिति से है; (थ) "कारखानों के निदेशक" का तात्पर्य समय-समय पर यथा संशोधित उत्तर प्रदेश श्रम विभाग (कारखाना और बॉयलर विसर्जन) अधिकारी सेवा नियम, 1980" के अनुसार राज्य सरकार द्वारा कारखानों के निदेशक के रूप में नियुक्त किसी व्यक्ति से है; (द) "इलेक्ट्रॉनिक रूप से" में कुशल और पारदर्शी पेरोल सॉफ्टवेयर का अनुरक्षण सम्मिलित है ताकि उपस्थिति रजिस्टर, मस्टर रोल, छुट्टी रजिस्टर, अतिकाल रजिस्टर या मजदूरी रजिस्टर, आदि के प्रयोजनों के लिए अपेक्षित जानकारी को व्यवस्थित तरीके से देखा जा सके; (ध) "प्रपत्र" का तात्पर्य इस नियमावली से संलग्न प्रपत्र से है; (न) "धुएं" में गैस और वाष्प सम्मिलित है; (प) "परिसंकटमय पदार्थ" का तात्पर्य उन रसायनों से है जो विनिर्माण, भंडारण और परिसंकटमय रसायनों के आयात नियमावली, 1989 के नियम 2 के खंड (ड़) में परिभाषित किए गए हैं या कोई अन्य ऐसा पदार्थ जिसे राज्य सरकार या केन्द्रीय सरकार समय-समय पर अधिसूचित करें; (फ) " परिसंकटमय अपशिष्ट" का तात्पर्य परिसंकटमय और अन्य अपशिष्ट (प्रबंधन और सीमापार संचलन) नियम, 2016 के नियम 3 के उप-नियम (1) के खंड (17) में यथा परिभाषित परिसंकटमय अपशिष्ट से है; (ब) "गृह कर्मकार" का तात्पर्य किसी ऐसे व्यक्ति से है जिसे घर पर बीड़ी बनाने के लिए नियोक्ता या संविदाकार द्वारा कच्चा माल दिया जाता है; (भ) "श्रम आयुक्त" का तात्पर्य राज्य सरकार द्वारा उत्तर प्रदेश के श्रम आयुक्त के रूप में नियुक्त किसी व्यक्ति से है; (म) "लाइसेंसिंग प्राधिकारी" का तात्पर्य राज्य सरकार द्वारा संहिता की विभिन्न धाराओं के अधीन नियुक्त प्राधिकारी से है; (य) "लाइसेंसिंग अधिकारी" राज्य सरकार द्वारा संहिता की विभिन्न धाराओं के अधीन नियुक्त किया गया प्राधिकारी है; (र) "प्रमुख दुर्घटना जोखिम (एमएएच) स्थापना" का तात्पर्य विनिर्माण, भंडारण और परिसंकटमय रसायनों के आयात नियमावली, 1989 के नियम 2 (ञक) में यथा परिभाषित किसी कारखाना से है;

		(ल) "प्रबंधक" का तात्पर्य तात्पर्य किसी ऐसे व्यक्ति से है जिसे संहिता और तद्धीन बनयी गयी नियमावली के प्रयोजनों के लिए किसी प्रतिष्ठान के नियोक्ता द्वारा नामविनिर्दिष्ट या नियुक्त किया गया हो और व्यक्ति के पास अपनी स्थिति से सौंपे गए मामलों पर प्रशासनिक नियंत्रण रखता हो; (व) "राष्ट्रीय मानक" का तात्पर्य भारतीय मानक ब्यूरो द्वारा अनुमोदित मानक और ऐसे मानकों के अभाव में, एक विशिष्ट उद्देश्य के लिए राज्य सरकार द्वारा अनुमोदित मानकों से है; (श) "अन्य शिक्षु" का तात्पर्य किसी व्यक्ति से है जो शिक्षु अधिनियम, 1961 के अधीन एक के अलावा नियोक्ता के साथ एक संविदा के अधीन किसी भी संविदात्मक प्रशिक्षण से गुजर रहा हो; (स) "अन्य प्रतिष्ठान" का तात्पर्य संविदा श्रमिकों, अंतर-राज्यीय प्रवासी कर्मकारों, ऑडियो-विजुअल कर्मकारों, बीड़ी और सिगार कर्मकारों, भवन और अन्य निर्माण कर्मकारों, कारखानों, वृक्षारोपण के अलावा अन्य प्रतिष्ठान से है; (ष) "अंशकालिक कर्मकार/कर्मचारी" का तात्पर्य किसी ऐसे व्यक्ति से है जो संहिता के अधीन सामान्य दिनों के आधे से भी कम समय के लिए कार्य करता हो; (ह) "पोर्टल" का तात्पर्य श्रम विभाग, उत्तर प्रदेश सरकार के आधिकारिक वेब-पोर्टल से है; (क्ष) "सार्वजनिक स्वास्थ्य प्राधिकारी" का तात्पर्य क्षेत्र पर अधिकारिता वाले स्थानीय स्वास्थ्य अधिकारी से है; (त्र) "अर्हित नर्स" का तात्पर्य किसी ऐसे व्यक्ति से है जो भारतीय नर्सिंग परिषद अधिनियम, 1947 के अधीन मान्यता प्राप्त नर्सिंग में अर्हता धारित करता हो, और जो उत्तर प्रदेश नर्स और मिडवाइव्स काउंसिल, या अन्यथा, या भारत में किसी अन्य राज्य के इसी तरह के रजिस्ट्रीकृत निकाय के साथ रजिस्ट्रीकृत हो; (ज्ञ) "तिमाही" का तात्पर्य 1 जनवरी, 1 अप्रैल, 1 जुलाई या 1 अक्टूबर से प्रारम्भ होने वाले लगातार तीन महीनों की अवधि से है; (कक) "रजिस्ट्रीकरण अधिकारी" का तात्पर्य संहिता की धारा 3 और इस नियमावली के प्रयोजन के लिए राज्य सरकार द्वारा नियुक्त रजिस्ट्रीकरण अधिकारी से है; (खख) "धारा" का तात्पर्य संहिता से है; (गग) "मानक संचालन प्रक्रियाएं (सुरक्षा)" - का तात्पर्य कर्मकारों की सुरक्षा और स्वास्थ्य और मशीनरी, प्रक्रिया और उपकरणों के सुरक्षित संचालन के लिए अपनाई जाने वाली प्रथा से है, और ऐसी प्रथाएं निम्नलिखित में से सभी या किसी की पुष्टि करती हैं, अर्थात् :- 1. भारतीय मानक ब्यूरो या अंतर्राष्ट्रीय मानक द्वारा अनुमोदित सुसंगत मानक; 2. राष्ट्रीय भवन संहिता;

		3. उपकरण और मशीनरी के सुरक्षित उपयोग पर विनिर्माता निर्देश; 4. अंतर्राष्ट्रीय श्रम संगठन द्वारा प्रकाशित और समय-समय पर संशोधित सुरक्षा और स्वास्थ्य प्रथाओं पर अभ्यास संहिता। (2) इस नियमावली में प्रयुक्त और अपरिभाषित समस्त शब्दों और पदों के वही अर्थ होंगे जो संहिता के अधीन उनके लिये क्रमश: समनुदेशित हो;
धारा 2 की उप-धारा (1) के खंड (दस) के अधीन अन्य स्रोतों से आय	3.	धारा 2 की उपधारा (1) के खंड (दस) के प्रयोजनों के लिए, ऐसे आश्रितों को सम्मिलित नहीं किया जाएगा, जो उस उद्योग पर तत्समय लागू न्यूनतम मजदूरी के बराबर या उससे अधिक मजदूरी प्राप्त कर रहे हैं।
धारा 2 की उपधारा (1) के खंड (1) के अधीन सक्षम व्यक्ति की नियुक्ति	4.	(1) मुख्य निरीक्षक-सह-सुविधाप्रदाता किसी भी व्यक्ति को ऐसे क्षेत्र के भीतर और ऐसी अवधि के लिये एक सक्षम व्यक्ति के रूप में मान्यता दे सकता है जो किसी कारखाना में अवस्थित ऐसी इमारतों, खतरनाक मशीनरी, होइस्ट और लिफ्ट, लिफ्टिंग मशीनों और लिफ्टिंग, प्रेशर प्लांट, सीमित स्थानों, वेंटिलेशन सिस्टम और ऐसी अन्य प्रक्रियाओं या प्लांट्स और उपकरणों के लिए परीक्षण, परीक्षा और निरीक्षण करने के प्रयोजनों के लिए निर्दिष्ट किया जाय, जैसा कि संहिता और तद्धीन बनाए गए नियमों में निर्धारित किया गया है, यदि ऐसा व्यक्ति इस नियमावली के साथ संलग्न अनुसूची-I में निर्धारित अर्हताएं, अनुभव और अन्य अपेक्षाएं धारित करता हो: परन्तु यह कि मुख्य निरीक्षक-सह-सुविधाप्रदाता किसी सक्षम व्यक्ति के संबंध में अर्हता की अपेक्षाओं को शिथिल कर सकता है, यदि ऐसा व्यक्ति असाधारण रूप से अनुभवी और जानकार है, लेकिन उसके कमांड में विद्यमान प्रसुविधाओं के संबंध में अपेक्षाओं को नहीं: परन्तु यह कि इस उपबन्ध के अधीन मान्यता प्राप्त सक्षम व्यक्ति की आयु 65 वर्ष से अधिक नहीं होगी और परीक्षण, परीक्षा और निरीक्षण करने के प्रयोजन के लिए शारीरिक रूप से उपर्युक्त होगा। (2) मुख्य निरीक्षक-सह-सुविधाप्रदाता किसी प्रतिष्ठित संस्थान को, जिसके पास इस नियमावली से संलग्न अनुसूची-I में उल्लिखित अर्हता एवं अनुभव धारित करने वाले व्यक्ति हों, को भवनों, खतरनाक मशीनरी, होइस्ट और लिफ्ट, लिफ्टिंग मशीनों और लिफ्टिंग टैकल, प्रेशर प्लांट, सीमित स्थानों, वेंटिलेशन सिस्टम और ऐसी अन्य प्रक्रिया या संयंत्रों और उपकरणों जैसा कि संहिता और तद्धीन बनायी गयी नियमावली में निर्धारित है, के लिए परीक्षण, परीक्षा और निरीक्षण करने के उद्देश्य से, एक सक्षम व्यक्ति के रूप में, ऐसे क्षेत्र के भीतर और ऐसी अवधि के लिए

		जो निर्दिष्ट की जाय, मान्यता प्रदान कर सकता है; (3) मुख्य निरीक्षक-सह-सुविधाप्रदाता संहिता और तद्धीन बनायी गयी नियमावली के प्रयोजनार्थ एक सक्षम व्यक्ति के रूप में मान्यता प्राप्त करने हेतु आशयित व्यक्ति या संस्था से, प्रपत्र-1 में इलेक्ट्रॉनिक रूप में या अन्यथा आवेदन प्राप्त होने पर, इस तरह के आवेदन को रजिस्ट्रीकृत कर सकता है और आवेदन प्राप्त होने के दिनांक से तीस दिनों की अवधि के भीतर, लिखित रूप में दर्ज किए जाने वाले कारणों के लिए आवेदन को अस्वीकार करें या यदि आवेदक के निपटान में उपलब्ध क्षमता और सुविधाओं के बारे में संतुष्ट हैं, तो आवेदक को एक सक्षम व्यक्ति के रूप में मान्यता प्रदान कर सकता है और इलेक्ट्रॉनिक रूप से या अन्यथा प्रपत्र-2 में योग्यता का प्रमाण पत्र जारी कर सकता है। (4) सक्षम व्यक्ति या संस्था प्रत्येक माह की 10 तारीख तक अधिकारिता वाले निरीक्षक-सह-सुविधाप्रदाता को मासिक रिपोर्ट भेजेगी। रिपोर्ट में उन प्रतिष्ठानों का नाम और पता जहां परीक्षण/परीक्षा की गई थी, प्रतिष्ठान का दौरा करने वाले व्यक्तियों का नाम, यात्रा की तारीख और इस प्रकार परीक्षित पहचान संख्या के साथ उपकरणों की सूची सम्मिलित होगी। सक्षम व्यक्ति कोई अन्य जानकारी भी प्रस्तुत करेगा जो एक निरीक्षक-सह-सुविधाप्रदाता के स्वयं के समाधान के उद्देश्य से अपेक्षित हो सकती है कि नियम या निर्देशों के किसी भी उपबंध का अनुपालन किया गया है या नहीं। वह तुरंत रिपोर्ट भी करेगा यदि उसकी यात्रा के दौरान उसे लगता है कि प्रतिष्ठान में जीवन के लिए किसी भी आसन्न खतरे का अस्तित्व है। (5) मुख्य निरीक्षक-सह-सुविधाप्रदाता, सक्षम व्यक्ति के रूप में मान्यता प्राप्त व्यक्ति को सुनवाई का अवसर देने के पश्चात्, उप नियम (3) के अधीन उसे जारी किए गए प्रमाण पत्र को रद्द कर सकता है: (एक) यदि उसके पास यह मानने का कारण है कि सक्षम व्यक्ति: (क) प्रमाण पत्र में निर्धारित किसी भी शर्त का उल्लंघन किया है; या (ख) एक परीक्षण, परीक्षा और निरीक्षण किया है या अन्यथा उन्हें संहिता के उद्देश्य या तद्धीन बनायी गयी नियमावली के आशय या उद्देश्य के साथ असंगत तरीके से किया है; या (ग) (क) संहिता और तद्धीन बनायी गयी नियमावली के अधीन अपेक्षित अधिनियम को निकाल दिया गया है; (दो) लिखित रूप में दर्ज किए जाने वाले किसी अन्य कारण के लिए। स्पष्टीकरण-इस नियमावली के प्रयोजन के लिए, एक संस्था में एक संगठन सम्मिलित है। (6) मुख्य निरीक्षक-सह-सुविधाप्रदाता, लिखित रूप में दर्ज किए जाने वाले

		कारणों के लिए, लिफ्टिंग मशीनों, लिफ्टिंग टैकल, प्रेशर प्लांट या वेंटिलेशन सिस्टम, जैसा भी मामला हो, के पुन प्रमाणन की अपेक्षा कर सकता है, जिसे उत्तर प्रदेश राज्य के बाहर किसी सक्षम व्यक्ति द्वारा प्रमाणित किया गया हो।

अध्याय-दो
प्रतिष्ठान का रजिस्ट्रीकरण

धारा 3 के अधीन रजिस्ट्रीकरण, शुल्क और विलंब शुल्क के लिए आवेदन दाखिल करने की रीति और प्रपत्र	5.	(1) आवेदन दाखिल करने का प्रपत्र- (क) किसी प्रतिष्ठान के लिए रजिस्ट्रीकरण चाहने वाले नियोक्ता को इस उद्देश्य के लिए विनिर्दिष्ट वेब-पोर्टल पर प्रपत्र-3 में इलेक्ट्रॉनिक रूप से आवेदन करना होगा, जिसमें प्रतिष्ठान के बारे में विवरण दिया जाएगा, और अपेक्षित दस्तावेज, पहचान का प्रमाण और नियोक्ता का पता अपलोड किया जाएगा, जैसा कि उक्त प्रपत्र में विनिर्दिष्ट किया गया है। (ख) उक्त प्रपत्र पर डिजिटल रूप से या पोर्टल पर आवश्यक किसी अन्य तरीके से हस्ताक्षर किए जाएंगे। आवेदक आवेदन में प्रस्तुत सभी सूचनाओं की सत्यता के लिए उत्तरदायी होगा। (ग) आयकर अधिनियम, 1961/आयकर अधिनियम, 2025 के अधीन आवंटित आवेदक या प्रतिष्ठान की स्थायी खाता संख्या (पैन)/कर कंटौती और संग्रह खाता संख्या (टीएएन) या किसी अन्य अधिनियम के अधीन प्रतिष्ठान को आवंटित कोई अन्य विशिष्ट संख्या या उक्त प्रपत्र में दी गयी कोई अन्य विशिष्टियाँ ऑनलाइन सत्यापित की जा सकती है। (2) संहिता के अधीन रजिस्ट्रीकरण अधिकारी नियोक्ता को निदेश दे सकता है जो उप-नियम (1) की अपेक्षाओं का पालन करने में विफल रहता है, उसमें बताए गए समय के भीतर ऐसा करने के लिए और ऐसा नियोक्ता इसके बाद इस संबंध में अधिकारी द्वारा जारी किए गए अनुदेशों का पालन करेगा। (3) नियोक्ता यथास्थिति संहिता या नियमों या विनियमों या योजना के संबंध में उसके द्वारा तैयार किए गए या पूरे किए गए सभी दस्तावेजों पर, और संबंधित कार्यालय के साथ सभी पत्राचार में रजिस्ट्रीकरण संख्या उद्धृत करेगा। (4) प्रतिष्ठान के रजिस्ट्रीकरण के लिए शुल्क का भुगतान निम्नलिखित दरों पर किया जाएगा -

प्रतिष्ठान में नियोजित कर्मकारों की संख्या	शुल्क की धनराशि रुपये में

दस या अधिक लेकिन बीस से कम कर्मकार	5000.00
बीस या अधिक लेकिन पचास से कम कर्मकार	10000.00
पचास या अधिक लेकिन सौ से कम कर्मकार	15000.00
सौ या अधिक लेकिन ढाई सौ से कम कर्मकार	20000.00
दो सौ पचास या अधिक लेकिन पांच सौ से कम कर्मकार	25000.00
पांच सौ या उससे अधिक लेकिन एक हजार से भी कम कर्मकार	50000.00
एक हजार या अधिक कर्मकार	100000.00

परन्तु यह कि राज्य सरकार सामान्य या विशेष आदेश द्वारा रजिस्ट्रीकरण के लिए शुल्क की धनराशि में परिवर्तन कर सकती है।

(5) रजिस्ट्रीकरण अधिकारी प्रपत्र-4 में इलेक्ट्रॉनिक रूप से प्रतिष्ठान का एक रजिस्टर बनाए रखेगा जिसमें उस प्रतिष्ठान का विवरण दर्शाया जाएगा जिसके संबंध में उसके द्वारा रजिस्ट्रीकरण प्रमाण पत्र जारी किए गए हैं।

(6) जहां एक प्रमुख नियोक्ता ने धारा 3 की उप-धारा (1) के अधीन अपेक्षित साठ दिनों के भीतर रजिस्ट्रीकरण के लिए अपना आवेदन प्रस्तुत नहीं किया है, तो वह दस प्रतिशत वार्षिक या समय-समय पर राज्य सरकार द्वारा अधिसूचित दर से विलंब शुल्क के साथ रजिस्ट्रीकरण के लिए आवेदन प्रस्तुत करेगा।

(7) नियोक्ता, किसी भी केंद्रीय श्रम कानून के अधीन पहले से ही रजिस्ट्रीकृत प्रतिष्ठान के संबंध में, जैसा कि धारा 3 की उप-धारा (8) में निर्दिष्ट है, इस नियमावली के प्रवृत्त होने के दिनांक से छह महीने के भीतर राज्य सरकार के पोर्टल पर अपने रजिस्ट्रीकरण विवरण का विवरण प्रदान करेगा।

(8) रजिस्ट्रीकरण प्रमाण पत्र की एक प्रति प्रतिष्ठान के परिसर में हार्डकॉपी या इलेक्ट्रॉनिक रूप से सहज दृश्य स्थान पर प्रदर्शित की जाएगी।

(9) विनिर्दिष्ट पोर्टल पर जमा किए गए रजिस्ट्रीकरण प्रपत्र में स्वामित्व, प्रबंधन या किसी विशिष्ट में किसी परिवर्तन को नियोक्ता द्वारा इस तरह के परिवर्तन के तीस दिनों के भीतर पोर्टल पर लागू किया जाएगा।

(10) किसी प्रतिष्ठान का नियोक्ता और जिसकी कारबार क्रियाकलाप बंद होने की प्रक्रिया में हैं, केंद्रीय श्रम संहिता के अधीन देय बकाया राशि का पूरा विवरण देने के बाद, आधिकारिक पोर्टल पर ऑनलाइन रजिस्ट्रीकरण रद्द करने के लिए आवेदन कर सकता है:

परन्तु यह कि रजिस्ट्रीकरण रद्द करने के लिए आवेदन पर तब तक विचार नहीं किया जाएगा जब तक कि नियोक्ता ने सभी वैधानिक विवरणी प्रस्तुत

		नहीं किए हैं, केंद्रीय श्रम संहिताओं और किसी अन्य प्रवृत्त केंद्रीय या राज्य श्रम कानून के अधीन सभी वैधानिक बकाया राशि का भुगतान नहीं किया है, जो उस समय लागू कानून के अनुसार है और आवेदन के साथ उस आशय का स्व-प्रमाणन प्रस्तुत नहीं करता है।
धारा 4 के अधीन रजिस्ट्रीकरण अधिकारी के आदेश के विरूद्ध अपील	6.	(1) रजिस्ट्रीकरण अधिकारी के आदेश से व्यथित नियोक्ता, ऐसे आदेश के के विरूद्ध, ऐसे राज्य सरकार द्वारा ऐसे प्रयोजन हेतु यथा नियुक्त अपीलीय अधिकारी के समक्ष इलेक्ट्रॉनिक रूप से अन्यथा अपील दाखिल कर सकता है। (2) अपील ज्ञापन के रूप में होगी और आदेश पर आपत्ति के आधारों को संक्षिप्त रूप से निर्धारित करेगी। अपील के विरूद्ध अपील किए गए आदेश की एक प्रमाणित प्रति इलेक्ट्रॉनिक रूप से या अन्यथा अपील के साथ होगी। (3) जहां अपील का ज्ञापन क्रम में है, अपीलीय अधिकारी अपील को स्वीकार करेगा, इसे अभिस्वीकृत करेगा और ऐसी अपील की स्वीकृति को संसूचित करेगा, और अपील को इलेक्ट्रॉनिक रूप में रजिस्ट्रीकृत करेगा, जिसे "अपील रजिस्टर" कहा जाता है। (4) जब अपील स्वीकार कर ली जाती है, तो अपीलीय अधिकारी अपील का नोटिस रजिस्ट्रीकरण अधिकारी को भेजेगा, जिसके आदेश के विरूद्ध अपील को प्राथमिकता दी गई है और रजिस्ट्रीकरण अधिकारी इसके बाद मामले के रिकॉर्ड को अपीलीय अधिकारी को इलेक्ट्रॉनिक रूप से ऑनलाइन भेजेगा। (5) अपील प्राप्त होने पर, अपीलीय अधिकारी, अपीलकर्ता को इलेक्ट्रॉनिक रूप से या पंजीकृत डाक द्वारा, नोटिस में विनिर्दिष्ट दिनांक और समय पर अपील की सुनवाई के लिये उसके सामने उपस्थित होने के लिए एक नोटिस भेजेगा। (6) यदि सुनवाई के लिए निर्धारित दिनांक पर, अपीलकर्ता उपस्थित नहीं होता है, तो अपीलीय अधिकारी आवेदक को इलेक्ट्रॉनिक रूप से खारिज के आदेश की प्रति भेजकर अपीलकर्ताओं की उपस्थिति में चूक के लिए अपील को खारिज कर सकता है। (7) जहां उप-नियम (6) के उपबंधों के अधीन अपील खारिज कर दी गई है, अपीलकर्ता खारिज के आदेश की प्राप्ति के दिनांक से तीस दिनों के भीतर अपील की बहाली के लिए अपीलीय अधिकारी को इलेक्ट्रॉनिक रूप से आवेदन कर सकता है और यदि अपीलीय अधिकारी संतुष्ट है कि अपीलकर्ता को पर्याप्त कारण से उपस्थित होने से रोका गया था, अपीलीय अधिकारी अपील को बहाल करेगा। (8) अपीलीय अधिकारी के आदेश को, अपीलकर्ता को इलेक्ट्रॉनिक रूप से या अन्यथा संसूचित किया जाएगा और उसकी प्रति रजिस्ट्रीकरण अधिकारी को भेजी जाएगी जिसके आदेश के विरूद्ध अपील को प्राथमिकता दी गई है और अपील प्राप्त होने के दिनांक से तीस दिनों की अवधि के भीतर निपटाया जाएगा।

धारा 5 के अधीन कार्य प्रारम्भ करने और बंद करने के नियोक्ता द्वारा नोटिस	7.	(1) प्रत्येक नियोक्ता, जिस पर संहिता की धारा 5 लागू होती है, किसी भी कार्य के प्रारम्भ होने और पूरा होने के तीस दिनों के भीतर, रजिस्ट्रीकरण अधिकारी और निरीक्षक-सह-सुविधाप्रदाता को, जिसके पास उस क्षेत्र में अधिकारिता है जहां प्रस्तावित प्रतिष्ठान या जैसा भी मामला हो, कार्य निष्पादित किया जाना है, राज्य सरकार के आधिकारिक पोर्टल पर इलेक्ट्रॉनिक रूप से इस नियमावली के साथ संलग्न प्रपत्र-5 में यथास्थिति कार्य के प्रारम्भ होने, पूर्ण होने और प्रतिष्ठान के बंद होने की वास्तविक दिनांक की सूचना देगा। (2) संचालन की समाप्ति की सूचना के साथ एक प्रमाण पत्र संलग्न किया जायेगा कि प्रतिष्ठान में नियोजित कर्मकारों को सभी बकाया का भुगतान कर दिया गया है और परिसर को खतरनाक रसायनों और पदार्थों के भंडारण से मुक्त रखा गया है।

अध्याय-तीन
नियोक्ता और कर्मचारियों के कर्तव्य

धारा 6 की खंड (क) उपधारा (1) और धारा 135 की उपधारा (2) के खंड (क) के अधीन शारीरिक चोटों की रोकथाम	8.	(1) कोई भी भवन, दीवार, चिमनी, पुल, सुरंग, सड़क, गैलरी, सीढ़ी, रैंप, फर्श, प्लेटप्रपत्र, मंचन, या अन्य संरचना, चाहे वह स्थायी या अस्थायी चरित्र की हो, किसी भी प्रतिष्ठान में इस तरह से निर्मित, स्थित या अनुरक्षित नहीं की जायेगी जिससे शारीरिक चोट का खतरा हो। (2) किसी भी प्रतिष्ठान में किसी भी मशीनरी, संयंत्र या उपकरण का निर्माण, स्थित, संचालन या रखरखाव इस तरह से नहीं किया जाएगा जिससे शारीरिक चोट का खतरा हो। (3) किसी भी प्रतिष्ठान में इस तरह से कोई प्रक्रिया या कार्य नहीं किया जाएगा जिससे शारीरिक चोट का खतरा हो। (4) किसी भी सामग्री या उपकरण को इस तरह से ढेर या संगृहीत नहीं किया जाएगा जिससे शारीरिक चोट का खतरा हो। (5) (क) किसी भी कर्मकार को लगातार चलने वाली कन्वेयर लाइन पर या मशीन के पुर्जों, घटकों की असेंबली के लिए या विविनिर्दिष्ट रीति से काम करने के लिये सामग्री हैंडलिंग हेतु प्रयुक्त किसी भी समान उपकरण पर इतने लंबे समय तक काम करने की आवश्यकता या अनुमति नहीं होगी, जहां आराम के लिए उचित अंतराल के बिना, सीमित या दोहराव वाली मुद्राओं में निरंतर मैनुअल काम करना हो, और/या कन्वेयर बेल्ट या लाइन की अत्यधिक गति से थकान होने या कर्मकार की सुरक्षा या स्वास्थ्य पर प्रतिकूल प्रभाव पड़ने की संभावना हो। (ख) नियोक्ता, किसी सक्षम व्यक्ति की सिफारिश पर, ऐसी मशीनरी या मैनुअल कार्य आउटपुट की अधिकतम अनुमेय गति और किसी कर्मकार के काम की संबंधित अनुमेय अवधि को निर्दिष्ट करने

		वाले मैट्रिक्स तैयार करेगा और निरीक्षक-सह-सुविधाप्रदाता का अनुमोदन प्राप्त करेगा: परन्तु यह कि उपजीविकाजन्य सुरक्षा और स्वास्थ्य से संबंधित किसी मान्यता प्राप्त अंतरराष्ट्रीय एजेंसी द्वारा विनिर्दिष्ट या अनुशंसित ऐसे किसी भी मैट्रिक्स को इस संहिता के प्रयोजनों के लिए अनुमोदित माना जाएगा। (ग) अनुमोदित मैट्रिक्स को संबंधित कन्वेयर लाइन, असेंबली लाइन या कार्यस्थल पर या उसके पास स्पष्ट रूप से प्रदर्शित किया जाएगा। स्पष्टीकरण- इस उपबंध के प्रयोजनों के लिए, "मैट्रिक्स" का तात्पर्य एक प्रलेखित अनुसूची से है जो मशीन की गति या काम की अनुमेय अवधि के साथ मैनुअल कार्य आउटपुट को सहसंबंधित करती है, जिसे एर्गोनोमिक और उपजीविकाजन्य स्वास्थ्य सिद्धांतों पर तैयार किया गया है।
उन कर्मचारियों के लिए विशेष उपबंध जो धारा 2(1)(यय‌ठ) से आच्छादित नहीं हैं	9.	संहिता और नियमावली के उपबंध, जिनमें कर्मचारियों के लिए विनिर्दिष्ट नहीं हैं, निम्नलिखित के सम्बन्ध में धारा 2(1) के अधीन अनाच्छादित कर्मकारों पर इस प्रकार लागू होंगे मानो वे संहिता एवं नियमावली के अर्थ में कर्मकार हों - (एक) सुरक्षा, स्वास्थ्य और कल्याण; (दो) रिकॉर्ड, रजिस्टरों और प्रपत्रों का रखरखाव; (तीन) धारा 2(1)(डब्ल्यू), धारा 2(1)(एच) के अधीन किसी एक कारखाने और भवन या अन्य निर्माण कार्यों में कर्मकारों की संख्या की गणना करना और इन प्रतिष्ठानों के अधीन रजिस्ट्रीकरण करना; (चार) किसी भी कारखाने के लिए संहिता का अध्याय VII, सामान्य दैनिक कार्य घंटों को छोड़कर, जब तक कि इसे धारा 91 के अधीन छूट न दी गई हो।
धारा 6 की उप-धारा (1) के अधीन प्रतिष्ठानों में यांत्रिक परिवहन से उत्पन्न होने वाले खतरे के विरूद्ध उपबंध	10.	(1) किसी भी रेलवे वैगन को शक्ति या हाथ से तब तक नहीं ले जाया जाएगा जब तक कि किसी जिम्मेदार व्यक्ति या विशेष रूप से इस उद्देश्य के लिए नियुक्त व्यक्ति द्वारा प्रत्यक्षरूप से आवाजाही की निगरानी न की जाए और एक व्यक्ति को उपयुक्त घंटी या अन्य श्रव्य उपकरण के साथ शंट किए जा रहे वैगन या वैगनों के आगे चलने के लिए प्रतिनियुक्त किया जाएगा ताकि यह सुनिश्चित किया जा सके कि किसी भी व्यक्ति को चलती वैगन या वैगनों के सामने या बीच से गुजरने की अनुमति नहीं है। ऐसे व्यक्ति या व्यक्तियों के नाम प्रपत्र-6 में उपस्थिति रजिस्टर में अलग से दिखाए जाएंगे। (2) यांत्रिक परिवहन या परिवहन वाहन जब स्थानांतरित किया जाता है तो केवल उन्हें काम करने के लिए प्रशिक्षित व्यक्तियों द्वारा संचालित किया जाएगा, और इस तरह के संचालन एक जिम्मेदार पर्यवेक्षक के प्रभार में होंगे। नियोक्ता उचित कदम उठाएगा और ऐसे वाहनों की सुरक्षित

		आवाजाही के लिए व्यवस्था करेगा।
अन्य प्रशिक्षुओं के लिए स्वास्थ्य, सुरक्षा और कल्याणकारी उपायों के लिए विशेष उपबंध	11.	(1) जहां कोई प्रशिक्षु या अन्य प्रशिक्षु किसी प्रतिष्ठान में प्रशिक्षण ले रहे हैं, संहिता और नियमावली के उपबंध इन प्रशिक्षुओं के स्वास्थ्य, सुरक्षा और कल्याण के संबंध में लागू होंगे जैसे कि वे संहिता के अर्थ के भीतर कर्मकार थे। (2) धारा 25 की उप-धारा (1) और (4) के उपबंध और सामान्य कार्य घंटों के संबंध में उसके अधीन बनाए गए नियम 'अन्य शिक्षुओं' पर लागू होंगे जैसे कि वे संहिता के अर्थ के भीतर कर्मकार थे।
धारा 6 की उप-धारा (1) के अधीन पांच मंजिला या उससे अधिक या बीस मीटर या उससे अधिक की इमारत वाले प्रतिष्ठानों के लिए सुरक्षा उपबंध	12.	(1) किसी प्रतिष्ठान या प्रतिष्ठानों के एक समूह का नियेक्ता, स्वामी या दोनो, जिसकी इमारत में पांच मंजिलें या उससे अधिक हैं या जिसकी ऊंचाई बीस मीटर या उससे अधिक है, आग की आपात स्थिति या लिफ्ट की विफलता या किसी अन्य खतरनाक घटना से निपटने के लिये एक आपातकालीन योजना तैयार करेगा और उसे अद्यतन रखेगा। (2) नियोक्ता, स्वामी या दोनों, जैसा भी मामला हो, भारतीय मानकों के अनुसार अपेक्षित सुविधाओं की उपलब्धता, व्यक्तियों का प्रशिक्षण, लोगों को सूचना का प्रसार और सुरक्षा के लिए पर्याप्त पर्यवेक्षण सुनिश्चित करेंगे।
धारा 6 की उपधारा (1) के खंड (ग) के अधीन कतिपय प्रतिष्ठानों के कर्मचारियों की वार्षिक स्वास्थ्य जांच	13.	(1) प्रत्येक प्रतिष्ठान का नियोक्ता उन सभी कर्मचारियों की, जिन्होंने चालीस वर्ष की आयु पूरी कर ली है, हर बारह महीने में कम से कम एक बार, नियोजित करने से पहले सभी व्यक्तियों, और उन सभी कर्मचारियों की जो रोजगार के दौरान पिछले दो वर्षों में गंभीर शारीरिक चोट के परिणामस्वरूप दुर्घटना का सामना कर चुके हैं, निःशुल्क स्वास्थ्य जांच आयोजित करने की व्यवस्था करेगा: परन्तु यह कि खतरनाक प्रक्रिया या खतरनाक संचालन में नियोजित कर्मचारियों की जांच विशेष रूप से प्रदान किए गए उपबंधों के अनुसार की जाएगी। (2) स्वास्थ्य परीक्षा एक योग्य चिकित्सक या कारखाने के चिकित्सा अधिकारी द्वारा आयोजित की जाएगी, जैसा भी मामला हो। इस तरह की वार्षिक परीक्षा का रिकॉर्ड प्रपत्र -7 में एक स्वास्थ्य रजिस्टर में रखा जाएगा। यदि परीक्षा पूर्व-रोजगार के लिए आयोजित की जाती है, तो इसे फिटनेस प्रमाण पत्र के रूप में प्रपत्र-8 में भी रखा जाएगा। ऐसी परीक्षाओं के निष्कर्षों को संबंधित कर्मचारी के साथ साझा किया जाएगा। (3) चिकित्सा परीक्षा में निम्नलिखित सम्मिलित होंगे - (क) सामान्य शारीरिक बनावट; (ख) दृष्टि - इसमें दृश्य तीक्ष्णता और धब्बेदार कार्य परीक्षण या फंडोस्कोपी परीक्षा सम्मिलित होगी;

		(ग) सुनवाई - ऑडियोमेट्री परीक्षण, यदि आवश्यक हो; (घ) श्वास - फुफ्फुसीय समारोह परीक्षण या एक्स - रे, यदि आवश्यक हो; (ङ) ऊपरी अंग - पर्याप्त भुजा कार्य क्षमता और पकड़ (दोनों भुजा); (च) निचले अंग - पर्याप्त पैर और पंजे की कार्य क्षमता; (छ) रीढ़ - संबंधित नौकरी के लिए पर्याप्त रूप से लचीला; (ज) सामान्य - अच्छी आंख, हाथ और पैरों के समन्वय के साथ मानसिक सतर्कता और स्थिरता; (झ) पूर्ण रक्त गणना परीक्षण, लिपिड प्रोफाइल (तीन) कोई अन्य परीक्षण जिसे जांच करने वाला डॉक्टर आवश्यक समझता है।
धारा 6 की उपधारा (1) के खंड (च) के अधीन नियुक्ति पत्र और पहचान पत्र	14.	(1) नियोक्ता नियुक्ति पर या काम शुरू करने से पहले प्रतिष्ठान में प्रत्येक कर्मचारी को नियुक्ति पत्र जारी करेगा। नियुक्ति पत्र में प्रपत्र-9 में निर्दिष्ट विवरण सम्मिलित होंगे। नियोक्ता यह सुनिश्चित करेगा कि नियुक्ति पत्र का विवरण संहिता और तद्धीन बनायी गयी नियमावली के अनुरूप है। नियुक्ति पत्र की शर्त के बारे में किसी भी विवाद का विनिश्चय संहिता की धारा 4 के अधीन अपीलीय अधिकारी द्वारा किया जाएगा। (2) नियोक्ता प्रत्येक कर्मचारी के लिए एक अलग संख्या या कोड का व्यवस्थित आवंटन भी सुनिश्चित करेगा और नियुक्ति के एक महीने के भीतर इस तरह के कर्मचारी कोड और अन्य आवश्यक विवरणों वाला एक पहचान पत्र जारी करेगा: परंतु यह कि इन नियमावली के लागू होने के तीन महीने के भीतर सभी कर्मचारियों को ऐसे नियुक्ति पत्र और पहचान पत्र जारी किए जाएंगे। (3) यदि किसी कर्मचारी का पहचान पत्र क्षतिग्रस्त हो जाता है या खो जाता है, तो नियोक्ता एक महीने के भीतर कर्मचारी को एक नया पहचान पत्र जारी करेगा। नियोक्ता, मजदूरी संहिता, 2019 की धारा 21 के उपबंधों के अधीन एक कैलेंडर वर्ष के भीतर एक नया जारी करने के लिए कर्मचारी से दस रुपये और बाद में किसी भी जारी करने के लिए पचास रुपये का शुल्क ले सकता है। (4) नियोक्ता यह भी सुनिश्चित करेगा कि प्रशिक्षण का अनुबंध अन्य प्रशिक्षुओं के साथ भी निष्पादित किया गया है और उन्हें एक महीने के भीतर पहचान पत्र जारी किए गए हैं।
धारा 10 और 11 के अधीन दुर्घटना और खतरनाक घटनाओं की सूचना	15.	(1) जहां किसी प्रतिष्ठान में किसी स्थान पर दुर्घटना होती है जिसके परिणामस्वरूप किसी व्यक्ति की मृत्यु हो जाती है, प्रतिष्ठान का नियोक्ता या अधिभोगी या प्रबंधक तुरंत इलेक्ट्रॉनिक रूप से प्रपत्र 10 में एक नोटिस भेजेगा और निरीक्षक-सह-सुविधाप्रदाता, मुख्य

		निरीक्षक-सह-सुविधाप्रदाता, जिला मजिस्ट्रेट या उपमंडल अधिकारी और निकटतम पुलिस स्टेशन के प्रभारी अधिकारी; और मृतक व्यक्ति के परिवार के सदस्यों या परिजनों को टेलीफोन द्वारा सूचित करेगा। (2) जहां किसी प्रतिष्ठान में किसी भी स्थान पर एक दुर्घटना होती है जिसके परिणामस्वरूप शारीरिक चोट लगती है जिसके कारण घायल व्यक्ति को दुर्घटना के तुरंत बाद अड़तालीस घंटे या उससे अधिक की अवधि के लिए काम करने से रोका जाता है, तो प्रतिष्ठान का नियोक्ता या अधिभोगी या प्रबंधक अड़तालीस घंटे पूरा होने के बाद बारह घंटे के भीतर तुरंत प्रपत्र 10 में, निरीक्षक-सह-सुविधाप्रदाता को इलेक्ट्रॉनिक रूप से एक नोटिस भेजेगा। (3) जहां किसी प्रतिष्ठान में, नियम 16 में निर्दिष्ट कोई खतरनाक घटना होती है, चाहे वह किसी शारीरिक चोट या विकलांगता का कारण हो या नहीं, प्रपत्र 11 में एक नोटिस बारह घंटे के भीतर निम्नलिखित को भेजा जाएगा- (क) निरीक्षक-सह-सुविधाप्रदाता; (ख) जिला मजिस्ट्रेट या उप-मंडल अधिकारी: परन्तु यह कि यदि किसी दुर्घटना या खतरनाक घटना के मामले में, पूर्वगामी उप-नियमों में निर्दिष्ट नोटिस भेजे जाने के बाद ऐसी दुर्घटना या खतरनाक घटना से घायल किसी व्यक्ति की मृत्यु हो जाती है, तो प्रतिष्ठान का नियोक्ता या अधिभोगी या प्रबंधक मृत्यु के बारह घण्टे के भीतर उप-नियम (1) और (2) में उल्लिखित अधिकारियों और व्यक्तियों को टेलीफोन और इलेक्ट्रॉनिक रूप से इसकी सूचना भेजेगा और इस जानकारी की लिखित रूप में भी पुष्टि करेगा: परंतु यह कि, यदि उप-नियम (3) में निर्दिष्ट 48 घंटे या उससे अधिक समय तक काम करने से विकलांगता की अवधि दुर्घटना या खतरनाक घटना के तुरंत बाद नहीं होती है, लेकिन बाद में एक से अधिक अवधि में होती है, तो उसकी रिपोर्ट 24 घंटे के भीतर प्रपत्र 10 में निरीक्षक-सह-सुविधाप्रदाता को भेजी जाएगी , जब दुर्घटना या खतरनाक के परिणामस्वरूप काम करने से विकलांगता की वास्तविक कुल अवधि घटना 48 घंटे हो जाती है। (4) किसी भी व्यक्ति को उस स्थल को जिस पर कोई घातक दुर्घटना हुई है या दुर्घटना में सम्मिलित किसी अन्य वस्तु को निरीक्षक-सह-सुविधाप्रदाता, या पुलिस अधिकारी, जो उप-निरीक्षक से अनिम्न रैंक का हो, के आने से पूर्व, या ऐसे अधिकारी की सहमति के बिना छेड़ने की अनुमति नही दी जायेगी: परंतु यह कि आगे की दुर्घटना को रोकने या व्यक्तियों को खतरे से सुरक्षित करने के लिए आवश्यक कार्रवाई की जा सकती है।

धारा 11 के अधीन खतरनाक घटनाओं की श्रेणियां	16.	खतरनाक घटनाओं के वर्ग निम्नलिखित हैं, चाहे उनमें व्यक्तिगत चोट या विकलांगता हो या नहीं, अर्थात्: - (क) वायुमंडलीय दबाव से अधिक दबाव पर पेट्रोलियम, भाप, संपीड़ित हवा या अन्य पदार्थ युक्त किसी भी संयंत्र या पाइपलाइन या उपकरण का फटना; (ख) क्रेन, डेरिक, चरखी, लहरा या अन्य उपकरणों का अचानक से गिर जाना या विफल हो जाना जिसका उपयोग व्यक्तियों या सामानों को उठाने या नीचे उतारने में किया जाता है, या उसके किसी भी हिस्से, या क्रेन का पलटना; (ग) विस्फोटक, विस्फोटकों के कारण विस्फोट, आग, हानिकारक जहरीली गैसों का रिसाव या निर्मोचन, तेजी से बाहर निकलना, किसी भी पिघली हुई धातु का रिसाव या बाहर निकलना, या गर्म तरल या गैस से किसी भी व्यक्ति को शारीरिक चोट पहुंचाना या किसी भी कक्ष या स्थान को नुकसान पहुंचाना जिसमें व्यक्ति नियोजित हैं; (घ) किसी भी गैस या गैसों (हवा सहित) या गैस के संपीड़न के परिणामस्वरूप किसी भी तरल या ठोस के वायुमंडलीय दबाव से अधिक दबाव पर भंडारण के लिए उपयोग किए जाने वाले रिसीवर या कंटेनर का विस्फोट; (ङ) भवन या निर्माण सामग्री को संभालने के लिए उपकरणों या लहरा या कन्वेयर या अन्य समान उपकरणों को उठाने या रस्सी, चेन या ढीले गियर के टूटने या विफलता के लिए पतन या विफलता; भवन या अन्य निर्माण कार्य में उपयोग की जाने वाली क्रेन को पलटना; ऊंचाई से वस्तुओं का गिरना; (च) किसी भी दीवार, फर्श, गैलरी, छत के पुल, सुरंग, चिमनी, दीवार, भवन या मिट्टी या किसी अन्य संरचना, मंचन, मचान या प्रपत्रवर्क सहित पहुंच के किसी भी साधन का ढहना या धंसना; संपर्क कार्य, उत्खनन और संचरण का पतन; (छ) खतरनाक पदार्थों का रिसाव या रिसाव और उनके कंटेनर को नुकसान; (ज) प्रतिष्ठान के भीतर परिवहन उपकरणों का ढहना, पलटना, गिरना या टक्कर; (झ) किसी भी खुदाई, लोडिंग या परिवहन मशीनरी की ऊंचाई से गिरना; (ञ) जमीन के नीचे काम करने में एक स्तंभ, एक स्तंभ का हिस्सा या कोयले के कई खंभे (यानी, एक टक्कर) की तात्कालिक विफलता; (ट) जमीन के नीचे काम करने में एक चट्टान का विस्फोट; काम के किसी भी हिस्से का समय से पहले पतन; (ठ) किसी भी मशीन या उपकरण के एक आवश्यक हिस्से का टूटना, फ्रैक्चर या विफलता जिससे व्यक्तियों की सुरक्षा खतरे में पड़ सकती है;

		(ड) एक स्लाइड जिससे किसी भी व्यक्ति को चोट लगती है, किसी भी मशीनरी को नुकसान होता है, या सामान्य खनन कार्यों में रुकावट आती है; (ढ) ओपनकास्ट काम करने में डंप या साइड की विफलता; एक झटका; (ण) किसी भी संरचना या स्थापना की विफलता जिससे व्यक्तियों की सुरक्षा खतरे में पड़ सकती है; या बिजली के फ्लैश-ओवर के कारण उत्पन्न चिंगारी जिससे किसी भी व्यक्ति को जलने की चोट लगती है; (त) पेट्रोलियम या रासायनिक रिसाव का एक प्रमुख अनियंत्रित उत्सर्जन; (थ) कोई अन्य घटना जिसे राज्य सरकार द्वारा एक आदेश द्वारा "खतरनाक घटना" के रूप में घोषित किया जा सकता है।
धारा 12 की उप-धारा (1) के अधीन कुछ बीमारियों की सूचना	17.	जहां किसी प्रतिष्ठान में कोई कर्मकार संहिता की तीसरी अनुसूची में निर्दिष्ट किसी भी बीमारी से संक्रमित हो जाता है, वहां प्रतिष्ठान का प्रबंधक या नियोक्ता संबंधित निरीक्षक-सह-सुविधाप्रदाता, मुख्य निरीक्षक-सह-सुविधाप्रदाता और मुख्य चिकित्सा अधिकारी को इलेक्ट्रॉनिक रूप से या अन्यथा प्रपत्र -12 में, जिस दिन यह प्रतिष्ठान के नियोक्ता या प्रबंधक की जानकारी में आता है, के अड़तालीस घण्टे के भीतर एक नोटिस प्रेषित करेगा।
धारा 12 की उप-धारा (2) के अधीन एक चिकित्सक द्वारा मुख्य निरीक्षक-सह-सुविधाप्रदाता और मुख्य चिकित्सा अधिकारी को रिपोर्ट करने का तरीका और समय	18.	यदि कोई चिकित्सक किसी ऐसे व्यक्ति की देखभाल करता है जो किसी प्रतिष्ठान में कार्यरत है या रहा हो और जिसके विषय में चिकित्सक को यह विश्वास है या जो, संहिता की तीसरी अनुसूची में निर्दिष्ट किसी भी बीमारी से पीड़ित है, तो चिकित्सक बिना किसी देरी के, इलेक्ट्रॉनिक रूप से या अन्यथा मुख्य निरीक्षक-सह-सुविधाप्रदाता को एक रिपोर्ट भेजेगा जिसमें निम्नलिखित विवरण होगा: - (क) रोगी का नाम और पूरा डाक पता; (ख) वह बीमारी जिससे वह रोगी को पीड़ित मानता है; (ग) उस कारखाने का नाम और पता जिसमें रोगी है या अंतिम बार कार्यरत था; (घ) ऐसी बीमारी के संभावित कारण; (ङ) अन्य पीड़ित रोगियों की स्थिति और ऐसी बीमारी के फैलने की संभावना; (च) रोग फैलने की जांच के लिए किए जा सकने वाले निवारक उपाय (यदि कोई हो); तथा (छ) अन्य मुद्दे, जिसे चिकित्सक इस संबंध में उल्लेख करने के लिए महत्वपूर्ण समझता हो।
धारा 13 के अधीन	19.	(1) यदि किसी कर्मचारी को कार्यस्थल में किसी भी असुरक्षित या

कर्मचारियों के कर्तव्य		अस्वास्थ्यकर स्थिति के बारे में पता चलता है, तो वह कारखानों के मामले में जितनी जल्दी हो सके अध्यासी/नियोक्ता, स्वास्थ्य और सुरक्षा प्रतिनिधि या सुरक्षा अधिकारी या प्रबंधक को रिपोर्ट करेगा। (2) प्रत्येक कर्मचारी, सामान्य रूप से, प्रतिष्ठान में अपने काम के घंटों के दौरान नियोक्ता द्वारा प्रदान किया गया पहचान पत्र पहनेगा या अपने साथ रखेगा। यदि पहचान पत्र खो जाता है या क्षतिग्रस्त हो जाता है, तो कर्मचारी प्रबंधक को लिखित रूप में रिपोर्ट करेगा। कोई भी कर्मचारी कार्ड का दुरुपयोग नहीं करेगा।
धारा 14 के अधीन कर्मचारियों के अधिकार	20.	प्रत्येक कर्मचारी को अधिकार होगा- (क) अध्यासी/नियोक्ता से कार्यस्थल पर कार्यकर्ता के स्वास्थ्य और सुरक्षा से संबंधित जानकारी प्राप्त करना; (ख) जहां भी संभव हो, कारखाने के भीतर वार्षिक प्रशिक्षित किया जाता है, या, कारखाने के मुख्य निरीक्षक-सह-सुविधाप्रदाता द्वारा विधिवत अनुमोदित प्रशिक्षण केंद्र या संस्थान में प्रशिक्षित होने के लिए अध्यासी द्वारा प्रायोजित किया जाता है, जहां काम पर कर्मकारों के स्वास्थ्य और सुरक्षा के लिए प्रशिक्षण प्रदान किया जाता है; (ग) कारखाने में उसके स्वास्थ्य या सुरक्षा की सुरक्षा के लिए अपर्याप्त उपबंध के मामले में सीधे या उसके प्रतिनिधि के माध्यम से निरीक्षक-सह-सुविधाप्रदाता को प्रतिनिधित्व करना।
धारा 14 की उप-धारा (3) के अधीन आसन्न खतरे के अस्तित्व की रिपोर्ट	21.	(1) यदि किसी भी समय नियोक्ता/अध्यासी को आसन्न गंभीर व्यक्तिगत चोट या मृत्यु या सुरक्षा और स्वास्थ्य के लिए आसन्न खतरे की संभावना की उचित आशंका के बारे में कर्मचारी/कर्मकार से सूचना प्राप्त होती है तो नियोक्ता/अध्यासी तत्काल उपचारात्मक कार्रवाई करेगा। (2) नियोक्ता/अध्यासी, चाहे संतुष्ट हो या नहीं, ऐसे आसन्न खतरे और उस पर की गई कार्रवाई की रिपोर्ट इलेक्ट्रॉनिक रूप से या अन्यथा इंस्पेक्टर-सह-सुविधाप्रदाता और यदि आवश्यक हो तो जिले के मुख्य चिकित्सा अधिकारी को भेजेगा।

अध्याय-चार
उपजीविकाजन्य सुरक्षा और स्वास्थ्य

धारा 17 की उप-धारा (2) के अधीन राज्य सलाहकार बोर्ड का गठन	22.	(1) संहिता की धारा 17 के अधीन गठित राज्य उपजीविकाजन्य सुरक्षा और स्वास्थ्य सलाहकार बोर्ड में निम्नलिखित सम्मिलित होंगे, अर्थात्: - (क) मंत्री, श्रम और रोजगार, उत्तर प्रदेश सरकार - पदेन अध्यक्ष; (ख) अपर मुख्य प्रमुख सचिव/प्रमुख सचिव/सचिव, श्रम, उत्तर प्रदेश सरकार- उपाध्यक्ष, पदेन;

		(ग) राज्य सरकार द्वारा नामनिर्दिष्ट सूक्ष्म, लघु और मध्यम उद्यम विभाग और प्रदूषण नियंत्रण बोर्ड के दो अधिकारी, विशेष सचिव के रैंक अनिम्न होंगे, जिनमें से एक महिला होगी;- सदस्य (घ) अध्यक्ष, उत्तर प्रदेश प्रदूषण नियंत्रण बोर्ड, लखनऊ - सदस्य, *पदेन* (ङ) श्रम आयुक्त, उत्तर प्रदेश सरकार - सदस्य-सचिव, पदेन (च) महानिदेशक, स्वास्थ्य और परिवार कल्याण, उत्तर प्रदेश सरकार- सदस्य, पदेन (छ) मुख्य निरीक्षक-सह-सुविधाप्रदाता, उत्तर प्रदेश सरकार- सदस्य, पदेन *सदस्य,* (ज) सचिव, उत्तर प्रदेश भवन एवं अन्य निर्माण कर्मकार कल्याण बोर्ड - सदस्य, पदेन *सदस्य;* (झ) सचिव, उत्तर प्रदेश असंगठित श्रमिक सामाजिक सुरक्षा कल्याण बोर्ड - सदस्य, पदेन (ञ) सचिव, उत्तर प्रदेश श्रम कल्याण बोर्ड- सदस्य, पदेन (ट) निदेशक, ईएसआईसीएस, उत्तर प्रदेश सरकार- सदस्य, पदेन (ठ) कारखाना निदेशक, उत्तर प्रदेश- सदस्य; (ड) इस मामले से जुड़े वृत्तिक निकाय का एक प्रतिनिधि जिसके लिए मानकों, नियमों, नीतियों को तैयार किया जा रहा है- राज्य सरकार द्वारा नामनिर्दिष्ट किया जाना है- सदस्य; (ढ) राज्य सरकार द्वारा नामनिर्दिष्ट किए जाने वाले नियोक्ताओं के पांच प्रतिनिधि - सदस्य ; (ण) रजिस्ट्रीकृत ट्रेड यूनियनों या फेडरेशन के पांच प्रतिनिधि राज्य सरकार द्वारा नामनिर्दिष्ट किए जाएंगे - सदस्य; (त) उपजीविकाजन्य स्वास्थ्य और सुरक्षा के क्षेत्र के पांच प्रतिष्ठित व्यक्ति जिनके पास इंजीनियरिंग में स्नातक की डिग्री और अन्यून दस वर्ष का अनुभव, राज्य सरकार द्वारा नामनिर्दिष्ट - सदस्य: परन्तु यह कि इस नियम के खंड (ढ), (ण) और (त) के अधीन नामनिर्दिष्ट किए जाने वाले सदस्यों के लिए महिलाओं का पर्याप्त प्रतिनिधित्व दिया जाएगा; परन्तु यह भी कि, राज्य सरकार, बोर्ड की किसी बैठक में किसी ऐसे व्यक्ति को विशेष आमंत्रित व्यक्ति के रूप में आमंत्रित कर सकती है, जिसके लिए राज्य सरकार संतुष्ट हो कि ऐसा व्यक्ति ऐसे किसी मामले का विशेषज्ञ है जिस पर निर्णय के लिए बोर्ड के समक्ष चर्चा की जानी है या उत्पन्न हुई है; परंतु यह कि, ऐसे विशेष आमंत्रित व्यक्ति बोर्ड की बैठकों में मतदान करने का हकदार नहीं होंगे।
धारा 17 की उप-धारा (2)	23.	(1) बोर्ड के गैर-सरकारी सदस्यों का कार्यकाल तीन वर्ष का होगा।

के अधीन राज्य सलाहकार बोर्ड के पद की अवधि		(2) बोर्ड के गैर-सरकारी सदस्य उत्तर प्रदेश सरकार के प्रसाद पर्यंत पद धारण करेंगे। (3) गैर-सरकारी सदस्यों को बोर्ड से हटा दिया जाएगा यदि वे उस हित का प्रतिनिधित्व करना बंद कर देते हैं जिसके लिए उन्हें नामनिर्दिष्ट किया गया था। (4) सभी नामनिर्दिष्ट सदस्य दो से अधिक कार्यकाल के लिए पुन: नामांकन के पात्र नहीं होंगे।
धारा 17 की उपधारा (2) के अधीन राज्य सलाहकार बोर्ड के सदस्य का त्यागपत्र	24.	(1) कोई भी गैर-सरकारी सदस्य अपने हाथ से हस्ताक्षरित राज्य सरकार को संबोधित पत्र द्वारा त्यागपत्र दे सकता है। (2) ऐसे सदस्य की सीट उस तारीख से रिक्त हो जाएगी जिस दिन उसका त्यागपत्र स्वीकार किया जाता है या त्यागपत्र की सूचना प्राप्त होने की तारीख से तीस दिनों की समाप्ति पर, जो भी पहले हो।
धारा 17 की उप-धारा (2) के अधीन आकस्मिक रिक्तियों को भरना	25.	(1) सदस्य की मृत्यु, त्यागपत्र या अन्यथा के कारण उत्पन्न होने वाली आकस्मिक रिक्ति को भरने के लिए नियुक्त नामनिर्दिष्ट सदस्य, उस सदस्य के पद की अवधि की शेष अवधि के लिए पद धारण करेगा, जिसके स्थान पर वह नियुक्त किया गया है। (2) जब किसी कारण से रिक्ति होती है या बोर्ड की सदस्यता में होने की संभावना होती है, तो सदस्य-सचिव राज्य सरकार को एक रिपोर्ट प्रस्तुत करेगा जो रिक्त स्थान को भरने के लिए, व्यक्तियों की श्रेणी में से, जिससे सदस्यता रिक्त करने वाला व्यक्ति संबंधित है, कदम उठाएगी और इस प्रकार नामित व्यक्ति उस सदस्य के पद की शेष अवधि के लिए पद धारण करेगा जिसके स्थान पर वह नियुक्त किया गया है।
धारा 17 की उप-धारा (2) के अधीन सदस्यता की समाप्ति	26.	यदि बोर्ड का कोई सदस्य, पदेन सदस्य नहीं होने के नाते, बोर्ड के अध्यक्ष द्वारा स्वीकृत अनुमति प्राप्त किए बिना, बोर्ड की लगातार तीन बैठकों में भाग लेने में विफल रहता है, तो ऐसी अनुपस्थिति के लिए वह बोर्ड का सदस्य नहीं रहेगा: परन्तु राज्य सरकार, यदि यह संतुष्ट हो जाती है कि ऐसे सदस्य को लगातार तीन बैठकों में भाग लेने से पर्याप्त कारण से रोका गया था, तो यह निदेश दे सकती है कि ऐसी समाप्ति नहीं होगी और ऐसे निदेश दिए जाने पर ऐसा सदस्य बोर्ड का सदस्य बना रहेगा।
धारा 17 की उप-धारा (2) के अधीन सदस्यता के लिए निरर्हताएं	27.	एक व्यक्ति बोर्ड का सदस्य होने के लिए निरर्हित घोषित किया जाएगा- (एक) यदि वह विकृतचित मस्तिष्क का घोषित हो और ऐसा सक्षम प्राधिकारी द्वारा घोषित किया जाता है; (दो) यदि वह एक गैर-डिस्चार्ज दिवालिया है; (तीन) यदि उसे किसी अपराध के लिए दोषी ठहराया गया है, जिसमें

		तीन महीने या उससे अधिक का कारावास है या जिसमें राज्य सरकार की राय में, नैतिक अधमता सम्मिलित है।
धारा 17 की उप-धारा (2) के अधीन सदस्यता से हटाना	28.	राज्य सरकार राज्य बोर्ड के किसी भी सदस्य को हटा सकती है, यदि उसकी राय में ऐसे सदस्य ने उस हित का प्रतिनिधित्व करना बंद कर दिया है जिसका वह बोर्ड में प्रतिनिधित्व करने हेतु तात्पर्यित हो: परन्तु यह कि ऐसे किसी भी सदस्य को तब तक नहीं हटाया जाएगा जब तक कि उसे इस नियम के अधीन प्रस्तावित कार्रवाई के विरुद्ध अभ्यावेदन करने का युक्तियुक्त अवसर न दिया जाए।
धारा 17 की उप-धारा (2) के अधीन सदस्यों के लिए यात्रा भत्ता	29.	(1) किसी आधिकारिक सदस्य का यात्रा भत्ता और दैनिक भत्ता आधिकारिक कर्तव्यों पर उसके द्वारा की गई यात्रा के लिए उस पर लागू नियमों द्वारा शासित होगा और उसके वेतन का भुगतान करने वाले प्राधिकरण द्वारा किया जाएगा। (2) बोर्ड के गैर-सरकारी सदस्यों को यात्रा भत्ते और बोर्ड की बैठकों में भाग लेने के लिए दैनिक भत्ते का भुगतान ऐसी दरों पर किया जाएगा जो राज्य सरकार के समूह "क" अधिकारी के न्यूनतम स्तर पर स्वीकार्य हैं। (3) बोर्ड की बैठकों में विशेष आमंत्रित सदस्यों को बोर्ड की ऐसी बैठकों में भाग लेने के लिए यात्रा भत्ते और दैनिक भत्ते मिलेंगे जो बोर्ड के अन्य गैर-सरकारी सदस्य प्राप्त करने के हकदार हैं।
धारा 17 की उपधारा (2) के अधीन बोर्ड की बैठक और कार्य की सूची	30.	(1) राज्य बोर्ड की बैठक हर छह महीने में कम से कम एक बार होगी: परन्तु यह कि अध्यक्ष, बोर्ड के अन्यून एक तिहाई सदस्यों से लिखित रूप में मांग प्राप्त होने के पंद्रह दिनों के भीतर, उसकी एक विशेष बैठक बुलाएगा। (2) किसी भी बैठक में कोई कार्य तब तक नहीं किया जाएगा जब तक कि कम से कम आधे सदस्य उपस्थित न हों: परन्तु यह कि यदि किसी बैठक में एक-तिहाई से कम सदस्य उपस्थित होते हैं, तो अध्यक्ष उपस्थित सदस्यों को सूचित करते हुए और अन्य सदस्यों को नोटिस देते हुए बैठक को किसी अन्य तारीख तक स्थगित कर सकता है कि वह स्थगित बैठक में कार्य का निपटान करने का प्रस्ताव करता है, चाहे कोई विहित गणपूर्ति हो या नहीं, और उसके बाद उसके लिए यह विधिसम्मत होगा कि वह सदस्य या सदस्यों के उपस्थित होने पर ध्यान दिए बिना स्थगित बैठक में कार्य का निपटान करे:

		परन्तु यह कि जब अध्यक्ष किसी ऐसे विषय पर विचार करने के लिए बैठक बुलाता है जो उसकी राय में तात्कालिक प्रकृति का है, तो अन्यून तीन दिनों की नोटिस पर्याप्त समझी जाएगी। (3) बोर्ड की बैठक के लिए कार्य सूची में सम्मिलित किसी भी कार्य पर बोर्ड के अध्यक्ष की अनुमति के बिना ऐसी बैठक में विचार नहीं किया जाएगा।
धारा 17 की उप-धारा (2) के अधीन कार्य का निपटान	31.	(1) प्रत्येक मामला जिसे बोर्ड द्वारा विचार करना आवश्यक है, बोर्ड की बैठक में विचार किया जाएगा, या यदि बोर्ड का अध्यक्ष प्रत्येक सदस्य को राय के लिए आवश्यक पत्रजात भेजकर ऐसा निदेश देता है और मामले का निपटान बहुमत के निर्णय के अनुसार किया जाएगा: परन्तु यह कि जहां किसी विषय पर बहुमत की कोई राय नहीं है और बोर्ड के सदस्य समान रूप से विभाजित हैं, बोर्ड के अध्यक्ष के पास दूसरा या निर्णायक मत होगा। (2) बोर्ड का कोई भी कार्य या कार्यवाही केवल बोर्ड में किसी रिक्ति या बोर्ड के गठन में किसी दोष के कारण अविधिमान्य नहीं होगी।
धारा 17 की उप-धारा (2) के अधीन बैठकों की अध्यक्षता करने के लिए अध्यक्ष	32	(1) अध्यक्ष, बोर्ड की सभी बैठकों की अध्यक्षता करेगा, और यदि अध्यक्ष, किसी भी कारण से, बोर्ड की बैठक में भाग लेने में असमर्थ है, तो इस निमित्त अध्यक्ष द्वारा नामनिर्दिष्ट कोई सदस्य, और इस तरह के नामांकन के अभाव में, बैठक में उपस्थित सदस्यों द्वारा चुने गए किसी अन्य सदस्य, बैठक की अध्यक्षता करेंगे। (2) बोर्ड की बैठक में लिए गए प्रत्येक निर्णय को एक कार्यवृत्त पुस्तिका में दर्ज किया जाएगा, जो एक स्थायी रिकॉर्ड होगा।
धारा 17 की उप-धारा (2) के अधीन बोर्ड की बैठकों की गणपूर्ति	33.	किसी भी बैठक में कोई भी कार्य तब तक नहीं किया जाएगा जब तक कि कम से कम एक तिहाई सदस्य उपस्थित न हों: परन्तु यह कि यदि किसी बैठक में एक-तिहाई से कम सदस्य उपस्थित होते हैं, तो अध्यक्ष उपस्थित सदस्यों को सूचित करते हुए और अन्य सदस्यों को नोटिस देते हुए बैठक को किसी अन्य तारीख तक स्थगित कर सकेगा कि वह स्थगित बैठक में कार्य को निपटाने का प्रस्ताव करता है, चाहे कोई विहित गणपूर्ति हो या नहीं और उसके बाद उसके लिए यह विधिसम्मत होगा कि वह स्थगित बैठक में कार्य का निपटान करे, चाहे उपस्थित सदस्यों की संख्या कुछ भी हो।

धारा 17 की उपधारा (2) के अधीन राज्य सलाहकार बोर्ड के अधिकारियों और अन्य कर्मचारियों की नियुक्ति	34.	(1) राज्य सरकार, राज्य सरकार के जितने राजपत्रित अधिकारी और ऐसे अन्य कर्मचारी राज्य सरकार की सेवा में हैं, नियुक्त कर सकती है, जो बोर्ड को अपने कृत्यों और कर्तव्यों को पूरा करने में सक्षम बनाने के लिए आवश्यक समझे। (2) ऐसे अधिकारियों और कर्मचारियों को देय पारिश्रमिक ऐसा होगा जो राज्य सरकार द्वारा समय-समय पर विनिश्चय किया जाए। (3) इसके अधीन नियुक्त अधिकारी और कर्मचारी बोर्ड की बैठकें बुलाने में बोर्ड के अध्यक्ष की सहायता करेंगे। (4) उसके अधीन नियुक्त अधिकारी और कर्मचारी, बोर्ड की बैठकों में भाग ले सकते हैं, लेकिन ऐसी बैठकों में मतदान करने के हकदार नहीं होंगे। (5) उसके अधीन नियुक्त अधिकारी और कर्मचारी, राज्य सलाहकार बोर्ड की बैठकों के कार्यवृत्त का अभिलेख रखेंगे। (6) उसके अधीन नियुक्त अधिकारी और कर्मचारी, बोर्ड की बैठकों में लिए गए विनिश्चयों को पूरा करने के लिए आवश्यक उपाय करेंगे।
धारा 17 की उपधारा (3) के अधीन राज्य सलाहकार बोर्ड की तकनीकी समिति या सलाहकार समिति	35.	(1) राज्य सरकार अपने कृत्यों के निर्वहन में राज्य सरकार या राज्य सलाहकार बोर्ड की सहायता करने के लिए बोर्ड की सिफारिश पर जितनी तकनीकी समितियां या सलाहकार समितियां गठित कर सकती है, जैसा वह उचित समझे। (2) तकनीकी समितियां बहु-सदस्यीय समिति हो सकती हैं, और इसमें सरकारी, सार्वजनिक, स्वायत्त या निजी संस्थानों/उद्योगों के सदस्य सम्मिलित हो सकते हैं। (3) समिति के सदस्यों के पास औद्योगिक सुरक्षा में डिप्लोमा/स्नातकोत्तर डिप्लोमा के साथ इंजीनियरिंग में स्नातक की डिग्री या औद्योगिक स्वास्थ्य के एसोसिएट फेलो (एएफआईएच) के साथ एमबीबीएस या (भौतिक शास्त्र/रसायन विज्ञान) में स्नात्कोत्तर उपधि के साथ संबंधित क्षेत्र/उद्योग में कम से कम 20 वर्षों का अनुभव होगा। (4) तकनीकी समिति का अध्यक्ष राज्य सरकार द्वारा नामनिर्दिष्ट पदेन सदस्य होगा। (5) तकनीकी समिति विशिष्ट आवश्यकताओं को पूरा करने के लिए उप-समितियों का गठन कर सकती है। (6) तकनीकी समिति समय-समय पर राज्य सरकार या बोर्ड द्वारा जारी किये गये ऐसे नियमों और प्रक्रियाओं का पालन करेगी जिसमें उसके कार्य संव्यवहार भी सम्मिलित है।
धारा 17 की उप-धारा (3) के अधीन तकनीकी समिति या सलाहकार समिति के गैर-सरकारी सदस्यों के भत्ते	36.	तकनीकी समिति या सलाहकार समिति के गैर-सरकारी सदस्य उसी यात्रा और महंगाई भत्ते के हकदार होंगे जो बोर्ड के गैर-सरकारी सदस्य प्राप्त करने के हकदार हैं।

धारा 17 की उपधारा (3) के अधीन तकनीकी समितियों या सलाहकार समिति के कार्य	37.	(1) तकनीकी समितियां या सलाहकार समिति संहिता के अधीन उपजीविकाजन्य सुरक्षा, स्वास्थ्य और कार्य स्थितियों पर मानकों, नियमों और विनियमों को तैयार करेंगी, निर्माण करेंगी और समीक्षा करेंगी। (2) तकनीकी समिति आवश्यकता के आधार पर नियमित रूप से बैठक करेंगी और छह महीने में कम से कम एक बार होगी।
धारा 17 की उपधारा (3) के अधीन सदस्यों का त्यागपत्र और तकनीकी समिति या सलाहकार समिति की रिक्तियां	38.	(1) तकनीकी समिति या सलाहकार समिति का कोई सदस्य जोपदेन सदस्य नहीं है, तकनीकी समिति या सलाहकार समिति के अध्यक्ष के माध्यम से राज्य सरकार को संबोधित लिखित पत्र द्वारा अपने पद से इस्तीफा दे सकता है। (2) तकनीकी समिति का अध्यक्ष अपर मुख्य सचिव/प्रमुख सचिव, श्रम और रोजगार मंत्रालय, उत्तर प्रदेश सरकार को संबोधित लिखित पत्र द्वारा अपने पद से इस्तीफा दे सकता है। (3) ऐसे सदस्य या अध्यक्ष की सीट, जैसा भी मामला हो, उस तारीख से रिक्त हो जाएगी जिस दिन उसका त्यागपत्र राज्य सरकार द्वारा स्वीकार किया जाता है, या राज्य सरकार द्वारा त्यागपत्र प्राप्त होने की तारीख से तीस दिनों की समाप्ति पर, जो भी पहले हो।
धारा 17 की उप-धारा (3) के अधीन सदस्यता की समाप्ति	39.	यदि तकनीकी समिति या सलाहकार समिति का कोई सदस्य पदेन सदस्य नहीं है, ऐसी समिति के अध्यक्ष की अनुमति प्राप्त किये बिना, ऐसी समिति की लगातार दो बैठकों में भाग लेने में विफल रहता है, तो ऐसी अनुपस्थिति के लिए वह ऐसी समिति का सदस्य नहीं रहेगा: परन्तु कि राज्य सरकार, यदि संतुष्ट हो कि ऐसे सदस्य को पर्याप्त कारण से लगातार दो बैठकों में भाग लेने से रोका गया था, तो यह निदेश दे सकेगी कि ऐसी समाप्ति नहीं होगी और ऐसे निदेश दिए जाने पर ऐसा सदस्य ऐसी समिति का सदस्य बना रहेगा।
धारा 17 की उप-धारा (3) के अधीन सदस्यता के लिए निरर्हताएं	40.	(1) कोई व्यक्ति तकनीकी समिति का सदस्य होने के लिए निरर्हित होगा - (क) यदि वह विकृत चित्त है और एक सक्षम न्यायालय द्वारा ऐसा घोषित किया गया है; या (ख) यदि वह एक अनुन्मोचित दिवालिया है; या (ग) यदि उसे किसी ऐसे अपराध के लिए दोषी ठहराया गया है, जिसमें राज्य सरकार की राय में, नैतिक अधमता सम्मिलित है। (2) जहां यह प्रश्न उठता है कि क्या उप-नियम (1) के अधीन निरर्हता का सामना किया गया है, राज्य सरकार ऐसे प्रश्न पर विनिश्चय करेगी, इसे अंतिम माना जाना चाहिए।
धारा 17 की उप-धारा (3) के	41.	राज्य सरकार तकनीकी समिति के किसी सदस्य या अध्यक्ष को हटा सकती

अधीन सदस्यता से हटाना		है, यदि उसकी राय में ऐसे सदस्य ने उस हित का प्रतिनिधित्व करना बंद कर दिया है जिसका वह ऐसी समिति में प्रतिनिधित्व करने हेतु तात्पर्यित हो: परन्तु यह कि ऐसे किसी भी सदस्य को तब तक नहीं हटाया जाएगा जब तक कि उसे इस नियम के अधीन प्रस्तावित कार्रवाई के विरुद्ध अभ्यावेदन देने का उचित अवसर न दिया जाए।
धारा 21 के अधीन अंतर-राज्यीय प्रवासी कर्मकारों के लिए सांख्यिकी और रजिस्ट्रीकरण पोर्टल का संग्रह	42.	(1) प्रत्येक नियोक्ता राज्य सरकार के साथ-साथ महानिदेशक, श्रम ब्यूरो के कार्यालय को ऐसे पोर्टल पर इलेक्ट्रॉनिक रूप से ऐसे रूप और तरीके से उपजीविकाजन्य सुरक्षा और स्वास्थ्य आंकड़ों का विवरण प्रस्तुत करेगा जो केंद्रीय सरकार द्वारा समय-समय पर अवधारित किया जाय। (2) प्रत्येक अंतर-राज्यीय प्रवासी कर्मकार, चाहे वह उत्तर प्रदेश राज्य में नियोजित हो या स्व-नियोजित, इस उद्देश्य के लिए विनिर्दिष्ट पोर्टल पर अपना रजिस्ट्रीकरण कराएगा।
धारा 22 के अधीन सुरक्षा समितियों का गठन	43.	(1) प्रत्येक प्रतिष्ठान में, एक सुरक्षा समिति का गठन किया जाएगा, जहां - (क) दो सौ पचास कर्मचारी या उससे अधिक आमतौर पर कार्यरत होते हैं; या (ख) धारा 82 के अधीन खतरनाक घोषित की गई कोई भी प्रक्रिया या प्रचालन किया जाता है; या (ग) धारा 2(1)(य क) के अधीन यथा परिभाषित एक 'खतरनाक प्रक्रिया' या खतरनाक पदार्थ को संभालने के लिए किया जाता है; या (घ) प्रमुख दुर्घटना जोखिम कारखाने। (2) सुरक्षा समिति में प्रबंधन के प्रतिनिधियों में सम्मिलित होंगे- (क) नियोक्ता, सुरक्षा समिति का अध्यक्ष होगा; तथा (ख) एक वरिष्ठ अधिकारी जो संगठन में अपने पद से समिति के कामकाज में प्रभावी ढंग से योगदान दे सकता है, उपाध्यक्ष होगा; और (ग) एक सुरक्षा अधिकारी, जिसमें इस नियमावली के अधीन नियुक्त किया गया है, या कोई अन्य जिम्मेदार व्यक्ति समिति का सदस्य-सचिव होगा: और (घ) प्रतिष्ठान के चिकित्सा अधिकारी- सदस्य; और (ङ) उत्पादन, रखरखाव और खरीद विभागों से एक-एक प्रतिनिधि सहित तीन प्रतिनिधि; और (च) कर्मकारों के प्रतिनिधियों की संख्या नियोक्ता के प्रतिनिधियों की संख्या से कम नहीं होगी। कर्मकारों के प्रतिनिधियों का चयन प्रतिष्ठान से जुड़े रजिस्ट्रीकृत ट्रेड यूनियन द्वारा उनके बीच आम सहमति से या चुनाव के माध्यम से किया जाएगा। ऐसे प्रतिष्ठानों में,

		जहां कोई रजिस्ट्रीकृत ट्रेड यूनियन नहीं है, कर्मकारों के प्रतिनिधियों को कर्मकारों द्वारा आम सहमति के आधार पर या चुनाव के आधार पर ही चुना जाएगा: परन्तु यह कि ऐसी सुरक्षा समिति के गठन में महिलाओं को उचित प्रतिनिधित्व दिया जाएगा। (3) सुरक्षा समिति का कार्यकाल अधिकतम दो वर्ष की अवधि के लिए होगा: परंतु यह कि किसी भी आपात स्थिति में दो तिहाई सदस्यों की सहमति से 6 महीने का विस्तार दिया जा सकता है। (4) सुरक्षा समिति के गठन की सूचना इलेक्ट्रॉनिक रूप से संबंधित अधिकारिता वाले निरीक्षक-सह-सुविधाप्रदाता को दी जायेगी। (5) सुरक्षा समिति जितनी बार आवश्यक हो, लेकिन प्रत्येक तिमाही में कम से कम एक बार, बैठक करेगी। अनुवर्ती कार्य योजनाओं के साथ बैठक के कार्यवृत्त को एक रजिस्टर में अभिलिखित किया जाएगा और मांग पर निरीक्षक-सह-सुविधाप्रदाता को प्रस्तुत किया जाएगा। इस तरह की बैठक के कार्यवृत्त की एक प्रति इलेक्ट्रॉनिक रूप से या अन्यथा अधिकारिता वाले निरीक्षक-सह-सुविधाप्रदाता को भेजी जाएगी। (6) सुरक्षा समिति को निम्नलिखित के बारे में पर्याप्त और उपयुक्त रूप से सूचित होने का अधिकार होगा- (क) संभावित सुरक्षा और स्वास्थ्य संबंधी खतरों का सामना करना पड़ सकता है; (ख) दुर्घटनाओं के आंकड़ों के साथ-साथ कारखाने से संबंधित खतरनाक पदार्थों के संपर्क में आने वाले कर्मचारियों के कार्यस्थल और स्वास्थ्य की निगरानी से प्राप्त आंकड़े: परंतु यह कि समिति काम के माहौल और कर्मचारियों के स्वास्थ्य और सुरक्षा में सुधार के उपायों पर आंकड़ों का उपयोग करने का कार्य करेगी।
धारा 22 की उप-धारा (1) के अधीन सुरक्षा समिति के कृत्य और कर्तव्य	44.	(1) सुरक्षा समिति के कृत्यों और कर्तव्यों में निम्नलिखित सम्मिलित होंगे- (एक) प्रतिष्ठान की 'स्वास्थ्य और सुरक्षा नीति' में उल्लिखित लक्ष्यों और उद्देश्यों को प्राप्त करने में प्रबंधन की सहायता और सहयोग करना; और (दो) स्वास्थ्य, सुरक्षा और पर्यावरण से संबंधित सभी मामलों से निपटना और सामने आने वाली समस्याओं के समाधान पर पहुंचना; और (तीन) सभी कर्मचारियों के बीच सुरक्षा जागरूकता पैदा करना; और (चार) शैक्षिक, प्रशिक्षण और प्रचार गतिविधियों का आयोजन करना; और

		(पाँच) सुरक्षा, पर्यावरण और उपजीविकाजन्य स्वास्थ्य सर्वेक्षण, लेखा परीक्षा, जोखिम मूल्यांकन, आपातकालीन और आपदा प्रबंधन योजनाओं और रिपोर्टों में की गई सिफारिशों के कार्यान्वयन पर रिपोर्ट पर चर्चा करना; और (छः) स्वास्थ्य और सुरक्षा सर्वेक्षण करना और दुर्घटनाओं के कारणों की पहचान करना; और (सात) कर्मचारियों की सुरक्षा और स्वास्थ्य के लिए आसन्न खतरे की संभावना पर की गई किसी भी शिकायत को देखना और सुधारात्मक उपायों का सुझाव देना; और (आठ) इसके द्वारा की गई सिफारिशों के कार्यान्वयन की समीक्षा करना; और (नौ) दुर्घटनाओं, खतरनाक घटनाओं आदि की जांच की रिपोर्ट पर चर्चा करना और उचित सिफारिशें करना; और (दस) दुर्घटनाओं और खतरनाक घटनाओं के विश्लेषण के आधार पर उपयुक्त सुरक्षा अभियान तैयार करना और कार्यान्वित करना; और (ग्यारह) सुरक्षा और उपजीविकाजन्य स्वास्थ्य मामलों पर संचार के लिए एक मंच के रूप में कार्य करने के लिए; और (बारह) विभिन्न परिचालनों के लिए तैयार की गई मानक संचालन प्रक्रियाओं पर चर्चा करने के लिए। (2) जहां प्रतिष्ठान के आकार के कारण, या किसी अन्य कारण से, उप-नियम (1) में निर्दिष्ट कृत्यों को सुरक्षा समिति द्वारा प्रभावी ढंग से नहीं किया जा सकता है, वह उप-समितियों की स्थापना कर सकता है जो इसकी सहायता के लिए आवश्यक हो सकती है: परन्तु यह कि किसी भी प्रतिष्ठान में जिसमें एक हजार से अधिक कर्मचारी सामान्यतः कार्यरत हैं, विभागवार या अन्यथा कम से कम दो उप-समितियों का गठन किया जाएगा और विभागीय प्रमुख के पद का एक कर्मचारी उप-समिति का प्रमुख होगा। बैठक का कार्यवृत्त सुरक्षा समिति के सदस्य सचिव के साथ साझा किया जाएगा।
धारा 22 की उप-धारा (2) और धारा 133 की उप-धारा (2) के खंड (ययथ) के अधीन सुरक्षा अधिकारियों की नियुक्ति	45.	(1) प्रत्येक प्रतिष्ठान में जो एक- (क) कारखाना जिसमें पांच सौ या उससे अधिक कर्मकार हैं; या (ख) खतरनाक प्रक्रिया पर चलने वाला कारखाना जिसमें दो सौ पचास कर्मकार या उससे अधिक हैं; या (ग) भवन और अन्य निर्माण कार्य जिसमें दो सौ पचास कर्मकार हैं; या (घ) प्रमुख दुर्घटना जोखिम स्थापना; या (ङ) सल्फ्यूरिक एसिड का निर्माण कारखाना नियोक्ता द्वारा अन्यून एक सुरक्षा अधिकारी नियुक्त किया जाएगा: परंतु यह कि, - (एक) खंड (क) में विनिर्दिष्ट प्रतिष्ठान के लिए, यदि नियोजित कर्मकारों की संख्या एक हजार से अधिक है, लेकिन एक हजार पांच सौ से

		अधिक नहीं है तो एक अतिरिक्त सुरक्षा अधिकारी नियुक्त किया जाएगा और प्रत्येक अतिरिक्त एक हजार कर्मकारों या उसके भाग के लिए एक और सुरक्षा अधिकारी नियुक्त किया जाएगा; (दो) खंड (ख), खंड (ग), खंड (घ) और खंड (ङ) में विनिर्दिष्ट प्रतिष्ठानों के लिए यदि नियोजित कर्मकारों की संख्या पांच सौ से अधिक है लेकिन एक हजार से अधिक नहीं है तो एक अतिरिक्त सुरक्षा अधिकारी नियुक्त किया जाएगा और प्रत्येक अतिरिक्त एक हजार कर्मकारों या उसके हिस्से के लिए एक और सुरक्षा अधिकारी नियुक्त किया जाएगा। (2) कारखाने के अधिभोगी या भवन या अन्य निर्माण प्रतिष्ठान के नियोक्ता, जैसा भी मामला हो, ऐसी नियुक्ति से सात दिनों के भीतर सुरक्षा अधिकारी या मुख्य सुरक्षा अधिकारी की नियुक्ति के बारे में अधिकारिता वाले संबंधित मुख्य निरीक्षक-सह-सुविधाप्रदाता और अधिकारिता वाले निरीक्षक-सह-सुविधाप्रदाता को सूचित करेगा।
धारा 22 की उप-धारा (2) के अधीन सुरक्षा अधिकारी की अर्हता	46.	कोई व्यक्ति सुरक्षा अधिकारी के रूप में नियुक्ति के लिए पात्र नहीं होगा जब तक कि वह- (1)(क) विधि द्वारा स्थापित विश्वविद्यालय से इंजीनियरिंग या प्रौद्योगिकी की किसी भी शाखा में डिग्री धारित करता हो और अन्यून दो वर्ष की अवधि के लिए उत्पादन या रखरखाव या सुरक्षा विभाग में पर्यवेक्षी क्षमता में एक कारखाने में काम करने का व्यावहारिक अनुभवहो; या (ख) विधि द्वारा स्थापित विश्वविद्यालय से भौतिकी या रसायन विज्ञान में डिग्री धारित करता होऔर अन्यून पांच वर्ष की अवधि के लिए उत्पादन या रखरखाव या सुरक्षा विभाग में पर्यवेक्षी क्षमता में एक कारखाने में काम करने का व्यावहारिक अनुभव हो; या (ग) राज्य सरकार द्वारा मान्यता प्राप्त इंजीनियरिंग या प्रौद्योगिकी की किसी भी शाखा में डिप्लोमा धारित करता हो और अन्यून पांच वर्ष की अवधि के लिए उत्पादन या रखरखाव या सुरक्षा विभाग में पर्यवेक्षी क्षमता में एक कारखाने में काम करने का व्यावहारिक अनुभव हो; या (घ) इंजीनियरिंग या प्रौद्योगिकी की किसी शाखा में मान्यता प्राप्त डिग्रीधारित करता हो, और किसी भी अधिनियम या संहिता के अधीन प्रशासन के संबंध में केंद्र या राज्य सरकार के किसी विभाग में अन्यून दो वर्ष का अनुभव रखता हो जो किसी कारखाने या भवन या अन्य निर्माण कार्यों में कर्मकारों के स्वास्थ्य और सुरक्षा से संबंधित है; या (ङ) इंजीनियरिंग या प्रौद्योगिकी की किसी भी शाखा में एक मान्यता प्राप्त डिग्रीधारित करता हो, और उद्योग या किसी संस्थान में

		दुर्घटना की रोकथाम के क्षेत्र में प्रशिक्षण, शिक्षा, परामर्श या अनुसंधान से संबंधित संस्थानों में काम करने का अन्यून पांच वर्ष का अनुभव हो; और (2) इस संबंध में राज्य सरकार द्वारा या महानिदेशालय कारखाना परामर्श सेवा एवं श्रम संस्थान (डीजीएफएएसएलआई) के अधीन किसी श्रम संस्थान से मान्यता प्राप्त औद्योगिक सुरक्षा में डिग्री या डिप्लोमा धारित करता हो । (3) वह स्वास्थ्य, सुरक्षा और पर्यावरण या फायर इंजीनियरिंग में बीटेक या एम.टेक की डिग्री धारित करता हो या विधि द्वारा विधिवत स्थापित किसी भी विश्वविद्यालय द्वारा प्रदान की गई किसी भी अन्य समकक्ष योग्यता में बीटेक या एम. टेक की डिग्री धारित करता हो: परन्तु यह कि मुख्य निरीक्षक-सह-सुविधाप्रदाता किसी गैर खतरनाक प्रकृति के प्रतिष्ठान या प्रतिष्ठानों के वर्ग के लिए लिखित रूप में शर्तो के साथ खण्ड (2) और (3) के संबंध में छूट दे सकता है।
धारा 22 की उप-धारा (2) के अधीन सुरक्षा अधिकारी के कर्तव्य, और अन्य शर्तें	47.	(1) सुरक्षा अधिकारियों के कर्तव्य व्यक्तिगत चोटों की रोकथाम और एक सुरक्षित कार्य वातावरण बनाए रखने के संबंध में अपने दायित्वों चाहे वे वैधानिक हों या अन्यथा, को पूरा करने में कारखाने के प्रबंधन को सलाह देना और सहायता करना होगा । इन कर्तव्यों में निम्नलिखित भी सम्मिलित होंगे, अर्थात्- (क) व्यक्तिगत चोटों के प्रभावी नियंत्रण के लिए आवश्यक उपायों की योजना बनाने और व्यवस्थित करने में विभागीय प्रमुखों, पर्यवेक्षकों और ऐसे अन्य अधिकारियों को सलाह देना; (ख) सभी नौकरी अध्ययनों में सुरक्षा पहलुओं पर सलाह देना के लिए, और चयनित नौकरियों के विस्तृत नौकरी सुरक्षा अध्ययन करना; (ग) व्यक्तिगत चोटों को रोकने के लिए की गई या प्रस्तावित कार्रवाई की प्रभावशीलता की जांच और मूल्यांकन करना ; (घ) स्टोर खरीद विभाग के कर्मियों को व्यक्तिगत सुरक्षा उपकरणों आदि की उच्च गुणवत्ता और उपलब्धता सुनिश्चित करने के लिए सलाह देना; (ड.)संयंत्र सुरक्षा निरीक्षण करने से संबंधित मामलों पर सलाह देना; (च) काम की भौतिक स्थितियों और कर्मचारियों द्वारा अपनाई जाने वाली कार्य अभ्यास प्रक्रियाओं का निरीक्षण करने के लिए और असुरक्षित शारीरिक स्थितियों को कम करने और कर्मचारियों द्वारा असुरक्षित परिस्थितियों को रोकने के लिए अपनाए जाने वाले उपायों पर सलाह देने के लिए संयंत्र सुरक्षा निरीक्षण करना; (छ)औद्योगिक दुर्घटनाओं और बीमारियों की रिपोर्टिंग और जांच से संबंधित मामलों पर सलाह देना; (ज) घातक और गंभीर दुर्घटनाओं की जांच करने और प्रबंधन को उपचारात्मक उपायों का सुझाव देना ;

		(झ)औद्योगिक बीमारी के अनुबंध और खतरनाक घटनाओं के रिपोर्ट करने योग्य मामलों की जांच करना ; (ञ) दुर्घटनाओं, खतरनाक घटनाओं और औद्योगिक बीमारियों से संबंधित ऐसे अभिलेखों के रखरखाव पर सलाह देना जो आवश्यक हैं; (ट) सुरक्षा समितियों की स्थापना को बढ़ावा देने और ऐसी समितियों के सलाहकार और उत्प्रेरक के रूप में कार्यकरना ; (ठ) संबंधित विभाग, अभियान, प्रतियोगिताओं, प्रतिस्पर्धाएं और अन्य क्रियाकलाप आयोजित करना जो काम और प्रक्रिया की सुरक्षा स्थितियों को स्थापित करने और बनाए रखने में कर्मचारियों के हित को विकसित और बनाए रखेंगे; (ड) औद्योगिक सुरक्षा प्रशिक्षण प्रदान करने वाले संगठनों, विभागो के साथ स्वतंत्र रूप से सहयोग से व्यक्तिगत चोटों की रोकथाम के लिए उपयुक्त प्रशिक्षण और शैक्षिक कार्यक्रम तैयार करना और संचालित करना और वर्ष में कम से कम एक बार सुरक्षा सेमिनार आयोजित करना; (ढ.) दुर्घटनाओं और औद्योगिक रोगों की एक वार्षिक रिपोर्ट करना जिसमें उनके निवरणात्मक उपायों का सुझाव दिया गया हो, और इसे निदेशक मंडल की वार्षिक बैठक के समक्ष प्रस्तुत करना; (ण) पिछली तिमाही के लिए सुरक्षा विभाग द्वारा संचालित प्रतिष्ठान में कर्मकारों की सुरक्षा, स्वास्थ्य, स्वच्छता और बेहतर कार्य दशाओं को बढ़ावा देने के कार्यों के संबंध में अपने नियोक्ता के माध्यम से अधिकारिता वाले संबंधित निरीक्षक-सह-सुविधाप्रदाता को इलेक्ट्रॉनिक रूप से या अन्यथा एक त्रैमासिक रिपोर्ट प्रस्तुत करना।
धारा 22 की उप-धारा (2) के अधीन अन्य कर्तव्यों के प्रदर्शन का निषेध	48.	(1) किसी भी सुरक्षा अधिकारी को किसी अन्य कार्य को करने की आवश्यकता या अनुमति नहीं दी जाएगी जो इन नियमों में विनिर्दिष्ट उसके कर्तव्यों के प्रदर्शन के साथ असंगत या हानिकारक हो। (2) प्रतिष्ठान का नियोक्ता प्रत्येक सुरक्षा अधिकारी को ऐसी सुविधाएं, उपकरण और जानकारी प्रदान करेगा जो उसे अपने कर्तव्यों का प्रभावी ढंग से निर्वहन करने में सक्षम बनाने के लिए आवश्यक हैं।

अध्याय-पांच
कार्य के घंटे और मजदूरी के साथ छुट्टी

धारा 25 की उपधारा (1) के खंड (ख) के अधीन दैनिक और साप्ताहिक कार्य घंटे	49.	(1) किसी भी कर्मचारी को किसी भी सप्ताह में 48 घंटे से अधिक समय तक किसी प्रतिष्ठान में काम करने की आवश्यकता नहीं होगी या अनुमति नहीं दी जाएगी। (2) किसी कर्मकार के काम की अवधि को इस तरह से व्यवस्थित किया

		जाएगा कि विश्राम के लिए अंतराल सहित, एक दिन में साढ़े दस घंटे से अधिक न हो : परन्तु यह कि राज्य सरकार सरकारी गजट में अधिसूचना द्वारा किसी समूह या वर्ग या प्रकार प्रतिष्ठान के संबंध में विश्राम के लिए उसके अंतराल को सम्मिलित करते हुए 12 घंटे तक ऐसी शर्तों पर जो वह धारा 25 के अधीन समीचीन समझे बढा सकती है। (3) कर्मकारों के काम की अवधि पांच घंटे से अधिक नहीं होगी और कोई भी कर्मकार कम से कम आधे घंटे के विश्राम अंतराल होने से पहले पांच घंटे से अधिक काम नहीं करेगा। (4) एक दिन में काम के घंटों को राज्य सरकार द्वारा उप-नियम (1), (2) और (3) के अध्यधीन संशोधित किया जा सकता है, ताकि एक सप्ताह में काम के घंटों की कुल संख्या इस तरह से निर्धारित की जा सके और उनका पालन किया जा सके।
धारा 26 और 135 (2) (य क) की उप-धारा (2) के अधीन विश्राम का साप्ताहिक दिन	50.	(1) धारा 26 के प्रयोजन के लिए, प्रत्येक प्रतिष्ठान के कार्यालय के बाहर एक विशिष्ट स्थान पर एक नोटिस लगाया जाएगा, जिसमें विश्राम का साप्ताहिक दिन दिखाया जाएगा। (2) जहां प्रतिष्ठान में कार्यरत सभी व्यक्तियों के लिए विश्राम का साप्ताहिक दिन एक ही दिन नहीं है, नोटिस प्रत्येक रिले, या व्यक्तियों या व्यक्ति के सेट को अनुमन्य विश्राम का दिवस दर्शाया जायेगा। (3) किसी भी कर्मचारी को सप्ताह के पहले दिन (जिसे आगे उक्त दिन कहा जायेगा) किसी प्रतिष्ठान में काम करने की आवश्यकता नहीं होगी या अनुमति नहीं दी जाएगी, जब तक कि उसके पास उक्त दिन से ठीक पहले या बाद में तीन दिनों में से एक दिन के लिए पूरे दिन की छुट्टी न मिली हो या मिलने वाली हो: परंतु यह कि कोई प्रतिस्थापन नहीं किया जाएगा जिसके परिणामस्वरूप कोई भी कर्मचारी लगातार दस दिनों से अधिक समय तक बिना किसी पूरे दिन की छुट्टी के काम करे : परन्तु यह भी कि कारखाना या कारखाने का एक भाग या कारखानों का एक वर्ग जो अनुसूची-दो में निर्धारित सतत् प्रक्रिया कारखाने के दायरे में आता है, को दैनिक आधार पर कार्य करने की अनुमति दी जाएगी और साप्ताहिक अवकाश के प्रयोजन के लिए कर्मकारों के समूहों के सप्ताह का पहला दिन भिन्न हो सकता है। (4) जहां, उप-नियम (3) के उपबंधो के अनुसार, कोई भी कर्मकार उक्त दिन काम करता है और उससे ठीक पहले तीन दिनों में से एक दिन छुट्टी पर रहा हो, तो उसके साप्ताहिक घंटों की गणना करने के प्रयोजन के लिए,उक्त दिनों को पिछले सप्ताह में सम्मिलित किया

		जाएगा। (5) किसी कर्मकार के शिफ्ट बदलने के उद्देश्य से; धारा 28 के अधीन पारियों के बीच लगातार 24 घंटे की छुट्टी सुनिश्चित की जायेगी। (6) विश्राम के प्रतिपूरक दिन इस प्रकार निर्धारित किये जाएगें कि किसी भी एक सप्ताह में किसी भी व्यक्ति को ऐसे दो दिनों से अधिक की अनुमति नहीं दी जाएगी। (7) मुख्य निरीक्षक-सह-सुविधाप्रदाता के नियंत्रण केअधीन, अधिकारिता के निरीक्षक-सह-सुविधाप्रदाता, किसी विशेष क्षेत्र या प्रतिष्ठानों के एक वर्ग के लिए सप्ताह के पहले दिन के रूप में किसी अन्य दिन को लिखित रूप में अनुमोदित कर सकता हैं। (8) राज्य सरकार या राज्य सरकार के नियंत्रण के अध्यधीन मुख्य निरीक्षक-सह-सुविधाप्रदाता, लिखित रूप में विनिर्दिष्ट कारणों से, कारखाने के अलावा किसी अन्य प्रतिष्ठान या प्रतिष्ठान के वर्ग के लिए साप्ताहिक अवकाश और/या कार्य की अवधि के लिए अधिसूचनाएं या कार्यालय आदेश जारी कर सकता है और धारा 26 के उपबंधो के अध्यधीन उप-नियम (3) को छूट दे सकता है। (9) उक्त दिन के लिए प्रतिस्थापित दिन की सूचना निरीक्षक-सह-सुविधाप्रदाता को इलेक्ट्रॉनिक रूप से या अन्यथा प्रतिस्थापित दिन या उक्त दिन से पहले, एक कारखाने के मामले में जो भी पहले हो, वितरित की ज़ाएगी। प्रबंधक इस तरह के प्रतिस्थापित अवकाश का रिकॉर्ड रखेगा। (10) उप-नियम (2) के अधीन दिए गए नोटिस को निरीक्षक-सह-सुविधाप्रदाता के कार्यालय में दिए गए नोटिस और कारखाने में प्रदर्शित एक नोटिस जो उक्त दिन या रद्द किए जाने वाले अवकाश से एक दिन पहले तक, जो भी पहले हो, द्वारा रद्द किया जा सकता है।
धारा 26 की उप-धारा (3) के अधीन प्रतिकारत्मक अवकाश	51.	(1) संहिता की धारा 26 की उप-धारा (3) के अधीन अनुमत प्रतिकरात्मक अवकाशों को इस प्रकार अंतराल पर रखा जायेगा कि एक सप्ताह में दो से अधिक प्रतिपूरक अवकाश नहीं दिए जाएं। (2) प्रतिष्ठान का प्रबंधक जिस माह में अवकाश रद्द हुए हैं,उस माह के अंत में या उससे पहले,अगले माह में प्रकिरात्मक अवकाश प्राप्त करने वाले और उनके दिनांको के संबंध में एक नोटिस उस स्थान पर प्रदर्शित करेगा जहाँ धारा 26 के अधीन विहित कार्य अवधियों को नोटिस प्रदर्शित किया जाता है। किसी भी प्रतिकारत्मक अवकाश के संबंध में नोटिस में कोई भी बाद में परिवर्तन उस अवकाश की तारीख से कम से कम तीन दिन पहले नहीं किया जाएगा। (3) कोई भी प्रतिकरात्मक अवकाश या अवकाशों जिसके लिए एक कर्मचारी हकदार है, उसे उन्मुक्त या बर्खास्त करने से पहले दिया जाएगा और इसे उन्मुक्त या बर्खास्तगी से पहले दिए जाने वाले नोटिस की किसी भी अवधि के हिस्से के रूप में नहीं माना जाएगा।

धारा 27 के अधीन अतिकाल के लिए अतिरिक्त मजदूरी और शर्तें	52.	(1) जहां, किसी प्रतिष्ठान में, कोई कर्मकार किसी भी दिन में नौ घंटे से अधिक या किसी भी सप्ताह में अड़तालीस घंटे से अधिक समय तक काम करता है, जैसा भी मामला हो, वह इस तरह के अतिकाल कार्य के संबंध में मजदूरी की अपनी सामान्य दर से दोगुनी की दर से मजदूरी का हकदार होगा और प्रत्येक मजदूरी अवधि के अंत में भुगतान किया जाएगा। (2) किसी भी दिन अतिकाल की गणना करते समय, 15 से 30 मिनट के बीच के एक घंटे के अंश को 30 मिनट के रूप में गिना जाएगा और 30 मिनट से अधिक के मामले में इसे पूर्णांकित किया जाएगा और वास्तविक आधार पर एक घंटे के रूप में गिना जाएगा। (3) माह के हिसाब से भुगतान किए गए कर्मकार के मामले में मजदूरी या आय की गणना करते समय, दैनिक मजदूरी उसकी मासिक मजदूरी का 1/26वां हिस्सा होगा; और किसी अन्य कर्मकार के मामले में यह दैनिक मजदूरी या आय होगी, जैसा भी मामला हो। (4) कर्मकारों को निम्नलिखित परिस्थितियों और शर्तों के अध्यधीन काम के सामान्य घंटों से अधिक समय तक अतिकाल पर काम करने की अनुमति दी जा सकती है, अर्थात्: - (क) तत्काल मरम्मत; (ख) प्रारंभिक या पूरक कार्य की प्रकृति में काम करना; (ग) काम जो आवश्यक रूप से इतना रुक-रुक कर होता है कि जिस अंतराल के दौरान वे ड्यूटी पर रहते हुए काम नहीं करते हैं, वह आमतौर पर विश्राम के अंतराल से अधिक होता है; (घ) काम जो, तकनीकी कारणों से, लगातार किया जाना चाहिए; (ड़) प्रमुख आवश्यकता की वस्तुओं को बनाने या आपूर्ति करने में लगे हुए हैं जिन्हें हर दिन बनाया या आपूर्ति की जानी आवश्यक है; (च) एक ऐसी प्रक्रिया में संलग्न होना जिसे निश्चित मौसमों को छोड़कर नहीं किया जा सकता है; (छ) एक ऐसी प्रक्रिया में संलग्न होना, जिसे प्राकृतिक शक्तियों की अनियमित कार्रवाई पर निर्भर होने के अलावा कई बार नहीं किया जा सकता है; (ज) इंजन-रूम या बॉयलर-हाउस में कार्यरत हों या विद्युत-संयंत्र या ट्रांसमिशन मशीनरी की देखरेख में लगें हो; (झ) मशीनरी के टूटने के कारण प्रक्रिया में लगे हुए; (ञ) रेलवे वैगनों या लॉरी या ट्रकों की लोडिंग या अनलोडिंग में लगे हुए; (ट) काम का असाधारण दबाव; और (ठ) किसी भी कार्य में लगे हुए हैं, जिसे राज्य सरकार द्वारा सरकारी गजट में सार्वजनिक महत्व के कार्य के रूप में अधिसूचित किया गया है।

		(5) किसी कर्मकार को निम्नलिखित शर्तों के अध्यधीन किसी भी कार्य दिवस में ओवरटाइम काम करने की अनुमति दी जा सकती है- (क) कारखाने के मामले में अतिकाल के ऐसे घंटे के लिए शिफ्ट का कोई ओवरलैपिंग नहीं होगा; (ख) ऐसे घंटों के लिए काम शुरू करने से पहले कर्मकार को अतिकाल के ऐसे घंटों के लिए लिखित या इलेक्ट्रॉनिक रूप से सूचित किया जाएगा और उसे प्रबंधक या प्राधिकृत व्यक्ति द्वारा हस्ताक्षरित डुप्लिकेट में अतिकाल पर्ची सौंप दी जाएगी, जिसमें दिन के लिए काम की अवधि और समय बताई जाएगी; (ग) किसी कर्मकार को एक बार में 5 दिनों से अधिक अतिकाल पर काम करने की अनुमति नहीं दी जाएगी; (घ) नियोक्ता यह सुनिश्चित करेगा कि कारखाना के मामले में खतरनाक संचालन या जोखिमपूर्ण प्रक्रियाओं में संलग्न होने के कारण ऐसे अतिरिक्त घण्टे कर्मकारों के स्वास्थ्य और सुरक्षा को प्रतिकूल रूप से प्रभावित नहीं करेंगे। (ड़) अतिकाल के लिए कर्मकार की सहमति लिखित रूप में ली जाएगी; (च) मशीनरी या संयंत्र या अन्यथा, या "अप्रत्याशित घटना" के मामले में, या प्रारंभिक या पूरक कार्य के मामले में तत्काल कार्य करने के लिए अतिकाल की अनुमति दी जाती है, जिसके लिए कारखाने के मामले में इस तरह के अतिरिक्त समय की आवश्यकता होती है। (6) किसी भी दिन में काम के घंटे की कुल संख्या निरंतर प्रक्रिया कारखानों को छोड़कर दस घंटे से अधिक नहीं होगी। (7) किसी कर्मकार के कार्य की अवधि इस प्रकार व्यवस्थित की जाएगी कि विश्राम के लिए उसके अंतराल सहित, एक दिन में बारह घंटे से अधिक नहीं होगी। परन्तु यह कि वर्ष की किसी भी तिमाही में अतिकाल के घंटों की कुल संख्या एक सौ पंद्रह घंटे से अधिक नहीं होगी, जिसे राज्य सरकार के पूर्व अनुमोदन से अधिकतम एक सौ चवालीस घंटे तक बढ़ाया जा सकता है।
ऐसी परिस्थितियां जहां धारा 30 के अधीन दोहरा नियोजन अनुमन्य होना	53.	किसी कारखाने में एक अंशकालिक कर्मकार/कर्मचारी को निम्नलिखित शर्तों के अध्यधीन राज्य सरकार द्वारा अधिसूचित कार्य की किसी भी श्रेणी में किसी अन्य प्रतिष्ठान में काम करने की अनुमति दी जा सकती है, अर्थात्:- (क) एक अलग उपस्थिति रजिस्टर बनाए रखा जाएगा; (ख) आनुपातिक आधार पर अवकाश और अन्य सुविधाएं प्रदान की जाएंगी; (ग) काम के घंटे, स्प्रेड घंटे, साप्ताहिक अवकाश और अतिकाल से संबंधित संहिता और नियमावली से संबंधित नियम लागू रहेंगे: परन्तु यह कि राज्य सरकार, अधिसूचना द्वारा, दोहरे नियोजन के लिए

		कर्मकारों की किसी भी श्रेणी और शर्तों को जोड़ सकती है।
धारा 31 की उप-धारा (2) के अधीन कार्य की अवधि की नोटिस	54.	(1) शिफ्ट प्रणाली में काम करने वाले श्रमिकों को उपयुक्त रूप से चक्रानुक्रम किया जायेगा। एक ही शिफ्ट में काम करने वाले कर्मकारों के काम की अवधि भी तय की जाएगी। काम की ऐसी अवधि को इलेक्ट्रॉनिक रूप से या अन्यथा निरीक्षक-सह-सुविधाप्रदाता को सूचित किया जाएगा। (2) वयस्क कर्मकारों के लिए काम की अवधि की सूचना संहिता और नियमावली के उपबंधों के अनुसार प्रपत्र-13 में होगी और इसे मुख्य प्रवेश द्वार पर या उसके पास प्रतिष्ठान में सहज दृश्य स्थान पर प्रदर्शित किया जाएगा और इस तरह के नोटिस को संबंधित निरीक्षक-सह-सुविधाप्रदाता को इलेक्ट्रॉनिक रूप से सूचित किया जाएगा। इसे संहिता की धारा 31 के उपबंधों के अधीन भी अद्यतन भी रखा जाएगा। (3) उपरोक्त उप-नियम (2) में उल्लिखित नोटिस स्पष्ट रूप से प्रत्येक दिन के लिए इंगित करेगा, जिस अवधि के दौरान एक वयस्क कर्मचारी को काम करने की आवश्यकता हो सकती है। (4) किसी भी व्यक्ति को उप-नियम (2) के अलावा किसी अन्य अनुसार किसी प्रतिष्ठान में काम करने की अनुमति नहीं दी जाएगी: परंतु यह कि यदि कोई व्यक्ति या व्यक्तियों का समूह अतिकाल पर काम कर रहे हैं, तो ऐसे घंटे की अवधि और ऐसे कर्मचारी का विवरण सहजदृश्य स्थान पर प्रबंधक द्वारा विधिवत हस्ताक्षरित प्रदर्शित किया जाएगा। (5) किसी भी प्रतिष्ठान में कार्य प्रणाली में कोई भी प्रस्तावित परिवर्तन, जिसके लिए उप-नियम (2) में निर्दिष्ट नोटिस में परिवर्तन की आवश्यकता होगी, निरीक्षक-सह-सुविधाप्रदाता की पूर्व स्वीकृति प्राप्त करने के बाद नोटिस बोर्ड पर प्रदर्शित किया जाएगा। (6) किसी भी वयस्क कर्मकार को कारखाने में प्रदर्शित वयस्कों के लिए काम की अवधि की सूचना और प्रतिष्ठान के वयस्क कर्मकरों के रजिस्टरों में उसके नाम के समक्ष पहले से की गई प्रविष्टियों के अलावा किसी अन्य तरीके से किसी भी प्रतिष्ठान में काम करने की आवश्यकता या अनुमति नहीं दी जाएगी।

अध्याय-छह
रजिस्टरों, अभिलेखों और विवरणियों का अनुरक्षण

धारा 33 के अधीन रजिस्टरों और अभिलेखों का अनुरक्षण	55.	(1) प्रत्येक अधिष्ठान का नियोक्ता संहिता या नियमावली में यथाविहित अभिलेख, रजिस्टर, परीक्षण प्रमाण पत्र, परीक्षाएं, प्रपत्र, रिपोर्ट, लाइसेंस और अनापत्ति प्रमाण पत्र इलेक्ट्रानिक रूप से अन्यथा असुरक्षित करेगा। ये अधिष्ठान के परिसर में सहजरूप से उपलब्ध होंगे। (2) मैनुअल रजिस्टरों और अन्य अभिलेखों के मामले में, उन्हें हिंदी/अंग्रेजी में स्याही में या नियोजित अधिकांश व्यक्तियों द्वारा आसानी से समझी जाने वाली भाषा में सुपाठ्य रूप से दर्ज किया जाएगा। (3) सभी रजिस्टरों और अभिलेखों को नियोक्ता द्वारा अंतिम रिपोर्ट या उसमें की गई प्रविष्टि के दिनांक से तीन कैलेंडर वर्षों की अवधि के लिए मूल रूप में संरक्षित किया जाएगा: परंतु कि जब मूल अभिलेख एक वर्ष की समाप्ति से पहले खो जाता है या नष्ट हो जाता है, तो उसकी सत्य प्रतियां, यदि उपलब्ध हो, निर्धारित अवधि के लिए संरक्षित की जाएंगी; परन्तु यह भी कि सभी रजिस्टर और अभिलेख नियोक्ता द्वारा ऐसे मामलों में अनुरक्षित किये जाएंगे जहां कोई मामला किसी प्राधिकारी के समक्ष या किसी सक्षम न्यायालय के समक्ष लंबित है, जब तक कि ऐसे मामलों का अंतिम निपटान और आदेशों का निष्पादन न हो जाय। (4) प्रत्येक नियोक्ता सभी रजिस्टरों और अभिलेखों को इलेक्ट्रॉनिक रूप से या पंजीकृत डाक द्वारा या मैन्युअल रूप से मॉग पर निरीक्षक-सह-सुविधाप्रदाता या मुख्य निरीक्षक-सह- सुविधाप्रदाता या राज्य सरकार द्वारा इस संबंध में प्राधिकृत किसी भी व्यक्ति के समक्ष प्रस्तुत करेगा।
धारा 32 और धारा 33 के अधीन छुट्टी- पुस्तिका	56.	(1) नियोक्ता या प्रबंधक प्रत्येक कर्मचारी को धारा 32 के उपबंधों के अधीन प्रपत्र -14 में एक पुस्तक प्रदान करेगा, जिसे आगे "छुट्टी पुस्तिका" कहा जाएगा। (2) छुट्टी पुस्तिका कर्मकार की संपत्ति होगी और प्रबंधक या उसका एजेंट छुट्टी की तारीखों की प्रविष्टियां या सेवा में रुकावट के अलावा इसकी मांग नहीं करेगा और इसे एक बार में एक सप्ताह से अधिक समय तक नहीं रखेगा। प्रबंधक द्वारा आवश्यक होने पर कर्मकार तीन दिनों के भीतर छुट्टी पुस्तिका जमा करेंगे। (3) यदि कोई कर्मकार अपनी छुट्टी पुस्तिका खो देता है, तो प्रबंधक

<table>
<tr><td></td><td></td><td>की धारा-21 के अध्यधीन उसे दस रुपये के भुगतान पर एक और प्रति प्रदान करेगा, और इसे उसके रिकॉर्ड से पूरा करेगा।</td></tr>
<tr><td></td><td></td><td></td></tr>
<tr><td>धारा 32 और धारा 33 के अधीन मजदूरी के साथ छुट्टी</td><td>57.</td><td>नियोक्ता या प्रबंधक संहिता की धारा 32 के उपबंधो के अधीन प्रपत्र-15 में प्रत्येक कर्मचारी के लिए एक रजिस्टर रखेगा, जिसे आगे "मजदूरी संहित छुट्टी रजिस्टर" कहा जायेगा, जो साप्ताहिक, या पाक्षिक या महीने में कम से कम एक बार भरा जाएगा।</td></tr>
<tr><td></td><td></td><td></td></tr>
<tr><td>धारा 33 के अधीन अतिकाल रजिस्टर</td><td>58.</td><td>(1) नियोक्ता या प्रबंधक इस उद्देश्य के लिए उत्तर प्रदेश मजदूरी संहिता नियमावली, 2026 के अधीन यथा विहित प्रारूप में संहिता की धारा 27 उपबंधों के अधीन कर्मकार के अतिकाल कार्य के लिए एक रजिस्टर बनाए रखेंगे।
(2) काम की सामान्य निर्दिष्ट अवधि से परे किसी कर्मकार द्वारा किया गया कोई भी कार्य, अतिकाल पर्ची में दो प्रतियों में दर्ज किया जाएगा, जिसमें उसके द्वारा काम किए गए अतिकाल की वास्तविक अवधि को दर्शाया जाएगा। इस तरह के अतिकाल पर्ची की एक प्रति प्रबंधक द्वारा या उस संबंध में उसके द्वारा विधिवत प्राधिकृत व्यक्ति द्वारा हस्ताक्षरित अतिकाल कार्य पूरा होने के तुरंत बाद कर्मकारों को दी जाएगी:

परंतु कि यदि संहिता की धारा 111 के अधीन नियुक्त अधिकारी इस बात से संतुष्ट हो जाता है कि कारखाने में किए गए कार्य की प्रकृति के कारण, कर्मकारों को दैनिक पर्ची जारी करना संभव नहीं है, तो वह निरीक्षक-सह-सुविधाप्रदाता की सिफारिश पर कर्मकारों श्रमिकों को साप्ताहिक पर्ची जारी करने की अनुमति दे सकता है।
(3) अतिकाल पर्ची निम्नलिखित प्रारूप में रखी जाएगी: -

अतिकाल पर्ची

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<tr><td>धारा 33 की उप-धारा (क) के खंड (पांच) के अधीन कर्मकार रजिस्टर</td><td>59.</td><td>(1) प्रत्येक अधिष्ठान का प्रबंधक या नियोक्ता, कर्मकारों का एक रजिस्टर बनाए रखेगा, जब कारखाने में कोई कार्य किया जा रहा हो, जिसमें निम्नलिखित दिखाया गया हो-
(क) कारखाने में प्रत्येक कर्मचारी का नाम;
(ख) उनके काम की प्रकृति;
(ग) समूह, यदि कोई हो, जिसमें वह सम्मिलित है;</td></tr>
</table>

		(घ) जहां उनका समूह शिफ्ट में काम करता है, वह रिले जिसके लिए उन्हें आवंटित किया जाता है; (ङ) ऐसे अन्य विवरण जो विहित किये जायं । (2) किसी भी कर्मकार को किसी भी अधिष्ठान में कार्य करने की आवश्यकता नहीं होगी या अनुमति नहीं दी जाएगी जब तक कि उसका नाम और अन्य विवरण कर्मकार रजिस्टर में दर्ज नहीं किया गया हो। (3) कर्मकार रजिस्टर या उपस्थिति रजिस्टर प्रपत्र-6 में रखा जाएगा। (4) यह रजिस्टर एक निरीक्षक-सह-सुविधाप्रदाता या चिकित्सा अधिकारी द्वारा मांग पर प्रस्तुत या दिखाया जाएगा। नियोक्ता या प्रबंधक ऐसी मांग पर रजिस्टर के प्रस्तुत किये जाने हेतु जिम्मेदार होगा, इस तथ्य के बावजूद कि वह निरीक्षण के दौरान अधिष्ठान में उपस्थित है या नहीं। (5) किशोर कर्मकारों के लिए एक रजिस्टर, यदि कोई नियोजित हो, को भी प्रपत्र -6 में अलग से रखा जाएगा और इसे "किशोर श्रमिकों का उपस्थिति रजिस्टर" के रूप में लेबल किया जाएगा। (6) यदि कोई व्यक्ति भोजन या विश्राम के अंतराल के अलावा किसी समय किसी कारखाने में पाया जाता है, जब काम प्रगति पर है या मशीनरी चालू है, तो, जब तक कि इसके विपरीत सिद्ध न हो जाए, उसे संहिता और तद्दीन बनायी गयी नियमावली के प्रयोजनों के लिए उस समय कारखाने में नियोजित माना जाएगा।
धारा 10, धारा 11 और धारा 33 के अधीन दुर्घटना रजिस्टर	60.	प्रत्येक अधिष्ठान का नियोक्ता या प्रबंधक इस नियमावली के नियम 15 और 16 के अधीन यथाविहित अधिष्ठान में होने वाली सभी दुर्घटनाओं और खतरनाक घटनाओं का एक रजिस्टर प्रपत्र-16 में एक रजिस्टर में रखेगा।
धारा 33 और मजदूरी संहिता, 2019 के उपबंधों के अधीन मजदूरी पर्ची और भुगतान	61.	(1) प्रत्येक नियोक्ता मजदूरी भुगतान से पहले या उस दिन कर्मकारों को ऐसे प्रपत्र में इलेक्ट्रॉनिक रूप से या अन्यथा मजदूरी पर्ची जारी करेगा, जैसा कि मजदूरी संहिता, 2019 (अधिनियम संख्या 29 सन् 2019) के अधीन उपयुक्त सरकार द्वारा बनाए गए नियमों द्वारा विहित किया गया है। (2) अतिकाल कार्य के भुगतान के लिए वेतन पर्ची नियमित मजदूरी से अलग होगी और इसमें कर्मकार द्वारा किए गए अतिकाल कार्य घंटों का उल्लेख किया जाएगा।
धारा 33 के अधीन विवरणी	62.	प्रत्येक अधिष्ठान का नियोक्ता या प्रबंधक इलेक्ट्रॉनिक रूप से या अन्यथा संबंधित अधिकारिता वाले निरीक्षक-सह-सुविधाप्रदाता और किसी अन्य अधिकारी या अधिकारियों को सामान्य या विशेष आदेश द्वारा राज्य सरकार द्वारा विनिर्दिष्ट निम्नलिखित विवरणी प्रस्तुत करेगा: - (अ) प्रत्येक वर्ष 31 जनवरी को या उससे पूर्व प्रपत्र 17 में वार्षिक विवरणी;

		(आ) प्रत्येक वर्ष 31 जुलाई को या उससे पूर्व 01 जनवरी से 30 जून की अवधि के लिए प्रपत्र-18 में, एक बड़ी दुर्घटना जोखिम अधिष्ठान के मामले में अर्ध-वार्षिक विवरणी: परंतु यह कि किसी ऐसे अधिष्ठान के मामले में जिसमें वर्ष के किसी निश्चित मौसम या मौसमों के दौरान कार्य किया जाता है, नियोक्ता या प्रबंधक यथास्थिति उस मौसम के या इन मौसमों में अंतिम मौसम के समाप्त होने के पन्द्रह दिनों के भीतर विवरणी प्रस्तुत करेगा।
धारा 33 के अधीन नोटिस का प्रदर्शन	63.	(1) इस संहिता या नियम द्वारा या उसकेअधीन किसी भी अधिष्ठान में प्रदर्शित किए जाने वाले आवश्यक नोटिसों के अलावा, प्रत्येक अधिष्ठान में धारा 18, धारा 23 और धारा 24 के अधीन स्वास्थ्य, सुरक्षा और कल्याण उपबंधों के लिए निर्धारित संहिता, अधिसूचनाओं और केन्द्रीय सरकार के नियमों के ऐसे सार वाले एक नोटिस प्रदर्शित किया जाएगा और मुख्य बिंदुओं के साथ ऐसे सार में अन्यून 2000 शब्द होंगे। अधिकारिता वाले संबंधित निरीक्षक-सह-सुविधाप्रदाता का नाम और कार्यालय का पता भी प्रदर्शित किया जाएगा। (2) किसी अधिष्ठान में इस संहिता द्वारा या उसके अधीन प्रदर्शित किए जाने के लिए आवश्यक सभी नोटिस हिंदी और अंग्रेजी में होंगे और किसी सहजदृश्य और सुविधाजनक स्थान पर, नोटिस बोर्ड पर और कारखाने के मुख्य प्रवेश द्वार पर या उसके पास प्रदर्शित किए जाएंगे, और इसे साफ और सुपाठ्य स्थिति में बनाए रखा जाएगा। (3) मुख्य निरीक्षक-सह-सुविधाप्रदाता, किसी कारखाने या भवन या अन्य निर्माण कार्य के नियोक्त या प्रबंधक को लिखित रूप में दिए गए आदेश द्वारा, यह अपेक्षा कर सकता है कि कारखाने में कर्मकारों के स्वास्थ्य, सुरक्षा या कल्याण से संबंधित कोई अन्य नोटिस या पोस्टर कारखाने में प्रदर्शित किया जाएगा। (4) प्रत्येक नियोक्ता और प्रबंधक प्रत्येक अधिष्ठान के मुख्य प्रवेश द्वार पर किसी भी रंग के सफेद या चमकदार पेंट में लिखे गए विशिष्ट अक्षरों के साथ एक चित्रित साइन बोर्ड प्रदर्शित करेगा, जो निम्नलिखित विवरणों को बताते हुए बाहर से दिखाई देता है: (क) अधिष्ठान का रजिस्ट्रीकरण या लाइसेंस संख्या; (ख) अधिष्ठान का नाम; (ग) अधिष्ठान का पता (प्लॉट नंबर, इलाका, गली नंबर, पिन कोड आदि देना); (घ) नियोक्ता का नाम; (ङ) प्रबंधक का नाम।
यदि कर्मकार की मृत्यु हो जाती है तो मजदूरी का भुगतान और धारा 133 की उप-धारा (2) के खंड (यय	64.	(1) जहां किसी कर्मकार की कार्य पुन: प्रारंभ करने से पूर्व मृत्यु, हो जाती है तो मजदूरी सहित छुट्टी की अवधि के लिये देय उसके वेतन की शेष धनराशि, जिसको प्राप्त नही किया गया हो, संहिता की धारा-32 की उपधारा (1) के खण्ड (छह) के अनुसार कर्मकार की मृत्यु के एक माह के

थ) के अधीन प्रपत्र		भीतर उसके नामनिर्देशिती को भुगतान किया जायेगा। (2) प्रत्येक कर्मकार को प्रपत्र-19 में एक नामनिर्देशन प्रस्तुत करना होगा, जिस पर उसके द्वारा विधिवत हस्ताक्षर किए जाएंगे और दो गवाहों द्वारा सत्यापित किया जाएगा। नामनिर्देशन तब तक लागू रहेगा जब तक कि इसे संशोधित या किसी अन्य नामनिर्देशन द्वारा रद्द नहीं किया जाता है।
रजिस्टरों का प्रस्तुत किया जाना	65.	(1) किसी अधिष्ठान का नियोक्ता, स्वामी या प्रबंधक ऐसी कोई भी जानकारी प्रस्तुत करेगा जिसकी आवश्यकता एक निरीक्षक-सह-सुविधाप्रदाता को स्वयं को संतुष्ट करने के उद्देश्य से हो सकती है कि क्या संहिता के किसी उपबंध का अनुपालन किया गया है या क्या किसी निरीक्षक-सह- सुविधाप्रदाता के किसी आदेश का विधिवत पालन किया गया है। निरीक्षण के दौरान ऐसी किसी भी जानकारी के लिए एक निरीक्षक-सह-सुविधाप्रदाता द्वारा की गई कोई भी मांग, यदि की जाती है, यदि सूचना अधिष्ठान में उपलब्ध है, तो उसका तुरंत अनुपालन किया जाएगा या, यदि लिखित रूप में की गई है, तो उसकी प्राप्ति के पंद्रह दिनों के भीतर अनुपालन किया जाएगा। (2) संहिता और नियमावली के अधीन बनाए रखने के लिए आवश्यक सभी रजिस्टर, प्रपत्र, प्रमाण पत्र, अभिलेख को कम से कम तीन वर्ष की अवधि के लिए संरक्षित किया जाएगा, जिससे वे संबंधित हैं, जिसमें कर्मकारों के परीक्षण और चिकित्सा परीक्षा केअभिलेख सम्मिलित हैं। (3) उन कर्मचारियों के चिकित्सा अभिलेख जो किसी भी अधिसूचित रोग से ग्रस्त हो गये थे या उन्हे अयोग्य घोषित किया गया था या किसी भी उपजीविकाजन्य रोग या दुर्घटना से पीड़ित थे, उन्हें पांच वर्ष के लिए संरक्षित किया जाएगा।

अध्याय-सात
निरीक्षक-सह-सुविधाप्रदाता और अन्य प्राधिकरण

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<td>66.</td>
<td>संहिता के अधीन विभिन्न प्रतिष्ठानों के लिए मुख्य निरीक्षक-सह-सुविधाप्रदाता के पद के लिए अर्हता निम्नानुसार होगी: –
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<tr><th>क्र.सं.</th><th>अधिष्ठान का नाम</th><th>अर्हता और अनुभव</th><th>अधिकारिता</th></tr>
<tr><td>1</td><td>संविदा श्रम</td><td>उत्तर प्रदेश श्रम सेवा नियमावली, 1991 के अनुसार अपर श्रम आयुक्त, प्रवर्तन (मुख्यालय)</td><td>संपूर्ण उत्तर प्रदेश</td></tr>
<tr><td>2</td><td>अंतर-राज्यीय</td><td>उत्तर प्रदेश श्रम सेवा नियम,</td><td>संपूर्ण उत्तर</td></tr>
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			प्रवासी कर्मकार	1991 के अनुसार अपर श्रम आयुक्त, प्रवर्तन (मुख्यालय)	प्रदेश
		3	ऑडियो-विजुअल कर्मकार	उत्तर प्रदेश श्रम सेवा नियम, 1991 के अनुसार अपर श्रम आयुक्त, प्रवर्तन (मुख्यालय)	संपूर्ण उत्तर प्रदेश
		4	बीड़ी और सिगार कर्मकार	उत्तर प्रदेश श्रम सेवा नियम, 1991 के अनुसार अपर श्रम आयुक्त, प्रवर्तन (मुख्यालय)	संपूर्ण उत्तर प्रदेश
		5	भवन और अन्य सन्निर्माण कर्मकारों के स्वास्थ्य, सुरक्षा और कल्याण से संबंधित उपबंध	उत्तर प्रदेश श्रम सेवा नियम, 1991 के अनुसार अपर श्रम आयुक्त, प्रवर्तन (मुख्यालय)	संपूर्ण उत्तर प्रदेश
		6	भवन और अन्य सन्निर्माण कर्मकारों के स्वास्थ्य, सुरक्षा और कल्याण से संबंधित उपबंध	कारखाना निदेशक, उत्तर प्रदेश: उत्तर प्रदेश बॉयलर और कारखाना सेवा नियम, 1980 में बनाए गए नियमों के अनुसार राज्य सरकार द्वारा कारखाना निदेशक के रूप में नियुक्त कोई भी व्यक्ति।	संपूर्ण उत्तर प्रदेश
		7	कारखाने	कारखाना निदेशक, उत्तर प्रदेश समय-समय पर संशोधित "उत्तर प्रदेश बॉयलर और कारखाना सेवा नियम 1980" में बनाए गए नियमों के अनुसार राज्य सरकार द्वारा कारखाना निदेशक के रूप में नियुक्त कोई भी व्यक्ति:	संपूर्ण उत्तर प्रदेश
		8	योजना	उत्तर प्रदेश श्रम सेवा नियम, 1991 के अनुसार अपर श्रम आयुक्त, प्रवर्तन (मुख्यालय)	संपूर्ण उत्तर प्रदेश
		9	अन्य	उत्तर प्रदेश श्रम सेवा नियम,	संपूर्ण उत्तर

			अधिष्ठानों के स्वास्थ्य, सुरक्षा और कल्याण के अतिरिक्त अन्य से संबंधित उपबंध	1991 के अनुसार अपर श्रम आयुक्त, प्रवर्तन (मुख्यालय)	प्रदेश
			10	अन्य अधिष्ठानों के स्वास्थ्य, सुरक्षा और कल्याण से संबंधित प्रावधान	कारखाना निदेशक, उत्तर प्रदेश: उत्तर प्रदेश बॉयलर और कारखाना सेवा नियम, 1980 में बनाए गए नियमों के अनुसार राज्य सरकार द्वारा कारखाना निदेशक के रूप में नियुक्त कोई भी व्यक्ति।	संपूर्ण उत्तर प्रदेश
		परन्तु यह कि यदि कारखाना निदेशक का पद किसी कारण से रिक्त पड़ा है तो राज्य सरकार किसी उपयुक्त व्यक्ति को कारखाना निदेशक का प्रभार प्रदान कर सकती है जो उप कारखाना निदेशक के रूप में नियुक्त किया गया है।			
धारा 35 की उप-धारा (1) के खंड (चार) के अधीन निरीक्षक-सह-सुविधाप्रदाता की शक्तियां	67	एक निरीक्षक-सह-सुविधाप्रदाता को संहिता की धारा 35 की उप-धारा (1) के खंड (चार) के प्रयोजन के लिए, वृक्षारोपण के संबंध में निम्नलिखित सभी या किसी भी काम को करने की शक्ति होगी अर्थात्: - (क) किसी बाल कर्मकार की तस्वीर लेने के लिए; निरीक्षण, जांच, माप के लिए नमूने लेना; किसी भी सुसंगत दस्तावेज, फोटोग्राफ, स्केच या परीक्षण, जैसा भी मामला हो, किसी भी घर, भवन या कमरे, या बागान में कार्यरत कर्मकारों के स्वास्थ्य या कल्याण को सुरक्षित करने के उद्देश्य से प्रदान की गई किसी भी चीज की प्रतियां लेना और संहिता और इन नियमावली के अधीन बनाए गए किसी भी रजिस्टर या दस्तावेज का निरीक्षण करनें या प्रतियां लेना; (ख) किसी नियोजक से संहिता या उसके अधीन बनायी गयी नियमावली के उपबंधों से संबंधित कोई विवरणी या सूचना प्रदान करने या भेजने की मांग करना; (ग) प्रत्येक निरीक्षण पर खुद को संतुष्ट करना, कि,- (एक) बागान में नियोजित कर्मकारों के स्वास्थ्य और कल्याण के संबंध में संहिता और नियमावली के उपबंधों का पालन किया जाता है; (दो) बागान में नियोजित किशोरों को समर्थता प्रमाण पत्र प्रदान किए गए हैं और यह कि कोई भी किशोर जो अयोग्य है; नियोजित		

		नहीं है (तीन) मजदूरी संहिता, 2019 और व्यावसायिक सुरक्षा, स्वास्थ्य और कार्य स्थिति संहिता, 2020 के अधीन विहित रजिस्टरों और अभिलेखों का उचित अनुरक्षण किया जाता है; (चार) संहिता द्वारा प्रदान की गई विश्राम और छुट्टियों की अवधि प्रदान की जाती है और इसमें निर्धारित कार्य के घंटों की सीमा को पार नहीं किया जाता है; (पांच) अपेक्षित कार्य की अवधि की सूचना विधिवत चिपकाई जाती है; (छह) मजदूरी और बीमारी के साथ छुट्टी और प्रसूति लाभ संहिता और लागू अन्य श्रम विधियों के उपबंधों के अनुसार प्रदान किए जाते हैं; (सात) यह नोट करने के लिए कि पिछले निरीक्षणों में इंगित किए गए दोषों को कितना दूर किया गया है और पहले जारी किए गए आदेशों का कितना अनुपालन किया गया है; तथा (आठ) ऐसे सभी दोषों या अनियमितताओं को इंगित करना जो वह पाता है और उन्हें हटाने के लिए आदेश देना और नियोजक को दोषों या अनियमितताओं और उनके आदेशों का सारांश अभिलिखित करना और प्रस्तुत करना।
धारा 35 की उपधारा (1) के खंड (चौदह) के अधीन निरीक्षक-सह-सुविधाप्रदाता की शक्तियां	68.	(1) एक निरीक्षक-सह-सुविधाप्रदाता को संहिता और नियमावली के निष्पादन के प्रयोजनों के लिए, संहिता की धारा 35 में विनिर्दिष्ट सभी या कोई भी कार्य करने की शक्ति होगी: परन्तु यह कि लोक अधिकारियों, जो समय-समय पर यथा संशोधित उत्तर प्रदेश बॉयलर और कारखाना सेवा नियम, 1980 समय-समय पर यथासंशोधित में कारखाना निरीक्षक के पद के लिए नियुक्त नहीं किए गए हैं की शक्तियां, जैसा कि धारा 34 के अधीन निरीक्षक-सह-सुविधाप्रदाता को नियत की जाती हैं या अन्यथा धारा 6 की उपधारा (1) के खंड (ख),भवन या अन्य सन्निर्माण कार्य से संबंधित कारखानों और अधिष्ठानों में संहिता के अध्याय XI की धारा 10, धारा 11, धारा 18, धारा 22, धारा 26, धारा 31, धारा 33 की उप-धारा (घ), धारा 37, धारा 43, भाग VII। के उपबंधों का प्रशासन करेंगी। संहिता व तद्धीन बनायी गयी नियमावली के अधीन सुरक्षा और स्वास्थ्य से सम्बधित अन्य उपबंध: (2) निरीक्षक-सह-सुविधाप्रदाता निरीक्षणों, पूछताछ, आदेशों और उनके अनुपालनों के अभिलेखों की एक फाइल रखेगा। (3) निरीक्षक-सह-सुविधाप्रदाता, जैसा कि वह आवश्यक समझे, अधिष्ठान के नियोजक या अधिमानी को प्रपत्र-20 में प्रतिषेध आदेश या सुधार नोटिस जारी कर सकेगा, जिसमें संहिता के अधीन सुरक्षा,

		स्वास्थ्य और कार्य स्थितियों के उपबंधो और तद्धीन बनायी गयी नियमावली और विनियमावली के गैर-अनुपालन को इंगित किया गया हो, परंतु यह कि इस तरह के आदेश या नोटिस प्राप्त करने के बाद, नियोजक/अधिभोगी यह सुनिश्चित करेगा कि उक्त आदेश/नोटिस के अधीन उल्लिखित उल्लंघनों का अनुपालन किया गया है और वह अधिष्ठान का पुन: निरीक्षण करने के लिए संबंधित निरीक्षक-सह-सुविधाप्रदाता को प्रपत्र-20 पर एक अनुरोध भेजेगा: परन्तु यह भी कि इस तरह के अनुरोध को प्राप्त करने के बाद निरीक्षक-सह-सुविधाप्रदाता, यदि वह उचित समझता है, तो अधिष्ठान का पुन: निरीक्षण कर सकता है और यदि उसे पता चलता है कि पूर्वोक्त आदेश या नोटिस में उसके द्वारा देखे गए उल्लंघनों का अनुपालन नहीं किया गया है, तो वह ऐसे अपराध के शमन की प्रक्रिया शुरू करेगा, यदि ऐसा उल्लंघन शमनीय है, या वह अभियोजन की स्वीकृति देने के लिए निरीक्षण अधिकारी से एक रैंक ऊपर के व्यक्ति को या मुख्य निरीक्षक-सह-सुविधाप्रदाता को जैसा भी मामला हो रिपोर्ट भेजेगा। अभियोजन पक्ष का अनुमोदन प्राप्त करने पर, वह संहिता के उपबंधों और तद्धीन बनायी गयी नियमावली के अनुसार सक्षम न्यायालय के समक्ष अभियोजन शुरू करेगा।
धारा 35 की उप-धारा (1) के खण्ड (दस) के अधीन नमूने लेने की रीति	69.	(1) एक निरीक्षक-सह-सुविधाप्रदाता, किसी भी समय अधिष्ठान के अधिभोगी या अधिष्ठान के प्रबंधक या अन्य व्यक्ति जो उस समय अधिष्ठान का प्रभारी होने का दावा करता है को सूचित करने के पश्चात् सामान्य कार्य घंटों के दौरान, इस रीति से नमूने ले सकता है, जिससें अधिष्ठान में उपयोग किये गये या उपयोग किये जाने हेतु आशयित किसी पदार्थ का पर्याप्त नमूना प्राप्त हो जाये, ऐसा उपयोग इस प्रकार किया जा रहा हो: (क) निरीक्षक-सह-सुविधाप्रदाता कर्ता के विश्वास में, संहिता के किसी भी उपबंध या तद्धीन बनायी गयी नियमावली के उल्लंघन में; या (ख) निरीक्षक सह सुविधाप्रदाता की राय में, अधिष्ठान में कर्मकार को शारीरिक क्षति, स्वास्थ्य की समस्त क्षति पहुंचने की संभावना है। (2) जहां निरीक्षक-सह-सुविधाप्रदाता उप-नियम (1) के अधीन एक नमूना लेता है, वह उस उप-नियम के अधीन सूचित व्यक्ति की उपस्थिति में, जब तक कि ऐसा व्यक्ति जानबूझकर स्वयं अनुपस्थित न हो, नमूने को तीन भागों में विभाजित करेगा और प्रभावी रूप से सील करेगा और उन्हें उपयुक्त रूप से चिह्नित करेगा, और ऐसे व्यक्ति को अपनी मुहर और निशान लगाने की अनुमति देगा। (3) पूर्वोक्त के रूप में सूचित व्यक्ति, यदि निरीक्षक-सह-सुविधाप्रदाता

		की अपेक्षा करें, तो इस नियम के अधीन लिए गए नमूने को विभाजन, अधिकतम सीमा और अंकन के लिए उपकरण प्रदान करेगा। (4) निरीक्षक-सह-सुविधाप्रदाता – (क) उप-नियम (1) के अधीन सूचित व्यक्ति को नमूने का एक भाग तुरंत देंगा, (ख) दूसरे भाग को विश्लेषण और उस पर रिपोर्ट के लिए एक सरकारी विश्लेषक को; (ग) तीसरे भाग को न्यायालय में प्रस्तुत करने के लिए बनाए रखेंगा, जिसके पहले पदार्थ के संबंध में कार्यवाही, यदि कोई हो, संस्थित की जाती है। (5) इस नियम के अधीन विश्लेषण और रिपोर्ट के लिए उसे प्रस्तुत किए गए किसी पदार्थ पर किसी सरकारी विश्लेषक के हाथ में रिपोर्ट होने का तात्पर्य रखने वाला कोई दस्तावेज, पदार्थ के संबंध में संस्थित किसी भी कार्यवाही में साक्ष्य के रूप में उपयोग किया जा सकता है।
धारा 35 की उपधारा (1) के खंड (पन्द्रह) के अधीन कर्तव्य निरीक्षक-सह-सुविधाप्रदाता के कर्त्तव्य	70.	(1) सभी निरीक्षण अधिकारी, यदि नियोजक या अधिष्ठान के प्रबंधक द्वारा अनुरोध किया जाता है, तो इलेक्ट्रॉनिक रूप से या अन्यथा जारी किए गए प्राधिकृत पहचान पत्र प्रस्तुत करेंगे। (2) धारा 42 के अधीन नियुक्त चिकित्सा अधिकारियों के लिए पहचान पत्र निदेशक सेवायें चिकित्सा एवं स्वास्थ्य या श्रम आयुक्त, उत्तर प्रदेश या उनके संबंधित नियुक्ति प्राधिकारियों द्वारा जारी किए जाएंगे। निरीक्षक-सह-सुविधाप्रदाता के लिए, पहचान पत्र श्रम आयुक्त या मुख्य निरीक्षक-सह-सुविधाप्रदाता द्वारा इलेक्ट्रॉनिक रूप से या अन्यथा जारी किए जा सकते हैं।
धारा 37 के अधीन तृतीय पक्ष लेखा परीक्षक	71.	(1) मुख्य निरीक्षक-सह-सुविधाप्रदाता धारा 37 के प्रयोजन के लिए किसी तृतीय-पक्ष लेखा परीक्षक या किसी संस्था को इलेक्ट्रॉनिक रूप से मान्यता दे सकता है। (2) तृतीय पक्ष लेखा परीक्षक दो प्रकार का होगा: - (क) श्रम विधि लेखा परीक्षक जो संहिता की धारा 2 (1) (फ) के अधीन स्वास्थ्य, सुरक्षा और कल्याण के अलावा अन्य उपबंधों के लिए अधिष्ठान की लेखा परीक्षा करेगा। (ख) तकनीकी व्यावसायिक सुरक्षा और स्वास्थ्य, लेखा परीक्षक जो संहिता की धारा 2 (1) (ब) के अधीन अधिष्ठान के स्वास्थ्य, सुरक्षा और कल्याण के उपबंधों के लिए अधिष्ठान की लेखा परीक्षा करेगा। (3) तृतीय पक्ष लेखा परीक्षा फर्मों के लिए पात्रता मानदंड निम्नलिखित होंगे- (क) फर्म को कंपनी अधिनियम, 2013, सीमित दायित्व भागीदारी अधिनियम, 2008 जैसे उपयुक्त विधिक ढांचे के अधीन भारत में रजिस्ट्रीकृत होना चाहिए, जिसमें स्वामित्व या साझेदारी होनी

		चाहिए। (ख) फर्म को श्रम विभाग के साथ रजिस्ट्रीकृत होना चाहिए; (ग) श्रम विधि लेखा परीक्षा फर्म के पास श्रम विधियों में अर्ह अनुभव होना चाहिए और तकनीकी व्यावसायिक सुरक्षा और स्वास्थ्य लेखा परीक्षा फर्म को कारखाना अधिनियम, 1948 और इसके संबंधित नियमों के अधीन लेखा परीक्षा का अनुभव होना चाहिए। (4) तृतीय पक्ष श्रम विधि लेखा परीक्षक या विशेषज्ञ के पास निम्नलिखित अर्हताएं होंगी: - विधि में स्नातक उपाधि और श्रम विधियों कानूनों के न्यूनतम 7 वर्ष का अनुभव; या विधि स्नातक उपाधि और एक विधि व्यवसायी के रूप में न्यूनतम कम 7 वर्ष का अनुभव; या उत्तर प्रदेश राज्य का एक सेवानिवृत्त अपर/उप/सहायक श्रम आयुक्त या केन्द्रीय सरकार का समकक्ष अधिकारी जिसे उस क्षमता में न्यूनतम 5 वर्ष का अनुभव हो। (5) तृतीय पक्ष तकनीकी/व्यावसायिक सुरक्षा और स्वास्थ्य, लेखा परीक्षक या विशेषज्ञ के पास निम्नलिखित अर्हताए होगी: - (क) किसी मान्यता प्राप्त संस्थान से केमिकल या मैकेनिकल या इलेक्ट्रिकल या सिविल या प्रोडक्शन या एनवायरनमेंटल इंजीनियरिंग की शाखा में उपाधि और अन्यून बारह वर्षों की अवधि के लिए कारखानों में या व्यावसायिक सुरक्षा और स्वास्थ्य के क्षेत्र में पर्यवेक्षी क्षमता में या उससे ऊपर, की विनिर्माण, अनुरक्षण या सुरक्षा विभाग में व्यावहारिक अनुभव हो; या (ख) केमिकल या मैकेनिकल या इलेक्ट्रिकल या सिविल या प्रोडक्शन या एनवायरनमेंटल इंजीनियरिंग की शाखा में डिप्लोमा और किसी मान्यता प्राप्त संस्थान से औद्योगिक सुरक्षा में एक वर्ष का पूर्णकालिक डिप्लोमा और अन्यून पंद्रह वर्षों की अवधि के लिए कारखानों में पर्यवेक्षी क्षमता में या उससे ऊपर, विनिर्माण, अनुरक्षण या सुरक्षा विभाग में व्यावहारिक अनुभव हो; या (ग) भौतिकी या रसायन विज्ञान के साथ विज्ञान स्नातक में उपाधि और किसी मान्यता प्राप्त संस्थान से औद्योगिक सुरक्षा में एक वर्ष का पूर्णकालिक डिप्लोमा और अन्यून पंद्रह वर्षों की अवधि के लिए कारखानों में पर्यवेक्षक या उससे ऊपर के पद पर अधिष्ठान के विनिर्माण, अनुरक्षण या सुरक्षा विभाग में व्यावहारिक अनुभव हो; या (घ) इंजीनियरिंग की किसी भी शाखा में डिग्री या डिप्लोमा और अन्यून दस साल की अवधि के लिए अनिम्न सहायक निदेशक के पद की क्षमता में डीजीएफएएसएलआई के अधीन कारखाना निदेशालय

		या केंद्रीय / क्षेत्रीय श्रम संस्थानों में अनुभव हो; या (ड़) किसी भी संयोजन में उपर्युक्त चार खंडों का कोई समकक्ष परन्तु यह कि अर्हताओं और अनुभवों की समकक्षता के संबंध में राज्य सरकार का विनिश्चय अंतिम होगा। (6) विशेषज्ञ या तृतीय पक्ष लेखा परीक्षक की अधिकतम आयु 65 वर्ष होगी। (7) तृतीय पक्ष लेखा परीक्षक या विशेषज्ञ का पैनल एक बार में 2 वर्ष से अधिक की अवधि के लिए नहीं होगा।
धारा 38 की उपधारा (1) के खंड (क) के उपखंड (घ) के अधीन वैकल्पिक नियोजन की रीति	72.	(1) अधिभोगी का यह कर्तव्य होगा कि वह किसी ऐसे व्यक्ति को वैकल्पिक नियोजन प्रदान करे जिसका नियोजन धारा 38 की उपधारा (1) के खंड (क) के उपखंड (क) के अधीन आदेश से प्रभावित हुआ हो, यदि उसी नियोजक का कोई अन्य अधिष्ठान सौ किलोमीटर की त्रिज्या में मौजूद हो। (2) वैकल्पिक नियोजन की पेशकश केवल तभी की जा सकती है जब आदेश से प्रभावित रोजगार की अवधि पंद्रह दिन या उससे अधिक हो। (3) ऐसे व्यक्तियों को ऐसे आदेश की वास्तविक तारीख से कम से कम तीन दिन पहले नोटिस दिया जाएगा। (4) ऐसे व्यक्ति की हानि के लिए मजदूरी और अन्य सुविधाएं प्रभावित नहीं होंगी।
धारा 42 के अधीन चिकित्सा अधिकारी की अर्हता	73.	(1) एक चिकित्सक के पास एक कारखाने, भवन या अन्य सन्निर्माण कार्य, बागान, मोटर परिवहन उपक्रमों और किसी भी अन्य अधिष्ठानों के संबंध में चिकित्सा अधिकारी के रूप में नियुक्त होने के लिए निम्नलिखित अर्हताएं होनी चाहिए: – (क) राष्ट्रीय चिकित्स व्यवसायी आयोग अधिनियम, 2019 (अधिनियम संख्या 30 सन् 2019) में यथा परिभाषित कोई मान्यता प्राप्त चिकित्सा अर्हता होना चाहिए और धारा 2 के खंड (ड) में यथापरिभाषित राष्ट्रीय रजिस्टर पर या पूर्वोक्त अधिनियम की धारा (2) के खण्ड (फ) में यथा यथा परिभाषित राज्य रजिस्टर पर नामांकित होना चाहिए और (ख) राज्य सरकार द्वारा मान्यता प्राप्त न्यूनतम तीन महीने की अवधि के औद्योगिक स्वास्थ्य में प्रशिक्षण का प्रमाण पत्र होना चाहिए या औद्योगिक स्वास्थ्य में डिप्लोमा या जोखिमपूर्ण प्रक्रिया या खतरनाक संक्रिया वाले कारखानों या भवन और अन्य सन्निर्माण कार्यों के मामले में समकक्ष होना चाहिए। (2) कोई भी व्यक्ति किसी चिकित्सा अधिकारी की शक्तियों का प्रयोग करने के लिए नियुक्त, या प्राधिकृत नहीं किया जाएगा, या इस प्रकार नियुक्त या प्राधिकृत किया गया व्यक्ति ऐसी शक्तियों का प्रयोग करना जारी नहीं रखेगा, जो किसी कारखाने का अधिभोगी है या बन

		जाता है या प्रत्यक्ष या अप्रत्यक्ष रूप से उसमें या उसके साथ जुड़े किसी पेटेंट या मशीनरी में उस पर किए गए किसी भी प्रक्रिया या कारबार में रूचि रखता है या अन्यथा कारखाने के कर्मचारी:- परन्तु यह कि राज्य सरकार, लिखित रूप में आदेश द्वारा और ऐसी शर्तों के अधीन रहते हुए, जो आदेश में विनिर्दिष्ट की जाएं, किसी व्यक्ति या व्यक्तियों के वर्ग को किसी कारखाने या वर्ग या कारखानों के विवरण के संबंध में इस उप-नियम के उपबंधों से छूट दे सकती है।
अधिष्ठानो के प्रकार, खतरनाक व्यवसाय या प्रक्रियायें जहां चिकित्सा अधिकारी धारा 42 के अधीन अपने कर्तव्यों का निर्वहन करेगा।	74.	(1) चिकित्सा अधिकारी ऐसी जांच करेगा और रिपोर्ट प्रस्तुत करेगा जैसा कि राज्य सरकार निदेश दे: - (क) संहिता की पहली अनुसूची में यथाविनिर्दिष्ट ऐसे खतरनाक व्यवसाय या प्रक्रियाओं में एक अधिष्ठान में कर्मकारों की जांच और प्रमाणन के लिए; (ख) किसी भी अधिष्ठान या अधिष्ठान के वर्ग के चिकित्सा पर्यवेक्षण के लिए जहां पुरानी व्यावसायिक बीमारी के मामले किसी भी प्रक्रिया की कठिन प्रकृति या काम की खतरनाक स्थिति के कारण हुए हैं; (ग) किसी भी अधिष्ठान या अधिष्ठान के वर्ग या अधिष्ठान के विवरण के संबंध में जिसमें किसी भी व्यक्ति या वर्ग या उसमें नियोजित व्यक्तियों के स्वास्थ्य को क्षति के जोखिम वाली संक्रियायें सम्मिलित हैं; (घ) किसी भी अधिष्ठान के किसी भी या वर्ग के लिए व्यावसायिक स्वास्थ्य सर्वेक्षण करना, जहां बीमारी के मामले हुए हैं या संहिता की तीसरी अनुसूची में यथाविहित बीमारी की व्यापकता है; (2) चिकित्सा अधिकारी, मुख्य निरीक्षक-सह-सुविधाप्रदाता या एक निरीक्षक-सह-सुविधाप्रदाता की मांग पर किसी भी कारखाने या वर्ग या कारखानों के विवरण के लिए, ऐसी जांच करेगा और उसे ऐसी रिपोर्ट प्रस्तुत करेगा जैसा वह प्रदर्शित करें, - (क) बीमारी के मामले हुए हैं जिससे यह विश्वास करना उचित है कि ये विनिर्माण प्रक्रिया की प्रकृति, या उसमें प्रचलित काम की अन्य स्थितियों के कारण हैं; या (ख) विनिर्माण प्रक्रिया में किसी भी परिवर्तन के कारण, या उसमें उपयोग किए जाने वाले पदार्थ में, या किसी भी नई विनिर्माण प्रक्रिया को अपनाने या विनिर्माण प्रक्रिया में उपयोग में लाए गए किसी भी नए पदार्थ के कारण, उस विनिर्माण प्रक्रिया में नियोजित कर्मकारों के स्वास्थ्य को क्षति होने की संभावना है; या (ग) युवा व्यक्ति किसी ऐसे काम में नियोजित हैं या होने वाले हैं, जो उनके स्वास्थ्य के लिए हानिकारक होने की संभावना है। (3) किशोरों की जांच और प्रमाणन समय-समय पर आवश्यकतानुसार किया जाएगा।

		(4) कर्मकारों के चिकित्सा परीक्षण के प्रयोजन हेतु खतरनाक संक्रियायें या खतरनाक प्रक्रियाएं होंगी जो निम्नलिखित में कार्यरत हैं, अर्थात्: - (एक) संहिता की धारा 82 के अधीन संक्रिया को खतरनाक संक्रिया घोषित किया गया; (दो) संहिता की पहली अनुसूची के अनुसार खतरनाक प्रक्रिया को कराने वाले कारखाने; (तीन) बायोमेडिकल कचरे का उपचार; (चार) सीवरेज उपचार; (पाँच) ठोस अपशिष्ट प्रबंधन; (छः) संगमरमर काटन; (सात) तैयार मिश्रण कंक्रीट; (आठ) गर्म मिश्रण कंक्रीट; (नौ) ऐसे अन्य व्यवसाय या प्रक्रिया, जिन्हें राज्य/ सरकार द्वारा समय-समय पर खतरनाक संक्रिया घोषित किया जाए, (5) चिकित्सा अधिकारी उप-नियम (3) के अधीन प्रक्रियाओं में नियोजित व्यक्तियों की जांच कर सकेगा और अपनी परीक्षा के परिणामों को स्वास्थ्य रजिस्टर में प्रपत्र-7 में अभिलिखित करेगा। (6) यदि चिकित्सा अधिकारी अपनी जांच के परिणामस्वरूप पाता है कि ऐसी प्रक्रिया में नियोजित कोई व्यक्ति अब उस प्रक्रिया में कार्य करने के लिए चिकित्सा कारणों से उपयुक्त नहीं है, तो वह ऐसे व्यक्ति को उस प्रक्रिया में काम करने से ऐसे समय के लिए जो वह उचित समझे रोक देगा और इस तरह रोकने के बाद किसी भी व्यक्ति को स्वास्थ्य रजिस्टर में चिकित्सा अधिकारी की लिखित स्वीकृति के बिना उस प्रक्रिया में नियोजित नहीं किया जाएगा। (7) किसी कारखाने का प्रबंधक किसी भी प्रक्रिया का जिसमें कोई व्यक्ति नियोजित है या नियोजित होने की संभावना है। निरीक्षण करने के लिए चिकित्सा अधिकारी को सुविधा प्रदान करेगा । (8) चिकित्सा अधिकारी रिपोर्ट/निरीक्षण रिपोर्ट मुख्य निरीक्षक-सह-सुविधाप्रदाता और अधिकारिता वाले निरीक्षक-सह-सुविधाप्रदाता को भेजेगा। (9) इस नियम के अधीन प्रमाण पत्र या परीक्षा के लिए फीस राज्य सरकार द्वारा विशेष या साधारण आदेश द्वारा विनिर्दिष्ट की जाएगी और इसका भुगतान नियोजक द्वारा किया जाएगा।
धारा 42 की उपधारा (2) के खंड (ग) के अधीन किशोरों की चिकित्सा परीक्षा और प्रमाणन और धारा 93 की उपधारा (2) के अधीन किशोरों के नियोजन के लिए रक्षोपाय	75.	(1) चिकित्सा अधिकारी, किसी किशोर या उसके माता-पिता या अभिभावक के आवेदन पर, किसी अधिष्ठान के नियोजक द्वारा हस्ताक्षरित दस्तावेज के साथ कि ऐसे व्यक्ति को उसमें नियोजित किया जाएगा, ऐसे किशोर को किसी अधिष्ठान में काम करने के लिए उपयुक्त होने के लिए प्रमाणित करेगा, या किसी ऐसे अधिष्ठान के नियोजक के आवेदन पर जिसमें कोई किशोर काम करना चाहता है, ऐसे व्यक्ति की जांच करेंगा और उस अधिष्ठान में काम करने के

		लिए उसकी समर्थता अभिनिश्चित करेगा। (2) चिकित्सा अधिकारी, जांच के बाद, ऐसे किशोर को प्रपत्र-8 में या किशोरावस्था में किसी अधिष्ठान में कार्य करने के लिए समर्थता प्रमाण पत्र प्रदान या नवीनीकरण कर सकेगा, यदि वह संतुष्ट हो जाता है कि किशोर ने अपना चौदहवां वर्ष पूरा कर लिया है, विहित शारीरिक मानकों को प्राप्त कर लिया है और ऐसे कार्य के लिए उपयुक्त है: परंतु यह कि, चिकित्सा अधिकारी किशोरों की आयु के अवधारण के प्रयोजन से रेडियोलॉजिस्ट, दंत चिकित्सक और आर्थोपेडिक सर्जन जैसा भी मामला हो, जैसे विशेषज्ञों की राय ले सकता है, जैसा भी मामला हो: परंतु यह और कि, जब तक चिकित्सा अधिकारी को उस स्थान का जहां किशोर काम करने का प्रस्ताव करता है और उस विनिर्माण प्रक्रिया के बारे में जिसमें वह नियोजित किया जाएगा, व्यक्तिगत ज्ञान न हो, तब तक वह इस उप-नियम के अधीन एक प्रमाण पत्र प्रदान या नवीनीकृत नहीं करेगा जब तक कि वह ऐसे स्थान की जांच नहीं करता है। (3) उप-नियम (2) के अधीन दी गई या नवीनीकृत समर्थता प्रमाण पत्र, - (क) उसके दिनांक से केवल बारह महीने की अवधि के लिए वैध होगा; (ख) उस कार्य की प्रकृति के संबंध में शर्तों के अध्यधीन बनाया जा सकता है जिसमें किशोर को नियोजित किया जा सकता है, या बारह महीने की अवधि की समाप्ति से पहले किशोर की पुन: परीक्षा की आवश्यकता होती है। (4) एक चिकित्सा अधिकारी उप-नियम (2) के अधीन दिए गए या नवीनीकृत किए गए किसी भी प्रमाण पत्र को रद्द कर देगा, यदि उसकी राय में, ऐसे प्रमाण पत्र का धारक अब किसी अधिष्ठान में उसमें उल्लिखित क्षमता में काम करने के लिए उपयुक्त नहीं है।

अध्याय-आठ
महिलाओं के नियोजन से संबंधित विशेष उपबंध

धारा 43 के अधीन महिलाओं के नियोजन से संबंधित विशेष उपबंध	76.	महिला कर्मकारों को निम्नलिखित शर्तों के अध्यधीन किसी भी अधिष्ठान में सुबह 06:00 बजे से पहले और शाम 07:00 बजे के बाद नियोजित किया जा सकता है: - (क) कोई भी महिला कर्मकार सुबह 06:00 बजे से पहले और शाम 07:00 बजे के बाद लिखित रूप में उसकी सहमति के बिना काम करने के लिए बाध्य नहीं होगी; (ख) नियोजक उसके निवास से अधिष्ठान तक आने और वापस जाने के लिए उसके परिवहन हेतु अधिष्ठान की कीमत पर आवश्यक व्यवस्था करेगा। (ग) नियोजक ऐसी सभी महिला कर्मकारों को रात के खाने का उपबंध करेगा; (घ) नियोजक ऐसे कार्य घंटों और उसकी यात्रा के दौरान पर्याप्त पर्यवेक्षण सुनिश्चित करेगा; (ङ) नियोजक महिलाओं के लिए अच्छी तरह से अनुरक्षित शौचालय, चेंजिंग रूम, पीने की सुविधाएं, प्रवेश और निकास बिंदु सुनिश्चित करेगा और वह यह भी सुनिश्चित करेगा कि इन सुविधाओं के लिए मार्ग अच्छी तरह से प्रकाशित हों और कार्यस्थल के पास हों; और इन सुविधाओं के रास्ते में क्लोज सर्किट टेलीविजन (सीसीटीवी) निगरानी के उपयुक्त प्रावधान अन्यून हो; (च) रात्रि पाली के दौरान अन्यून चार महिला कर्मकारों को परिसर या किसी विशेष विभाग में कार्य करने की अनुमति नहीं दी जाएगी या अपेक्षित नहीं होगी; (छ) नियोजक अपने द्वारा प्रस्तावित व्यवस्थाओं को सत्यापन के लिए क्षेत्र में अधिकारिता रखने वाले निरीक्षक-सह-सुविधाप्रदाता को इस तरह के सत्यापन के लिए कम से कम सात दिनों की अवधि देते हुए सूचित करेगा, (ज) नियोजक रात की पाली के दौरान कार्यरत महिला कर्मकारों के ब्यौरे के बारे में संहिता के अधीन निरीक्षक-सह-सुविधाप्रदाता को इलेक्ट्रॉनिक रूप से या अन्यथा मासिक रिपोर्ट भेजेगा और जब कभी कोई अप्रिय घटना होती है तो निरीक्षक-सह-सुविधाप्रदाता और स्थानीय पुलिस स्टेशन को भी स्पष्ट रिपोर्ट भेजेगा; (झ) क्षेत्र में अधिकारिता रखने वाला निरीक्षक-सह-सुविधाप्रदाता महिला कर्मचारियों की सुरक्षित कार्य स्थितियों को लागू करेगा और समय-समय पर उनके निरीक्षणों में किसी भी गैर-अनुपालन पर सावधानीपूर्वक ध्यान देगा; (ञ) सामाजिक सुरक्षा संहिता, 2020 (अधिनियम संख्या 36 सन् 2000) के अधीन निर्धारित मातृत्व लाभ उपबंधों के विरुद्ध किसी भी महिला कर्मकारों को नियोजित नहीं किया जाएगा।

		(ट) महिला कर्मकारों को रात्रि पाली के लिए मासिक धर्म अवधि के दौरान अतिरिक्त सवैतनिक अवकाश की अनुमति दी जा सकती है; (ठ) नियोजक लैंगिक उत्पीड़न को रोकने के लिए उचित कदम उठाएगा। नियोजक महिलाओं का कार्यस्थल पर लैंगिक उत्पीड़न (निवारण, प्रतिषेध और प्रतितोष) अधिनियम, 2013 (अधिनियम संख्या 14 सन् 2013) या किसी अन्य संबंधित अधिनियमों में यथाविहित अधिष्ठान में ही एक शिकायत तंत्र बनाए रखेगा; (ड) महिला कर्मकारों को उनके अधिकारों के बारे में विशेष रूप से आवश्यकतानुसार दिशा-निर्देशों को प्रमुखता से प्रदर्शित करके जागरूक किया जाएगा; (ढ) भारतीय मानकों के अनुरूप पर्याप्त मात्रा के सैनिटरी नैपकिन उनके उपयोग के लिए महिलाओं के शौचालयों में उपलब्ध कराए जाएंगे और उनका अनुरक्षण किया जाएगा और उन्हें दैनिक आधार पर फिर से भरा जाएंगा। (ण) प्रयुक्त नैपकिन के संग्रह के लिए महिलाओं के शौचालयों के भीतर ढक्कन के साथ डिस्पोजेबल डिब्बे उपलब्ध कराए जाएंगे। उपयोग किए गए नैपकिन का निपटान निरीक्षक-सह-सुविधाप्रदाता द्वारा अनुमोदित प्रक्रिया के अनुसार किया जाएगा। (त) अधिष्ठान के समर्पित टेलीफोन नंबर अधिष्ठान के साथ-साथ वाहनों के अंदर भी विशिष्ट स्थानों पर प्रदर्शित किए जाएंगे, ताकि कोई भी महिला कर्मकार किसी भी आपात स्थिति या अत्यावश्यक स्थिति में उनका उपयोग कर सके।
धारा-44 के अधीन खतरनाक प्रक्रिया या खतरनाक संक्रिया में महिलाओं के नियोजन के रक्षोपाय	77.	(1) महिला कामगारों को उनकी सहमति से खतरनाक और परिसंकटमय कार्यों में नियोजित किया जा सकता है। (2) दूध पिलाने वाली माताओं या गर्भवती महिला कर्मकारों को खतरनाक और परिसंकटमय ग्रस्त कार्यों में नियोजन से छूट दी जाएगी। (3) परिसंकटमय प्रक्रिया और खतरनाक संक्रियाओं से संबंधित संहिता में यथाउल्लिखित सभी उपायों का पालन अधिभोगी या जैसा भी मामला हो नियोजक द्वारा किया जाएगा, (4) महिलाओं को उनके काम पर अच्छी तरह से प्रशिक्षित किया जाएगा और उन्हें अपने कार्यस्थल पर संभाले जा रहें संग्रहीत या निर्मित किए जा रहे पदार्थों के परिसंकटमय गुणों के बारे में जानकारी प्रदान की जाएगी और उस पर काबू पाने के उपाय किए जाएंगे। (5) परिसंकटमय प्रक्रिया या खतरनाक संक्रिया में कार्यरत महिलाओं को कार्यस्थल पर सभी आवश्यक व्यक्तिगत सुरक्षा उपकरण प्रदान किए जाएंगे, जहाँ उन्हें तैनात किया जाता है।

अध्याय-नौ

संविदा श्रमिकों, अतंर्राज्यिक प्रवासी कर्मकारों, दृश्य-श्रव्य कर्मकरों और बीड़ी और सिगार कर्मकारों के लिए विशेष उपबंध

भाग-एक
संविदा श्रमिक

धारा 48 की उप-धारा (1) के अधीन संविदा श्रमिकों की आपूर्ति या नियुक्ति या संविदा श्रम के माध्यम से कार्य के भार लेने या निष्पादन के सम्बंध में लाइसेंस प्रदान करने का प्रपत्र और रीति एवं ऐसे लाइसेंस का उपांतरण या संशोधन	78.	(1) संविदा श्रमिकों आपूर्ति या नियुक्ति या संविदा श्रम के माध्यम से कार्य के भार लेने या निष्पादन के सम्बंध में लाइसेंस प्रदान करने के लिए या ऐसे लाइसेंस का उपातरण या संशोधन के लिए लाइसेंस संविदाकार द्वारा प्रत्येक आवेदन उत्तर प्रदेश सरकार के सरकारी पोर्टल पर प्रपत्र-25 में इलेक्ट्रॉनिक रूप से किया जाएगा। (2) लाइसेंस प्रदान करने या उसमें उपातंरण या संशोधन करने के लिए प्रत्येक आवेदन के साथ प्रपत्र-26 में प्रधान नियोजक द्वारा एक प्रमाण पत्र संलग्न किया जाएगा, जिसमें अतंर्राज्यिक प्रवासी कर्मकारों के नियोजन से संबंधित सूचना का विवरण भी सम्मिलित होगा, इस आशय का कि आवेदक को उसके द्वारा उसके अधिष्ठान के संबंध में एक संविदाकार के रूप में नियोजित किया गया है और वह संहिता के सभी उपबंधों और तद्धीन बनायी गयी नियमावली से बाध्य होने का वचन देता है इसके अधीन जहां तक आवेदक द्वारा संविदा श्रमिकों के नियोजन के संबंध में प्रमुख नियोजक के रूप में उसके लिए उपबंध लागू होते हैं। (3) आवेदन के साथ आवेदक की घोषणा की जाएगी कि लाइसेंस प्रदान करने या उसमें उपातरण या संशोधन के लिए उसके द्वारा प्रस्तुत की गई सूचना सभी प्रकार से सही है और वह नियम 79 में विहित अपेक्षा को पूरा करता है। (4) ऐसे लाइसेंस प्रदान करने के लिए भुगतान की जाने वाली फीस नीचे दी गई सारणी में यथा विनिर्दिष्ट अनुसार होगी: - संविदा श्रम लाइसेंस के लिए शुल्क की तालिका

क्रमांक	**अधिष्ठान में संविदाकार द्वारा नियोजित कर्मकारों की संख्या**	**फीस की राशि (रुपये में)**
(एक)	49 संविदा कर्मकार तक	शून्य (किसी लाइसेंस की आवश्यकता नहीं है)
(दो)	पचास या पचास से अधिक परंतु सौ से कम कर्मकार	2500.00
(तीन)	सौ या अधिक परंतु दो सौ पचास से कम कर्मकार	5000.00
(चार)	दो सौ पचास या उससे अधिक परंतु पांच सौ से कम कर्मकार	12500.00

		(पांच) | पांच सौ से अधिक कर्मकार | 25000.00 परन्तु यह कि राज्य सरकार संविदा श्रम लाइसेंस के लिए फीस की उपर्युक्त सारणी में सामान्य या विशेष आदेश द्वारा संशोधन कर सकेगी। (5) संविदाकार संविदा श्रमिक के रूप में नियोजित किए जाने वाले प्रत्येक कामगार के लिए एक हजार रुपये की दर से गणना की गई सुरक्षा राशि जमा करेगा, जिसके संबंध में लाइसेंस के लिए आवेदन किया गया है।
धारा 47 की उप-धारा (3) के खंड (क) के अधीन लाइसेंस के निबंधन और शर्तें एवं संविदाकार के उत्तरदायित्व	79.	(1) पोर्टल द्वारा प्रदान किया गया प्रत्येक संविदा श्रम लाइसेंस प्रपत्र-27 में होगा। (2) उप-नियम (1) के अधीन प्रदान किए गए प्रत्येक लाइसेंस में संविदाकार के उत्तरदायित्व होंगे और वह निम्नलिखित निबंधन और शर्तों के अध्यधीन होंगे, अर्थात्:- (क) लाइसेंस गैर-हस्तांतरणीय होगा; (ख) अधिष्ठान में संविदा श्रमिक/प्रवासी कामगार के रूप में नियोजित कामगारों की संख्या, किसी भी दिन, लाइसेंस में विनिर्दिष्ट अधिकतम संख्या से अधिक नहीं होगी; (ग) नियमावली में यथा उपबंधित के सिवाय लाइसेंस के प्रदान या नवीकरण के लिए भुगतान की गई फीस जैसा भी मामला हो, अप्रतिदाय होगी; (घ) संविदाकार द्वारा कर्मकारों को संदेय मजदूरी की दरें न्यूनतम मजदूरी अधिनियम, 1948 (अधिनियम संख्या 11 सन् 1948) या मजदूरी संहिता, 2019 (अधिनियम संख्या 29 सन् 2019) के अधीन नियोजन के लिए विहित दरों से कम नहीं होंगी, जहां लागू हो, और जहां दरें करार, समझौते,अवार्ड या राज्य सरकार द्वारा निर्धारित की गई हैं, इस प्रकार निर्धारित दरों से कम नहीं होगी; (ङ) अन्य शर्तें निम्नलिखित होंगी: - (एक) ऐसे मामले में जहां संविदाकार द्वारा नियोजित कामगार अधिष्ठान के मुख्य नियोजक द्वारा सीधे नियोजित कामगारों के समान या समान प्रकार का कार्य करते हैं, संविदाकार के श्रमिकों की मजदूरी दर, छुट्टियां, काम के घंटे और सेवा की अन्य शर्तें वही होंगी जो अधिष्ठान के मुख्य नियोजक द्वारा उसी या समान प्रकार के काम पर सीधे नियोजित कामगारों पर लागू होती हैं: परन्तु यह कि कार्य के प्रकार के संबंध में किसी असहमति के मामले में, उसका विनिश्चय संबंधित नामनिर्दिष्ट प्राधिकारी या अधिकारिता वाले निरीक्षक-सह-सुविधाप्रदाता द्वारा किया जाएगा जिसका विनिश्चय अंतिम होगा; (दो) अन्य मामलों में, संविदाकार के कामगारों की मजदूरी दरें, अवकाश, कार्य के घंटे और सेवा की शर्तें ऐसी होंगी जो संबंधित

		नामनिर्दिष्ट प्राधिकारी या अधिकारिता वाले निरीक्षक-सह-सुविधाप्रदाता द्वारा इस संबंध में विनिर्दिष्ट की जाएं; (च) प्रत्येक संविदा श्रमिक/प्रवासी कर्मकार संहिता और इन नियमावली में यथाविनिर्दिष्ट भत्ते, लाभ, सुविधाएं आदि का हकदार होगा; (छ) प्रत्येक अधिष्ठान में जहां तीस या अधिक महिलाएं आमतौर पर कार्यरत हैं, छह वर्ष से कम उम्र के उनके बच्चों के उपयोग के लिए उचित आयाम के दो कमरे प्रदान किए जाएंगे। ऐसे कमरों में से एक का उपयोग बच्चों के लिए खेल के कमरे के रूप में और दूसरे का उपयोग बच्चों के लिए बेडरूम/सोने के कमरे के रूप में किया जाएगा। इस प्रयोजन के लिए संविदाकार खेल के कमरे में पर्याप्त संख्या में खिलौने और खेल और सोने के कमरे में पर्याप्त संख्या में खाट और बिस्तर की आपूर्ति करेगा। शिशुकक्षों के निर्माण और अनुरक्षण का मानक ऐसा हो सकता है जो इस संबंध में संबंधित नामनिर्दिष्ट प्राधिकारी या अधिकारिता वाले निरीक्षक-सह-सुविधाप्रदाता द्वारा विनिर्दिष्ट किया जा सकता है; (ज) लाइसेंसधारी कामगारों की संख्या या कार्य की स्थितियों में किसी भी बदलाव को प्राधिकरण को सूचित करेगा; (झ) लाइसेंस की एक प्रति उस परिसर में प्रमुखता से प्रदर्शित की जाएगी जहां संविदा का कार्य किया जा रहा है; (ञ) संविदाकार संहिता के सभी उपबंधों और इन नियमावली का पालन करेगा; (ट) लाइसेंसधारी, प्रत्येक संविदा कार्य के शुरू होने और पूरा होने के पंद्रह दिनों के भीतर, संहिता की धारा 46 के अधीन नामनिर्दिष्ट प्राधिकरण को एक विवरणी प्रस्तुत करेगा, जिसमें प्रारंभ की वास्तविक तारीख की या, जैसा भी मामला हो, प्रपत्र-28 में ऐसे संविदा कार्य के पूर्ण होने की सूचना दी गयी हो; (ठ) संविदाकार या प्रधान नियोजक संहिता की धारा 57 की उप-धारा (1) के परंतुक में विनिर्दिष्ट मामलों को छोड़कर धारा 2 (त) में परिभाषित मुख्य गतिविधियों में किसी भी संविदा कर्मकार को नियुक्त नहीं करेगा।
धारा 48 की उप-धारा (1) के अधीन नियोजकों का रजिस्टर	80.	प्रधान नियोजकों का एक रजिस्टर, जिसे इस नियमावली के अधीन रजिस्ट्रीकरण जारी किया गया है, नामनिर्दिष्ट प्राधिकारी द्वारा इलेक्ट्रानिक रूप से प्रपत्र-4 में अनुरक्षित किया जाएगा।
धारा 48 की उप-धारा (1) के अधीन संविदाकारों का रजिस्टर	81.	जिन संविदाकारों को इस नियमावली के अधीन लाइसेंस जारी किए गए हैं, उनका एक रजिस्टर नाम निर्दिष्ट प्राधिकारी द्वारा इलेक्ट्रॉनिक रूप से प्रपत्र -29 में अनुरक्षित किया जाएगा।
धारा 48 की उपधारा (2) के अधीन लाइसेंस देने या अस्वीकार करने में ध्यान में रखे जाने वाले मामले	82.	लाइसेंस देने या देने से इनकार करने में, लाइसेसिग अधिकारी करेगा निम्नलिखित मामलों को ध्यान में रखेगा, अर्थात्: - (क) क्या आवेदक- (एक) नाबालिग है; या

		(दो) विकृतचित्त है और सक्षम न्यायालय द्वारा ऐसा घोषित किया गया है; या (तीन) अनुमोचित दिवालिया है; या (चार)(क) किसी भी समय, दो वर्ष की अवधि के दौरान किसी ऐसे अपराध के लिए दोष सिद्ध किया गया हो जो आपराधिक प्रकृति का हो जिसमें ऐसे अपराध सम्मिलित हों जो तीन महीने से अधिक कारावास की सजा के लिए उत्तरदायी हों; (ख) क्या जिस अधिष्ठान के लिए आवेदक संविदाकार है, उस अधिष्ठान में विशेष प्रकार के कार्य के संबंध में संविदा श्रम को समाप्त करने के लिए केन्द्रीय या राज्य सरकार का कोई आदेश है या कोई अधिनिर्णय या समझौता है; (ग) क्या संविदा श्रम (विनियमन और उत्सादन) अधिनियम, 1970 (अधिनियम संख्या 37सन् 1970) अथवा संहिता की धारा 51 की धारा 14 की उप-धारा (1) के अधीन आवेदक के संबंध में कोई आदेश दिया गया है और यदि हां, तो क्या उस आदेश की तारीख से तीन वर्ष की अवधि समाप्त हो गई है; (घ) क्या आवेदन के लिए फीस विनिर्दिष्ट दर पर जमा कर दिया गया है; तथा (ङ) क्या आवेदक द्वारा प्रतिभूति विनिर्दिष्ट दरों पर जमा कर दी गई है;
धारा 48 की उप-धारा (2) के अधीन लाइसेंस देने से अस्वीकार	83.	(1) संविदाकार से आवेदन प्राप्त होने पर, और उसके बाद जितनी जल्दी हो सके, लाइसेंसिंग अधिकारी ऐसे आवेदन में प्रस्तुत तथ्यों और विवरणों की शुद्धता और लाइसेंस के लिए आवेदक की पात्रता के बारे में खुद को संतुष्ट करने के लिए जांच करेगा या जांच करवाएगा। (2) जहां लाइसेंसिंग अधिकारी की राय है कि लाइसेंस नहीं दिया जाना चाहिए, वह आवेदक को सुनवाई के लिए उचित अवसर प्रदान करने के बाद, आवेदन को अस्वीकार करने का आदेश देगा। (3) आदेश अस्वीकार के कारणों को अभिलिखित करेगा और आवेदक को संसूचित किया जाएगा।
धारा 48 की उप-धारा (2) के अधीन लाइसेंस प्रदान करने की रीति	84.	यदि लाइसेंस प्रदान करने या इसके उपातरण या संशोधन के लिए आवेदन सभी प्रकार से पूर्ण है, तो प्राधिकारी द्वारा उत्तर प्रदेश जनहित गारंटी अधिनियम, 2011 (उत्तर प्रदेश अधिनियम संख्या 3 सन् 2011) में विनिर्दिष्ट अवधि के भीतर इलेक्ट्रॉनिक रूप से लाइसेंस प्रदान किया जाएगा, जिसमें विफल रहने पर ऐसे आवेदन को लाइसेंस या संशोधन प्रदान किया गया माना जाएगा, और लाइसेंस या संशोधन का प्रमाण पत्र पोर्टल द्वारा स्वतः तैयार किया जाएगा।
धारा 48 की उप-धारा (2)	85.	(1) लाइसेंस की अवधि समाप्त होने पर या कार्य पूरा होने के बाद,

की प्रतिभूति जमा राशि का प्रतिदाय		संविदाकार, यदि वह अपने लाइसेंस का और कराने हेतु आशयित नहीं है, तो इस संबंध में प्रधान नियोक्ता द्वारा जारी अनापत्ति प्रमाण पत्र के साथ प्राधिकरण को लाइसेंस की प्रति और कार्य पूरा होने की सूचना और बैंक विवरण के साथ इलेक्ट्रॉनिक रूप से लाइसेंस की प्रति और कार्य पूरा होने की सूचना और बैंक विवरण के साथ उनके द्वारा जमा प्रतिभूति राशि के प्रतिदाय हेतु आवेदन कर सकता है । (2) यदि लाइसेंसिंग प्राधिकारी संतुष्ट है कि लाइसेंस की शर्तों का कोई उल्लंघन नहीं हुआ है या सुरक्षा जमा या उसके किसी हिस्से को जब्त करने का कोई आदेश नहीं है, तो वह आवेदक को प्रतिभूति जमा की वापसी का निर्देश देगा। (3) यदि संविदाकार की प्रतिभूति जमा राशि के किसी भी हिस्से को जब्त करने का निर्देश देने वाला कोई आदेश है, तो जब्त की जाने वाली राशि को प्रतिभूति जमा से काट लिया जाएगा, और शेष, यदि कोई हो, संविदकार को वापस कर दिया जाएगा। (4) प्रतिदाय के लिए कोई भी आवेदन, जहां तक संभव हो, आवेदन प्राप्त होने के तीस दिनों के भीतर निपटाया जाएगा। (5) जमा की गई और प्रतिदाय की गई प्रतिभूति राशि का अभिलेख प्राधिकरण द्वारा इलेक्ट्रॉनिक रूप से प्रपत्र-30 में अनुरक्षित किया जाएगा।
धारा 48 की उप-धारा (3) के अधीन लाइसेंस में संशोधन या संशोधन के लिए फीस	86.	यदि संविदा श्रमिकों की संख्या बढ़ाने के लिए लाइसेंस में संशोधन के लिए आवेदन किया जाता है, तो नियम 82 के उप-नियम (4) में यथाविहित अतिरिक्त फीस और नियम 82 के उप-नियम (5) में यथाविहित अतिरिक्त प्रतिभूति फीस आवेदक द्वारा जमा किया जाएगा।
धारा 48 की उप-धारा (3) के अधीन लाइसेंस का नवीकरण	87.	(1) प्रत्येक संविदाकार राज्य सरकार द्वारा इस प्रयोजन हेतु विनिर्दिष्ट वेब पोर्टल पर लाइसेंस के नवीकरण के लिए प्राधिकारी को इलेक्ट्रॉनिक रूप से आवेदन करेगा। (2) ऐसा प्रत्येक आवेदन लाइसेंस अवधि की समाप्ति से कम से कम तीस दिन पहले लेकिन लाइसेंस की ऐसी समाप्ति के नब्बे दिनों से पहले नहीं उक्त पोर्टल पर प्रस्तुत किया जाएगा, (3) लाइसेंस के नवीकरण के लिए प्रतिभूति जमा और प्रभार्य फीस नियम 82 के अधीन लाइसेंस प्रदान करने के लिए समान होगा: परंतु यह कि यदि नवीकरण के लिए आवेदन उप-नियम (2) में विनिर्दिष्ट समय के भीतर प्राप्त नहीं होता है, तो इस तरह के नवीकरण के लिए पच्चीस प्रतिशत का अतिरिक्त फीस देय होगी। (4) उत्तर प्रदेश जनहित गारंटी अधिनियम, 2011 (उत्तर प्रदेश अधिनियम संख्या 3 सन् 2011) में विनिर्दिष्ट अवधि के भीतर लाइसेंस का नवीकरण करना संबंधित प्राधिकारी का उत्तरदायित्व होगा, जिसमें विफल रहने पर ऐसे लाइसेंस का नवीकरण किया गया माना जाएगा

		और लाइसेंस के नवीनीकरण का प्रमाण पत्र पोर्टल द्वारा स्वतः तैयार किया जाएगा।
धारा 48 की उप-धारा (4) के अधीन संविदाकार का उत्तरदायित्व	88.	(1) संविदा श्रमिकों को मजदूरी के भुगतान के लिए संविदकार का उत्तरदायित्व मजदूरी संहिता, 2019 (अधिनियम संख्या 29 सन् 2019) और तद्धीन बनायी गयी नियमावली मे नियोजक की तरह होगी। (2) संविदकार अधिष्ठान के प्रधान नियोजक को ऐसे भुगतान की तारीख से सात दिनों के भीतर मजदूरी का विवरण और मजदूरी के रजिस्टर की प्रति उपलब्ध कराएगा। (3) जहां धारा 55 की उपधारा (2) के परंतुक के अधीन, धारा 55 की उप-धारा (2) में विनिर्दिष्ट मोड में भुगतान का संवितरण करना व्यावहारिक नहीं है, वहां भुगतान इलेक्ट्रॉनिक रूप से या अन्यथा नामिनर्दिष्ट प्राधिकारी या निरीक्षक-सह-सुविधाप्रदाता को पूर्व सूचना के साथ प्रधान नियोजक के प्राधिकृत प्रतिनिधि की उपस्थिति में सख्ती से किया जाएगा। (4) प्रत्येक लाइसेंसधारी/संविदाकार इस संबंध में केन्द्रीय या राज्य सरकार द्वारा बनाए गए सभी श्रम संहिताओं और अन्य श्रम विधियों और नियमों का पालन करने के लिए उत्तरदायी होगा, जैसा भी लागू हो। (5) लाइसेंसधारी/संविदाकार उन निबंधन और शर्तों का पालन करने के लिए उत्तरदायी होगा जिनके अधीन उसे लाइसेंस प्रदान किया गया है। (6) सभी संविदा श्रमिकों को सामाजिक सुरक्षा संहिता, 2020 (अधिनियम 36 सन् 2020) के संबंधित उपबंधों के अधीन लागू होने के अधीन कर्मचारी भविष्य निधि संगठन और कर्मचारी राज्य बीमा निगम का सदस्य बनाया जाएगा। (7) संविदाकार श्रमिकों की संख्या या कार्य की शर्तों में किसी भी बदलाव को इलेक्ट्रॉनिक रूप से लाइसेंसिंग प्राधिकारी को सूचित करेगा। (8) यदि किसी स्थिति में, संविदाकार संहिता और तद्धीन बनायी गयी नियमावली के उपबंधों का पालन करने में विफल रहता है या अन्य श्रम विधियों का उल्लंघन करता है, तो प्राधिकारी उसका लाइसेंस रद्द कर सकेगा और प्रतिभूति राशि जब्त कर सकेगा। प्राधिकारी ऐसे संविदाकार के विरुद्ध उचित कार्यवाही करने के लिए अधिकारिता प्राप्त निरीक्षक-सह-सुविधाप्रदाता को निदेश भी दे सकता है।
धारा 50 की उप-धारा (1) के अधीन कार्य आदेश की सूचना और सूचना की समय सीमा	89.	(1) जब कोई संविदाकार किसी अधिष्ठान से या तो अधिष्ठान में संविदा श्रमिकों की आपूर्ति करने के लिए या अधिष्ठान में संविदा श्रमिकों के माध्यम से निष्पादित करने के लिए कार्य आदेश प्राप्त करता है, तो वह इस तरह के आदेश की प्राप्ति की तारीख से पंद्रह दिनों के भीतर इलेक्ट्रॉनिक रूप से या अन्यथा या राज्य सरकार के श्रम विभाग के सरकारी पोर्टल के माध्यम से प्रपत्र-28 में संहिता की धारा 119 के अधीन नियुक्त प्राधिकारी को सूचित करेगा। (2) कार्य आदेश का विवरण संविदाकारया उसके प्राधिकृत प्रतिनिधि द्वारा

		भेजा जाएगा। (3) सूचना वेब-पोर्टल पर इलेक्ट्रॉनिक रूप से या अन्यथा संबंधित नामनिर्दिष्ट प्राधिकारी और अधिकारिता वाले निरीक्षक-सह-सुविधाप्रदाता को भेजी जाएगी।
धारा 50 की उप-धारा (2) के अधीन उपयुक्त सरकार को सूचित करने में विफलता के मामलों में लाइसेंस के निलंबन या रद्द करने की रीति	90.	जहां संविदाकार उपरोक्त सूचना देने में विफल रहता है, नामनिर्दिष्ट प्राधिकारी कम से कम पंद्रह दिनों का कारण बताओ नोटिस देने के बाद और उसे सुनवाई का उचित अवसर देने के बाद, इलेक्ट्रॉनिक रूप से या अन्यथा लाइसेंस को निलंबित या रद्द कर सकता है।
धारा 52 की उप-धारा (1) के अधीन अपील	91.	अपीलीय प्राधिकारी संहिता की धारा 52 की उप-धारा (1) के अधीन श्रम आयुक्त, उत्तर प्रदेश होगा।
धारा 55 की उप-धारा (1) के अधीन मजदूरी के भुगतान के लिए मजदूरी की अवधि	92.	(1) संविदाकार मजदूरी की अवधि तय करेगा जिसके संबंध में मजदूरी संदेय होगी और कोई भी मजदूरी अवधि एक महीने से अधिक नहीं होगी। (2) किसी अधिष्ठान में या संविदाकार द्वारा संविदा श्रमिक के रूप में नियोजित प्रत्येक व्यक्ति की मजदूरी का भुगतान मजदूरी संहिता, 2019 (अधिनियम संख्या 29 सन् 2019) और उसके तद्धीन बनायी गयी नियमावली के उपबंधो के अनुसार किया जाएगा। (3) मजदूरी केवल बैंक अतंरण या इलेक्ट्रॉनिक मोड के माध्यम से वितरित की जाएगी।
धारा 55 की उप-धारा (2) के अधीन उन संविदा श्रमिकों को भुगतान का रीति जहां बैंक अतंरण या इलेक्ट्रॉनिक मोड संभव नहीं है।	93.	(1) जहां धारा 55 की उप-धारा (2) के परंतुक के अधीन, धारा 55 की उप-धारा (2) में विनिर्दिष्ट मोड में भुगतान का संवितरण करना व्यावहारिक नहीं है, वहां भुगतान प्रधान नियोजक के प्राधिकृत प्रतिनिधि की उपस्थिति में इलेक्ट्रॉनिक रूप से या अन्यथा अधिकतम दो महीने की अवधि तक या उनके बैंक खाते के खुलने तक अनिवार्य रूप से जो भी पहले हो। किया जाएगा, (2) संविदाकार कर्मकारों को अपने बैंक खाते खोलने की सुविधा प्रदान करेगा। (3) यह सुनिश्चित करना प्रधान नियोजक का उत्तरदायित्व होगा कि किसी भी कर्मकार को उप-नियम (1) के उपबंधों के उल्लंघन में, अधिकतम समय सीमा से परे भुगतान नहीं किया जाता है।
यदि संविदाकारधारा 55 की उप-धारा (4) के अधीन भुगतान करने में विफल रहता है, तो प्रतिभूति से	94.	(1) यदि संविदाकार या प्रधान नियोजक अपने द्वारा नियोजित संविदा श्रमिकों को मजदूरी का भुगतान नहीं करता है, तो नामनिर्दिष्ट प्राधिकारी जांच करेगा या करवाएगा और सुनवाई का अवसर देने के बाद, संविदाकार को प्रतिभूति जमा के रूप में संविदाकार द्वारा जमा

संविदा श्रमिकों को मजदूरी के भुगतान की रीति		की गई राशि से ऐसी मजदूरी, यदि कोई हो, का भुगतान करने का आदेश पारित करेगा। (2) संविदाकार पंद्रह दिनों की अवधि के भीतर सुरक्षा जमा को फिर से प्रस्तुत करेगा या अन्यथा, उसका लाइसेंस निलम्बन या निरस्त किये जाने हेतु दायी होगा।
धारा 56 के अधीन अनुभव प्रमाण पत्र	95.	संबंधित प्रत्येक संविदाकार संविदा श्रमिक को अपने लेटर हेड पर अपने हस्ताक्षर और मुहर के साथ प्रपत्र -31 में मांग पर अनुभव प्रमाण पत्र जारी करेगा, जिसमें ऐसे संविदा श्रमिकों द्वारा अवधि, किए गए कार्य, विभिन्न क्षेत्रों में प्राप्त अनुभव जैसे प्रमुख बिंदुओं का उल्लेख किया जाएगा।
धारा 57 की उपधारा (2) के खंड (क) और (ख) के अधीन मुख्य गतिविधि की घोषणा के लिए आवेदन का प्रपत्र और रीति	96.	(1) यदि कोई प्रश्न उठता है कि क्या किसी अधिष्ठान की कोई गतिविधि मुख्य गतिविधि है या अन्यथा, तो पीड़ित पक्ष संहिता की धारा 57 (2) (क) के अधीन नियुक्त अधिकारी को प्रपत्र -32 में आवेदन कर सकता है। (2) उक्त आवेदन में विचाराधीन गतिविधि और अधिष्ठान की विनिर्माण प्रक्रियाओं का पूरा विवरण होगा। (3) इस तरह के आवेदन में ऐसा आवेदन करने का औचित्य भी शामिल होगा। (4) आवेदन ऐसे दस्तावेजों के साथ किया जाएगा जो आवेदक द्वारा आवश्यक समझा जाय। (5) जहां राज्य सरकार ऐसे किसी प्रश्न को स्वत: *संदर्भित* करती है या धारा 57 की उपधारा (2) के खंड (क) के अधीन नामनिर्दिष्ट प्राधिकारी को आवेदन भेजती है, वहां ऐसा नामनिर्दिष्ट प्राधिकारी ऐसे प्रश्न या आवेदन की प्राप्ति की तारीख से दो माह की अवधि के भीतर राज्य सरकार को एक रिपोर्ट भेजेगा और तत्पश्चात् राज्य सरकार ऐसी रिपोर्ट प्राप्त होने की तारीख से दो माह के भीतर प्रश्न पर विनिश्यच करेगी।

भाग- दो
अंतर्राज्यिक प्रवासी कर्मकार

धारा 61 के अधीन पात्रता, आवधिकता, यात्रा की श्रेणी और यात्रा भत्ते से संबंधित मामलों की न्यूनतम सेवा	97.	(1) नियोजक अंतर्राज्यिक प्रवासी कर्मकार को ट्रेन से (द्वितीय श्रेणी के स्लीपर से कम नहीं) या बस द्वारा या गृह राज्य में निवास स्थान तक यात्री परिवहन के किसी अन्य साधन से आने-जाने के लिए किराए के रूप में एकमुश्त उचित राशि का भुगतान करेगा, यदि उसने पिछले बारह महीनों में संबंधित अधिष्ठान में अन्यून 180 दिनों की अवधि के लिए काम किया है। इस तरह की राशि का भुगतान अंतर्राज्यिक प्रवासी कर्मकार को निम्नलिखित स्थितियों में किया जाएगा: - (क) किसी भी कारण से नियोजन की अवधि की समाप्ति से पहले उसकी सेवा की समाप्ति पर; (ख) किसी रजिस्ट्रीकृत चिकित्सक द्वारा विधिवत प्रमाणित चोट या

		निरंतर बीमार स्वास्थ्य के कारण आगे के नियोजन के लिए उसे असक्षम होने पर; (ग) ऐसे अधिष्ठान में कार्य बंद होने के संबंध में जो प्रवासी कामगार की ओर से किसी गलती के कारण नहीं है; और (घ) संविदाकार द्वारा अपने नियोजन के निबंधन और शर्तों को पूरा न करने के कारण सेवा से उनके त्यागपत्र पर। (2) यदि प्रवासी कर्मकार छह माह से अधिक समय से कार्यरत है, तो उसे प्रत्येक छह माह की समाप्ति के बाद रोजगार के स्थान से निवास स्थान तक आने-जाने की यात्रा के लिए यात्रा भत्ता दिया जाएगा। (3) जहां तक संभव हो यात्रा भत्ते का भुगतान प्रधान नियोजक द्वारा इलेक्ट्रॉनिक रूप से किया जाएगा,
धारा 62 के अधीन अतंर्राज्यिक प्रवासी कर्मकारों के लिए लाभार्थी योजनाएं	98.	(1) यदि कोई अतंर्राज्यिक प्रवासी कर्मकार उत्तर प्रदेश राज्य में सार्वजनिक वितरण प्रणाली का लाभ उठाने का विकल्प चुनता है, तो संबंधित जिले में कार्य कर रहे खाद्य और नागरिक आपूर्ति विभाग या अन्य विभाग या प्राधिकरण, जैसा कि राज्य सरकार द्वारा विनिर्दिष्ट किया गया है, उन्हें विभाग या प्राधिकरण की योजना के अनुसार खाद्यान्न और अन्य सुविधाएं प्रदान करेगा। (2) उप-नियम (1) और (2) के प्रयोजन के लिए, राज्य सरकार और बोर्ड, यथास्थिति, अपना तंत्र और प्रक्रिया तैयार कर सकते हैं।
धारा 63 के अधीन टोल फ्री हेल्पलाइन नंबर	99.	(1) श्रम आयुक्त, उत्तर प्रदेश प्रवासी श्रमिकों के प्रश्नों और शिकायतों को दूर करने के लिए राज्य सरकार द्वारा यथा अवधारित रीति से अतंर्राज्यिक प्रवासी कर्मकारों के लिए एक टोल-फ्री हेल्पलाइन स्थापित करेगा। (2) टोल-फ्री नंबर पर कॉलों का रिकॉर्ड इलेक्ट्रॉनिक रूप से ऐसे प्रपत्र और प्रारूप में रखा जाएगा जैसा कि निमित्त श्रम आयुक्त द्वारा विनिदष्ट किया जाय।
धारा 64 के अधीन अतंर्राज्यिक प्रवासी कर्मकार का अध्ययन	100.	(1) राज्य सरकार किसी भी समय, जैसा वह आवश्यक समझे, या यदि केन्द्रयी सरकार द्वारा निदेशित हो, अतंर्राज्यिक प्रवासी कर्मकार की सुरक्षा, स्वास्थ्य और कल्याण को बढ़ावा देने के लिए उत्तर प्रदेश राज्य या उत्तर प्रदेश राज्य से अतंर्राज्यिक प्रवासी कर्मकारों का अध्ययन कर सकेगी। (2) ऐसे अध्ययन की रीति, अध्ययन दल की संरचना और अन्य मामले ऐसे होंगे जो राज्य सरकार द्वारा विनिश्चय किये जाएं। (3) जहां कहीं आवश्यक हो, राज्य सरकार विशेषज्ञ संगठनों और अतंर्राज्यिक प्रवासी कर्मकारों की सुरक्षा, स्वास्थ्य और कल्याण में सम्मिलित विभिन्न हितधारकों से भी परामर्श कर सकती है।

दृश्य- श्रव्य कर्मकार

धारा 66 की उप-धारा (2) के अधीन दृश्य-श्रव्य कर्मकार और दृश्य- श्रव्य कार्यक्रम के निर्माता या संविदाकार के बीच करार	101.	(एक) दृश्य-श्रव्य कर्मकार, दृश्य-श्रव्य कार्यक्रम के निर्माता या संविदकार, यदि कोई हो, के बीच करार प्रपत्र -33 में होगा। (दो) इस तरह के करार में निम्नलिखित विवरण सम्मिलित होंगे: - (क) दृश्य-श्रव्य कार्यक्रम का नाम; (ख) निर्माता और संविदाकार का नाम और पता (यदि कोई हो); (ग) दृश्य-श्रव्य कर्मकार का नाम और पता; (घ) दृश्य-श्रव्य कर्मकार के नियोजन की प्रकृति; (ङ) नियोजन की अवधि; तथा (च) नियोजन के नियम और शर्तें जैसे मजदूरी और अन्य लाभ, स्वास्थ्य और कार्य करने की स्थिति, सुरक्षा, कार्य के घंटे, कल्याण सुविधाएं, विवाद समाधान प्रक्रिया या तंत्र, जो संहिता में दृश्य-श्रव्य कर्मकार की पात्रता से कम नहीं होंगी। (3) यदि ऐसे दृश्य-श्रव्य कर्मकार भविष्य निधि का लाभ प्रदान करने के लिए तत्समय लागू अधिनियम के उपबंध के अधीन आच्छादित हैं, तो ऐसे करार की एक प्रति दृश्य-श्रव्य कार्यक्रम के निर्माता द्वारा केन्द्रीय सरकार के संबंधित भविष्य निधि प्राधिकारियों को अग्रेषित की जाएगी।
विवाद समाधान तंत्र, गठन और प्राधिकारियों के अन्य विवरण	102.	विवाद समाधान तंत्र, प्रक्रिया और प्राधिकरणों और न्यायालयों का गठन औद्योगिक संबंध संहिता, 2020 (अधिनियम संख्या 35 सन् 2020) और राज्य सरकार द्वारा तद्धीन बनायी गयी नियमावली में प्रदान किया गया है।

भाग-चार
बीड़ी और सिगार कर्मकार

धारा 74 की उप-धारा (2) के अधीन लाइसेंस प्रदान करने के लिए आवेदन का प्रपत्र	103.	(1) धारा 74 की उपधारा (2) के अधीन किसी स्थान या परिसर को औद्योगिक परिसर के रूप में उपयोग करने या उपयोग करने की अनुमति देने के लिए लाइसेंस के लिए प्रत्येक आवेदन राज्य सरकार के सरकारी पोर्टल पर प्रपत्र-34 में इलेक्ट्रॉनिक रूप से किया जाएगा। (2) आवेदन के साथ योजनाओं को जिसमें निम्नलिखित दर्शित हो, दिखाया जाएगा, - (क) ऐसे स्थान या परिसर की साइट, विनिर्माण प्रक्रियाओं के लिए उपयोग किए जाने वाले क्षेत्र और ऐसे स्थान या परिसर के तत्काल परिवेश, जिसमें आसन्न भवन, संरचनाएं, सड़कें, नालियां और ऐसी अन्य संरचनाएं सम्मिलित हैं; तथा (ख) प्राकृतिक प्रकाश व्यवस्था, संवातन, आग लगने की स्थिति में भागने के साधन, संयंत्र और मशीनरी की स्थिति, यदि कोई हो, उपयोग किए गए,

<table>
<tr><td></td><td></td><td>गलियारों और मार्ग-मार्गों से संबंधित विवरण, या विभिन्न भवनों के सम्बंध जो विनिर्माण प्रक्रियाओं के लिए उपयोग किए जाने हेतु आशयित है, की योजना, ऊंचाई और आवश्यक क्रॉस-सेक्शन का विवरण।
(3) ऐसा लाइसेंस प्रदान करने से पूर्व प्राधिकारी इस बात पर भी विचार करेगा कि क्या किसी औद्योगिक परिसर के स्थल में परिवर्तन किए जाने का प्रस्ताव है या क्या आवेदक द्वारा आवेदन की तारीख से ठीक पहले बारह माह की अवधि के दौरान औद्योगिक परिसर को बंद कर दिया गया है ताकि श्रमिकों के हितों पर प्रतिकूल प्रभाव डाला जा सके।
(4) नियम 109 के उप-नियम (1) के अधीन यथा विनिर्दिष्ट लाइसेंस प्रदान करने या नवीकरण के लिए फीस का भुगतान इस प्रयोजन हेतु विनिर्दिष्ट पोर्टल के माध्यम से इलेक्ट्रानिक रूप से किया जाएगा
(5) आवेदन प्रपत्र -35 में धारा 74 की उप-धारा (4) के अधीन नियोजक की सकारात्मक घोषणा के साथ संलग्न किया जाएगा।</td></tr>
<tr><td></td><td></td><td></td></tr>
<tr><td>धारा 74 की उप-धारा (2) के अधीन लाइसेंस प्रदान करने या नवीकरण के लिए फीस</td><td>104.</td><td>(1) लाइसेंस प्रदान करने या नवीकरण के लिए भुगतान की जाने वाली फीस नीचे दी गई सारणी में यथाविनिर्दिष्ट होगी:
<table>
<tr><td></td><td>वित्तीय वर्ष के दौरान किसी भी दिन नियोजित किए जाने वाले प्रस्तावित कर्मचारियों की संख्या</td><td>फीस (रुपये में)</td></tr>
<tr><td>(क)</td><td>बीस से अधिक नहीं है</td><td>500</td></tr>
<tr><td>(ख)</td><td>बीस से अधिक लेकिन पचास से अधिक नहीं</td><td>1000</td></tr>
<tr><td>(ग)</td><td>पचास से अधिक लेकिन सौ से अधिक नहीं</td><td>1500</td></tr>
<tr><td>(घ)</td><td>सौ से अधिक</td><td>2000</td></tr>
</table>
(2) अनुलिपि लाइसेंस प्रदान करने के लिए भुगतान किया जाने वाली फीस एक सौ रुपये होगी।
(3) यदि प्राधिकारी धारा 74 के अधीन कोई लाइसेंस प्रदान करने या उसका नवीकरण करने से इन्कार करता है, तो उसके लिए भुगतान की गई फीस वापस नहीं की जाएगी।</td></tr>
<tr><td></td><td></td><td></td></tr>
<tr><td>धारा 119 और धारा 74 की उप-धारा (3) के अधीन लाइसेंस के लिए आवेदन के संबंध में सूचना और स्थल योजना</td><td>105.</td><td>यदि बीड़ी और सिगार अधिष्ठान का अधिभोगी/नियोजक संहिता की धारा 119 के उपबंधों के अधीन लाइसेंस प्राप्त करना चाहता है, तो वह उस स्थान या परिसर में दिन के किसी भी समय नियोजित किए जाने वाले कर्मचारियों की अधिकतम संख्या का उल्लेख करेगा और प्रपत्र-34 में उपयोग किए जाने वाले स्थल या परिसर की योजना को संलग्न करेगा,</td></tr>
<tr><td></td><td></td><td></td></tr>
<tr><td>धारा 74 की उप-धारा (4) के अधीन लाइसेंस के निबंधन और शर्तें</td><td>106.</td><td>धारा 74 के अधीन प्रदान या नवीकृत प्रत्येक लाइसेंस निम्नलिखित शर्तों के अध्यधीन होगा, अर्थात्: -
(क) विनिर्माण प्रक्रिया केवल औद्योगिक परिसर के उस हिस्से में की जाएगी जिसे लाइसेंस में ऐसे प्रयोजन के लिए विनिर्दिष्ट किया गया है;</td></tr>
</table>

		(ख) औद्योगिक परिसरों में नियोजित कर्मचारियों की अधिकतम संख्या किसी भी तारीख को लाइसेंस में विनिदष्ट संख्या से अधिक नहीं होगी; (ग) लाइसेंस में विनिर्दिष्ट नहीं की गई विद्युत चालित मशीनरी, परिसर में विनिर्माण प्रक्रिया में उपयोग नहीं की जाएगी; (घ) लिखित रूप में प्राधिकरण की पूर्व अनुमति के बिना, औद्योगिक परिसर का विस्तार नहीं किया जाएगा और समान अनुमति के बिना ऐसे परिसर में किसी भवन में कोई संरचनात्मक परिवर्तन नहीं किया जाएगा; (ड़) लाइसेंस अतंरणीय नहीं होगा; (च) नियमावली मं यथाबंधित के सिवाय, लाइसेंस के प्रदान या नवीकरण, जैसा भी मामला हो, के लिए भुगतान किया गया फीस, अप्रतिदाय होगी।
धारा 74 की उप-धारा (4) के अधीन लाइसेंस प्रदान करना और नवीकरण	107.	एक. यदि प्राधिकारी लाइसेंस प्रदान करने के लिए आवेदन के विवरण के बारे में संतुष्ट है, तो वह उत्तर प्रदेश जनहीत गारंटी अधिनियम, 2011 (उत्तर प्रदेश अधिनियम संख्या 3 सन् 2011) में यथाविनिर्दिष्ट अवधि के भीतर इलेक्ट्रॉनिक रूप से प्रपत्र -36 पर लाइसेंस का प्रमाण पत्र जारी करेगा , जिसमें विफल रहने पर ऐसा लाइसेंस प्रदान किया गया माना जाएगा और लाइसेंस प्रदान करने का प्रमाण पत्र पोर्टल द्वारा स्वतः तैयार किया जाएगा।
धारा 74 की उपधारा (4) के खंड (ड़) के अधीन कल्याणकारी उपाय	108.	लाइसेंस प्रदान करते समय या लाइसेंस का नवीकरण करते समय, लाइसेंसिंग प्राधिकारी यह सुनिश्चित करेगा कि बीड़ी और सिगार अधिष्ठान के अधियोगी ने परिक्षेत्र में श्रमिकों के कल्याण और जनता के हित के संबंध में निम्नलिखित उपबंध किए हैं: - (क) स्वच्छता (1) प्रत्येक औद्योगिक परिसर में, - (क) गंदगी और कचरे के संचय को दैनिक रूप से फर्श और कार्यकक्षों के मार्ग और सीढ़ियों और मार्गों से झाड़ू लगाकर या किसी अन्य प्रभावी तरीके से हटाया जाएगा और उपयुक्त तरीके से निपटाया जाएगा; (ख) प्रत्येक कार्य-कक्ष के फर्श को हर सप्ताह में कम से कम एक बार धोकर, कीटाणुनाशक का उपयोग करके, जहां आवश्यक हो, या किसी अन्य प्रभावी विधि से साफ किया जाना चाहिए; (ग) दीवारों और विभाजनों के अंदर, छत, कमरों और दीवारों, साइड और सीढ़ियों सभी के अंदर, - (एक) जहां उन्हें पेंट या वार्निश किया जाता है या जहां उनकी चिकनी अभेद्य सतह होती है, वहां चौदह महीने की हर अवधि में कम से कम एक बार ताजे पानी से साफ किया जायेगा और सुखाया जायेगा; (दो) जहां उन्हें पेंट या वार्निश किया जाता है, पांच साल की हर अवधि में कम से कम एक बार फिर से पेंट किया जायेगा या फिर

		से वार्निश किया जायेगा; (तीन) किसी अन्य मामले में, प्रत्येक बारह महीने में कम से कम एक बार सफेदी या रंगीन धुलाई जानी चाहिए। (2) उप-नियम (1) के अधीन जिन तिथियों पर सफेदी, रंग धुलाई, वार्निशिंग, पेंटिंग या सफाई की गई थी, का अभिलेख, जैसा भी मामला हो, नियोजक द्वारा प्रपत्र-37 में रखे गए रजिस्टर में दर्ज किया जाएगा। (ख) संवातन- औद्योगिक परिसर के प्रत्येक कार्यकक्ष या हॉल में, ताजी हवा की निरंतर आपूर्ति को स्वीकार करने के लिए पर्याप्त संख्या में खिड़कियां और संवातन के अन्य रूपों की व्यवस्था की जाएगी ताकि ऐसे कमरे या हॉल के अंदर का वातावरण आरामदायक और धूल, धुएं और अन्य अशुद्धता से मुक्त रहे। (ग) शौचालय और मूत्रालय- (1) प्रत्येक औद्योगिक परिसर में प्रत्येक बारह पुरुष कर्मचारियों के लिए अलग-अलग एक शौचालय और मूत्रालय सीट की दर से शौचालय और मूत्रालय स्थल उपलब्ध कराया जाएगा: परन्तु यह कि जहां ऐसे पुरुष कर्मचारियों की संख्या सौ से अधिक हो तो यह पर्याप्त होगा यदि पहले सौ तक प्रत्येक पच्चीस पुरुष कर्मचारियों के लिए एक शौचालय की सीट हो और उससे अधिक में प्रत्येक पचास के लिए एक सीट हो। *स्पष्टीकरण--इस* उप-नियम के उपबंधों के अनुसार अपेक्षित सीटों की संख्या की गणना करने में, बीस, पच्चीस या पचास से कम कर्मचारियों की कोई पुरानी संख्या, जैसा भी मामला हो, बीस, पच्चीस या पचास के रूप में गिना जाएगा। (2) जहां महिला कर्मचारी किसी औद्योगिक परिसर में कार्यरत हैं, वहां उनके लिए उपर्युक्त उप-नियम खंड (1) में पुरुष कर्मचारियों के लिए विनिर्दिष्ट पैमाने के अनुसार पृथक शौचालय और मूत्रालय स्थल उपलब्ध कराए जाएंगे। (3) प्रत्येक शौचालय ढका हुआ होगा और शौचालय और मूत्रालय में प्रत्येक सीट को इस तरह से विभाजित किया जाएगा कि गोपनीयता सुरक्षित हो और प्रत्येक विभाजन में एक निजी दरवाजा और बन्धन होगा। (4) जहां सभी लिंगों के कर्मचारी किसी औद्योगिक परिसर में कार्यरत हैं, वहां प्रत्येक शौचालय और मूत्रालय ब्लॉक के बाहर हिंदी में और अधिकांश कर्मचारियों द्वारा समझी जाने वाली भाषा में "केवल पुरुषों के लिए" या, जैसा भी मामला हो, "केवल महिलाओं के लिए" रूप में पठनीय नोटिस और इस तरह के नोटिस पर एक पुरुष या एक महिला,

		जैसा भी मामला हो का चित्र भी होगा, (5) जहां पाइप से पानी की आपूर्ति उपलब्ध है, शौचालयों और मूत्रालयों में या उसके आस-पास पर्याप्त संख्या में पानी के नल आसानी से सुलभ कराए जाएंगे और जहां पानी की निरंतर आपूर्ति नहीं है, ऐसे शौचालयों और मूत्रालयों में या उसके आस-पास धोने के प्रयोजनों के लिए डिब्बे के साथ पानी की टंकी उपलब्ध कराई जाएगी। (6) जब किसी विशेष इलाके में सुनिश्चित जल आपूर्ति के साथ भूमिगत सीवेज की कोई सामान्य प्रणाली प्रदान की जाती है या मौजूद होती है, तो सेप्टिक टैंक शौचालय के अलावा ऐसे इलाके में एक औद्योगिक परिसर में सभी शौचालय और मूत्रालय ऐसे निकटतम सीवेज सिस्टम से जुड़े होंगे। (7) प्रत्येक शौचालय और मूत्रालय की दीवारों, छतों और विभाजनों को सफेदी से धोया या रंग से धोया जाएगा और इसे चार महीने की हर अवधि में कम से कम एक बार दोहराया जाएगा। जिन तारीखों को डिटर्जेंट और कीटाणुनाशकों से धोने या रंग-धुलाई की जाती है, वे तारीखें, जैसा भी मामला हो, नियोजक द्वारा प्रपत्र-37 में अनुरक्षित रजिस्टर में अभिलिखित किया जाएगा: परंतु यह कि, उप-नियम (7) में कुछ भी शौचालय या मूत्रालय या ऐसी दीवारों, छत और विभाजनों के किसी भी हिस्से की दीवार और छत के संबंध में लागू नहीं होगा, जो चमकती हुयी टाइलों में बिछाया गया है या अन्यथा एक चिकनी-पॉलिश की गई अभेद्य सतह दिखने के लिए फिनिश की गयी है, लेकिन ऐसी दीवारों, छत, विभाजन या उसके कुछ हिस्सों को चार महीने की हर अवधि में कम से कम एक बार उपयुक्त डिटर्जेंट और कीटाणुनाशक से धोया जाएगा। (8) अपशिष्ट या गंद पानी ले जाने के लिए औद्योगिक परिसर में सभी नालियों का निर्माण चिनाई या अन्य अनुमन्य सामग्री से किया जाएगा और ऐसी नालियों को उपयुक्त जल निकासी लाइनों से जोड़कर नियमित रूप से फ्लश और बहि:स्राव का निपटान किया जाएगा: परंतु यह कि जहां ऐसी कोई जल निकासी लाइन नहीं है, वहां बहिस्राव को अहानिकर बनाने के लिए दुर्गंधमुक्त दूर किया जाएगा और फिर उसका निपटान किया जाएगा। (घ) धुलाई की सुविधाएं- (1) प्रत्येक औद्योगिक परिसर में तम्बाकू के सम्मिश्रण और छानने या गर्म चूल्हे में बीड़ी को गर्म करने में लगे कर्मचारियों के उपयोग के लिए, धोने के लिए पर्याप्त और उपयुक्त सुविधाएं प्रदान की जाएंगी जिनमें साबुन और नेल ब्रश या सफाई के अन्य उपयुक्त साधन सम्मिलित होंगे और ऐसी सुविधाएं सुविधाजनक, सुलभ और स्वच्छ एवं व्यवस्थित स्थिति में उपलब्ध कराई जाएंगी। (2) यदि महिला कर्मचारी किसी औद्योगिक परिसर में कार्यरत हैं, तो

		पुरुष कर्मचारियों के संबंध में खंड (1) या खंड (2)(1) में विनिर्दिष्ट की तरह अलग से धुलाई सुविधाएं ऐसी महिला कर्मचारियों के लिए संलग्न या बंद स्थानों में इस प्रकार प्रदान की जाएंगी कि ऐसे स्थानों के आंतरिक भाग किसी भी स्थान से दिखाई न दें जहां पुरुष कर्मचारी कार्य करते हैं या गुजरते हैं और ऐसे प्रत्येक स्थान पर प्रवेश बोल्ड और सुस्पष्ट अक्षरों में "केवल महिलाओं के लिए" के रूप में पठनीय अधिकांश कर्मचारियों द्वारा समझी जाने वाली भाषा में एक नोटिस लगायी जायेगी और इस तरह के नोटिस पर एक महिला की तस्वीर भी होगी। (3) खंड (1) या खंड (2) के अधीन धुलाई सुविधाओं के प्रयोजनों के लिए पानी की आपूर्ति ऐसी होगी जो औद्योगिक परिसर में कार्यरत प्रत्येक व्यक्ति के लिए प्रति दिन कम से कम 27.3 लीटर प्रदान करती हो और ऐसा पानी एक स्वच्छ स्रोत से लिया जाएगा: परंतु यह कि जहां एक निरीक्षक-सह-सुविधाप्रदाता संतुष्ट हो जाता है कि इस उप-नियम के अधीन विनिर्दिष्ट पैमाने के अनुसार पानी की आपूर्ति उपलब्ध कराना व्यावहारिक नहीं है, तो वह लिखित रूप में एक प्रमाण पत्र द्वारा कम मात्रा की आपूर्ति की अनुमति दे सकता है जो किसी भी स्थिति में प्रत्येक कर्मचारी के लिए प्रति दिन 4.5 लीटर से कम नहीं होगी। (ड़) शिशुकक्ष- (1) प्रत्येक औद्योगिक परिसर में, जिसमें तीस या अधिक श्रमिक कार्यरत हैं या पिछले बारह महीनों के किसी भी दिन नियोजित थे, नियोजक इस नियमावली में निर्धारित मानकों के अनुसार, उनके छह वर्ष की आयु तक बच्चों के उपयोग के लिए एक शिशुकक्ष या शिशुकक्षों का उपबंध करेगा और अनुरक्षण करेगा, (2) शिशु कक्ष निम्नलिखित मानकों के अनुरूप होगा, अर्थात्: - (क) शिशुकक्ष उसमें समायोजित बच्चों की माताओं के लिए सुविधाजनक रूप से सुलभ होगा और जहां तक यथोचित रूप से व्यावहारिक हो, यह औद्योगिक परिसर के किसी भी हिस्से के करीब स्थित नहीं होगा जहां अप्रिय धुआं, धूल या गंध छोड़ी जाती है; (ख) शिशुकक्ष के रूप में उपयोग किए जाने वाले कमरे या कमरों का निर्माण अच्छी तरह से किया जाएगा और उसकी दीवारें और छत गर्मी प्रतिरोधी सामग्री की होगी और जलरोधी होगी; (ग) 1.2 मीटर की ऊंचाई तक शिशुकक्ष के फर्श और आंतरिक दीवारों को इस तरह से बनायी या फिनिश किया जाएगा कि एक चिकनी अभेद्य सतह प्रदान की जा सके; (घ) शिशुकक्ष के रूप में उपयोग किए जाने वाले प्रत्येक कमरे की ऊंचाई फर्श से छत के सबसे निचले हिस्से तक 3.7 मीटर से कम नहीं होनी चाहिए और प्रत्येक बच्चे को उसमें समायोजित करने के लिए 1.9 वर्ग

		मीटर से कम फर्श क्षेत्र नहीं होना चाहिए; (ड़) ताजी हवा के संचलन द्वारा पर्याप्त संवातन को सुरक्षित करने और बनाए रखने के लिए शिशुकक्ष के हर हिस्से में प्रभावी और उपयुक्त उपबंध किया जाएगा; (च) शिशुकक्ष को पर्याप्त रूप से सज्जित और सुसज्जित किया जाएगा और विशेष रूप से निम्नलिखित उपलब्ध कराया जाएगा,- (एक) दो वर्ष से अधिक के प्रत्येक बच्चे के लिए, एक उपयुक्त बिस्तर; (दो) दो वर्ष से अधिक आयु के प्रत्येक बच्चे के लिए, आवश्यक बिस्तर के साथ एक उपयुक्त खाट या पालना; (तीन) प्रत्येक मां के उपयोग के लिए कम से कम एक कुर्सी या अन्य पर्याप्त समान बैठने की व्यवस्था, जब वह बच्चे को दूध पिला रही हो या उसकी देखभाल कर रही हो; तथा (चार) बड़े बच्चों के लिए उपयुक्त खिलौनों की पर्याप्त आपूर्ति। (छ) बच्चों और उनके कपड़ों को धोने के लिए एक शिशुकक्ष में या उसके आस-पास एक उपयुक्त वाशिंग रूम होगा और ऐसा कमरा निम्नलिखित मानकों के अनुरूप होगा, अर्थात्: - (एक) 0.9 सेमी की ऊंचाई तक के कमरे के फर्श और आंतरिक दीवारों को इस तरह से बनाया या समाप्त किया जाएगा कि एक चिकनी अभेद्य सतह प्रदान की जा सके; (दो) कमरे को पर्याप्त रूप से बनाया और संवातित किया जाएगा और फर्श को प्रभावी ढंग से सूखा और साफ सुथरा रखा जाएगा; (तीन) धुलाई के लिए पानी की आपूर्ति एक स्वच्छ स्त्रोत से होगी और यदि संभव हो तो नल के माध्यम से होगी; (चार) प्रत्येक बच्चे के लिए प्रति दिन कम से कम 22.7 लीटर पानी की आपूर्ति उपलब्ध कराई जाएगी; (पांच) प्रत्येक बच्चे के उपयोग के लिए लेबल के साफ कपड़े, साबुन और साफ तौलिये की पर्याप्त आपूर्ति की जाएगी; (ज) शौचालय से सटे शिशुकक्ष में एकमात्र बच्चों के उपयोग के लिए सेप्टिक प्रकार का शौचालय उपलब्ध कराया जाएगा और उसे साफ और स्वच्छ स्थिति में रखा जाएगा। (झ) नियोजक शिशुकक्ष में प्रत्येक बच्चे के लिए प्रतिदिन कम से कम आधा पिंट शुद्ध दूध उपलब्ध कराएगा और ऐसे बच्चे की मां को दैनिक कार्य के दौरान बच्चे को दूध पिलाने के लिए अन्यून पंद्रह मिनट के पर्याप्त अंतराल की अनुमति दी जाएगी। (ञ) उपरोक्त खण्ड(ज) के उपबंधों के अनुसार दूध उपलब्ध कराने के अलावा, नियोजक उन बच्चों के लिए जिन्हें शिशुकक्ष में समायोजित किया जाता है, पौष्टिक जलपान की पर्याप्त आपूर्ति प्रदान करेगा। (ट) नियोजक बच्चों और शिशुओं की देखभाल में प्रशिक्षित एक

		महिला और पर्याप्त संख्या में महिला केयरटेकर को एक शिशुकक्ष में समायोजित बच्चों की देखभाल करने के प्रयोजन से नियुक्त करेगा और वह इस उद्देश्य के लिए उपयुक्त उपकरण और सुविधाएं भी प्रदान करेगा। स्पष्टीकरण:- शिशुकक्ष में नियुक्त की जाने वाली महिला केयरटेकर की संख्या की गणना प्रत्येक तीस बच्चों के लिए एक महिला केयरटेकर की दर से की जाएगी। (ठ) नियोजक शिशुकक्ष में कार्यरत कर्मचारियों के लिए शिशुकक्ष में ड्यूटी के दौरान उपयोग के लिए उपयुक्त साफ कपड़े प्रदान करेगा। स्पष्टीकरण: इस नियम में, बच्चे का तात्पर्य छह वर्ष की आयु तक का बच्चा है। च- प्राथमिक चिकित्सा- (1) प्रत्येक औद्योगिक परिसर में, इस प्रकार उपबंध और अनुरक्षण किया जाएगा, ताकि प्राथमिक चिकित्सा बॉक्स या अलमारियाँ सभी कार्य घंटों के दौरान आसानी से सुलभ हो, जिनमें **खंड (2)** में विनिर्दिष्ट उपकरण हों और इस प्रकार प्रदान किए जाने वाले बॉक्स या अलमारियों की संख्या परिसर में किसी एक समय में नियोजित प्रत्येक एक सौ पचास कर्मचारियों के लिए एक से कम नहीं होगी। (2) प्राथमिक चिकित्सा बाक्स या अलमारी को सफेद पृष्ठभूमि पर लाल क्रॉस के साथ विशिष्ट रूप से चिह्नित किया जाएगा और इसमें निम्नलिखित उपकरण होंगे, अर्थात्: - (क) छह छोटे विसंक्रमित ड्रेसिंग; (ख) तीन मध्यम आकार के विसंक्रमित ड्रेसिंग; (ग) तीन बड़े आकार के विसंक्रमित ड्रेसिंग; (घ) तीन बड़े आकार के विसंक्रमित बर्न हुई ड्रेसिंग; (ङ) एक (28.350 ग्राम) बोतल जिसमें आयोडीन का 2 प्रतिशत अल्कोहल घोल होता है; (च) एक (28.350 ग्राम) बोतल जिसमें साल्वोलेटाइल होता है, जिसकी खुराक और प्रशासन का तरीका लेबल पर उपदर्शित किया हो; (छ) सांप के काटने वाला लैंसेट; (ज) पोटेशियम परमैंगनेट क्रिस्टल की एक (28.350 ग्राम) बोतल; (झ) कैंची एक जोड़ी; (ञ) आई ड्रॉप्स; (ट) चिपकने वाला प्लास्टर। (3) प्रत्येक प्राथमिक चिकित्सा बॉक्स या अलमारी को एक ऐसे व्यक्ति के प्रभार में रखा जाएगा जो प्राथमिक चिकित्सा उपचार में प्रशिक्षित है और

		जो औद्योगिक परिसर के कार्य के घंटों के दौरान हमेशा आसानी से उपलब्ध रहेगा। (छ) कैंटीन- (1) प्रत्येक औद्योगिक परिसर का नियोजक, जिसमें अन्यून ढाई सौ कर्मचारी सामान्यतः नियोजित हैं, औद्योगिक परिसर में या उसके आस-पास एक कैंटीन का उपबंध करेगा। (2) कैंटीन किसी भी शौचालय या मूत्रालय या धूल के किसी अन्य स्रोत के 15.2 मीटर के भीतर स्थित नहीं होगी। (3) कैंटीन भवन में कर्मचारियों और बर्तनों के लिए अलग-अलग धोने के स्थानों के अलावा कम से कम एक डाइनिंग हॉल, रसोईघर, स्टोर रूम और पेंट्री सम्मिलित होगी। (4) भवन की न्यूनतम ऊंचाई 3.7 मीटर से कम नहीं होगी और उसकी सभी दीवारें और छत उपयुक्त ऊष्मा प्रतिरोधी सामग्री की होंगी और जलरोधी होंगी। पर्याप्त संवातन का उपबंध होगा। दरवाजे और खिड़कियां अग्निरोधक निर्माण की होंगी। (5) कैंटीन को हर समय पर्याप्त रूप से रोशन की जाएगी जब कोई भी व्यक्ति वहाँ आये। (6) प्रत्येक कैंटीन में,- (क) कमरों की सभी अंदर की दीवारों और सभी छतों और मार्गों और सीढ़ियों को उस दिनांक से जब उसे आखिरी बार चूने से पुताई या रंग से पुताई या पेंट किया गया था, प्रत्येक वर्ष में कम से कम एक बार यथास्थिति चूने से पुताई या रंग से पुताई किया जाएगा या तीन साल में एक बार चित्रित किया जाएगा, (ख) सभी लकड़ी के कार्य को उस दिनांक से जब उसे अंतिमबार वार्निश या पेंट किया गया था को तीन साल में एक बार वार्निश या पेंट किया जाएगा,; (ग) सभी आंतरिक संरचनात्मक लोहे या स्टील के कार्य को जब उसे अंतिमबार वार्निश या पेंट किया गया था को उस दिनांक से तीन साल में वार्निश या पेंट किया जाएगा: (घ) रसोई की दीवारों के अंदर के हिस्से को प्रत्येक चार महीने में एक बार चूना पुताई किया जाएगा। (7) जिन तिथियों को चूना पुताई, रंग पुताई, वार्निशिंग या पेंटिंग की जाती है, उन्हें नियोजक द्वारा प्रपत्र-37 में रखे गए रजिस्टर में अनुरक्षित किया जाएगा। (8) कैंटीन के परिसर को साफ और स्वच्छ स्थिति में रखा जाएगा। अपशिष्ट जल को उपयुक्त ढकी हुई नालियों में ले जाया जाएगा और उपताव पैदा करने के लिए जमा नहीं होने दिया जाएगा। कूड़े के संग्रहण एवं निस्तारण के लिए समुचित व्यवस्था की जाएगी। (9) डाइनिंग हॉल में एक समय में काम करने वाले कम से कम तीस प्रतिशत कर्मचारी समयोजित होंगे। (10) डाइनिंग हॉल का फर्श, सर्विस काउंटर के कब्जे वाले क्षेत्र को

		छोड़कर और मेज और कुर्सियों को छोड़कर किसी भी फर्नीचर को यथाविहित समायोजित 93 वर्ग मीटर प्रति डिनर से कम नहीं होगा । (11) डाइनिंग हॉल और सर्विस काउंटर के एक हिस्से को विभाजित किया जाएगा और महिला कर्मचारियों के लिए उनकी संख्या के अनुपात में आरक्षित किया जाएगा। महिलाओं के लिए कपड़े धोने की जगह अलग होगी और गोपनीयता को सुरक्षित करने के लिए उनकी जांच की जाएगी। (12) खंड (9) में यथाविहित समयोजित डिनर करने वालों की संख्या के लिए पर्याप्त मेज, कुर्सियाँ या बेंच उपलब्ध होंगी। (13) कैंटीन के कुशल संचालन के लिए पर्याप्त बर्तन, क्रॉकरी, कटलरी, फर्नीचर और कोई भी अन्य उपकरण उपलब्ध कराया और अनुरक्षित किया जाएगा। कैंटीन में सेवारत कर्मचारियों के लिए उपयुक्त साफ कपड़े भी उपलब्ध कराए जाएंगे और उनका अनुरक्षण भी किया जाएगा। (14) फर्नीचर, बर्तन और अन्य उपकरण साफ और स्वच्छ स्थिति में बनाए रखे जाएंगे। एक सर्विस काउंटर, यदि प्रदान किया जाता है, तो इसमें चिकनी और अभेद्य सामग्री का शीर्ष होना चाहिए। बर्तनों और उपकरणों की सफाई के लिए गर्म पानी की पर्याप्त आपूर्ति सहित उपयुक्त सुविधाएं प्रदान की जाएंगी। (15) खाद्य और खाद्य सामग्री को फ्लाई-प्रूफ तिजोरियों में संग्रहीत किया जाएगा और लकड़ी के लैडलेस या उपयुक्त धातु संदंश जो भी सुविधाजनक हो की मदद से संभाला जाएगा, एक बार उपयोग किए जाने वाले बर्तनों को फिर से उपयोग करने से पहले गर्म किया जाएगा। (16) कैंटीन में परोसे जाने वाले भोजन, पेय और अन्य वस्तुओं को गैर-लाभ, गैर-हानि के आधार पर परोसा जाएगा।
धारा 74 की उपधारा (4) के खंड (ड) के अधीन नियोजक द्वारा कच्चे माल के जारी किये जाने से संबंधित विवाद	109.	(1) नियोजक और कर्मचारी या कर्मचारियों के बीच निम्नलिखित के सम्बंध में कोई विवाद, - (क) नियोजक द्वारा कर्मचारी को कच्चे माल को जारी करना; (ख) बीड़ी या सिगार के नियोजक द्वारा अस्वीकृति, या किसी कर्मचारी द्वारा दोनों को अस्वीकार कर दिया गया हो, या (ग) बीड़ी या सिगार या दोनों की मजूदरी का भुगतान, नियोजक द्वारा अस्वीकृत कर दिया गया हो; नियोजक या कर्मचारी या कर्मचारियों द्वारा लिखित रूप में निरीक्षक-सह-सुविधाप्रदाता को भेजा जा.सकता है, जो ऐसी जांच करने के बाद जैसा कि वह आवश्यक समझे और पक्षों को अपने संबंधित मामलों का प्रतिनिधित्व करने का अवसर देने के बाद, विवाद का विनिश्चय करेगा और विवाद के विवरण, पक्षों के अभिवाक, दस्तावेजों और साक्ष्यों और उसके निष्कर्षों के साथ कार्यवाही को अभिलिखित करेगा।

		(2) उप-नियम (1) के अधीन उस पर विनिश्चय से व्यथित विवाद का कोई भी पक्ष लाइसेंसिंग प्राधिकारी को विनिश्चय की तारीख से तीस दिनों की अवधि के भीतर अपील कर सकता है: परंतु यह कि अपीलीय प्राधिकारी उक्त अवधि के बाद अपील स्वीकार कर सकता है यदि अपीलकर्ता ऐसे प्राधिकारी को संतुष्ट करता है कि उसके पास उस अवधि के भीतर अपील न करने का पर्याप्त कारण है।
धारा 74 की उपधारा (4) के खंड (ड) के अधीन बीड़ी या सिगार की अस्वीकृति के संबंध में सीमा	110.	(1) कोई भी नियोजक या संविदाकारआमतौर पर गृह-कर्मकार सहित किसी भी कर्मकार से प्राप्त एक अवमानक या छाट या अन्यथा पांच प्रतिशत से अधिक बीड़ी या सिगार या दोनों को अस्वीकार नहीं करेगा। (2) जहां किसी बीड़ी या सिगार को कर्मकार की जानबूझकर लापरवाही के आधार के अलावा किसी अन्य आधार पर अवमानक या छाट या अन्यथा के रूप में अस्वीकृत किया जाता है, वहां कर्मकार को इस प्रकार अस्वीकृत बीड़ी या सिगार के लिए मजदूरी का भुगतान उस दर के आधे पर किया जायेगा जिस पर उसे बीड़ी या सिगार या दोनों जिन्हें इस प्रकार अस्वीकार नही किया गया है के लिए मजदूरी संदेय है।
धारा 74 की उप-धारा (6) के अधीन लाइसेंस का नवीकरण	111.	(1) लाइसेंस के नवीकरण के लिए प्रत्येक आवेदन नियम-109 के अधीन यथाविहित अपेक्षित फीस के साथ राज्य सरकार के सरकारी पोर्टल पर किया जाएगा। (2) आवेदन प्रपत्र-35 में नियम 103 के उप-नियम (5) के अधीन विहित नियोजक की सकारात्मक घोषणा के साथ संलग्न किया जाएगा। (3) यदि प्राधिकारी संतुष्ट है कि लाइसेंस संहिता और तद्धीन बनायी गयी नियमावली के उपबंधों का अनुपालन करता है, तो वह उत्तर प्रदेश जनहित गारंटी अधिनियम, 2011 (उत्तर प्रदेश अधिनियम संख्या 3 सन् 2011) में विनिर्दिष्ट अवधि के भीतर इलेक्ट्रॉनिक रूप से प्रपत्र -36 पर लाइसेंस के प्रमाण पत्र का नवीनीकरण करेगा, जिसमें विफल रहने पर ऐसे लाइसेंस का नवीकरण किया गया समझा जाएगा और लाइसेंस के नवीकरण का प्रमाण पत्र पोर्टल द्वारा स्वतः तैयार किया जाएगा।
धारा 75 के अधीन अपील	112.	(1) श्रम आयुक्त, उत्तर प्रदेश संहिता की धारा 75 के प्रयोजनों के लिए अपीलीय प्राधिकारी होगा। (2) धारा 75 के अधीन अपील के संबंध में संदेय फीस केवल एक हजार रुपये होगी जो अप्रतिदाय होगा। (3) लाइसेंस प्रदान करने या उसके नवीकरण से अस्वीकार करने वाले लाइसेंसिंग प्राधिकारी के आदेश के विरुद्ध अपील इस प्रकार होगी, – (क) आदेश जिसके विरूद्ध अपील की जानी है के प्राप्त होने की तारीख से तीस दिनों की अवधि के भीतर इलेक्ट्रॉनिक रूप से

		की जायेगी; (ख) आदेश जिसके विरूद्ध अपील की जानी है, की एक प्रति संग्नक की जायेगी। ; (ग) इस तरह की अपील के आधार और तथ्यों जिसेम ज्ञापन अतर्विष्ट हो, संलग्न किया जायेगा; (घ) ऐसी अपील के लिए फीस के भुगतान के प्रमाण के रूप में एक ट्रेजरी चालान संलग्न किया जायेगा।
धारा 76 की उप-धारा (1) के अधीन औद्योगिक परिसरों के बाहर कर्मचारियों द्वारा कार्य करने की अनुमति	113.	(1) नियोजक कर्मचारियों के निमित्त अपर मुख्य सचिव/प्रमुख सचिव, श्रम विभाग, उत्तर प्रदेश शासन को संबोधित प्रपत्र-38 पर श्रम आयुक्त, उत्तर प्रदेश के माध्यम से औद्योगिक परिसर के बाहर कर्मचारियों द्वारा बीड़ी या तम्बाकू के पत्तों को गीला करने और काटने की अनुमति प्राप्त करने के लिए आवेदन करेगा। श्रम आयुक्त सात दिनों की अवधि के भीतर अपनी टिप्पणियों के साथ आवेदन को राज्य सरकार को अग्रेषित करेगा। (2) राज्य सरकार तीस दिनों की अवधि के भीतर आवेदन का विनिश्चय कर सकेगी। (3) उपनियम (2) के अधीन राज्य सरकार द्वारा दी गई अनुमति केवल ऐसी अवधि के लिए विधिमान्य होगी जो निम्नलिखित शर्तों के अधीन अनुमति प्रदान करने के आदेश में विनिर्दिष्ट हो:- (क) उपर्युक्त अनुमति के लिए आवेदन करने वाले नियोजक के पास ऐसे परिसरों के लिए धारा 74 के अधीन जारी विधिमान्य लाइसेंस होगा; (ख) बीड़ी या तंबाकू के पत्तों को गीला करने या काटने के लिए जिस स्थान का उपयोग करने का प्रस्ताव है, उस स्थान की उपयुक्तता; (ग) बीड़ी या तंबाकू के पत्तों को गीला करना या काटना केवल उसी स्थान पर किया जाएगा जिसके लिए अनुमति दी गई है; (घ) औद्योगिक परिसर के बाहर बीड़ी या तंबाकू के पत्तों को गीला करने या काटने के लिए नियोजक द्वारा नियोजित कर्मचारियों की कुल संख्या उन कर्मकरों की कुल संख्या से अधिक नहीं होगी जिनके लिए धारा 74 के अधीन लाइसेंस जारी किया गया है; (ङ) लाइसेंसिंग प्राधिकरण, पूर्वगामी निबंधनों और शर्तों के अलावा, अनुमति में ऐसे अन्य निबंधनों और शर्तें, व्यक्तिगत मामलों में अवधारित और विनिर्दिष्ट कर सकता है जैसा कि वह आवश्यक समझे।
धारा 76 की उप-धारा (2) के अधीन बाहरी कर्मकारों के	114.	(1) धारा 76 की उप-धारा (1) के अधीन औद्योगिक परिसर के बाहर किए जाने वाले कार्य का नियोजक द्वारा अनुरक्षित अभिलेख प्रपत्र-

अभिलेखों का अनुरक्षण		39 में इलेक्ट्रॉनिक रूप से अनुरक्षित किया जायेगा। (2) नियोजक, उन कर्मचारियों के संबंध में, जिन्हें अपने घरों में कार्य करने की अनुमति दी गई है (जिसे आगे गृह कर्मकार कहां गया है), इलेक्ट्रॉनिक रूप से प्रपत्र-40 में एक अद्यतन् रजिस्टर/लॉग-बुक अनुरक्षित करेगा।

भाग-पांच
कारखाना

धारा 79 की उप-धारा (1) के अधीन कारखाना योजनाओं और स्थल योजना का प्रस्तुतीकरण और अनुमोदन	115	(1) किसी कारखाने के स्थान के लिए तब तक किसी भी स्थल का उपयोग नहीं किया जाएगा और ऐसे स्थल पर या कारखाने में कारखाना या कारखाने के भाग के रूप् में किसी भी भवन का निर्माण, उपातरण या संशोधित, विस्तार या उपयोग में नहीं लिया जाएगा जब तक कि मुख्य निरीक्षक-सह-सुविधाप्रदाता या संबंधित लाइसेंसिंग प्राधिकरण से पूर्व अनुमोदन प्राप्त न हो जाए। (2) जिस स्थल पर कारखाना स्थित होना है, उसके निर्माण या विस्तार के लिए और लाइसेंस के लिए आवेदक द्वारा राज्य सरकार के श्रम विभाग के सरकारी पोर्टल पर इलेक्ट्रॉनिक रूप से या अन्यथा अधिकारिता वाले संबंधित निरीक्षक-सह-सुविधाप्रदाता को पसिर को कारखाना के रूप मे अधिभोग या उपयोग करने से पूर्व न्यूनतम 30 दिवस के भीतर आवेदन करेगा, (3) आवेदन निम्नलिखित दस्तावेजों के साथ होना चाहिए: (क) आवेदक द्वारा सम्यक रूप से प्रपत्र-42; (ख) विनिर्माण प्रक्रिया का प्रक्रिया प्रवाह आरेख जिसमें प्रत्येक संयंत्र और मशीनरी पर सुरक्षा युक्तियों, फिटिंग और माउंटिंग, विभिन्न प्रक्रियाओं और उनकी डिजाइन स्थितियों को उपदर्शित किया गया हो, साथ ही इसके विभिन्न चरणों में प्रक्रिया और सुरक्षा युक्तियों के संक्षिप्त विवरण द्वारा पूरक है और कच्चे माल, मध्यवर्ती और उत्पादों के नाम उनकी सूची के साथ और रसायनों के नाम यदि प्रक्रिया में उपयोग किये जाते है, भी उपदर्शित हो, (ग) योजनाएं पैमाने के अनुसार तैयार की जाएंगी जिसमे निम्नलिखित दर्शाया गया हो - (एक) कारखाने की स्थल योजना और आसन्न भवन, अस्पताल, शैक्षणिक संस्थाएं, पेट्रोल पंप, ज्वलनशील और विस्फोटक सामग्री का भडांरण और अन्य संरचनाएं, सड़के जल स्रोत, नालियॉ आदि और स्थल से इसकी दूरी के साथ निकटतम आवासीय क्षेत्र, गांव, शहर की बस्ती का स्थान, तथा (दो) विभिन्न भवनों की विस्तृत योजना, जिसमें एलीवेशन और आवश्यक क्रॉस सेक्शन सभी प्राकृतिक प्रकाश व्यवस्था, संवातन और आग लगने की स्थिति में निकलने के मार्ग से संबंधित सभी सुसंगत विवरणों को अग्निशमन प्रणालियों का विवरण और खतरे के क्षेत्र का विवरण उपदर्शित किया गया हो। योजनाएं स्पष्ट रूप से संयंत्र और मशीनों, गलियारों और मार्गों की स्थिति को भी स्पष्ट रूप से उपदर्शित

		समामितीय रूप में करेंगी, साथ ही मशीनों और परिसंकटमय क्षेत्र एवं परिसंकट वाली मशीनों को 3 डी दृश्य में अलग से दिखाया जाएगा; (तीन) आवेदक विनिर्माण प्रक्रिया, स्थल योजनाओं और विस्तृत योजनाओं का प्रक्रिया प्रवाह आरेख इलेक्ट्रॉनिक रूप से या अन्यथा सुपाठ्य प्रारूप में प्रस्तुत करेगा। इन दस्तावेजों को ऑटोकैड आदि जैसे कुशल सॉफ्टवेयर का उपयोग करके नियम 4 की अनुसूची एक के क्रम संख्या 1 में यथाविहित अर्हता और अनुभव रखने वाले व्यक्ति द्वारा तैयार और हस्ताक्षरित किया जाएगा। परन्तु यह कि यदि तकनीकी कारणों से, विस्तृत योजनाओं या स्थल योजनाओं की ऐसी सॉफ्ट प्रति सुपाठ्य नहीं है, तो उपयुक्त पैमाने पर तैयार किए गए दस्तावेजों को अतिरिक्त रूप से तीन प्रतियों में प्रस्तुत किया जा सकता है। (घ) प्रपत्र-42 के साथ संलग्न प्रश्नावली के उत्तर; (ङ) नगर निगम, नगर पंचायत या अधिसूचित क्षेत्र से जैसा भी मामला हो कारखाने के स्थान के लिए अनापत्ति पत्र, (च) राज्य प्रदूषण नियंत्रण बोर्ड से अनापत्ति का पत्र, (छ) अग्निशमन विभाग से अनापत्ति का एक पत्र; (ज) पेट्रोलियम नियम, 1976 में यथा परिभाषित पेट्रोलियम के भंडारण के लिए पेट्रोलिय नियम, 1976 के अधीन जारी लाइसेंस/एनओसी; (झ) आवेदक द्वारा सम्यक रुप से हस्ताक्षरित प्रपत्र -43 में स्थिरता प्रमाण पत्र; (ञ) नियम-150 के उप-नियम (2) में विहित लाइसेंस फीस का ई-चालान या ऑनलाइन भुगतान के माध्यम संदाय। (4) एक कार्यकक्ष की आंतरिक ऊंचाई, भंडारण, गोदामों और इसी तरह के प्रयोजनों के लिए आशयित के अलावा और केवल कार्यालय के प्रयोजनों के लिए आशयित कमरे, जहां केवल लिपिकीय कार्य किया जाता है, फर्श के स्तर से छत के निचले भाग तक मापी गई 14 फीट से कम नहीं होगी, और यदि छत नालीदार लोहे की है, जो न तो टाइलों से ढकी है और न ही इसके और नालीदार लोहे के बीच कम से कम चार इंच का वायु स्थान के साथ आंतरिक छत या उष्मा प्रतिरोधी सामग्री की परत हैं, आंतरिक ऊंचाई 20 फीट से कम नहीं होगी: परन्तु यह कि ये उपबंध उन कारखाने के मामले में लागू नहीं होंगे जो पचास या उससे कम कामगारों को नियोजित करने का प्रस्ताव करता है: परन्तु यह और कि ईंट या कंक्रीट की छत वाले भवनों के मामले में, या दोनों के संयोजन के मामले में, न्यूनतम ऊंचाई 12 फीट हो सकती है: परन्तु यह और कि संहिता की धारा 2(1)(ब)(एक) धारा 2(1)(ब)(दो) के अधीन रजिस्ट्रीकृत सभी कारखानों और कारखानों के मामले में, जिसमें 150 कर्मचारी कार्यरत हैं, मुख्य निरीक्षक-सह-सुविधाप्रदाता, जहां वह संतुष्ट है कि कार्य की शर्तें यथोचित रूप से अच्छी हैं, ऐसे कारखानों को इस उप-नियम के उपबंधों से छूट दे सकता है। (5) कारखाने के किसी भी कमरे में नियोजित प्रत्येक व्यक्ति के लिए जहां यांत्रिक या विद्युत शक्ति का उपयोग किया जाता है, कम से कम 36 वर्ग फुट फर्श के स्थान का उपबंध किया जाएगा जिसमें मशीनरी द्वारा अधिभोग किया गया स्थान छोडकर कम से कम 500 घन फीट का खास स्थान होगा। (6) कारखाने के प्रत्येक कमरे, बरामदे और अन्य बाड़ों का विवरण प्रपत्र-42 में दर्ज किया जाएगा।

		(7) किसी भी भवन, या किसी भवन के भाग में तब तक कोई विनिर्माण प्रक्रिया शुरू या नहीं की जाएगी जब तक कि भवन या भवन के भाग की स्थिरता प्रमाण पत्र, या अर्हता रखने वाले व्यक्ति द्वारा हस्ताक्षरित प्रपत्र-43 में मुख्य निरीक्षक-सह- सुविधाप्रदता को ऑनलाइन परिदान नहीं किया जाता है और उसके द्वारा स्वीकार नहीं किया जाता है। किसी कारखाने कोई भी विस्तारित भाग विस्तार के बाद किसी भी समय कारखाने के भाग के रूप में नहीं किया जाएगा या किसी भी संयंत्र या मशीनरी को किसी कारखाने में जोड़ा जाएगा या किसी कारखाने के रूप में उपयोग में लाया जाएगा, और न ही इस तरह के अतिरिक्त भाग को तबतक उपयोग में लाया जाएगा जब तक कि इस तरह के विस्तार या योजना के संबंध में एक प्रमाण पत्र मुख्य निरीक्षक-सह-सुविधाप्रदाता द्वारा या संबंधित लाइसेंसिंग प्राधिकारी द्वारा इलेक्ट्रॉनिक रूप से स्वीकार नही किया जाता है। (8) इस नियम के अधीन स्वीकार किया गया स्थिरता प्रमाण पत्र स्वीकृति की तारीख स पांच साल के लिए विधिमान्य होगा यदि कोई परिवर्तन नहीं होता है। (9) प्रपत्र-43 पर हस्ताक्षर करने वाले सक्षम व्यक्ति के पास इस प्रयोजन के लिए नियम -4 की अनुसूची में यथाविहित अर्हता और अनुभव होगा। (10) सरकार के अधिभाग वाले भवन के मामले के सिवाय कोई भी व्यक्ति स्थिरता प्रमाण पत्र पर हस्ताक्षर करने के लिए प्राधिकृत नहीं होगा, जो उस भवन के स्वामी या बिल्डर के नियोजन में है जिसके संबंध में प्रमाण पत्र दिया गया है। (11) किसी कारखाने की स्थल-योजना, विभाग के पोर्टल पर ऑनलाइन आवेदन प्राप्त करने के बाद, यदि मुख्य निरीक्षक-सह-सुविधाप्रदाता या संबंधित लाइसेंसिंग प्राधिकारी, जैसा भी मामला हो, संतुष्ट है कि योजनाएं संहिता की आवश्यकता के अनुरूप हैं, तो वह ऐसी शर्तों या ऐसे अनापत्ति प्रमाण पत्र के अधीन जैसा कि वह विनिर्दिष्ट करें, उन्हें अनुमोदित करेंगा और स्थल-प्लान अनुमोदन प्रमाण पत्र मुख्य निरीक्षक-सह-सुविधाप्रदाता या संबंधित लाइसेंसिंग प्राधिकारी द्वारा प्रपत्र -44 में ऐसी अवधि के भीतर जारी किया जाएगा, जिसमें साइट का दौरा भी शामिल है, जैसा कि उत्तर प्रदेश जनहित गारंटी अधिनियम, 2011 (उत्तर प्रदेश अधिनियम संख्या 3 सन् 2011) में अधिसूचित किया गया है, जिसमें विफल रहने पर ऐसी योजना को अनुमोदित समझा जाएगा और कारखाने के अनुमोदन का प्रमाण पत्र पोर्टल द्वारा स्वतः तैयार किया जाएगा। (12) इस नियमावली के प्रवृत्त होने से पहले कारखाना अधिनियम, 1948 के अधीन मुख्य निरीक्षक-सह-सुविधाप्रदाता द्वारा पहले ही अनुमोदित की गई योजनाओं को इस नियमावली के अधीन अनुमोदित समझा जाएगा। (13) यदि मुख्य निरीक्षक-सह-सुविधाप्रदाता या संबंधित लाइसेंसिंग प्राधिकारी, जिसकी अधिकारिता है, जैसा भी मामला हो, आवेदन से संतुष्ट नहीं है या आवेदन अधूरा है, तो वह पंद्रह दिनों के भीतर एक बार में पोर्टल पर अपनी समस्त आपत्तियां उठाएगा और आवेदक अपना उत्तर प्रस्तुत करेगा या विनिर्दिष्ट समय के भीतर आवश्यकतानुसार आवश्यक सुधार या संशोधन करेगा। हालांकि, यदि आवेदक मुख्य निरीक्षक-सह-सुविधाप्रदाता या संबंधित लाइसेंसिंग प्राधिकारी द्वारा उठाई गई आपत्तियों का जवाब देने में विफल रहता है, तो आवेदन को अनुमोदन के लिए उत्तर प्रदेश जनहित गारंटी अधिनियम, 2011 (उत्र प्रदेश अधिनियम संख्या 3 सन् 2011) में अधिसूचित समय के बाद अस्वीकार किया जा सकता है। (14) इस नियम के अधीन दिये गये अनुमोदन को मुख्य निरीक्षक-सह-सुविधाप्रदाता द्वारा रद्द किया जा सकता है, यदि यह पाया जाता है कि इस तरह का अनुमोदन अधिभोगी या

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<tr><td></td><td></td><td>प्रबंधक द्वारा तथ्यों का दुर्व्यवपदेशन करके प्राप्त की गई है या कपटपूर्ण दस्तावेज आवेदन के साथ प्रस्तुत किए गए हैं या अन्यथा या अधिकांश निर्माण प्रदान किए गए अनुमोदन के अनुसार नहीं किया जा रहा है।</td></tr>
<tr><td></td><td></td><td></td></tr>
<tr><td>धारा 79 की उप-धारा (1) के खंड (ग) के अधीन लाइसेंस और विहित फीस के लिए आवेदन</td><td>116.</td><td>(1) प्रत्येक कारखाने के अधिभोगी को नियम 115 के अधीन स्थल-योजना के अनुमोदन के लिए आवेदन के साथ-साथ लाइसेंस प्रदान करने के लिए राज्य सरकार के श्रम विभाग के सरकारी पोर्टल पर संहिता की धारा 79 के अधीन विहित प्रपत्र-45 के साथ एक आवेदन प्रस्तुत करना होगा।
(2) यदि स्थल योजना को नियम-115 के अधीन अनुमोदित किया जाता है और फिर कारखाने का नियोजक/अधिभोगी संहिता और तद्धीन बनायी गयी नियमावली के सभी उपबंधों का अनुपालन करता है, तो कारखाने को रजिस्ट्रीकृत किया जाएगा और प्रपत्र-46 में कारखाने के लिए लाइसेंस इलेक्ट्रॉनिक रूप से मुख्य निरीक्षक-सह-सुविधाप्रदाता या संबंधित लाइसेंसिंग प्राधिकारी द्वारा जैसा भी मामला हो लाइसेंस में विनिर्दिष्ट ऐसी शर्तों के अनुपालन के अधीन नीचे विनिर्दिष्ट फीस भुगतान पर जारी किया जाएगा,:
<table>
<tr><td>स्थापित शक्ति की मात्रा (किलोवाट)</td><td></td><td colspan="7">एक वर्ष के दौरान किसी भी दिन नियोजित किए जाने वाले व्यक्तियों की अधिकतम संख्या</td></tr>
<tr><td></td><td>50 तक</td><td>51 से 100</td><td>101 से 150</td><td>151 से 300</td><td>301 से 500</td><td>501 से 1000</td><td>1001 से 2500</td><td>2500 से ऊपर</td></tr>
<tr><td>शून्य</td><td>500</td><td>625</td><td>750</td><td>1000</td><td>2000</td><td>4000</td><td>7500</td><td>10000</td></tr>
<tr><td>50 से कम</td><td>750</td><td>1375</td><td>2000</td><td>3000</td><td>4000</td><td>7500</td><td>15000</td><td>18000</td></tr>
<tr><td>50 से 100</td><td>1500</td><td>2250</td><td>3000</td><td>4000</td><td>6000</td><td>10000</td><td>18000</td><td>20000</td></tr>
<tr><td>101 से 500</td><td>2500</td><td>4000</td><td>5500</td><td>7500</td><td>10000</td><td>15000</td><td>24000</td><td>27500</td></tr>
<tr><td>501 से 1000</td><td>5000</td><td>6250</td><td>7500</td><td>10000</td><td>12000</td><td>18000</td><td>26000</td><td>30000</td></tr>
<tr><td>1000 से 2000</td><td>6000</td><td>8000</td><td>10000</td><td>12000</td><td>15000</td><td>20000</td><td>28000</td><td>35000</td></tr>
<tr><td>2000 से ऊपर</td><td>7000</td><td>10500</td><td>14000</td><td>15000</td><td>18000</td><td>24000</td><td>30000</td><td>38000</td></tr>
</table>
(3) यदि आवश्यक हो तो पावर फैक्टर 0.9 लिया जाएगा।
(4) उप-नियम (2) के अधीन दिए गए लाइसेंस पर डिजिटल रूप से हस्ताक्षर किए जाएंगे:</td></tr>
<tr><td></td><td></td><td></td></tr>
<tr><td>धारा 79 की उपधारा (1)</td><td>117.</td><td>(1) नियम-115 के अधीन प्रदान किया गया प्रत्येक लाइसेंस उस तारीख से एक वर्ष के लिए प्रवृत्त रहेगा जिस दिन पहला आवेदन प्राप्त हुआ है या उस तारीख से जब</td></tr>
</table>

के खंड (ग) के अधीन लाइसेंस का नवीनीकरण		कारखाना निरीक्षक-सह-सुविधाप्रदाता के संज्ञान में आया था, जो भी पहले हो। (2) दस साल तक की अवधि के लिए लाइसेंस के नवीकरण के लिए आवेदन प्रपत्र-45 में प्राधिकारी को ऑनलाइन किया जाएगा, जो लाइसेंस की अवधि समाप्त होने की तारीख से कम से कम तीस दिन पहले नहीं होगा। सक्षम व्यक्ति द्वारा जारी फॉर्म-43 में स्थिरता प्रमाण पत्र और अधिभोगी द्वारा विधिवत हस्ताक्षरित और राज्य सरकार के वेब-पोर्टल पर इसमें विनिर्दिष्ट लेखा-शीर्षक में नियम-115 में यथा विहित अपेक्षित फीस की राशि के भुगतान के प्रमाण के रूप में इलेक्ट्रॉनिक रूप से जमा फीस के साथ आवेदन किया जायेगा। (3) एक वर्ष के लिए लाइसेंस के नवीकरण के लिए फीस उसके प्रदान किये जाने पर दी गयी फीस के समान होगा। यदि नवीकरण के लिए आवेदन एक वर्ष की अवधि के लिए या दस वर्ष तक कितने भी वर्षों के लिए किया गया है, तो नवीकरण फीस नियम-120 में यथाविहित एक वर्ष के लिए लाइसेंस प्रदान करने के लिए संदेय फीस से गुणा किए गए वर्षों की संख्या होगी। (4) उप-नियम (2) में विनिर्दिष्ट अवधि की समाप्ति के बाद किए गए लाइसेंस के नवीकरण के लिए कोई आवेदन तक स्वीकार नही होगा, जब तक कि उसके साथ लाइसेंस के नवीकरण हेतु संदेय विलम्ब फीस के रूप में पच्चीस प्रतिशत के बराबर अतिरिक्त फीस सम्यक रूप से जमा नही की जाती है। (5) उप-नियम (2) के अधीन एक आवेदन प्राप्त होने पर, संबंधित लाइसेंसिंग प्राधिकारी, यदि वह संतुष्ट है कि लाइसेंस के नवीकरण में कोई आपत्ति नहीं है, तो इसे दस साल तक की अवधि के लिए नवीकृत करेगा और आवेदक को प्रपत्र-46 में इलेक्ट्रॉनिक रूप से लाइसेंस जारी करेगा, जैसा कि उत्तर प्रदेश जनहित गारंटी अधिनियम, 2011 (उत्तर प्रदेश अधिनियम संख्या 3 सन् 2011) में अधिसूचित किया गया है, जिसमें विफल रहने पर इस तरह के लाइसेंस को नवीकृत समझा जाएगा और लाइसेंस के नवीकरण का प्रमाण पत्र पोर्टल द्वारा स्वतः उत्पन्न किया जाएगा।
धारा 79 की उपधारा (1) के खंड (ग) के अधीन लाइसेंस का संशोधन	118.	(1) यदि लाइसेंस की अवधि के दौरान किसी भी समय, अधिभोगी को किसी भी दिन स्थापित शक्ति की सीमा का विस्तार करना आवश्यक लगता है या किसी भी दिन नियोजित किए जाने वाले कर्मकारों की अधिकतम संख्या या कारखाने के नाम में कोई परिवर्तन या अधिभोगी में कोई परिवर्तन या ऐसा विवरण लाइसेंस आवेदन पत्र में संदर्भित किया जाता है, वह इस तरह के परिवर्तन से कम से कम पंद्रह दिन पहले लाइसेंसिंग प्राधिकारी को लाइसेंस के संशोधन के लिए आवश्यक दस्तावेजों के साथ एक आवेदन करेगा और लाइसेंसिंग प्राधिकारी तदनुसार लाइसेंस में संशोधन कर सकता है। (2) संशोधन के लिए आवेदन प्रपत्र 45 में लाइसेंस में संशोधन के लिए फीस के भुगतान के प्रमाण के साथ ऑनलाइन किया जाएगा, जो कि कैलेंडर वर्ष के दौरान किसी भी दिन वृद्धि हेतु आशयित कुल अधिकतम शक्ति या कैलेंडर वर्ष के दौरान किसी भी दिन नियोजित किए जाने हेतु आशयित कर्मकारों की अधिकतम संख्या जैसा भी मामला हो या दोनों के आधार पर नियम के अधीन देय संदेय फीस की राशि के अलावा एक सौ रुपये होगा। या दोनों, जैसा भी मामला हो, मूल लाइसेंस में पहले से छूट दी गयी राशि को घटाकर छूट दी गयी:

		परन्तु यह कि लाइसेंस के नवीकरण के लिए आवेदन के साथ संशोधनों का प्रस्ताव किए जाते है, हो, सौ रुपये की संशोधन फीस संदेय नहीं होगी। (3) नियम 122 के अनुसार योजना के संशोधन के लिए आवेदन इस तरह के संशोधन से कम से कम 15 दिन पहले ऑनलाइन प्रस्तुत किया जाएगा: बशर्ते कि इस नियम के भीतर किसी भी कारखाने को केवल किसी संयंत्र या मशीनरी के प्रतिस्थापन के कारण या ऐसी सीमाओं के भीतर विस्तारित नहीं माना जाएगा, जो किसी संयंत्र या मशीनरी को जोड़ने के लिए हो, यदि इस तरह के प्रतिस्थापन या जोड़ मशीनरी या संयंत्र के आसपास सुरक्षित काम करने के लिए आवश्यक न्यूनतम स्पष्ट स्थान को कम नहीं करता है: परंतु यह कि यदि कोई संशोधन वाष्प, ऊष्मा, धूल या धुएं के विकास या उत्सर्जन से पर्यावरणीय परिस्थितियों पर प्रतिकूल प्रभाव डालता है जो स्वास्थ्य के लिए हानिकारक हैं, तो ऐसे संशोधन के लिए नियम के अनुसार पूर्व अनुमोदन की आवश्यकता होगी। (4) उप-नियम (1) के अधीन एक आवेदन प्राप्त होने पर, लाइसेंसिंग प्राधिकारी , यदि वह संतुष्ट है कि लाइसेंस में संशोधन करने में कोई आपत्ति नहीं है, तो उत्तर प्रदेश जनहित गारंटी अधिनियम, 2011 (उत्तर प्रदेश अधिनियम संख्या 3 सन् 2011) में अधिसूचित अवधि के भीतर प्रपत्र-46 में संशोधन करेगा, जिसमें विफल रहने पर इस तरह के लाइसेंस को संशोधित समझा जाएगा और संशोधित प्रमाण पत्र पोर्टल द्वारा स्वतः उत्पन्न किया जाएगा। (5) यदि निरीक्षक-सह-सुविधाप्रदाता को यह प्रतीत होता है कि किसी कारखाने में कोई भवन या भवन का भाग ऐसी परिस्थितियों में है कि यह मानव जीवन और सुरक्षा के लिए खतरनाक है, तो वह कारखाने के अधिभोगी को लिखित रूप में नोटिस दे सकता है कि वह विनिर्दिष्ट समय अवधि के भीतर किए जाने वाले भवन और संरचना जीवन परीक्षण को करवाये और सक्षम व्यक्ति द्वारा हस्ताक्षरित ऐसी परीक्षा और परीक्षणों का प्रमाण पत्र निरीक्षक-सह-सुविधाप्रदाता को भेजना होगा।
धारा 79 की उप-धारा (1) के खंड (ग) के अधीन लाइसेंस का अतंरण	119.	(1) लाइसेंस धारक, लाइसेंस की समाप्ति से पहले किसी भी समय, अपने लाइसेंस को किसी अन्य व्यक्ति को अंतरित करने की अनुमति के लिए आवेदन कर सकता है। यदि कोई लाइसेंसधारी की मृत्यु हो जाती है या दिवालिया हो जाता है या अन्यथा असमर्थ हो जाता है, तो यह आवेदन ऐसे लाइसेंसधारी के कारबार को करने वाले व्यक्ति द्वारा किया जा सकता है। (2) इस तरह के आवेदन राज्य सरकार के श्रम विभाग के सरकारी पोर्टल पर प्रपत्र-47 में कारबार की सूचना और ऐसे अन्य दस्तावेजों के साथ किए जाएंगे जो आवश्यक हो। (3) मुख्य निरीक्षक-सह-सुविधाप्रदाता या लाइसेंसिंग प्राधिकारी , यदि वह अतंरण को मंजूरी देता है, तो अपने हस्ताक्षर/डिजिटल हस्ताक्षर के अधीन लाइसेंस पर इस आशय का एक पृष्ठांकन दर्ज करेगा कि लाइसेंस प्रपत्र-46 में नामनिर्दिष्ट व्यक्ति को अंतरित कद दिये गये है। (4) ऐसे प्रत्येक आवेदन पर एक हजार रुपये का फीस लिया जाएगा। (5) जिस व्यक्ति को लाइसेंस इस प्रकार हस्तांतरित किया गया है, उसे मूल धारक के रूप

		में लाइसेंस के अधीन समान शक्तियाँ मिलेगी, और समान दायित्वों के अधीन होगी।
धारा 79 की उपधारा (1) के खंड (ग) के अधीन लाइसेंसधारी की मृत्यु या असमर्थता पर प्रक्रिया	120.	यदि किसी लाइसेंसधारी की मृत्यु हो जाती है या दिवालिया हो जाता है या अन्यथा असमर्थ हो जाता है, तो ऐसे लाइसेंसधारी का कारबार करने वाला व्यक्ति लाइसेंस द्वारा लाइसेंसधारी को प्रदत्त शक्तियों का प्रयोग करने के लिए, उस समय के दौरान, जब तक उसे मूल लाइसेंस की शेष अवधि के लिए अपने नाम लाइसेंस के अतंरण हेतु आवेदन करने हेतु यथोचित रूप से अनुज्ञात करना आवश्यक था, संहिता या इस नियमावली के अधीन किसी भी शास्ति के लिए उत्तरदायी नहीं होगा। परंतु यह कि, यह अवधि ऐसी तारीख से दो महीने से अधिक नहीं होगी जब कर्यावाही का कारण उत्पन्न होता है: परन्तु यह और कि, मुख्य निरीक्षक-सह-सुविधाप्रदाता या लाइसेंसिंग प्राधिकारी इस समय-सीमा को एक माह तक बढ़ा सकता है, यदि वह व्यक्ति जिसके पक्ष में लाइसेंस का अतंकरण किया जाना है, ऐसे विलंब के लिए पर्याप्त कारण दिखाता है और मुख्य निरीक्षक-सह-सुविधाप्रदाता या लाइसेंसिंग प्राधिकारी पांच हजार रुपये की शास्ति पर दिए गए कारणों से संतुष्ट हो जाता है।
धारा 79 की उपधारा (1) के खंड (ग) के अधीन लाइसेंस रद्द करना	121.	यदि किसी भी समय कोई अधिभोगी राज्य सरकार के श्रम विभाग के सरकारी पोर्टल पर विवरण में कारण दिखाते हुए अपने आशय के बारे में सूचित करता है कि जिस परिसर के संबंध में लाइसेंस जारी किए गए हैं, उसका उपयोग कारखाने के कार्य के लिए नहीं किया जाएगा, तो मुख्य निरीक्षक-सह-सुविधाप्रदाता ऐसे कारखाने के संबंध में दिए गए लाइसेंसों को रद्द कर देगा और पोर्टल के माध्यम से अधिभोगी/नियोजक को संसूचित किया जाएगा: परंतु यह कि इस तरह के आवेदन को कारखाने के रूप में परिसर के उपयोग की समाप्ति की तारीख से कम से कम दो महीने पहले प्रस्तुत किया जाएगा; परंतु यह कि, नियोजक एक वचन देगा कि दो महीने की अवधि से पहले, वह अपने कर्मचारियों को किए जाने वाले अपने सभी बकाया, भुगतानों का भुगतान करेगा और परिसर से सभी खतरनाक पदार्थों और अपव्यय को हटा देगा।
धारा 79 की उपधारा (1) के खंड (ग) के अधीन कब्जे की सूचना	122.	अधिभोग की सूचना प्रपत्र-47 में होगी।
प्रबंधक के परिवर्तन की सूचना	123.	(1) अधिभोगी को कारखाने के प्रबंधक को नियुक्त करने की आवश्यकता है। यदि, कारखाने के प्रबंधक को नियुक्त नहीं किया गया है, तो अधिभोगी को कारखाने का प्रबंधक माना जाएगा।

		(2) प्रबंधक के परिवर्तन की सूचना प्रपत्र-48 में होगी। प्रबंधक के परिवर्तन के लिए आवेदन विवरण सरकार के आधिकारिक पोर्टल पर ऑनलाइन प्रस्तुत किया जाएगा। (3) प्रबंधक के परिवर्तन का अनुमोदन मुख्य निरीक्षक-सह-सुविधाप्रदाता या संबंधित लाइसेंसिंग प्राधिकारी द्वारा लाइसेंस पर ऑनलाइन किया जाएगा
धारा 80 के अधीन कुछ परिस्थितियों में परिसर के स्वामी का दायित्व	124.	(1) जहां किसी भी परिसर में अलग-अलग भवनों को अलग-अलग कारखानों के रूप में उपयोग करने के लिए अलग-अलग अधिभोगियों को पट्टे पर दिया जाता है, परिसर का स्वामी सामान्य सुविधाओं और सेवाओं जैसे कि संपर्क सड़कों, जल निकासी, जल आपूर्ति, प्रकाश व्यवस्था और स्वच्छता के प्रावधान और रखरखाव के लिए जिम्मेदार होगा। (2) मुख्य निरीक्षक-सह-सुविधाप्रदाता को उप-नियम (1) के उपबंधों को पूरा करने के संबंध में परिसर के स्वामी को आदेश जारी करने की शक्ति होगी। (3) जहां किसी भी परिसर में, स्वतंत्र या स्व-निहित, फर्श या फ्लैट अलग-अलग कारखानों के रूप में उपयोग के लिए अलग-अलग अधिभोगियों को पट्टे पर दिए जाते हैं, परिसर का स्वामी उत्तरदायी होगा, जैसे कि वह किसी कारखाने का अधिभोगी या प्रबंधक था, इस संहिता के उपबंधो के किसी भी उल्लंघन के संबंध में- (एक) यदि हां, तो इन प्रयोजनों के लिए जल की सामान्य आपूर्ति के अनुरक्षण के संबंध में शौचालय, मूत्रालय और धुलाई सुविधाएं प्रदान की जाती हैं; (दो) स्वामी से संबंधित मशीनरी और संयंत्र की बाड़ लगाना और विशेष रूप से किसी अधिभोगी की हिरासत या उपयोग के लिए नहीं सौंपा गया है; (तीन) फ्लैटों के फर्श तक पहुंच के सुरक्षित साधन, और सीढ़ियों और सामान्य मार्गों का अनुरक्षण और सफाई; (चार) आग लगने के मामले में सावधानियां; (पॉच) होइस्ट और लिफ्टों का अनुरक्षण; तथा (छह) परिसर में उपलब्ध कराई गई हिन्हीं अन्य सामान्य सुविधाओं का अनुरक्षण रखरखाव। (4) स्वामी के दायित्व से संबंधित उपबंध वहॉ लागू होंगे, जहां किसी परिसर में सामान्य शौचालयों, मूत्रालयों और धुलाई सुविधाओं के साथ स्वतंत्र कमरे अलग-अलग कारखानों के रूप में उपयोग के लिए अलग-अलग अधिभोगियोंको पट्टे पर दिए गये हों, परन्तु यह कि स्वामी शौचालयों, मूत्रालयों और धुलाई सुविधा स्थलों के उपबंध और उनका अनुरक्षण करने रखरखाव करने से संबंधित आवश्यकताओं का अनुपालन करने के लिए भी उत्तरदायी होगा। (5) मुख्य निरीक्षक-सह-सुविधाप्रदाता के पास संहिता की धारा 80 में निर्दिष्ट परिसर के स्वामी को आदेश जारी करने की शक्ति होगी। (6) जहां किसी परिसर में आंशिक भाग अथवा कक्ष अथवा शेड को अलग-अलग कारखानों के रूप में उपयोग के लिए अलग-अलग अधिभोगियों को पट्टे पर दिया, परिसर का स्वामी उपरोक्त नियम के उपबंधों के किसी प्रकार के उल्लंघन के लिए उत्तरदायी होगा।

धारा 82 के अधीन खतरनाक विनिर्माण कार्य संचालनो की प्रक्रिया	125.	(1) निम्नलिखित खतरनाक विनिर्माण कार्य संचालन प्रक्रिया या प्रचालन, कल्याणकारी सुख सुविधाएं, स्वच्छता सुविधाएं, सुरक्षात्मक उपकरण और कपड़े और खतरनाक संचालन के लिए आवश्यक अन्य आवश्यकताओं को इन नियमों के साथ अनुसूची-तीन से अनुसूची-पैंतीस में प्रदान किया गया है-

अनुसूची सं.	विशिष्टियॉ
तीन	वातित जल का विनिर्माण और उसके आनुषंगिक प्रक्रिया
चार	सभी प्रकार की इलेक्ट्रोप्लेटिंग प्रक्रिया
पॉच	विद्युत संचायकों का विनिर्माण और मरम्मत
छः	कांच विनिर्माण और उससे संबंधित प्रक्रियाएं
सात	धातुओं को पीसना या ग्लेज़िंग और उसके लिए आकस्मिक प्रक्रियाएं
आठ	सीसा और सीसा के कुछ यौगिकों का विनिर्माण और उपचार
नौ	खतरनाक पेट्रोलियम से गैस का उत्पादन
दस	संपीडित हवा या भाप के विस्फोट से प्रेरित, धातु के शॉट या ग्रिट या अन्य अपघर्षक के जेट द्वारा वस्तुओं की सफाई या चौरसाई करना
ग्यारह	लाइनिंग और टैनिंग कच्ची खाल और खाल और उसके लिए आनुषंगिक प्रक्रिया
बारह	प्रिंटिंग प्रेस और टाइप फाउंड्री पर की जाने वाली कतिपय लेड प्रक्रियाएं
तेरह	डाइक्रोमेट विनिर्माण
चौदह	रासायनिक कार्य
पन्द्रह	कार्सिनोजेनिक डाई इंटरमीडिएट का विनिर्माण अथवा अभिचालन
सोलह	बेंजीन और बेंजीन युक्त पदार्थों का विनिर्माण, संचालन और उपयोग
सत्रह	मिट्टी के बर्तनों का विनिर्माण
अट्ठारह	पत्थर या मुक्त सिलिका युक्त किसी अन्य सामग्री का अभिचालन
उन्नीस	अभ्रक की हैंडलिंग और प्रसंस्करण, अभ्रक की किसी भी वस्तु का विनिर्माण और विनिर्माण की कोई अन्य प्रक्रिया या अन्यथा जिसमें अभ्रक का उपयोग किसी भी रूप में किया जाता है
बीस	संक्षारक पदार्थों की हैंडलिंग या अभिचालन
इक्कीस	पानी के इलेक्ट्रोलिसिस द्वारा उत्पादित ऑक्सीजन और हाइड्रोजन का संपीड़न
बाइस	विलायक निष्कर्षण संयंत्रों में वनस्पति और पशु स्रोतों से तेल और वसा निकालने की प्रक्रिया

		तेईस | मैंगनीज और उसके यौगिकों का विनिर्माण या अभिचालन चौबीस | खतरनाक कीटनाशकों का विनिर्माण या अभिचालन पच्चीस | कार्बन डाई-सल्फाइड संयंत्रों में विनिर्माण प्रक्रिया या संचालन छब्बीस | उच्च शोर स्तर से जुड़े प्रचालन सत्ताईस | विस्कोस प्रक्रिया द्वारा रेयान का विनिर्माण अट्ठाईस | अत्यधिक ज्वलनशील तरल पदार्थ और ज्वलनशील संपीड़ित गैसें उन्नतीस | कार्पेट और ऊनी ड्रगेट बनाना या उससे आनुषंगिक या उससे जुड़ा कोई कार्य तीस | पीतल के बर्तन बनाना या उससे आनुषंगिक या उससे जुड़ा कोई भी कार्य इक्तीस | ताला और हार्डवेयर बनाना या उससे आनुषंगिक या उससे जुड़ा कोई भी कार्य बतीस | वेल्डिंग प्रक्रिया और उससे आनुषंगिक या उससे जुड़े कोई भी कार्य तैतीस | तप्त धातुकर्म प्रक्रिया और उससे आनुषंगिक या उससे जुड़े कोई भी कार्य चौंतिस | उर्वरकों का विनिर्माण या अभिचालन पैंतिस | कोल्ड स्टोरेज या मिल्क चिलिंग प्लांट या रेफ्रिजरेंट के रूप में अमोनिया का उपयोग करके बर्फ का विनिर्माण और उससे आनुषंगिक प्रक्रियाएं (2) नियम के साथ संलग्न अनुसूची-तीन से अनुसूची-पैंतीस में विनिर्दिष्ट उपबंध किसी भी वर्ग या कारखानों के विवरण पर लागू होंगे जहां ऐसी अनुसूची में विनिर्दिष्ट खतरनाक विनिर्माण प्रक्रियाएं या संचालन किए जाते हैं। (3) उक्त प्रक्रियाओं या किसी अनुसूची के संचालन में नियोजित प्रत्येक कर्मकार अनुसूची में यथा विनिर्दिष्ट समयावधि पर कारखाना चिकित्सा अधिकारी द्वारा अधिभोगी के खर्च पर आवश्यक रूप से पुनः परीक्षण करना होगा कारखाना चिकित्सा अधिकारी भी प्रपत्र -सात में स्वास्थ्य रजिस्टर में परीक्षणों और परिणामों की प्रकृति दर्ज करेंगे। (4) अनुसूची के अधीन चिकित्सा परीक्षण नियम 73 में यथाविहित अर्हता रखने वाले कारखानों चिकित्सा अधिकारी द्वारा संपादित की जाएगी।
धारा 135 की उपधारा (2) के खंड (यकए) के अधीन गंभीर खतरे के कारण	126.	(1) जहां निरीक्षक सुविधाप्रदाता को यह प्रतीत होता है कि किसी कारखाने या उसके हिस्से में स्थितियां ऐसी हैं कि वे उसमें नियोजित व्यक्तियों या आसपास के सामान्य लोगो को चोट या मृत्यु के रुप में गंभीर खतरा उत्पन्न कर सकती हैं, तो वह कारखाने के अधिभोगी को लिखित रूप में आदेश देकर, उन विवरणों का उल्लेख करते हुए जिसके संबंध में वह कारखाने या उसके भाग को इस तरह के गंभीर खतरे का कारण मानता है और ऐसे अधिभोगी को कारखाने में या उसके किसी भाग में न्यूनतम व्यक्तियों की संख्या से भिन्न खतरा दूर होने तक न्यूनतम कार्यों में भाग लेने के लिए किसी व्यक्ति को

रोजगार को प्रतिबंधित करने की शक्ति		निषिद्ध कर सकता है। (2) उपधारा (1) के अधीन निरीक्षक प्रदाता द्वारा निर्गत कोई आदेश तीन दिनों की अवधि के लिए प्रभावी होगा जब तक कि मुख्य निरीक्षक-सह-सुविधाप्रदाता द्वारा सुविधा प्रदाता आदेश द्वारा विस्तारित नहीं किया जाता है। (3) उपधारा (1) के अधीन निरीक्षक-सह-सुविधाप्रदाता और उपधारा (2) के अधीन मुख्य निरीक्षक-सह- सुविधाप्रदाता के आदेश से व्यथित किसी भी व्यक्ति को राज्य सरकार में अपील करने का अधिकार होगा। (4) कोई भी व्यक्ति जिसका नियोजन उपधारा (1) के अधीन जारी आदेश से प्रभावित हुआ है, वह मजदूरी और अन्य लाभों का हकदार होगा और जहां भी संभव हो और विहित तरीके से उसे वैकल्पिक रोजगार प्रदान करना अधिभोगी का कर्तव्य होगा । (5) उप-धारा (4) के उपबंध औद्योगिक संबंध संहिता, 2020 के अधीन पक्षकारो के अधिकारों पर प्रतिकूल प्रभाव डाले बिना होंगे।
धारा 83 की उप-धारा (1) के अधीन स्थल मूल्यांकन समिति	127.	(1) राज्य सरकार, खतरनाक प्रक्रिया वाले कारखाने के प्रारंभिक स्थान के लिए अनुमति प्रदान करने के लिए या ऐसे किसी कारखाने के विस्तार के लिए आवेदनों पर विचार करने की सलाह देने के लिए, श्रम आयुक्त की अध्यक्षता में एक स्थल मूल्यांकन समिति नियुक्त कर सकती है, जिसमें सम्मिलित होंगे - (क) मुख्य निरीक्षक-सह- सुविधाप्रदाता । (ख) निदेशक कारखाना का एक प्रतिनिधि; (ग) राज्य प्रदूषण नियंत्रण बोर्ड का एक प्रतिनिधि; (घ) पर्यावरण विभाग, उत्तर प्रदेश के एक प्रतिनिधि; (ङ) अग्निशमन सेवा महानिदेशक द्वारा नामनिर्दिष्ट एक अधिकारी (च) मौसम विज्ञान विभाग, उत्तर प्रदेश के एक प्रतिनिधि; (छ) व्यावसायिक स्वास्थ्य के क्षेत्र में एक विशेषज्ञ; (ज) राज्य सरकार के आवास और शहरी नियोजन विभाग का एक प्रतिनिधि; तथा (झ) पांच से अनधिक अन्य सदस्य जिन्हें राज्य सरकार द्वारा सहयोजित किया जा सकता है, जो होंगे- (एक) एक वैज्ञानिक जिसके पास कारखाने में अंतर्गस्त परिसंकमय प्रक्रिया का विशेष ज्ञान हो; (दो) स्थानीय प्राधिकरण का एक प्रतिनिधि जिसके क्षेत्राधिकार में कारखाना स्थापित किया जाना है; तथा (तीन) तीन से अनधिक अन्य व्यक्ति जिन्हे राज्य सराकार उचित समझे । (2) मुख्य निरीक्षक-सह- सुविधा प्रदाता उक्त समिति का सदस्य-सचिव होगा। (3) कोई भी सदस्य, जब तक कि विधि न्यायालय द्वारा करना अपेक्षित न हो, संहिता के उददेश्य से अन्यथा, किसी भी समय विनिर्माण या वाणिज्यिक कारबार या किसी भी कार्य प्रक्रिया से संबंधित कोई भी जानकारी जो समिति के सदस्य के रुप में उनके कार्यकाल के दौरान उनके ज्ञान में आ सकती है, प्रकट नही करेगा। (4) संहिता की धारा 2 (1) (यक) के अधीन आच्छादित कारखानों के संबंध में साइटों के मूल्यांकन के लिए आवेदन फॉर्म -49 में 15 प्रतियों के साथ समिति के अध्यक्ष को प्रस्तुत किए जाएंगे। समिति विचाराधीन आवेदन में किसी विशेष मद के बारे में सूचना प्रस्तुत करने से अभियुक्ति प्रदान कर सकती है।

		(5) जहां कोई प्रक्रिया केंद्र सरकार के स्वामित्व या नियंत्रण वाले कारखाने या केंद्र सरकार के स्वामित्व या नियंत्रण वाले निगम या कंपनी से संबंधित है, राज्य सरकार उस समिति के सदस्य के रूप में केंद्र सरकार द्वारा नामनिर्दिष्ट एक प्रतिनिधि, स्थल मूल्यांकन समिति में सहयोजित करेगी। (6) स्थल मूल्यांकन समिति के पास परिसंकटमय प्रक्रिया से अंतर्ग्रस्त कारखाने की स्थापना या विस्तार के लिए आवेदन करने वाले व्यक्ति से कोई भी जानकारी मांगने की शक्ति होगी।
धारा 83 की उप-धारा (1) के अधीन स्थल मूल्यांकन समिति के कार्य	128.	(1) समिति के सचिव साइट के मूल्यांकन के लिए प्राप्त आवेदनों को एक अलग रजिस्टर में पंजीकृत करने की व्यवस्था करेंगे और 7 दिनों की अवधि के भीतर इसे स्वीकार करेंगे। (2) समिति का सचिव अध्यक्ष के पूर्व अनुमोदन से बैठक का समय और तारीख नियत करेगा और निर्णय के लिए प्राप्त और पंजीकृत सभी आवेदनों को समिति को संदर्भित करेगा। (3) समिति आवेदनों के शीघ्र निपटान की आवश्यकता को ध्यान में रखते हुए अपने कामकाज के लिए एक प्रक्रिया अपना सकती है। (4) समिति पर्यावरण संरक्षण अधिनियम, 1986 और उसके अधीन बनाए गए नियमों के उपबंधों के अनुसार कारखाने के स्थान पर निषेध और प्रतिबंधों और विभिन्न क्षेत्रों में प्रक्रिया और संचालन करने के संदर्भ में किसी स्थल के मूल्यांकन के लिए आवेदन की परीक्षण करेगी। (5) यदि आवश्यक हो तो समिति दस्तावेज मंगवा सकती है, विशेषज्ञों का परीक्षण कर सकती है, स्थल का निरीक्षण कर सकती है और स्थल की उपयुक्तता के संबंध में अपना दृष्टिकोण तैयार करने के लिए अन्य कदम उठा सकती है। (6) जहां कहीं प्रस्तावित स्थल को उद्योग मंत्रालय अथवा भारत सरकार के पर्यावरण, वन एवं जलवायु परिवर्तन मंत्रालय से अनापत्ति अपेक्षित हो, वहां ऐसी अनापत्ति प्राप्त होने के बाद ही समिति द्वारा स्थल मूल्यांकन पर विचार किया जाएगा। (7) खतरनाक प्रक्रिया से जुड़े कारखाने के प्रारंभिक स्थान के लिए या ऐसे कारखाने के विस्तार के लिए अनुज्ञा प्रदान करने के लिए आवेदन में निम्नलिखित विशिष्टियॉ अंतर्विष्ट होंगी। (क) आवेदक का नाम और पता; (ख) स्थल स्वामित्व डेटा; (ग) स्थल का राजस्व ब्यौरा सर्वेक्षण संख्या, प्लॉट संख्या, आवंटन/पंजीकरण संख्या, आदि; (घ) ब्यौरा कि क्या इस स्थल को वन के रूप में वर्गीकृत किया गया है और यदि हां, तो क्या भारतीय वन अधिनियम, 1927 की धारा 5 के अधीन केन्द्र सरकार का अनुमोदन प्राप्त कर लिया गया है; (ङ) ब्यौरा कि क्या प्रस्तावित स्थल पर्यावरण संरक्षण अधिनियम, 1986 की धारा 3(2)(V) के प्रावधानों को आकर्षित करता है, यदि हां, तो प्रतिबंधों की प्रकृति; (च) स्थानीय प्राधिकरण जिसके अधिकारिता क्षेत्र में स्थल स्थित है; (छ) स्वामित्व के दस्तावेजी साक्ष्य; (ज) स्पष्ट चिन्हांकन, अर्जित किये जाने हेतु प्रस्तावित कुल क्षेत्रफल और प्रस्तावित

		स्थल के समीप स्थित निम्नलिखित के सम्बन्ध में दर्शाया गया ब्यौरा- (एक) आसपास में ऐतिहासिक स्मारक, यदि कोई हो; (दो) पड़ोसी विनिर्माण इकाइयों और मानव आवासों, शैक्षिक और प्रशिक्षण संस्थानों, पेट्रोल प्रतिष्ठानों, आसपास के क्षेत्र में तरलीकृत पेट्रोलियम गैस और अन्य खतरनाक पदार्थों के भंडारण और प्रस्तावित इकाई से उनकी दूरी (तीन) आसपास जल स्रोत (नदी, धाराएं, नहरें, बांध और जल शोधन संयंत्र आदि); (चार) प्रस्तावित इकाई से निकटतम अस्पतालों, अग्निशमन केन्द्रों, नागरिक सुरक्षा स्टेशनों और पुलिस स्टेशनों की दूरी; (पाँच) उच्च तनाव विद्युत परिषण लाइनें, पानी, तेल, गैस या मलवहन के लिए पाइपलाइन; (छः) रेलवे लाइनें, सड़कें, स्टेशन, जेटी गैस और आसपास में अन्य समरूप अधिष्ठान; (सात) मृदा की स्थिति और गहराई का ब्यौरा जिस पर कठोर स्तर अभिप्राप्त किए जा सकते हैं; (आठ) समीप के टीलों और स्तरों में अंतर दर्शाते हुए कारखाना का समोच्च मानचित्र ; (नौ) प्रवेश और निकास बिंदुओं के भीतर सड़कों, पानी की नालियों आदि को दर्शाते हुए कारखाने की भूखण्ड योजना। (दस) परियोजना रिपोर्ट में निम्नलिखित ब्यौरा दिए गए हैं: - (ग्यारह) परियोजना के मुख्य तत्वों का सारांश; (बारह) संगठन की प्रास्थिति (सरकारी, अर्ध-सरकारी, सार्वजनिक या निजी आदि); (तेरह) कारखाने में संभावित रूप से नियोजित व्यक्तियों की अधिकतम संख्या; (चौदह) बिजली और पानी की अधिकतम आवश्यकता और उनकी आपूर्ति के स्रोत; (पंद्रह) प्रस्तावित इकाई में भवनों और प्रतिष्ठानों के ब्लॉक आरेख; तथा (सोलह) प्रस्तावित आवासन कॉलोनी, अस्पताल, विद्यालय और अन्य अवसंरचनात्मक सुविधाओं का विवरण। (ञ) प्रस्तावित विनिर्माण इकाई/कारखाने के लिए संगठनात्मक संरचना दर्शा रही है:- (एक) सामान्य रूप से प्रस्तावित उद्यम का संगठन आरेख, और स्वास्थ्य, सुरक्षा और पर्यावरण संरक्षण विभाग और संचालन और तकनीकी विभाग से उनका संबंध; (दो) प्रस्तावित स्वास्थ्य और सुरक्षा नीति; (तीन) अपशिष्ट और बहि: स्रावअपशिष्टों के उपचार के लिए आवंटित क्षेत्र; तथा (चार) सुरक्षा, स् वास् थ् य और पर्यावरण संरक्षण उपायों पर परिव्यय का प्रतिशत। (ट) साइट से संबंधित मौसम विज्ञान संबंधी आंकड़े जिसमें निम्नलिखित दर्शित किये

जायेंगे -

(एक) पिछले दस वर्षों के दौरान औसत, न्यूनतम और अधिकतम तापमान, आर्द्रता और वायुवेग;

(दो) हवा की दिशा की मौसमी विविधताएं;

(तीन) क्षेत्र में बाढ़ के दौरान अब तक अभिलिखित उच्चतम जल स्तर तक पहुंच ; तथा

(चार) क्षेत्र का तडित और भूकंपीय आंकड़े ।

(ठ) संचार लिंक दर्शा रहे हैं: -

(एक) वाहय संचार के लिए टेलीफोन/टेलीक्स/वायरलेस और अन्य संचार सुविधाओं की उपलब्धता; तथा

(दो) प्रस्तावित आंतरिक संचार सुविधाएं।

(ड) विनिर्माण प्रक्रिया की सूचना जिसमें दर्शित किये जायेंगे: -

(एक) प्रक्रिया प्रवाह आरेख विनिर्माण प्रक्रिया के विभिन्न चरणों में तापमान, दबाव आदि जैसे प्रक्रिया मापदंडों को दर्शाने वाला विस्तृत ;

(दो) प्रक्रिया और प्रौद्योगिकी पर संक्षिप्त लेखन;

(तीन) महत्वपूर्ण प्रक्रिया के मानदण्ड यथा दबाव निर्माण, तापमान वृद्धि और रन अवे की दशाएं;

(चार) सुरक्षा निहितार्थ वाली प्रक्रिया के लिए महत्वपूर्ण अन्य वाहय प्रभाव, जैसे नमी या पानी का प्रवेश, असंगत पदार्थों के साथ संदंश, अचानक बिजली की विफलता; तथा

(पाँच) अंतर्निहित सुरक्षा/प्रदूषण नियंत्रण उपकरणों या विनिर्माण प्रौद्योगिकी में शामिल उपायों की मुख्य विशेषताएं।

(ढ) खतरनाक सामग्रियों की सूचनाएं जिसमें दर्शित किए जाऐंगे: -

(एक) कच्चे माल, मध्यवर्ती, उत्पाद और उप-उत्पाद और उनकी मात्रा (प्रत्येक खतरनाक पदार्थ के संबंध में सामग्री सुरक्षा आकडा पत्र के साथ संलग्न);

(दो) कच्चे माल/मध्यवर्ती/उत्पादों के लिए प्रस्तावित मुढय और मध्यवर्ती भंडारण (किसी भी समय संग्रहीत की जाने वाली अधिकतम मात्रा)

(तीन) माल के अंतर्ग्रह और बहिर्वाह के लिए उपयोग की जाने वाली परिवहन विधियां, उनकी मात्रा और अनुसरण किये जाने वाले संभावित मार्ग, तथा

(चार) माल की उठाई-धराई के प्रस्तावित सुरक्षा उपाय, आंतरिक और बाहरी परिवहन, और निपटान (तैयार उत्पादों की पैकिंग और अग्रेषण)

(ण) अपशिष्टों और प्रदूषकों के फैलाव/निपटान की सूचनायें, जिसमें दर्शित किये जायेंगे: -

(एक) प्रमुख प्रदूषक (गैस, तरल, ठोस), उनकी विशेषताएं और मात्रा (औसत और चरम भार पर);

(दो) जनित ठोस अपशिष्ट की गुणवत्ता और मात्रा, उनके उपचार और निपटान की पद्धतियॉ; और

(तीन) वायु, जल और मृदा प्रदूषण प्रत्याशित समस्याएं और उन्हें

		नियंत्रित करने के लिए प्रस्तावित उपाय, जिसमें बहिस्त्रावों का उपचारऔर निपटान शामिल है। (त) खतरनाक प्रकिया संबंधी सूचनाओं के साथ: - (एक) पर्यावरणीय प्रभाव आकलन पर रिपोर्ट की एक प्रति; (दो) जोखिम मूल्यांकन अध्ययन पर रिपोर्ट की एक प्रति; तथा (तीन) दुर्घटना की स्थितियों/व्यावसायिक स्वास्थ्य खतरों या इसी तरह के संयंत्रों पर कहीं और (देश के भीतर या बाहर) प्रकाशित (खुली या वर्गीकृत) रिपोर्टें, यदि कोई हों। (थ) प्रस्तावित सुरक्षा और व्यावसायिक स्वास्थ्य उपायों की सूचना के साथ: - (एक) अग्निशमन सुविधाओं और पानी की न्यूनतम मात्रा, कार्बन डाइऑक्साइड और/या आपात स्थिति से निपटने के लिए आवश्यक अन्य अग्निशमन उपायों का विवरण; तथा (दो) प्रस्तावित गृह चिकित्सा सुविधाओं का विवरण। (द) आपातकालीन तैयारियों की सूचना जिसमें दर्शित किये जायेंगे: - (१) कार्यस्थल की आपातकालीन योजना और विस्तृत आपदा नियंत्रण उपाय; तथा (२) पड़ोसी कारखानों के समूह के साथ पारस्परिक सहायता योजना के लिए प्रस्तावित व्यवस्था, यदि कोई हो। (ध) अन्य कोई सुसंगत सूचना। (8) उप-नियम (7) में उल्लिखित आवेदन आवेदक द्वारा निम्नलिखित रीति से प्रमाणित किया जाएगा: "मैं प्रमाणित करता हूं कि ऊपर दी गई सूचना मेरी सर्वोत्तम जानकारी के अनुसार सही है और इसे प्रस्तुत करते समय किसी महत्वपूर्ण बात को छिपाया नही गया है। आवेदक के हस्ताक्षर आवेदक का पूरा नाम और पता"
धारा 83 की उप-धारा (2) के अधीन स्थल मूल्यांकन समिति की रिपोर्ट प्रस्तुत करने के लिए प्रपत्र	129	स्थल मूल्यांकन समिति खतरनाक प्रक्रिया से युक्त कारखाने की स्थापना के लिए आवेदन की जांच करेगी और निर्धारित प्रपत्र-50 में ऐसे आवेदन की प्राप्ति के नब्बे दिनों की अवधि के भीतर राज्य सरकार को अपनी सिफारिशें प्रस्तुत करेगी।
धारा 84 की उप-धारा (1) के अधीन पदार्थ सुरक्षा	130	सूचना का संग्रहण, विकास और प्रसार- (1) खतरनाक प्रक्रिया को करने वाले प्रत्येक कारखाने के अभियोगी को कारखाने में निर्माण, परिवहन और भंडारण में संभाले जाने वाले प्रत्येक खतरनाक पदार्थ या सामग्री के संबंध में सामग्री सुरक्षा डेटा शीट (एमएसडीएस) के रूप में जानकारी

डाटा शीट पर खतरनाक पदार्थों की सूचना अभिप्राप्त करना या विकसित करना		प्राप्त करने या विकसित करने की व्यवस्था करनी होगी। यह किसी कर्मकार के अनुरोध पर संदर्भ संदर्भ हेतु उपलब्ध होगा। (क) ऐसी प्रत्येक सामग्री सुरक्षा डेटा शीट में निम्नलिखित सूचना सम्मिलित होगी: (एक) लेबल पर प्रयुक्त पहचान चिह्न; (दो) पदार्थ के खतरनाक तत्व; (तीन) खतरनाक पदार्थ की भौतिक और रासायनिक विशेषताएं; (चार) खतरनाक पदार्थ के भौतिक खतरे, जिसमें आग, विस्फोट और प्रतिक्रियाशीलता की संभावना समाविष्ट है; (पाँच) खतरनाक पदार्थ के स्वास्थ्य खतरे, जिसमें जोखिम के संकेत और लक्षण तथा कोई भी चिकित्सा स्थिति सम्मिलित है, जिसे आम तौर पर पदार्थ के संपर्क में आने से बढ़ने के रूप में पहचाना जाता है; (छः) प्रवेश का प्राथमिक मार्ग या मार्गों; (सात) अनुसूची-सैंतिस में विहित अभिदर्शन की अनुज्ञेय सीमा; (आठ) खतरनाक पदार्थ के सुरक्षित संचालन और उपयोग के लिए कोई भी आम तौर पर लागू सावधानियां, जो ज्ञात हैं, जिसमें उचित स्वच्छता प्रथाएं, दूषित उपकरणों की मरम्मत और रखरखाव के दौरान सुरक्षात्मक फैलाव और लीक की सफाई के लिए प्रक्रियाएं; (नौ) कोई भी आम तौर पर लागू नियंत्रण उपाय, जैसे उपयुक्त इंजीनियरिंग नियंत्रण, कार्य अभ्यास, या व्यक्तिगत सुरक्षा उपकरणों का उपयोग; (दस) आपातकालीन और प्राथमिक चिकित्सा प्रक्रियाएं; (ग्यारह) सामग्री सुरक्षा डेटा शीट तैयार करने की तारीख, या उसमें अंतिम परिवर्तन; (बारह) सामग्री सुरक्षा डेटा शीट तैयार करने या वितरित करने वाले निर्माता, आयातक, अधिभोगी या अन्य जिम्मेदार पक्ष का नाम, पता और टेलीफोन नंबर, जो खतरनाक पदार्थ और यदि आवश्यक हो तो उचित आपातकालीन प्रक्रियाओं के बारे में अतिरिक्त जानकारी प्रदान कर सकता है। (ख) किसी खतरनाक पदार्थ के संबंध में सामग्री सुरक्षा डेटा शीट प्राप्त करने या विकसित करने के दौरान अभिभोगी यह सुनिश्चित करेगा कि सटीक रूप से दर्ज की गई जानकारी, खतरे का निर्धारण करने में उपयोग किए जाने वाले वैज्ञानिक साक्ष्य को दर्शाती है। यदि वह खतरों के बारे में किसी भी महत्वपूर्ण जानकारी से अवगत हो जाता है, तो नई जानकारी को जल्द से जल्द सामग्री सुरक्षा डेटा शीट में जोड़ा जाएगा। (ग) ऐसी सामग्री सुरक्षा डेटा शीट का एक उदाहरण अनुसूची-छत्तीस में दिया गया है। (2) किसी खतरनाक पदार्थ के प्रत्येक कंटेनर पर स्पष्ट रूप से चिन्हित किया जाएगा या पहचाना जाएगा: - (क) कंटेनर की अंतर्वस्तु; (ख) खतरनाक पदार्थों के निर्माता या आयातक का नाम और पता; (ग) शारीरिक और स्वास्थ्य खतरे; तथा

		(घ) खतरनाक पदार्थ के साथ सुरक्षित रूप से काम करने के लिए आवश्यक अनुशंसित व्यक्तिगत सुरक्षा उपकरण।
धारा 84 की उप-धारा (1) के अधीन कर्मचारियों के समक्ष सूचना का प्रकटीकरण	131	(1) खतरनाक प्रक्रिया क्रियान्वित को करने वाले प्रत्येक कारखाने के अधिभोगी समस्त कर्मचारियों को विनिर्माण, परिवहन, भंडारण और अन्य प्रक्रिया में खतरनाक सामग्रियों या पदार्थों के संचालन के संबंध में निम्नलिखित सूचना प्रदान करेंगे: (क) संहिता की धारा 84, 85 और 89 की अपेक्षाएं; (ख) कारखाने में संचालित की जाने वाली खतरनाक प्रक्रिया की एक सूची; (ग) नियम-130 के अनुसार समस्त सामग्री सुरक्षा डेटा शीट की अवस्थिति और उपलब्धता; (घ) पदार्थों के संपर्क में आने या संभालने से उत्पन्न होने वाले शारीरिक और स्वास्थ्य सम्बंधी खतरे; (ड़) शारीरिक और स्वास्थ्य खतरों की सुरक्षा और नियंत्रण सुनिश्चित करने के लिए अधिभोगी द्वारा किए गए उपाय; (च) खतरनाक पदार्थों की उठाई-धराई, सुरक्षित संचालन, भंडारण और परिवहन को सुनिश्चित करने के लिए कर्मचारियों द्वारा किए जाने वाले उपाय; (छ) खतरनाक संचालनों की खतरनाक प्रक्रिया में कार्यरत कर्मचारियों द्वारा उपयोग किए जाने वाले व्यक्तिगत सुरक्षा उपकरण; (ज) इन नियमों के अधीन खतरनाक पदार्थों के कंटेनरों पर प्रयुक्त विभिन्न लेबलों और चिह्नों का अर्थ; (झ) खतरनाक पदार्थों के संपर्क में आने पर प्रकट होने वाले संकेत और लक्षण और किसे रिपोर्ट करना है; (ञ) किसी खतरनाक पदार्थ के फैलाव या रिसाव के मामले में कर्मचारियों द्वारा किए जाने वाले उपाय; (ट) कारखाने की आपातकालीन योजना के साथ-साथ कर्मचारियों की भूमिका, विशेष रूप से निकासी प्रक्रियाएं; (ठ) कर्मचारियों की सुरक्षा और स्वास्थ्य सुनिश्चित करने के लिए अधिभोगी द्वारा आवश्यक समझी जाने वाली कोई भी अन्य जानकारी। (2) उप-नियम (1) द्वारा अपेक्षित सूचना को संकलित किया जाएगा और कर्मचारियों को व्यक्तिगत रूप से पुस्तिकाओं या पत्रकों की आपूर्ति और कार्यस्थलों पर चेतावनी नोटिस के प्रदर्शन के माध्यम से अवगत कराया जाएगा। (3) कारखानें ने में प्रदर्शित पुस्तिकाएं, पत्रक और चेतावनी नोटिस अधिकांश कर्मचारियों द्वारा समझी जाने वाली भाषा में होंगे और उन्हें समझाया भी जाएगा। (4) निरीक्षक-सह-सुविधाप्रदाता या मुख्य निरीक्षक-सह-सुविधाप्रदाता अधिभोगी को आवश्यक समझे जाने पर कर्मचारियों को और अधिक जानकारी प्रदान करने का निदेश दे सकता है।
धारा 84 की उप-धारा (1)	132.	(1) खतरनाक प्रक्रिया करने वाले प्रत्येक कारखाने के अधिभोगी, धारा 84 की उप-धारा (1) के अधीन कर्मचारियों को दी गई समस्त सूचनाओं की एक प्रति लिखित रूप में मुख्य

के अधीन मुख्य निरीक्षक-सह-सुविधाप्रदाता, स्थानीय प्राधिकारी को सूचना का प्रकटीकरण		निरीक्षक-सह-सुविधाप्रदाता को प्रस्तुत करेंगे। (2) कारखाने में प्रयुक्त, उत्पादित या संग्रहीत खतरनाक पदार्थों के संबंध में सामग्री सुरक्षा डेटा शीट के संकलन की एक प्रति मुख्य निरीक्षक-सह-सुविधाप्रदाता और स्थानीय निरीक्षक-सह-सुविधाप्रदाता को प्रस्तुत की जाएगी। (3) उप-नियम (1) और उप-नियम (2) के अधीन दी गई सूचना की एक प्रति उस क्षेत्र के जिला मजिस्ट्रेट और उप-मंडल मजिस्ट्रेट को भी भेजी जाएगी जहां प्रतिष्ठान स्थित है। (4) खतरनाक प्रक्रिया उद्योग के अधिभोगी को मुख्य निरीक्षक-सह-सुविधाप्रदाता और निरीक्षक-सह-सुविधाप्रदाता को प्रत्येक वर्ष निम्नलिखित बिंदुओं पर इलेक्ट्रॉनिक रूप से सूचना भी प्रस्तुत करनी होगी: (क) कारखाने का नाम: (ख) पता: (ग) उत्पाद (घ) विनिर्माण प्रक्रिया: (1) कच्चा माल: (2) नाम और अधिकतम भंडारण क्षमता: (ड.) अंतिम उत्पाद: (एक) नाम और अधिकतम भंडारण क्षमता: (च) मध्यवर्ती उत्पाद: (एक) नाम और अधिकतम भंडारण क्षमता: (छ) कारखाने के साथ संबद्ध खतरे: (ज) अपनाए गए सुरक्षात्मक सुरक्षा उपाय : (झ) आग और विस्फोट का जोखिम: (ञ) खतरनाक अवशिष्ट के निस्ताण के ब्योरे।
धारा 84 की उप-धारा (1) के अधीन आस-पास रहने वाली आम जनता को सूचना का प्रकटीकरण	133.	(1) 'खतरनाक प्रक्रिया' संपादित करने वाले प्रत्येक कारखाने के अधिभोगी को राज्य सरकार द्वारा नामनिर्दिष्ट जिला आपातकालीन प्राधिकरण के परामर्श से आम जनता को सूचित करने के लिए उचित कदम उठाएगा, जो उस क्षेत्र में होने की संभावना है जो दुर्घटना से प्रभावित हो सकता है। (2) ऐसी सूचना में सम्मिलित होंगे: (क) कारखाने का नाम और पता जहां स्थित है; (ख) सूचना देने वाले व्यक्ति की पहचान, नाम और स्थिति से; (ग) इस बात की पुष्टि कि कारखाने को कारखाना निदेशालय और राज्य प्रदूषण नियंत्रण बोर्ड से अनुमोदन प्राप्त है; (घ) परिसर में संपादित की जाने वाली खतरनाक प्रक्रिया (प्रक्रियाओं) के सरल शब्दों में एक स्पष्टीकरण; (ङ) उपयोग किए जाने वाले खतरनाक पदार्थों के सामान्य नाम जिनसे दुर्घटना होने की संभावना हो सकती है और उनकी प्रमुख हानिकारक विशेषताओं के संकेत; (च) प्रासंगिक सुरक्षा क़ानूनों के तहत अधीन अपने कानूनी दायित्वों के अनुपालन में ऐसी दुर्घटना के जोखिम को कम करने के लिए किए जाने वाले उपायों का संक्षिप्त विवरण; (छ) कारखाने में अपनाए गए अनुमोदित आपदा नियंत्रण उपायों की मुख्य विशेषताएं;

		(ज) आम जनता के लिए कारखाने की आपातकालीन चेतावनी प्रणाली का विवरण; (झ) चेतावनी सुनने पर जनता को क्या कार्यवाई करनी चाहिए इस सम्बन्ध में सामान्य सलाह ; (ञ) कारखाने में की गई व्यवस्थाओं का संक्षिप्त विवरण, जिसमें आपातकालीन सेवाओं के साथ संपर्क भी शामिल है, दुर्घटनाओं से निपटा और उनके प्रभावों को कम किया जा सके; और (ट) जहां से आगे की जानकारी प्राप्त की जा सकती है, इसका विवरण।
धारा 84 की उप-धारा (2) के अधीन स्वास्थ्य और सुरक्षा नीति	134.	(1) "खतरनाक प्रक्रिया" वाले प्रत्येक कारखाने के अधिभोगी को संहिता और उसके अधीन बनाए गए नियमों के उपबंधो के अनुसार कार्यस्थल पर कर्मचारियों के स्वास्थ्य और सुरक्षा के संबंध में अपनी नीति का एक लिखित विवरण तैयार करना होगा और इसे अधिकारिता वाले मुख्य निरीक्षक-सह-सुविधाप्रदाता और निरीक्षक-सह-सुविधाप्रदाता तिमाही आधार पर दें और यदि उक्त नीति में कोई परिवर्तन होता है तो 15 दिनों के भीतर। (2) स्वास्थ्य और सुरक्षा नीति में निम्नलिखित अन्तर्विष्ट होना चाहिए या इससे व्यवहार में होना चाहिए- (क) स्वास्थ्य और सुरक्षा नीति संहिता और अन्य प्रासंगिक क़ानूनों की वैधानिक आवश्यकताओं के अनुरूप होगी; (ख) संगठनात्मक ढांचा विभिन्न स्तरों पर स्पष्ट रूप से जिम्मेदारी सौंपने वाली घोषित नीति का पालन करेगा, और (ग) नीति को प्रभावी बनाने की व्यवस्था। (3) विशेष रूप से, स्वास्थ्य और सुरक्षा नीति में निम्नलिखित को विनिर्दिष्ट करना चाहिए (क) कर्मचारियों को शामिल करने की व्यवस्था; (ख) विभिन्न स्तरों पर व्यक्तियों के स्वास्थ्य और सुरक्षा प्रदर्शन को ध्यान में रखते हुए उनकी कैरियर उन्नति पर विचार करने का आशय; (ग) परिसर में प्रवेश करने वाले ठेकेदारों, उप-ठेकेदारों, परिवाहको और अन्य एजेंसियों की जिम्मेदारी; (घ) कारखाने के वार्षिक रिपोर्ट में स्वास्थ्य और सुरक्षा प्रदर्शन का पुनः आरम्भ करना; (ङ) स्वास्थ्य, सुरक्षा और पर्यावरण की स्थिति के आवधिक निर्धारण करने और समस्त उपचारात्मक उपाय करने के लिए लेखा परीक्षा और जोखिम निर्धारण जैसे खतरा और संचालन क्षमता अध्ययन (एच ए जेड ओ पी) आदि जैसी प्रासंगिक तकनीकें और विधियाँ तथा अन्य सुरक्षा तकनीकें; (च) संयंत्र, उपकरण, मशीनरी और सामग्री की खरीद के साथ-साथ कर्मियों के चयन और नियुक्ति से संबंधित समस्त निर्णयों में स्वास्थ्य और सुरक्षा को एकीकृत करने के लिए इसका आशय; तथा (छ) अपने कर्मचारियों को विभिन्न स्तरों पर और जनता व जहॉ भी आवश्यक हो, सूचित करने, शिक्षित करने और प्रशिक्षण देने और पुनः प्रशिक्षित करने की व्यवस्था करना। (4) अधिभोगी द्वारा हस्ताक्षरित घोषित स्वास्थ्य और सुरक्षा नीति की एक प्रति मुख्य निरीक्षक-सह- सुविधाप्रदाता, और निरीक्षक-सह- सुविधाप्रदाता को उपलब्ध करायी

		जाएगी। (5) स्वास्थ्य और सुरक्षा नीति को व् यापक रूप जाना जाएगा:- (क) संविदा कर्मचारियों, प्रशिक्षुओं, परिवहन कर्मचारियों, आपूर्तिकर्ताओं आदि सहित समस्त कर्मचारियों को प्रतियां उपलब्ध कराना; (ख) अधिकांश कर्मचारियों द्वारा समझी जाने वाली भाषा में सहज दृश्य स्थानों पर नीति की प्रतियां प्रदर्शित करना; तथा (ग) संचार का कोई अन्य साधन। (6) जितनी बार उचित हो सुरक्षा नीति को पुनरीक्षित करेंगे, लेकिन इसे निम्नलिखित परिस्थितियों में आवश्यक रूप से संशोधित किया जाएगा: - (क) जहां कहीं भी कोई विस्तार या संशोधन किया जाता है जिसमें कार्यस्थल पर व्यक्तियों की सुरक्षा और स्वास्थ्य पर प्रभाव पड़ता है; या (ख) जब कभी विनिर्माण प्रक्रिया में नए पदार्थ या वस्तुएं प्रविष्टकी जाती हैं, जिनका ऐसे पदार्थों या वस्तुओं के संपर्क में आने वाले व्यक्तियों के स्वास्थ्य और सुरक्षा पर प्रभाव पड़ता है।
धारा 84 की उप-धारा (7) के अधीन औद्योगिक अपशिष्टों पर सूचना	135.	(1) नियम 129 से नियम 131 के अधीन दी गई सूचना में प्रति दिन उत्पन्न ठोस और तरल अपशिष्टों की मात्रा, उनकी विशेषताएं और उपचार के तरीके जैसे ठोस अपशिष्टों का भस्मीकरण, तरल अपशिष्टों का रासायनिक और जैविक उपचार और उनके अंतिम निपटान की व्यवस्था सम्मिलित होगी। (2) इसमें स्टैक या अन्य छिद्रों के माध्यम से गैसीय अपशिष्ट निर्वहन की गुणवत्ता और मात्रा के बारे में जानकारी भी सम्मिलित होगी और पर्यावरण के प्रदूषण को नियंत्रित करने के लिए की गई इसी तरह की व्यवस्थाओं के स्क्रबर्स, साइक्लोन सेपरेटर्स, इलेक्ट्रोस्टैटिक प्रीसिपिटेटर के उपबंध जैसी व्यवस्थाएं भी सम्मिलित होंगी। (3) अधिभोगी उप-नियम (1) और (2) में निर्धारित विहित सूचना भी राज्य प्रदूषण नियंत्रण बोर्ड को प्रस्तुत करेगा।
धारा 84 की उप-धारा (5) के अधीन खतरनाक प्रक्रिया में लगाए जाने के लिए प्रस्तावित कारखाने के अधिभोगी द्वारा मुख्य निरीक्षक-सह-सुविधाप्रदाता को सूचित करना।	136.	(1) अधिभोगी/नियोक्ता धारा 84 की उप-धारा (5) के अधीन खतरनाक प्रक्रिया से जुड़े कारखाने की सूचना को प्रकट करेगा, अर्थात्: (क) खतरनाक प्रक्रिया से जुड़े प्रत्येक कारखाने के अधिभोगी को वास्तविक संचालन और रासायनिक अभिक्रियाओं दोनों से शामिल सभी खतरों की पहचान करनी होगी। कच्चे माल के गुणों, बनाए जाने वाले अंतिम उत्पादों और प्रक्रिया के दौरान प्राप्त किसी भी उप-उत्पाद का सावधानीपूर्वक अध्ययन किया जाएगा और कर्मचारियों पर प्रभाव सहित किसी भी खतरे से निपटने के लिए उपबंध किए जाएंगे, जो विनिर्माण के दौरान हो सकते हैं। (ख) उप-नियम (1) में उल्लिखित सुरक्षा सुनिश्चित करने के लिए प्रक्रिया, इसके खतरों और डिजाइन चरण से निपटान चरण तक उठाए गए या उठाए जाने वाले कदमों का विवरण देने वाली निम्नलिखित रूपविधान में सूचना मुख्य निरीक्षक-सह- सुविधाप्रदाता और निरीक्षक-सह-सुविधाप्रदाता को यथाशीघ्र ऑनलाइन के माध्यम से प्रेषित की जानी चाहिए और किसी भी स्थिति में खतरनाक हैंडलिंग प्रक्रिया से जुडे विनिर्माण या भण्डारण आदि करने से 30 दिन पूर्व प्रेषित की जानी चाहिए। (2) खतरनाक प्रक्रिया उद्योग के अधिभोगी द्वारा प्रस्तुत की जाने वाली सूचना:

		(क) फैक्टरी का नाम: ..... (ख) पता ..... (ग) विनिर्माण प्रक्रिया विवरण ..... (रासायनिक कारखाने की सामग्री के मामले में समस्त अभिक्रियाओं का संतुलन संलग्न किया जाएगा) (घ) उपयोग किए गए कच्चे माल (नाम, भंडारण का तरीका, अधिकतम भंडारण क्षमता) ..... (ङ) तैयार उत्पाद (नाम और अधिकतम भंडारण क्षमता) ..... (च) मध्यवर्ती उत्पाद (नाम और अधिकतम भंडारण क्षमता)..... (छ) पहचाने गए खतरों (रासायनिक कारखाने के मामले में एच ए जेड ओ पी पर आधारित रसायनों की प्रक्रिया के खतरों, भंडारण और हैंडलिंग को संलग्न किया जाएगा) ..... (ज) उपचारात्मक उपाय (उपकरण, प्रक्रिया नियंत्रण, अभियान्त्रिकी नियंत्रण और प्रशासनिक नियंत्रण के लिए इनबिल्ट सुरक्षा प्रणाली): ..... (झ) खतरनाक अपशिष्ट के निपटान के लिए विवरण: नाम के साथ अधिभोगी के हस्ताक्षर (3) उपर्युक्त सूचना को उपरोक्त किसी भी सूचना, तकनीकी प्रगति या ऑनलाइन के माध्यम से तीन साल में एक बार बदलने के तुरंत बाद संशोधित और अद्यतन किया जाएगा। (4) उपर्युक्त उपबंधों के अनुपालन के लिए मुख्य निरीक्षक-सह-सुविधाप्रदाता या निरीक्षक-सह-सुविधाप्रदाता द्वारा मांगी गई कोई भी अतिरिक्त सूचना भी प्रस्तुत की जाएगी।
धारा 84 की उप-धारा (7) के अधीन कर्मचारियों और आम जनता को दी गई सूचना	137.	(1) इन नियमों के नियम-130 से नियम-132 के अधीन दी गई सूचना को कारखाने के गेट या गेट पर नोटिस बोर्ड पर प्रदर्शित करके प्रचारित किया जाएगा और ऐसी सूचना जिला मजिस्ट्रेट और मुख्य निरीक्षक-सह-सुविधाप्रदाता को भी दी जाएगी। (2) यह अधिभोगी/नियोक्ता की जिम्मेदारी होगी कि वह ऐसी सूचना को आम जनता के बीच व्यापक रूप से प्रचारित करे।
धारा 133 की उपधारा (2) के खंड (ययध) के अधीन सूचना की गोपनीयता	138.	(1) 'खतरनाक प्रक्रिया' अपनाए जाने वाले कारखाने का अधिभोगी, कर्मचारियों की सुरक्षा और स्वास्थ्य की रक्षा के लिए आवश्यक समस्त सूचनाओं को प्रकट करेंगे- (क) उसके कर्मकार, और (ख) मुख्य निरीक्षक-सह-सुविधाप्रदाता या निरीक्षक-सह-सुविधाप्रदाता, जिसकी अधिकारिता है, जैसा कि इन नियमों के अधीन अपेक्षित है। यदि अधिभोगी की राय है कि प्रक्रिया और फॉर्मूलेशन के बारे में विवरण के प्रकटीकरण से उसके व्यावसायिक हितों पर प्रतिकूल प्रभाव पड़ेगा, तो वह मुख्य निरीक्षक-सह-सुविधाप्रदाता को ऐसी सूचना रोकने का कारण बताते हुए एक अभ्यावेदन दे सकता है। मुख्य निरीक्षक-सह-सुविधाप्रदाता अधिभोगी को सुनवाई का अवसर देने के बाद अभ्यावेदन पर एक आदेश पारित करेगा।

		(2) मुख्य निरीक्षक-सह-सुविधाप्रदाता के आदेश से व्यथित कोई अधिभोगी तीस दिनों की अवधि के भीतर राज्य सरकार को अपील कर सकता है और राज्य सरकार अधिभोगी को सुनवाई का अवसर देने के बाद एक आदेश पारित करेगी।
धारा 85 की उप-धारा (क) के अधीन चिकित्सा परीक्षा	139.	(1) खतरनाक प्रक्रिया में नियोजित कर्मचारियों को एक योग्य चिकित्सक द्वारा चिकित्सा परीक्षा की जाएगी, जिसे आगे कारखाना चिकित्सा अधिकारी कहा गया है, द्वारा निम्नलिखित रीति से की जाएगी:- (क) नियोजन से पूर्व एक बार, किसी विशेष कार्य को करने के लिए व्यक्ति की शारीरिक योग्यता की जांच करने के लिए; (ख) व्यावसायिक स्वास्थ्य खतरों, जिनसे कर्मकार प्रभावित होते हैं, के संबंध में समस्त कार्मकारों की स्वास्थ्य प्रास्थिति को सुनिश्चित करने हेतु 06 माह की अवधि में एक बार, और ऐसे किसी कर्मकार, जिसके मामले कारखाना चिकित्सा अधिकारी की राय है कि ऐसा करना आवश्यक है, के सम्बन्ध में किसी अल्पतर अंतराल पर; (ग) उपरोक्त के रूप में किए गए पूर्व-रोजगार और आवधिक चिकित्सा परीक्षाओं का विवरण प्रपत्र-7 में स्वास्थ्य रजिस्टर में अभिलिखित किया जाएगा। (2) किसी भी व्यक्ति को कारखाना चिकित्सा अधिकारी द्वारा दिए गए प्रपत्र-8 में स्वस्थता प्रमाण पत्र के बिना पहली बार नियोजित नहीं किया जाएगा। यदि कारखाना चिकित्सा अधिकारी किसी व्यक्ति को उप-नियम (1) के अधीन आच्छादित किसी प्रक्रिया में नियोजन के लिए अनुपयुक्त घोषित करता है, तो उसे उस क्षेत्र के निरीक्षक-सह-सुविधाप्रदाता के पास अपील करने का अधिकार होगा, जो एक चिकित्सा अधिकारी के परामर्श के पश्चात् अपील का विनिश्चय करेगा जो इस संबंध में अंतिम होगा। (3) कारखाना चिकित्सा अधिकारी के किसी निष्कर्ष में किसी प्रक्रिया में नियोजित किसी व्यक्ति की किसी असामान्यता या अनुपयुक्तता पाये जाने पर वह संबंधित कर्मकार का परीक्षण करेगा और अपने निष्कर्षों की संसूचना 30 दिन के भीतर अधिभोगी को देगा। यदि चिकित्सा अधिकारी की राय है कि इस प्रकार परीक्षित कर्मकार को स्वास्थ्य सुरक्षा के लिए प्रक्रिया से पृथक किया जाना अपेक्षित है, तो वह अधिभोगी को तदनुसार निर्देशित करेगा जो उक्त कर्मकार को उक्त कार्य प्रक्रिया में नियोजित नहीं करेगा तथपि इस प्रकार पृथक किये गये कर्मकार को तब तक ऐसा प्लेसमेंट प्रदान किया जाएगा जब तक कि वह चिकित्सा अधिकारी की राय में पूर्णतः अक्षम न हो जिसमें प्रभावित कर्मकार का उपयुक्त पुनर्वास किया जाएगा। (4) एक चिकित्सा अधिकारी अपने स्वयं के प्रस्ताव पर या एक निरीक्षक-सह-सुविधाप्रदाता के संदर्भ पर एक खतरनाक प्रक्रिया में अपने नियोजन की उपयुक्तता अभिनिश्चित करने का पता लगाने या उसके स्वास्थ्य की प्रास्थिति अभिनिश्चित करने के लिए किसी कर्मकार का चिकित्सा परीक्षण कर सकता है। ऐसे मामले में चिकित्सा अधिकारी की राय अंतिम होगी। इस चिकित्सा परीक्षण के लिए अपेक्षित शुल्क का संदाय अधियोग द्वारा किया जाएगा। (5) उप-नियम (2) के तहत अधीन किसी प्रक्रिया में नियोजन से पृथक किये गए कर्मकार को चिकित्सा अधिकारी से स्वस्थता प्रमाण पत्र प्राप्त करने के पश्चात और

		स्वास्थ्य रजिस्टर में इस आशय की प्रविष्टियां करने के पश्चात ही उसी प्रक्रिया में पुनः नियोजित किया जा सकता है। (6) इस नियमावली के अधीन और केंद्र या राज्य सरकार द्वारा या उसकी ओर से किए गए किसी भी चिकित्सा सर्वेक्षण के लिए चिकित्सा परीक्षा से गुजरने वाला कर्मकार ऐसी चिकित्सा परीक्षा से गुजरने से इनकार नहीं करेगा। (7) संबंधित कर्मकार को चिकित्सा अभिलेख और रिपोर्ट की एक प्रति निशुल्क में प्रदान की जाएगी।
धारा 85 के खंड (ख) के अधीन अर्ह व्यक्तियों की अर्हता और अनुभव	140.	(1) खतरनाक पदार्थों की देख-रेख हेतु पर्यवेक्षण से करने के लिए अपेक्षित समस्त व्यक्तियों को निम्नलिखित अर्हता और अनुभव धारित करना होगा: (क) पाँच वर्ष के अनुभव के साथ रसायनशास्त्र में उपाधि या रसायन अभियांत्रिकी या प्रोद्योगिक में डिप्लोमा: या (ख) रसायन विज्ञान में स्नातकोत्तर डिग्री या रसायन अभियांत्रिकी या प्रौद्योगिकी में दो वर्ष के अनुभव के साथ उपाधि.। (2) उपरोक्त उप-नियम (1) में नियत अनुभव एक रासायनिक उद्योग में प्रक्रिया संचालन और अनुरक्षण में होगा। (3) मुख्य निरीक्षक-सह-सुविधाप्रदाता को पर्यवेक्षक को स्वास्थ्य और सुरक्षा में प्रशिक्षण प्राप्त करने की अपेक्षा कर सकता है। उक्त प्रशिक्षण के पाठ्यक्रम और अवधि और प्रशिक्षण आयोजित करने वाले संगठनों को महानिदेशक, कारखाना सलाह सेवा और श्रम संस्थान (डीजीएफएएसएलआई) या राज्य सरकार द्वारा महानिदेशक, कारखाना सलाह सेवा और श्रम संस्थानों द्वारा जारी मार्गदर्शक सिद्धान्तों के अनुसार अनुमोदित किया जाएगा।
धारा 85 की उप-धारा (ग) के अधीन व्यावसायिक स्वास्थ्य केंद्र	141.	(1) खतरनाक प्रक्रिया किसी कारखाने के संबंध में, नीचे यथा निर्धारित पैमाने के अनुसार सेवाओं और सुविधाओं के साथ एक व्यावसायिक स्वास्थ्य केंद्र सुत्यवस्थित रूप में उपबंधित और अनुरक्षित किया जाएगा: (क) 50 कर्मचारियों तक को नियोजित करने वाले कारखानों के लिए: (एक) अपने निदान केन्द्र में प्रतिधारण क्षमता के आधार पर एक कारखाना चिकित्सा अधिकारी की सेवाएं जो अधिभोगी द्वारा अधिसूचित की जाएंगी, जो नियम 145 में यथा निर्धारित पूर्व नियोजन संबंधी तथा सामयिक चिकित्सा परीक्षण करेगा और आपात स्थिति के दौरान चिकित्सा सहायता प्रदान करेगा; (दो) प्राथमिक चिकित्सा प्रक्रियाओं में प्रशिक्षित कम से कम 5 व्यक्ति जिनमें से कम से कम एक कार्य अवधि के दौरान सदैव उपलब्ध रहेगा; तथा (तीन) समस्त विभागों में पूर्णतः सुसज्जित प्राथमिक चिकित्सा सहायता बॉक्स; (ख) 51 से 200 तक कर्मचारियों को नियोजित करने वाले कारखानों के लिए: (एक) न्यूनतम 15 वर्गमीटर फ़र्श क्षेत्रफल से युक्त एक कक्ष वाला व्यावसायिक स्वास्थ्य केन्द्र जिसकी फर्श और दिवारे, चिकने तथा सुदृढ़, तल से बने हो और वह इस नियमावली से संलग्न अनुसूची के अनुसार पर्याप्त प्रकाश व्यवस्था स्वच्छता एवं साज-सज्जा से युक्त हो, (दो) एक अंशकालिक कारखाना चिकित्सा अधिकारी केंद्र का समग्र प्रभारी होगा जो सप्ताह में कम से कम दो बार कारखाने का दौरा करेगा और जिसकी सेवाएं

		चिकित्सा आपात स्थिति के दौरान आसानी से उपलब्ध होंगी; (तीन) सम्पूर्ण कार्य अवधि के दौरान ड्यूटी पर एक अर्ह और प्रशिक्षित ड्रेसर-सह-कंपाउन्डर; तथा (चार) सभी विभागों में पूरी तरह से सुसज्जित प्राथमिक चिकित्सा सहायता बॉक्स। (ग) 200 से अधिक कर्मचारियों को नियोजित करने वाले कारखानों के लिए: (एक) 500 कर्मचारियों तक नियोजित करने वाले कारखानों के लिए एक पूर्णकालिक कारखाना चिकित्सा अधिकारी और प्रत्येक अतिरिक्त 1000 कर्मचारियों या उसके भाग के लिए एक और चिकित्सा अधिकारी; (दो) एक व्यावसायिक स्वास्थ्य केंद्र जिसमें 15 वर्ग मीटर के न्यूनतम तल क्षेत्रफल के दो कक्ष हो जिनके फर्श और उनकी दीवारे चिकने तथा सदृढ़, तल निर्मित हो और जिसमें इस नियमावली से संलग्न अनुसूची के अनुसार प्रकाश व्यवस्था और स्वच्छता तथा उपस्कर हों; (तीन) एक नर्स, एक ड्रेसर-सह-कंपाउंडर और एक स्वीपर-कम-वार्ड–ब्वाय संपूर्ण कार्य अवधि के दौरान; तथा (चार) व्यावसायिक स्वास्थ्य केंद्र चिकित्सा आपात स्थितियों के प्रबंधन के लिए उपयुक्त रूप से सुसज्जित होगा। (2) उप-नियम (1) के अधीन नियुक्त किए जाने वाले कारखाना चिकित्सा अधिकारी के पास इन नियमों के नियम 73 में विनिर्दिष्ट अर्हता होगी; परन्तु यह कि औद्योगिक स्वास्थ्य में या इसके समकक्ष डिप्लोमा धारण करने वाले व्यक्ति को उपर्युक्त प्रशिक्षण प्रमाण पत्र रखने की आवश्यकता नहीं होगी: परन्तु यह और कि मुख्य निरीक्षक-सह- सुविधाप्रदाता, ऐसी शर्तों के अध्यधीन रहते हुए, जैसा कि वह विनिर्दिष्ट करें, इस उप-नियम की आवश्यकता से छूट प्रदान कर सकता है, यदि उसकी राय में आवश्यक योग्यता रखने वाला उपयुक्त व्यक्ति नियुक्ति के लिए उपलब्ध नहीं है: परन्तु यह भी कि किसी ऐसे व्यक्ति के मामले में जो इस नियमावली के लागू होने के दिनॉक को कम से कम तीन वर्ष की अवधि से कारखाना चिकित्सा अधिकारी के रूप में कार्य कर रहा हो, मुख्य निरीक्षक-सह-सुविधाप्रदाता, इस शर्त के अध्यधीन उक्त व्यक्ति तीन वर्ष की अवधि के भीतर प्रशिक्षण का पूर्वोक्त प्रमाण पत्र प्राप्त कर लेगा। (3) उपर्युक्त प्रमाण पत्र वाले पाठ्यक्रम का पाठय विषय, और पाठ्यक्रम का संचालन करने वाले संगठनों को महानिदेशालय, कारखाना परामर्श सेवा और श्रम संस्थान (डीजीएफएएसएलआई), श्रम और रोजगार मंत्रालय, भारत सरकार या राज्य सरकार द्वारा डीजीएफएएसएलआई द्वारा जारी मार्गदर्शी सिद्वा के अनुसार अनुमोदित किया जाएगा। (4) कारखाना चिकित्सा अधिकारी की नियुक्ति के एक माह के भीतर, कारखाने का अधिभोगी मुख्य निरीक्षक-सह-सुविधाप्रदाता को निम्नलिखित विवरण प्रस्तुत करेगा: (क) कारखाना चिकित्सा अधिकारी का नाम और पता; (ख) अर्हताएं; (ग) अनुभव, यदि कोई हो; तथा (घ) उप-नियम जिसके अधीन कारखाना चिकित्सा अधिकारी की नियुक्ति की गई

		है। (5) कारखानों में व्यावसायिक स्वास्थ्य केंद्र के लिए उपकरणों में शामिल होंगे: (क) गर्म और ठंडे पानी के साथ एक चमकता हुआ सिंक सदैव उपलब्ध होना चाहिए); (ख) कम से कम 180 सेमी x 105 सेमी की मेज जिसका शीर्ष भाग चिकना हो। (ग) उपकरणों को विसंक्रमित स्टरलाइज़ करने के साधन; (घ) एक सोफा; (ङ) काठोरतापूर्वक फिट टक्कनो वाली दो बाल्टियॉ अचना पात्र; (च) केतली और स्पिरिट स्टोव या उबलते पानी के अन्य उपयुक्त साधन; (छ) स्पिरिटस अमोनिया एरोमैटिकस की एक बोतल (120 मिलीलीटर); (ज) दो मध्यम आकार के स्पंज; (झ) दो किडनी ट्रे; (ञ) प्रसाधन साबुन के चार केक, अधिमानतः एंटीसेप्टिक, साबुन; (ट) दो गिलास टम्बलर और दो शराब के गिलास; (ठ) दो नैदानिक धर्मामीटर; (ड) दो चाय के चम्मच; (ढ) दो ग्रेजुएटेड (120 मिली) मापने वाले चश्मा; (ण) आँखें धोने के लिए एक धोने की बोतल (1000 सीसी); (त) 20 में एक बोतल (एक लीटर) कार्बोलिक लोशन; (थ) तीन कुर्सियाँ; (द) एक परदा; (ध) एक विद्युत हाथ की टार्च ; (न) टेटनस टॉक्सॉइड की पर्याप्त आपूर्ति; (प) कोरमाइन तरल (60 मिलीलीटर); (फ) गोलियाँ -एंटीहिस्टामाइन, एंटीस्पास्मोडिक (25 प्रत्येक); (ब) सुइयों के साथ सीरिंज -2 सीसी और 10 सीसी; (भ) दो सुई धारक, बड़े और छोटे; (म) टांके लगाने वाली सुइयाँ और सामग्री; (य) ड्रेसिंग संदंश की एक जोड़ी; (र) ड्रेसिंग संदंश की एक जोड़ी; (ल) एक स्केलपेल; (व) एक स्टेथोस्कोप; (श) रबर पट्टी-दबाव पट्टी; (ष) आवश्यक संलग्नकों सहित ऑक्सीजन सिलेंडर; (स) एक रक्तचाप उपकरण; (ह) एक पटेला हथौड़ा; (क्ष) फेफड़ों के कार्य माप के लिए एक पीक-फ्लो मीटर; (त्र) एक पेट धोने का सेट; तथा (ज्ञ) विशिष्ट विनिर्माण प्रक्रिया से संबंधित कारखाना चिकित्सा अधिकारी द्वारा संस्तुत कोई अन्य उपकरण; (6) उप-नियम (5) में विनिर्दिष्ट उपकरणों के अतिरिक्त, एक व्यावसायिक स्वास्थ्य केंद्र ;- (क) 51 से 200 कर्मचारियों को रोजगार देने वाले कारखानों में शामिल होंगे: -

		(एक) 900 एमएमx100एमएमx6एमएम के चार सादे लकड़ी के टुकड़े; (दो) 350 एमएमx75एमएमx6एमएम के चार सादे लकड़ी के टुकड़े; (तीन) 250 एमएमx50एमएमx12एमएम के दो सादे लकड़ी के टुकड़े; (चार) धमनी संदंश की एक जोड़ी; (पाँच) इंजेक्शन-मॉर्फिया, पेथिडीन, एट्रोपिन, एड्रेनालाईन, कोरामाइन, नोवाकन (2 प्रत्येक): और (छः) सर्जिकल कैंची की एक जोड़ी; (ख) 200 से अधिक कर्मकारों को नियोजित करने वाले कारखानों के लिए, उपकरणों में शामिल होंगे: - (एक) 900 एमएम x100 एमएम x6 एमएम के आठ सादे लकड़ी के टुकड़े; (दो) 350 एमएम x75 एमएम x6 एमएम के आठ सादे लकड़ी के टुकड़े; (तीन) 250 एमएम x50 एमएम x12 एमएम के चार सादे लकड़ी के टुकड़े; (चार) धमनी संदंश के दो जोड़े; (पाँच) इंजेक्शन-मॉर्फिया, पेथिडीन, एट्रोपिन, एड्रेनालाईन, कोरमाइन, नोवोकन (2 प्रत्येक); तथा (छः) सर्जिकल कैंची के दो जोड़े।
धारा 85 की उप-धारा (ग) के अधीन एम्बुलेंस वैन	142.	(1) किसी खतरनाक कार्य प्रक्रिया वाले प्रत्येक कारखाने में उपनियम (2) में विनिर्दिष्ट वस्तुओं से सुसज्जित एक सुव्यवस्थित रूप में निर्मित एंबुलेंस वैन उपबंधित और अनुरक्षित की जायेगी, जिसे पूर्णकालिक चालक-सह-मैकेनिक द्वारा संचालित किया जायेगा और जिसमें बीमारी के प्रयोजनार्थ प्राथमिक चिकित्सा सहायता में प्रशिक्षित एक सहायक भी होगा। एम्बुलेंस वैन का उपयोग इसमें निर्धारित प्रयोजन से भिन्न प्रयोजन के लिए नहीं किया जाएगा और उसे सामान्यत: व्यावसायिक स्वास्थ्य केंद्र में या उसके निकट तैनात किया जाएगा: परंतु यह कि 150 से कम कर्मचारियों को नियोजित करने देने वाला कारखाना आपात स्थिति से निपटने के लिए निकटस्थ चिकित्सालय या अन्य स्थानों से अल्प सूचना पर ऐसी सुविधा प्राप्त करने की व्यवस्था कर सकता है। (2) एम्बुलेंस वैन में निम्नलिखित उपकरण होंगे: - (क) सामान्य : (क) मोड़ने और समायोजन उपकरणों के साथ एक पहिएदार स्ट्रेचर जो ऊपर की ओर झुकने में सक्षम है; (ख) उपकरण के साथ नियत सक्शन इकाई; (ग) उपकरण के साथ नियत ऑक्सीजन की आपूर्ति; (घ) आवरण सहित तकिया, चादरें, कंबल तौलिये; तथा (ङ) वमन बैग, बिस्तर पैन, मूत्रालय, कांच; (ख) सुरक्षा उपकरण जैसे: - (क) 30 मिनट का लाइफ फ्लेयर, फ्लड लाइट्स; (ख) फ्लैश लाइट, अग्निशामक-सूखी पाउडर प्रकार; तथा

<table>
<tr><td></td><td></td><td>(ग) इंसुलेटेड गाउन्टलेट्स।
(ग) आपातकालीन परिचर्या उपकरण जैसे:-
(क) पुनर्जीवन उपकरण जैसे:-
(एक) पोर्शन सक्शन यूनिट; पोर्टेबल ऑक्सीजन इकाई;
(दो) बैग - वाल्व-मुखौटा, हाथ से हस्तचालित कृत्रिम;
(तीन) वेंटिलेशन इकाई;
(चार) वायुमार्ग ; मुंह की थैलियाँ; ट्रेकिटोमाइएडेएर ;
(पाँच) शॉर्ट स्पाइन बोर्ड, प्रशासन इकाई के साथ आईवी तरल पदार्थ; तथा
(छः) बी.पी. मैनोमीटर; काग; स्टेथस्कोप;
(ख) स्थिरीकरण उपकरण :-
(एक) लंबे और छोटे गद्देदार बोर्ड तार सीढ़ी स्प्लिंट्स; तथा
(दो) त्रिकोणीय पट्टी; लंबे और छोटे स्पाइन बोर्ड।
(ग) ड्रेसिंग जैसे:-
(एक) गेज पैड -4"x4" यूनिवर्सल ड्रेसिंग 10"x36";
(दो) एल्यूमीनियम पन्नी का रोल; नरम रोलर पट्टियाँ 6 "x5" गज; 3 "रोल में चिपकने वाला टेप; सुरक्षा पिन; तथा
(तीन) पट्टी चादरें; बर्न शीट ;
(घ) विषाक्तता से निपटने के लिए विषाक्तता उपकरण जैसे:-
(एक) इपेके का सिरप; कोडीवेटेड चारकोल प्रीपैक्ड खुराक में सर्प दंश किट; तथा
(दो) पेय जल;
(ङ) आवश्यकता के अनुसार आपातकालीन दवाएं (केवल योग्य चिकित्सक की सलाह के अधीन)।</td></tr>
<tr><td></td><td></td><td></td></tr>
<tr><td>धारा 85 की उप-धारा (ग) के अधीन विसंदूषित सुविधाएं</td><td>143.</td><td>खतरनाक कार्य करने वाले प्रत्येक कारखाने में आपात स्थिति से निपटने के लिए निम्नलिखित उपबंध किए जाएंगे:
(क) पूर्णत: सुसज्जित प्राथमिक चिकित्सा बॉक्स;
(ख) कर्मचारियों द्वारा धोने के साथ-साथ खतरनाक और संक्षारक पदार्थ से संदूषित कर्मचारियों के कपड़ों को भिगोने के लिए पानी के आसानी से सुलभ साधन; और ऐसे साधन नीचे सारणी में दर्शाए गए मान के अनुसार होंगे:
<table><tr><td>किसी भी समय नियोजित व्यक्तियों की संख्या</td><td>धोने वाले शावरों की संख्या</td></tr><tr><td>(एक) 50 कर्मचारियों तक</td><td>2</td></tr><tr><td>(दो) 51 से 200 कर्मचारियों के मध्य</td><td>प्रत्येक अतिरिक्त 50 या उसके हिस्से के लिए 2+1</td></tr><tr><td>(तीन) 201 से 500 कर्मचारियों के</td><td>प्रत्येक अतिरिक्त 100 या उसके</td></tr></table></td></tr>
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		मध्य | हिस्से के लिए 5+1 (चार) 501 कर्मचारी और उससे अधिक। | प्रत्येक अतिरिक्त 200 या उसके हिस्से के लिए 8+1। (ग) आसुत जल या उपयुक्त तरल से भरी पर्याप्त संख्या में आई वॉश बोतलें,जो बक्सों या अलमारियों में सुविधाजनक रूप से और एक विशिष्ट संकेत द्वारा स्पष्ट रूप से इंगित की जाती हों जो सदैव आसानी से उपलब्ध हों।
धारा 85 की उप-धारा (ग) के अधीन कर्मचारियों को स्वास्थ्य अभिलेख उपलब्ध कराया जाना	144.	(1) "खतरनाक कार्य प्रक्रिया" संचालित करने वाले प्रत्येक कारखाने निम्नलिखित शर्तों के अधीन किसी कर्मकार के स्वास्थ्य अभिलेखों, जिसमें खतरनाक प्रक्रिया के लिए श्रमिक के जोखिम का अभिलेख है या, जैसा भी मामला हो, किसी भी कर्मकार के अवलोकन के लिए उपलब्ध कराएगा: (क) प्रत्येक छह महीने में एक बार या चिकित्सा परीक्षण के तुरंत बाद, जो भी पहले हो; (ख) यदि कारखाना चिकित्सा अधिकारी या चिकित्सा अधिकारी, जैसा भी मामला हो, की राय है कि कर्मकार में संहिता की तीसरी अनुसूची में विनिर्दिष्ट किसी भी ध्यान देने योग्य बीमारी के स्पष्ट संकेत और लक्षण हैं; (ग) यदि कर्मकार नियोजन छोड़ देता है; (घ) यदि निम्नलिखित में से कोई एक प्राधिकारी है, तो निदेश दे:- (एक) मुख्य निरीक्षक-सह-सुविधाप्रदाता; (दो) केंद्र या राज्य सरकार का स्वास्थ्य प्राधिकारी; (तीन) कर्मकार प्रतिकर आयुक्त; (चार) महानिदेशक, कर्मचारी राज्य बीमा निगम; (पाँच) निदेशक, कर्मचारी राज्य बीमा निगम (चिकित्सा प्रसुविधा); तथा (छः) महानिदेशक, कारखाना सलाह सेवा और श्रम संस्थान। (2) खतरनाक प्रक्रिया के संपर्क में आए कर्मचारियों के रिकॉर्ड अभिलेख सहित अद्यतन स्वास्थ्य अभिलेख की एक प्रति, या, जैसा भी मामला हो, चिकित्सा अभिलेख, कर्मचारी से एक आवेदन प्राप्त होने पर उसे प्रदान किया जाएगा। एक्स-रे प्लेट और अन्य चिकित्सा नैदानिक रिपोर्ट भी उनके चिकित्सक के संदर्भ के लिए उपलब्ध कराई जा सकती है।
धारा 88 के अधीन रासायनिक और विषैले पदार्थों के संपर्क की अनुमेय सीमाएं	145.	किसी भी कारखाने में विनिर्माण प्रक्रियाओं (चाहे खतरनाक या अन्यथा) में रासायनिक और विषैले पदार्थों के संपर्क की अधिकतम अनुमेय सीमा अनुसूची-सैंतीस में दिए गए मूल्य की होगी।

धारा 90 के अधीन अपील	146.	निरीक्षक-सह-सुविधाप्रदाता या मुख्य निरीक्षक-सह-सुविधाप्रदाता द्वारा किए गए आदेश से क्षुब्ध किसी भी कारखाने का अधिभोगी, आदेश संसूचित किये जाने के दिनांक से तेरह दिनों के भीतर आदेश पर आपत्ति के आधारों को संक्षिप्त रूप से निर्धारित करते हुए और न्यायालय शुल्क अधिनियम, 1870 की अनुसूची दो के अनुच्छेद 11 के अनुसार कोर्ट-फीस स्टैम्प धारण करते हुए, अपील कर सकता है, और इसके साथ श्रम आयुक्त को अपील किए गए आदेश की एक प्रति के साथ किया जाएगा, जो दोनों को सुनने का अवसर देने के बाद, अपील का यथासंभव शीघ्रता से निपटान करेगा: परन्तु यह कि अपीलीय प्राधिकारी उक्त अवधि की समाप्ति के पश्चात अपील पर विचार कर सकता है यदि उसका यह समाधान हो जाये कि अपीलकर्ता को समय पर अपील दायर करने से पर्याप्त कारण से रोका गया था।
धारा 91 की उप-धारा (1) के खंड (क) के अधीन पर्यवेक्षणीय, प्रबंधकीय अथवा गोपनीय पद धारण करने वाले व्यक्ति	147.	(1) चीनी कारखानों के अलावा कारखानों में निम्नलिखित व्यक्तियों को पर्यवेक्षण या प्रबंधन के पदों पर माना जाएगा, परन्तु यह कि उन्हें अपने कर्तव्यों के नियमित भाग के रूप में शारीरिक श्रम करने की आवश्यकता न हो: - (क) प्रबंधक; (ख) श्रम अधिकारी; (ग) सुरक्षा अधिकारी; (घ) तकनीकी विभाग के प्रमुख; (ङ) अभियन्ता; (च) पर्यवेक्षक; (छ) शिफ्ट अधिकारी; (ज) शिफ्ट प्रभारी; (झ) प्रधान भंडारपाल परन्तु यह कि वे मात्र पर्यवेक्षकीय क्षमता में नियोजित हों; तथा (ञ) कोई अन्य व्यक्ति, जो राज्य सरकार की राय में पर्यवेक्षण या प्रबंधन का पद धारण करता हो। और उसके द्वारा आदेश के माध्यम से लिखित रूप में घोषित किया जाय। (2) चीनी कारखानों में, निम्नलिखित व्यक्तियों को पर्यवेक्षण या प्रबंधन के पद धारण करने वाले समझे जायेगें: - (क) महाप्रबंधक; (ख) प्रबंधक; (ग) मिल सचिव; (घ) गन्ना प्रबंधक; (ङ) गन्ना अधीक्षक, जहां गन्ना प्रबंधक न हो; (च) मुख्य रसायनज्ञ; (छ) श्रम कल्याण अधिकारी; (ज) मुख्य अभियंता; (झ) प्रबंध एजेंट का सचिव या महाप्रबंधक का निजी सहायक; (ञ) गन्ना विकास अधिकारी; (ट) वाणिज्यिक विभाग के प्रमुख, जैसे लेखा, क्रय, भण्डारण कानूनी खानपान, आदि; तथा (ठ) कोई अन्य व्यक्ति, जो राज्य सरकार की राय में, पर्यवेक्षण या प्रबंधन का पद धारण

		करता हो और उसके द्वारा आदेश के माध्यम से लिखित रूप में घोषित किया जाय। (3) व्यक्ति किसी कारखाने में गोपनीय पद धारित करने वाले समझे जायेंगेः- (क) स्टेनोग्राफर; (ख) निजी सहायक; (ग) निजी सचिव; (घ) कार्यालय अधीक्षक; (ङ) प्रधान लिपिक, जहां कोई कार्यालय अधीक्षक न हो; (च) प्रधान मुनीम जहां कोई कार्यालय अधीक्षक या प्रधान लिपिक न हो; (छ) हैड लेखाकार; (ज) प्रधान रोकड़िया; (झ) रोकड़िया; (ञ) प्रधान समय पाल; (ट) टेलीफोन ऑपरेटर; (ठ) रिसेप्शनिस्ट; तथा (ड) कोई अन्य व्यक्ति, जो राज्य सरकार की राय में, एक गोपनीय पद धारित करता हो और इस प्रकार उसके द्वारा एक आदेश के माध्यम से लिखित रूप में घोषित किया जाय। (4) उप-नियम (1), (2) और (3) में उल्लिखित समस्त व्यक्तियों की सूची को प्रपत्र-51 में एक पंजिका में रखी और अनुरक्षित की जायेगी। (5) सतत प्रक्रिया कारखानों के लिए, धारा 26 और धारा 27 के उपबंधों और उसके अधीन बनाए गए नियमों को अनुसूची दो में निर्धारित सीमा तक छूट दी जाएगी।
धारा 133 की उपधारा (2) के खंड (ययध) के अधीन निरीक्षण पुस्तिका	148.	(1) प्रत्येक कारखाने का नियोजक या प्रबंधक इलेक्ट्रॉनिक रूप से या अन्यथा एक निरीक्षण पुस्तिका बनाए रखेगा। प्रत्येक निरीक्षण नोट तीन प्रतियों में तैयार किया जाएगा। (2) अधिभोगी/नियोक्ता निरीक्षण पुस्तिका में प्रपत्र -45 को अद्यतन रखेगा।
धारा 133 की उपधारा (2) के खंड (ययध) के अधीन निरीक्षण का अभिलेख	149.	निरीक्षक-सह-सुविधाप्रदाता या चिकित्सा अधिकारी द्वारा निरीक्षण के समय पाए गए सभी दोषों और अनियमितताओं का एक नोट, उसके द्वारा नियम 148 के अधीन बनाई गई निरीक्षण पुस्तिका में तीन प्रतियों में तैयार किया जाएगा, जिसमें संहिता और नियमों की प्रासंगिक धाराओं का संदर्भ दिया जायेगा, जिनका उल्लंघन किया गया है।

भाग-छ:
बागान

धारा 92 की उपधारा (1) के खंड (क) के अधीन आवास	150.	(1) प्रत्येक नियोक्ता बागान में रहने वाले प्रत्येक श्रमिक और उसके परिवार के लिए कार्यस्थल के यथा संभव निकट किराया मुक्त आवसीय वास सुविधा प्रदान करेगा। नियोक्ता इस बात के लिए स्वतन्त्र रहेगा कि वह ऐसी आवास सुविधा अनेक वर्षों के प्रक्रम में उपबंधित करे, परन्तु यह कि प्रत्येक वर्ष कम से कम पच्चीस प्रतिशत निवासी कर्मकारों के लिए भवन निर्मित किए जाएं। (2) बागान में श्र कर्मकारों के लिए सभी आवासों में महिला कर्मकारों के लिए अलग-अलग कमरे होंगे। ताजी हवा के संचलन द्वारा पर्याप्त वेंटिलेशन को सुरक्षित करने और बनाए रखने के लिए प्रत्येक कमरे में प्रभावी और उपयुक्त प्रावधान किए जाएंगे और पर्याप्त और उपयुक्त प्राकृतिक या कृत्रिम प्रकाश व्यवस्था भी प्रदान की जाएगी और बनाए रखी जाएगी। कमरे या अन्य उपयुक्त वैकल्पिक आवास ऐसे आयामों के होंगे ताकि कमरे का उपयोग करने वाले प्रत्येक व्यक्ति के लिए रसोई और शौचालय के क्षेत्र को छोड़कर, कम से कम दस वर्ग मीटर का फर्श क्षेत्र प्रदान किया जा सके। आवास का निर्माण इस तरह से किया जाएगा कि गर्मी, हवा, बारिश से पर्याप्त सुरक्षा प्रदान करता हो और इसमें चिकनी, कठोर और अभेद्य फर्श की सतह हो। (3) आवासीय वास सुविधा शुष्क और नमी रहित भूमि पर उपलब्ध करायी जायेगी, जो बागान से संगत दूरी पर होगी और मुक्तियुक्त दूरी के भीतर स्वच्छ पेय जल की आपूर्ति से युक्त होगी। मलेरिया वाले क्षेत्रों में आवास, दलदलों और जल भराव से उचित दूरी पर एवं उच्चतम बाढ़ स्तर से ऊपर वाले क्षेत्र में प्रदान किया जायेगा। (4) आवास उपलब्ध कराये जाने वाले क्षेत्र में और आसपास पर्याप्त प्रकाश व्यवस्था प्रदान की जाएगी। (5) नियोक्ता उस क्षेत्र में स्थित मकानों तक पहुँचने वाली सड़कों और रास्तों के साथ साथ उस क्षेत्र में सीवर और नालियों को भी अच्छी स्थिति में बनाए रखेगा। (6) नियोक्ता बागान के उन हिस्सों में जनता को निःशुल्क पहुंच से वंचित नही करेगा जहां कर्मकारों को आवासित किया गया है। (7) नियोक्ता यह सुनिश्चित करेगा कि सभी घरों के आसपास के क्षेत्र को कचरे और मलमूत्र से मुक्त रखा जाय और शौचालयों और नालियों को दैनिक रूप से साफ किया जाए और उनके अंदर या आस-पास के सभी कचरे को एकत्र करने, हटाने और स्वच्छता से निपटाने के लिए प्रेरित करेगा।
धारा 92 की उप-धारा (1)	151.	(1) इन नियमों के प्रकाशन के दिनांक से छह महीने के भीतर, बागान क

के खंड (क) के अधीन आवासीय योजना		प्रत्येक नियोक्ता अनिवार्य रूप से आवास प्रदान करेगा और कर्मकारों के लिए आवास के उपलब्ध के संबंध में एक योजना के अनुमोदन के लिए मुख्य निरीक्षक-सह-सुविधाप्रदाता को प्रस्तुत करेगा, जो अपनी टिप्पणियों क साथ इस तीस दिनों के भीतर अनुमोदन के लिए राज्य सरकार को भेजेगा। राज्य सरकार तीन महीने की अवधि के भीतर नियोक्ता द्वारा प्रस्तावित आवास योजना पर निर्णय लेगी। (2) इस योजना में निम्नलिखत मामलों का उपबंध होगा। (क) उस अवधि का विनिर्देश जिसके दौरान बागान में सभी निवासी कर्मकारों के सम्बन्ध में आवास उपलबध करने का प्रस्ताव है। ऐसी अवधि नियम 50 में निर्दिष्ट अवधि के बाद की नही होगी; (ख) जो उप-नियम (1) के अधीन आवासों के निर्माण के लिये अंगीकृत किये जाने हेतु प्रस्तावित अभिकल्प का प्रकार, ऐसा अभिकल्प ऐसे मानकों और निविर्देशों के अनुरूप हो: जैसाकि राज्य सरकार द्वारा उपनियम (1) अधीन अनुमोदित किया जायें; (ग) कर्मकारों के आवासों के रूप में उपयोग के लिए निर्माण या पुनः प्रतिदर्श तैयार किए जाने वाले अवासों की समय सीमा योजना और स्थल योजना दो प्रतियों में। (3) समस्त आवासों का निर्माण राज्य सरकार द्वारा लिखित रूप में अनुमोदित योजना के अनुसार किया जायेगा। (4) अनुमोदित योजना के अनुसार आवास उपलब्ध कराने में हुई प्रगति को दर्शाने के उददेश्य से प्रत्येक नियोक्ता प्रत्यक वर्ष 31 जुलाई तक मुख्य निरीक्षक सह सुविधा प्रदाता को प्रपत्र-52 में एक रिपोर्ट प्रस्तुत करेगा।
धारा 92 की उपधारा (1) के खंड (क) के अधीन मकानों का अनुरक्षण	152.	(1) नियोक्ता अपने स्वयं के खर्च पर समय-समय पर आवश्यक आवासों की मरम्मत करवाएगा और आवासों उपयुक्त और सुरक्षित स्थिति में अनुरक्षित करेगा। (2) आवास अध्यासित करने वाला कर्मकार और संहिता एंव उसके अधीन बनाए गए नियमों के अधीन नियुक्त निरीक्षक-सह-सुविधाप्रदाता, ऐसे किसी भी आवास, जो कर्मकारों के स्वास्थ्य और सुरक्षा के लिए खतरनाक हो, की दशा में हुई किसी त्रुटि की सूचना नियोक्ता को देगा। जहाँ कोई निरीक्षक-सह-सुविधाप्रदाता इस तरह के दोषों को संज्ञान में लाता है, तो यह नियोक्ता का कर्तव्य होगा कि वह बिना किसी देरी के उन्हें सुधारे। (3) नियोक्ता प्रत्येक वर्ष कम से कम एक बार आवासों की चूने से पुताई कराएगा और सभी दरवाजे खिडकियाँ और अन्य लकड़ी के ढांचे को

		तीन साल में एक बार वार्निश या पेंट कराएगा। राज्य सरकार सामान्य या विशेष आदेश द्वारा यथा विनिर्दिष्ट नियोक्ता द्वारा ऐसे दिनांकों को अभिलिखत करेगा जिस पर चूना पुताई या पंटिग की गई थी।
धारा 92 की उपधारा (1) के खंड (क) के अधीन आवासों का आवंटन तथा अध्यावसान	153.	(1) अपने बागान में रहने वाले कर्मकारों और उनके परिवारों को प्रदान किए गए आवास के लिए नियोक्ता द्वारा कोई किराया नहीं लिया जाएगा। (2) श्रमिक कर्मकार और उसके परिवार के उपयोग के लिए आवास, परिवार युक्त कर्मकार व एक आवास के आधार पर घर आवंटित किए जाएंगे। परन्तु यह कि यदि किसी परिवार में दो या दो से अधिक कर्मकार श्रमिक हैं तो ऐसे किसी भी परिवार के संबंध में परिवार में किसी भी श्रमिक कर्मकार के नाम पर केवल एक घर आवंटित किया जाएगा: परन्तु यह और भी कि किसी ऐसे कर्मकार की सेवाओं की समाप्ति के मामले में, जिसके नाम पर पूर्ववर्ती परन्तुक के अधीन मकान आबंटित किया गया है, वह मकान उसके परिवार के किसी अन्य सदस्य के नाम पर आवंटित किया जाएगा जो कर्मकार है। (3) नियोक्ता उन कर्मकारों को आवास आवंटित कर सकता है जिनके परिवार नही है, ऐसे अनधिक चार कर्मकारों के लिए एक आवास की दर से आवास आवंटित कर सकता है। (4) किसी आवास का अधिभोगी आवास में कोई अनधिकृत परिवर्धन या परिवर्तन नही करेगा। (5) नियोक्ता की लिखित अनुमति के बिना दूसरे अन्य आवास के अधिभोगी के साथ आवास का आदान-प्रदान नही करेगा। (6) अधिभोगी किसी भी व्यक्ति को घर या उसके किसी हिस्से को किराए पर नही देगा। (7) आवास में रहने वाले सभी कर्मकार और उनके परिवार के सदस्य उपबंधित किए गए शौचालयों का उपयोग करेंगे और मिट्टी को प्रदूषित नहीं करेंगे और घरों और उसके परिसर को साफ सुथरा रखेंगे और पीने के पानी को बर्बाद नहीं करेंगे। (8) रहने वाले कक्षों या बरामदे में कोई मवेशी या बकरियाँ नही रखी जाएगी और कोई खिडकी या हवादार स्थान अवरूद्ध नही किया जाएगा। (9) नियोक्ता, ऐसे प्रत्येक कर्मकार, जिसे आवासीय वास सुविधा प्रदान की गयी है, ऐसे आवास के कब्जे को नियंत्रित करने वाली शर्तो को लिखित रूप में ऐसी भाषा में सूचित किया जाएगा जिसे कर्मकार समझ सकें।

धारा 92 की उपधारा (1) के खंड (क) के अधीन नियोजन समाप्त होने के पश्चात् वास सुविधा का अध्यासन	154.	(1) जब किसी कर्मकार की नियोक्ता की सेवा में (मृत्यु हो जाती) है या स्थानांतरण पर जाता है, या इस्तीफा दे देता है, या जब उसकी सेवाएं समाप्त हो जाती हैं, तो वह या उसका परिवार नीचे दी गई विस्तृत अवधि तक आवास प्रतिधारित कर सकता है: (क) मृत्यु स्थानान्तरण या सेवा की समापित की स्थिति में अनधिक दो मास दो महीने की अवधि के लिए ; (ख) सेवानिवृत्ति या त्याग पत्र के मामले में अनधिक एक मास की अवधि तक के लिए; (ग) अवकाश के मामले में अवकाश की अवधि के लिए; तथा (घ) ऐसे मामले में जहां किसी कर्मकार को सेवा उन्मोचन या बर्खास्तगी के परिणाम स्वरूप औद्योगिक विवाद होता है, जब तक कि मामले का अंतिम रूप से निपटारा नही किया जाता है। (2) यदि, उस क्षेत्र के अधिकार क्षेत्र वाले निरीक्षक-सह-सुविधाप्रदाता को दिए गए आवेदन पर, जहां ऐसे आवास स्थित है, तो निरीक्षक सह सुविधाप्रदाता संतुष्ट है कि कोई कर्मकार या उसके परिवार का कोई सदस्य उपनियम (1) में विनिर्दिष्ट अवधि की समाप्ति के बाद ऐसे कर्मकार को आवंटित घर को खाली करने से इनकार करता है, तो वह तत्समय लागू किसी अन्य कानून के बावजूद, नोटिस द्वारा, (क) डाक द्वारा; या (ख) बाहरी दरवाजे या ऐसे आवास के किसी अन्य विशिष्ट हिस्से पर इसकी एक प्रति चिपकाकर; या (ग) भारतीय नागरिक सुरक्षा संहिता, 2023 (अधिनियम संख्या-46 सन् 2023) के अधीन निर्धारित नोटिस देने के किसी अन्य माध्यम से, ऐसे कर्मकार या उसके परिवार के किसी सदस्य या किसी अन्य व्यक्ति को सुनवाई के उचित अवसर देने के बाद, जो पूरे या घर के किसी भी हिस्से पर कब्जा कर सकता है, इस तरह के आदेश की सेवा के दिनांक से एक महीने के भीतर इसे खाली करने का आदेश पारित करेगा। (3) उप नियम (2) के अधीन आदेश का अनुपालन करने में कर्मकार या आवास का अधियोगी अन्य व्यक्ति की विफलता की स्थिति में, निरीक्षक-सह-सुविधाप्रदाता ऐसे कर्मकार, सदस्य या अन्य व्यक्ति को आवास से बेदखल करने के लिए क्षेत्र पर अधिकारिता वाले उप-मण्डल मजिस्ट्रेट की रेंक से नीचे के अधिकारी को लिखित अनुरोध कर सकता है। (4) उप-नियम (3) के अधीन अनुरोध प्राप्त होने पर, उप-नियम (3) में विनिर्दिष्ट उप-मंडल मजिस्ट्रेट निरीक्षक-सह-सुविधाप्रदाता द्वारा पारित आदेश का निष्पादन करेगा और ऐसे सदस्य या अन्य व्यक्ति की बेदखली सुनिश्चित करेगा और आवास का कब्जा नियोक्ता को सौंप देगा। उप-मंडल मजिस्ट्रेट इस प्रयोजन के लिए, ऐसे बल का प्रयोग कर सकता है जो आवश्यक हो सकता है:

		परन्तु यह कि बेदखली के ऐसे आदेश को निष्पादित करने से पूर्व, बेदखली के आदेश की एक प्रति कर्मकार या परिवार के किसी सदस्य या उक्त आवास के कब्जे वाले किसी अन्य व्यक्ति को दी जाएगी।
धारा 92 की उपधारा (1) के खंड (क) के अधीन पेयजल	155.	(1) पेयजल की पर्याप्त आपूर्ति, प्रत्येक लागान के प्रत्येक कार्यस्थल पर कार्य समय की अवधि में हर समय उपलब्ध कराई जायेगी। (2) पेयजल की आपूर्ति किसी भी खुले कुएं या जलाशय से तब तक नही की जाएगी जब तक कि यह हस प्रकार निर्मित स्थित, संरक्षित या अनुरक्षित न किया गया है जिससे वह रासायनिक या बैक्टीरियल और वाह्य अशुद्धियों से प्रदूषण की संभावना से मुक्त हो सके। (3) जहां ऐसे कुएं या जलाशय से पेयजल की पूर्ति की जाये वहां उसमें पानी को समय-समय पर निष्फल निसक्रमित किया जाएगा जैसा कि निरीक्षक-सह-सुविधाकर्ता द्वारा लिखित आदेश द्वारा अपेक्षित है, और विसंक्रमित किये जाने का दिनांक अभिलिखित किया जायेगा। परन्तु यह कि यह अपेक्षा ऐसे कुएं या जलाशय पर लागू नही होगी यदि उसमें मौजूद समिति पानी को उपभोग के लिए आपूर्ति करने से पूर्व छाना गया हो या शोधित किया गया हो। (4) निरीक्षक-सह-सुविधाप्रदाता लिखित आदेश द्वारा, नियोक्ता को निर्देश दे सकता है कि वह स्वास्थ्य अधिकारी या चिकित्सा अधिकारी से कर्मकारों को आपूर्ति किए जाने वाले पानी की मानव उपभोग्यता के संबंध में किसी भी समय या अंतराल पर रिपोर्ट प्राप्त करें और प्रत्येक मामले में स्वास्थ्य अधिकारी या चिकित्सा अधिकारी से रिपोर्ट प्राप्त होते ही उसकी एक प्रति निरीक्षक-सह-सुविधाप्रदाता को प्रस्तुत करेगा। (5) पेयजल की आपूर्ति कार्य स्थलों पर पानीवालों या टैंकरों आदि के माध्यम से सुविधाजनक रूप से सुलभ स्थानों पर की जाएगी।
धारा 92 की उपधारा (1) के खंड (क) के अधीन शौचालय की सुविधा	156.	(1) प्रत्येक बागान में खेती के अधीन प्रत्येक पांच एकड क्षेत्र या उसके हिस्से के लिए एक शौचालय के पैमाने पर शौचालय सुविधा प्रदान की जायेगी। परन्तु यह कि किसी भी लिंक के लिये कम से कम एक शौचालय होना चाहिए। (2) शौचालय सुविधाजनक रूप से स्थित होगा अेर उसमें दोनों लिंगों के लिए विशष पहुंच होगी। (3) प्रत्येक शौचालय और मुत्रालय की दीवारों, छतों और विभाजनों को सफेदी और रंगाई पुताई और सफेदी या रंगाई को प्रत्येक चार महीने की अवधि मं कम से कम एक बार दोहराया जाऐगा। (4) शौचालय सार्वजनिक स्वास्थ्य आवश्यकताओं के अनुरूप होना चाहिए एक कुशल जल जनित सीवेज प्रणाली से जुड़े शौचालयों के अलावा अन्य शौचालय लोक स्वास्थ्य प्राधिकरणों की अपेक्षा के अनुरूप होना चाहिए। (5) प्रत्येक शौचालय ढका हुआ होगा और इस प्रकार विभाजित होगा कि

		गोपनीयता बनी रहे और उसमें समुचित दरवाजे और सिरकिनियॉ लगी होगी। (6) जहां दोनों लिंगों के कर्मकार कार्यरत हैं, वहां प्रत्येक शौचालय या शौचालय ब्लॉक के बाहर, हिंदी में एक नोटिस और अधिकांश श्रमिकों द्वारा समझी जाने वाली भाषा में 'केवल पुरुषों के लिए' या 'केवल महिलाओं के लिए', जैसा भी मामला हो, प्रदर्शित किया जाएगा। नोटिस में एक पुरुष या एक महिला की आकृति भी होगी, जैसा भी मामला हो। (7) जहां पाइप से पानी की आपूर्ति उपलब्ध है, ऐसे शौचालय में या उसके आस-पास पर्याप्त संख्या में पानी के नल उपलब्ध कराए जाएंगे, जो आसानी से सुलभ होंगे: परन्तु यह कि यदि पाइप द्वारा जलापूर्ति उपलब्ध न हो तो पर्याप्त मात्रा में पानी शौचालयों के पास उपयुक्त पात्रों में संग्रहित किया जाएगा।
धारा 92 की उपधारा (1) के खंड (क) के अधीन मूत्रालय सुविधा	157.	(1) मूत्रालय सुविधा प्रत्येक दो एकड़ के क्षेत्र या उसके आंशिक भाग के लिए एक मूत्रालय के पैमाने के आधार पर प्रदान की जाएगी। मूत्रालय पुरुषों और महिलाओं दोनों के लिए सुविधाजनक रूप से स्थित होंगे और किसी भी लिंग के लिए अनन्य होंगे। (2) मूत्रालय लोक स्वास्थ्य की अपेक्षाओं के अनुरूप होना चाहिए, एक कुशल जल जनिक सीवेज प्रणाली से जुडे मूत्रालयों के अलावा अन्य मूत्रालय लोक स्वास्थ्य प्राधिकरणो की अपेक्षाओं के अनुरूप होंगे।
धारा 92 की उपधारा (1) के खंड (क) के अधीन जल नालियों का निर्माण एवं उनका अनुरक्षण	158.	अपशिष्ट या मल जल वाली समस्त नालियों का निर्माण चिनाई या अन्य सुदृढ़ सामग्रियों से किया जाएगा और नियमित रूप से उनकी सफाई की जाएगी तथा उत्प्रवाहों का निस्तारण उपयुक्त जल निकासी व्यवस्था वाली नालियों से संयोजित करके किया जायेगा: परन्तु यह कि जहां ऐसी जल निकासी लाईन नही है, वहां बहिःस्राव को दुर्गंध रहित और अहानिकर बनाया जाएगा और फिर स्वास्थ्य अधिकारी के समाधान के अनुसार उपयुक्त तरीके से निपटाया जाएगा।
धारा 92 की उपधारा (1) के खंड (ख) के अधीन शिशु सदन	159.	(1) प्रत्येक बागान में जिसमें तीस या अधिक महिला कर्मकार नियोजित या पिछले बारह महीनों के किसी भी दिन नियोजित थी, नियोक्ता को इस नियमावली में निर्धारित मानकों के अनुसार उनके छः वर्ष से कम आयु के बच्चों के उपयोग के लिए एक या एक से अधिक शिशु सदन उपलब्ध कराने और अनुरक्षित करने होंगे। (2) प्रत्येक शिशु सदन उसमें आवासित शिशु सदन की माताओं के लिए सुविधाजनक रूप से सुलभ होगा। (3) प्रत्येक बच्चे के लिए एक शिशु सदन रखे जाने हेतु फुट से कम फर्श क्षेत्र नही होना चाहिए। (4) जिस भवन में शिशु सदन स्थित है वह अच्छे तल के साथ मजबूती से निर्मित होगा। शिशु सदन भवन की योजना मुख्य निरीक्षक-सह-सुविधाप्रदाता द्वारा

		निर्धारित मानक योजना या योजनाओं के अनुसार होगी। परन्तु यह कि जहां कोई मानक योजना निर्धारित नहीं की गई है या जहां मानक योजना से विचलित होने का प्रस्ताव है, वहां मुख्य निरीक्षक-सह-सुविधाप्रदाता का अनुमोदन प्राप्त किया जाएगा। (5) शिशु सदन को दो साल से कम उम्र के प्रत्येक बच्चे के लिए उपयुक्त फर्नीचर और एक पालने से सुसज्जित किया जाएगा। (6) बड़े बच्चों के लिए उपयुक्त बाड़ और छायादार खुले क्रीड़ा स्थल का मैदान प्रदान किया जाएगा।
धारा 92 की उपधारा (1) के खंड (सी) के अधीन श्रमिकों के बच्चों के लिए शैक्षिक सुविधाएं	160.	(1) प्रत्येक नियोक्ता, यदि उसके बागान में 6 से 12 वर्ष की आयु के बीच के कर्मकारों के बच्चों की संख्या 25 से अधिक है, तो बच्चों को प्राथमिक शिक्षा प्रदान करने के लिए एक प्राथमिक विद्यालय या विद्यालयों उपलब्ध और अनुरक्षण करना होगा: परन्तु यह कि नियोक्ता प्राथमिक विद्यालय का उपबंध और अनुरक्षण नहीं करेगा यदि बगान में कर्मकारों के आवास स्थल से एक मील की दूरी की भीतर राज्य सरकार अथवा किसी स्थानीय निकाय के प्रत्यक्ष प्रबंधन के अधीन बच्चों को निःशुल्क प्राथमिक अथवा उच्च स्तर की शिक्षा देने का कोई विद्यालय जिसमें बागान के कर्मकारों के छः वर्ष से बारह वर्ष तक के बच्चों को प्रवेश देने के लिए पर्याप्त सीट उपलब्ध हो, स्थित है अथवा उसे प्रमाथिक शिक्षा हेतु किसी अन्य विधि के अधीन उपकर या कर देना अपेक्षित हो: परन्तु यह कि इन नियमों के उपबंधों के अध्यधीन, नियोक्ताओं के समूह को संयुक्त रूप से एक प्राथमिक विद्यालय का उपबंध और अनुरक्षण कराना होगा और उसके खर्चों को साझा करेगा। (2) इन नियमों के अधीन स्थापित और अनुरक्षित किया जाने वालों प्रत्येक विद्यालय कर्मकारों के आवासों से एक मील की दूरी के भीतर सुविधाजनक रूप से स्थित होगा । (3) विद्यालय भवन का निर्माण राज्य सरकार द्वारा निर्धारित मानक योजना या योजनाओं के अनुसार किया जाएगा । परन्तु यह कि जहां कोई मानक योजना नहीं है या जहां मानक योजना से विचलित होने का प्रस्ताव है, वहां विद्यालय भवन की योजना के लिए राज्य सरकार का अनमोदन किया जाएगा । (4) जहां पर्याप्त स्थान उपलब्ध है, वहाँ विद्यालय में आने वाले बच्चों के लिए उपयुक्त उपकरणों के साथ एक खेल का मैदान भी उपलब्धक जाएगा। (5) नियोक्ता या नियोक्तागण, जैसा भी मामला हो, इस नियमावली के अधीन अनुरक्षित प्रत्येक प्राथमिक विद्यालय के लिए ऐसे शैक्षिक और अन्य उपकरणों का उपलब्ध करेंगे जैसाकी राज्य सरकार द्वारा आवश्यक समझा जाए।

		(6) संबंधित नियोक्ता या नियोक्तागण प्राथमिक विद्यालय में जाने वाले प्रत्येक चालीस बच्चों के लिए एक शिक्षक नियुक्त करेंगे। शिक्षक सरकारी प्राथमिक विद्यालय में शिक्षकों के लिए राज्य सरकार द्वारा विनिर्दिष्ट धारित करेगें: परन्तु यह कि किसी ऐसे व्यक्ति के मामले में जो इस नियमावली के प्रारंभ में बागानि में स्कूल शिक्षक के रूप में कार्य कर रहा है, राज्य सरकार, ऐसी शर्तों के अध्यधीन, जैसाकि वह विनिर्दिष्ट करे, किसी भी अर्हता में छूट दे सकेगी। (7) प्राथमिक विद्यालय में प्रदान किए जाने वाले शिक्षा के पाठ्यक्रम का पाठ्यक्रम, अवधि, मानक और पाठयविवरण ऐसा होगा जैसाकि राज्य सरकार द्वारा अनुमोदित किया जाए। (8) प्राथमिक विद्यालय में आने वाले कर्मकारों के बच्चों से कोई शुल्क नहीं लिया जाएगा।
धारा 92 की उपधारा (1) के खंड (घ) के अधीन स्वास्थ्य सुविधाएं	161.	बागान कर्मकार को पर्याप्त चिकित्सा सुविधाएं उसी रूप में उपलब्ध करायी जाऐगीं जैसाकि राज्य सरकार द्वारा चिकित्सा स्वास्थ और परिवार कल्याण विभाग के परामर्श से समय-समय पर अधिसूचित किया जाए।
धारा 92 की उपधारा (1) के खंड (ड.) के अधीन मनोरंजन सुविधाएं	162.	(1) प्रत्येक नियोक्ता उपबंध और अनुरक्षण करेगा: - (क) वयस्क और बाल कर्मकारों के लिए उपयुक्त इनडोर खेलों के उपबंध के साथ कर्मकारों के लिए एक या एक से अधिक मनोरंजन केंद्र या केंद्र; (ख) जहां उचित दूरी के भीतर पर्याप्त समतल खुली जगह उपलब्ध है, बाहय खेलों के लिए आवश्यक खेल उपकरण के साथ वयस्क और बाल कर्मकारों के लिए एक खेल का मैदान या खेल के मैदान: परन्तु यह कि इस नियमावली के उपबंधों के अध्यधीन, नियोक्ताओं का एक समूह मुख्य निरीक्षक-सह-सुविधाप्रदाता के अनुमोदन से, संयुक्त मनोरंजन केंद्र और खेल के मैदान उपलब्ध कर सकता है और उसे अनुरक्षित कर सकता है और अपने खर्चों को साझा कर सकता है। (2) इस नियमावली के अधीन उपबंधित और अनुरक्षित किये जाने वाला प्रत्येक मनोरंजन केंद्र कर्मकारों के आवास गृहों के क्वार्टर के यथासंभव सुविधाजनक रूप से स्थित होगा।
धारा 93 की उप-धारा (2) के अधीन वृक्षारोपण में खतरनाक रसायनों, जीवाणुनाशकों, कीटनाशकों और विषैले पदार्थों का उपयोग और नियंत्रण	163.	(1) कोई भी किशोर कर्मकार किसी भी गतिविधि या कार्य में संलग्न नहीं होगा, जहां उन्हें खतरनाक रसायनों, जीवाणुनाशकों , कीटनाशकों, खतरनाक पदार्थों और अन्य विषैले पदार्थों के उपयोग, संचालन, भंडारण और परिवहन के संपर्क में आने की संभावना हो। परन्तु यह कि महिला कर्मकारों को निम्नलिखित शर्तों के अध्यधीन काम करने के लिए उनकी सहमति से नियोजित किया जा सकता है: - (I) व्यावसायिक सुरक्षा और स्वास्थ्य (ओएसएच) उपबंधिक करने के लिए अधिभोगी द्वारा अन्तराष्ट्रिय सुरक्षा मानको को अपनाया

		जाएगा। (2) जहां तक संभव हो, अधिभोगी समय-समय पर उपर्युक्त प्रक्रियाओं/स्थान को आधुनिक बनाएंगे और उपकरणों का उपयोग करेंगे। (3) स्तनपान कराने वाली महिला कर्मकारों को रोजगार से छूट दी जाएगी। (2) नियोक्ता नियम-75 के अधीन विहित बागान की किसी भी गतिविधि या कार्य में लगी सभी महिलाओं और किशोर कर्मकारों की नियमित स्वास्थ्य जांच सुनिश्चित करेगा और इस नियमावली के नियम-75 में उल्लिखित अभिलेख रखेगा।
धारा 93 की उप-धारा (3) के अधीन पर्यवेक्षकों की नियुक्ति और अर्हता	164.	(1) धारा 93 की उप-धारा (3) के प्रयोजनों के लिए, नियोक्ता एक या एक से अधिक व्यक्तियों को पर्यवेक्षक के रूप में नियुक्त करेगा, जिनके पास अपने बागान में कीटनाशकों, रसायनों और विषैले पदार्थों के उपयोग, संचालन, भंडारण और परिवहन की निगरानी करने के लिए निम्नलिखित योग्यताएं होंगी। (2) उप-नियम (1) के अधीन नियुक्त पर्यवेक्षकों के पास निम्नलिखित अर्हताए होंगी, अर्थात्- (क) वह कृषि या किसी विज्ञान में स्नातक होगा या उसके पास उत्तर प्रदेश सरकार द्वारा मान्यता प्राप्त संस्थान द्वारा संचालित रसायनों और विषैले पदार्थों के प्रबंधन पर एक प्रमाण पत्र पाठ्यक्रम होगा या विधि के अधीन स्थापित और मान्यता प्राप्त किसी संस्थान द्वारा प्रदान की गई समकक्ष डिग्री होगी; (ख) उसे एक नाम निर्दिष्ट प्रशिक्षण संस्थान से प्रशिक्षण दिया जाएगा; तथा (ग) उसके पास कर्मकारो को प्राथमिक चिकित्सा उपचार देने के लिए इंडियन रेड क्रॉस सोसाइटी (आईआरसीएस) या सेंट जॉन एम्बुलेंस एसोसिएशन या राज्य सरकार द्वारा इस प्रयोजन के लिए मान्यता प्राप्त किसी अन्य संस्थान से वैध प्रमाण पत्र भी होना चाहिए। (3) पर्यवेक्षक करेगा- (क) स्वास्थ्य और सुरक्षा के मुद्दों पर नियोक्ता को सलाह देना; (ख) उपकरणों, रसायनों, कीटनाशकों आदि के भंडारण के लिए जिम्मेदार होना; (ग) उपरोक्त प्रक्रिया में शामिल रसायनों, कीटनाशकों और कर्मियों के समन्वय और परिवहन के लिए जिम्मेदार होना; (घ) कीटनाशक छिड़काव के उपयोग के कारण रसायनों से संबंधित किसी भी घटना और/या दुर्घटना की रिपोर्ट करने के लिए जिम्मेदार होना; (ङ) श्रमिकों और उनके प्रतिनिधियों के साथ अच्छे संबंध सुनिश्चित करना; (च) रसायनों का सही उपयोग और उसके छिड़काव को सुनिश्चित करें

		जहां रासायनिक का छिड़काव से सफाई होता है; (छ) सुनिश्चित करें कि छिड़काव कर्मियों को सुरक्षात्मक कपड़े और धूल मास्क उपलब्ध कराया जाय और सुनिश्चित करें कि वे अपनी ड्यूटी के समय के दौरान इसका उपयोग कर रहे हैं; (ज) सुरक्षा प्रक्रिया का सही उपयोग और गुणवत्ता छिड़काव का नियंत्रण सुनिश्चित करें; (झ) लोगों को रखें, विशेष रूप से बच्चों को छिड़काव के संपर्क में आने के खतरे से दूर रखें; (ञ) जारी किए जाने पर तैयार किए गए रसायनों और कीटनाशकों की मात्रा पर ध्यान दें; (ट) बागानों के मजदूरों द्वारा रसायनों के भंडारण, उपयोग और निपटान की निगरानी करना।
धारा 93 की उप-धारा (4) के अधीन श्रमिकों का प्रशिक्षण	165.	नियोक्ता रसायनों, कीटनाशकों और विषैले पदार्थों को संभालने के प्रशिक्षण का आयोजन करेगा और श्रमिकों को प्रदान किए गए उपकरणों को संभालने सुरक्षा सावधानियों को भी अपनाएगा। प्रशिक्षण कार्यक्रम का आयोजन निम्नलिखित मामलों पर किया जाएगा, अर्थात्- (1) कीटनाशकों, रसायनों और विषैले पदार्थों को संभालने, मिश्रण, सम्मिश्रण और प्रयोग में शामिल प्रक्रिया; (2) छिड़काव की गुणवत्ता और उपयोग किए गए घोल की गुणवत्ता को नियंत्रित करना; (3) यह देखना कि उपकरण अच्छी तरह से अनुरक्षित कार्य के बाद साफ किए गए हो; (4) कीटनाशक को छिड़काव मशीन में स्थानांतरित करने की विधि; (5) छिड़काव के समय लोगों, विशेष रूप से बच्चों को दूर रखना; (6) रसायनों और कीटनाशकों को किस प्रकार संग्रहीत किया जाना है; (7) कीटनाशक घोल तैयार करने के लिए रसायनों को मिलाने का तरीका; (8) छिड़काव के समय सुरक्षात्मक वस्त्र और मास्क का उपयोग; (9) विभिन्न कार्यों में निहित खतरों पर प्रशिक्षण; (10) कीटनाशकों, रसायनों और विषैले पदार्थों के रिसाव के संबंध में प्रक्रिया।
धारा 93 की उप-धारा (5) के अधीन बागान श्रमिकों की चिकित्सा जांच	166.	(1) बागान का प्रत्येक नियोक्ता उन सभी कर्मचारियों के लिए निःशुल्क चिकित्सा परीक्षण की व्यवस्था करेगा, जो जीवाणुनाशक, कीटनाशकों रसायनों और विषैले पदार्थों के संपर्क में आते हैं, जिनका बागान में उपयोग नियंत्रण, भंडारण और परिवहन में किया जाता है, जिसे अनधिक नब्बे दिनों के अंतराल पर संहिता के अधीन नियुक्त चिकित्सा अधिकारी या चिकित्सा व्यवसायी द्वारा किया जायेगा: परन्तु यह कि यदि किसी व्यक्ति में विषाक्तता के लक्षण या किसी संक्रामक रोग के लक्षण दिखाई देते हैं, तो तुरंत उसका परीक्षण किया

		जाएगा और उचित उपचार किया जाएगा। (2) नियोक्ता ऐसे पदार्थों के उपयोग, संचालन, सम्मिश्रण, भंडारण और परिवहन के कारण होने वाली किसी भी दुर्घटना के बारे में तुरंत मुख्य चिकित्सा अधिकारी को रिपोर्ट करेगा। (3) विषाक्तता के सभी मामलों में, चिकित्सक को बुलाने से पहले सदैव प्राथमिक चिकित्सा उपचार दिया जाना चाहिए। कीटनाशक विषाक्तता के मामलों से निपटने के लिए भारतीय मानक मार्गदर्शिका भाग- एक, प्राथमिक चिकित्सा उपाय [एलएस 4015 (भाग-दो)-1967] इस विषय पर किसी भी अन्य पुस्तक के अलावा इस तरह के प्राथमिक चिकित्सा उपचार के लिए परामर्श किया जाएगा। कर्मकारों को विषाक्तता के प्रभावों और दिए जाने वाले प्राथमिक उपचार के बारे में भी शिक्षित किया जाएगा। (4) छिड़काव कार्य में लगे कर्मकारों को तीन महीने की अवधि तक काम करने के बाद कर्मकारों के अन्य बैच द्वारा बदला जाएगा और प्रतिस्थापित किया जाएगा।
धारा 93 की उप-धारा (6) के अधीन बागान श्रमिकों की चिकित्सा परीक्षा के रिकॉर्ड	167.	(1) नियम-75 और नियम-161 के अधीन आयोजित चिकित्सा परीक्षण के अभिलेख को प्रपत्र-7 के अधीन निर्धारित उपबन्धो और प्रपत्रों के अनुसार रखा जाएगा। (2) ऐसी चिकित्सा रिपोर्ट की एक प्रति संबंधित कर्मकार को और प्रपत्र-7 के अधीन यथा अनुरक्षित चिकित्सा अभिलेख को उपलब्ध प्रदान की जाएगी, और नियोक्ता ऐसे उपबन्ध करेगा कि संबंधित कर्मकारों को इन रजिस्टरों तक आसानी से पहुंच मिल सके।
धारा 93 की उप-धारा (7) के खंड (क) और खंड (ख) के अधीन धुलाई, स्नान और क्लॉक रूम, सुरक्षात्मक कपड़े और उपकरण सुविधाएं	168.	धुलाई, स्नान और क्लाक रूम की सुविधाएं निम्नलिखित तरीके से नियोजित सभी व्यक्तियों के उपयोग के लिए स्वच्छ अवस्था में और अच्छी दशा में प्रदान की जाएंगी और अनुरक्षित की जाएंगी: (क) एक चिकनी, अभेद्य सहत वाली नाली जिसमें प्लग सहित अपशिष्ट पाइप लगा हो, और जिसकी लंबाई इतनी हो कि एक समय मे कार्यरत प्रत्येक दस व्यक्तियों के लिए कम से कम दो फीट जगह हो, और जिसमें नाली के ऊपर लगे नलों या जैटों से दो फीट से अधिक के अंतराल पर पानी की निरंतर आपूर्ति हो, अथवा (ख) किसी भी समय नियोजित प्रत्येक दस ऐसे व्यक्तियों के लिए कम से कम एक वॉश बेसिन, एक अपशिष्ट पाइप और प्लग के साथ फिट और पानी की निरंतर आपूर्ति के साथ-साथ किसी भी मामले में, नेल ब्रश, साबुन या अन्य उपयुक्त सफाई सामग्री की पर्याप्त आपूर्ति और साफ तौलिये दैनिक रूप से बदलते हैं; (ग) काम के घंटों के दौरान पहने जाने वाले वस्त्रों के लिए उपयुक्त आवास, जिसमें गीला होने पर कपड़ों को सुखाने के लिए पर्याप्त व्यवस्था हो। इस प्रकार प्रदान किए गए आवास को एक जिम्मेदार व्यक्ति के प्रभार में रखा जाएगा;

		(घ) किसी भी कर्मकार द्वारा कार्यस्थल पर या शौचालय में पान, *सुपारी या तंबाकू* सहित कोई भी खाद्य पदार्थ, पेय नहीं लाया जाएगा और न ही सेवन नहीं किया जाएगा; (ङ) परिवहन या प्रयोग के दौरान कीटनाशकों को संभालने वाले प्रत्येक कार्यकर्ता को उपयुक्त वस्त्रों के साथ पर्याप्त रूप से संरक्षित किया जाएगा; (च) विषैली धूल, वाष्प या गैसों के साँस लेने से रोकने के लिए जहॉ भी आवश्यक हो उपयुक्त श्वसन उपकरणों के संयोजन में सुरक्षात्मक वस्त्रों का उपयोग किया जाएगा; (छ) किसी भी कर्मकार को छिड़काव के लिए उपयोग प्रयुक्त रासायनिक घोल को पतला करने की अनुमति नहीं दी जाएगी और न ही ग्राउटलेट्स, धूलरोधी टोपी, हुड, चश्मे, घुटनों तक लंबा पॉलीथीन एप्रिन, रबड़ के दस्ताने, मोजे के साथ रबड़ के जूते (गम बूट्स), नाक और मुंह को ढकने के लिए नाक का मास्क या प्रक्षालित रूमाल का उपयोग किए बिना छिड़काव करने की अनुमति नहीं दी जाएगी; (ज) चश्मे के लेंस अच्छी गुणवत्ता के होंगे; (झ) छिड़काव मशीनों के झटके को कम करने के लिए पीठ पर रबर या गलीचा-पैड का उपयोग किया जाएगा; (ञ) छिड़काव में लगे प्रत्येक कर्मकार को हर पखवाड़े वाशिंग साबुन की एक पट्टी प्रदान की जाएगी; (ट) छिड़काव के लिए उपयोग किए जाने वाले उपकरण, सुरक्षात्मक वस्त्र और अन्य उपकरण का उचित अनुरक्षण किया जाएगा और जब भी आवश्यक हो तुरंत बदल दिया जाएगा।
धारा 93 की उप-धारा (9) के अधीन कीटनाशकों, कीटनाशकों, रसायनों और विषैले पदार्थों के खतरों को दर्शाने वाली सूचना	169.	बागान का प्रत्येक नियोक्ता उस स्थान पर या उसके समीप एहतियाती नोटिस प्रदर्शित करेगा जहां कीटनाशकों, रसायनों और जहरीले पदार्थों को संभाला जाता है- (क) चौग़ा, दस्ताने, रबर गम-बूट और चौड़ी किनारी वाली टोपी जैसे सुरक्षात्मक वस्त्र का उपयोग करें। (ख) कीटनाशकों और नाशकजीवमार से दूषित कपड़े न पहनें। (ग) सुरक्षात्मक वस्त्रों को साबुन और पानी से धोकर साफ करें। (घ) बच्चों, बीमार व्यक्तियों और गर्भवती महिलाओं और स्तनपान कराने वाली माताओं को कीटनाशकों और नाशकजीवमार को संभालने की अनुमति न दें। (ङ) कीटनाशकों और नाशकजीवमार को संभालते समय खाना, पीना, धूम्रपान या चबाना न चाहिए। (च) अपने मुंह से कभी भी बंद नोजल को न फूंके। (छ) लीक होने वाले स्प्रेयर का प्रयोग न करें। त्वचा, मुंह और आंखों के संक्रमण से बचें। (ज) खेतों में बिना देखरेख के छोड़े गए कीटनाशकों को सांस के जरिए

		अन्दर न लें। (झ) कभी भी हवा के विपरीत दिशा में कीटनाशकों और नाशकजीवमार का छिड़काव न करें। (ञ) खेतों में कीटनाशकों और नाशकजीवमार को बिना निगरानी के न छोड़े। (ट) मनुष्यों और पशुओं को निर्माताओं द्वारा सुझाई गयी अवधि तक कीटनाशकों और नाशकजीवमार के छिड़काव वाले खेतों में प्रवेश करने की अनुमति न दें। (ठ) कीटनाशकों और नाशकजीवमार के कंटेनरों को कुएं या बहते पानी के पास न धोएं। (ड) उपयोग के लिए साफ पानी, साबुन और तौलिये सदैव तैयार रखें। (ढ) काम के बाद खाने, पीने या धूम्रपान करने या चबाने से पहले हाथ और खुली त्वचा को साबुन और पानी से अच्छी तरह धोएं। (ण) कीटनाशकों और नाशकजीवमार को भण्डारण कक्ष में ताला लगाकर रखें और बच्चों और अन्य अनधिकृत व्यक्तियों की पहुंच से दूर रखें। (त) छिड़काव किये गए खेत में प्रवेश न करें। निर्माताओं द्वारा सुझाए गए शाकनाशियों सहित सभी कीटनाशकों और नाशकजीवमार के लिए पुनः प्रवेश अवधि का पालन करें। (थ) कीटनाशकों और नाशकजीवमार को उनके मूल लेबल वाले कंटेनरों में रखें। (द) तत्काल उपयोग को छोड़कर, कीटनाशकों और नाशकजीवमार को कंटेनरों में न डालें और न ही उन पर लेबल लगाएं। (ध) कंटेनरों को अच्छी तरह से खाली करने और धोने के बाद सुरक्षित रूप से निपटान करें। उन्हें जल स्रोत से दूर किसी स्थान पर दफनाया जा सकता है। (न) कंटेनर का उपयोग कभी भी किसी अन्य उद्देश्य के लिए न करें, यदि कंटेनरों से कीटनाशक और नाशकजीवमार के निशान को हटाना असंभव है।

अध्याय-दस
अपराध और शास्तियाँ

धारा 111 की उप-धारा (3) के अधीन अधिरोपित शास्ति के विरूद्ध अपील	170.	(1) इस नियमावली के अधीन अधिकारी द्वारा दिए गए आदेश से व्यथित कोई भी व्यक्ति श्रम आयुक्त, उत्तर प्रदेश के समक्ष अपील कर सकता है। अधिकारी के आदेश की प्रति प्राप्त होने के साठ दिनों के भीतर अपील की जाएगी। (2) अपील के साथ (प्रपत्र-57) भी संलग्न किया जाएगा- (क) जिस आदेश के विरूद्ध अपील की गई है;

		(ख) ऐसी अपील के अधीन लगाए गए शास्ति की राशि के पांच प्रतिशत के बराबर एक अप्रतिदेय शुल्क; (ग) विवादित मुद्दों का एक विवरण; (घ) दस्तावेजी साक्ष्य जिस पर भरोसा किया गया; (ङ) मांगी गयी राहत।
धारा 114 की उपधारा (1) के अधीन विनिर्दिष्ट शमन अधिकारी द्वारा अपराधों के शमन की रीति	171.	(1) धारा 114 की उप-धारा (1) के अधीन अपराधों के शमन के प्रयोजनों के लिए राज्य सरकार द्वारा अधिसूचित अधिकारी संबंधित कथित अभियुक्त व्यक्ति को ऐसे अपराध के लिए इलेक्ट्रॉनिक रूप से एक शमन नोटिस जारी करेगा जो धारा 114 की उप-धारा (1) के तहत शमनीय है। (2) उप-नियम (1) के अधीन नोटिस प्राप्त व्यक्ति इलेक्ट्रॉनिक रूप से अधिकारी को आवेदन कर सकता है और नोटिस प्राप्त होने के पंद्रह दिनों के भीतर इलेक्ट्रॉनिक हस्तांतरण या अन्यथा सम्पूर्ण शमन राशि जमा कर सकता है। (3) उप-नियम (1) में विनिर्दिष्ट अधिकारी प्रशमन राशि प्राप्त होने के दस दिनों के भीतर, उस व्यक्ति को प्रशमन प्रमाण पत्र जारी करेगा, जिससे प्रशमन नोटिस की संतुष्टि में ऐसी राशि प्राप्त की गई है। (4) यदि किसी व्यक्ति को इस प्रकार सूचित किया जाता है और वह अभियोग प्रारंभ होने से पूर्व एक महीने के भीतर प्रशमन राशि जमा करने में विफल रहता है, तो सक्षम न्यायालय में अभियोजन चलाया जाएगा। (5) धारा 110 की उप-धारा (1) के परंतुक और धारा 114 के अधीन शमन के अध्यधीन ऐसे उपबंधों का अनुपालन करने के लिए नियोक्ता को अवसर दिए बिना कोई अभियोजन प्रारंभ नहीं किया जाएगा।

अध्याय-ग्यारह
सामाजिक सुरक्षा कोष

धारा 115 के अधीन सामाजिक सुरक्षा कोष	172.	(1) धारा 115 की उप-धारा (2) के खण्ड (एक) और उप-नियम (2) में उल्लिखित निधि के स्रोत के अलावा, निम्नलिखित स्रोतों से प्राप्त राशि निधि में जमा की जाएगी- (क) निधि की स्थापना के लिए राज्य सरकार द्वारा दी गई राशि। (ख) भारत सरकार, राज्य सरकार और अन्य प्राधिकरणों और सांविधिक निकायों द्वारा दिए जाने वाले अनुदान की राशि। (ग) लाभार्थियों के पंजीकरण/नवीकरण के लिए प्राप्त राशि और उनके अंशदान। (घ) भारत सरकार द्वारा अधिसूचित योजना के कार्यान्वयन के लिए प्राप्त धनराशि। (ङ) राज्य सरकार द्वारा अधिसूचित योजना के कार्यान्वयन के लिए प्राप्त धनराशि।

		(च) सामान्य या विशेष आदेश द्वारा राज्य सरकार द्वारा यथा अवधारित नियोक्ता, उनके संघ या कॉर्पोरेट सामाजिक उत्तरदायित्व (सीएसआर) निधि से योगदान या दान या कोई अन्य वित्तीय सहायता। (छ) कोई अन्य स्त्रोत जिसे राज्य सरकार द्वारा समय-समय पर अनुमोदित किया जाता है। (ज) उपर्युक्त निधि की राशि का प्रशासन सामाजिक सुरक्षा संहिता, 2020 (अधिनियम संख्या 36 सन् 2020) और राज्य सरकार द्वारा उसके अधीन बनाए गए नियमों के में यथा निहित से किया जाएगा।

अध्याय-बारह
प्रकीर्ण

धारा 119 की उपधारा (2) के खंड (क) के अधीन सामान्य लाइसेंस प्राप्त करने के लिए, प्रपत्र और शुल्क	173.	संहिता की धारा 119 के अधीन सामान्य लाइसेंस प्राप्त करने वाला व्यक्ति, श्रम विभाग, उत्तर प्रदेश सरकार के विनिर्दिष्ट वेब-पोर्टल पर इलेक्ट्रॉनिक रूप से धारा 119 की उप-धारा (1) के अधीन अधिसूचित प्रपत्र-54 में आवेदन करेगा, साथ ही वह इस नियमावली के अध्याय नौ के नियम 78 के उप-नियम (4) और नियम- 104 और नियम-115 के अधीन उल्लिखित तालिकाओं में विहित ऐसा संचयी आवेदन शुल्क भी जमा करेगा ।
धारा 119 की उप-धारा (3) के अधीन सामान्य लाइसेंस प्रदान करने की रीति	174.	(1) आवेदन प्राप्त होने पर पदाभिहित प्राधिकारी धारा 119(1) के अधीन गठित समिति की सलाह पर सामान्य लाइसेंस प्रदान करने के संबंध में निर्णय लेगा। (2) उप-नियम (1) के अधीन ऐसी जांच के लिए, पदाभिहित प्राधिकारी नियम के अधीन गठित समिति से सिफारिश प्राप्त करेगा जो पंद्रह दिनों की अवधि के भीतर अपनी रिपोर्ट प्रस्तुत करेगी। (3) आवेदन और सिफारिश की जांच करने के बाद, यदि प्राधिकारी संतुष्ट है कि सामान्य लाइसेंस जारी किया जा सकता है, तो वह प्रपत्र-55 में ऐसे आवेदन की प्राप्ति के पैंतालीस दिनों की अवधि के भीतर इसे जारी करेगा। (4) गलत सूचना देकर प्राप्त किए गए किसी भी लाइसेंस को रद्द किया जा सकता है परंतु यह कि उस व्यक्ति को इलेक्ट्रॉनिक रूप से या पंजीकृत डाक द्वारा कारण बताने का अवसर दिया गया हो कि लाइसेंस रद्द क्यों नहीं किया जाना चाहिए।
धारा 119 की उप-धारा (6) के अधीन अपील	175.	(1) धारा 119 के अधीन प्राधिकारी के दिनांक द्वारा पारित आदेश से व्यथित कोई भी व्यक्ति, आदेश के दिनांक से तीस दिनों के भीतर राज्य सरकार को इलेक्ट्रॉनिक रूप से और ऐसी रीति तथा उप-नियम (2) में यथा उल्लिखित शुल्क के साथ अपील दायर कर सकता है। (2) अपील के साथ संलग्न होगा ।

		(क) आदेश के विरूद्ध अपील की; (ख) सामान्य लाइसेंस प्राप्त करने के लिए जमा की गई फीस के पांच प्रतिशत के बराबर एक अप्रतिदेय शुल्क; (ग) विवादित में मुद्दों का एक विवरण ; (घ) दस्तावेजी साक्ष्य जिस पर भरोसा किया गया है। (ङ) मांगी गई राहत।
धारा 121 की उप-धारा (2) के अधीन सुरक्षा और स्वास्थ्य से संबंधित स्थिति पर सर्वेक्षण	176.	(1) राज्य सरकार के निदेश पर, धारा 121 की उपधारा (1) के अधीन नियुक्त मुख्य निरीक्षक-सह-सुविधाप्रदाता या अन्य अधिकारी या अधिकारी संहिता की धारा 121 की उप-धारा (2) के उपबंधों के अनुसार, किसी प्रतिष्ठान के सामान्य कार्य घंटों के दौरान किसी भी समय, या किसी अन्य समय में, जैसा कि समिति या संबंधित व्यक्ति आवश्यक समझे, प्रतिष्ठान के मालिक या प्रबंधक या उस समय प्रतिष्ठान का प्रभारी होने का दावा करने वाले किसी अन्य व्यक्ति को लिखित सूचना देने के बाद, प्रतिष्ठान में और बाहर सुरक्षा और स्वास्थ्य से संबंधित सर्वेक्षण कर सकता है। (2) नियोक्ता या प्रबंधक या अन्य व्यक्ति सर्वेक्षण के लिए सभी सुविधायें प्रदान करेगा, जिसमें संयंत्र और मशीनरी की जांच और परीक्षण और सर्वेक्षण से संबंधित नमूनों और अन्य आंकड़ों के संग्रह की सुविधा सम्मिलित है। (3) सर्वेक्षण की सुविधा के प्रयोजन से, आस-पास के प्रत्येक कर्मकार और व्यक्ति, यदि ऐसा है, तो समिति या सर्वेक्षण करने वाले व्यक्ति द्वारा आवश्यक है, ऐसी चिकित्सा परीक्षा से गुजरने के लिए स्वयं को प्रस्तुत करें जो ऐसे व्यक्ति द्वारा आवश्यक समझी जा सकती है और अपने पास मौजूद और सर्वेक्षण के लिए प्रासंगिक सभी सूचना प्रस्तुत करें। (4) उप-नियम (2) के अधीन चिकित्सा परीक्षण से गुजरने या सूचना प्रस्तुत करने के लिए एक कर्मकार द्वारा खर्च किया गया कोई भी समय, अतिकाल कार्य के लिए मजदूरी और अतिरिक्त मजदूरी की गणना के प्रयोजन के लिए, उस समय के रूप में माना जाएगा जिसके दौरान ऐसे श्रमिक ने प्रतिष्ठान में काम किया था।

आज्ञा से,

Digitally signed by SHANMUGA SUNDARAM
Date: 20-03-2026 11:13:26

(डॉ० एम० के० शन्मुगा सुन्दरम्)
प्रमुख सचिव।

संख्याः- 508 (1)/36-3-2026-1903305 तद्दिनांक

प्रतिलिपि- निम्नलिखित को सूचनार्थ एवं आवश्यक कार्यवाही हेतु प्रेषितः-

1- प्रतिलिपिः अधिसूचना की अंग्रेजी प्रति सहित संयुक्त निदेशक, राजकीय मुद्रणालय, ऐशबाग, लखनऊ को इस अनुरोध के साथ प्रेषित है कि कृपया उक्त अधिसूचना को दिनांक 23 मार्च, 2026 की असाधारण गजट के विधायी परिशिष्ट-4 (खण्ड-क) में प्रकाशित कर अधिसूचना की 25 मुद्रित प्रतियां श्रम अनुभाग-3, बापू भवन, उ०प्र० सचिवालय, लखनऊ को तत्काल उपलब्ध कराने का कष्ट करें।
2- श्रम आयुक्त, उ०प्र० कानपुर को इस निर्देश के साथ प्रेषित कि उक्त नियमावली को श्रम विभाग के विभागीय पोर्टल पर अपलोड कराना सुनिश्चित करें।
3- गार्ड फाइल।

आज्ञा से,

(नीलेश कुमार सिंह)
विशेष सचिव।

अनुसूची-I

{नियम 4 का उप नियम (1) देखें}

क्रम	धारा या नियम जिसके तहत योग्यता को मान्यता दी जाती है	योग्यता आवश्यक	उद्देश्य के लिए अनुभव	उनके आदेश पर सुविधाएं
1	2	3	4	5
1	धारा 79 और धारा 2(1)(l) के *तहत बनाए गए नियम* इमारतों के लिए स्थिरता का प्रमाण पत्र और विनिर्माण प्रक्रिया का प्रक्रिया प्रवाह आरेख, साइट योजना और विस्तृत योजनाएं।	सिविल या स्ट्रक्चरल इंजीनियरिंग में डिग्री या समकक्ष डिग्री उसके लिए।	(i) संरचनाओं के डिजाइन या निर्माण या परीक्षण या मरम्मत में 10 वर्षों का न्यूनतम अनुभव; (ii) गैर-विनाशकारी परीक्षण का ज्ञान, प्रथाओं के विभिन्न कोड जो वर्तमान हैं और भवन की स्थिरता पर कंपन और प्राकृतिक बलों का प्रभाव।	इस प्रयोजन के लिए आवश्यक सुविधाएं और उपकरण।
2	खतरनाक मशीनों की धारा 18(2)(f) के तहत बनाए गए नियम।	इलेक्ट्रिकल या मैकेनिकल या टेक्सटाइल इंजीनियरिंग में डिग्री या उसके समकक्ष डिग्री।	(एक) में 7 वर्ष का न्यूनतम अनुभव- (अ) डिजाइन या संचालन या रखरखाव; या (आ) प्रासंगिक मशीनरी, उनके गार्ड, सुरक्षा उपकरणों और उपकरणों का परीक्षण, परीक्षा और निरीक्षण। (दो) वह सुरक्षा उपकरणों और उनके उचित कामकाज से परिचित होगा।	माप के लिए गेज; खतरनाक मशीनों के उपयोग में सुरक्षा निर्धारित करने के लिए गति और किसी भी अन्य उपकरण या उपकरण के माप के लिए उपकरण।
3	धारा 18(2)(एफ) —लिफ्ट और होइस्ट	इलेक्ट्रिकल या मैकेनिकल इंजीनियरिंग में डिग्री या उसके समकक्ष डिग्री।	*(i)* में 7 वर्ष का न्यूनतम अनुभव- (ए) डिजाइन या निर्माण या रखरखाव; या (ख) लिफ्टों और होइस्टों का निरीक्षण और परीक्षण प्रक्रिया। *(ii)* वह होगा- (ए) प्रथाओं के प्रासंगिक कोड और परीक्षण प्रक्रियाओं से परिचित हैं जो वर्तमान हैं; (ब) अन्य के साथ बातचीत करने वाला होइस्ट और लिफ्टों की सुरक्षा को कवर करने वाली वैधानिक आवश्यकताएं।	लोड परीक्षण, तन्यता परीक्षण, गेज, माप के लिए उपकरण गैजेट्स और किसी भी अन्य उपकरण के लिए सुविधाएं, जो होइस्ट और लिफ्टों की सुरक्षित कार्य स्थितियों का निर्धारण करने के लिए आवश्यक हैं।
4	धारा 18(2)(च) — भारोत्तोलन मशीनें, जंजीरें, रस्सियाँ और उठाने वाले टैकल।	इलेक्ट्रिकल या मैकेनिकल या मेटलर्जिकल इंजीनियरिंग में डिग्री या उसके समकक्ष डिग्री।	(i) में 7 वर्ष का न्यूनतम अनुभव- (ए) डिजाइन या निर्माण या रखरखाव; या (बी) उठाने वाली मशीनों, जंजीरों, रस्सियों और उठाने वाले टैकल का परीक्षण, परीक्षा और निरीक्षण। *(ii)* वह• होगा- (ए) प्रासंगिक आचार संहिता और परीक्षण प्रक्रियाओं से परिचित जो वर्तमान हैं; (बी) निर्माण की सामग्री के फ्रैक्चर यांत्रिकी और धातु विज्ञान के साथ परिचित। (ग) ऊष्मा उपचार, तनाव निवारण तकनीकों के साथ परिचित हैं, जैसा कि तनाव असर वाले घटकों और उठाने वाली मशीनों के भागों और उठाने वाले टैकल पर लागू होते हैं।	भार परीक्षण, तन्यता परीक्षण, गर्मी उपचार, माप के लिए उपकरण गैजेट, गेज और ऐसे अन्य उपकरण उठाने वाली मशीनों, चेन, रस्सियों और उठाने वाले टैकल की सुरक्षित कार्य स्थितियों को निर्धारित करने के लिए सुविधाएं।
5	धारा 18(2)(f) – 'दबाव संयंत्र'	केमिकल या इलेक्ट्रिकल या मेटलर्जिकल या मैकेनिकल इंजीनियरिंग में डिग्री या उसके बराबर डिग्री।	*(i)* 10 वर्ष का न्यूनतम अनुभव- (ए) डिजाइन या निर्माण या रखरखाव, या (बी) दबाव संयंत्रों का परीक्षण, परीक्षा और निरीक्षण। *(ii)* वह होगा- (ए) दबाव वाहिकाओं से संबंधित अभ्यास और परीक्षण प्रक्रियाओं के प्रासंगिक कोड से परिचित हैं; (बी) दबाव में काम करने वाले बिना पके दबाव वाले जहाजों और उपकरणों की सुरक्षा से संबंधित वैधानिक आवश्यकताओं से वाकिफ; (ग) गैर-विनाशकारी परीक्षण तकनीकों से परिचित होना जैसा कि दबाव वाहिकाओं पर लागू होता है।	हाइड्रोलिक परीक्षण, गैर-विनाशकारी परीक्षण, माप के लिए गेज, उपकरण/गैजेट्स और दबाव वाहिकाओं के उपयोग में सुरक्षा निर्धारित करने के लिए अन्य उपकरण या गेज करने की सुविधाएं।

6	धारा 18 (2) (एफ) - 'खतरनाक धुएं के खिलाफ सावधानियां'।	रसायन विज्ञान में मास्टर डिग्री या केमिकल इंजीनियरिंग में डिग्री।	(i)पर्यावरण के नमूनों के संग्रह और विश्लेषण और निगरानी उपकरणों के अंशांकन में 7 साल का न्यूनतम अनुभव; (ii) वह - रसायनों के खतरनाक गुणों और उनके अनुमेय सीमा मूल्यों से परिचित होगा;	मीटर, उपकरण और उपकरण सीमित स्थानों में काम करने में सुरक्षा के परीक्षण और प्रमाणन करने के लिए विधिवत कैलिब्रेटेड और प्रमाणित हैं।
7	धारा 82 के तहत बनाई गई विभिन्न अनुसूचियों के तहत आवश्यकतानुसार वेंटिलेशन सिस्टम जैसे कि निम्नलिखित अनुसूचियां- (i) धातुओं को पीसना या कांचना और उसके आकस्मिक प्रक्रियाएं। (ii) संपीड़ित हवा या भाप के विस्फोट से प्रेरित रेत, धातु की गोली या ग्रिट या अन्य अपघर्षक के जेट द्वारा वस्तुओं की सफाई या चौरसाई, खुरदरापन, आदि। (iii) एस्बेस्टस का संचालन और प्रसंस्करण। (iv) विस्कोस प्रक्रिया द्वारा रेयान का निर्माण, (v) फाउंड्री संचालन	डिग्री में यांत्रिक या इलेक्ट्रिकल इंजीनियरिंग एक डिग्री उसके समकक्ष।	(i) - धूल, धुएं और वाष्प और अन्य सहायक उपकरणों के निष्कर्षण और संग्रह के लिए उपयोग की जाने वाली वेंटिलेशन प्रणालियों और प्रणालियों के डिजाइन, निर्माण, स्थापना, परीक्षण में न्यूनतम 7 वर्ष का अनुभव। (ii) वह प्रासंगिक अभ्यास संहिताओं और परीक्षण प्रक्रियाओं से परिचित होगा जो निम्नलिखित के संबंध में वर्तमान हैं वेंटिलेशन और धुएं के लिए निष्कर्षण प्रणाली।	वेंटिलेशन सिस्टम, धूल, वाष्प और धुएं के लिए निष्कर्षण प्रणालियों की प्रभावशीलता का परीक्षण करने के लिए उपकरणों और गेज और इन प्रणालियों की दक्षता और पर्याप्तता निर्धारित करने के लिए आवश्यक किसी भी अन्य उपकरण के परीक्षण के लिए सुविधाएं। उसके पास भौतिकी में स्नातकोत्तर डिग्री या मैकेनिकल इंजीनियरिंग में डिप्लोमा रखने वाले व्यक्ति की सहायता होगी और संबंधित सुविधाओं पर कम से कम 7 साल का अनुभव होगा।

अनुसूची–2

(नियम–38)

अविरल प्रक्रिया के कारखानें

1. नीचे बताई गई फैक्ट्रियों की निम्नलिखित श्रेणियों में किए जाने वाले काम को नियम 21 में बताए गए लगातार चलने वाली प्रक्रिया वाला काम माना जाएगा और यह सेक्शन 26, सेक्शन 27 और उसमें बनाए गए नियमों के प्रावधानों से नीचे दी गई शर्तों के अनुसार छूट प्राप्त होगा –

कारखानें का वर्गीकरण		कार्य की प्रकृति
1	इलेक्ट्रिकल जनरेटिंग स्टेशन और डिस्ट्रीब्यूटिंग सब–स्टेशन।	बॉयलर, टर्बाइन, इंजन, जनरेटर, मोटर, बूस्टर, स्विचबोर्ड, ट्रांसमिशन मशीनरी, केबल, बैटरी और सहायक उपकरणों की देखभाल करने वाले कर्मचारियों का काम।
2	वाटर वर्क्स और वाटर पंपिंग स्टेशन।	बॉयलर, इंजन, मोटर, स्विचबोर्ड, पंप और सहायक उपकरणों की देखभाल करने वाले कर्मचारियों का काम।
3	वैक्यूम पैन सिस्टम पर काम करने वाली चीनी मिलें और रिफाइनरियां।	निम्नलिखित काम करने वाले कर्मचारियों का काम– (क) बॉयलर, इंजन, मोटर, स्विचबोर्ड और पंप; (ख) गन्ने को संभालना और कुचलना और गुड़ को पिघलाने के लिए ले जाना; (ग) गन्ने के रस और गुड़ के घोल के फिल्ट्रेशन, क्लेरिफिकेशन और क्रिस्टलाइजेशन में लगे हुए; (घ) गन्ने के रस और गुड़ के घोल के वाष्पीकरण और गाढ़ा करने में लगे हुए; (ड़) मासाकुइट को ठीक करने में लगे हुए;

		(च) चीनी को सुखाने, कुचलने और बैग में भरने में लगे हुए; (छ) गन्ने के रस को साफ करने के लिए कार्बन डाइऑक्साइड और सल्फर डाइऑक्साइड गैसों के उत्पादन के लिए चूना पत्थर और सल्फर जलाने में लगे हुए।
4	डिस्टिलरी	उन कर्मचारियों का काम जो निम्नलिखित काम करते हैं– (क) बॉयलर, इंजन, मोटर, स्विचबोर्ड और पंप; (ख) महुआ का डिफ्यूजन; (ग) गुड़ का काम; (घ) वॉश का फर्मेंटेशन; (ड़) यीस्ट का प्रसार; (च) डिस्टिलेशन प्रक्रिया।
5	ब्रेवरेज़	उन कर्मचारियों का काम जो निम्नलिखित काम करते हैं– (कं) बॉयलर, इंजन और पंप; (ख) पिघलाना, कॉपर, हॉप बैक, कूलर और रेफ्रिजरेटर।
6	रोजिन और तारपीन।	निम्नलिखित कामों में लगे कर्मचारियों का काम– (कं) बॉयलर, इंजन, पंप, मोटर और स्विच बोर्ड; (ख) रोजिन का डिस्टिलेशन; (ग) तारपीन की रिफाइनिंग; (ड़) रोजिन का फिल्ट्रेशन और कास्टिंग।
7	बर्फ़ फ़ैक्टरियाँ एवं दुघ चिलिंग प्लांट	उन मज़दूरों का काम जो– (कं) बॉयलर, हॉट वाटर मशीन और बर्फ़ बनाने वाली मशीनरी; (ख) बर्फ़ बनाने,दुग्ध कलेक्शन के प्रयोग हेतु इस्तेमाल के लिए बर्तनों का काम करते हैं। (ग)मिल्क अनलोडर,मिल्क लोडर,मिल्क कलेक्लर,सैम्पल कलेक्टर,टैंकर लोडर,चिलिंग मशीन ऑपरेटर,अनुरक्षण,ईटीपी
8	केमिकल वर्क्स	केमिकल वर्क्स उन मज़दूरों का काम जो निम्नलिखित काम करते हैं– (क) बॉयलर, पंप और कंप्रेसर; (ख) सल्फ्यूरिक, नाइट्रिक और हाइड्रोक्लोरिक एसिड, अमोनिया, मैग्नीशियम सल्फेट, फिटकरी, हाइपोसल्फाइट और सोडियम सल्फाइट, सोडियम सल्फेट, सोडियम सल्फाइड, पोटाश नाइट्रेट, एल्यूमिना और पोटाश बाइक्रोमेट का निर्माण।
9	चंदन की लकड़ी और एसेंशियल ऑयल का डिस्टिलेशन।	बॉयलर और डिस्टिलेशन प्रक्रियाओं की देखभाल करने वाले कर्मचारियों का काम।
10	प्लेट और शीट ग्लास फैक्ट्रियां और कांच की चूड़ियों की फैक्ट्रियां।	निम्नलिखित श्रेणियों के श्रमिकों का काम– (कं) गैस उत्पादक, खिड़की और प्लेट ग्लास मशीन–मैन, टैंकरमैन, शीट–ग्लास वाहक और लिफ्ट अटेंडेंट और टैंक और पॉट भट्टियों में ग्लास ब्लोइंग मशीनों पर काम करने वाले श्रमिक जब उन्हें ग्लास भट्टी के साथ चलाया जाता है; (ख) फायरमैन, इंजन और बॉयलर अटेंडेंट।
11	स्ट्रॉ–बोर्ड फैक्ट्रियां।	निम्नलिखित काम करने वाले कर्मचारियों का काम– (क) बॉयलर, इंजन, टर्बाइन, जनरेटर, मोटर, स्विच–बोर्ड और पंप; (ख) खाना पकाने, मिलिंग, बीटिंग और स्ट्रॉ–बोर्ड मशीनें।

12	भट्टी, लकड़ी को सुखाना और बॉबिन पत्थर पर एनामेलिंग।	निम्नलिखित कामों में लगे मज़दूरों का कामरू (कं) बॉयलर, इंजन, पंप, मोटर, डायनेमो और स्विच–बोर्ड; (ख) लकड़ी, सुखाना, भट्टी; (ग) पत्थर पर एनामेलिंग चौंबर।
13	वनस्पति तेल हाइड्रोजनीकरण कारखाने।	निम्नलिखित कामों में लगे श्रमिकों का कामरू (कं) बॉयलर, जनरेटर, मोटर, ट्रांसफार्मर, स्विच–बोर्ड और पानी को नरम करने वाले प्लांट; (ख) रिफाइनिंग, ब्लीचिंग, डिस्टिलेशन (दुर्गंध दूर करना) और सख्त करने वाले प्लांट, सोल्डरिंग, लेबलिंग, कंटेनरों की पैकिंग और भंडारण; (ग) हाइड्रोजन और ऑक्सीजन गैसों का उत्पादन और संपीड़न;
14	ऑक्सीजन और एसिटिलीन गैसों का उत्पादन और/या कम्प्रेशन।	जनरेटर और कम्प्रेसर का काम देखने वाले कर्मचारियों का काम।
15	साबुन फ़ैक्टरिया	उन मज़दूरों का काम जो निम्नलिखित काम करते हैंरू (कं) बॉयलर, जनरेटर, मोटर, स्विच–बोर्ड; (ख) उबालना, स्क्रचिंग और फ़्रेमिंग।
16	पेपर मिल	निम्नलिखित काम करने वाले मज़दूरों का काम– (कं) बॉयलर, इंजन, टरबाइन, जनरेटर, मोटर, स्विच–बोर्ड और पंप; (ख) कुकिंग, मिलिंग, बीटिंग, स्ट्रॉ–बोर्ड और पेपर बनाने वाली मशीनें।
17	इलेक्ट्रिकल स्टील स्मेल्टिंग फर्नेस।	ट्रांसफार्मर, इलेक्ट्रोड कंट्रोल, हाइड्रोलिक पंप, स्क्रैप कटिंग और ट्रांसपोर्टिंग, फर्नेसमेन, लेडनमेन, पिटसाइड वर्कर और इंगोट के लिए मोल्ड का काम करने वाले मजदूरों का काम।
18	रोलिंग मिल्स	इंगट ट्रांसपोर्टर, फर्नेस मैन, फर्नेस कुली, अलग–अलग रोलिंग मिल्स में काम करने वाले टोंग्समैन (जैसे रफर और लूपर), कूलिंग बेड पर काम करने वाले मज़दूर, मोटरमैन, स्ट्रेटनर, तैयार माल की स्टैकिंग में लगे मज़दूर और शेयर्स और दूसरी सहायक मशीनों के अटेंडेंट।
19	स्टार्च फ़ैक्टरियाँ	स्टार्च और उसके बाय–प्रोडक्ट्स के निर्माण में लगे मज़दूरों का काम, सिवाय उन लोगों के जो इंजीनियरिंग विभागों और वर्कशॉप में काम करते हैं।
20	गोंद और जिलेटिन मिलें।	गोंद और जिलेटिन बनाने में लगे मज़दूरों का काम, जिसमें भिगोना, उबालना, फैलाना, काटना और सुखाना शामिल है।
21	बिस्किट, बेकरी एवं कुकीज फ़ैक्टरियाँ	आटा मिलाने, डो– कटिंग मशीन, डिवाइडर मशीन, प्ररूफिंग,कूलिंग टनल,सिलाइसिंग,पैकिंग,चिलिंग यूनिट मेन्टीनेंस अनुरक्षण,क्रीम मशीन,क्रीम फीलिंग मशीन,शीटर मशीन एवं बेक करने, सुखाने और पैक करने में लगे मज़दूरों का काम।
22	सीमेंट फ़ैक्टरियाँ	कामगारों का काम – (क) बॉयलर, इंजन, मोटर, स्विच–बोर्ड और पंप की देखभाल करना; (ख) कच्चे माल की तैयारी, सीमेंट मिलों में काम करना, लगातार चलने वाली भट्टियों के साथ काम करना, सीमेंट पीसना, पैकिंग और स्टोरेज करना।
23	कोल्ड स्टोरेज फैक्ट्रियां।	मोटर और कंप्रेसर संभालने वाले कर्मचारियों का काम।

24	कैपेसिटर बनाने वाली फैक्ट्रियां।	एल्युमिनियम फॉइल की एनोडिक, फॉर्मिंग और अन्य संबंधित प्रक्रियाओं में लगे श्रमिकों का काम।
25	सभी कारखाने	बॉयलर चलाने वाले कर्मचारियों का काम।
26	ऑडियो–वीडियो मैग्नेटिक टेप	का निर्माण कामगारों का काम जो निम्नलिखित कामों में लगे हैंरू (क) मिक्सिंग कोटिंग, कैलेंडरिंग और यूटिलिटी सेवाओं के संचालन और प्रक्रियाओं में लगे हुए; और (ख) प्लैनेटरी मिक्सिंग मशीन, हाई स्पीड डिसॉल्वर, पडल मिक्सर, मीडिया मिल टैंक मिक्सर, सैंड मिल, फिल्टर यूनिट; कोटिंग मशीन, कैलेंडरिंग मशीन; एयर कंप्रेसर, एयर हैंडलिंग यूनिट, चिलिंग प्लांट और कूलिंग टावर का काम संभालना।
27	पेट्रोल पंप, CNG या अन्य फ्यूल फिलिंग स्टेशन।	तेल या किसी अन्य मैन्युफैक्चरिंग प्रोसेस से फ्यूल भरने की सर्विस में लगे कर्मचारियों का काम।
28	फल आधारित पेय पदार्थों का निर्माण	निम्नलिखित प्रक्रियाओं में लगे कर्मचारियों का कामरू (गं) कच्चे माल का सेक्शन; (ख) प्रोसेसिंग सेक्शन; (ग) पैकेजिंग सेक्शन; और (घ) वजन मशीन, मटेरियल हैंडलिंग के लिए फोर्क लिफ्ट, बैटरी, चार्जिंग मशीन, क.ड. प्लांट, पल्पर पल्प प्रेशराइज़र और कूलर, पल्प और सिरप टैंक, ब्लेंडिंग टैंक, पाश्चराइज़र, रेडी जूस टैंक, होमोजेनाइज़र, फिलिंग और पैकिंग मशीन, श्रिंक रैपिंग, ट्रे पैकिंग, ऑयल पैकिंग और एयर ब्लोअर और कंट्रोल बोर्ड का काम।
29	पॉलिएस्टर फिलामेंट यार्न का निर्माण	श्रमिकों का कार्य; (ग) निम्नलिखित कार्यों और प्रक्रियाओं में लगे हुए – पॉलीमराइजेशन; – स्पिनिंग और टेक–अपरू – ड्रॉ ट्विस्टिंग/ड्रॉ टेक्सचराइजिंग (ख) बॉयलर, डीजल जनरेटर सेट, हीट ट्रांसफर मीडिया, कंप्रेसर, वाटर–ट्रीटमेंट प्लांट, स्लरी सर्कुलेशन वेसल, और ऊपर (गं) में बताई गई प्रक्रियाओं में उपयोग किए जाने वाले उपकरणों की देखभाल करना।
30	टेलीविज़न, कंप्यूटर या मोबाइल मॉनिटर का निर्माण	श्रमिकों का कार्य– (क) निम्नलिखित कार्यों और प्रक्रियाओं में लगे हुए; शैडो/पैनल मार्क असेंबली; स्टेबिलाइजिंग और बेकिंग ब्लैक मैट्रिक्सरू स्क्रीन कोटिंगरू एल्युमिनाइजिंगरू पैनल बेकिंग, इंटरनल मैग्नेटिक शील्ड और फनल तैयारी; फ्रिट सीलिंग, गन सीलिंग, एग्जॉस्ट; और एजिंग प्रक्रियाएं। (ख) एनीलिंग फर्नेस; ब्लैकिंग, फर्नेस; मास्क वॉशिंग मशीन; स्पॉट वेल्डिंग मशीन; स्टैब फर्नेस; कोटिंग मशीन; फॉस्फोर रिकवरी यूनिट; फ्रिट सीलिंग/फर्नेस; एग्जॉस्ट फर्नेस; फ्रिट मिक्सर; ब्लेंडिंग और टेपिंग मशीन; स्क्रबर; हीट एक्सचेंजर; एयर हैंडलिंग यूनिट; पंप; मोटर और चिलर का काम देखना।
31	पॉलिएस्टर फिल्म/पॉलीप्रोपाइलीन फिल्म रोल का निर्माण।	श्रमिकों का कामरू (क) निम्नलिखित कार्यों और प्रक्रियाओं में शामिलरू बैच मिक्सिंग, क्रिस्टलीकरण और सुखाने, एक्सट्रूज़न, कास्टिंग और प्राइमरी गेजिंगरू मशीन दिशा/अनुप्रस्थ दिशा में अणु का

		ओरिएंटेशन; सेकेंडरी गेज सिस्टम; वाइंडिंग, फिल्म ट्रिम कटिंग और गेज मॉनिटरिंग; स्टील कोर पर फिल्म की वाइंडिंग; स्लिटिंग और पैकिंग (ख) निम्नलिखित की देखभाल करनारू फीडर, मिक्सर, क्रिस्टलाइज़र, ड्रायर; एक्सट्रूडर; कास्टिंग और प्राइमरी गेज मशीन; मशीन दिशा ओरिएंटर; अनुप्रस्थ दिशा ओरिएंटर, पुल रोल स्टैंड सेकेंडरी गेज उपकरण; वाइंडर; स्लिटिंग और पैकिंग मशीन; प्रिंटिंग मशीन; लैमिनेटर, और एक्सट्रूज़न लैमिनेटर; पाउच बनाने की मशीन।
32	CD&R और CD&RW का निर्माण	श्रमिकों का काम– (क) निम्नलिखित कामों और प्रक्रियाओं में शामिल होनारू मिक्सिंग; मोल्डिंग, डाई कोटिंग, इमेज प्रिंटिंग, सुखाना; स्पटरिंग, लैकर डिस्पेंसिंग; और न्ट क्यूरिंग। (ख) निम्नलिखित की देखभाल करनारू प्लानरी, टेरे मिक्सिंग, हाई स्पीड डिसॉल्वर; पडल मिक्सचर; मीडिया मिल; टैंक मिक्सर; सैंड मिल फिल्टर यूनिट; कोटिंग मशीन; कैलेंडरिंग मशीन; एयर कंप्रेसर; एयर हैंडलिंग यूनिट; चिलिंग प्लांट; D-G-सेट, और कूलिंग टावर।
33	रेफ्रिजरेटर का निर्माण	श्रमिकों का कार्यरू (कं) वैक्यूम फ़ॉर्मिंग प्रोसेस, च्न फ़ोमिंग प्रोसेस, असेंबली लाइन, ब्रेज़िंग और कोल्ड रोल फोर्जिंग (ब्त्थ) ऑपरेशन में लगे हुए, (ख) वैक्यूम फ़ॉर्मिंग मशीन, च्न फ़ोमिंग मशीन, ब्रेज़िंग मशीन, पिक एंड प्लेस मशीन, पेंट बूथ, कूलर/चिलर, एयर कंप्रेसर, कूलिंग टॉवर, डीज़ल, जेनरेटिंग सेट, कोल्ड रोल फोर्जिंग (ब्त्थ) मशीन और प्रेस मशीनों को संभालने वाले।
34	वॉशिंग मशीन बनाना	वर्कर्स का कामरू (कं) इंजेक्शन मोल्डिंग ऑपरेशन, कोल्ड रोल फोर्जिंग (ब्त्थ) और असेंबली ऑपरेशन में लगे हुए हैं। (ख) मोल्डिंग मशीन, पिक एंड प्लेस मशीन, क्योरिंग मशीन, कूलर/चिलर, एयर कंप्रेसर, हीट एक्सचेंजर, पेंट बूथ, डीजल पर काम करना

2. मुख्य निरीक्षक–सह– सुविधाप्रदाता, की पहले से मंजूरी लेकर, किसी भी तकनीकी कारण से, अपने सामान्य या विशेष आदेश द्वारा, किसी भी अन्य प्रकार के काम या फ़ैक्टरियों को, ऐसे ऐलान के कारणों को विस्तार से बताते हुए, लिखित रूप में, एक लगातार प्रक्रिया घोषित कर सकता है।

शर्तें–

1. ऐसे मज़दूर को तीन आठ–घंटे की शिफ्ट सिस्टम पर काम पर रखा जाएगा। हर ऐसे मज़दूर को हर शिफ्ट में काम के दौरान आधे घंटे का आराम का अंतराल दिया जाएगा।
2. ऐसे किसी भी मज़दूर को लगातार चौबीस घंटे की छुट्टी के बिना लगातार चौदह दिनों से ज़्यादा काम पर नहीं रखा जाएगा।

3. काम के कुल दैनिक घंटे 12 घंटे के स्प्रेड ओवर के साथ 10 घंटे से ज़्यादा नहीं होंगे, सिवाय इमरजेंसी के जब किसी शिफ्ट वर्कर को किसी भी दिन 8 घंटे से ज़्यादा काम पर रखना ज़रूरी हो ताकि वह अगली शिफ्ट का पूरा या कुछ हिस्सा काम कर सके। किसी भी हालत में मज़दूर को काम शुरू होने के 24 घंटे की अवधि में 16 घंटे से ज़्यादा काम पर नहीं रखा जाएगा, और ओवरटाइम के कुल घंटे भी किसी भी तिमाही में 125 से ज़्यादा नहीं होंगे

बशर्ते कि जहां अगली शिफ्ट या उसका कोई हिस्सा जिसके दौरान एक शिफ्ट वर्कर को ऊपर बताए अनुसार काम पर रखा जाता है, साप्ताहिक छुट्टी पर पड़ता है, तो आराम की भरपाई की अवधि भी ऐसे दिन दी जाएगी जो न तो त्योहार हो और न ही साप्ताहिक छुट्टी हो।

4. मैनेजर अतिरिक्त समय काम की अवधि और आराम की भरपाई की अवधि को संबंधित रजिस्टरों में भी दर्ज करेगा और उसमें ऐसे अतिरिक्त समय के काम शुरू होने से पहले उसका समय नोट करेगा।

5. शिफ्ट के सिस्टम को लागू करने से पहले एक मुख्य निरीक्षक–सह– सुविधाप्रदाता द्वारा मंजूरी दी जाएगी।

6. एक फ़ैक्टरी में एक दिन में 8 घंटे या एक हफ़्ते में 48 घंटे से ज़्यादा काम करने वाले सभी मज़दूरों को ऐसे अतिरिक्त घंटों के लिए कोड की धारा 27 के प्रावधानों के अनुसार सामान्य दर से दोगुनी दर पर भुगतान किया जाएगा।

7. हर मज़दूर को कोड की धारा 26 और उसमें दिए गए नियम के अनुसार भरपाई वाली छुट्टी दी जाएगी।

खतरनाक प्रक्रियाओं के लिए अनुसूची
(सुरक्षा, कल्याण सुविधाएं, सुरक्षा उपकरण और मेडिकल जांच आदि)

अनुसूची–3

नियम 130

वातित जल और प्रक्रिया आकस्मिक चिकित्सा का निर्माण।

1. मशीनों की बाड़लगाना–बोतलें या सिफलोन भरने के लिए सभी मशीनों का निर्माण, रख–रखाव या बचाव के लिए किया जाना चाहिए , जहां तक कि प्रीकोडेबल हो सकता है, फैक्ट्री में काम करने वाले व्यक्ति से हड़ताली बोतल या साइफन का टुकड़ा।

2. फेस–गार्ड और गौंटलेट्स–(1) बॉटल या सिफन्स भरने में लगे सभी व्यक्तियों के उपयोग के लिए अधिभोगकर्ता अच्छी स्थिति में प्रदान करेगा और बनाए रखेगा

(i) चेहरे , गर्दन और गले की सुरक्षा के लिए उपयुक्त फेस – गार्ड, और

(ii) पूरे हाथ और हथियारों की रक्षा के लिए दोनों भुजाओं के लिए उपयुक्त गौंटलेट उसे उपलब्ध कराया

(iii) पैरा 2 (1) लागू नहीं होगा जहां बोतलें एक स्वचालित मशीन के माध्यम से भरी जाती हैं ताकि इसका निर्माण किया जा सके ताकि फटने वाली बोतल का कोई टुकड़ा बच न सके, और

(vi) जहां एक मशीन का निर्माण किया जाता है, उस पर काम करने वाले बॉटलर का केवल एक हाथ खतरे के संपर्क में होता है, हाथ के लिए एक गौंटलेट प्रदान करने की आवश्यकता नहीं होती है, जो खतरे के संपर्क में नहीं है।

(2) कब्जाधारी को कॉर्किंग, क्राउनिंग, स्क्रूनिंग, वायरिंग, फॉइलिंग, कैप्सुलिंग, दृष्टि या लेबलिंग बोतल या सिम्फन में लगे सभी व्यक्तियों के उपयोग के लिए अच्छी स्थिति प्रदान करेगा और बनाए रखेगा। चेहरे, नीक और गले की सुरक्षा के लिए उपयुक्त फेस– गार्ड, और (ख) हाथ की रक्षा के लिए दोनों हथेलियों और हथेली के कम से कम आधे हिस्से और अंगूठे और तर्जनी के बीच की जगह के लिए उपयुक्त गॉन्डेट्स।

3. फेस – गार्ड्स और गाउंटलेट्स पहनना – पैरा 2 में निर्दिष्ट किसी भी प्रक्रिया में लगे सभी व्यक्ति ऐसी प्रक्रिया में काम करते समय, फेस–गार्ड्स और गाउंटलेट्स को उक्त पैराग्राफ के प्रावधानों के तहत पहनते हैं।

अनुसूची–4

सभी प्रकार के इलेक्ट्रोप्लेटिंग प्रक्रिया ।

1. परिभाषा – इस अनुसूची के प्रयोजनों के लिए

I. "इलेक्ट्रोलाइटिक प्रक्रिया" का अर्थ है धातु के लेखों का इलेक्ट्रोलाइटिक चढ़ाना या ऑक्सीकरण

II. "स्नान" का अर्थ इलेक्ट्रोलाइटिक क्रोमियम प्रक्रिया के लिए या बाद के किसी भी प्रक्रिया के लिए उपयोग किए जाने वाले जहाज से है।

III. "नियोजित" का अर्थ इस अनुसूची के पैराग्राफ 5, 7, 8 और 9 में है, जो किसी भी प्रक्रिया में नियोजित है जिसमें एक स्नान से तरल के साथ कॉनकोड शामिल है।

IV. "सस्पेंशन" का अर्थ है किसी भी प्रक्रिया में नियोजन से निलंबन जिसमें स्वास्थ्य रजिस्टर में लिखित प्रमाण पत्र द्वारा किसी भी स्नान से तरल के साथ कॉनकोड, सर्टिफिकेट सर्जन द्वारा हस्ताक्षरित है, जो किसी भी ऐसे प्रक्रिया में नियोजित सभी व्यक्तियों के संबंध में निलंबन की शक्ति रखेगा।

2. निकास निकास – एक कुशल निकास ड्राफ्ट हर उस बर्तन पर लागू किया जाएगा जिसमें एक इलेक्ट्रोलाइटिक क्रोमियम प्रक्रिया होती है। इस तरह के मसौदे को यांत्रिक माध्यमों द्वारा प्रदान किया जाएगा और मूल के बिंदु पर निकट के रूप में प्रक्रिया में बंद वाष्प या स्प्रे पर काम करेगा। एग्जॉस्ट ड्राफ्ट इक्विपमेंट को वाष्प या स्प्रे को किसी भी कमरे या उस जगह पर प्रवेश करने से रोकने के लिए बनाया , व्यवस्थित और रखरखाव किया जाएगा जिस पर काम किया जाता है।

3. महिलाओं और युवा व्यक्तियों से संबंधित निषेध – किसी महिला, किशोर या बच्चे को स्नान पर काम करने की अनुमति नहीं दी जाएगी।

4. काम की मंजिल – एक स्नान वाले फर्श या हर कमरा पानी के लिए अभेद्य होगा। फर्श को अच्छी और स्तरीय स्थिति में बनाए रखा जाएगा और दिन में कम से कम एक बार धोया जाएगा।

5. सुरक्षात्मक कपडे – (1) कारखाने का अधिभोगी किसी भी प्रक्रिया पर कार्यरत सभी व्यक्तियों के उपयोग के लिए सुरक्षात्मक कपडों के निम्नलिखित लेखों को अच्छे और साफ

स्थिति में प्रदान करेगा और बनाए रखेगा , जिस पर वे लिक्विड के साथ आने वाले हैं । स्नान और इस तरह के कपडे संबंधित व्यक्तियों द्वारा पहने जाएंगे :

(क) पानी के सबूत एप्रन और बिब्स, और

(ख) वास्तव में स्नान , ढीले ढाले रबर के दस्ताने और रबर के जूते या अन्य वाटर प्रूफ फुट वियर में काम करने वाले व्यक्तियों के लिए।

(2) व्यवसायी सभी व्यक्तियों के उपयोग, भंडारण के लिए उपयुक्त आवास और सुरक्षात्मक कपडों के सुखाने की पर्याप्त व्यवस्था के लिए उपलब्ध कराएगा और बनाए रखेगा।

6. चिकित्सा आवश्यकताएं – अधिभोगी कर्मचारियों के लिए एक अलग बॉक्स में उपयुक्त मरहम और अभेद्य जल प्रूफ प्लास्टर की पर्याप्त आपूर्ति प्रदान करेगा और बनाए रखेगा और मरहम और प्लास्टर रखने के प्रयोजनों के लिए पूरी तरह से उपयोग किया जाएगा।

7. चिकित्सा परीक्षा – (अ) नियोजित प्रत्येक व्यक्ति को हर 14 दिनों में एक बार प्रमाणित सर्जन द्वारा जांच की जाएगी और इस तरह की परीक्षा कारखाने में होगी ।

(ब) निर्धारित प्रपत्र संख्या 17 में स्वास्थ्य रजिस्टर कारखाने के अधिभोगी द्वारा रखा जाएगा और इसमें सभी व्यक्तियों के नाम एक साथ दर्ज किए जाएंगे, जैसे कि सर्टिफिकेट सर्जन समय – समय पर बना सकते हैं।

(स) निलंबन के बाद कोई भी व्यक्ति प्रमाणित सर्जन से लिखित अनुमोदन के बिना नियोजित या स्वास्थ्य रजिस्टर में संलग्न नहीं होगा।

8. सावधानी बरतने का कार्य – मुख्य निरीक्षक द्वारा निर्दिष्ट प्रपत्र में सावधानी बरतने और कार्यरत कर्मचारियों के बहुमत की भाषा में मुद्रित कारखाने में एक प्रमुख स्थान पर चिपका दिया जाएगा जहां 1 कर्मचारियों द्वारा आसानी से और आसानी से पढा जा सकता है ।

9. साप्ताहिक परीक्षा – कारखाने द्वारा लिखित रूप में नियुक्त एक जिम्मेदार व्यक्ति प्रत्येक सप्ताह में दो बार नियोजित व्यक्तियों के हाथों के अग्रभागों का निरीक्षण करेगा और स्वास्थ्य रजिस्टर में ऐसे निरीक्षणों का रिकॉर्ड रखेगा ।

अनुसूची–5

इलेक्ट्रिक Accumulators का निर्माण और मरम्मत

1. बचत – यह अनुसूची विद्युत संचयकों या उन पुर्जी के निर्माण या मरम्मत पर लागू नहीं होगी जिनमें सीसा या सीसा का कोई भी यौगिक नहीं है य या एक स्थिर बैटरी का हिस्सा बनाने वाले किसी भी संचायक के परिसर में मरम्मत के लिए ।

2. परिभाषाएँ – इस अनुसूची के प्रयोजनों के लिए

(अ) "लेड प्रक्रिया" का अर्थ है सीसा या किसी भी पदार्थ का लेप, कास्टिंग, पेस्टिंग, लेड बर्निंग, या कोई अन्य कार्य, जिसमें ट्रिब्यूटिंग, या किसी भी अन्य प्लेटों को काटना या काटना शामिल है, का उपयोग, आंदोलन या हेरफेर, या सीसा के किसी भी ऑक्साइड के साथ संदर्भ।

(ब) "सीसा के कच्चे ऑक्साइड का हेरफेर" का अर्थ है किसी भी लीड प्रक्रिया में किसी भी हेरफेर या कच्चे ऑक्साइड के आंदोलन को शामिल किया जाता है, जो कि इसके रिसेप्शन में एक ऑपरेशन से दूसरे ऑपरेशन के माध्यम से होता है।

(स) "सस्पेंशन" का अर्थ है सर्टिफिकेशन सर्जन द्वारा हस्ताक्षरित हेल्थ रजिस्टर (फॉर्म नंबर 17) में लिखित प्रमाण पत्र द्वारा किसी भी लीड प्रक्रिया में रोजगार से निलंबन, जो किसी भी ऐसे प्रक्रिया में कार्यरत सभी व्यक्तियों के संबंध में निलंबन की शक्ति होगी।

3. काम करने वाले और युवा व्यक्तियों से संबंधित निषेध – किसी भी महिला या युवा व्यक्ति को किसी भी लीड प्रक्रिया या किसी भी कमरे में काम करने की अनुमति नहीं दी जाएगी, जिसमें सीसा या चिपकाने के कच्चे ऑक्साइड का हेरफेर किया जाता है।

4. कुछ प्रक्रिया का पृथक्करण निम्न में से प्रत्येक प्रक्रिया को इस तरह और इस तरह की शर्तों के तहत एक दूसरे से प्रभावी पृथक्करण और किसी अन्य प्रक्रिया से सुरक्षित किया जाएगा :

(अ) सीसा के कच्चे ऑक्साइड का हेरफेर,

(ब) चिपकाने,

(स) चिपकाया प्लेटों का सूखना,

(द) सीसा जलने के साथ गठन (" से निपटने ") आवश्यक रूप से कनेक्शन के साथ किया जाता है

(य) चिपकी हुई प्लेटों का पिघलना,

5. एयर स्पेस – प्रत्येक कमरे में जिसमें सीसा प्रक्रिया की जाती है, उसमें कार्यरत प्रत्येक व्यक्ति के लिए कम से कम 500 क्यूबिक फीट एयर स्पेस होगा, और इस एयर स्पेस की गणना में 12 फीट से अधिक की ऊंचाई नहीं ली जाएगी । लेखा ।

6. वेंटिलेशन – प्रत्येक कार्य – कक्ष को इनलेट और के साथ प्रदान किया जाएगा कमरे के सभी हिस्सों में कुशल वेंटिलेशन को सुरक्षित और बनाए रखने के लिए पर्याप्त आकार के आउटलेट।

7. चिपकाने वाले कमरे में कर्मचारियों के बीच की दूरी – प्रत्येक चिपकाने वाले कमरे में किसी भी पस्टर की कामकाजी स्थिति के केंद्र के बीच की दूरी और उसके पास काम करने वाले पास्टर की दूरी पांच फीट से कम नहीं होगी।

8. कार्य – कक्षों का फर्श –हर कमरे का फर्श जिसमें एक सीसा प्रक्रिया होती है, पर होगी।

(अ) सीमेंट या इसी तरह की सामग्री के रूप में इतनी चिकनी और पानी के लिए अभेद्य,

(ब) ध्वनि की स्थिति में बनाए रखा,

(स) सामग्री, संयंत्र या अन्य रुकावटों से मुक्त नहीं रखा गया है, या जिनके लिए उत्पादन किया जाता है , प्रक्रिया कमरे में चलती है ।

(2) ग्रिड कास्टिंग की दुकानों के अलावा ऐसे सभी कमरों में फर्श को रोजाना अच्छी तरह से पानी से स्प्रे करने के बाद साफ किया जाएगा, जब कमरे में अन्य काम चल रहा हो ।

(3) ग्रिड कास्टिंग दुकानों में फर्श को रोजाना साफ किया जाएगा ।

(4) उप – अनुच्छेदों (1), (2) और (3) की आवश्यकताओं के पूर्वाग्रह के बिना, जहां चिपकाने के लिए लेड के कच्चे ऑक्साइड का हेरफेर भी फर्श पर किया जाएगा

(अ) लगातार नम रखा जाता है जबकि काम किया जा रहा है,

(ब) जल निकासी के लिए उपयुक्त और पर्याप्त व्यवस्था प्रदान की गई,

(स) एक नली पाइप के माध्यम से अच्छी तरह से दैनिक धोया ।

9. कार्य पीठ – वह कार्य पीठ जिस पर कोई नेतृत्व प्रक्रिया की जाती है

(अ) एक चिकनी सतह है और ध्वनि की स्थिति में बनाए रखा जा सकता है,

(ब) उन सभी सामग्रियों या प्लांटों से मुक्त रखा जाना चाहिए जिनके लिए आवश्यक नहीं है, या उत्पादन किया जाता है , इसके बाद प्रक्रिया को आगे बढाया जाता है, और ग्रिड कास्टिंग की दुकानों में उन लोगों के अलावा ऐसे सभी कार्य – बेंच,
(स) पूरी तरह से भीगने के बाद या सक्शन सफाई तंत्र के माध्यम से दैनिक साफ किया जाना चाहिए। ऐसे समय में जब उपचार पर कोई अन्य कार्य नहीं किया जा रहा हो, और, ग्रिड कास्टिंग दुकानों में ऐसे सभी काम – बेंच,
(द) दैनिक साफ हो; और चिपकाने के लिए इस्तेमाल की जाने वाली हर काम – बेंच,
(य) शीट लीड या अन्य अभेद्य सामग्री के साथ कवर किया जाना,
(र) उठाए गए किनारों के साथ प्रदान किया जाए,
(ल) लगातार नम रखा जा रहा है जबकि चिपकाने पर किया जा रहा है।

10. निकास – एक कुशल, निकास मसौदे के उपयोग के बिना निम्नलिखित प्रक्रिया को पूरा नहीं किया जाएगा :
(अ) सीसा या सामग्री युक्त सीसा पिघलना ;
(ब) सीसा के कच्चे ऑक्साइड का हेरफेर , जब तक कि एक संलग्न तंत्र में नहीं किया जाता है ताकि कार्यस्थल में धूल से बचने को रोका जा सके ;
(स) चिपकाने (घट्रिमिंग, ब्रशिंग, फाइलिंग या किसी अन्य एब्रेडिंग या धूल को जन्म देने वाली प्लेटों को काटना;
(द) सीसा जलाना, के अलावा अन्य (मैं) गठन कक्ष में "से निपटने"; (IT) सेल मामलों के लिए लीड लाइनिंग बनाने के लिए रासायनिक जल को आवश्यक रूप से इस तरह से आगे बढाया जाता है कि कुशल निकास का अनुप्रयोग है। इस तरह के निकास मसौदे को यांत्रिक माध्यमों से प्रभावित किया जाएगा और जो इसके मूल स्थान पर हो सकता है, वहां दिए गए धूआं की धूल पर काम करेगा, ताकि इसे किसी भी कमरे की हवा में प्रवेश करने से रोका जा सके, जिसमें व्यक्ति काम करते हैं।
11. पिघलने वाले बर्तनों से धुएं और गैसें – किसी भी पिघलने वाले बर्तन के हीटिंग में उत्पादित दहन के उत्पादों को उस कमरे में भागने की अनुमति नहीं होगी जिसमें व्यक्ति काम करते हैं ।
12. डस्टर का कंटेनर – कसकर फिटिंग कवर के साथ एक उपयुक्त रिसेप्टर प्रदान किया जाएगा और इसे हर पिघलाने वाले बर्तन से हटाए जाने के लिए उपयोग किया जाएगा। इस तरह के रिसेप्शन को कार्य – कक्ष में कवर किया जाएगा, जबकि इसके अलावा जब उसमें जमा किया जा रहा हो।
13. सीसे के कचरे के लिए कंटेनर – प्रत्येक कार्य – कक्ष में एक उपयुक्त रिसेप्शन दिया जाएगा जिसमें पुरानी प्लेटें और अपशिष्ट पदार्थ, जो धूल को जन्म दे सकते हैं, जमा किए जाएंगे ।
14. सुखाने के कमरे में रैक और अलमारियाँ – किसी भी सुखाने के कमरे में प्रदान किए गए रैक या अलमारियाँ फर्श से 8 फीट से अधिक नहीं होंगी और न ही 2 फीट से अधिक चौड़ाई की होंगी य बशर्ते कि दोनों तरफ से रैक या अलमारियों को सेट या खींचा गया हो, कुल चौड़ाई 4 फीट से अधिक नहीं होगी। इस तरह के रैक या अलमारियों को केवल अच्छी तरह से गीला होने के बाद ही साफ किया जाएगा जब तक कि एक कुशल सक्शन सफाई उपकरण का उपयोग उद्देश्य के लिए नहीं किया जाता है।

15. चिकित्सा परीक्षा – (ए) एक प्रमुख प्रक्रिया में नियोजित प्रत्येक व्यक्ति को प्रमाणित सर्जन द्वारा सात दिनों के भीतर जांच की जाएगी या इस तरह की प्रक्रिया में उसके पहले रोजगार की तारीख का पालन किया जाएगा और उसके बाद प्रमाणित सर्जन द्वारा हर एक बार जांच की जाएगी। कैलेंडर माह, या ऐसे अन्य अंतराल पर, जैसा कि मुख्य निरीक्षक द्वारा लिखित में निर्दिष्ट किया जा सकता है, जिस पर सभी संबंधितों को उचित नोटिस दिया जाएगा। "फर्स्ट एम्प्लॉयमेंट" का अर्थ है फैक्ट्री या वर्कशॉप में लीड प्रोसैस में पहले इम्प्लॉयमेंट और उसके बाद भी प्रोक्योरमेंट में री – इम्प्लॉइज करना , इस तरह के प्रोकस में तीन कैलेण्डर महीनों से अधिक की अवधि के लिए किसी भी प्रोजैक्शन में रोजगार मिलता है । (ख) फॉर्म नंबर 17 में एक स्वास्थ्य रजिस्टर , जिसमें सीसा प्रक्रिया में कार्यरत सभी व्यक्तियों के नाम रखे जाएंगे । (सी निलंबन के बाद किसी भी व्यक्ति को स्वास्थ्य रजिस्टर में दर्ज या संलग्न सर्टिफिकेट सर्जन से लिखित अनुमोदन के बिना एक प्रमुख प्रक्रिया में नियोजित नहीं किया जाएगा ।

16. सुरक्षात्मक कपडे । – कार्यरत सभी व्यक्तियों के लिए सुरक्षात्मक कपडे उपलब्ध कराए जाएंगे और उनकी मरम्मत की जाएगी ।

(अ) सीसा के कच्चे ऑक्साइड का हेरफेर;

(ब) चिपकाना;

(सी गठन कक्ष; और इस तरह के कपडे संबंधित व्यक्तियों द्वारा पहने जाएंगे । सुरक्षात्मक कपडों में वाटर – प्रूफ एप्रन और वाटर – प्रूफ फुटवियर शामिल होंगे; और कच्चे ऑक्साइड के हेरफेर में नियोजित व्यक्तियों के संबंध में , सीसा या पेस्टिंग , सिर को ढंकना । सिर को रोजाना धोया जाएगा ।

17. मेस–रूम – भोजन के अंतराल के दौरान मरने वाले प्रांगण में रहने वाले सभी लोगों के उपयोग और रखरखाव के लिए उपलब्ध कराया जाएगा और रखा जाएगा, एक उपयुक्त मेस–रूम, जिसे पर्याप्त टेबल के साथ सुसज्जित किया जाएगा। और बेंच, और (बी) वार्मिंग भोजन के लिए पर्याप्त साधन। मेस–रूम को एक जिम्मेदार व्यक्ति के मरने के शुल्क के तहत प्रदान किया जाएगा, और उसे साफ रखा जाएगा ।

18. क्लॉक–रूम – एक प्रमुख प्रक्रिया में कार्यरत सभी व्यक्तियों के उपयोग के लिए प्रदान और बनाए रखा जाएगा –

(अ) कपडों को सुखाने के लिए पर्याप्त व्यवस्था के साथ काम के घंटों के दौरान एक क्लोज–रूम बंद कर दिया जाता है । ऐसा आवास किसी भी मेस–रूम से अलग होगा;

(ब) अनुच्छेद 16 के तहत प्रदान किए गए सुरक्षात्मक कपडों के भंडारण के लिए अलग और उपयुक्त व्यवस्था ।

19. धुलाई की सुविधा– एक स्वच्छ प्रक्रिया में उपलब्ध कराए गए और बनाए रखने के लिए एक प्रमुख प्रक्रिया में इस्तेमाल किए जाने वाले सभी व्यक्तियों को प्रदान किया जाएगा और उन्हें बनाए रखा जाएगाः

(अ) कवर के नीचे धोने की जगह :

(क) एक गंदे पाइप के साथ एक चिकनी अभेद्य सतह के साथ एक गर्त , प्लग के बिना , और किसी भी एक समय में नियोजित ऐसे प्रत्येक पांच व्यक्तियों के लिए कम से कम दो फीट की अनुमति देने के लिए पर्याप्त लंबाई के साथ , और ऊपर से नल या जेट से पानी की निरंतर आपूर्ति होने की अनुमति 2 फीट से अधिक नहीं के अंतराल पर गर्त;या

(ख) कम से कम एक वॉश बेसिन हर पांच ऐसे व्यक्तियों के लिए , जो किसी भी समय कार्यरत हों , एक बेकार पाइप और प्लग से लैस हों और जिन पर पानी की निरंतर आपूर्ति हो ।

(ग) उपयुक्त सामग्रियों से बने स्वच्छ तौलिये की पर्याप्त आपूर्ति प्रतिदिन नवीनीकृत की जाती है, जो आपूर्ति, पेस्टर्स के मरने के मामले में और लेड के कच्चे ऑक्साइड के डाई हेरफेर में नियोजित व्यक्ति, ऐसे प्रत्येक श्रमिक के लिए एक अलग चिह्नित तौलिया शामिल होगा; तथा

(घ) साबुन या अन्य उपयुक्त सफाई सामग्री और नेल ब्रश की पर्याप्त आपूर्ति (ख) इसके अलावा मरने वाले कमरों में निकटता से धुलाई के साधन उपलब्ध कराए जाएंगे जिसमें मुख्य निरीक्षक से लिखित रूप में नोटिस द्वारा आवश्यक होने पर लेड या पेस्टिंग के कच्चे ऑक्साइड का हेरफेर किया जाता है ।

20. धोने के लिए समय की अनुमति दी जानी चाहिए। – प्रत्येक भोजन से पहले और दिनों के अंत से पहले , नियमित भोजन के समय के अलावा , कम से कम दस मिनट काम करें, प्रत्येक व्यक्ति को धोने की अनुमति होगी, जिसे नियोजित किया गया है । सीसा या पेस्टिंग के कच्चे ऑक्साइड का हेरफेर बशर्ते कि यदि प्रत्येक मुकदमा के लिए एक बेसिन या दो फीट की खुरपी हो।

21. स्नान करने के लिए सुविधाएँ – मुख्य निरीक्षक की संतुष्टि के लिए पर्याप्त स्नान आवास, सीसा के कच्चे ऑक्साइड के हेरफेर में या चिपकाने में लगे हुए सभी व्यक्तियों और साबुन और साफ तौलिए की पर्याप्त आपूर्ति के लिए प्रदान किया जाएगा ।

22. कार्य – कक्ष में निषिद्ध भोजन , पेय , आदि। – कोई भी भोजन , पेय , पैन और सुपारी या तम्बाकू का सेवन या किसी भी कार्यकर्ता द्वारा किसी भी कार्यलय में नहीं किया जाएगा, जिसमें कोई भी सीसा प्रक्रिया न की जाए।

अनुसूची–6
ग्लास निर्माण

1. छूट। – यदि मुख्य निरीक्षक किसी कारखाने या प्रक्रिया के किसी भी वर्ग के संबंध में संतुष्ट है, जो कि कार्य के विशेष तरीकों या किसी कारखाने में विशेष शर्तों के कारण है या अन्यथा, इस अनुसूची की किसी भी आवश्यकता को निलंबित किया जा सकता है । या उसके द्वारा नियोजित व्यक्तियों के लिए खतरे के बिना, या इस अनुसूची या उसके किसी भी भाग के आवेदन किसी भी कारण के लिए है, वह इस तरह के निलंबन या छूट के लिए प्रमाण पत्र लिखने में एक प्रमाण पत्र द्वारा हो सकता है जैसे कि इस अवधि के लिए प्रमाण पत्र में संकेत दिया जा सकता है इस तरह की स्थितियों पर वह उचित समझ सकता है ।

2. परिभाषाएँ– इस अनुसूची के प्रयोजनों के लिए

(अ) गैस, वाष्प, धूल या धुएं को हटाने के लिए यांत्रिक साधनों द्वारा प्रभावित "कुशल निकास ड्राफ्ट" का अर्थ है, ताकि किसी भी स्थान की हवा में भागने से उन्हें (जहां तक वायुमंडलीय परिस्थितियों में आमतौर पर प्रचलित है) जिसमें काम किया जाता है । किसी भी मसौदे को कुशल नहीं समझा जाएगा, जो उस बिंदु पर उत्पन्न धुएं को हटाने में विफल रहता है जहां इस तरह की गैस, वाष्प, धूआं , या धूल निकलती है ।

(ब)"लीड कंपाउंड" का अर्थ है गैलिना के अलावा किसी अन्य यौगिक का, जिसका उपचार नीचे वर्णित तरीके से किया जाता है, जिससे हाइड्रोक्लोरिक एसिड के जलीय घोल में घुलनशील सीसा यौगिक की मात्रा अधिक हो जाती है, जब लीड मोनोऑक्साइड के रूप में

गणना की जाती है, पांच प्रतिशत विश्लेषण के लिए लिए गए हिस्से के शुष्क वजन । उपचार की विधि इस प्रकार होगी :

सामग्री का एक तौला हुआ मात्रा, जिसे 100 डिग्री सेल्सियस पर सुखाया गया है । और हाइड्रोजन क्लोराइड के वजन से 0.25 प्रतिशत युक्त हाइड्रोक्लोरिक एसिड के जलीय घोल के 1,000 गुना वजन के साथ सामान्य तापमान पर, एक घंटे के लिए पूरी तरह से मिश्रित लगातार हिलाया जाएगा । इसके बाद इस घोल को एक घंटे तक खडा रहने दिया जाएगा और फिर छान लिया जाएगा । स्पष्ट फिल्टर में निहित प्रमुख नमक को फिर लीड सल्फाइड के रूप में अवक्षेपित किया जाएगा और सीसा सल्फेट के रूप में तौला जाएगा ।

(स) "सस्पेंशन" का अर्थ है सर्टिफिकेटिंग सर्जन द्वारा हस्ताक्षरित हेल्थ रजिस्टर फॉर्म नंबर 17 में लिखित प्रमाण पत्र द्वारा अनुच्छेद 3 में निर्दिष्ट किसी भी प्रक्रिया में रोजगार से निलंबन, जिसके पास ऐसी किसी भी प्रक्रिया में कार्यरत सभी व्यक्तियों के संबंध में निलंबन की शक्ति होगी ।

3. निकास में कमी । मुख्य कुशल निरीक्षक द्वारा अनुमोदित एक कुशल निकास ड्राफ्ट के तहत या ऐसी अन्य शर्तों के अलावा निम्नलिखित प्रक्रिया नहीं की जाएगी :

(अ) "बैच" बनाने के लिए कच्चे माल का मिश्रण ।

(ब) कांच की सूखी पीस , ग्लेजगि और पॉलिशिंग या कांच का कोई लेख ।

(स) सभी प्रक्रिया जिसमें हाइड्रोफ्लोरिक एसिड धूएँ या अमोनियल वाष्प बंद कर दिए जाते हैं।

(द) फर्नेस मोल्ड या " बर्तनों " के निर्माण में सभी प्रक्रिया जिसमें प्रयुक्त " बर्तनों " को पीसना या क्रश करना शामिल है ।

(य) ड्राई लेड कंपाउंड के उपयोग से जुडी सभी प्रक्रिया।

4. महिलाओं और युवा व्यक्तियों से संबंधित निषेध) –अनुच्छेद 3 या किसी भी स्थान पर, जहां इस तरह के ऑपरेशन किए जाते हैं, किसी भी महिला या युवा व्यक्ति को किसी भी कार्य में नियोजित या काम करने की अनुमति नहीं दी जाएगी।

5. फर्श और कार्य–बेंच– प्रत्येक कमरे के फर्श और कार्य–बेंच जिसमें सीसे का एक सूखा यौगिक हेरफेर किया जाता है या जिसमें सिलिका धूल छोड़ ने पर किसी भी प्रक्रिया को किया जाता है, को नम रखा जाएगा और निम्नलिखित आवश्यकताओं का पालन करेगा :

(क) मंजिलें होंगी

(अ) सीमेंट या इसी तरह की सामग्री के रूप में इतनी चिकनी और पानी के लिए अभेद्य;

(ब) ध्वनि की स्थिति में बनाए रखा य तथा

(स) कमरे में अच्छी तरह से पानी के साथ छिडकाव करने के बाद दैनिक सफाई की जाती है जब कमरे में कोई अन्य काम नहीं किया जाता है ।

(ख) कार्य–बेंच

(अ) एक चिकनी सतह है और ध्वनि की स्थिति में बनाए रखा जा सकता है, और

(ब) किसी भी समय चूषण सफाई तंत्र के माध्यम से अच्छी तरह से गीला होने के बाद दैनिक रूप से साफ किया जाना चाहिए , जब कोई अन्य कार्य उपचार के लिए नहीं किया जा रहा हो ।

6. हाइड्रोफ्लोरोइक एसिड का उपयोग। – निम्नलिखित प्रावधान उन कमरों पर लागू होंगे जिनमें ग्लास का हाइड्रोफ्लोरोइक अम्ल से उपचार किया जाता है –

(क) कमरे के सभी हिस्सों में कुशल वेंटिलेशन को सुरक्षित और बनाए रखने के लिए पर्याप्त आकार के इनलेट्स और आउटलेट होंगे;

(ख) फर्श को गुट्टापर्चा के साथ कवर किया जाएगा और तंग किया जाएगा और ढकी हुई नाली में धीरे से ढलान दिया जाएगा;
(ग) कार्य स्थानों को हूड जपपंज के उद्घाटन में संलग्न किया जाएगा ताकि जिन वस्तुओं को इलाज के लिए लाया जा सके , उनके लिए आवश्यक रूप से छोटा हो , जो प्रीकोडिक के रूप में छोटा हो; तथा
(घ) कुशल निकास ड्राफ्ट इतना दूषित होगा कि गैसें नीचे की ओर समाप्त हो जाएंगी।
7. हाइड्रोफ्लोरोइक एसिड का भंडारण और परिवहन। – सीसा या रबर से बने सिलेंडर या रिसेप्शन को छोड़कर हाइड्रोफ्लोरिक एसिड को संग्रहीत या परिवहन नहीं किया जाएगा।
8. वर्क रूम में खाना, पीना, आदि वर्जित है – कोई भी खाना , पीना , पैन और सुपारी या तम्बाकू किसी भी कमरे या कार्य स्थल पर किसी भी श्रमिक द्वारा लाया या खाया नहीं जाएगा, जिसमें पैराग्राफ 3 में निर्दिष्ट कोई प्रक्रिया हो ।
9. सुरक्षात्मक कपडे – व्यवसाय की प्रकृति के अनुसार पैरा 3 में निर्दिष्ट प्रक्रिया में नियोजित सभी व्यक्तियों के उपयोग के लिए कब्जाधारी प्रदान करेगा , अच्छी मरम्मत करेगा और च्छ स्थिति में रखेगा । कार्य की प्रकृति के अनुसार उपयुक्त सुरक्षात्मक कपडे , जूते और चश्मे और इस तरह के कपडे , जूते , आदि संबंधित व्यक्तियों द्वारा पहने जाएंगे । 5410. धुलाई की सुविधा । दृ पैराग्राफ 3 में निर्दिष्ट प्रक्रिया में कार्यरत सभी व्यक्तियों के उपयोग के लिए साफ–सुथरी स्थिति में और अच्छी मरम्मत के लिए प्रदान और रखरखाव किया जाएगा :
(अ) या तो एक धोने की जगह –
(ब) कचरे के पाइप के साथ एक चिकनी अभेद्य सतह के साथ एक गर्त , प्लग के बिना , और किसी भी एक समय में नियोजित हर पांच ऐसे व्यक्तियों के लिए कम से कम दो फीट की अनुमति देने के लिए पर्याप्त लंबाई के साथ , और ऊपर नल या जेट से पानी की निरंतर आपूर्ति होने की 2 फीट से अधिक नहीं के अंतराल पर गर्त य या
(स) कम से कम एक वॉश बेसिन हर पांच ऐसे व्यक्तियों के लिए है जो किसी भी समय कार्यरत हैं, एक बेकार पाइप और प्लग से लैस है और पानी की पर्याप्त आपूर्ति है या हमेशा आसानी से उपलब्ध है य तथा उपयुक्त सामग्री से बने साफ तौलिये की पर्याप्त आपूर्ति रोजाना साबुन या अन्य उपयुक्त सफाई सामग्री और नाखून ब्रश की पर्याप्त आपूर्ति के साथ नए सिरे से की जाती है, तथा
(द) नल के साथ पर्याप्त संख्या में स्टैंड–पाइप ऐसे स्टैंड–पाइप की संख्या और स्थान मुख्य निरीक्षक की संतुष्टि के लिए होंगे ।
11. चिकित्सा परीक्षा– (क) कांच उड़ाने पर पैरा 3 54 एण्ड में निर्दिष्ट किसी भी प्रक्रिया में नियोजित प्रत्येक व्यक्ति को प्रमाणित सर्जन द्वारा सात दिनों के भीतर जांच की जाएगी या इस तरह की प्रक्रिया में उसके पहले रोजगार की तारीख का पालन किया जाएगा और उसके बाद जांच की जाएगी । प्रत्येक कैलेंडर माह में एक बार या इस तरह के अन्य अंतरालों पर प्रमाणित सर्जन द्वारा मुख्य निरीक्षक द्वारा लिखित रूप में निर्दिष्ट किया जा सकता है, जिस पर सभी संबंधितों को उचित नोटिस दिया जाएगा।
(ख) फॉर्म नंबर 17 में एक स्वास्थ्य रजिस्टर जिसमें किसी भी प्रक्रिया में नियोजित व्यक्तियों के मरने के नाम हैं , जो ग्लास उड़ाने पर 3 54 एण्ड में निर्दिष्ट हैं, उन्हें रखा जाएगा।

(सी) निलंबन के बाद कोई भी व्यक्ति पैराग्राफ 3 में निर्दिष्ट किसी भी प्रक्रिया में नियोजित नहीं होगा , जिसमें प्रमाणित सर्जन से लिखित अनुमोदन के बिना ग्लास उडाने पर या स्वास्थ्य रजिस्टर में संलग्न है ।

अनुसूची – 7

धातुओं और प्रक्रिया आकस्मिक चिकित्सा की पीस या ग्लेजिंग

1. परिभाषाएँ – इस अनुसूची के प्रयोजनों के लिए –

(अ) "ग्रिडस्टोन" का अर्थ है प्राकृतिक या निर्मित बलुआ पत्थर से बना ग्रिडस्टोन लेकिन इसमें धातु का पहिया या सिलेंडर शामिल नहीं होता है जिसमें प्राकृतिक या निर्मित बलुआ पत्थर के ब्लॉक लगे होते हैं ।

(ब) "एब्रेसिव व्हील" का अर्थ है एक पहिया जो बाध्य एमरी या समान अपघर्षक से निर्मित होता है ।

(स) "ग्राइंडिंग" का अर्थ है धातु की सहायता से घर्षण, धातु की सहायता से, एक ग्रिडस्टोन या अपघर्षक पहिया के माध्यम से ।

(द) "ग्लेजिंग" का अर्थ है किसी भी पहिए, बफ़,एमओपी या इसी तरह के उपकरण से यांत्रिक शक्ति की सहायता से धातु की सहायता से अपघटित , चमकाने या परिष्करण करना, जिससे कोई भी सार या चमकाने वाला पदार्थ संलग्न या लगाया जाता है ।

(य) "रेसिंग" का अर्थ है कि पहली बार उपयोग में लाए जाने से पहले एक घूमने वाले ग्रिडस्टोन का मोड़,कटिंग या ड्रेसिंग

(र) "हैकिंग" का अर्थ है हैक या इसी तरह के उपकरण द्वारा एक ग्रिडस्टोन की सतह की चिपिंग ।

(ल) "रोडिंग" का मतलब ऐसी सतह पर एक रॉड, बार या धातु की पट्टी के आवेदन से ग्राइंडस्टोन की परिक्रमा की सतह की ड्रेसिंग है ।

2. अपवाद

(अ) इस अनुसूची में कुछ भी किसी भी कारखाने पर लागू नहीं होगा जिसमें केवल मरम्मत किसी भी भाग को छोड़कर की जाती है जिसमें एक या एक से अधिक व्यक्ति पूरी तरह से या मुख्य रूप से धातुओं को पीसने या ग्लेजिंग में नियोजित होते हैं।

(ब) अनुच्छेद 4 को छोड़कर इस अनुसूची में कुछ भी नहीं , किसी भी पीस–एनजी या धातु के ग्लेजगि पर लागू होगा जो किसी भी सप्ताह में 12 घंटे से अधिक समय तक किसी व्यक्ति को नियुक्त नहीं किया जाता है ।

(स) मुख्य निरीक्षक , लिखित रूप में प्रमाण पत्र के अधीन, ऐसी शर्तों के अधीन हो सकता है क्योंकि वह किसी भी प्रावधान को निर्दिष्ट कर सकता है, उसे रोक सकता है या निलंबित कर सकता है किसी भी कारखाने के संबंध में यह अनुसूची, यदि कार्य के विशेष तरीकों के कारण या अन्यथा इस तरह की छूट या निलंबन खतरे के बिना अनमोल है : ओ या कार्यरत व्यक्तियों के स्वास्थ्य या सुरक्षा ।

3. धूल हटाने के लिए उपकरण । कोई रेसिंग नहीं , ड्राई पीस या ग्लेजिंग हॉल बिना प्रदर्शन (अ) हुड या अन्य उपकरण का निर्माण , व्यवस्था , रखा और बनाए रखा धूल को रोकने के लिए काफी हद तक बनाए रखा; तथा

(ख) पर्याप्त आकार का एक डक्ट , वायुरोधी और इसलिए धूल को ले जाने में सक्षम होने के लिए व्यवस्थित किया जाता है, जिसे डक्ट को बाधा से मुक्त रखा जाएगा और निरीक्षण और सफाई के लिए उचित साधनों के साथ प्रदानकिया जाएगा , और जहां एक कनेक्शन के साथ, चतवकवकमपब प्रशंसक से अंत रिमोट इंस्पेक्टर को उक्त वाहिनी में हवा के दबाव

का पता लगाने के लिए आवश्यक किसी भी उपकरण को संलग्न करने में सक्षम करने के लिए; तथा

(स) एक फैन या अन्य कुशल साधन जो धूल को बाहर निकालने के लिए पर्याप्त ड्राफ्ट तैयार करते हैं रू बशर्ते कि मुख्य निरीक्षक किसी अन्य उपकरण को स्वीकार कर सकता है , जो उसकी राय में है, एक हुड, डक्ट और पंखे के रूप में फेंके गए धूल के अवरोधन को हटाने और हटाने के लिए प्रभावशाली है ।

4. पीसने के संचालन पर रोजगार पर प्रतिबंध। – एक से अधिक व्यक्ति किसी भी समय, पीसने, घर्षण पहिया या ग्लेजिंग उपकरण पर पीसने या ग्लेजिंग की कोडीय प्रक्रिया का प्रदर्शन नहीं करेंगे : बशर्ते कि यह पैराग्राफ किसी भी व्यक्ति के रोजगार के लिए इस तरह के ग्रिडस्टोन, अपघर्षक पहिया या ग्लेजिंग उपकरण पर भारी या भारी लेखों के हेरफेर में सहायता करने के लिए निषिद्ध नहीं करेगा ।

5. ग्लेजिंग – ग्लेजगि या अन्य प्रक्रिया, सिवाय प्रक्रिया के, एक ग्राइंडस्टोन पर गीले पीसने के लिए आकस्मिक, किसी भी कमरे में नहीं किया जाएगा जिसमें ग्राइंडस्टोन पर गीला पीस किया जाता है ।

6. हैकिंग और रॉडिंग। – हैकिंग या रॉडिंग तब तक नहीं की जाएगी जब तक कि प्रक्रिया के दौरान (अ) ग्रिस्टोन की ऊपरी सतह पर पानी की पर्याप्त आपूर्ति न हो जाए (ब) धूल के अवरोधन के लिए पर्याप्त उपकरण उपलब्ध नहीं कराए जाते । पैराग्राफ 3 की आवश्यकताओं के अनुसार।

7.धूल उपकरणों की जांच।(1) धूल निकालने या दबाने के लिए सभी उपकरणों की, हर छह महीने में कम से कम एक बार, एक सक्षम व्यक्ति द्वारा जांच और परीक्षण किया जाएगा, और ऐसी जांच और परीक्षण से पता चले किसी भी दोष को जितनी जल्दी हो सके ठीक किया जाएगा।

(2) ऐसी जांच और परीक्षण का विवरण रखने वाला एक रजिस्टर फॉर्म–56 में रखा जाएगा।

8. चिकित्सा सुविधाएं और जांच और परीक्षणों का रिकॉर्ड। – (1) हर फैक्ट्री का मालिक जिसमें धातुओं की ग्राइंडिंग या ग्लेज़िंग की जाती है और जिसमें 50 या उससे ज़्यादा कर्मचारी काम करते हैं, वह–

(कं) वहां काम करने वाले कर्मचारियों की मेडिकल निगरानी के लिए एक फैक्ट्री मेडिकल ऑफिसर को नियुक्त करेगा, और

(ख) उक्त फैक्ट्री मेडिकल ऑफिसर को क्लॉज़ (कं) में बताए गए उद्देश्यों के लिए सभी ज़रूरी सुविधाएं प्रदान करेगा।

(2) उक्त मेडिकल प्रैक्टिशनर द्वारा की गई मेडिकल जांच और उचित परीक्षणों का रिकॉर्ड हेल्थ रजिस्टर फॉर्म–7 में रखा जाएगा, जो इंस्पेक्टर–कम–फैसिलिटेटर द्वारा निरीक्षण के लिए आसानी से उपलब्ध रहेगा।

9. फैक्ट्री मेडिकल ऑफिसर द्वारा मेडिकल जांच। – (1) धातु की ग्राइंडिंग या ग्लेज़िंग और उससे संबंधित प्रक्रियाओं में काम करने वाले हर कर्मचारी की पहली नौकरी के 15 दिनों के भीतर एक फैक्ट्री मेडिकल ऑफिसर द्वारा जांच की जाएगी। ऐसी जांचों में पल्मोनरी फंक्शन टेस्ट और संदिग्ध मामलों में चेस्ट एक्स–रे शामिल होंगे। किसी भी कर्मचारी को फैक्ट्री में पहली नौकरी के 15 दिनों के बाद तब तक काम करने की अनुमति नहीं दी जाएगी जब

तक कि उसे फैक्ट्री मेडिकल ऑफिसर द्वारा ऐसी नौकरी के लिए फिट प्रमाणित न कर दिया जाए।

(2) उक्त प्रक्रियाओं में काम करने वाले हर कर्मचारी की हर 12 कैलेंडर महीनों में कम से कम एक बार फैक्ट्री मेडिकल ऑफिसर द्वारा फिर से जांच की जाएगी। ऐसी दोबारा जांच में, जहां भी फैक्ट्री मेडिकल ऑफिसर उचित समझे, उप–पैराग्राफ (1) में बताए गए परीक्षण शामिल होंगे।

(3) फैक्ट्री मेडिकल ऑफिसर एक कर्मचारी की जांच करने के बाद फॉर्म–8 में फिटनेस सर्टिफिकेट जारी करेगा। की गई जांच और दोबारा जांच का रिकॉर्ड सर्टिफिकेट में दर्ज किया जाएगा और सर्टिफिकेट फैक्ट्री के मैनेजर की कस्टडी में रखा जाएगा। उप–पैराग्राफ (1) और (2) के तहत की गई हर जांच का रिकॉर्ड, जिसमें परीक्षण की प्रकृति और परिणाम शामिल हैं, फैक्ट्री मेडिकल ऑफिसर द्वारा फॉर्म–7 में एक हेल्थ रजिस्टर में भी दर्ज किया जाएगा। (4) यदि किसी भी समय फैक्ट्री मेडिकल ऑफिसर या मेडिकल ऑफिसर को लगता है कि कोई वर्कर अब बताए गए प्रोसेस में काम करने के लिए फिट नहीं है, क्योंकि उसमें काम जारी रखने से वर्कर की सेहत को खास खतरा हो सकता है, तो वह अपने नतीजों को बताए गए सर्टिफिकेट और हेल्थ रजिस्टर में रिकॉर्ड करेगा। उन डॉक्यूमेंट्स में उसके नतीजों की एंट्री में वह समय भी शामिल होना चाहिए जिसके लिए उसे लगता है कि वह व्यक्ति बताए गए प्रोसेस में काम करने के लिए अनफिट है।

(5) जिस व्यक्ति को सब–पैराग्राफ (4) में बताए अनुसार काम करने के लिए अनफिट पाया गया है, उसे तब तक दोबारा काम पर नहीं रखा जाएगा या बताए गए प्रोसेस में काम करने की इजाज़त नहीं दी जाएगी, जब तक कि मेडिकल ऑफिसर, आगे की जांच के बाद, उसे उन प्रोसेस में काम करने के लिए फिर से फिट सर्टिफाइड न कर दे।

10. छूट। – मुख्य निरीक्षक–सह–सुविधाप्रदाता लिखित सर्टिफिकेट द्वारा, ऐसी शर्तों के अधीन जो वह उसमें बताए, किसी भी फैक्ट्री के संबंध में इस शेड्यूल के किसी भी प्रावधान में छूट दे सकता है या उसे सस्पेंड कर सकता है, यदि काम के खास तरीकों या किसी और वजह से ऐसी छूट या सस्पेंशन काम करने वाले व्यक्तियों के स्वास्थ्य या सुरक्षा के लिए बिना किसी खतरे के संभव हो।

अनुसूची–8

लेड और लेड के कुछ यौगिकों का निर्माण और उपचाररू

1. छूट.–जहां मुख्य निरीक्षक–सह–सुविधाकर्ता संतुष्ट है कि इस शेड्यूल के सभी या कोई भी प्रावधान नियोजित व्यक्तियों की सुरक्षा के लिए आवश्यक नहीं हैं, तो वह लिखित प्रमाण पत्र द्वारा, किसी भी कारखाने को ऐसे सभी या किसी भी प्रावधान से, ऐसी शर्तों के अधीन रहते हुए, जैसा कि वह उसमें निर्दिष्ट कर सकता है, छूट दे सकता है।

2. परिभाषाएँ.कृइस शेड्यूल के प्रयोजनों के लिए–

(क) कुशल निकास ड्राफ्टष का अर्थ है गर्मी या यांत्रिक साधनों द्वारा किया गया स्थानीय वेंटिलेशन, गैस, वाष्प, धूल या धुएं को हटाने के लिए ताकि उन्हें (सामान्य रूप से प्रचलित वायुमंडलीय परिस्थितियों में जहां तक संभव हो) किसी भी ऐसे स्थान की हवा में फैलने से रोका जा सके जहां काम किया जाता है। कोई भी ड्राफ्ट कुशल नहीं माना जाएगा जो उस बिंदु पर उत्पन्न धुएं को हटाने में विफल रहता है जहां ऐसी वाष्प, धुआं या धूल उत्पन्न होती है।

(ख) पहली नौकरी, का अर्थ है पैराग्राफ 3 में निर्दिष्ट प्रक्रिया में पहली नौकरी और ग्लास ब्लोइंग में, और इसमें तीन कैलेंडर महीनों से अधिक की लगातार अवधि के लिए रोजगार बंद होने के बाद ऐसी प्रक्रिया में फिर से नौकरी भी शामिल होगी,

(गं) लेड यौगिक का अर्थ है गैलेना के अलावा लेड का कोई भी यौगिक जो नीचे वर्णित तरीके से उपचारित करने पर, हाइड्रोक्लोरिक एसिड के जलीय घोल में, घुलनशील लेड यौगिक की एक मात्रा देता है, जो लेड मोनोऑक्साइड के रूप में गणना करने पर, विश्लेषण के लिए लिए गए हिस्से के सूखे वजन का पांच प्रतिशत से अधिक होता है। पेंट और इसी तरह के उत्पादों और तेल या वसा वाले अन्य मिश्रणों के मामले में ष्सूखा वजनष् का अर्थ है उस सामग्री का सूखा वजन जो पदार्थ को अच्छी तरह से मिलाने और तेल, वसा, वार्निश या अन्य माध्यमों को हटाने के लिए उपयुक्त सॉल्वैंट्स के साथ उपचारित करने के बाद बचता है।

उपचार की विधि इस प्रकार होगी–

सामग्री की एक तौली हुई मात्रा, जिसे 100°C पर सुखाया गया है और अच्छी तरह से मिलाया गया है, को सामान्य तापमान पर, हाइड्रोक्लोरिक एसिड के जलीय घोल के 1,000 गुना वजन के साथ एक घंटे तक लगातार हिलाया जाएगा जिसमें वजन के हिसाब से 0.25 प्रतिशत हाइड्रोजन क्लोराइड होता है। इस घोल को इसके बाद एक घंटे के लिए खड़ा रहने दिया जाएगा और फिर फिल्टर किया जाएगा। साफ फिल्ट्रेट में मौजूद लेड नमक को फिर लेड सल्फाइड के रूप में अवक्षेपित किया जाएगा और लेड सल्फेट के रूप में तौला जाएगा।

3. आवेदन.कृयह शेड्यूल उन सभी फैक्ट्रियों या फैक्ट्रियों के हिस्सों पर लागू होगा जिनमें निम्नलिखित में से कोई भी काम किया जाता हैरू

(क) भट्टी पर काम जहाँ जिंक या लेड अयस्कों का रिडक्शन या ट्रीटमेंट किया जाता है।

(ख) लेड वाली राख का हेरफेर, ट्रीटमेंट या रिडक्शन, लेड से चांदी निकालना या स्क्रैप लेड या जिंक को पिघलाना।

(ग) सोल्डर या ऐसे अलॉय बनाना जिनमें दस प्रतिशत से ज़्यादा लेड हो।

(घ) लेड का कोई ऑक्साइड, कार्बोनेट, सल्फेट, क्रोमेट, एसीटेट, नाइट्रेट या सिलिकेट बनाना।

(ड़) लेड टेट्राएथिल को संभालना या मिलाना।

(च) कोई भी अन्य काम जिसमें लेड कंपाउंड का इस्तेमाल होता हो।

(छ) उन वर्क–रूम की सफाई जहाँ ऊपर बताए गए कामों में से कोई भी किया जाता है।

4. महिलाओं और युवा व्यक्तियों से संबंधित रोक.कृपैराग्राफ 3 में बताए गए किसी भी काम में किसी भी गर्भवती महिला या युवा व्यक्ति को काम पर नहीं रखा जाएगा या काम करने की अनुमति नहीं दी जाएगी।

बशर्ते कि महिला कर्मचारियों को उनकी सहमति से निम्नलिखित शर्तों के अधीन काम पर रखा जा सकता हैरू–

(1) मालिक व्यावसायिक सुरक्षा और स्वास्थ्य (OSH) प्रदान करने के लिए अंतर्राष्ट्रीय सुरक्षा मानकों को अपनाएगा।

(2) मालिक, जहाँ तक संभव हो, समय–समय पर उपरोक्त प्रक्रियाओं/स्थानों का आधुनिकीकरण करेगा और आधुनिक उपकरणों का उपयोग करेगा।

(3) गर्भावस्था और स्तनपान कराने वाली माँ के दौरान महिला कर्मचारियों के रोजगार/काम करने के लिए छूट दी जाएगी।

5. पालन की जाने वाली आवश्यकताएँ.कृकिसी भी व्यक्ति को ऐसे किसी भी काम में काम पर नहीं रखा जाएगा या काम करने की अनुमति नहीं दी जाएगी जिसमें लेड कंपाउंड का इस्तेमाल होता हो, यदि वह प्रक्रिया ऐसी है कि उसमें लेड कंपाउंड से धूल या धुआँ निकलता है, या उसमें काम करने वाले व्यक्तियों पर उनके काम के दौरान किसी लेड कंपाउंड के छींटे पड़ने की संभावना हो, जब तक कि पैराग्राफ 6 से 14 के प्रावधानों का पालन न किया जाए।

6. एग्जॉस्ट ड्राफ्ट.कृजहाँ प्रक्रिया में धूल, धुआँ, गैस या वाष्प उत्पन्न होती है, वहाँ उन्हें एक कुशल एग्जॉस्ट ड्राफ्ट के माध्यम से हटाने की व्यवस्था की जाएगी, जिसे इस तरह से बनाया जाएगा कि वह धूल, धुएं, गैस या वाष्प पर उत्पत्ति के बिंदु के जितना संभव हो सके, करीब से काम करे।

7. चिकित्सा सुविधाएँ और परीक्षा और परीक्षणों के रिकॉर्ड.–

(1) प्रत्येक फैक्ट्री का मालिक जिस पर यह शेड्यूल लागू होता है, वह,–

(क) उसमें काम करने वाले कर्मचारियों की चिकित्सा निगरानी के लिए एक फैक्ट्री मेडिकल ऑफिसर को नियुक्त करेगा; और

(ख) क्लॉज़ (कं) में बताए गए मकसद के लिए उक्त मेडिकल प्रैक्टिशनर को सभी ज़रूरी सुविधाएं प्रदान करना।

(2) फैक्ट्री मेडिकल ऑफिसर द्वारा किए गए मेडिकल जांच और उचित टेस्ट का रिकॉर्ड एक अलग रजिस्टर में रखा जाएगा, जिसे इंस्पेक्टर–कम–फैसिलिटेटर द्वारा निरीक्षण के लिए आसानी से उपलब्ध रखा जाएगा।

8.फैक्ट्री मेडिकल ऑफिसर द्वारा मेडिकल जांच – (1) हर कर्मचारी की, उसके पहले रोज़गार के 15 दिनों के अंदर जांच की जाएगी। इस जांच में खून और पेशाब में लेड, पेशाब में ।स।, हीमोग्लोबिन की मात्रा, कोशिकाओं की स्टिपलिंग और स्थिरता परीक्षण शामिल होंगे। किसी भी कर्मचारी को फैक्ट्री में उसके पहले रोज़गार के 15 दिनों के बाद तब तक काम करने की अनुमति नहीं दी जाएगी, जब तक कि फैक्ट्री मेडिकल ऑफिसर उसे उस रोज़गार के लिए फिट प्रमाणित न कर दे।

(2) उक्त प्रक्रियाओं में काम करने वाले हर कर्मचारी की हर तीन कैलेंडर महीनों में कम से कम एक बार फैक्ट्री मेडिकल ऑफिसर द्वारा फिर से जांच की जाएगी। ऐसी दोबारा जांच में, जहाँ भी फैक्ट्री मेडिकल ऑफिसर उचित समझे, उप–पैराग्राफ (1) में बताए गए परीक्षण शामिल होंगे।

(3) फैक्ट्री मेडिकल ऑफिसर एक कर्मचारी की जांच करने के बाद फॉर्म–8 में फिटनेस सर्टिफिकेट जारी करेगा। की गई जांच और दोबारा जांच का रिकॉर्ड सर्टिफिकेट में दर्ज किया जाएगा और सर्टिफिकेट फैक्ट्री के मैनेजर की हिरासत में रखा जाएगा। उप–पैराग्राफ (1) और (2) के तहत की गई हर जांच का रिकॉर्ड, जिसमें परीक्षण की प्रकृति और परिणाम शामिल हैं, फैक्ट्री मेडिकल ऑफिसर द्वारा फॉर्म–7 में हेल्थ रजिस्टर में भी दर्ज किया जाएगा।

(4) फिटनेस सर्टिफिकेट और हेल्थ रजिस्टर इंस्पेक्टर–कम–फैसिलिटेटर द्वारा निरीक्षण के लिए आसानी से उपलब्ध रखे जाएंगे।

(5) यदि किसी भी समय फैक्ट्री मेडिकल ऑफिसर या मेडिकल ऑफिसर की राय है कि कोई कर्मचारी उक्त प्रक्रियाओं में रोज़गार के लिए अब फिट नहीं है, इस आधार पर कि

उसमें काम जारी रखने से कर्मचारी के स्वास्थ्य को विशेष खतरा होगा, तो वह अपने निष्कर्षों का रिकॉर्ड उक्त सर्टिफिकेट और हेल्थ रजिस्टर में दर्ज करेगा। उन दस्तावेजों में उसके निष्कर्षों की प्रविष्टि में वह अवधि भी शामिल होनी चाहिए जिसके लिए वह मानता है कि उक्त व्यक्ति उक्त प्रक्रियाओं में काम के लिए अयोग्य है।

(6) जिस व्यक्ति को ऊपर उप–पैराग्राफ (5) में बताए अनुसार काम करने के लिए अयोग्य पाया गया है, उसे तब तक दोबारा काम पर नहीं रखा जाएगा या उक्त प्रक्रियाओं में काम करने की अनुमति नहीं दी जाएगी, जब तक कि मेडिकल ऑफिसर आगे की जांच के बाद उसे उन प्रक्रियाओं में रोज़गार के लिए फिर से फिट प्रमाणित न कर दे।

9. काम के कमरों में भोजन, पेय आदि वर्जित हैं।कृकिसी भी काम के कमरे में, जिसमें पैराग्राफ 3 में बताई गई कोई भी प्रक्रिया चल रही हो, कोई भी कर्मचारी भोजन, पेय, पान और सुपारी या तंबाकू नहीं लाएगा या उसका सेवन नहीं करेगा और कोई भी व्यक्ति भोजन या आराम के अंतराल के दौरान ऐसे किसी भी कमरे में नहीं रहेगा।

10. सुरक्षात्मक कपड़े।कृफैक्ट्री मालिक द्वारा उपयुक्त सुरक्षात्मक ओवरऑल और सिर ढकने के लिए कपड़े उपलब्ध कराए जाएंगे, उनका रखरखाव किया जाएगा और उन्हें साफ रखा जाएगा और ऐसे ओवरऑल और सिर ढकने के कपड़े काम करने वाले व्यक्तियों द्वारा पहने जाएंगे।

11. काम करने के कमरों, औजारों आदि की सफाई।कृजिन कमरों में व्यक्ति काम करते हैं और उनके द्वारा उपयोग किए जाने वाले सभी औजार और उपकरण साफ–सुथरी स्थिति में रखे जाएंगे।

12. धोने की सुविधाएँ।(1) मालिक सभी काम करने वाले व्यक्तियों के उपयोग के लिए उपयुक्त धोने की सुविधाएँ प्रदान करेगा और उनका रखरखाव करेगा, जिसमें शामिल हैंकृ

(कं) एक चिकनी, अभेद्य सतह वाली नाली जिसमें बिना प्लग वाला एक वेस्ट पाइप लगा हो और जो इतनी लंबी हो कि किसी भी समय काम करने वाले हर दस व्यक्तियों के लिए कम से कम दो फीट जगह मिल सके, और जिसमें नाली के ऊपर नल या जेट से दो फीट से ज़्यादा के अंतराल पर साफ पानी की लगातार आपूर्ति होती रहे; या

(ख) किसी भी समय काम करने वाले हर दस व्यक्तियों के लिए कम से कम एक वॉश–बेसिन, जिसमें एक वेस्ट पाइप और प्लग लगा हो और जिसमें साफ पानी की लगातार आपूर्ति होती रहे, साथ ही, दोनों ही मामलों में, नेल ब्रश, साबुन या अन्य उपयुक्त सफाई सामग्री और साफ तौलिये की पर्याप्त आपूर्ति हो।

(2) इस प्रकार प्रदान की गई सुविधाओं को एक ज़िम्मेदार व्यक्ति की देखरेख में रखा जाएगा और उन्हें साफ रखा जाएगा।

13. मेस–रूम या कैंटीन।कृमालिक काम करने वाले व्यक्तियों के लिए उनके भोजन करने के लिए उपयुक्त और पर्याप्त व्यवस्था प्रदान करेगा और उसका रखरखाव करेगा। इस व्यवस्था में किसी भी काम करने वाले कमरे से अलग एक कमरे का उपयोग शामिल होगा, जिसमें पर्याप्त मेज और बेंच होंगी, और जब तक गर्म भोजन परोसने वाली कैंटीन प्रदान नहीं की जाती, तब तक भोजन गर्म करने के पर्याप्त साधन होंगे। कमरे में ताज़ी हवा के संचार द्वारा पर्याप्त वेंटिलेशन होना चाहिए, इसे एक ज़िम्मेदार व्यक्ति की देखरेख में रखा जाएगा और इसे साफ रखा जाएगा।

14. क्लोकरूम।कृमालिक काम करने वाले व्यक्तियों के उपयोग के लिए, काम के घंटों के दौरान न पहने जाने वाले कपड़ों और गीले कपड़ों को सुखाने के लिए उपयुक्त जगह प्रदान करेगा और उसका रखरखाव करेगा।

अनुसूची –9

खतरनाक पेट्रोलियम से गैस का उत्पादन

1. महिलाओं और युवा व्यक्तियों से संबंधित प्रतिबंध – किसी भी महिला या युवा व्यक्ति को काम करने की अनुमति नहीं दी जाएगी या किसी भी इमारत में प्रवेश करने की अनुमति दी जाएगी जिसमें खतरनाक पेट्रोलियम से गैस का उत्पादन होता है ।

2. ज्वाला जाल – खतरनाक पेट्रोलियम और संबद्ध पाइपिंग और फिटिंग से गैस उत्पादन के लिए संयंत्र को कम से कम दो कुशल लौ जाल से सुसज्जित किया जाएगा ताकि किसी भी बर्नर से संयंत्र में वापस फ्लैश को रोका जा सके।

सुलभ स्थिति में इन जालों में से एक को संभव के रूप में संयंत्र के करीब फिट किया जाएगा। संयंत्र और सभी पाइप और वाल्व लीक से मुक्त स्थापित और बनाए रखा जाएगा।

3. निर्माणाधीन भवन या कमरा – इस अनुसूची में निर्दिष्ट प्रावधान के लागू होने के बाद खतरनाक पेट्रोलियम से गैस बनाने के लिए ।भ संयंत्र, एक अलग अच्छी तरह से हवादार इमारत में उचित रूप से कारखाने की इमारत के बाहर खड़ा किया जाएगा इसके बाद के रूप में संदर्भित किया जाता है "निर्माण इमारत "। इस अनुसूची में निर्दिष्ट प्रावधानों के लागू होने से पहले लगाए गए ऐसे संयंत्र के मामले में, उस कमरे के बीच कोई सीधा संचार नहीं होगा जहां इस तरह के पौधे लगाए गए हैं इसके बाद "उत्पादक कक्ष के रूप में संदर्भित" और शेष कारखाने की इमारत। प्रीकोडेक्टेबल के रूप में अब तक, इस तरह के सभी जेनरेटिंग रूम अग्नि – रोधी सामग्रियों का निर्माण किया जाएगा ।

4. अग्निशामक यंत्र – खतरनाक पेट्रोलियम से गैस बनाने के लिए संयंत्र के पास किसी भी आसानी से पेट्रोल आग को बुझाने का एक कुशल साधन बनाए रखा जाएगा।

5. संयंत्र को मुख्य निरीक्षक द्वारा अनुमोदित किया जाना चाहिए। – पेट्रोल गैस के डिजाइन और निर्माण के लिए एक संयंत्र को छोड़कर पेट्रोल पंप का निर्माण नहीं किया जाएगा , जिसका निर्माण मुख्य निरीक्षक द्वारा अनुमोदित किया गया है।

6. पेट्रोल से बचना– किसी भी नाली या सीवर में पेट्रोल को भागने से रोकने के लिए प्रभावी कदम उठाए जाएंगे।

7. धूम्रपान, आदि से संबंधित निषेध – कोई व्यक्ति धूम्रपान नहीं करेगा या माचिस , आग या नग्न प्रकाश या उत्पादन कक्ष या भवन में नग्न प्रकाश या चिंगारी पैदा करने के लिए या इसके आसपास के क्षेत्र में और चेतावनी नोटिस को भाषा में नहीं समझा जाएगा । कर्मचारियों के बहुमत से कारखाने में धूम्रपान और माचिस , आग या नग्न प्रकाश या अन्य कमरे या इमारत में नग्न प्रकाश या चिंगारी पैदा करने के अन्य साधनों को ले जाने पर रोक लगाई जाएगी।

8. पेट्रोल या कंटेनरों तक पहुंच – किसी भी अनधिकृत व्यक्ति के पास किसी ऐसे पेट्रोल या किसी बर्तन तक पहुंच नहीं होगी जिसमें वास्तव में पेट्रोल मौजूद हो या हो

9. इलेक्ट्रिक फिटिंग– सभी इलेक्ट्रिक फिटिंग फ्लेम प्रूफ कंस्ट्रक्शन की होगी और सभी इलेक्ट्रिक कंडक्टर या तो मेटल कंडुइट्स में संलग्न किए जाएंगे या फिर सीसे–सीक्टेड होंगे।

10. दरवाजों का निर्माण – कृनिर्माण कक्ष या भवन के सभी दरवाजे बाहर की ओर खोलने के लिए बनाए जाएंगे रू या स्लाइड करने के लिए और कोई दरवाजा इस तरह से बंद या बाधित या बन्धन नहीं किया जाएगा कि यह आसानी से और तुरंत अंदर से खोला नहीं जा

सके जबकि गैस उत्पन्न हो रही है और कोई भी व्यक्ति निर्माण कक्ष या भवन में काम कर रहा है।

11. कंटेनरों की मरम्मत – कोई भी बर्तन जिसमें पेट्रोल नहीं होता है, उसकी मरम्मत एक निर्माण कक्ष या भवन में की जाएगी और ऐसे किसी भी जहाज की मरम्मत तब तक नहीं की जाएगी, जब तक कि जीवित भाप को बर्तन में नहीं उड़ा दिया जाता है और जब तक कि इंटीरियर पूरी तरह से धमाकेदार या अन्य न हो जाए। यह सुनिश्चित करने के लिए समान रूप से प्रभावी कदम उठाए गए हैं कि इसे पेट्रोल या ज्वलनशील वाष्प से मुक्त किया गया है।

अनुसूची –10

सैंड, मेटलशॉट या ग्रिट या अन्य एब्सेसिव की एक जेट द्वारा लेखों की सफाई या चौरसाई

1. परिभाषाएँ – इस अनुसूची के प्रयोजनों के लिए –

(कं) श्ब्लास्टिंगश का मतलब है, किसी वस्तु की सतह के किसी भी हिस्से को संपीड़ित हवा या भाप के झोंके से फेंके गए रेत, धातु के शॉट, या ग्राफ्ट या अन्य सामग्री के अपघर्षक जेट का उपयोग करके साफ करना, चिकना करना, खुरदरा करना, या हटाना;

(ख) श्ब्लास्टिंग एन्क्लोजरश का मतलब है एक चौंबर, बैरल, कैबिनेट या कोई अन्य घेरा जिसे उसमें ब्लास्टिंग करने के लिए डिज़ाइन किया गया हो;

(ग) श्ब्लास्टिंग चौंबरश का मतलब एक ऐसा ब्लास्टिंग एन्क्लोजर है जिसमें कोई भी व्यक्ति किसी भी काम के सिलसिले में या अन्यथा किसी भी समय प्रवेश कर सकता है; और

(घ) श्कास्टिंग की सफाईश, जब धातु की कास्टिंग बनाने के संबंध में एक आकस्मिक या पूरक प्रक्रिया के रूप में की जाती है, तो इसका मतलब है कास्टिंग को चिपकी हुई रेत या अन्य पदार्थ से मुक्त करना और इसमें कोर को हटाना और कास्टिंग को सामान्य रूप से चिकना करना शामिल है, लेकिन इसमें मुफ्त उपचार शामिल नहीं है।

(ड़) पहली रोज़गार का मतलब है किसी भी ऐसी प्रक्रिया में पहली बार रोज़गार जिस पर यह शेड्यूल लागू होता है और इसमें तीन कैलेंडर महीनों से ज़्यादा की लगातार अवधि के लिए रोज़गार खत्म होने के बाद ऐसी प्रक्रिया में दोबारा रोज़गार भी शामिल होगा, और

2. सैंड ब्लास्टिंग पर रोक – रेत या कोई भी अन्य पदार्थ जिसमें फ्री सिलिका हो, उसे किसी भी ब्लास्टिंग उपकरण में एब्रेसिव के रूप में नहीं डाला जाएगा और ब्लास्टिंग के लिए इस्तेमाल नहीं किया जाएगा;

बशर्ते कि यह क्लॉज़ इस शेड्यूल के लागू होने के दो साल बाद लागू होगा।

बशर्ते कि किसी भी गर्भवती महिला या युवा व्यक्ति को सैंड ब्लास्टिंग के किसी भी काम पर काम पर नहीं रखा जाएगा या काम करने की अनुमति नहीं दी जाएगी।

बशर्ते कि महिला कर्मचारियों को उनकी सहमति से निम्नलिखित शर्तों के अधीन काम पर रखा जा सकता हैरू –

(1) मालिक व्यावसायिक सुरक्षा और स्वास्थ्य (OSH) प्रदान करने के लिए अंतर्राष्ट्रीय सुरक्षा मानकों को अपनाएगा।

(2) मालिक, जहाँ तक संभव हो, समय–समय पर उपरोक्त प्रक्रियाओं/स्थानों का आधुनिकीकरण करेगा और आधुनिक उपकरणों का उपयोग करेगा।

(3) जो महिला कर्मचारी स्तनपान कराने वाली माँ हैं, उन्हें रोज़गार से छूट दी जाएगी।

3. ब्लास्टिंग कार्यों के संबंध में सावधानियाँ – (1) ब्लास्टिंग केवल ब्लास्टिंग एन्क्लोजर में ही की जाएगी और ब्लास्टिंग के अलावा कोई अन्य काम और उससे तुरंत संबंधित कोई भी काम और एन्क्लोजर की सफाई और मरम्मत, जिसमें उसमें स्थित प्लांट और उपकरण शामिल हैं, को बंद रखा जाएगा और जब तक उसमें ब्लास्टिंग हो रही हो, तब तक हवा बंद रखा जाएगा।

(2) ब्लास्टिंग एन्क्लोजर को हमेशा अच्छी स्थिति में रखा जाएगा और ऐसे एन्क्लोजर से, और उससे जुड़े उपकरणों से, किसी भी कमरे की हवा में धूल को निकलने से रोकने के लिए प्रभावी उपाय किए जाएंगे।

(3) प्रत्येक ब्लास्टिंग एन्क्लोजर के लिए और उसके संबंध में, ब्लास्टिंग के लिए इस्तेमाल किए गए एब्रेसिव को, जिसे फिर से एब्रेसिव के रूप में इस्तेमाल किया जाना है, ब्लास्टिंग से निकलने वाली धूल या अन्य पदार्थों के कणों से, जहाँ तक संभव हो, अलग करने के लिए कुशल उपकरण प्रदान किए जाएंगे और बनाए रखे जाएंगे; और ऐसा कोई भी एब्रेसिव ब्लास्टिंग एन्क्लोजर में नहीं डाला जाएगा और जब तक उसे अलग नहीं किया जाता, तब तक ब्लास्टिंग के लिए इस्तेमाल नहीं किया जाएगा;

बशर्ते कि यह क्लॉज़, ब्लास्टिंग चौंबर के मामले को छोड़कर, इस शेड्यूल के लागू होने से पहले बनाए गए या स्थापित किए गए ब्लास्टिंग एन्क्लोजर पर लागू नहीं होगा, यदि मुख्य निरीक्षक सह सुविधाकर्ता की राय है कि ऐसे अलग करने वाले उपकरण प्रदान करना उचित रूप से संभव नहीं है।

(4) प्रत्येक ब्लास्टिंग एन्क्लोजर के संबंध में प्रदान किया जाएगा और बनाए रखा जाएगा ब्लास्टिंग एन्क्लोजर में धूल को बाहर निकालने के लिए एक कुशल वेंटिलेटिंग प्लांट होना चाहिए, जो मैकेनिकल तरीकों से एग्जॉस्ट ड्राफ्ट द्वारा काम करे। निकाली गई और हटाई गई धूल को ऐसे तरीके से और ऐसे ढंग से निपटाया जाएगा कि वह किसी भी कमरे की हवा में न फैले; और किसी भी कमरे में जहां लोग काम करते हैं, वहां मौजूद हर दूसरे फिल्टरिंग या सेटलिंग डिवाइस को, ऐसे बैग या अन्य फिल्टरिंग या सेटलिंग डिवाइस की देखभाल करने वाले लोगों को छोड़कर, उस कमरे की सामान्य हवा से पूरी तरह से अलग एक ऐसे एन्क्लोजर में रखा जाएगा जो खुली हवा में वेंटिलेटेड हो।(5) सब–पैराग्राफ (4) के मकसद से लगाया गया वेंटिलेटिंग प्लांट तब तक लगातार चालू रखा जाएगा जब तक ब्लास्टिंग एन्क्लोजर इस्तेमाल में है, चाहे उसमें असल में ब्लास्टिंग हो रही हो या नहीं, और ब्लास्टिंग चौंबर के मामले में, यह तब भी चालू रहेगा जब कोई व्यक्ति सफाई के मकसद से चौंबर के अंदर हो।

4. निरीक्षण और जांच।–(1) हर ब्लास्टिंग एन्क्लोजर का हर हफ्ते कम से कम एक बार एक सक्षम व्यक्ति द्वारा विशेष रूप से निरीक्षण किया जाएगा, जिसमें इसका इस्तेमाल ब्लास्टिंग के लिए किया जाता है। हर ब्लास्टिंग एन्क्लोजर, उससे जुड़े उपकरण और वेंटिलेटिंग प्लांट की अच्छी तरह से जांच की जाएगी और वेंटिलेटिंग प्लांट के मामले में, हर महीने कम से कम एक बार एक सक्षम व्यक्ति द्वारा परीक्षण किया जाएगा।

(2) ऐसे हर निरीक्षण, जांच या परीक्षण के परिणाम का विवरण तुरंत एक रजिस्टर में दर्ज किया जाएगा और यह इंस्पेक्टर–कम–फैसिलिटेटर या फैक्ट्री में ब्लास्टिंग में या उससे जुड़े किसी भी काम में लगे किसी भी कर्मचारी द्वारा निरीक्षण के लिए उपलब्ध होगा। ऐसे किसी भी निरीक्षण, जांच या परीक्षण में पाई गई किसी भी खराबी की सूचना निरीक्षण, जांच या परीक्षण करने वाले व्यक्ति द्वारा तुरंत मालिक, प्रबंधक या अन्य उपयुक्त व्यक्ति को दी जाएगी

और इस अनुसूची की उपरोक्त आवश्यकताओं पर बिना किसी पूर्वाग्रह के, इसे बिना किसी देरी के दूर किया जाएगा।

5. सुरक्षात्मक हेलमेट, दस्ताने और ओवरऑल का प्रावधान– (1) ब्लास्टिंग चौंबर में काम करने वाले सभी व्यक्तियों के इस्तेमाल के लिए, चाहे वे ब्लास्टिंग कर रहे हों या उससे जुड़े किसी भी काम में या ऐसे चौंबर की सफाई में, मुख्य इंस्पेक्टर–कम–फैसिलिटेटर के प्रमाण पत्र द्वारा अनुमोदित प्रकार के सुरक्षात्मक हेलमेट प्रदान किए जाएंगे और उनका रखरखाव किया जाएगा; और ऐसा हर व्यक्ति चौंबर में रहते समय अपने लिए दिए गए हेलमेट को पहनेगा और जब तक वह चौंबर से बाहर नहीं निकल जाता, तब तक उसे नहीं उतारेगा।

(2) हर सुरक्षात्मक हेलमेट पर एक पहचान चिह्न होगा जो उस व्यक्ति को इंगित करेगा जिसके द्वारा इसका इस्तेमाल किया जाना है और किसी भी व्यक्ति को ऐसा हेलमेट पहनने की अनुमति नहीं दी जाएगी या उसे पहनने के लिए मजबूर नहीं किया जाएगा जिस पर उसका चिह्न न हो या ऐसा हेलमेट जिसे किसी अन्य व्यक्ति ने पहना हो और उसके बाद उसे अच्छी तरह से कीटाणुरहित न किया गया हो।

(3) इस्तेमाल के समय हर सुरक्षात्मक हेलमेट को साफ और बहुत ज्यादा ठंडी हवा नहीं, बल्कि कम से कम 170 लीटर प्रति मिनट की दर से हवा दी जाएगी।

(4) ब्लास्टिंग करते समय या ब्लास्टिंग में सहायता करते समय सभी व्यक्तियों के इस्तेमाल के लिए उपयुक्त दस्ताने और ओवरऑल प्रदान किए जाएंगे, और ऐसा हर व्यक्ति जब इस काम में लगा हो, तो उसे दिए गए दस्ताने और ओवरऑल पहनेगा।

6. सफाई और दूसरे कामों के संबंध में सावधानियां– (1) जहां कोई व्यक्ति किसी ब्लास्टिंग उपकरण या ब्लास्टिंग घेरे या उससे जुड़े किसी उपकरण या वेंटिलेटिंग प्लांट या उसके आसपास की सफाई में लगा हुआ है या किसी ब्लास्टिंग उपकरण या ब्लास्टिंग घेरे या उससे जुड़े किसी उपकरण या वेंटिलेटिंग प्लांट से संबंधित किसी अन्य काम में लगा हुआ है, जिससे उसे ब्लास्टिंग से निकलने वाली धूल को सांस में लेने का खतरा है, तो ऐसी सांस लेने से रोकने के लिए सभी संभव उपाय किए जाएंगे।

(2) पैराग्राफ 5 में बताए गए किसी भी सफाई ऑपरेशन के संबंध में, और फिल्टरिंग या सेटलिंग डिवाइस से धूल हटाने के लिए, धूल को इस तरह से निपटाने के लिए सभी संभव उपाय किए जाएंगे कि वह किसी भी कमरे की हवा में प्रवेश न करे। ऐसी सफाई कार्यों के लिए जहां भी संभव हो, वैक्यूम क्लीनर प्रदान किए जाएंगे और उनका उपयोग किया जाएगा।

7. सुरक्षात्मक कपड़ों के लिए भंडारण की जगह– पैराग्राफ 5 द्वारा प्रदान किए जाने वाले हेलमेट, दस्ताने और ओवरऑल के लिए पर्याप्त और उपयुक्त भंडारण की जगह हर ब्लास्टिंग घेरे के बाहर और सुविधाजनक रूप से पास में प्रदान की जाएगी और ऐसी जगह को साफ रखा जाएगा। जब हेलमेट, दस्ताने और ओवरऑल वास्तव में उपयोग में नहीं होंगे, तो उन्हें इस जगह पर रखा जाएगा।

8. सुरक्षात्मक कपड़ों का रखरखाव और सफाई– इस अनुसूची के उद्देश्यों के लिए प्रदान किए गए और पहने गए सभी हेलमेट, दस्ताने, ओवरऑल और अन्य सुरक्षात्मक उपकरण या कपड़े अच्छी स्थिति में रखे जाएंगे और जहां तक यथोचित संभव हो, हर उस कार्यदिवस में साफ किए जाएंगे जिसमें उनका उपयोग किया जाता है। जहां ऐसे सुरक्षात्मक कपड़ों या उपकरणों की सफाई से निकलने वाली धूल को सांस में लेने की संभावना है, वहां ऐसी सांस लेने से रोकने के लिए सभी संभव उपाय किए जाएंगे। जहां भी संभव हो, ऐसे कपड़ों से धूल हटाने के लिए वैक्यूम क्लीनर का उपयोग किया जाएगा और किसी भी कपड़े से धूल हटाने के लिए संपीड़ित हवा का उपयोग नहीं किया जाएगा।

9. वैक्यूम क्लीनिंग प्लांट का रखरखाव– इस अनुसूची के उद्देश्य के लिए उपयोग किए जाने वाले वैक्यूम क्लीनिंग प्लांट का उचित रखरखाव किया जाएगा।

10. चिकित्सा सुविधाएं और परीक्षाओं और परीक्षणों के रिकॉर्ड– (1) हर उस फैक्ट्री का मालिक जिस पर यह अनुसूची लागू होती है, वह –

(क) वहां कार्यरत श्रमिकों की चिकित्सा निगरानी के लिए एक फैक्ट्री चिकित्सा अधिकारी को नियुक्त करेगा जहां कर्मचारियों की कुल संख्या 50 से अधिक है; और

(ख) उक्त चिकित्सा व्यवसायी को खंड में उल्लिखित उद्देश्य के लिए सभी आवश्यक सुविधाएं प्रदान करेगा

(2) उक्त मेडिकल प्रैक्टिशनर द्वारा किए गए मेडिकल जांच और उचित टेस्ट का रिकॉर्ड फॉर्म–7 में हेल्थ रजिस्टर में रखा जाएगा, जो इंस्पेक्टर–कम–फैसिलिटेटर द्वारा निरीक्षण के लिए आसानी से उपलब्ध होना चाहिए।

11. फैक्ट्री मेडिकल ऑफिसर द्वारा मेडिकल जांच (1) इस शेड्यूल में बताए गए किसी भी प्रोसेस में काम करने वाले हर वर्कर की जांच फैक्ट्री मेडिकल ऑफिसर द्वारा उसके पहले रोज़गार के 15 दिनों के भीतर की जाएगी। ऐसी जांच में पल्मोनरी फंक्शन टेस्ट और चेस्ट एक्स–रे शामिल होंगे। किसी भी वर्कर को फैक्ट्री में पहले रोज़गार के 15 दिनों के बाद तब तक काम करने की अनुमति नहीं दी जाएगी, जब तक कि फैक्ट्री मेडिकल ऑफिसर द्वारा उसे ऐसे रोज़गार के लिए फिट प्रमाणित न कर दिया जाए और फिटनेस सर्टिफिकेट फॉर्म–8 पर रिकॉर्ड रखा जाएगा।

(2) उक्त प्रोसेस में काम करने वाले हर वर्कर की फैक्ट्री मेडिकल ऑफिसर द्वारा हर 12 कैलेंडर महीनों में कम से कम एक बार फिर से जांच की जाएगी और ऐसी दोबारा जांच में, जहां भी फैक्ट्री मेडिकल ऑफिसर उचित समझे, हर तीन साल में एक बार पल्मोनरी फंक्शन टेस्ट और चेस्ट एक्स–रे शामिल होगा।

(3) की गई दोबारा जांच का रिकॉर्ड फॉर्म–7 में हेल्थ रजिस्टर में दर्ज किया जाएगा और इंस्पेक्टर–कम–फैसिलिटेटर द्वारा निरीक्षण के लिए आसानी से उपलब्ध होगा।

(4) यदि किसी भी समय फैक्ट्री मेडिकल ऑफिसर या मेडिकल ऑफिसर की राय है कि कोई वर्कर उक्त प्रोसेस में रोज़गार के लिए अब फिट नहीं है, इस आधार पर कि उसमें काम जारी रखने से वर्कर के स्वास्थ्य को विशेष खतरा होगा, तो वह अपने निष्कर्षों का रिकॉर्ड उक्त सर्टिफिकेट और हेल्थ रजिस्टर में दर्ज करेगा। उन दस्तावेजों में उसके निष्कर्षों की एंट्री में वह अवधि भी शामिल होनी चाहिए जिसके लिए वह मानता है कि उक्त व्यक्ति उक्त प्रोसेस में काम करने के लिए अयोग्य है। प्रोसेस से निलंबित किए गए व्यक्ति को वैकल्पिक प्लेसमेंट की सुविधा प्रदान की जाएगी, जब तक कि फैक्ट्री मेडिकल ऑफिसर की राय में वह पूरी तरह से अक्षम न हो जाए, ऐसी स्थिति में प्रभावित व्यक्ति का उचित पुनर्वास किया जाएगा।

(5) जिस व्यक्ति को उप–पैराग्राफ (4) में बताए अनुसार काम करने के लिए अयोग्य पाया गया है, उसे तब तक दोबारा रोज़गार नहीं दिया जाएगा या उक्त प्रोसेस में काम करने की अनुमति नहीं दी जाएगी, जब तक कि मेडिकल ऑफिसर, आगे की जांच के बाद, उसे उन प्रोसेस में रोज़गार के लिए फिर से फिट प्रमाणित न कर दे।

12. युवा व्यक्तियों के रोज़गार पर प्रतिबंध– (1) 18 साल से कम उम्र के किसी भी व्यक्ति को ब्लास्टिंग में या ब्लास्टिंग में सहायता करने में या किसी ब्लास्टिंग चौंबर में या किसी

ब्लास्टिंग उपकरण या किसी ब्लास्टिंग घेरे या उससे जुड़े किसी उपकरण या वेंटिलेटिंग प्लांट की सफाई में काम पर नहीं लगाया जाएगा या ऐसे उपकरण, घेरे या प्लांट में रखरखाव या मरम्मत के काम पर नहीं लगाया जाएगा।

(2) 18 साल से कम उम्र के किसी भी व्यक्ति को किसी भी ब्लास्टिंग घेरे के बीस फीट के दायरे में नियमित रूप से काम करने के लिए तब तक नियुक्त नहीं किया जाएगा जब तक कि घेरा एक कमरे में न हो और वह उस कमरे के बाहर हो जहाँ वह घेरे से आने वाली किसी भी धूल से प्रभावी ढंग से अलग हो।

13. छूट देने या ढील देने की शक्ति– (1) यदि मुख्य निरीक्षक–सह–सुविधाकर्ता संतुष्ट है कि किसी कारखाने या किसी वर्ग के कारखाने में, ब्लास्टिंग में अपघर्षक के रूप में रेत या मुक्त सिलिका वाले अन्य पदार्थ का उपयोग किसी विशेष निर्माण या प्रक्रिया (धातु की ढलाई के निर्माण के लिए आकस्मिक या पूरक प्रक्रिया के अलावा) के लिए आवश्यक है और यह कि ऐसे अपघर्षक के उपयोग के बिना निर्माण या प्रक्रिया जारी नहीं रखी जा सकती है या विशेष परिस्थितियों या काम की विशेष विधि या अन्यथा इस अनुसूची की किसी भी आवश्यकता में नियोजित व्यक्तियों के स्वास्थ्य को खतरे में डाले बिना ढील दी जा सकती है या किसी भी कारण से ऐसी किसी भी आवश्यकता का आवेदन अव्यावहारिक या अनुचित है, तो वह राज्य सरकार की पूर्व स्वीकृति से, लिखित आदेश द्वारा उक्त कारखाने या कारखानों के वर्ग को इस अनुसूची के ऐसे प्रावधानों से, उस सीमा तक और ऐसी शर्तों के अधीन और ऐसी अवधि के लिए छूट दे सकता है जैसा कि उक्त आदेश में निर्दिष्ट किया जा सकता है।

(2) जहाँ उप–पैराग्राफ (1) के तहत छूट दी गई है, आदेश की एक प्रति कारखाने के मुख्य प्रवेश द्वार या प्रवेश द्वारों पर एक प्रमुख स्थान पर नोटिस बोर्ड पर और उस स्थान पर भी प्रदर्शित की जाएगी जहाँ ब्लास्टिंग की जाती है।

अनुसूची–11

कच्ची खालों और चमड़ों की लाइमिंग और टैनिंग और उससे जुड़ी प्रक्रियाएंरू

1. सावधानी नोटिस– (1) एंथ्रेक्स के बारे में सावधानी नोटिस, जैसा कि चीफ इंस्पेक्टर–कम–फैसिलिटेटर द्वारा बताया गया है, फैक्ट्री में प्रमुख जगहों पर लगाए जाएंगे, ताकि काम करने वाले लोग उन्हें आसानी से और सुविधा से पढ़ सकें।

(2) एंथ्रेक्स के बारे में चेतावनी नोटिस की एक कॉपी, जैसा कि चीफ इंस्पेक्टर–कम–फैसिलिटेटर द्वारा बताया गया है, काम पर रखे गए हर व्यक्ति को दी जाएगी, और अगर वह अभी भी काम कर रहा है, तो हर कैलेंडर वर्ष के पहले दिन दी जाएगी।

(3) त्वचा पर क्रोम के असर के बारे में सावधानी नोटिस हर उस फैक्ट्री में प्रमुख जगहों पर लगाए जाएंगे जहां क्रोम सॉल्यूशन का इस्तेमाल होता है और ऐसे नोटिस इस तरह लगाए जाएंगे कि काम करने वाले लोग उन्हें आसानी से और सुविधा से पढ़ सकें।

(4) फैक्ट्री में प्रमुख जगहों पर नोटिस लगाए जाएंगे जिसमें फर्स्ट–एड बॉक्स या अलमारी की जगह और ऐसे बॉक्स या अलमारी के इंचार्ज व्यक्ति का नाम बताया जाएगा।

(5) यदि फैक्ट्री में काम करने वाला कोई व्यक्ति अनपढ़ है, तो ऐसे अनपढ़ व्यक्ति को उप–पैराग्राफ (1), (2) और (4) में बताए गए नोटिस की सामग्री को ध्यान से समझाने

के लिए प्रभावी कदम उठाए जाएंगे और यदि फैक्ट्री में क्रोम सॉल्यूशन का इस्तेमाल होता है, तो उप–पैराग्राफ (3) में बताए गए नोटिस की सामग्री भी समझाई जाएगी।
2. सुरक्षात्मक कपड़े– मालिक निम्नलिखित सुरक्षात्मक कपड़ों की चीजें प्रदान करेगा और उन्हें अच्छी स्थिति में बनाए रखेगारू
(कं) क्रोम सॉल्यूशन के संपर्क में आने वाली प्रक्रियाओं में काम करने वाले व्यक्तियों के लिए वाटरप्रूफ जूते, पैरों के कवर, एप्रन और दस्ताने, जिसमें ऐसे सॉल्यूशन तैयार करना भी शामिल है;
(ख) लाइम यार्ड में काम करने वाले व्यक्तियों के लिए दस्ताने और जूते;
(ग) ऊपर उप–पैराग्राफ (कं) और (ख) में बताई गई प्रक्रियाओं को छोड़कर, खाल या चमड़े को संभालने वाली प्रक्रियाओं में काम करने वाले व्यक्तियों के लिए सुरक्षात्मक जूते, एप्रन और दस्तानेरू
बशर्ते कि दस्ताने, एप्रन, पैरों के कवर या जूते रबर या चमड़े के हो सकते हैं, लेकिन उप–पैराग्राफ (कं) और (ख) के तहत दिए जाने वाले दस्ताने और जूते रबर के होंगे।

आगे यह भी बशर्ते कि हाथ से मांस निकालने वाले व्यक्तियों को या उन प्रक्रियाओं में काम करने वाले व्यक्तियों को दस्ताने नहीं दिए जा सकते हैं जिनमें चूना, सोडियम सल्फाइड या अन्य कास्टिक तरल के संपर्क में आने का कोई जोखिम नहीं है।
3. धोने की सुविधाएँ, मेस रूम और क्लोकरूम – सभी काम करने वाले व्यक्तियों के इस्तेमाल के लिए साफ–सुथरी हालत में और अच्छी मरम्मत में निम्नलिखित चीज़ें उपलब्ध कराई जाएंगी और बनाए रखी जाएंगी –
(कं) एक चिकनी, अभेद्य सतह वाली नाली जिसमें वेस्ट पाइप लगा हो, बिना प्लग के, और इतनी लंबी हो कि एक समय में काम करने वाले हर पाँच व्यक्तियों के लिए कम से कम 60 सेंटीमीटर जगह मिल सके, और नाली के ऊपर 60 सेंटीमीटर से ज़्यादा के अंतराल पर नल या जेट से पानी की लगातार सप्लाई हो; या एक समय में काम करने वाले हर दस व्यक्तियों के लिए कम से कम एक वॉश–बेसिन हो, जिसमें वेस्ट पाइप और प्लग लगा हो और साफ पानी की लगातार सप्लाई हो; साथ ही, दोनों ही मामलों में, नाखून ब्रश, साबुन या अन्य उपयुक्त सफाई सामग्री और साफ तौलिए की पर्याप्त सप्लाई हो;
(ख) एक उपयुक्त मेस–रूम, जो खाने के समय परिसर में रहने वाले लोगों की संख्या के लिए पर्याप्त हो, जिसमें पर्याप्त मेजें और बेंचें हों और खाना गर्म करने और पानी उबालने के पर्याप्त साधन हों। मेस रूम –
(1) किसी भी ऐसे कमरे या शेड से अलग होगा जिसमें खाल या चमड़ा रखा जाता है, उसका इलाज किया जाता है या उसे प्रोसेस किया जाता है;
(2) क्लोकरूम से अलग होगा; और
(3) एक ज़िम्मेदार व्यक्ति की देखरेख में रखा जाएगा; और
(ग) काम के घंटों के दौरान न पहने जाने वाले कपड़ों के लिए उपयुक्त जगह और सुरक्षात्मक कपड़ों के लिए दूसरी जगह और दोनों ही मामलों में, अगर कपड़े गीले हों तो उन्हें सुखाने के लिए पर्याप्त व्यवस्था।

इस तरह दी गई जगह हर समय साफ रखी जाएगी और एक ज़िम्मेदार व्यक्ति की देखरेख में रखी जाएगी।

4. काम की जगहों पर खाना, पेय पदार्थ आदि मना हैं – किसी भी काम करने वाले व्यक्ति द्वारा किसी भी वर्क रूम या शेड में, जहाँ खाल या चमड़ा रखा जाता है, उसका इलाज किया जाता है या उसे प्रोसेस किया जाता है, कोई भी खाना, पेय पदार्थ, पान और सुपारी या तंबाकू नहीं लाया जाएगा या खाया जाएगा।

5. चिकित्सा सुविधाएँ और परीक्षाओं और परीक्षणों का रिकॉर्ड – (1) हर उस फैक्ट्री का मालिक जिस पर यह अनुसूची लागू होती है, वह –

(कं) जहाँ श्रमिकों की संख्या 50 से अधिक है, वहाँ काम करने वाले श्रमिकों की चिकित्सा निगरानी के लिए एक फैक्ट्री मेडिकल ऑफिसर नियुक्त करेगा;

(ख) उक्त फैक्ट्री मेडिकल ऑफिसर को खंड (क) में बताए गए उद्देश्य के लिए सभी आवश्यक सुविधाएँ प्रदान करेगा।

(ग) क्रोमियम पदार्थों के संपर्क में रहने वाले सभी व्यक्तियों के हाथों का निरीक्षण सप्ताह में दो बार कराने की व्यवस्था करेगा; और

(घ) कर्मचारियों के लिए आसानी से उपलब्ध एक बॉक्स में उपयुक्त मरहम और प्लास्टर उपलब्ध कराना और बनाए रखना और उसकी सप्लाई करना, और उस बॉक्स का इस्तेमाल सिर्फ़ मरहम और प्लास्टर रखने के लिए किया जाएगा।

(2) उक्त मेडिकल प्रैक्टिशनर द्वारा किए गए मेडिकल जांच और उचित टेस्ट का रिकॉर्ड मुख्य निरीक्षक–सह–सुविधादाता द्वारा अनुमोदित एक अलग रजिस्टर में रखा जाएगा।

6. फैक्ट्री मेडिकल ऑफिसर द्वारा मेडिकल जांच – (1) शेड्यूल में बताए गए किसी भी प्रोसेस में काम करने वाले हर मज़दूर की उसके पहले रोज़गार के 15 दिनों के अंदर फैक्ट्री मेडिकल ऑफिसर द्वारा जांच की जाएगी। इस जांच में डर्मेटाइटिस के लिए स्किन टेस्ट और ग्राम स्टेन द्वारा लोकल घाव से एंथ्रेक्स बेसिलस का पता लगाना शामिल होगा। किसी भी मज़दूर को फैक्ट्री में उसके पहले रोज़गार के 15 दिनों के बाद तब तक काम करने की अनुमति नहीं दी जाएगी, जब तक कि फैक्ट्री मेडिकल ऑफिसर उसे उस रोज़गार के लिए फिट प्रमाणित न कर दे।

(2) उक्त प्रोसेस में काम करने वाले हर मज़दूर की फैक्ट्री मेडिकल ऑफिसर द्वारा हर बारह कैलेंडर महीनों में कम से कम एक बार फिर से जांच की जाएगी। ऐसी दोबारा जांच में, जहाँ भी फैक्ट्री मेडिकल ऑफिसर उचित समझे, उप–पैराग्राफ (1) में बताए गए टेस्ट शामिल होंगे।

(3) एक मज़दूर की जांच करने के बाद फैक्ट्री मेडिकल ऑफिसर फॉर्म–8 में फिटनेस सर्टिफिकेट जारी करेगा। की गई जांच और दोबारा जांच का रिकॉर्ड सर्टिफिकेट में दर्ज किया जाएगा और सर्टिफिकेट फैक्ट्री के मैनेजर की कस्टडी में रखा जाएगा। उप–पैराग्राफ (1) और (2) के तहत की गई हर जांच का रिकॉर्ड, जिसमें टेस्ट की प्रकृति और परिणाम शामिल हैं, फैक्ट्री मेडिकल ऑफिसर द्वारा फॉर्म–7 में एक हेल्थ रजिस्टर में भी दर्ज किया जाएगा।

(4) फिटनेस सर्टिफिकेट और हेल्थ रजिस्टर निरीक्षक सह फैसिलिटेटर द्वारा निरीक्षण के लिए आसानी से उपलब्ध रखे जाएंगे।

(5) यदि किसी भी समय फैक्ट्री मेडिकल ऑफिसर या मेडिकल ऑफिसर की राय है कि कोई मज़दूर अब उक्त प्रोसेस में रोज़गार के लिए फिट नहीं है, क्योंकि उसमें काम जारी रखने से मज़दूर के स्वास्थ्य को विशेष खतरा होगा, तो वह अपने निष्कर्षों का रिकॉर्ड उक्त सर्टिफिकेट और हेल्थ रजिस्टर में दर्ज करेगा। उन दस्तावेज़ों में उसके निष्कर्षों की एंट्री में वह अवधि भी शामिल होनी चाहिए जिसके लिए वह मानता है कि उक्त व्यक्ति उक्त प्रोसेस में काम करने के लिए अयोग्य है। प्रोसेस से निलंबित किए गए व्यक्ति को वैकल्पिक प्लेसमेंट की सुविधाएँ प्रदान की जाएंगी, जब तक कि फैक्ट्री मेडिकल ऑफिसर की राय में वह पूरी तरह से अक्षम न हो जाए, ऐसी स्थिति में प्रभावित व्यक्ति का उचित पुनर्वास किया जाएगा।

(6) जिस व्यक्ति को ऊपर उप–पैराग्राफ (5) में बताए अनुसार काम करने के लिए अयोग्य पाया गया है, उसे तब तक दोबारा रोज़गार नहीं दिया जाएगा या उक्त प्रोसेस में काम करने की अनुमति नहीं दी जाएगी, जब तक कि मेडिकल ऑफिसर, आगे की जांच के बाद, उसे उन प्रोसेस में रोज़गार के लिए फिर से फिट प्रमाणित न कर दे।

अनुसूची –12

प्रिन्टिंग प्रेस और टाइप फाउंड्रीज़ पर किए गए कुछ लेड प्रक्रिया

1. छूट– जहां मुख्य निरीक्षक इस बात से संतुष्ट हो कि इस अनुसूची के सभी या किसी भी प्रावधान को नियोजित व्यक्तियों की सुरक्षा के लिए आवश्यक नहीं है, वह प्रमाण पत्र द्वारा किसी भी कारखाने को लिखित या ऐसे सभी प्रावधानों से छूट दे सकता है, जिनके अधीन ऐसी स्थितियाँ जो वह उसमें निर्दिष्ट कर सकता है । इस तरह का प्रमाण पत्र किसी भी समय मुख्य निरीक्षक द्वारा निरस्त किया जा सकता है ।

2. परिभाषाएँ – इन नियमों में (क) "सीसा सामग्री" का अर्थ है वह सामग्री जिसमें सीसा पाँच प्रतिशत से कम न हो । (ख) "लेड प्रक्रिया का अर्थ है

(1) कास्टिंग और यांत्रिक रचना के लिए सीसा या किसी भी लीड सामग्री का पिघलना; तथा

(2) प्रयुक्त सामग्री के साथ मशीनों का फिर से चार्ज करना, या

(3) पिघलने वाले बर्तनों से सकल को हटाने, प्लंजरों की सफाई सहित कोई अन्य कार्य य

(4) हेरफेर , आंदोलन या सीसा सामग्री के अन्य उपचार।

(ग)"कुशल निकास ड्राफ्ट" का अर्थ है उस स्थान पर गैस, वाष्प, धूल या धुएं को हटाने के लिए गर्मी या यांत्रिक साधनों से प्रभावित स्थानीयकृत वेंटिलेशन, जहां वे उत्पन्न होते हैं ताकि उन्हें किसी भी जगह की हवा में भागने से रोका जा सके जिसमें काम किया जाता है।

(घ)पहला रोज़गार का मतलब है लीड प्रोसेस में पहला रोज़गार और तीन कैलेंडर महीनों से ज़्यादा लगातार समय के लिए रोज़गार बंद होने के बाद ऐसे प्रोसेस में दोबारा रोज़गार, और

3. निकास निकास – एक कुशल निकास के साथ निम्नलिखित प्रक्रिया में से कोई भी नहीं किया जाएगा –

(क) पिघलने सीसा सामग्री या स्लग;

(ख) हीटिंग सीसा सामग्री ताकि सीसा युक्त वाष्प बंद हो जाए; या, जब तक कि गैस, वाष्प, धुएं या धूल से किसी भी स्थान पर मुक्त रूप से बचने के लिए इस तरह से काम नहीं किया जाता है, जब तक कि काम पर नहीं किया जाता है, या जब तक कि विद्युत रूप से

गर्म और थर्मोस्टेटिक रूप से नियंत्रित पिघलने वाले बर्तनों में नहीं किया जाता है । इस तरह के निकास मसौदे को यांत्रिक तरीकों से प्रभावित किया जाएगा और इसलिए इसके मूल स्थान पर स्पष्ट रूप से दिए गए धूल, धूआं, गैस या वाष्प पर काम करने के रूप में देखा जा सकता है ।

4. महिलाओं और युवा व्यक्तियों से संबंधित प्रतिबंध.कृकिसी भी गर्भवती महिला या युवा व्यक्ति को किसी भी लेड प्रोसेस में काम पर नहीं लगाया जाएगा या काम करने की अनुमति नहीं दी जाएगी।

बशर्ते कि महिला कर्मचारियों को उनकी सहमति से निम्नलिखित शर्तों के अधीन काम पर लगाया जा सकता हैरू

(1) मालिक द्वारा व्यावसायिक सुरक्षा और स्वास्थ्य (OSH) प्रदान करने के लिए अंतर्राष्ट्रीय सुरक्षा मानकों को अपनाया जाएगा।

(2) मालिक, जहाँ तक संभव हो, समय–समय पर उपरोक्त प्रक्रियाओं/स्थानों का आधुनिकीकरण करेगा और आधुनिक उपकरणों का उपयोग करेगा।

(3) जो महिला कर्मचारी स्तनपान कराने वाली माँ हैं, उन्हें रोज़गार से छूट दी जाएगी।

5. कुछ प्रक्रिया को अलग करना– प्रत्येक निम्नलिखित प्रक्रिया को इस तरह से और ऐसी शर्तों के तहत एक दूसरे से और किसी अन्य प्रक्रिया से प्रभावी पृथक्करण को सुरक्षित करने के लिए किया जाएगा

(अ) सीसा या किसी सीसे की सामग्री का पिघलना;

(ब) सीसा सिल्लियों की ढलाई;

(स) यांत्रिक रचना ।

6. डस्टर के लिए कंटेनर – कसकर फिटिंग कवर के साथ एक उपयुक्त रिसेप्शन प्रदान किया जाएगा और इसे हर पिघलाने वाले बर्तन से हटाए जाने के लिए उपयोग किया जाएगा। इस तरह के रिसेप्शन को मशीन के पास वर्क–रूम में रहने के दौरान कवर किया जाएगा, सिवाय इसके कि जब ड्रॉस को जमा किया जा रहा हो , तब उसे छोड़कर ।

7. काम के कमरे का फर्शप्रत्येक कार्य – कक्ष का तल जहाँ सीसा प्रक्रिया को अंजाम दिया जाता है –

(अ) सीमेंट या इसी तरह की सामग्री के रूप में इतनी चिकनी और पानी के लिए अभेद्य य

(ब) ध्वनि की स्थिति में बनाए रखा; तथा

(स) उस समय पानी से पूरी तरह से गीला होने के बाद पूरे दिन साफ किया जाना चाहिए जब कोई अन्य काम जगह पर नहीं किया जा रहा हो ।

8. मेस–रूम.कृलेड प्रोसेस में काम करने वाले और खाने के ब्रेक के दौरान परिसर में रहने वाले सभी व्यक्तियों के इस्तेमाल के लिए एक उपयुक्त मेस–रूम उपलब्ध कराया जाएगा और उसका रखरखाव किया जाएगा, जिसमें पर्याप्त टेबल और बेंच होंगी।

9. धोने की सुविधाएँ.कृलेड प्रोसेस में काम करने वाले सभी व्यक्तियों के इस्तेमाल के लिए साफ–सुथरी हालत में और अच्छी मरम्मत में निम्नलिखित सुविधाएँ उपलब्ध कराई जाएंगी और उनका रखरखाव किया जाएगा–

(क) एक धोने की जगह जिसमें या तो—

(1) एक चिकनी, अभेद्य सतह वाली नाली हो जिसमें बिना प्लग वाला वेस्ट पाइप लगा हो, और जो इतनी लंबी हो कि एक समय में काम करने वाले हर पाँच व्यक्तियों के लिए कम से

कम दो फीट जगह हो और नाली के ऊपर 2 फीट से ज़्यादा के अंतराल पर नल या जेट से पानी की लगातार सप्लाई हो; या

(2) एक समय में काम करने वाले हर पाँच व्यक्तियों के लिए कम से कम एक वॉश बेसिन हो, जिसमें वेस्ट पाइप और प्लग लगा हो और पानी की पर्याप्त सप्लाई हो या हमेशा आसानी से उपलब्ध हो; और

(ख) उपयुक्त सामग्री के बने साफ तौलियों की पर्याप्त सप्लाई हो जिन्हें रोज़ बदला जाए और साबुन या अन्य उपयुक्त सफाई सामग्री की पर्याप्त सप्लाई हो।

10. मेडिकल जाँच.–

(क) लेड प्रोसेस में काम करने वाले हर मज़दूर की उसके पहले रोज़गार के चौदह दिनों के भीतर फैक्ट्री मेडिकल ऑफिसर द्वारा जाँच की जाएगी। ऐसी प्रक्रिया और उसके बाद फैक्ट्री मेडिकल ऑफिसर द्वारा तीन महीने से ज़्यादा के अंतराल पर जाँच की जाएगी, और जाँच का रिकॉर्ड फैक्ट्री मेडिकल ऑफिसर द्वारा फॉर्म–7 में स्वास्थ्य रजिस्टर में दर्ज किया जाएगा।

(ख) किसी भी लेड प्रोसेस में काम करने वाले सभी व्यक्तियों के नाम वाला एक स्वास्थ्य रजिस्टर फॉर्म–7 में रखा जाएगा।

(ग) यदि किसी भी समय फैक्ट्री मेडिकल ऑफिसर की राय है कि कोई व्यक्ति अब किसी भी लेड प्रोसेस में रोज़गार के लिए फिट नहीं है, इस आधार पर कि ऐसे रोज़गार में उसका बने रहना उसके स्वास्थ्य के लिए विशेष खतरा पैदा करेगा, तो वह ऐसे व्यक्ति के नाम के सामने स्वास्थ्य रजिस्टर में इस आशय की प्रविष्टि करेगा। ऐसे किसी भी व्यक्ति को फैक्ट्री मेडिकल ऑफिसर की लिखित अनुमति के बिना, जो स्वास्थ्य रजिस्टर में दर्ज हो, लेड प्रोसेस में काम पर नहीं लगाया जाएगा।

11. फैक्ट्री मेडिकल ऑफिसर द्वारा मेडिकल जाँच.–(1) पैराग्राफ 3 के तहत उल्लिखित किसी भी प्रक्रिया में काम करने वाले हर मज़दूर की उसके पहले रोज़गार के 15 दिनों के भीतर फैक्ट्री मेडिकल ऑफिसर द्वारा जाँच की जाएगी। ऐसी जांच में पैराग्राफ 3 के क्लॉज़ और में बताई गई प्रोसेस में लगे वर्कर्स के लिए यूरिन और खून में लेड की जांच, यूरिन में ।LA, हीमोग्लोबिन की मात्रा, सेल्स की स्टिपलिंग और पल्मोनरी फंक्शन टेस्ट और चेस्ट एक्स–रे शामिल होंगे, और दूसरों के लिए पल्मोनरी फंक्शन टेस्ट और चेस्ट एक्स–रे होंगे। किसी भी वर्कर को फैक्ट्री में पहली नौकरी के 15 दिन बाद तब तक काम करने की इजाज़त नहीं दी जाएगी, जब तक कि फैक्ट्री मेडिकल ऑफिसर उसे उस नौकरी के लिए फिट सर्टिफाइड न कर दे।

(2) पैराग्राफ 3 के क्लॉज़ () और (द) में बताई गई किसी भी प्रोसेस में काम करने वाले सभी लोगों की जांच हर 3 कैलेंडर महीनों में एक बार फैक्ट्री मेडिकल ऑफिसर द्वारा की जाएगी। पैराग्राफ 3 के बाकी क्लॉज़ में बताई गई किसी भी अन्य प्रोसेस में काम करने वालों की जांच हर बारह कैलेंडर महीनों में एक बार फैक्ट्री मेडिकल ऑफिसर द्वारा की जाएगी। सभी कर्मचारियों के संबंध में ऐसी जांच में सब–पैराग्राफ (1) में बताए गए सभी टेस्ट शामिल होंगे, सिवाय चेस्ट एक्स–रे के जो 3 साल में एक बार होगा।

(3) एक वर्कर की जांच करने के बाद फैक्ट्री मेडिकल ऑफिसर फॉर्म–8 में फिटनेस सर्टिफिकेट जारी करेगा। की गई जांच और दोबारा जांच का रिकॉर्ड सर्टिफिकेट में दर्ज किया जाएगा और सर्टिफिकेट फैक्ट्री के मैनेजर की कस्टडी में रखा जाएगा। सब–पैराग्राफ (1) और (2) के तहत की गई हर जांच का रिकॉर्ड, जिसमें टेस्ट की प्रकृति और परिणाम शामिल हैं, फैक्ट्री मेडिकल ऑफिसर द्वारा फॉर्म–7 में हेल्थ रजिस्टर में भी दर्ज किया जाएगा।

(4) फिटनेस सर्टिफिकेट और हेल्थ रजिस्टर इंस्पेक्टर कम फैसिलिटेटर द्वारा इंस्पेक्शन के लिए आसानी से उपलब्ध रखे जाएंगे।

(5) यदि किसी भी समय फैक्ट्री मेडिकल ऑफिसर या मेडिकल ऑफिसर की राय है कि कोई वर्कर अब उक्त प्रोसेस में नौकरी के लिए फिट नहीं है, इस आधार पर कि उसमें काम जारी रखने से वर्कर के स्वास्थ्य को विशेष खतरा होगा, तो वह अपने निष्कर्षों का रिकॉर्ड उक्त सर्टिफिकेट और हेल्थ रजिस्टर में दर्ज करेगा। इन दस्तावेजों में उसके निष्कर्षों की एंट्री में वह अवधि भी शामिल होनी चाहिए जिसके लिए वह मानता है कि उक्त व्यक्ति उक्त प्रोसेस में काम के लिए अनफिट है।

(6) जिस व्यक्ति को ऊपर सब–पैराग्राफ (5) में बताए अनुसार काम करने के लिए अनफिट पाया गया है, उसे तब तक दोबारा नौकरी पर नहीं रखा जाएगा या उक्त प्रोसेस में काम करने की इजाज़त नहीं दी जाएगी, जब तक कि मेडिकल ऑफिसर, आगे की जांच के बाद, उसे उन प्रोसेस में नौकरी के लिए फिर से फिट सर्टिफाइड न कर दे। 12. काम करने की जगहों पर खाना, पीना वगैरह मना है।कृकोई भी वर्कर किसी भी ऐसे वर्क रूम में खाना, पीना, पान, सुपारी या तंबाकू न तो खाएगा और न ही लाएगा, जहाँ कोई लेड प्रोसेस चल रहा हो।

12. काम करने की जगहों पर खाना, पीना वगैरह मना है।कृकोई भी वर्कर किसी भी ऐसे वर्क रूम में खाना, पीना, पान, सुपारी या तंबाकू न तो खाएगा और न ही लाएगा, जहाँ कोई लेड प्रोसेस चल रहा हो।

अनुसूची –13

डाईक्रोमेट अभिनिर्माण

1. कुछ प्रक्रिया का पृथक्करण– नीचे बताई गई प्रक्रिया जो नीचे की धूल, धूआं, वाष्प या धुंध को जन्म देती है, उसे दूसरों से अलग किया जाना चाहिए या तो पूरी तरह से संलग्न किया जाना चाहिए या उपयुक्त एक्सट्रूजन वेंटिलेशन व्यवस्था के साथ हुड के साथ प्रदान किया जाना चाहिए जहां –

(i) सोडा–मिक्स सेक्शन, जिसमें मिश्रित चेरो–माईट सोडा–ऐश पाउडर का भंडारण शामिल है।

(ii) फिर से तैयार किया गया फ्रिट भंडारण।

(iii) भंग करना।

(iv) डिस्क्रोमेट समाधान का वाष्पीकरण।

(v) Dichromate पाउडर का वजन और पैकिंग या अन्यथा हैंडलिंग।

2. श्वासयंत्रों का उपयोग–संचालन में, जो छोटी अवधि के होते हैं और जिसमें यांत्रिक थकाऊ नहीं होता है, अधिभोगकर्ता कर्मचारियों के उपयोग के लिए श्वसनक प्रदान करेगा।

3. सुरक्षात्मक उपकरण– निम्नलिखित प्रक्रिया में लगे सभी कर्मचारियों को उपयुक्त जूते, दस्ताने और एप्रन के उपयोग के लिए प्रदान किया जाएगाः–

(क) अम्लीकरण।

(ख) एकाग्रता।

(ग) ब्मदजतपनिहंसप्रंजपवद।

(घ) क्रिस्टलीकरण।
(ड़) पैकिंग।
4. कार्य–कक्षों का तल– प्रत्येक कार्य–कक्ष का तल होगा–
(क) अभेद्य सामग्री और आसान जल निकासी की अनुमति,
(ख)ध्वनि की स्थिति में बनाए रखा,
(ग)कमरे में किए गए प्रक्रिया में सामग्रियों, तख्त या अन्य अवरोधों से मुक्त या उत्पादन के लिए आवश्यक नहीं है।
5. क्लॉक–रूम– काम के घंटों के दौरान बंद किए गए कपड़ों के लिए क्लच–रूम डिपोमेट विभाग में कार्यरत सभी व्यक्तियों के उपयोग के लिए प्रदान और बनाए रखा जाएगा।
6. धुलाई की सुविधा – डाइक्रोमेट प्रक्रिया में नियोजित सभी व्यक्तियों के उपयोग के लिए स्वच्छ राज्य और एक अच्छी मरम्मत प्रदान की जाएगी।
(ए) प्लग के बिना बेकार पाइप के साथ और पर्याप्त लंबाई के साथ लगाए गए एक अभेद्य सतह के साथ गर्त जो किसी भी समय कार्यरत हर दस व्यक्तियों के लिए कम से कम दो फीट की अनुमति देता है और गर्त के ऊपर नलों या जेट से साफ पानी की निरंतर आपूर्ति नहीं होने पर दो फीट से अधिक, या
(ख)अपशिष्ट पाइप और प्लग के साथ फिट और साफ पानी की निरंतर आपूर्ति वाले किसी भी समय नियोजित हर दस व्यक्तियों के लिए कम से कम एक वॉश बेसिनय साथ में, या तो मामले में, साबुन या अन्य उपयुक्त सफाई सामग्री और साफ तौलिए की पर्याप्त आपूर्ति।
7. चिकित्सीय आवश्यकताएं – अधिभोगी सर्जन के विवेक पर डाइक्रोमेट प्रक्रिया पर लगे कर्मचारियों को आसानी से उपयुक्त सुरक्षात्मक त्वचा क्रीम और नाक के मरहम की पर्याप्त आपूर्ति प्रदान करेगा और बनाए रखेगा।
8. चिकित्सीय परीक्षा–एक असंतुष्ट प्रक्रिया में नियोजित प्रत्येक व्यक्ति को इस तरह की प्रक्रिया में उसके पहले रोजगार के चौदह दिनों के भीतर प्रमाणित सर्जन द्वारा जांच की जाएगी और उसके बाद तीन महीने से अधिक नहीं और एक रिकॉर्ड के अंतराल पर प्रमाणित सर्जन द्वारा जांच की जाएगी प्रत्येक परीक्षा को सर्टिफिकेट सर्जन द्वारा फॉर्म नंबर 17 में स्वास्थ्य रजिस्टर में दर्ज किया जाएगा।
(२) किसी भी डाइक्रोमेट प्रक्रिया में नियोजित सभी व्यक्तियों के नाम वाला स्वास्थ्य रजिस्टर फॉर्म नंबर १ Register में रखा जाएगा।
(3) यदि किसी भी समय सर्टिफिकेट सर्जन की राय है कि कोई भी व्यक्ति किसी भी डाइक्रोमेट प्रक्रिया पर रोजगार के लिए फिट नहीं है, तो इस आधार पर कि इस तरह के रोजगार में उसकी निरंतरता उसके स्वास्थ्य के लिए विशेष खतरा होगी, वह इस आशय की एक प्रविष्टि करेगा। ऐसे व्यक्ति के नाम के खिलाफ स्वास्थ्य रजिस्टर में। स्वास्थ्य रजिस्टर में दर्ज किसी भी व्यक्ति को प्रमाणित सर्जन की लिखित मंजूरी के बिना डाइक्रोमेट प्रक्रिया पर नियोजित नहीं किया जाएगा।
9. सावधानी के नोटिस–स्वास्थ्य संरक्षण की प्रकृति पर सावधानी के साथ–साथ उनकी सुरक्षा के लिए नियंत्रण उपायों के साथ–साथ कारखाने की एक प्रमुख स्थिति पर निर्णय लिया जाएगा।

अनुसूची –14
रासायनिक कार्य करता है

आवेदन–इस अनुसूची के प्रावधान सभी निर्माता और प्रक्रिया (संग्रहण, हैंडलिंग और परिवहन) पर लागू होंगे जो कि आकस्मिक रूप से केमिकल वर्क्स में किए गए हैं। ये प्रावधान फैक्ट्री कोड के किसी भी प्रावधान या इसके अलावा या किसी अन्य कोड या नियमों से बने किसी भी नियम के अपमान के अलावा नहीं होंगे।

परिभाषाएँः

रासायनिक कार्य करता है किसी भी कारखाने या किसी भी कारखाने के ऐसे हिस्सों का अर्थ है जिन्हें इस अनुसूची के उप–अनुसूची ए में नामित किया गया है।

श्वास यंत्र का अर्थ है (1) आवश्यक कनेक्शन के साथ एक हेलमेट या फेसपीस, जिसके माध्यम से एक व्यक्ति जहरीले, अशोभनीय या चिड़चिड़े वातावरण में इसका उपयोग करता है, साधारण हवा में सांस लेता है, या (2) मुख्य निरीक्षक द्वारा लिखित में अनुमोदित कोई अन्य उपयुक्त उपकरण।

लाइफ बेल्ट इसका मतलब है कि चमड़े या अन्य उपयुक्त सामग्री से बना एक बेल्ट, जिसे रस्सी के साथ उपयुक्त लंबाई के साथ शरीर को सुरक्षित रूप से गोल किया जा सकता है, जिनमें से प्रत्येक आदमी के वजन को बनाए रखने के लिए पर्याप्त रूप से मजबूत है।

कुशल निकास ड्राफ्ट इसका मतलब गैस, वाष्प, धूआं, या धूल को हटाने के लिए यांत्रिक या अन्य साधनों से प्रभावित स्थानीयकृत वेंटिलेशन को किसी भी जगह की हवा में भागने से रोकने के लिए जिसमें काम किया जाता है।

शल्य चिकित्सक का अर्थ है एक सर्टिफिकेट सर्जन जिसे फैक्ट्रीज कोड, 1948 की धारा 10 के तहत नियुक्त किया गया है।

निलंबन सर्टिफिकेट में उल्लेखित किसी भी प्रक्रिया में रोजगार से सर्जन द्वारा हस्ताक्षरित स्वास्थ्य रजिस्टर में लिखित प्रमाण पत्र द्वारा निलंबन का मतलब है।

ब्लीचिंग पाउडर इसका मतलब है कि ब्लीचिंग पाउडर को आमतौर पर चूने का क्लोराइड कहा जाता है।

क्लोरट क्लोरेट या पर्क्लोरेट का अर्थ है।

काटूपोटेशियम या सोडियम के हाइड्रॉक्साइड का मतलब है।

कास्टिक का बर्तन एक भट्ठी या ग्रिप के ऊपर और ईंट के काम से घिरा हुआ एक धातु के बर्तन का अर्थ है, जैसे कि आमतौर पर कास्टिक शराब को केंद्रित करने के लिए उपयोग किया जाता है, चाहे ऐसे बर्तन का उपयोग कास्टिक या अन्य शराब को केंद्रित या उबालने के लिए किया जाए।

क्रोम प्रक्रिया का मतलब है कि पोटेशियम या सोडियम के क्रोमेट या बाइक्रोमेट का निर्माण, या उनके निर्माण के संबंध में इन पदार्थों के हेरफेर, आंदोलन या अन्य उपचार।

नाइट्रो या एमिनो प्रक्रिया का अर्थ है फिनोल के नाइट्रो या अमीनो डेरिवेटिव का निर्माण और बेंजीन या इसके होमोलॉग्स और इनमें से किसी भी पदार्थ के उपयोग के साथ विस्फोटक बनाना।

अपवाद–अगर मुख्य निरीक्षक किसी भी कारखाने या किसी भी प्रक्रिया के संबंध में संतुष्ट है, जो विशेष परिस्थितियों या कार्य के विशेष तरीकों के कारण, या प्रक्रिया के उल्लंघन की वजह से या अन्य कारणों से, सभी या किसी की आवश्यकताओं के कारण है किसी भी कारखाने या प्रक्रिया में कार्यरत व्यक्तियों की सुरक्षा के लिए इस अनुसूची के प्रावधान आवश्यक नहीं हैं, वह लिखित रूप में आदेश द्वारा (जो वह अपने विवेक में हो सकता है), इस तरह के कारखाने या प्रक्रिया को इस अनुसूची के सभी या किसी भी प्रावधान से मुक्त

कर सकता है। , इस तरह की शर्तों के अधीन है क्योंकि वह इस तरह के आदेश द्वारा लिख सकता है।

भाग 1 –सब–अनुसूची ए में सभी कार्यों को लागू करना

सामान्य

1. घर में रखना– (क) साफ, सुथरी स्थिति में हर तरीके, कार्य, मशीनरी और संयंत्र को बनाए रखा जाएगा।

(ख) किसी भी प्रकार की सामग्री को बिना देरी के साफ किया जाएगा।

(ग) फर्श, प्लेटफॉर्म, सीढ़ी, मार्ग और गैंगवे को अस्थायी अवरोधों से मुक्त रखा जाएगा।

(घ) सफाई, रखरखाव और मरम्मत की सुविधा के लिए संयंत्र के सभी हिस्सों तक पहुंच के आसान साधन उपलब्ध कराए जाएंगे।

2. रसायनों का अनुचित उपयोग– (क) कोई भी रसायन या सॉल्वैंट्स कर्मचारियों द्वारा किसी भी उद्देश्य के लिए उपयोग नहीं किया जाएगा, जिसके अलावा प्रक्रिया के लिए उन्हें आपूर्ति की जाती है।

(ख) इस तरह के दुरुपयोग से उत्पन्न संभावित खतरों पर कर्मचारियों को निर्देश दिया जाएगा। इन निर्देशों को आगे मरने वाले विभिन्न वर्गों में बोल्ड अक्षरों में प्रदर्शित किया जाएगा।

3. भोजन का भंडारण– (ए) संयंत्र के किसी भी हिस्से पर या उसके पास कोई भोजन, पेय, तम्बाकू, पैन या इसी तरह के लेख संग्रहीत या उपभोग नहीं किए जाएंगे।

(ख) परिक्षण–कर्मचारियों को सामग्री के परीक्षण से उत्पन्न होने वाले संभावित खतरों पर या रसायनों के निर्माण के संबंध में या उपयोग किए जाने वाले किसी भी बर्तन के पीने के प्रयोजनों के लिए उपयोग करने का निर्देश दिया जाएगा। इन निर्देशों को विभिन्न वर्गों में प्रमुख स्थानों पर मोटे अक्षरों में प्रदर्शित किया जाएगा।

4.प्रक्रिया के खतरे–किसी भी बड़े पैमाने पर प्रायोगिक कार्य, या किसी भी नए निर्माण की शुरुआत करने के लिए, सभी संभावित कदमों का पता लगाने के लिए निश्चित रूप से सभी खतरों को शामिल किया जाएगा, जिसमें कोडुअल ऑपरेशन और रासायनिक सुधार दोनों शामिल हैं। उपयोग किए जाने वाले कच्चे माल, तैयार किए जाने वाले अंतिम उत्पाद और निर्माण के दौरान उत्पन्न होने वाले किसी भी उप–उत्पाद के गुणों का सावधानीपूर्वक अध्ययन किया जाएगा और निर्माण के दौरान उत्पन्न होने वाले प्रभावों सहित किसी भी खतरे से निपटने के लिए प्रावधान किया जाएगा। भवन और रेखानकनका डिजाइन प्राप्त जानकारी के आधार पर होगा।

5.अनधिकृत कर्मी – (क) अनधिकृत व्यक्तियों को कारखाने या संयंत्र के किसी भी हिस्से में प्रवेश करने की अनुमति नहीं दी जाएगी जहां ये विशेष खतरे हैं।

(ख) आगंतुकों –विस्तार प्रदान किया जाएगा, जहां उपयुक्त सुरक्षा उपकरण के साथ आवश्यक है और एक जिम्मेदार अधिकारी द्वारा गोल खतरनाक संयंत्र के साथ किया जाएगा।

6.साधन–प्रत्येक उपकरण जैसे प्रेशर गेज, थर्मामीटर, फ्लो मीटर और वेटिंग मशीन आदि का हर छह महीने में एक सक्षम व्यक्ति द्वारा परीक्षण किया जाएगा, और इन परीक्षणों के रिकॉर्ड को एक रजिस्टर में रखा जाएगा और कारखानों के निरीक्षक की मांग पर उत्पादित किया जाएगा। संबंधित क्षेत्र का।

7.वाल्व–सुचित वाल्वों को सभी सेवा लाइनों में पर्याप्त अंतराल पर सुविधा प्रदान की जाएगी, ताकि सभी वाल्व महीने में कम से कम एक बार संचालित किए जा सकें। सभी वाल्वों और पाइपलाइनों के रसायनों को हर तीन महीने में एक सक्षम व्यक्ति द्वारा परीक्षण किया जाना

चाहिए, और प्रत्येक वर्ष में सभी सेवा प्रतिष्ठानों की सुरक्षा ऑडिट रिपोर्ट बनाएगी और कारखानों के मुख्य निरीक्षक को सुरक्षा ऑडिट की रिपोर्ट की एक प्रति भेजेगा और क्षेत्र की चिंता और इन परीक्षणों और रिपोर्टों के रिकॉर्ड को एक रजिस्टर में रखा जाएगा। सभी सेवा प्रतिष्ठानों की एक रेखानकनको आसानी से उपलब्ध रखा जाएगा और संबंधित क्षेत्र के कारखानों के निरीक्षक की मांग पर उत्पादित किया जाएगा।

8.मैनहोल–नहीं मैनहोलों को तब तक प्रवेश के लिए खोला जाएगा जब तक कि प्रभावी बाड़ को इसके चारों ओर नहीं लगाया गया हो।

9. आपातकालीन निर्देश – समय और विशेष निर्देशों को यह सुनिश्चित करने के लिए प्रशिक्षित किया जाएगा कि आपातकाल के मामलों में ज्वलनशील, जहरीली या हानिकारक गैसों, वाष्प, तरल पदार्थ या धूल से बचने के लिए प्रभावी उपाय किए जाएंगे। इन निर्देशों को विभिन्न वर्गों में प्रमुख स्थानों पर मोटे अक्षरों में प्रदर्शित किया जाएगा। सभी कर्मचारियों को इस तरह की आपात स्थितियों में, और उनके रोजगार के सामान्य खतरों में उठाए जाने के लिए प्रशिक्षित और निर्देश दिए जाएंगे।

10. रेकॉर्ड मिश्रण की सुरक्षा–सुविधाजनक व्यवस्था यह सुनिश्चित करने के लिए की जाएगी कि किसी भी प्रकार का कोई भी विदेशी मामला पुनर्मिलन मिश्रण में न गिर सके।

11.विद्युत उपकरण–इलेक्ट्रिकल प्लांट, फिटिंग और कंडक्टर, यदि नम या संक्षारक वातावरण के संपर्क में हैं, तो पर्याप्त रूप से संरक्षित किया जाना चाहिए। सभी सर्किटों पर आवधिक परीक्षण किए जाएंगे।

12. काम का स्थान– (क) कर्मचारियों को केवल उन्हीं स्थानों में अनुमति दी जाएगी, जिनमें उन्हें काम करने के आदेश दिए गए हैं।

(ख) किसी कारखाने के खतरनाक खंडों में, कर्मचारियों की संख्या को न्यूनतम प्रक्रिया के अनुरूप रखा जाएगा।

13.रसायनों की पैकिंग, भंडारण और परिवहन–कैंक्टरों को पैक किया जाएगा और भंडारण के लिए उपयुक्त कंटेनर में रखा जाएगा और भंडारण या परिवहन के लिए पर्याप्त ताकत होगी। इस तरह के सभी कंटेनरों को उपयुक्त रूप से लेबल किया जाएगा ताकि उन्हें संग्रहीत किया जा सके और इस तरह से परिवहन किया जा सके, ताकि यह सुनिश्चित हो सके कि फैलने की स्थिति में, वे न तो एक पुनः मिश्रण मिश्रण का उत्पादन करेंगे, और न ही इसके साथ विषाक्त या अग्नि जोखिम के विकास का कारण बनेंगे। इसके आसपास के क्षेत्र में या दीवारों, फर्श या धूल के साथ अन्य उत्पाद।

आग और धमाका जोखिम

14. इमारतें और संयंत्र उन खतरों के संबंध में स्थित होंगे जो शामिल प्रक्रिया से उत्पन्न हो सकते हैं, और विशेष रूप से उन दूरी पर स्थित होंगे, जो आसन्न इमारतों में प्रक्रिया से जुड़े आग और विस्फोटक जोखिमों के लिए सुरक्षित माने जाते हैं। निकटवर्ती कारखानों में किए गए किसी भी प्रक्रिया पर प्रभाव के लिए उचित विचार दिया जाएगा।

(ख)इमारतों का अलगाव–जहाँ विशेष खतरे मौजूद हैं, अलग–अलग इमारतों का उपयोग एक प्रक्रिया के विभिन्न भागों के लिए किया जाएगा। आग या विस्फोट की स्थिति में एक दूसरे को नुकसान से बचाने के लिए उन्हें अलग–अलग दूरी पर फैलाया जाएगा और उपयुक्त ब्लोआउट पैनल या छतों के प्रावधान द्वारा संरक्षित किया जाएगा। जहां आग या विस्फोट का जोखिम काफी है, इमारत को विस्फोट या सुरक्षात्मक स्क्रीन की दीवारों से विभाजित किया जाएगा।

(ग) अग्नि प्रतिरोध– जब तक कोई विशेष कारण उनके उपयोग की आवश्यकता नहीं है, तब तक कोई दहनशील सामग्री का उपयोग कार्यशील भवनों के निर्माण में नहीं किया जाएगा। छत हल्के आग प्रतिरोधी निर्माण की होगी और फर्श अभेद्य आग प्रतिरोधी सामग्री के होंगे और ऐसी स्थिति में नियमित रूप से बनाए रखा जाएगा।

15. इग्निशन के खतरे (भवन स्थापना सहित) – (क) कोई आंतरिक दहन इंजन और कोई बिजली की मोटर या अन्य बिजली के उपकरण, स्पार्क्स पैदा करने में सक्षम या अन्यथा दहन स्थापित या भवन या खतरे के क्षेत्र में उपयोग नहीं किया जाएगा। इलेक्ट्रिक कंडक्टर को खराब स्टील के नाली से ढक दिया जाएगा।

(ख) सभी गर्म निकास पाइप एक इमारत के बाहर स्थापित किए जाएंगे और अन्य गर्म पाइपों को उपयुक्त रूप से संरक्षित किया जाएगा।

(ग)पोर्टेबल इलेक्ट्रिक हैंड लैंप का उपयोग तब तक नहीं किया जाएगा जब तक कि आंतरिक रूप से सुरक्षित प्रकार का न हो, और लचीले तारों से जुड़े पोर्टेबल इलेक्ट्रिक उपकरण का उपयोग नहीं किया जाएगा, जब तक कि लपटें प्रूफ प्रकार की न हों।

(घ)जहां कर्मचारियों द्वारा पहने जाने वाले जूते के तलवों में ज्वलनशील वातावरण हो सकता है, उन पर कोई धातु नहीं होगी, और ट्रकों या conveyers के पहिये गैर–स्पार्किंग सामग्री के संचालन के होंगे। कारखाने में या सार्वजनिक लाइनों पर संचालित लोकोमोटिव या अन्य वाहनों से निकली चिंगारी से विस्फोटक या ज्वलनशील पदार्थों के प्रज्वलन को रोकने के लिए पर्याप्त सावधानी बरती जाएगी।

(ड़)कोई इलेक्ट्रिक आर्क लैंप या प्रकाश, निश्चित या पोर्टेबल, का उपयोग नहीं किया जाएगा, और किसी भी व्यक्ति के पास या उस पर या कारखाने के किसी भी हिस्से के बारे में स्पार्किंग की रोशनी के उत्पादन के लिए किसी भी मैच या किसी भी तरह का कोई भी उपकरण उसके कब्जे में नहीं होगा। जहां ज्वलनशील गैस, वाष्प या धूल से आग या विस्फोट की जिम्मेदारी है और ऐसे हिस्सों में सभी तापदीप्त विद्युत रोशनी डबल एयर–टाइट ग्लास कवर में होगी।

(च)बहुसंख्यक कर्मचारियों द्वारा समझी जाने वाली भाषा में प्रमुख नोटिस और दिन और रात में धूम्रपान को रोकना, रोशनी का उपयोग और माचिस या किसी भी उपकरण को प्रकाश या चिंगारी पैदा करने के लिए ले जाना, मरने के प्रवेश द्वार पर चिपका दिया जाएगा। हर कमरे या जगह पर ज्वलनशील गैस, वाष्प या धूल से आग या विस्फोट का खतरा होता है। अनपढ़ कर्मचारियों के मामले में नोटिस की सामग्री पूरी तरह से और ध्यान से उन्हें बताई जाएगी जब वे पहली बार कारखाने में काम करना शुरू करते हैं और फिर जब वे कारखाने में एक सप्ताह पूरा कर लेते हैं।

(छ) गैर–स्पार्किंग उपकरण–गैर–स्पार्किंग सामग्री से बने हुकुम, खुरचनी और पेल की पर्याप्त आपूर्ति किसी भी चौम्बर, जहां अभी भी टैंक या अन्य पोत से एक भड़काऊ या विस्फोटक खतरा हो सकता है, के अवशेषों को साफ करने या निकालने में नियोजित व्यक्तियों के उपयोग के लिए प्रदान किया जाएगा।

16. स्थैतिक बिजली– (क) सभी मशीनरी और संयंत्र, विशेष रूप से, पाइप लाइनों और बेल्ट ड्राइव, जिस पर स्थिर बिजली जमा होने की संभावना है, को प्रभावी ढंग से पृथ्वी पर रखा जाएगा। ज्वलनशील तरल पदार्थों के लिए ग्रहणों में स्थैतिक स्पार्किंग के लिए पृथ्वी की आपूर्ति टैंकों के धातु संबंध होंगे। जहां आवश्यक हो, आर्द्रता को नियंत्रित किया जाएगा।

(ख)भरने और डिस्चार्ज के दौरान मोबाइल टैंक वैगनों को पृथ्वी पर रखा जाएगा, और यह सुनिश्चित करने के लिए सावधानी बरती जाएगी कि ऐसी जगह भरने या डिस्चार्ज होने से पहले अर्थिंग प्रभावी हो।

(ग)बिजली की स्थिति–लिफ्टिंग सुरक्षा तंत्र जहां आवश्यक हो, रखा जाएगा और अच्छी स्थिति में रखा जाएगा।

17. प्रक्रिया हीटिंग–एक प्रक्रिया के लिए गर्मी प्रदान करने का तरीका जितना संभव हो उतना सुरक्षित होगा और जहां नग्न लौ का उपयोग आवश्यक है, संयंत्र का निर्माण इस प्रकार किया जाएगा कि किसी भी भड़काऊ गैस, वाष्प या धूल को ज्वाला से बचाने के लिए लौ के साथ आ जाए, या निकास गैसों या अन्य गर्म एजेंसी के प्रज्वलन की संभावना है। अब तक के रूप में चतब्बकमपबंइसम, हीटिंग माध्यम स्वचालित रूप से खतरे के तापमान से नीचे पूर्व निर्धारित तापमान पर नियंत्रित किया जाएगा।

18. सामग्री से बच – (क) किसी भी तरल गैस, वाष्प, धूआं या धूल के निकास और प्रसार को रोकने के लिए आग या विस्फोटक को जन्म देने की संभावना को रोकने के लिए सभी पौधों, सीवर, नालियों, सिनमे, नलिकाओं, पुलिया और दफन पाइपों में प्रावधान किया जाएगा। दोनों सामान्य कामकाज के दौरान और दुर्घटना या आपातकाल की स्थिति में।

(ख) यदि बच निकलता है, तो ऐसे पदार्थों को शीघ्र और कुशलता से मुक्ति के बिंदु पर हटा दिया जाएगा। खतरे को फँसाया जाएगा और खतरे के क्षेत्र से बाहर सुरक्षित रूप से प्रस्तुत किया जाएगा।

19. ज्वलनशील तरल पदार्थों का रिसाव– (क) ज्वलनशील तरल पदार्थ युक्त जहाजों से संभावित रिसाव, बंध–दीवारों, सुमनों आदि के माध्यम से परिभाषित करने का प्रावधान किया जाएगा।

(ख) पर्याप्त और उपयुक्त निश्चित अग्निशमन उपकरण ऐसे जहाजों के आसपास के क्षेत्र में स्थापित किए जाएंगे।

20. खाली कंटेनरों की सफाई– (क) सभी खाली कंटेनर जिनमें ज्वलनशील तरल पदार्थ होते हैं, और धातु के कंटेनर, जिनमें सल्फ्यूरिक एसिड होता है, को जल्द से जल्द प्रीकोडेबल के रूप में सुरक्षित रूप से प्रदान किया जाएगा, और जब तक ऐसी सफाई पूरी नहीं हो जाती है, तब तक इसकी मरम्मत या नष्ट नहीं किया जाएगा।

(ख)दहनशील सामग्री का भंडारण–संवेदी और ज्वलनशील सामग्री को रसायनों के निकटता में संग्रहीत नहीं किया जाना चाहिए जो कि प्रज्वलन का कारण बनते हैं।

(सी)बकवास को बिना देरी के इमारतों से हटा दिया जाएगा और विशेष धातु के कंटेनरों में रखा जाएगा जो निकट फिटिंग फिटिंग के साथ प्रदान किए जाते हैं। सामग्री को दैनिक रूप से हटा दिया जाएगा और उपयुक्त तरीके से निपटा जाएगा। ज्वलनशील या विस्फोटक सामग्री वाले अपशिष्ट उत्पादों को कूड़े के ढेर पर नहीं रखा जाएगा, बल्कि उपयुक्त तरीके से नष्ट कर दिया जाएगा।

21. ज्वलनशील तरल पदार्थ के लिए पाइप लाइनों की स्थापना– ज्वलनशील तरल पदार्थ के परिवहन के लिए सभी पाइप लाइनों को टूटने से बचाया जाएगा, ताकि वाहनों से यांत्रिक क्षति का कोई खतरा न हो और वे इस तरह से बिछाए जाएंगे कि वे बिना किसी भाग के संग्रह के भर जाएं। सभी फंसे हुए जोड़ों, झुकता है और अन्य कनेक्शन नियमित रूप से निरीक्षण किया जाएगा। लंड और वाल्व का निर्माण किया जाएगा ताकि विस्फोटक अवशेष जमा न हों। सभी लंड और वाल्वों के खुले और बंद स्थान स्पष्ट रूप से बाहर की ओर इंगित किए जाएंगे।

22. पुनरावर्तन वाहिकाओं की पैकिंग –पैकिंग और जुड़ने वाली सामग्रियों को पुनःकोडियन वाहिकाओं (कवर, मैनहोल कवर और एग्जॉस्ट पाइप सहित) और पाइप लाइनों और उच्च या निम्न तापमान इन्सुलेट सामग्री में, ऐसी सामग्री नहीं होगी जो दहनशील हो या जो प्लांट के उत्पादों के साथ फिर से लोड हो।

23. सुरक्षा वाल्व– अभी भी और हर बंद बर्तन जिसमें गैस का उत्पादन होता है या जिसमें गैस पास होती है और जिसमें दबाव खतरनाक डिग्री तक बढ़ने के लिए उत्तरदायी होता है, वह एक दबाव नापने का यंत्र से जुड़ा होगा, और एक उचित सुरक्षा वाल्व या अन्य समान रूप से कुशल साधन दबाव को दूर करने के लिए, अच्छी स्थिति में बनाए रखा। इस अनुसूची में कुछ भी संकुचित गैसों के परिवहन के लिए प्रयुक्त धातु की बोतलों या सिलेंडरों पर लागू नहीं होगा।

24. जोरदार या विलंबित सुधार–सामान्य प्रावधान, जैसे कि स्वचालित और दूर का नियंत्रण, पूर्ववर्ती विगोरों या विलंबित पुनर्मूल्यांकन के प्रभावों को नियंत्रित करने के लिए बनाया जाएगा। दुर्घटना की स्थिति में स्वचालित बाढ़ या कंबल प्रदान किया जाएगा।

25. पौधे की जांच, परीक्षण और मरम्मत–विस्फोट, परीक्षण और संयंत्र भागों की मरम्मत जो विस्फोटक और ज्वलनशील सामग्री के साथ कॉकोड में किया गया है, या जो दबाव में है, केवल उचित पर्यवेक्षण के तहत किया जाएगा।

26. अलार्म सिस्टम– (क) इमारतों या संयंत्र के विभिन्न हिस्सों में ज्वलनशील पदार्थों की आपूर्ति करने का गुरुत्वाकर्षण या दबाव फीड सिस्टम अलार्म सिस्टम, स्वचालित कट–ऑफ या अन्य उपकरणों के साथ ओवरचार्जिंग को रोकने या अन्यथा पौधे को खतरे में डालने के लिए लगाया जाएगा।

(ख)किसी भी समय थोक कंटेनरों में एक इमारत में ले जाने वाली ज्वलनशील सामग्री की मात्रा को कम करके रखा जाएगा।

(ग) किसी भी इमारत के वातावरण में किसी भी कंटेनर से ज्वलनशील और विस्फोटक वाष्पों के पलायन को रोकने के लिए पर्याप्त कदम उठाए जाएंगे।

गैस, वाष्प, धूआं या धूल के खतरे

27. गैसों से बच, आदि–सभी प्रक्रिया के कुल संलग्न द्वारा या कुशल निकास ड्राफ्ट के प्रावधानों द्वारा खतरनाक गैसों, वाष्प, धुएं या संयंत्र के किसी भी हिस्से से धूल को रोकने के लिए प्रभावी कदम उठाए जाएंगे। नियंत्रण उपाय की विफलता की स्थिति में, यह सुनिश्चित करने के लिए प्रभावी व्यवस्था की जाएगी कि प्रक्रिया तुरंत बंद हो जाए। यह सुनिश्चित करने के लिए आगे की व्यवस्था की जाएगी कि ऐसी कोई भी स्थिति होने पर, सामग्री को आगे फंसा दिया जाएगा ताकि खतरा टल जाए।

28. अपशिष्टों के कारण खतरे।– (क) खतरनाक या जहरीली गैसों का उत्पादन करने वाले अपशिष्टों के मिश्रण को रोकने के लिए पर्याप्त सावधानी बरती जाएगी।

(ख)ऐसे गैसों के लिए अन्य अपशिष्टों की उपस्थिति में वृद्धि हो सकती है या दे सकते हैं, यह सुनिश्चित करने के लिए स्वतंत्र जल निकासी प्रणाली प्रदान की जाएगी कि वे फंस सकते हैं और सुरक्षित प्रदान किए जा सकते हैं।

29. मंचन– (क) किसी भी खुले बर्तन के ऊपर स्टैगिंग तब तक नहीं खड़ी की जाएगी जब तक कि बर्तन का निर्माण और हवादार न हो जाए क्योंकि इस तरह के स्टेजिंग के बारे में वाष्प या धुएं की कमी को रोका जा सकता है।

(ख) जहां इस तरह के मंचन बड़े पौधों में उच्च स्तर तक पहुंच प्रदान करने के लिए प्रदान किए जाते हैं, वहीं कमरे के बाहर या भवन और जमीन के स्तर तक पहुंच के सीधे साधनों के साथ सभी स्तरों पर प्रभावी साधन प्रदान किए जाएंगे।

(ग)इस तरह के मंचन को उपयुक्त हैंड्रिल और टॉइबोर्ड के साथ लगाया जाएगा, और फर्श और स्टेजिंग अभेद्य और आसानी से साफ हो जाएंगे।

30. जोखिम के संबंध में निर्देश–प्रशासन के काम के दौरान, प्रत्येक कार्यकर्ता को उन सामग्रियों के गुणों पर पूरी तरह से निर्देश दिया जाएगा जिन्हें उन्हें संभालना है, और किसी भी गैस, धुएं, वाष्प या धूल से उत्पन्न होने वाले खतरों के बारे में जो प्रक्रिया के दौरान विकसित हो सकते हैं। किसी भी आपात स्थिति से निपटने के लिए किए जाने वाले उपायों में कर्मचारियों को भी निर्देश दिए जाएंगे।

31. श्वास तंत्र– (ए) प्रत्येक कारखाने में प्रदान किया जाएगा जहां खतरनाक गैस या धूआं की पर्याप्त आपूर्ति से बचने के लिए उत्तरदायी है –

(i) शामिल खतरों के लिए एक अनुमोदित बनाने का श्वास तंत्रय

(ii) ऑक्सीजन और इसके प्रशासन के उपयुक्त साधनय और (शीर्षक) जीवन–बेल्ट।

इस अनुसूची द्वारा आवश्यक श्वास उपकरण और अन्य उपकरण (i) को अच्छे क्रम में बनाए रखा जाएगा और एम्बुलेंस रूम में या मुख्य निरीक्षक द्वारा लिखित में अनुमोदित किसी अन्य स्थान पर रखा जाएगा, और (ii) हर महीने एक बार अच्छी तरह से निरीक्षण किया जाएगा सक्षम व्यक्ति, उनकी स्थिति के अधिभोग और रिकॉर्ड द्वारा लिखित में नियुक्त किया गया है, जो उस उद्देश्य के लिए प्रदान की गई पुस्तक में दर्ज किया जाएगा, जो एक निरीक्षक द्वारा आवश्यक होने पर उत्पादित किया जाएगा।

(ख)कर्मचारियों को प्रशिक्षित किया जाएगा और उन्हें श्वास उपकरण और श्वासयंत्र के उपयोग के लिए समय–समय पर रिफ्रेशर कोर्स दिया जाएगा।

(ग) रेस्पिरेटरों को अच्छी तरह से एक साफ सूखे प्रकाश प्रूफ अलमारियाँ में लेबल किया जाना चाहिए, और अगर धुएं से प्रभावित होने के लिए उपयुक्त कंटेनर द्वारा संरक्षित किया जाएगा। श्वासयंत्र सूख जाएगा और उपयोग के बाद साफ हो जाएगा और समय–समय पर कीटाणुरहित हो जाएगा।

32. व्यक्तियों का उपचार–मुख्य निरीक्षक द्वारा लिखित रूप से जहां भी आवश्यकता हो हर कमरे या स्थान पर गैसिंग और जलने के संबंध में आधिकारिक सावधानी संबंधी सूचना दी जाएगी। इस तरह के नोटिस दिन और रात के हिसाब से सुपाठ्य होंगे और अधिकांश कर्मचारियों द्वारा समझी जाने वाली भाषा में मुद्रित किए जाएंगे।

33. व्यक्तिगत सुरक्षा उपकरण– (क) ऑपरेटिव के उपयोग के लिए उपयुक्त सुरक्षात्मक कपड़े प्रदान किए जाएंगे (i) जब तरल पदार्थ को नियंत्रित करने वाले वाल्वों को, जो कि उनकी प्रकृति द्वारा, दबाव या तापमान अत्यधिक खतरनाक होगा, अगर कोई झटका हुआ या तब, ऐसे तरल पदार्थ युक्त सिस्टम में चोक की सफाई करें, अगर दबाव उस चोक के पीछे मौजूद होने की संभावना हो, (ii) जब सामान्य कर्तव्यों के प्रदर्शन के दौरान या आपातकालीन स्थिति में त्वचा के माध्यम से चोट के अवशोषण का खतरा होता है, (iii) जब भी संक्षारक पदार्थ, गर्म या ठंडे लेख और तेज या खुरदरी वस्तुओं को संभालने में चोट लगने का खतरा होता है, और (iv) जब उनके कपड़ों पर जहरीली सामग्री ले जाने का खतरा हो।

(ख)इस अनुसूची के उप–अनुसूची बी में निर्दिष्ट प्रक्रिया में नियोजित सभी व्यक्तियों के उपयोग के लिए प्रदान किया जाएगा, जिसमें दस्ताने, चौगा और सुरक्षात्मक जूते और गॉगल्स

और श्वासयंत्र सहित उपयुक्त सुरक्षात्मक उपकरणों की पर्याप्त आपूर्ति है। मुख्य निरीक्षक द्वारा लिखित में सांसदों को एक प्रकार से अनुमोदित किया जाएगा।

(ग)सुरक्षा उपकरण असामान्य परिस्थितियों में या आपात स्थिति में उपयोग के लिए उपयुक्त स्थान पर उपलब्ध कराए और संग्रहीत किए जाएंगे।

(घ)ऐसे सभी सुरक्षात्मक उपकरणों की उचित और कुशल सफाई के लिए व्यवस्था की जाएगी।

34. क्लोक–रूम–इस अनुसूची के उप–अनुसूची बी में निर्दिष्ट प्रक्रिया में नियोजित सभी व्यक्तियों के उपयोग के लिए प्रदान और बनाए रखा जाएगा, काम के घंटों के दौरान पहने जाने वाले कपड़ों के लिए एक उपयुक्त क्लोक–रूम और क्लोक–रूम से अलग एक उपयुक्त स्थान के लिए, के लिए चौगा या काम करने वाले कपड़ों का भंडारण। प्रदान किया गया आवास एक जिम्मेदार व्यक्ति के प्रभार में रखा जाएगा, और उसे साफ रखा जाएगा।

35. विशेष स्नान आवास– (क) इस अनुसूची की उप–अनुसूची सी में निर्दिष्ट प्रक्रिया में नियोजित सभी व्यक्तियों के उपयोग के लिए प्रदान किया जाएगा, अलग सेनेटरी उपयुक्तता, और पर्याप्त और उपयुक्त स्नान सुविधाएं जो मुख्य निरीक्षक की संतुष्टि के लिए होंगी।

(ख) इन प्रक्रिया में नियोजित सभी व्यक्तियों के नाम और प्रत्येक व्यक्ति के स्नान करने की तिथि को दर्ज करने के लिए एक स्नान रजिस्टर रखा जाएगा।

36. वाहिकाओं में प्रवेश– (क) बचाव के अलावा किसी भी उद्देश्य के लिए किसी भी व्यक्ति की प्रविष्टियों से पहले, किसी भी अवशोषक, बॉयलर, पुलिया, नाली, ग्रिप, गैस शोधक, सीवर, अभी भी टैंक, टॉवर, विट्रियल कक्ष या अन्य जगह जहां अपील करने का कारण है खतरनाक गैस या धूआं की उपस्थिति, इस उद्देश्य के लिए अधिभोगी द्वारा लिखित रूप में नियुक्त एक जिम्मेदार व्यक्ति, ऐसी जगह की व्यक्तिगत रूप से जांच करेगा और इस उद्देश्य के लिए रखी गई पुस्तक में लिखित रूप से प्रमाणित करेगा कि ऐसी जगह को अलग–अलग और ऐसे हर स्रोत से सील किया जाए। गैस या धूआं और खतरे से मुक्त है, या कि यह इतना पृथक और सील नहीं है और खतरे से मुक्त है। कोई भी व्यक्ति ऐसी किसी भी जगह पर प्रवेश नहीं करेगा, जो प्रमाणित नहीं है, इसलिए जब तक वह साँस लेने वाला उपकरण नहीं पहनेगा, तब तक उसे मोहित और सील और खतरे से मुक्त नहीं किया जाएगा, और (जहाँ कोई क्रॉस स्टे या रुकावट न हो वहाँ उलझने का कारण बन सकता है) , रस्सी से मुक्त छोर जिसके बाहर एक व्यक्ति रहता है, जिसका एकमात्र कर्तव्य गैस या धूआं से प्रभावित दिखाई देने पर पहरा देना और पहनने वाले को बाहर निकालना होगा। बेल्ट और रस्सी को इतना समायोजित और पहना जाएगा कि पहनने वाले को किसी भी मैनहोल या खोलने के माध्यम से सिर खींचा जा सके।

(ख) प्रवेश करने वाला व्यक्ति, बचाव के उद्देश्य से, ऐसी कोई जगह जिसके लिए कोई निकासी प्रमाणपत्र जारी नहीं किया गया है, वह निर्दिष्ट तरीके से श्वास तंत्र और जीवन–बेल्ट पहनेंगे।

37. पौधे की जांच और मरम्मत–जहां जहरीली सामग्री मौजूद होने की संभावना है, संयंत्र और पाइपिंग की जांच और मरम्मत केवल एक सक्षम व्यक्ति की देखरेख में की जाएगी, और उसके बाद संयंत्र और पाइपिंग को अच्छी तरह से साफ और हवादार किया गया है। पाइप लाइनों में जहाजों को खोलने और जोड़ों को तोड़ने पर, सक्षम व्यक्ति द्वारा आवश्यक हद तक श्वासयंत्र, काले चश्मे और सुरक्षात्मक कपड़े पहने जाएंगे।

38. एसिड कार्बोज का भंडारण– नाइट्रिक एसिड या "मिश्रित" एसिड युक्त कार्बोनेट्स को अन्य भवनों से अलग किए गए खुले–किनारे वाले शेड में संग्रहीत किया जाएगा, और बलुआ पत्थर, ईंट या अन्य उपयुक्त अकार्बनिक सामग्री के फर्श पर रखा जाएगा। एक मार्ग–मार्ग

प्रदान किया जाएगा और मुक्त रखा जाएगा। इस तरह के कार्बोय के हर चार पंक्तियों के बीच बाधा से। पानी की पर्याप्त आपूर्ति को गिराए गए एसिड को धोने के लिए उपलब्ध होगा और कर्मचारियों को धुएं के संपर्क में आने से बचाने के लिए सभी सावधानी बरतनी होगी।
संक्षारक या घातक जोखिम
39. भवन–सभी इमारतों और पौधों को आकस्मिक मुक्ति या संक्षारक और निस्तेज तरल पदार्थों के छींटे से संभावित खतरों के संबंध में स्थित किया जाएगा, और इसे धोने और सफाई के माध्यम से सुविधाजनक बनाने के लिए डिजाइन किया जाएगा। मंचन और भवनों के अन्य भागों का निर्माण सामग्री के साथ अभेद्य और जंग के लिए प्रतिरोधी के रूप में किया जाएगा, जहां तक कि प्रीकोडेबल है।
40 रिसाव ।– (क) सभी पौधों को संक्षारक तरल के पलायन को कम करने के लिए इतना डिजाइन और निर्माण किया जाएगा। जहां आवश्यक हो, प्रक्रिया के खतरनाक चरणों के लिए अलग–अलग भवन, कमरे या सुरक्षात्मक संरचनाओं का उपयोग किया जाएगा और इमारतों को तरल के किसी भी पलायन को स्थानीय बनाने के लिए डिजाइन किया जाएगा।
(ख) ऐसे रिसाव के गंभीर प्रभावों को रोकने के लिए कैच–पिट, बंड की दीवारें या अन्य उपयुक्त सावधानियां प्रदान की जाएंगी। कैच–पिट्स को पाइप लाइनों में जोड़ों के नीचे रखा जाएगा जहां इस तरह के रिसाव से खतरा है।
(ग) मार्ग और कार्य स्टेशन किसी भी पौधे के सीधे नीचे स्थित नहीं होंगे जहां खतरनाक तरल के बचने का जोखिम होता है। ऐसे भागों तक पहुँच, जहाँ तक उचित हो, निषिद्ध हो और उपयुक्त बिंदुओं पर खतरे के नोटिस चिपकाए जाएंगे।
41. भागने से बचाव– संक्षारक या हानिकारक पदार्थों के पलायन को रोकने के लिए पर्याप्त सावधानी बरती जाएगी और इस तरह के पलायन से बचने के लिए साधन उपलब्ध कराए जाएंगे।
42. जल निकासी–अधिक जल निकासी प्रदान की जाएगी और विशेष उपचार टैंकों की ओर ले जाएगा जहां सामान्य नालियों या सीवरों में छुट्टी देने से पहले निस्तारण सामग्री को बेअसर या अन्यथा सुरक्षित प्रदान किया जाएगा।
43. वाहिकाओं का ढकना– (क) किसी भी खतरनाक सामग्री से युक्त हर निश्चित बर्तन या संरचना, और इतना कवर नहीं किया जाता है कि श्रमिक के शरीर के किसी भी हिस्से में आकस्मिक विसर्जन के सभी उचित जोखिम को खत्म किया जा सके, ऐसा निर्माण किया जाएगा कि उस पर कोई पैर न पड़े ऊपर या किनारे।
(ख)इस तरह का पोत तब तक रहेगा, जब तक कि इसके किनारे आस–पास के मैदान या मंच से कम से कम तीन फीट ऊपर हो, ऐसे आस–पास के मैदान या मंच से कम से कम तीन फीट की ऊँचाई तक सुरक्षित रूप से फेंस किया जाए।
(ग) किसी भी तरह के बर्तन या गैंगवे को ऐसे किसी भी जहाज के अंदर या अंदर नहीं रखा जाएगा, जब तक कि इस तरह का प्लांक या गैंगवे कम से कम 18 इंच चौड़ा न हो, और सुरक्षित रूप से 9 इंच की दूरी पर स्थित पटरियों पर दोनों तरफ से कम से कम 3 फीट की ऊंचाई पर, या अन्य समान रूप से कुशल साधनों द्वारा।
(घ)जहां इस तरह के जहाजों के आस–पास और उनके बीच की जगह, आसपास की किसी भी ईंट या अन्य काम से स्पष्ट, या तो चौड़ाई में 18 इंच से कम है या चौड़ाई में 18 या अधिक इंच है, लेकिन कम से कम ऊंचाई तक दोनों तरफ सुरक्षित रूप से फेंस नहीं किया गया है तीन फीट, सुरक्षित अवरोध को रखा जाएगा ताकि उनके बीच मार्ग को रोका जा सकेः

बशर्ते कि उप–अनुच्छेद (बी) ऊपर लागू नहीं होगा–

(i) अमोनिया के सल्फेट के निर्माण में इस्तेमाल होने वाले संतृप्त पदार्थ,

(यह) ब्राइन वाष्पीकरण वाले धूपदानों के उस हिस्से को जिसमें रेकिंग, ड्रॉइंग या फिलिंग की आवश्यकता होती है।

44. वेंटिलेशन–वापस वेंटिलेशन प्रदान किया जाएगा और हर समय कमरे या इमारतों में खतरनाक गैस, वाष्प, धूआं या धूल विकसित किया जा सकता है।

45. पलायन के साधन –संक्षारक तरल के रिसाव की स्थिति में कमरों या इमारतों से भागने का पर्याप्त साधन प्रदान किया जाएगा और बनाए रखा जाएगा।

46. कर्मियों का उपचार–सभी स्थानों पर जहां (मजबूत एसिड या खतरनाक) संक्षारक तरल पदार्थ का उपयोग किया जाता हैः

(ए)आपात स्थिति में उपयोग के लिए प्रदान किया जाएगा –

(i) ठंडे पानी वाले व्यक्तियों और लोगों के कपड़ों के साथ भीगने के पर्याप्त और आसानी से सुलभ साधन, जो इस तरह के तरल पदार्थों से छलनी हो गए हैंय

(ii) किसी भी व्यक्ति से निपटने के लिए पर्याप्त विशेष व्यवस्था जो जहरीली सामग्री के साथ छिड़क दी गई है जिसे खाल के माध्यम से अवशोषित किया जा सकता हैय

(iii) आसुत जल या अन्य उपयुक्त तरल से भरी पर्याप्त मात्रा में बरौनी की बोतलें, बक्से या अलमारी में आसानी से स्थित और स्पष्ट रूप से एक विशिष्ट संकेत द्वारा इंगित की जाती हैं जो हर समय दिखाई देगी।

(ख)सिवाय इसके कि इस तरह के संक्षारक तरल पदार्थों का हेरफेर इतना किया जाता है कि छींटे से व्यक्तिगत चोट के जोखिम को रोकने के लिए या अन्यथा, उन लोगों के लिए प्रदान किया जाएगा जिन्हें इस तरह के तरल पदार्थों को पर्याप्त और उपयुक्त चश्मे और दस्ताने या आंखों के लिए अन्य उपयुक्त सुरक्षा प्रदान करना है। हाथ। यदि दस्ताने प्रदान किए गए हैं, तो उन्हें दिन के काम के करीब एकत्र किया जाएगा, जांच और साफ किया जाएगा और आवश्यक होने पर मरम्मत या नवीनीकरण किया जाएगा।

47. रखरखाव।–(क) किसी भी परीक्षा या मरम्मत से पहले या संयंत्र या पाइप लाइनों से बाहर किया जाता है, एक सक्षम व्यक्ति एक निकासी प्रमाणपत्र जारी करने की अनुमति देगा जैसे परीक्षा या मरम्मत।

(ख) गैस या तरल की किसी भी जेब को मुक्त करने के लिए पर्याप्त सावधानी बरती जानी चाहिए जो पाइप लाइनों में बनाई गई हो सकती है और जिस बिंदु पर विघटन होता है उस स्थान पर संक्षारक स्प्रे हो सकता है।

48. धोने की सुविधा– (1) नियोजित व्यक्तियों के उपयोग के लिए हर कारखाने में पर्याप्त मात्रा में उपयुक्त कपड़े धोने के लिए उपलब्ध कराए और बनाए रखे जाएंगे, जिसमें साबुन और नेल ब्रश या सफाई के अन्य उपयुक्त साधन शामिल होंगे और सुविधाएं आसानी से सुलभ होंगी और इन्हें रखा जाएगा। स्वच्छ और व्यवस्थित स्थिति।

(2) यदि महिला कर्मचारी कार्यरत हैं, तो अलग से धुलाई की सुविधा प्रदान की जाएगी और इस तरह से संलग्न या जांच की जाएगी कि अंदरूनी किसी भी जगह से दिखाई नहीं दे रहे हैं जहां अन्य यौन कार्य के व्यक्ति या पास हैं। इस तरह की सुविधाओं का प्रवेश ष्केवल महिलाओं के लिएष कर्मचारियों के बहुमत द्वारा समझी जाने वाली भाषा में विशिष्ट सूचना को सहन करेगा और चित्रात्मक रूप से भी संकेत दिया जाएगा।

49. मेस–रूम सुविधाएं–प्रत्येक कारखाने में शेष अंतराल के दौरान, उपयुक्त और पर्याप्त मेस–रूम या कैंटीन आवास के दौरान परिसर में शेष बचे लोगों के उपयोग के लिए प्रदान और रखरखाव किया जाएगा, जो पर्याप्त टेबल और कुर्सियों या पीठ के साथ पीठों से सुसज्जित होगा और जहां पर्याप्त होगा पीने का पानी उपलब्ध है।

50. एम्बुलेंस रूम–(क) प्रत्येक कारखाने में, जिसमें 250 से अधिक व्यक्ति इस प्रक्रिया पर नियोजित होते हैं, जिस पर यह अनुसूची लागू होती है, एंबुलेंस कक्ष को अच्छे क्रम में उपलब्ध कराया और रखा जाएगा। एम्बुलेंस रूम केवल उपचार और आराम के उद्देश्य के लिए उपयोग किया जाने वाला एक अलग कमरा होगा। इसमें 100 वर्ग फुट से कम का फर्श नहीं होगा और चिकनी, कठोर और अभेद्य दीवारें और फर्श होंगे, और प्राकृतिक और कृत्रिम प्रकाश के पर्याप्त साधन उपलब्ध कराए जाएंगे। इसमें उप–अनुसूची डी में दिखाए गए सभी आइटम शामिल होंगे। जहां दोनों लिंगों के व्यक्ति कार्यरत हैं, उनके अलग–अलग उपचार के लिए एम्बुलेंस रूम में व्यवस्था की जाएगी। एम्बुलेंस रूम को फर्स्ट एड में प्रशिक्षित योग्य नर्स या अन्य व्यक्ति के प्रभार में रखा जाएगा, जो हमेशा काम के घंटों के दौरान आसानी से उपलब्ध होगा,

(ख) प्रत्येक कारखाने में दुर्घटना या बीमारी के गंभीर मामलों को दूर करने के उद्देश्य से एक उपयुक्त रूप से निर्मित एम्बुलेंस वैन प्रदान की जाएगी और उसे तब तक बनाए रखा जाएगा जब तक कि उसे प्राप्त करने के लिए कारखाने के साथ टेलीफोन संचार में अस्पताल या अन्य स्थान पर व्यवस्था नहीं की जाती है। आवश्यकता होने पर तुरंत एक गाड़ी।

51. चिकित्सा कर्मी–जहाँ 250 व्यक्तियों या उससे अधिक को रोजगार देने वाले हर कारखाने में एक चिकित्सा अधिकारी होगा।

[52] चिकित्सा परीक्षण–निर्माण में लगे कर्मचारियों, प्रसंस्करण, निर्माण या निम्नलिखित का उपयोग, तीन महीने में एक बार प्रमाणित सर्जन और बनाए गए रिकॉर्ड द्वारा जांच की जाएगीः

(i) हेक्साथाइल टेट्रा फॉस्फेट।

(ii) टेट्रैथाइल पाइरोफॉस्फेट।

(iii) OO डायथाइल ओपी नाइट्रोफिनिअल थियोफॉस्फेट (पैराथियान)।

(iv) निकोटीन, निकोटीन सल्फेट।

(v) बुध व्युत्पन्न।

(vi) मिथाइल ब्रोमाइड,

(vii) साइनाइड ।

(ज) आर्सेनिक डेरिवेटिव।

(झ) क्रोम प्रक्रिया यौगिक।

(एक्स) नाइट्रो या एमिनो प्रक्रिया यौगिकों।

(क) एक स्वास्थ्य रजिस्टर जिसमें संलग्न सभी कर्मचारियों के नाम मुख्य निरीक्षक द्वारा अनुमोदित प्रपत्र में रखे जाएंगे।

(ख)स्वास्थ्य रजिस्टर में एक हस्ताक्षरित प्रविष्टि द्वारा प्रमाणित सर्जन द्वारा परीक्षण के बाद दी गई फिटनेस के प्रमाण पत्र के बिना किसी व्यक्ति को चौदह दिनों से अधिक नया नहीं रखा जाएगा।

(ग)ऐसा करने वाला प्रत्येक व्यक्ति प्रमाणित सर्जन द्वारा परीक्षा के लिए नियत समय पर खुद को प्रस्तुत करेगा जैसा कि ऊपर (ख) में दिया गया है।

(घ) सर्टिफिकेट सर्जन के पास निलंबन की शक्ति होगी क्योंकि सभी व्यक्ति इतने व्यस्त हैं और निलंबन के बाद कोई भी व्यक्ति स्वास्थ्य रजिस्टर में दर्ज किए गए सर्जन से लिखित मंजूरी के बिना ऐसा नहीं होगा।,

53. कर्मचारियों के कर्तव्यः–हर व्यक्ति को नियोजित किया जाएगा –

(क)इस अनुसूची के अनुसरण में प्रदान किए गए किसी भी बाड़, श्वास तंत्र, उपकरण या अन्य आवश्यक वस्तुओं में किसी भी दोष के बारे में अपने फोरमैन को रिपोर्ट करें जैसे ही वह इस तरह के दोष से अवगत हो जाता है;

(ख)इस अनुसूची द्वारा आवश्यक लेख, उपकरण या आवास का उपयोग किया जाता है जिसके लिए उन्हें प्रदान किया जाता है;

(ग)ऊपर के अनुच्छेद 36 (ए) और (बी) के तहत जहां आवश्यक हो, श्वास तंत्र और जीवन–बेल्ट पहनें।

54. कोई व्यक्ति नहीं करेगा–(क) अनुच्छेद 43 के अनुसरण में प्रदान की गई किसी भी बाड़ को हटा दें जब तक कि विधिवत अधिकृत न होय या (ख) किनारे पर या किसी भी जहाज के किनारे खड़े हो जिस पर अनुच्छेद ४३ लागू होता हैय (ग) अनुच्छेद ४३ के अनुसरण में बनाए गए किसी भी अवरोध को पारित करने का प्रयास या प्रयासय (घ) किसी भी पोत के पार या उसके अंदर जगह जहां अनुच्छेद ४३ लागू होता है, कोई भी तख्ती या गैंगवे जो उस नियम का अनुपालन नहीं करता है या ऐसी स्थिति में रहते हुए किसी भी रेखानकनया गैंगवे का उपयोग करता हैय ((ड़) एक प्रकाश या कोई दीपक या माचिस या किसी उपकरण को रोशनी पैदा करने के लिए या में या धुआं अंदर लेने के लिए, काम के किसी भी हिस्से में ले जाएं जहां ज्वलनशील गैस, वाष्प या धूल से विस्फोट करने की जिम्मेदारी होती है (च) किसी भी चौम्बर, अभी भी टैंक से अवशेषों को साफ करने या निकालने के लिए एक धातु कुदाल, खुरचनी या पाल का उपयोग करें, या अन्य पोत जिसमें सल्फ्यूरिक एसिड या हाइड्रोक्लोरिक एसिड या अन्य पदार्थ शामिल थे, जो आर्सेनिकुरेटिड हाइड्रोजन के विकास का कारण हो सकता हैय और (छ) प्राथमिक चिकित्सा बॉक्स या अलमारी से या एम्बुलेंस रूम से किसी भी प्राथमिक चिकित्सा उपकरण या ड्रेसिंग को हटा देता है, जो कार्यों में चोटों के उपचार को छोड़कर।

उप अनुसूची– ''अ''

"रासायनिक कार्य" का अर्थ है किसी कार्य या किसी कार्य का भाग जिसमेंः

1. निम्नलिखित में से किसी एक का निर्माण या पुनर्प्राप्ति (विनिर्माण, भंडारण, हस्तनिर्मित और परिवहन) किया जाता है–

(क)कार्बोनेट्स, क्रॉमेट्स, क्लोरेट्स, ऑक्साइड या हाइड्रॉक्साइड या पोटेशियम, सोडियम, लोहा, एल्यूमीनियम, कोबाल्ट, निकल, आर्सेनिक, सुरमा, जस्ता या मैग्नीशियमय

(ख) अमोनियम और अमोनियम के हाइड्रॉक्साइड और लवणय

(ग) सल्फ्यूरस, सल्फ्यूरिक, नाइट्रिक, हाइड्रोक्लोरिक, हाइड्रो–फ्लोरिक, हाइड्रोडिक, हाइड्रोसल्फ्यूरिक, बोरिक, फॉस्फोरिक, ऑक्सालिक, आर्सेनिक, आर्सेनिक, लॉकोडिक, एसिटिक, टैटारिक या साइट्रिक एसिड और उनके धातु या कार्बनिक लवण, सभी खतरनाक कार्बनिक पदार्थ। तथा

(घ) सायनोजेन यौगिक।

(ड़)"खतरनाक पदार्थों" का उपयोग, भंडारण, हैंडलिंग और परिवहन।

3. एक गीला प्रक्रिया पर किया जाता है–

(क) एक या किसी भी उत्पाद या अवशिष्ट सामग्री से धातु के एक्सट्रोडेशन के लिएय या
(ख) जिसमें रासायनिक निर्माण के किसी भी प्रक्रिया में विद्युत ऊर्जा का उपयोग किया जाता है।

3. क्षार अपशिष्ट या जल निकासी को सल्फर की वसूली के लिए या ऐसे कचरे या जल निकासी के किसी भी घटक के उपयोग के लिए किसी भी रासायनिक प्रक्रिया में डाल दिया जाता है।

4. कार्बन बायसुलफाइड बनाया जाता है या हाइड्रोजन सल्फाइड का विकास धातु सल्फाइड के अपघटन द्वारा किया जाता है या ऐसे सल्फाइड के उत्पादन में हाइड्रोजन सल्फाइड का उपयोग किया जाता है।

5. ब्लीचिंग पाउडर का निर्माण किया जाता है या क्लोरीन गैस बनाया जाता है या किसी भी रासायनिक निर्माण की प्रक्रिया में उपयोग किया जाता है।

6. (क) गैस टार या कोलतार या किसी भी यौगिक उत्पाद या ऐसे टारस के अवशेष आसुत होते हैं या रासायनिक निर्माण के किसी भी प्रक्रिया में उपयोग किया जाता है।
(ख) उनके मध्यवर्ती के लिए सिंथेटिक रंग मायने रखता है।

7. कच्चे शल तेल या किसी भी प्रक्रिया आकस्मिक तेल की रिफाइनिंग की जाती है।

8. नाइट्रिक एसिड का उपयोग नाइट्रो यौगिकों के निर्माण में किया जाता है।

9. विस्फोटक नाइट्रो यौगिकों के उपयोग से बनाए जाते हैं।

10. कीटनाशक जो फास्फोरस निकोटीन, मरकरी, नेफथलीन, सायनोजेन, आर्सेनिक, आटा, कॉपर बेंजीन और एथेन यौगिक या व्युत्पन्न और मिथाइल ब्रोमाइड निर्मित, मिश्रित, मिश्रित और पैक हो सकते हैं।

उप अनुसूची–''ब''

1. एक नाइट्रो या एमिनो प्रक्रिया (काम करने वाले कपड़े और सुरक्षात्मक जूते के चौगा या सूट)।

2. एक क्रोम प्रक्रिया (समग्र सूट) में कच्चे माल को पीसना।

3. क्रिस्टल विभाग और क्रोम प्रक्रिया (सुरक्षात्मक आवरण) को पैक करने में।

4. एक क्रोम प्रक्रिया (श्वासयंत्र) में पैकिंग।

5. कोई भी कमरा या जगह जिसमें क्लोरेट्स क्रिस्टलीकृत, जमीन या पैक्ड (ऊनी सामग्रियों और जूतों या ओवरशो के कपड़े, जिनके तलवे में कोई धातु न हो)।

6. कोई भी कमरा जिसमें कास्टिक जमीन या मशीनरी द्वारा कुचल दिया जाता है (चश्मे और दस्ताने या आंखों और हाथों के लिए अन्य उपयुक्त सुरक्षा)।

7. ब्लीचिंग पाउडर चौम्बर या ऐसे चौम्बर्स (उपयुक्त श्वासयंत्र) से निकाले गए पैकिंग चार्ज में।

8. कोरबन डिसुलफाइड निर्माण (चौगा, चेहरा–ढाल, दस्ताने और आग प्रूफ सामग्री के जूते) की प्रक्रिया में सल्फर के बर्तनों से पिघला हुआ सल्फर खींचना।

9. (क) कीटनाशकों के निर्माण, मिश्रण, सम्मिश्रण और पैकिंग जो फॉस्फोरस, निकोटीन, नेफथलीन, सायनोजेन, आर्सेनिक, फ्लोरीन, पारा और तांबे के यौगिक या डेरिवेटिव और मिथाइल ब्रोमाइड (रबर, एप्रन, रासायनिक प्रकार के चश्मे) और उपयुक्त श्वासयंत्र और हैं। इसके अलावा रबर के दस्ताने और फॉस्फोरस और निकोटीन डेरिवेटिव के लिए जूते, सिंथेटिक रबर एप्रन, दस्ताने और जूते जब तेल समाधान और धो सकते हैं, काम करने वाले कपड़े दैनिक रूप से लूटे गए)।

(ख) कीटनाशकों के निर्माण, मिश्रण, सम्मिश्रण और पैकिंग जो बेंजीन या एथलीन (रबर एप्रन और उपयुक्त श्वासयंत्रों के डेरिवेटिव हैं, अलग–अलग काम के कपड़े अक्सर लूटे जाते हैं)।

उप अनुसूची ''स''

1. एक नाइट्रो या एमिनो प्रक्रिया।
2. एक क्रिस्टल प्रक्रिया में क्रिस्टल विभाग और पैकिंग रूम।
3. डिस्टिलिंग, गैस या कोलतार (ब्लास्ट फर्नेस टार के अलावा) और किसी भी रासायनिक निर्माण की प्रक्रिया जिसमें इस तरह के टार का उपयोग किया जाता है।
4. उप–अनुसूची ष्ए ष में वर्णित कीटनाशकों का निर्माण, मिश्रण, सम्मिश्रण और पैकिंग।

उप अनुसूची ''द''

(i) गर्म और ठंडे पानी के साथ एक घुटा हुआ जस्ता हमेशा उपलब्ध होता हैय

(ii) एक चिकनी शीर्ष के साथ एक मेजय

(iii) साधन स्टरलाइज करने के लिएय

(iv) एक सोफाय

(v) एक स्ट्रेचरय

(vi) दो बाल्टी या कंटेनरों के साथ फिटिंग फिटिंगय

(vii) दो रबर गर्म पानी के बैगय

(ज) एक केतली और स्पिरिट स्टोव या उबलते पानी के अन्य उपयुक्त साधनय (प•) बारह सादे लकड़ी के छींटे 36 "Û4" Û Û ";

(i) बारह सादे लकड़ी के मोच 4 "Û3" Û; ";

(ii) छह सादे लकड़ी के मोच, 10 "Û2" Û; ";

(बारहवीं) तीन ऊनी कंबल;

(iii) एक जोड़ी धमनी संदंश;

(iv) ब्रांडी की एक बोतल;

(v) दो मध्यम आकार के स्पंज;

(vi) तीन हाथ तौलिए;

(vii) दो गुर्दे ट्रे;

(viii) चार कार्बोलिक साबुन;

(xi) दो गिलास गिलास और दो शराब के गिलास;

{x) दो नैदानिक थर्मामीटर;

(xi) चम्मच के साथ ग्लास को मापने वाला स्नातक;

(xii) एक आँख का दर्द;

(xiii) एक बोतल (2 एलबी) कार्बोलिक लोशन, 20 में 1;

(xiv) दो कुर्सियों ;

(xv) एक स्क्रीनय (xxvi) एक विद्युत हाथ की मशाल;

(xvi) एंटी–टेटनस सीरम की पर्याप्त आपूर्तिय तथा

(xv) दो प्राथमिक चिकित्सा बॉक्स, जिनमें से प्रत्येक–

(क)24 छोटे निष्फल ड्रेसिंग;

(ख)12 मध्यम आकार के निष्फल ड्रेसिंग;

(ग)12 बड़े आकार के निष्फल ड्रेसिंग;
(घ)12 बड़े आकार के निष्फल बर्न ड्रेसिंग;
(ड़)12 आधा औंस पैकेट निष्फल कपास ऊन;
(च) एक सांप के काटने के लंगोट;
(छ) एक जोड़ी कैंची;
(ज) पोटेशियम परमैंगनेट क्रिस्टल की दो (1 ऑउंस) बोतलें;
(झ) एक (4 ऑउंस) बोतल जिसमें आयोडीन का एक दो प्रतिशत शराबी समाधान होता है;
(अ) एक (4 ऑउंस) लिवरोलिटिक की बोतल जिसमें खुराक और मोड का प्रशासन लेबल पर इंगित किया गया है;
(क) भारत सरकार के मुख्य सलाहकारों द्वारा जारी किए गए प्राथमिक चिकित्सा पत्रक की एक प्रति।

भाग द्वितीय

जिसमें काम या उसके कुछ हिस्सों को लागू करना –

(i)कास्टिक बर्तनों का उपयोग किया जाता है; या

(ii) ब्लीचिंग पाउडर का क्लोरेट निर्मित होता है; या

(iii) (क) गैस टार या कोलतार आसुत है या रासायनिक निर्माण के किसी भी प्रक्रिया में उपयोग किया जाता हैय या
(ख)नाइट्रो या एमिनो प्रक्रिया को आगे बढ़ाया जाता है; या
(ग)एक क्रोम प्रक्रिया पर किया जाता है; या
(घ) कच्चे तेल के तेल को परिष्कृत किया जाता है या प्रक्रियात्मक उपचार किया जाता हैय या
(ड़) नाइट्रिक एसिड का उपयोग नाइट्रो यौगिकों के निर्माण में किया जाता हैय
(च) खुले खलिहानों में नमकीन का वाष्पीकरण और नमक का स्टोविंग किया जाता हैय
(छ) हाइड्रोफ्लोरिक एसिड या उसके किसी भी लवण का निर्माण या पुनर्प्राप्ति किया जाता है,
(ज) एक भट्टी पर काम करते हैं जहाँ जिंक अयस्कों का उपचार किया जाता है; तथा
(झ) उप–अनुसूची "ए" में वर्णित कीटनाशक निर्मित, मिश्रित, मिश्रित या पैक किए गए हैं।

1. गैस टार या कोलतार में प्रवेश अभी भी– (1) इससे पहले कि कोई भी व्यक्ति बचाव के अलावा किसी भी उद्देश्य के लिए गैस टार या कोलतार में प्रवेश करता है, इसे टार के आस–पास से पूरी तरह से अलग कर दिया जाएगा, या तो डिस्कनेक्ट करके –
(ए)पाइप जो हंस की गर्दन से कंडेनसर कीड़ा की ओर जाता हैय या
(ख)कीड़ा या रिसीवर को तय अपशिष्ट गैस पाइपय
और इसके अलावा, खाली फ्लैंगों को डिस्कनेक्ट किए गए हिस्सों के बीच डाला जाएगा, और पिच डिस्चार्ज पाइप या मुर्गा अभी भी नीचे काट दिया जाएगा। वाई श

2. ब्लीचिंग पाउडर कक्षों में प्रवेश– जब तक और तब तक कोई भी व्यक्ति ब्लीचिंग पाउडर के चार्ज को वापस लेने के उद्देश्य से एक कक्ष में प्रवेश नहीं करेगा –
(मैं)कक्ष कुशलता से हवादार हैय तथा
(प्प)चौम्बर में हवा का परीक्षण किया गया है और प्रति क्यूबिक फुट प्रति क्लोरीन गैस के 2. 5 दाने से अधिक नहीं पाया गया है। ऐसे सभी परीक्षणों का विवरण रखने वाला एक रजिस्टर मुख्य निरीक्षक द्वारा अनुमोदित प्रपत्र में रखा जाएगा।

3. एक नाइट्रो और एमिनो प्रक्रिया के लिए विशेष सावधानी।– नाइट्रो या एमिनो प्रक्रिया मेंरू (ए) यदि क्रिस्टलीकृत उपद्रव टूट गए हैं या हाथ से उत्तेजित कोई शराब है, तो इसका मतलब यह होगा कि जहां तक संभव हो उसे रोकने के लिए लिया जाए, किसी भी व्यक्ति की हवा में धूल या धुएं का पलायन। कार्यरत। संचालन में उपयोग किए जाने वाले सभी उपकरणों के हैंडल को दैनिक रूप से साफ किया जाएगाय (बी) एक उपयुक्त दायरे के माध्यम से कारतूस को हाथ से नहीं भरा जाएगाय (ग) प्रत्येक सुखाने वाले चूल्हे को इस तरह से बाहर की हवा के लिए कुशलता से हवादार किया जाएगा कि चूल्हे से गर्म हवा किसी भी काम के कमरे में न खींची जाएय (डी) कोई भी व्यक्ति तब तक सामग्री को हटाने के लिए एक स्टोव में प्रवेश नहीं करेगा, जब तक कि इसके माध्यम से हवा का एक निरू शुल्क प्रवाह पारित नहीं किया जाता हैय (ई) नाइट्रो या बेंजीन के नाइट्रो या एमिनो डेरिवेटिव्स या इसके होमोलॉग से युक्त प्रत्येक बर्तन को भाप में या उसके आसपास पारित होने पर,

4. कास्टिक पीसने के दौरान सावधानी, आदि– (क) कास्टिक पीसने या कुचलने के लिए इस्तेमाल की जाने वाली प्रत्येक मशीन संलग्न होगीय और (बी) निम्नलिखित में से किसी भी प्रक्रिया को कहाँ पर किया जाता है–

(i) कास्टिक के पीसने या कुचलनेय

(ii) जमीन कास्टिक की पैकिंगय

(iii) एक क्रोम प्रक्रिया में पीस,`पमअपदह, वाष्पीकरण या पैकिंगय

(iv) एक नाइट्रो या एमिनो प्रक्रिया में सामग्री या कारतूस भरने के कुचलने या मिश्रण, एक कुशल निकास मसौदा प्रदान किया जाएगाय

(v) उप–अनुसूची "ए" में वर्णित कीटनाशक निर्मित, मिश्रित, मिश्रित या पैक किए गए हैं।

5 (क) क्लोरेट को क्रिस्टलीकृत नहीं किया जाएगा, किसी कमरे या स्थान को छोड़कर किसी अन्य उद्देश्य के लिए इस्तेमाल नहीं किया जाएगा, जिस कमरे या किस मंजिल का फर्शजगह सीमेंट या अन्य चिकनी, अभेद्य और अतुलनीय सामग्री की होगी जिसे दैनिक रूप से अच्छी तरह से साफ किया जाएगा।

(ख) लकड़ी के जहाजों का उपयोग क्लोरेट के क्रिस्टलीकरण के लिए, या क्रिस्टलीकृत या ग्राउंड क्लोरेट को शामिल करने के लिए नहीं किया जाएगारू बशर्ते कि यह विनियमन लकड़ी के पीपों या अन्य लकड़ी के जहाजों में बिक्री के लिए क्लोरेट की पैकिंग को प्रतिबंधित नहीं करेगा।

6. युवा व्यक्तियों और महिलाओं के रोजगार पर प्रतिबंध– (ए) 18 वर्ष से कम उम्र के किसी भी व्यक्ति और महिलाओं को किसी भी प्रक्रिया में नियुक्त नहीं किया जाएगा जिसमें हाइड्रोक्लोरिक एसिड के धुएं या अम्मोनिकल वाष्प निम्नलिखित कार्यों से दूर दिए गए हैं–

(मैं) खुले पैन में ब्राइन का वाष्पीकरण;

(प्प) नमक की स्टोविंग;

(प्पप) एक भट्टी पर काम करना जहाँ जिंक का उपचार किया जाता है; तथा

(प्अ) कार्य कक्षों की सफाई जहां (पपप) में उल्लिखित प्रक्रिया को पूरा किया जाता है।

(ख) 18 वर्ष से कम आयु के किसी व्यक्ति को क्रोम प्रक्रिया या नाइट्रो या एमिनो प्रक्रिया में या किसी प्रक्रिया में नियुक्त नहीं किया जाएगा जिसमें निम्नलिखित सामग्रियों का उपयोग किया जाता है या जहां ऐसी सामग्री का वाष्प बंद कर दिया जाता हैरू

कार्बन बाइसुलफाइड, सल्फर, बेंजीन, कार्बन टेट्राक्लोराइड ट्राइक्लोरथलीन, किसी भी कार्बन क्लोराइड यौगिक, या किसी भी सामग्री से युक्त किसी भी मिश्रण के क्लोराइड।

7. हर व्यक्ति नियोजित–

(ए) इस प्रक्रिया के लिए जो इस अनुसूची के अनुच्छेद 33 में लागू होता है, जहां सुरक्षात्मक कपड़े, जूते, श्वासयंत्र, चश्मे या दस्ताने, अनुच्छेद 33 के तहत प्रदान किए जाते हैं और समग्र या सूट जमा करेंगे, या काम करने वाले कपड़े और साथ ही प्रदान किए गए कपड़े भी काम के घंटों के लिए बंद कर दिए जाएंगे। अनुच्छेद 34 के तहत प्रदान किए गए स्थानों मेंय

(ख) उस प्रक्रिया के लिए जिसमें अनुच्छेद 35 लागू होता है, किसी भी भोजन का हिस्सा बनने या परिसर छोड़ने से पहले हाथों और चेहरे को सावधानीपूर्वक धोना चाहिएय

(सी) किसी भी प्रक्रिया में, जिसमें इस अनुसूची का भाग प्प लागू होता है, किसी भी प्रक्रिया के संबंध में आपूर्ति किए गए सुरक्षात्मक उपकरणों का उपयोग करेगा जिसमें वह लगे हुए हैं।

"अनुसूची''– 15

CARCINOGENICDYE इंटरमीडिएट आवेदन का निर्माण या निर्माण

आवेदन–अनुसूची उन सभी कारखानों या उसके किसी भाग के संबंध में लागू होगी जहां प्रक्रिया जिसमें पैराग्राफ 3 और 4 में उल्लिखित पदार्थ बनते हैं, निर्मित होते हैं, संभाले जाते हैं, या उपयोग किए जाते हैं और इन पदार्थों के क्रम में प्रक्रिया आकस्मिक उपचार है का गठन किया जाता है। इस पैराग्राफ में इंगित प्रक्रिया को बाद में ष्उक्त प्रक्रियाष् के रूप में संदर्भित किया जाएगा और इस तरह के संदर्भ का इस अनुच्छेद में वर्णित प्रक्रिया के किसी भी या सभी अर्थ होगा।

2. परिभाषाएँ–इस अनुसूची के उद्देश्य के लिए निम्नलिखित परिभाषाएं लागू होंगी, जब तक कि संदर्भ से अन्यथा अपेक्षित न होरू –

(क) "नियंत्रित पदार्थ" का अर्थ है इस अनुसूची के अनुच्छेद 4 में उल्लिखित रासायनिक पदार्थ।

(ख)"कुशल निकास ड्राफ्ट" का अर्थ है गैस, वाष्प, धूल या धुएं को हटाने के लिए यांत्रिक तरीकों से प्रभावित स्थानीयकृत वेंटिलेशन ताकि उन्हें किसी भी जगह की हवा में भागने से रोका जा सके जिसमें काम किया जाता है। किसी भी सूखे को कुशल नहीं माना जाएगा, जो उस स्थान पर उत्पन्न धुएं को हटाने में विफल रहता है जहां इस तरह की गैस, वाष्प, धूआं या धूल उत्पन्न होती है।

(ग) "फर्स्ट एम्प्लॉयमेंट" का अर्थ है उक्त प्रक्रिया में पहला रोजगार और ऐसी प्रक्रिया में फिर से रोजगार देना, जो तीन कैलेंडर महीनों से अधिक की निरंतर अवधि के लिए रोजगार की किसी भी समाप्ति के बाद हो, और(घ) "निषिद्ध पदार्थ" का अर्थ है इस अनुसूची के अनुच्छेद 3 में उल्लिखित रासायनिक पदार्थ।

3. निषिद्ध पदार्थ–इस अनुसूची के उद्देश्य के लिए, निम्नलिखित रासायनिक पदार्थों को षनिषिद्ध पदार्थों श्के रूप में वर्गीकृत किया जाएगा, सिवाय इसके कि जब ये पदार्थ मौजूद हों या एक रासायनिक पदार्थ के उप–उत्पाद के रूप में बने हों, तो कुल एकाग्रता में एक प्रतिशत से अधिक नहीं –

(क) बीटा–नेफथाइलमाइन और इसके लवणय

(ख) बेंजाइड और इसके लवणय

(ग) 4–अमीनो डिपेनिल और उसके लवणय

(घ)4–नाइट्रो डिपेनिल और इसके लवणय तथा

(च) इनमें से कोई भी यौगिक युक्त कोई भी पदार्थ।

4. नियंत्रित पदार्थ–इस अनुसूची के उद्देश्य के लिए, निम्नलिखित रासायनिक पदार्थों को षनियंत्रित पदार्थष के रूप में वर्गीकृत किया जाएगाः–

(क) अल्फा–नेफ्टीमैलिन या अल्फानफैलामाइन जिसमें एक प्रतिशत से अधिक बीटा–नेफथलामाइन नहीं होता है या तो रासायनिक पुनर्संयोजन के उप–उत्पाद के रूप में या अन्यथा, और इसके लवण,

(ख) ऑर्थो–टोलिडाइन और इसके लवणय

(ग) डायनिसीडीन और इसके लवणय

(घ) क्पबीसवतवइंद्रपकपदम और उसके लवणय

(च) औरमाइन, और

(छ) डंहदमजं।

5. रोजगार पर प्रतिबंध–नहीं व्यक्ति को उक्त प्रक्रिया में किसी भी कारखाने में नियोजित किया जाएगा जिसमें किसी भी प्रतिबंधित पदार्थ का निर्माण, निर्माण, प्रक्रिया, संभाला, या उपयोग किया जाता है सिवाय इसके कि उसे फैक्ट्रियों के मुख्य निरीक्षक द्वारा अनुच्छेद 23 में निर्धारित के रूप में छूट दी गई है।

6. नियंत्रित पदार्थों के प्रसंस्करण या संचालन के लिए आवश्यकताएं– (१) जहां कभी भी पैरा ४ में निर्दिष्ट किसी भी नियंत्रित पदार्थ का निर्माण, निर्माण, प्रक्रिया, नियंत्रित, या उपयोग किया जाता है, कर्मचारियों द्वारा उक्त नियंत्रित पदार्थ के साँस लेना, घूस या अवशोषण को रोकने के लिए सभी व्यावहारिक कदम उठाए जाएंगे। संयंत्र, या संबंधित उपकरण, संयंत्र, मशीनरी और भंडारण क्षेत्रों की सफाई या रखरखाव में उस पदार्थ, और उसके भंडारण या परिवहन को आगे बढ़ाने में लगे हुए हैं।

(२) जहाँ तक संभव हो सभी कार्य पूरी तरह से संलग्न प्रणाली में किए जाएंगे। जहां कहीं भी ऐसा संलग्नक संभव नहीं है, उस स्थान पर कुशल निकास सूखा लागू किया जाएगा जहां नियंत्रित पदार्थ होते हैं। प्रक्रिया के दौरान वातावरण में बचने की संभावना है।

(3) नियंत्रित पदार्थ फैक्ट्री में कसकर बंद कंटेनरों में प्राप्त किए जाएंगे और इन पदार्थों को प्रक्रिया में या उपयोग में आने के अलावा रखा जाएगा। नियंत्रित पदार्थ कारखाने को केवल उपयुक्त प्रकार के कसकर बंद कंटेनरों में छोड़ देंगे। सभी कंटेनरों को सामग्री को इंगित करने के लिए स्पष्ट रूप से लेबल किया जाएगा।

7. व्यक्तिगत सुरक्षा उपकरण।– (1) व्यक्तिगत सुरक्षा उपकरणों की निम्नलिखित वस्तुएं उपलब्ध कराई जाएंगी और उक्त प्रक्रिया में कार्यरत प्रत्येक कर्मचारियों को जारी की जाएंगीरू

(क) फुल स्लीव्स और हेड कवरिंग के साथ लॉन्ग ट्राउजर और शर्ट या ओवर ऑल। शर्ट या ओवर ऑल पूरी तरह से गर्दन को कवर करेगा।

(ख) रबर गम–बूट।

(२) व्यक्तिगत सुरक्षा उपकरणों की निम्नलिखित वस्तुएँ उक्त प्रक्रिया में कार्यरत कर्मचारियों द्वारा उपयोग के लिए पर्याप्त संख्या में उपलब्ध कराई जाएंगी जब सामान्य कर्तव्यों के निष्पादन के दौरान या आपातकाल की स्थिति में चोट लगने का खतरा होरू

(क) रबर के हाथ के दस्तानेय

(ख) रबर एप्रनय

(ग) एयरलाइन श्वासयंत्र या अन्य उपयुक्त श्वसन सुरक्षा उपकरण।

(३) व्यक्तिगत सुरक्षा उपकरणों की सभी वस्तुओं को साफ और स्वच्छ स्थिति में और अच्छी मरम्मत में रखना प्रबंधक की जिम्मेदारी होगी।

8. महिलाओं और युवा व्यक्तियों के रोजगार से संबंधित प्रतिबंध।कृकिसी भी महिला या युवा को किसी भी कमरे में काम करने की अनुमति नहीं दी जाएगी या उक्त प्रक्रिया को पूरा नहीं किया जाएगा।

9. काम के कमरे के फर्श।प्रत्येक कार्य कक्ष का फर्श जिसमें उक्त प्रक्रिया की जाती हैरू

(क) पानी के लिए चिकनी और अभेद्य बशर्ते कि फर्श की संरचना में डामर या टार नं ' का उपयोग किया जाएगाय

(ख) अच्छी मरम्मत की स्थिति में बनाए रखाय

(ग) आसान निकास के लिए एक उपयुक्त ढलान के साथ और गटर के साथ प्रदान किया गयाय तथा

(घ) एक बंद चौनल के माध्यम से नाली के पानी को सीवर में ले जाने से प्रतिदिन अच्छी तरह से धोया जाता है।

10. खाली कंटेनरों का निपटान।नियंत्रित पदार्थों को रखने के लिए उपयोग किए जाने वाले खाली कंटेनर को उनकी सामग्री से अच्छी तरह से साफ किया जाएगा और खारिज किए जाने से पहले इनकोडिंग एजेंट के साथ इलाज किया जाएगा।

। मैनुअल हैंडलिंग। नियंत्रित हैंडल को स्कूप के माध्यम से छोड़कर मिश्रित, भरा हुआ, खाली या संभाला जाने की अनुमति नहीं होगी। इस तरह के स्कूप को रोजाना अच्छी तरह से साफ किया जाना चाहिए।

12. जोखिम के बारे में निर्देश।–उक्त प्रक्रिया में अपने पहले रोजगार पर प्रत्येक कार्यकर्ता को विषाक्त के गुणों पर पूरी तरह से निर्देश दिया जाएगा

जिन रसायनों में वह शामिल होने की संभावना है, उनमें शामिल खतरे और सावधानी बरतने के लिए। आपात स्थिति से निपटने के लिए किए जाने वाले उपायों पर भी कर्मचारियों को निर्देश दिया जाएगा।

13. सावधानीपूर्वक तख्तियां–इस अनुसूची में संलग्न परिशिष्ट में विनिर्दिष्ट प्रपत्र में सावधानीपूर्वक और उक्त प्रक्रिया में कार्यरत बहुसंख्यक कर्मचारियों की भाषा में छपी हुई, फैक्ट्री में उनके द्वारा प्रचलित प्रमुख स्थानों पर चिपका दी जाएगी, जहाँ प्लेकार्ड आसानी से और आसानी से मिल सकते हैं। पढ़ें। ऐसे सभी कर्मचारियों को समय–समय पर सावधानी बरतने के लिए सावधानी बरतने के निर्देश दिए गए हैं।

14. चिकित्सा परीक्षा– (1) उक्त प्रक्रिया में नियोजित प्रत्येक श्रमिक को उसके पहले रोजगार के 14 दिनों के भीतर एक प्रमाणित सर्जन द्वारा जांच की जाएगी। इस तरह की परीक्षा में वे परीक्षण शामिल होंगे जिन्हें प्रमाणित करने वाला सर्जन उपयुक्त विचार कर सकता है और इसमें मूत्र के एक्सफोलिएट साइटोलॉजी शामिल होंगे। किसी भी श्रमिक को कारखाने में अपने पहले रोजगार के 14 दिनों के बाद काम करने की अनुमति नहीं दी जाएगी जब तक कि प्रमाणित सर्जन द्वारा इस तरह के रोजगार के लिए प्रमाणित नहीं किया जाता है।

(२) उक्त प्रक्रिया में नियोजित प्रत्येक श्रमिक को हर छह कैलेंडर महीनों में कम से कम एक बार प्रमाणित सर्जन द्वारा फिर से जांच की जाएगी। इस तरह की परीक्षा में वे परीक्षण शामिल होंगे जिन्हें प्रमाणित करने वाला सर्जन उपयुक्त समझ सकता है, लेकिन इसमें मूत्र के एक्सफोलिएट साइटोलॉजी शामिल होंगे।

(3) उप–पैरा (1) के तहत चिकित्सकीय रूप से जांच किए गए व्यक्ति को सर्टिफिकेट सर्जन द्वारा फॉर्म 26 में फिटनेस का प्रमाण पत्र दिया जाएगा। उप–पैरा (2) के तहत किए गए प्रत्येक पुनरू परीक्षा का रिकॉर्ड प्रमाणपत्र में दर्ज किया जाएगा। । प्रमाणपत्र कारखाने के प्रबंधक की हिरासत में रखा जाएगा।

(4) प्रत्येक परीक्षा का रिकॉर्ड प्रकृति सहित उप–अनुच्छेदों (1) और (2) में उल्लिखित है और परीक्षणों के परिणामों को सर्टिफिकेट सर्जन द्वारा फॉर्म 27 में एक स्वास्थ्य रजिस्टर में दर्ज किया जाएगा।

(५) फिटनेस के प्रमाण पत्र और स्वास्थ्य रजिस्टर किसी भी निरीक्षक द्वारा निरीक्षण के लिए आसानी से उपलब्ध रहेंगे।

(६) यदि किसी भी समय सर्टिफिकेट सर्जन की राय है कि कोई व्यक्ति उक्त प्रक्रिया में रोजगार के लिए उपयुक्त नहीं है या इस आधार पर किसी अन्य कार्य में कि उसके स्वास्थ्य को नुकसान होता है, तो वह रिकॉर्ड बनाएगा उक्त प्रमाण पत्र और स्वास्थ्य रजिस्टर में उनके निष्कर्ष। इन दस्तावेजों में उनके निष्कर्षों के प्रवेश में वह अवधि भी शामिल होनी चाहिए जिसके लिए वह समझता है कि उक्त व्यक्ति उक्त प्रक्रिया में काम के लिए अयोग्य है या किसी भी काम में जैसा भी हो।

(() कोई भी व्यक्ति जो उप–अनुच्छेद (६) में कहा गया है कि काम करने के लिए अयोग्य पाया गया है, को फिर से नियोजित या काम करने की अनुमति दी जाएगी, जब तक कि प्रमाणित सर्जन, आगे की परीक्षा के बाद, फिर से उसे रोजगार के लिए फिट होने के लिए प्रमाणित नहीं करता।

15. चिकित्सा सुविधाएं– (1) प्रत्येक फैक्ट्री का कब्जा जिसमें उक्त प्रक्रिया की जाती है, ऐसी प्रक्रिया में कार्यरत कर्मचारियों की चिकित्सा निगरानी के लिए एक योग्य चिकित्सा व्यवसायी को संलग्न करेगा। उनकी नियुक्ति मुख्य निरीक्षणालय के अनुमोदन के अधीन होगी।

(2) अधिभोगी उसे उप–अनुच्छेद (1) में निर्दिष्ट उद्देश्य के लिए सभी आवश्यक सुविधाएं प्रदान करेगा।

(3) मेडिकल परीक्षण और योग्य चिकित्सा व्यवसायी द्वारा किए गए उचित परीक्षणों का रिकॉर्ड मुख्य निरीक्षक द्वारा अनुमोदित प्रपत्र में रखा जाएगा।

16. कर्मचारियों की बाध्यता–इन नियमों के तहत प्रदान की गई सर्टिफिकेट सर्जन या योग्य चिकित्सा व्यवसायी द्वारा मूत्र की एक्सफोलिएट साइटोलॉजी सहित चिकित्सा परीक्षा के लिए खुद को प्रस्तुत करने के लिए उक्त प्रक्रिया में नियोजित व्यक्तियों का कर्तव्य होगा।

17. धोने और नहाने की सुविधा– (1) निम्नलिखित धुलाई और स्नान की सुविधा एक स्वच्छ राज्य में प्रदान की जाएगी और बनाए रखी जाएगी और उक्त प्रक्रिया में कार्यरत सभी कर्मचारियों के उपयोग के लिए अच्छी मरम्मत की जाएगीरू

(क)पानी की निरंतर आपूर्ति वाले कवर के नीचे एक धोने की जगह और स्वच्छ तौलिया, साबुन और नाखून ब्रश के साथ और हर पांच ऐसे कर्मचारियों के लिए कम से कम एक स्टैंड पाइप के साथ प्रदान किया जाता है।

(ख)क्लॉज (i) के तहत प्रदान किए गए स्टैंड पाइप का 50 फीसदी बाथरूम में स्थित होगा, जहां गर्म और ठंडा पानी दोनों कारखाने के काम के घंटों और उसके बाद एक घंटे के लिए उपलब्ध कराया जाएगा।

(ग) धुलाई और स्नान की सुविधा उक्त प्रक्रिया के आवास क्षेत्र के निकटता में होगी।

(घ) ऐसे श्रमिकों को व्यक्तिगत रूप से स्वच्छ तौलिये प्रदान किए जाएंगे।

(ड़) क्लॉज (i) के तहत उल्लिखित नलों के अलावा, एक स्टैंड पाइप जिसमें गर्म पानी उपलब्ध कराया जाता है, प्रत्येक मंजिल पर उपलब्ध कराया जाएगा।

(ii) प्रतिदिन कारखाने की वर्दी और अन्य काम के कपड़े धोने की व्यवस्था की जाएगी।

18. काम के कमरे में खाना, पीना आदि निषिद्ध है।–कोई कार्यकर्ता भोजन, पेय, पान सुपारी या तम्बाकू का सेवन नहीं करेगा या किसी भी काम के कमरे में धूम्रपान करेगा, जिसमें उक्त प्रक्रिया जारी है और कोई भी कर्मचारी भोजन या आराम के लिए अंतराल के दौरान ऐसे किसी भी कमरे में नहीं रहेगा।

19. क्लॉक रूम– उक्त प्रक्रिया में कार्यरत कर्मचारियों के उपयोग के लिए स्वच्छ स्थिति में और अच्छी मरम्मत प्रदान की जाएगी और उन्हें बनाए रखा जाएगाः

(क)एक लबादा वाला कमरा जिसमें दो डिब्बे होते हैं – एक गली के कपड़े के लिए और दूसरा काम के कपड़े के लिएय तथा

(ख)पैराग्राफ 7 के तहत प्रदान किए गए सुरक्षात्मक उपकरणों के भंडारण के लिए लॉकर रूम और मेस रूम से अलग जगह।

उपलब्ध कराया गया आवास जिम्मेदार व्यक्ति की देखभाल के अधीन होगा और उसे साफ रखा जाएगा।

20. मेस कमरा– उक्त प्रक्रिया में कार्यरत कर्मचारियों के उपयोग के लिए प्रदान और बनाए रखा जाएगा जो भोजन अंतराल के दौरान परिसर में बने रहते हैं, मेस रूम जिसे टेबल और बेंच से सुसज्जित किया जाएगा और भोजन को गर्म करने के लिए उपयुक्त साधनों के साथ प्रदान किया जाएगा।

21. धोने के लिए समय की अनुमति–इस प्रक्रिया में कार्यरत प्रत्येक श्रमिक को स्नान के लिए 30 मिनट की प्रत्येक पारी की समाप्ति की अनुमति होगी। भोजन के लिए नियमित समय के अलावा प्रत्येक भोजन से पहले धोने के लिए कम से कम 10 मिनट की अनुमति दी जाएगी।

22. नियोजित व्यक्तियों की आयु पर प्रतिबंध–40 वर्ष से कम आयु का कोई कार्यकर्ता उक्त प्रक्रिया में उस तारीख के बाद पहली बार कारखाने में लगा होगा, जिस समय अनुसूची लागू होती है।

23. अपवाद– निषिद्ध पदार्थ। – (1) कारखानों के मुख्य निरीक्षक को लिखित रूप में एक प्रमाण पत्र द्वारा (जो वह अपने विवेक से किसी भी समय निरस्त हो सकता है), ऐसी स्थितियों के अधीन, यदि कोई हो, तो उसके प्रावधान में छूट प्रदान की जा सकती है। निश्चित रूप से किसी भी निषिद्ध पदार्थ का निर्माण होता है, प्रक्रियाय पैराग्राफ 5 के प्रावधानों से निर्मित, संभाला या उपयोग किया जाता है, यदि वह संतुष्ट है कि प्रक्रिया पूरी तरह से संलग्न और उपचारात्मक रूप से सील प्रणाली में इस तरह से की जाती है कि प्रतिबंधित पदार्थ को सिस्टम से हटाया नहीं जाता है, केवल मात्राओं को छोड़कर प्रक्रिया के नियंत्रण के उद्देश्य या ऐसे उद्देश्यों के लिए आवश्यक है जो यह सुनिश्चित करने के लिए आवश्यक है कि उत्पाद किसी भी निषिद्ध पदार्थ से मुक्त है।

(2) फैक्ट्रियों के मुख्य निरीक्षक ने बाइनजिडिन हाइड्रोक्लोराइड के निर्माण, हैंडलिंग या उपयोग की अनुमति दे सकते हैं बशर्ते कि इसके संबंध में सभी प्रक्रिया पूरी तरह से संलग्न प्रणाली में इस तरह से की जाती है कि बेनेजिडाइन हाइड्रोक्लोराइड के अलावा कोई भी निषिद्ध पदार्थ नहीं निकाला जाता है। इसके अलावा, अधिक मात्रा में टेनन नहीं है जो प्रक्रिया के नियंत्रण के उद्देश्य से आवश्यक है या ऐसे उद्देश्यों के लिए जो यह सुनिश्चित करने के लिए आवश्यक है कि उत्पाद निषिद्ध पदार्थों से मुक्त है और यह सुनिश्चित करने के लिए पर्याप्त कदम उठाए गए हैं कि बेन्जिडिन हाइड्रोक्लोराइड को छोड़कर पूरी तरह से नहीं है संलग्न प्रणाली, पानी के एक हिस्से से कम नहीं के साथ गीले रखने के लिए दो बार इमदम्रपकपदम हाइड्रोक्लोराइड के सभी भागों में।

24. अपवाद– जेनरल यदि किसी कारखाने के संबंध में, फैक्ट्रियों के मुख्य निरीक्षक संतुष्ट हैं कि प्रक्रिया की असमानता की असाधारण परिस्थितियों के कारण या किसी अन्य कारण से, इस अनुसूची के सभी या किसी भी प्रावधान के संरक्षण के लिए आवश्यक नहीं है कारखाने में कर्मचारियों के मुख्य निरीक्षक, लिखित रूप में एक प्रमाण पत्र के द्वारा हो सकता है (जो वह अपने विवेक से किसी भी समय इस तरह के कारखाने को छूट दे सकता है या ऐसे किसी प्रावधान से ऐसी शर्तों के अधीन हो सकता है, यदि कोई हो तो वह निर्दिष्ट कर सकता है) उसमें)।

अनुबंध

सावधानी प्लाकार्ड–नोटिस

1. डाई मध्यवर्ती जो नाइट्रो या एमिनो डेरिवेटिव या सुगंधित हाइड्रोकार्बन विषाक्त हैं। आपको इस कारखाने में इन रसायनों को अक्सर संभालना पड़ता है।

2. अपने स्वयं के स्वास्थ्य की रक्षा के लिए सुरक्षात्मक पहनने के विभिन्न मदों का उपयोग करें।

3. भोजन लेने से पहले हर समय अच्छी तरह से हाथ और पैर धोना चाहिए। फैक्ट्री छोड़ने से पहले स्नान करना आवश्यक है।

4. अपने शरीर पर पड़ने वाले किसी भी रसायन को साबुन और पानी से धोएं। अगर केमिकल के घोल से छप जाए तो दूषित कपड़ों को तुरंत हटा दें। इन रसायनों को सायनोसिस उत्पन्न करने के लिए जाना जाता है। तुरंत चिकित्सा अधिकारी या नियुक्त चिकित्सक पर नियंत्रण रखें और उसकी सलाह लें।

5. केवल लंबे समय तक संभाले हुए स्कूप्स के साथ डाई मध्यवर्ती को संभालें, नंगे हाथों से कभी नहीं।

6. अल्कोहल युक्त पेय से बचा जाना चाहिए क्योंकि वे रसायनों द्वारा जहर के जोखिम को बढ़ाते हैं।

7. अपने खाने–पीने की चीजों को वर्क–प्लेस से दूर रखें। कार्य स्थल पर किसी भी रूप में भोजन, पेय या तम्बाकू का सेवन निषिद्ध है।

8. जहरीले रसायनों के साथ काम से गंभीर प्रभाव कई वर्षों के बाद हो सकता है। शरीर, कपड़े, मशीनरी और उपकरणों की पूर्ण स्वच्छता बनाए रखने के लिए बहुत सावधानी बरतनी चाहिए।,

अनुसूची–16

निर्माण और बेंजीनैन्ड के उपयोग के उपयोग के निर्माण की योजना

1. यह अनुसूची बेंजीन से विषाक्तता के खतरों के खिलाफ सुरक्षा प्रदान करने के लिए बनाई गई है और कारखानों या उन भागों के संबंध में लागू होगी जिसमें बेंजीन या बेंजीन युक्त पदार्थ निर्मित, संभाले या उपयोग किए जाते हैं।

2. परिभाषाएँ – इस अनुसूची के उद्देश्य के लिएः–

(क)बेंजीन युक्त पदार्थश का अर्थ है ऐसे पदार्थ जिनमें बेंजीन की मात्रा 1 प्रतिशत से अधिक हो;

(ख) स्थानापन्न का अर्थ है एक रसायन जो बेंजीन की तुलना में हानिरहित या कम हानिकारक है और इसका उपयोग बेंजीन के स्थान पर किया जा सकता हैय

(सी)"संलग्न प्रणाली" का अर्थ है एक प्रणाली जो काम के माहौल में बेंजीन वाष्प से बचने की अनुमति नहीं देगीय तथा

(घ) "कुशल निकास ड्राफ्ट" का अर्थ है गैसों, वाष्पों और धूल या धुएं को हटाने के लिए यांत्रिक साधनों से प्रभावित स्थानीयकृत वेंटिलेशन, जिससे उन्हें किसी भी कार्यस्थल की हवा में भागने से रोका जा सके। यदि इस तरह के गैसों, वाष्प, धुएं या धूल की उत्पत्ति होती है, तो किसी भी मसौदे को कुशल नहीं माना जाएगा।

3. निषेध और प्रतिस्थापन (1) बेंजीन और बेंजीन युक्त पदार्थों का उपयोग निम्नलिखित प्रक्रिया में निषिद्ध है–

(क) वार्निश, पेंट और थिनर का निर्माणय

(ख) सफाई और संचालन में गिरावट।

(2) बेंजीन या बेंजीन युक्त पदार्थों का उपयोग तब तक विलायक या मंदक के रूप में नहीं किया जाएगा जब तक कि जिस प्रक्रिया में इसका उपयोग किया जाता है या एक संलग्न प्रणाली में या जब तक कि प्रक्रिया को इस तरह से नहीं किया जाता है जो इसे समान रूप से सुरक्षित माना जाता है। संलग्न प्रणाली में किया गया।

(3) जहाँ उपयुक्त विकल्प उपलब्ध हैं, उनका उपयोग बेंजीन या बेंजीन युक्त पदार्थों के बजाय किया जाएगा। यह प्रावधान, हालांकि, निम्नलिखित प्रक्रिया पर लागू नहीं होगारू

(क) बेंजीन का उत्पादनय

(ख)प्रक्रिया जहां रासायनिक संश्लेषण के लिए बेंजीन का उपयोग किया जाता हैय तथा

(ग) मोटर स्पिरिट्स (उपयोग और ईंधन)।

(4) मुख्य निरीक्षक, राज्य सरकार द्वारा पुष्टि के अधीन, पैरा 2 (ए) में निर्धारित प्रतिशत से छूट और इस अनुच्छेद के उप–पैरा (2) के प्रावधानों से अस्थायी रूप से शर्तों के तहत और सीमा के भीतर अनुमति दे सकते हैं। संबंधित नियोक्ताओं और कर्मचारियों से परामर्श के बाद समय का निर्धारण किया जाना है।

4. इनहेलेशन के खिलाफ सुरक्षा। – (1) बेंजीन या बेंजीन युक्त पदार्थों के उपयोग से संबंधित प्रक्रिया जहां तक हो सकेगी, संलग्न प्रणाली में किया जाएगा।

(2), हालाँकि, यह संलग्न प्रणाली में प्रक्रिया को पूरा करने के लिए उचित नहीं है, जिस कार्यक्षेत्र में बेंजीन या पदार्थों में बेंजीन का उपयोग किया जाता है वह एक कुशल निकास ड्राफ्ट या बेंजीन वाष्प को हटाने के लिए अन्य साधनों से सुसज्जित होगा। हवा या वर्करूम में उनके भागने को रोकें ताकि हवा में बेंजीन की सांद्रता मात्रा के हिसाब से 25 मिलियन प्रति मिलियन या 80 मिलीग्राम प्रति क्यूबिक मीटर से अधिक न हो।

(3) हवा में बेंजीन वाष्प की सांद्रता के मापन के लिए वायु विश्लेषण हर 8 घंटे या ऐसे अंतराल पर किया जाएगा जो मुख्य निरीक्षक द्वारा उन स्थानों पर निर्देशित किया जा सकता है जहाँ बेंजीन के उपयोग से संबंधित प्रक्रिया की जाती है और ऐसे परिणाम विश्लेषण इस उद्देश्य के लिए विशेष रूप से बनाए गए रजिस्टर में दर्ज किया जाएगा। यदि वायु विश्लेषण द्वारा मापा गया वायु में बेंजीन वाष्प की सांद्रता, मात्रा के अनुसार प्रति मिलियन 25 मिलियन या 80 मिलीग्राम प्रति घन मीटर से अधिक है, तो प्रबंधक ऐसी वृद्धि के कारणों को बताते हुए मुख्य निरीक्षक की एकाग्रता की रिपोर्ट करेगा।

(4) विशेष कारणों से कर्मचारियों को हवा में बेंजीन की सांद्रता के संपर्क में आने की संभावना है या उप–पैरा (2) में निर्दिष्ट कार्यक्षेत्र से अधिक उपयुक्त उपयुक्त फेस मास्क के साथ प्रदान किया जाएगा। इस तरह के जोखिम की अवधि जहां तक संभव हो, सीमित होगी।

5. त्वचा पर नियंत्रण के खिलाफ उपाय। – (1) जिन कर्मचारियों के तरल बेंजीन या बेंजीन युक्त तरल पदार्थ के साथ कॉनकोड में आने की संभावना है, उन्हें उपयुक्त दस्ताने, एप्रन,

जूते और जहां आवश्यक वाष्प तंग रासायनिक चश्मे के साथ प्रदान किया जाएगा, सामग्री से प्रभावित नहीं है। बेंजीन या इसके वाष्प द्वारा।

(2) उप–अनुच्छेद (प) में संदर्भित सुरक्षात्मक पहनने को अच्छी स्थिति में बनाए रखा जाएगा और नियमित रूप से निरीक्षण किया जाएगा।

6. महिलाओं और युवा व्यक्तियों के रोजगार से संबंधित प्रतिबंध। – किसी भी महिला या युवा व्यक्ति को बेंजीन या बेंजीन युक्त पदार्थों के संपर्क में रखने वाले किसी भी काम करने के लिए नियोजित या अनुमति नहीं दी जाएगी।

7. लेबलिंग – बेंजीन रखने वाले प्रत्येक कंटेनर या बेंजीन वाले पदार्थों में ष्बेंजीनष् शब्द होगा और उस पर स्पष्ट रूप से दिखाई देने वाले खतरे के प्रतीक और विषाक्तता के बारे में बेंजीन सामग्री की चेतावनी और रसायन की ज्वलनशीलता के बारे में चेतावनी के बारे में जानकारी प्रदर्शित करेगा।

8. बेंजीन का अनुचित उपयोग। – (1) अपने हाथों या अपने काम के कपड़ों को साफ करने के लिए कर्मचारियों द्वारा बेंजीन या पदार्थों का उपयोग निषिद्ध होगा।

(2) कर्मचारियों को इस तरह के दुरुपयोग से उत्पन्न संभावित खतरों पर निर्देश दिया जाएगा।

9. कार्यस्थल में भोजन इत्यादि के सेवन पर प्रतिबंध। – किसी भी श्रमिक को उस कार्यस्थल में भोजन या पेय को संग्रहीत या उपभोग करने की अनुमति नहीं दी जाएगी जिसमें बेंजीन या बेंजीन युक्त पदार्थ निर्मित, संभाले या उपयोग किए जाते हैं।

धूम्रपान और चबाने वाले तंबाकू या पैन को ऐसे कार्यक्षेत्रों में निषिद्ध किया जाएगा।

10. जोखिमों के संबंध में निर्देश। कृ अपने पहले रोजगार के प्रत्येक कार्यकर्ता को बेंजीन या बेंजीन से युक्त पदार्थों के गुणों पर पूरी तरह से निर्देश दिया जाएगा, जिन्हें उसे संभालना है और इसमें शामिल खतरों को समझना होगा। आपात स्थिति से निपटने के लिए किए जाने वाले उपाय पर भी कर्मचारियों को निर्देश दिया जाएगा।

11. सावधानी नोटिस।–परिशिष्ट श्एश में निर्दिष्ट रूप में सावधानी नोटिस और कर्मचारियों के बहुमत द्वारा आसानी से पढ़ी और समझी जाने वाली भाषा में प्रस्तुत किया जाएगा, उन कार्यस्थलों में प्रमुख स्थानों पर प्रदर्शित किया जाएगा जहाँ बेंजीन या पदार्थों में रेजिन निर्मित होते हैं, संभाला या उपयोग किया हुआ।

12. कपड़े धोने की सुविधा क्लॉक रूम और मेसोम। – जिन कारखानों में बेंजीन या पदार्थों में बेंजीन का निर्माण होता है, उन्हें संभाला जाता है या उपयोग किया जाता है, जो साफ–सुथरी स्थिति में और अच्छी मरम्मत के लिए उपलब्ध करवाए जाते हैंरू

(1) प्रत्येक 10 व्यक्तियों को साबुन और एक साफ तौलिया के साथ पानी की निरंतर आपूर्ति करने के लिए कम से कम एक नल के मानक के तहत धुलाई की सुविधा और प्रत्येक कर्मचारी को व्यक्तिगत रूप से प्रदान किया जाने वाला तौलिया, जो इंस्पेक्टर द्वारा आदेशित किया गया होय

(2) प्रत्येक कर्मचारियों के लिए लॉकर के साथ एक क्लोक रूम, जिसमें सड़क के कपड़ों के लिए एक और काम के कपड़ों के लिए दो डिब्बे होते हैंय तथा

(३) भोजन को गर्म करने के साधनों के साथ तालिकाओं और बेंचों से सुसज्जित एक संदेशवाहक, बशर्ते कि कर्मचारियों को उनके भोजन लेने के लिए एक कैंटीन या अन्य उचित व्यवस्था मौजूद हो, जहां से मशरूम की आवश्यकताओं को पूरा किया जाएगा।

13. चिकित्सा परीक्षा। – (1) प्रत्येक कार्यकर्ता जो बेंजीन या बेंजीन युक्त पदार्थों के उपयोग की प्रक्रिया में नियोजित किया जाना है, से गुजरना होगा–

(क) प्रमाणित सर्जन द्वारा रोजगार के लिए रक्त परीक्षण सहित एक संपूर्ण पूर्व–रोजगार चिकित्सा परीक्षाय तथा

(ख) प्रयोगशाला चिकित्सा की सहायता से फैक्ट्री मेडिकल ऑफिसर द्वारा प्रत्येक 6 महीने के अंतराल पर रक्त परीक्षण और अन्य जैविक परीक्षणों सहित पेरिओकिकल मेडिकल परीक्षण।

(2) पूर्व–नियोजित चिकित्सा परीक्षा के प्रमाण पत्र और परीक्षण सहित आवधिक चिकित्सा परीक्षा, फॉर्म नंबर 17 में एक स्वास्थ्य रजिस्टर में दर्ज किया जाएगा, जो एक निरीक्षक की मांग पर उत्पादित किया जाएगा।

(३) यदि किसी समय परीक्षा में कारखाना चिकित्सा अधिकारी की राय है कि किसी भी कार्यकर्ता ने बेंजीन एक्सपोजर के लक्षण या लक्षण विकसित किए हैं, तो वह उक्त रजिस्टर में अपने निष्कर्षों का रिकॉर्ड बनाएगा और प्रबंधक को लिखित रूप से और रसीद पर सूचित करेगा। कारखाने के चिकित्सा अधिकारी से जानकारी की सूचना, कारखाने के प्रबंधक ने श्रमिक को प्रमाणित करने वाले सर्जन के पास भेजा होगा, जो कारखाने के चिकित्सा अधिकारी की खोज के साथ खुद को संतुष्ट करने और आवश्यक परीक्षा आयोजित करने के बाद अस्थायी शिफ्टिंग के आदेश जारी करेगा। प्रक्रिया में कार्यकर्ता का निलंबन या निलंबन।

(४) चिकित्सा परीक्षा का प्रबंध कारखाने के मालिक या प्रबंधक द्वारा किया जाएगा और जिस श्रमिक की जांच की गई है, वह इसके लिए कोई खर्च वहन नहीं करेगा।

अनुसूची–17
बर्तनों का निर्माण

1. बचत– ये प्रावधान उस कारखाने पर लागू नहीं होंगे जिसमें निम्नलिखित में से कोई भी लेख, लेकिन कोई अन्य मिट्टी के बर्तन नहीं हैं, –

(क) unglazed या नमक घुटा हुआ ईंट और टाइलय तथा

(ख) प्लास्टिक की मिट्टी से बना वास्तुशिल्प टेराकोटा और या तो बिना चमक के या बिना किसी चमक के चमकता हुआ।

2. परिभाषाएँ – इस अनुसूची के प्रयोजनों के लिए–

(ए) "कुशल निकास ड्राफ्ट" का मतलब है कि धूल या धूआं निकालने के लिए यांत्रिक या अन्य साधनों से प्रभावित स्थानीयकृत वेंटिलेशन ताकि इसे किसी भी जगह की हवा में भागने से रोका जा सके जिसमें काम किया जाता है। किसी भी मसौदे को कुशल नहीं समझा जाएगा, जो उस स्थान पर उत्पन्न धूल या धूआं को हटाने में विफल रहता है जहां धूल या धूआं उत्पन्न होता हैय

(ख) "फेटलिंग" में स्कैलपिंग, टोइंग, सैंड पेपरिंग, सैंड स्टिकिंग, ब्रशिंग या किसी अन्य प्रक्रिया की मिट्टी के बर्तनों की सफाई शामिल है जिसमें धूल छूट जाती हैय

(ग) "पहला रोजगार" का अर्थ पैरा 3 के तहत उल्लिखित किसी भी प्रक्रिया में पहला रोजगार होगा और इसमें तीन कैलेंडर महीनों से अधिक की निरंतर अवधि के लिए रोजगार के किसी भी समाप्ति के बाद उक्त प्रक्रिया में पुनरू रोजगार भी शामिल होगा

(घ) "ग्राउंड या पाउडर फ्लिंट या क्वार्ट्ज" में प्राकृतिक रेत शामिल नहीं है

(ड़) "सीसा रहित ग्लेज" का अर्थ है एक शीशा लगाना जिसमें सीसे के टॉक्साइड के रूप में परिकलित यौगिक के शुष्क भार का एक प्रतिशत से अधिक नहीं होता है

(च) "कम घुलनशीलता शीशा" का अर्थ है एक शीशा लगाना, जो हाइड्रोक्लोरिक एसिड को उसके शुष्क भार के पांच प्रतिशत से अधिक को पतला करने के लिए उत्पन्न नहीं करता है, एक घुलनशील सीसे के यौगिक की गणना सीसा मोनोऑक्साइड के रूप में की जाती है जब नीचे वर्णित तरीके से निर्धारित किया जाता है–

सामग्री की एक तौली हुई मात्रा जिसे 100 डिग्री सेंटीग्रेड पर सुखाया गया है और अच्छी तरह से मिश्रित किया गया है, हाइड्रोजन क्लोराइड के वजन से 0.25 प्रतिशत युक्त हाइड्रोक्लोरिक एसिड के जलीय घोल के 1000 गुना के साथ आम तापमान पर एक घंटे के लिए लगातार हिलाया जाएगा। इसके बाद इस घोल को एक घंटे तक खड़ा रहने दिया जाएगा और फिर छान लिया जाएगा। स्पष्ट फिल्ट्रेट में निहित मुख्य नमक को मुख्य सल्फाइड के रूप में उपजी और सीसा सल्फेट के रूप में तौला जाएगाय

(छ) "कुम्हारों की दुकान" में उन सभी स्थानों को शामिल किया जाता है जहाँ मिट्टी के बर्तनों का निर्माण किसी अन्य प्रक्रिया और सभी स्थानों द्वारा किया जाता है, जिसके द्वारा या किसी अन्य प्रक्रिया द्वारा और सभी स्थानों पर जहाँ बिस्किट की आग लगाने के लिए मिट्टी के बर्तनों के लेख को आकार देना, फेटना या अन्य उपचार किया जाता है। परय तथा

(ज) "मिट्टी के बर्तनों" में मिट्टी के बरतन, पत्थर के पात्र, चीनी मिट्टी के बरतन, चीनी मिट्टी के बरतन, और इस तरह के मिट्टी से बने किसी अन्य लेख या मिट्टी और अन्य सामग्री जैसे क्वार्ट्ज, चकमक पत्थर, फेल्प्सपार, और जिप्सम शामिल हैं।

3. कुशल निकास ड्रैगेट्स – एक कुशल निकास मसौदे के उपयोग के बिना निम्नलिखित प्रक्रिया नहीं की जाएगीरू

(क) सभी प्रक्रिया में सूखे और अधूरे लीड कंपाउंड का हेरफेर या उपयोग शामिल हैय

(ख) ग्रीनवेयर या बिस्किट पर किसी भी तरह के फेटलिंग ऑपरेशन, बशर्ते कि यह गीले फेटलिंग पर लागू नहीं होगा, और यांत्रिक शक्ति की सहायता के बिना मिट्टी के बर्तनों के लेख के सामयिक परिष्करण के लिएय

(ग)मिट्टी की धूल या किसी अन्य सामग्री को दबाव द्वारा टाइल या अन्य लेख बनाने के लिए, जहां को छोड़कर –

(i) यह मशीन में किया जाता है ताकि धूल से बचने को प्रभावी ढंग से रोका जा सकेय या

(ii) स्थानांतरित करने के लिए सामग्री इतनी नम है कि कोई भी धूल नहीं दी जा सकती है

(ग) मिट्टी की धूल से टाइलों को दबाना, प्रत्येक प्रेस के साथ एक निकास उद्घाटन जुड़ा हुआ है, और टाइल्स के अलावा अन्य लेखों की मिट्टी की धूल से दबा रहा है, जब तक कि सामग्री इतनी नम न हो कि कोई भी धूल बंद न होय

(घ) दबाव द्वारा मिट्टी की धूल से बनी टाइलों का जमना, सिवाय जहां फेटिंग पूरी तरह से या उसके साथ, नम सामग्री पर किया जाता है, और मिट्टी की धूल से बने अन्य लेखों को हटाने के लिए, जब तक कि सामग्री इतनी नम न हो कि कोई धूल न छूटेय

(ड़) जमीनों और पाउडर चकमक पत्थर, क्वार्ट्ज, एलुमिनिया या अन्य सामग्रियों से निपटने और जोड़तोड़ करने वाले सैगर्स के लोडिंग और अनलोडिंग की प्रक्रिया में शामिल हैंय

(च) मिट्टी के बरतन बिस्किट को ब्रश करना, जब तक कि कुशल सामान्य यांत्रिक वेंटिलेशन या अन्य वेंटिलेशन के साथ प्रदान किए गए कमरे में प्रक्रिया को पूरा नहीं किया जाता है, जो कि निरीक्षक द्वारा प्रमाणित होता है कि मामले की सभी परिस्थितियों के संबंध में पर्याप्त हैय

(छ) बिस्किटवेयर की कटाई जो पाउडर चकमक पत्थर या क्वार्ट्ज में निकाल दिया गया है, सिवाय इसके कि मशीन में ऐसा किया जाता है ताकि धूल से बचने को प्रभावी ढंग से रोका जा सकेः–

(जं) डिपिंग या अन्य प्रक्रिया द्वारा शीशे का आवरण के बाद बर्तन की सफाईय

(झ) मिट्टी के बर्तनों और सिगारों के लिए सामग्री को कुचलने और सुखाने के लिए, जब तक कि मशीनों में ऐसा नहीं किया जाता है ताकि धूल से बचने को प्रभावी ढंग से रोका जा सके या इतना नम हो कि कोई भी धूल न उड़े

(i) चूर्णित चकमक पत्थर, क्वार्ट्ज, क्ले ग्राग या इन सामग्रियों के मिश्रण का उपयोग या हेरफेर जब तक कि यह इतना नम न हो कि कोई भी धूल न उड़ेय

(ii) जब तक एक कुशल पानी स्प्रे पहिया पर उपयोग नहीं किया जाता है, तब तक बिजली चालित पहिए पर टाइलों को पीसनाय

(iii) लिफ्ट और कन्वेयर्स द्वारा सामग्रियों को उठाना और उन्हें तब तक पहुंचाना जब तक कि उन्हें प्रभावी रूप से संलग्न नहीं किया जाता है और इसलिए उन स्थानों पर या जिनके पास व्यक्ति कार्यरत हैं, हवा में धूल से बचने को रोकने के लिए व्यवस्थित किया गया हैय

(iv) प्रवाह सामग्री की तैयारी या वजन, सूखे रंगों का रंग, रंग झाड़ना और रंग उड़ानाय

(v) मोल्ड बना रहा है जब तक कि प्लास्टर ऑफ पेरिस के लिए इस्तेमाल किए गए डिब्बे या इसी तरह के रिसेप्सल्स उपयुक्त कवर के साथ प्रदान नहीं किए जाते हैंय तथा

(vi) कैलक्लाइंड सामग्री का हेरफेर जब तक कि सामग्री नहीं बनाई गई है और इतनी गीली बनी हुई है कि कोई भी धूल बंद नहीं होती है।

4. प्रक्रिया का पृथक्करण – निम्नलिखित में से प्रत्येक प्रक्रिया को इस तरह से और ऐसी शर्तों के तहत एक दूसरे से और अन्य गीली प्रक्रिया से प्रभावी पृथक्करण को सुरक्षित करने के लिए किया जाएगा।

(क)क्रशिंग और ड्राई पीस या सामग्री की छंटाई, फेटलिंग, टाइल्स का दबाना, मिट्टी और ग्रीनवेयर का सूखना, लोडिंग और अनलोडिंग, और ड्रग लेड कंपाउंड का उपयोग,

(ख) ड्राई लेड कंपाउंड के उपयोग से जुड़ी सभी प्रक्रिया।

5. शीशे का आवरण के उपयोग पर प्रतिबंधः– कोई शीशा लगाना जो सीसा रहित शीशा नहीं है या कम घुलनशीलता वाला शीशा लगाना उस कारखाने में उपयोग किया जाएगा जिसमें मिट्टी के बर्तनों का निर्माण किया जाता है।

6. महिलाओं और युवा व्यक्तियों से संबंधित निषेधः– अनुच्छेद 4 में निर्दिष्ट किसी भी परिचालन में, या ऐसे किसी भी स्थान पर, जहां इस तरह के ऑपरेशन किए जाते हैं, किसी भी महिला या युवा को काम पर रखने या अनुमति नहीं दी जाएगी।

7. कुम्हार के चाक को स्क्रीन के प्रावधान :– कुम्हार के चाक (जॉली और जिगलर) को स्क्रीन के साथ प्रदान किया जाएगा या मिट्टी के टुकड़े को पहिया से परे फेंकने से रोकने के लिए इसका निर्माण किया जाएगा।

8. सफाई के दौरान धूल पर नियंत्रणः– (1) फर्श की सफाई के दौरान धूल को रोकने के लिए सभी व्यावहारिक उपाय किए जाएंगे।

(2) नम चूरा या अन्य उपयुक्त सामग्री सफाई प्रक्रिया के दौरान हवा में बढ़ती धूल को रोकने के लिए प्रभावी नम पद्धति को प्रस्तुत करने के लिए इस्तेमाल किया जाएगा, जो काम बंद होने के बाद बाहर किया जाएगा।

9. कुछ कार्यक्षेत्रों का फर्शः— कुम्हारों की दुकानों का फर्श, खिसकने वाले घर, सूई देने वाले घर और बर्तन साफ करने वाले कमरे सख्त, चिकने और अभेद्य होंगे और एक नम विधि का उपयोग करके एक वयस्क पुरुष द्वारा प्रतिदिन अच्छी तरह से साफ किए जाएंगे।

10. सुरक्षात्मक उपकरणः— (1) कब्जाकर्ता पैरा 3 के तहत शामिल प्रक्रिया में कार्यरत सभी व्यक्तियों के लिए उपयुक्त चौगा और सिर को कवर करना और उन्हें प्रदान करेगा।

(2) अधिभोगकर्ता, डाइपर्स असिस्टेंट, थ्रोअर, जॉली कर्मचारी, कैस्टर, मोल्ड निर्माता और फिल्टरप्रेस और पग मिल के कर्मचारियों के उपयोग के लिए एक जलरोधी या इसी तरह की सामग्री के उपयुक्त एप्रन प्रदान करेगा और रख सकता है, जिसे रोजाना स्पंज किया जा सकता है।

(3) उप—पैराग्राफ (2) के अनुसरण में प्रदान किए गए एप्रन को रोजाना स्पॉन्जिंग या ओट वीवी प्रक्रिया द्वारा पूरी तरह से साफ किया जाएगा। सभी चौगा और सिर को कवर किया जाएगा, जिन्हें सप्ताह में कम से कम एक बार साफ किया जाना चाहिए, और यह धुलाई, सफाई या मेजिंग अधिभोगकर्ता द्वारा प्रदान की जाएगी।

(4) किसी भी व्यक्ति को एक उपयुक्त और कुशल डस्ट रेस्पिरेटर पहने बिना धूल भरी सामग्री के बोरों को बाहर निकालने, धूल सामग्री के वजन को कम करने और मिश्रण करने और बॉलमिल्स और प्लंजर्स को चार्ज करने की अनुमति नहीं दी जाएगी।

11. धुलाई की सुविधाः— (1) पैरा 8 में निर्दिष्ट प्रक्रिया में से किसी में नियोजित सभी व्यक्तियों के उपयोग के लिए स्वच्छ स्थिति में और अच्छी मरम्मत के लिए, कब्जाकर्ता प्रदान करेगा और बनाए रखेगा।

(क) या तो कवर के नीचे एक धोने की जगह —

(i)प्लग के बिना एक बेकार पाइप के साथ सज्जित चिकनी अभेद्य सतह के साथ एक गर्त, और किसी भी एक समय में नियोजित हर पांच ऐसे व्यक्तियों के लिए कम से कम 60 सेंटीमीटर की अनुमति देने के लिए पर्याप्त लंबाई, और गर्त से ऊपर नल या जेट से साफ पानी की निरंतर आपूर्ति होने 60 सेंटीमीटर से अधिक नहीं के अंतराल परय या

(ii) किसी भी एक समय में नियोजित हर पांच ऐसे व्यक्तियों के लिए कम से कम एक नल या स्टैंडपाइप, और साफ पानी की निरंतर आपूर्ति होने के बाद, नल या स्टैंडपाइप को 120 सेंटीमीटर से कम नहीं अलग किया जा रहा हैय तथा

(ख) उपयुक्त ब्रश से बने साफ तौलिये की पर्याप्त आपूर्ति दैनिक रूप से बदली जाती है, जिसमें नाखून ब्रश और साबुन की पर्याप्त आपूर्ति होती है।

12. धुलाई के लिए ट्यून की अनुमति दी जाती हैः— प्रत्येक भोजन से पहले और दिन के काम के अंत से पहले, नियमित भोजन के समय के अलावा कम से कम दस मिनट, पैराग्राफ में उल्लिखित किसी भी प्रक्रिया में नियोजित प्रत्येक व्यक्ति को धोने के लिए अनुमति दी जाएगी।

13. मेस—रूमः— (1) शेष अंतराल के दौरान परिसर के भीतर शेष सभी व्यक्तियों के उपयोग के लिए प्रदान और रखरखाव किया जाएगा, एक उपयुक्त मेस—रूम जो प्रति सिर 0.93 वर्ग मीटर का आवास प्रदान करता है और जिसके साथ सुसज्जित है —

(क) पीठ आराम के साथ पर्याप्त संख्या में टेबल और कुर्सियाँ या बेंचय

(ख) बर्तन धोने की व्यवस्थाय

(ग) भोजन को गर्म करने के लिए पर्याप्त साधनय तथा

(घ) पीने के पानी की पर्याप्त मात्रा।

(2) कमरे को ताजी हवा के संचलन द्वारा पर्याप्त रूप से हवादार किया जाएगा और एक जिम्मेदार व्यक्ति के प्रभार में रखा जाएगा और उसे साफ रखा जाएगा।

14. भोजन, पेय, इत्यादि, जो कि कार्यदिवस में निषिद्ध हैं। कोई भी भोजन, पेय, पैन, सुपारी और तम्बाकू किसी भी श्रमिक के घर में नहीं लाया जाएगा या सेवन किया जाएगा, जिसमें अनुच्छेद 3 में उल्लिखित किसी भी प्रक्रिया को पूरा किया गया हो और नहीं व्यक्ति भोजन या आराम के लिए अंतराल के दौरान ऐसे किसी भी कमरे में रहेगा।

15. क्लोक–रूम, इत्यादि – पैरा 3 में उल्लिखित किसी भी प्रक्रिया में नियोजित सभी व्यक्तियों के उपयोग के लिए प्रदान और बनाए रखा जाएगा, –

(क)काम के घंटों के दौरान बंद कपड़ों के लिए एक क्लोक–रूम और इस तरह के आवास किसी भी मेस–रूम से अलग होंगेय तथा

(ख) पैराग्राफ 10 के तहत प्रदान किए गए सुरक्षात्मक उपकरणों के भंडारण के लिए अलग और उपयुक्त व्यवस्था।

16. चिकित्सीय सुविधाएं और परीक्षाओं और परीक्षणों के रिकॉर्ड (1) हर कारखाने के मालिक जिसमें मिट्टी के बर्तनों का निर्माण किया जाता है, –

(ए) उसमें कार्यरत कर्मचारियों की चिकित्सा निगरानी के लिए एक योग्य चिकित्सा व्यवसायी को नियुक्त करें, जिसका रोजगार मुख्य निरीक्षणालय के अनुमोदन के अधीन होगाय तथा

(ख) उक्त चिकित्सा व्यवसायी को क्लॉज (क) में निर्दिष्ट उद्देश्य के लिए सभी आवश्यक सुविधाएं प्रदान करना।

(२) उक्त चिकित्सा व्यवसायी द्वारा किए गए चिकित्सा परीक्षण और उपयुक्त परीक्षणों का रिकॉर्ड मुख्य निरीक्षक कारखानों द्वारा अनुमोदित एक अलग रजिस्टर में रखा जाएगा, जिसे निरीक्षक द्वारा निरीक्षण के लिए आसानी से उपलब्ध रखा जाएगा।

17. सर्जन को प्रमाणित करके चिकित्सा परीक्षा। – (1) अनुच्छेद 3 के तहत उल्लिखित किसी भी प्रक्रिया में कार्यरत प्रत्येक कर्मचारी की जांच उसके पहले रोजगार के 15 दिनों के भीतर एक प्रमाणित सर्जन द्वारा की जाएगी। इस तरह की परीक्षा में मूत्र और रक्त में सीसा, मूत्र में ALA, हीमोग्लोबिन सामग्री, कोशिकाओं और पौधों के फुफ्फुसीय कार्य परीक्षण और छाती के एक्स–रे में क्लॉस (a) और पैराग्राफ 3 (n) में उल्लिखित प्रक्रिया के लिए परीक्षण शामिल होंगे। फुफ्फुसीय कार्य परीक्षण और छाती एक्स–रे दूसरों के लिए। किसी भी श्रमिक को कारखाने में अपने पहले रोजगार के 15 दिनों के बाद काम करने की अनुमति नहीं दी जाएगी जब तक कि प्रमाणित सर्जन द्वारा इस तरह के रोजगार के लिए प्रमाणित नहीं किया जाता है।

(2) अनुच्छेद 3 के खंड (क) और (एन) में उल्लिखित किसी भी प्रक्रिया में नियोजित सभी व्यक्तियों को हर 3 कैलेंडर महीनों में एक बार प्रमाणित सर्जन द्वारा जांच की जाएगी। पैरा 3 के शेष खंडों में उल्लिखित किसी अन्य प्रक्रिया में कार्यरत लोगों की जाँच प्रत्येक कैलेंडर माह में एक बार प्रमाणित सर्जन द्वारा की जाएगी। सभी कर्मचारियों के संबंध में इस तरह की परीक्षा में उप–अनुच्छेद (1) में निर्दिष्ट सभी परीक्षण शामिल होंगे, सिवाय छाती के एक्स–रे के जो 3 साल में एक बार होगा।

(3) किसी कर्मी की जांच के बाद सर्टिफिकेट सर्जन, फॉर्म 26 में फिटनेस सर्टिफिकेट जारी करेगा। परीक्षा और पुनरू परीक्षा का रिकॉर्ड प्रमाणपत्र में दर्ज किया जाएगा और प्रमाणपत्र को प्रबंधक के संरक्षण में रखा जाएगा। कारखाने। प्रकृति और परीक्षणों के परिणामों सहित

उप–पैराग्राफ (1) और (2) के तहत किए गए प्रत्येक परीक्षा का रिकॉर्ड भी सर्टिफिकेट सर्जन द्वारा फॉर्म 27 में एक स्वास्थ्य रजिस्टर में दर्ज किया जाएगा।

(4) इंस्पेक्टर द्वारा निरीक्षण के लिए स्वास्थ्य प्रमाण पत्र और स्वास्थ्य रजिस्टर को आसानी से उपलब्ध रखा जाएगा।

(5) यदि किसी भी समय सर्टिफिकेट सर्जन की राय है कि उक्त प्रक्रिया में कोई कर्मी रोजगार के लायक नहीं है, तो इस आधार पर कि निरंतरता से कार्यकर्ता के स्वास्थ्य को विशेष खतरा होगा, वह उसका रिकॉर्ड बनाएगा उक्त प्रमाण पत्र और स्वास्थ्य रजिस्टर में निष्कर्ष। इन दस्तावेजों में उसके निष्कर्षों के प्रवेश में वह अवधि भी शामिल होनी चाहिए जिसके लिए वह मानता है कि उक्त व्यक्ति उक्त प्रक्रिया में काम करने के लिए अयोग्य है।

(6) कोई भी व्यक्ति जो उप–अनुच्छेद (५) में कहा गया है कि काम करने के लिए अयोग्य पाया गया है, को फिर से नियोजित या उक्त प्रक्रिया में काम करने की अनुमति दी जाएगी, जब तक कि प्रमाणित सर्जन, आगे की परीक्षा के बाद उसे फिर से रोजगार में फिट होने के लिए प्रमाणित नहीं करता है। उन प्रक्रिया।

18. छूटः– यदि किसी कारखाने के संबंध में मुख्य निरीक्षक इस बात से संतुष्ट है कि इस अनुसूची के सभी प्रावधान इस तरह के कारखाने में नियोजित व्यक्तियों की सुरक्षा के लिए आवश्यक नहीं हैं, तो वह इस तरह के कारखाने को छूट देने के लिए एक प्रमाण पत्र द्वारा लिख सकता है। इस तरह की शर्तों के अधीन सभी या ऐसे किसी भी प्रावधान से, जैसा कि वह उसमें निर्दिष्ट कर सकता है। बिना किसी कारण बताए ऐसे प्रमाण पत्र को मुख्य निरीक्षक द्वारा किसी भी समय निरस्त किया जा सकता है।

अनुसूची–18

पत्थर या किसी अन्य सामग्री का निर्माण

निःशुल्क मुक्त सिलिका का निर्माण

1. आवेदनः– यह अनुसूची उन सभी कारखानों या कारखानों के हिस्सों पर लागू होगी जिसमें पत्थर या किसी अन्य सामग्री से मुक्त सिलिका युक्त हेरफेर किया जाता है।

2. परिभाषाएँ – इस अनुसूची के उद्देश्य के लिए–

(क) "पहला रोजगार" का अर्थ पैरा 1 में निर्दिष्ट प्रक्रिया में पहला रोजगार होगा और इसमें तीन कैलेंडर महीनों से अधिक की निरंतर अवधि के लिए रोजगार के किसी भी समाप्ति के बाद उक्त प्रक्रिया में पुनरू रोजगार भी शामिल होगा;

(ख) "हेरफेर" का मतलब कुचलने, तोड़ने, छिलने, कपड़े उतारने, पीसने, चूसने, मिलाने, पत्थर या किसी अन्य सामग्री को संभालने या ऐसे पत्थर या सामग्री से जुड़े किसी अन्य ऑपरेशन से है, तथा

(ग) "पत्थर या किसी अन्य सामग्री जिसमें मुक्त सिलिका होती है" का अर्थ है एक पत्थर या कोई अन्य ठोस सामग्री जिसमें मुक्त सिलिका का वजन 5 प्रतिशत से कम न हो।

3. हेरफेर में सावधानियां :– किसी कारखाने या कारखाने के किसी भाग में तब तक कोई हेरफेर नहीं किया जाएगा, जब तक कि निम्नलिखित में से कोई एक या अधिक वस्तुएं, अर्थातः–

(क) पत्थर या अन्य सामग्री को कम किया जा रहा हैय

(ख) पानी स्प्रे प्रदान करनाय

(ग) प्रक्रिया को संलग्न करनाय

(घ) प्रक्रिया को अलग करनाय तथा

(ड़) स्थानीयकृत निकास वेंटिलेशन प्रदान करनारू

कारखाने में किसी भी स्थान पर धूल को प्रभावी ढंग से नियंत्रित करने के लिए अपनाया जाता है, जहां किसी भी व्यक्ति को नियोजित किया जाता है, सिलिका धूल के लिए अधिकतम अनुमेय स्तर के बराबर या उससे नीचे के स्तर पर, जैसा कि दूसरी अनुसूची में धारा 41–एफ के लिए संलग्न है। कोडः

बशर्ते कि इस तरह के उपायों को समाप्त करना आवश्यक नहीं है, अगर ऑपरेशन की प्रक्रिया ही ऐसी है कि बनाई गई धूल और प्रचलित का स्तर स्वीकार्य अनुमेय स्तर से अधिक नहीं है।

4. फर्श का रख–रखाव :–(1) सभी मंजिलें या स्थान जहाँ ठीक धूल जमने की संभावना है और जिसमें किसी भी व्यक्ति को काम करना है या गुजरना होगा वह अभेद्य सामग्री का होगा और ऐसी स्थिति में रखा जाएगा कि वे एक नमी से पूरी तरह से साफ हो सकें विधि या कोई अन्य विधि जो सफाई की प्रक्रिया में धूल को हवा में रोकने से रोकती है।

(२) प्रत्येक कार्यस्थल या उस स्थान की हर मंजिल की सतह जहाँ कोई काम किया जाता है या जहाँ किसी भी व्यक्ति को अपने काम के दौरान गुजरना पड़ता है, पानी के छिड़काव के बाद प्रत्येक शिफ्ट के दौरान कम से कम एक बार धूल से साफ हो जाएगा किसी भी अन्य उपयुक्त विधि द्वारा ताकि सफाई की प्रक्रिया में धूल को हवा में रखने से रोका जा सके।

5. युवा व्यक्तियों से संबंधित निषेधः– किसी भी व्यक्ति को जोड़तोड़ या ऐसे किसी भी स्थान पर काम करने की अनुमति नहीं दी जाएगी, जहां ऐसे ऑपरेशन किए जाते हैं।

6. चिकित्सा सुविधा और परीक्षाओं और परीक्षणों के रिकॉर्डः– (1) प्रत्येक कारखाने का अधिभोग जिसमें अनुसूची लागू होती है, –

(क) वहां कार्यरत कर्मचारियों की चिकित्सा निगरानी के लिए एक योग्य चिकित्सा अधिकारी को नियुक्त करें, जिसका रोजगार मुख्य निरीक्षणालय के अनुमोदन के अधीन होगा, और

(ख) खंड (क) में निर्दिष्ट उद्देश्य के लिए उक्त चिकित्सा अधिकारी को सभी आवश्यक सुविधाएं प्रदान करना।

(2) उक्त चिकित्सा अधिकारी द्वारा किए गए चिकित्सा परीक्षण और उपयुक्त परीक्षणों का रिकॉर्ड मुख्य निरीक्षक कारखानों द्वारा अनुमोदित अलग रजिस्टर में रखा जाएगा, जिसे निरीक्षक द्वारा निरीक्षण के लिए आसानी से उपलब्ध रखा जाएगा।

7. सर्जन सर्टिफिकेट द्वारा चिकित्सा परीक्षा। – (1) पैरा 1 में निर्दिष्ट प्रक्रिया में नियोजित प्रत्येक कर्मचारी को अपने पहले रोजगार के 15 दिनों के भीतर एक प्रमाणित सर्जन द्वारा जांच की जाएगी। इस तरह की चिकित्सा परीक्षा में फुफ्फुसीय कार्य परीक्षण और छाती एक्स–रे शामिल होंगे। किसी भी श्रमिक को उसके पहले रोजगार के 15 दिनों के बाद काम करने की अनुमति नहीं दी जाएगी जब तक कि प्रमाणित सर्जन द्वारा इस तरह के रोजगार के लिए प्रमाणित नहीं किया जाता है।

(२) उक्त प्रक्रिया में नियोजित प्रत्येक श्रमिक को प्रत्येक बारह महीनों में कम से कम एक बार प्रमाणित सर्जन द्वारा फिर से जांच की जाएगी। ऐसी परीक्षा जहां भी सर्टिफिकेट सर्जन उचित समझे, छाती एक्स–रे को छोड़कर उप–पैरा (1) में निर्दिष्ट सभी परीक्षणों को शामिल करें जो हर 3 साल में एक बार होगा।

(3) किसी कर्मी की जांच के बाद सर्टिफिकेट सर्जन, फॉर्म 26 में फिटनेस प्रमाणपत्र जारी करेगा। फिर से की गई परीक्षा का रिकॉर्ड प्रमाणपत्र में दर्ज किया जाएगा और प्रमाणपत्र कारखाने के प्रबंधक की हिरासत में रखा जाएगा। । प्रकृति और परीक्षणों के परिणामों सहित

उप–पैराग्राफ (1) और (2) के तहत किए गए प्रत्येक परीक्षा का रिकॉर्ड भी सर्टिफिकेट सर्जन द्वारा स्वास्थ्य रजिस्टर में फॉर्म 27 में दर्ज किया जाएगा।

(4) इंस्पेक्टर द्वारा निरीक्षण के लिए स्वास्थ्य प्रमाण पत्र और स्वास्थ्य रजिस्टर को आसानी से उपलब्ध रखा जाएगा।

(5) यदि किसी भी समय सर्टिफिकेट सर्जन की राय है कि कोई कर्मी उक्त प्रक्रिया में रोजगार के लायक नहीं है, तो इस आधार पर कि निरंतरता से कार्यकर्ता के स्वास्थ्य को विशेष खतरा होगा, वह एक रिकॉर्ड बनाएगा उक्त प्रमाण पत्र और स्वास्थ्य रजिस्टर में उनके निष्कर्ष। उन दस्तावेजों में उनके निष्कर्षों के प्रवेश में वह अवधि भी शामिल है जिसके लिए वह मानता है कि उक्त व्यक्ति उक्त प्रक्रिया में काम करने के लिए अयोग्य है।

(6) कोई भी व्यक्ति जो उप–अनुच्छेद (५) में कहा गया है कि काम करने के लिए अयोग्य पाया गया है, उसे फिर से नियोजित किया जाएगा या उक्त प्रक्रिया में काम करने की अनुमति दी जाएगी, जब तक कि आगे की परीक्षा के बाद सर्टिफिकेट सर्जन, उसे फिर से रोजगार के लिए फिट होने के लिए प्रमाणित नहीं करता है। उन प्रक्रिया।

7. छूटः– यदि किसी कारखाने के संबंध में, मुख्य निरीक्षक इस बात से संतुष्ट है कि प्रक्रिया की असाधारण परिस्थितियों के कारण या किसी अन्य कारण से, इस अनुसूची के सभी या किसी भी प्रावधान के संरक्षण के लिए आवश्यक नहीं हैं। कारखाने में कर्मचारी, मुख्य निरीक्षक लिखित रूप में एक प्रमाण पत्र के द्वारा हो सकता है, जिसे वह अपने विवेक से किसी भी समय निरस्त कर सकता है, ऐसे कारखाने को सभी या ऐसे प्रावधानों से छूट दे सकता है, जो यदि हो, तो ऐसी शर्तों के अधीन।

अनुसूची–19

एस्बेस्टस के निर्माण और प्रसंस्करण, किसी का निर्माण एस्बेस्टस और निर्माण के किसी भी अन्य प्रक्रिया का लेख या किसी अन्य फार्म में उपयोग किया जाता है, जो अन्य लोगों में है

1. आवेदन– यह अनुसूची सभी कारखानों या कारखानों के उस हिस्से पर लागू होगी जिसमें निम्नलिखित में से कोई भी प्रक्रिया की जाती है–

(क) ब्रेकिंग, क्रशिंग, विघटित करना, खोलना, पीसना, मिश्रण करना या एस्बेस्टस को छाना या किसी भी अन्य प्रक्रिया में एस्बेस्टस आकस्मिक चिकित्सा से निपटने और हेरफेर करना शामिल है;

(ख) अभ्रक वस्त्रों के निर्माण में सभी प्रक्रिया जिसमें तैयारी और परिष्करण प्रक्रिया शामिल है

(ग) इन्सुलेशन स्लैब या वर्गों का निर्माण, पूरी तरह से या आंशिक रूप से एस्बेस्टस और प्रक्रिया आकस्मिक चिकित्सा से बना

(घ) इंसुलेटिंग गद्दे की मरम्मत या मरम्मत करना जो पूरी तरह से या आंशिक रूप से अभ्रक से बना है, और प्रक्रिया आकस्मिक उपचार

(ड़) अभ्रक कार्डबोर्ड और कागज का निर्माण

(च) अभ्रक या सीमेंट के सामान का निर्माण

(छ) स्प्रे विधि द्वारा एस्बेस्टस का अनुप्रयोग

(ज) लेखों के शुष्क अवस्था में पूर्ण रूप से या आंशिक रूप से अभ्रक की सिलाई, पीसना, मोड़ना, पालना और पॉलिश करना

(i)अभ्रक धूल के संग्रह के लिए किसी भी कमरे, पोत, कक्षों, स्थिरता या उपकरण की सफाई तथा

(ii) किसी भी अन्य प्रक्रिया जिसमें एस्बेस्टस धूल को काम के माहौल में बंद कर दिया जाता है।

2. परिभाषाः—इस अनुसूची के उद्देश्य के लिए—

(क) "अनुमोदित" का अर्थ है मुख्य निरीक्षक द्वारा लिखित में समय के लिए अनुमोदित

(ख) "एस्बेस्टोस" का अर्थ है किसी भी रेशेदार सिलिकेट खनिज और कोडिओमलाइट, एमोसाइट, एंथोफिलाइट, क्राइसोलाइट, कोरोलाइट, कांपोलाइट या इसके किसी भी मिश्रण से युक्त कोई भी मिश्रण, चाहे कच्चा, क्रश या खोला गया हो

(ग) "एस्बेस्टस टेक्सटाइल्स" का अर्थ है किसी अन्य सामग्री के साथ मिश्रित अभ्रक से बना यार्न या कपड़ा;

(घ) "श्वास तंत्र" का अर्थ है एक हेलमेट या चेहरे का टुकड़ा जिसके साथ आवश्यक संबंध है, जिसके द्वारा इसका उपयोग करने वाला व्यक्ति धूल, या किसी अन्य अनुमोदित उपकरण से हवा में सांस लेता है।

(ड़) "कुशल निकास ड्राफ्ट" का अर्थ है कि धूल हटाने के लिए यांत्रिक साधनों द्वारा स्थानीयकरण वेंटिलेशन ताकि धूल को किसी भी जगह की हवा में भागने से रोका जा सके जिसमें काम किया जाता है। किसी भी मसौदे को कुशल नहीं माना जाएगा जो उस बिंदु पर उत्पन्न धूल को नियंत्रित करने में विफल रहता है जहां ऐसी धूल उत्पन्न होती है,

(च) "पहला रोजगार" का अर्थ पैरा 1 में निर्दिष्ट प्रक्रिया में पहला रोजगार होगा, और तीन कैलेंडर महीनों से अधिक की निरंतर अवधि के लिए रोजगार के किसी भी समाप्ति के बाद उक्त प्रक्रिया में पुनरू रोजगार भी शामिल होगा,

(छ) "तैयारी" का अर्थ है क्रशिंग, विघटन, और एस्बेस्टोस के उद्घाटन के लिए या किसी अन्य प्रक्रिया में तथा

(ज) "सुरक्षात्मक कपड़े" का अर्थ है समग्र और सिर को ढंकना, जो (किसी भी स्थिति में) जब एस्बेस्टस धूल को बाहर कर देगा।

3. उपकरण और उपकरण.—कोई भी उपकरण या उपकरण जो इस अनुसूची में लागू होता है, वह इस प्रकार का होगा कि वे अनुमेय सीमा से ऊपर एस्बेस्टस धूल नहीं बनाते हैं या कुशल निकास मसौदे से सुसज्जित हैं।

4. निकास ड्राफ्टः— (1) एक कुशल निकास ड्राफ्ट प्रदान किया जाएगा और निम्नलिखित प्रक्रिया और मशीनों से धूल को नियंत्रित करने के लिए बनाए रखा जाएगा—

(क) निर्माण और संदेश मशीनरी, अर्थात

(i) मिक्सिंग मशीन तैयार करना, पीसना या सुखाना

(ii) कार्डिंग, कार्ड वेस्ट और रिंग स्पिनिंग मशीन, और करघे

(iii) अभ्रक के साथ खिलाया मशीनों या अन्य संयंत्रय तथा

(iv) सूखी अवस्था में, पूर्ण रूप से या आंशिक रूप से अभ्रक से बने लेखों की सिलाई, पीस, मोड़, ड्रिलिंग, अब्रडिंग या पॉलिशिंग के लिए उपयोग की जाने वाली मशीनें।

(क) सिलेंडर या कार्डिंग मशीन के अन्य भागों की सफाई और पीस

(ख)कक्ष, हॉपर या अन्य संरचनाएं जिसमें ढीले एस्बेस्टस वितरित या पास किए जाते हैं

(ग) अभ्रक अपशिष्ट छँटाई के लिए या हाथ से अभ्रक के अन्य हेरफेर के लिए कार्यक्षेत्र

(घ) कार्यस्थलों पर, जिनमें बोरियों, कट्टों या अन्य पोर्टेबल कंटेनरों को भरना या खाली करना, वजन या अन्य प्रक्रिया आकस्मिक थैरेपी जो हाथ से प्रभावित होती है, पर की जाती है

(ड़) बोरी सफाई मशीनों

(च) मिश्रण और हाथ से एस्बेस्टस का सम्मिश्रणय तथा
(छ) किसी भी अन्य प्रक्रिया जिसमें धूल को काम के माहौल में बंद कर दिया जाता है।
(2) उप–पैराग्राफ (1) के अनुसार प्रदान किए जाने वाले निकास वेंटिलेशन उपकरण, जबकि मशीनरी, उपकरण या अन्य संयंत्र या उपकरण के रखरखाव या मरम्मत का कोई काम जिसके संबंध में यह प्रदान किया जा रहा है, को रखा जाएगा। एक निकास ड्राफ्ट का उत्पादन करने के लिए उपयोग करें जो किसी भी कार्यस्थल की हवा में एस्बेस्टस धूल के प्रवेश को रोकता है।
(3) किसी भी कार्यस्थल की हवा में निकाले जा रहे निकास तंत्र से निकाले गए एस्बेस्टस धूल को रोकने के लिए व्यवस्था की जाएगी।
(4) एग्जॉस्ट सिस्टम द्वारा किसी भी वर्करूम से निकाले गए एस्बेस्टस असर धूल को उपयुक्त रिसेपल्स या फिल्टर बैग में एकत्र किया जाएगा जो सभी कार्य क्षेत्रों से अलग–थलग होंगे।
5. वेंटिलेटिंग सिस्टम का परीक्षण और परीक्षण– (1) इस अनुसूची द्वारा आवश्यक धूल को बाहर निकालने या दबाने के लिए उपयोग किए जाने वाले सभी वेंटिलेटिंग सिस्टम की जांच और निरीक्षण एक जिम्मेदार व्यक्ति द्वारा हर सप्ताह एक बार किया जाएगा। यह 12 महीने की अवधि में एक बार एक सक्षम व्यक्ति द्वारा पूरी तरह से जांच और परीक्षण किया जाएगा। इस तरह की परीक्षाओं या परीक्षण द्वारा पाया गया कोई भी दोष आगे को ठीक किया जाएगा।
(2) ऐसी परीक्षा और परीक्षणों के विवरण और संयंत्र की स्थिति और मरम्मत या परिवर्तन (यदि कोई हो) आवश्यक हो तो एक रजिस्टर रखा जाएगा और एक निरीक्षक द्वारा निरीक्षण के लिए उपलब्ध होगा।
6. कुछ प्रक्रिया के मामले में अलगाव – एस्बेस्टोस के हाथ से मिश्रण या सम्मिश्रण, या पूरी तरह से या आंशिक रूप से एस्बेस्टस से बने इन्सुलेट गद्दे की मरम्मत या मरम्मत किसी भी कमरे में नहीं किया जाएगा जिसमें कोई भी काम नहीं किया जाता है।
7. ढीले एस्बेस्टस का भंडारण और वितरणः– उपयोग में न आने के दौरान सभी ढीले एस्बेस्टस को उपयुक्त बंद रिसेप्टेकल्स में रखा जाना चाहिए, जो एस्बेस्टस डस्ट से बचने से बचते हैं और इस तरह के एस्बेस्टोस को इस तरह के रिसेप्टेकल्स को छोड़कर किसी कारखाने में वितरित नहीं किया जाएगा। पूरी तरह से संलग्न प्रणाली।
8. एस्बेस्टस के बोरेः– (1) कारखाने के भीतर एस्बेस्टस के परिवहन के उद्देश्य के लिए रिसेप्टेकल्स के रूप में इस्तेमाल किए जाने वाले सभी बोरों का निर्माण अभेद्य सामग्री से किया जाएगा और उन्हें अच्छी मरम्मत में रखा जाएगा।
(2) एक बोरी जिसमें एस्बेस्टस सममिलित है, हाथ की सफाई से नहीं बल्कि मशीन द्वारा, पैरा ३ का अनुपालन करके साफ किया जाएगा।
9. फर्श और कार्यस्थलों का रखरखाव– (1) प्रत्येक कमरे में जिसमें इस अनुसूची की कोई भी आवश्यकता लागू हो–
(क)फर्श, कार्यक्षेत्र, मशीनरी और संयंत्र को एक स्वच्छ स्थिति में रखा जाएगा और एस्बेस्टस मलबे से मुक्त किया जाएगा और उपयोग के लिए तुरंत आवश्यक नहीं एस्बेस्टोस के भंडारण के लिए उपयुक्त व्यवस्था की जाएगीय तथा
(ख)फर्श को किसी भी सामग्री, संयंत्र या अन्य लेखों से मुक्त रखा जाना चाहिए जो कमरे में किए गए काम के लिए तुरंत आवश्यक नहीं हैं और जो फर्श की उचित सफाई में बाधा डालेंगे।

(2) उप–पैरा (1) में उल्लिखित सफाई, अब तक अनमोल है, वैक्यूम सफाई उपकरण के माध्यम से डिजाइन और निर्माण के रूप में किया जाता है और इसका इस्तेमाल किया जाता है ताकि अभ्रक धूल से न तो बच जाता है और न ही हवा में छुट्टी दी जाती है। कोई कार्यस्थल।

(3) जब सफाई उप–अनुच्छेद (2) में उल्लिखित किसी भी विधि द्वारा की जाती है, तो सफाई कार्य करने वाले व्यक्ति और उस कमरे में कार्यरत किसी अन्य व्यक्ति को श्वसन सुरक्षा उपकरण और सुरक्षात्मक कपड़े प्रदान किए जाएंगे।

(4) उप–पैरा (2) के प्रावधानों के अनुसार उपयोग किए जाने वाले वैक्यूम सफाई उपकरण, को ठीक से बनाए रखा जाएगा और प्रत्येक सफाई ऑपरेशन के बाद, इसकी सतह को एक स्वच्छ स्थिति में रखा जाएगा और एस्बेस्टस कचरे और धूल से मुक्त किया जाएगा।

(5) एस्बेस्टस कचरे को कार्यस्थल पर काम की जगह पर फर्श या अन्य सतहों पर रहने की अनुमति नहीं होगी और इसे उपयुक्त रिसेप्टेक में देरी किए बिना स्थानांतरित किया जाएगा। किसी भी समय काम के दौरान होने वाले एस्बेस्टस कचरे के किसी भी रिसाव को बिना किसी देरी के उद्देश्य के लिए बनाए गए ग्राही को हटा दिया जाएगा।

10. श्वास उपकरण और सुरक्षात्मक कपड़े– (1) एक स्वीकृत श्वास तंत्र और सुरक्षात्मक कपड़े प्रदान किए जाएंगे और नियोजित प्रत्येक व्यक्ति के उपयोग के लिए अच्छी स्थिति में बनाए रखा जाएगा–

(क) कक्षों में ढीले अभ्रक युक्त;

{ख) सफाई, धूल बसने, या फिल्टरिंग कक्षों, या तंत्र मेंय

(ग)हाथ–झटके के माध्यम से सिलेंडर की सफाई में, जिसमें डॉफर्स सिलेंडर, या कार्डिंग मशीन के अन्य भाग शामिल हैंय

(घ) इन्सुलेट गद्दे के निर्माण या मरम्मत में भरने, पिटाई या समतलन मेंय तथा

(ड़) किसी अन्य ऑपरेशन या परिस्थिति में जिसमें अनुमेय सीमा के भीतर काम के माहौल में एस्बेस्टस धूल को नियंत्रित करने के लिए तकनीकी साधनों को अपनाना असंभव है।

(2) इस अनुसूची के अनुसार प्रदान किए गए श्वास तंत्र और सुरक्षात्मक कपड़ों को डालते या उतारते समय और उपयोग में न होने पर इस तरह के उपकरण और कपड़ों के भंडारण के लिए सुविधाजनक रूप से सुलभ स्थिति में उपयुक्त आवास प्रदान किया जाएगा।

(3) उपयोग में नहीं आने पर सभी श्वास तंत्र और सुरक्षात्मक कपड़े उप–पैरा (2) के अनुसार प्रदान किए गए आवास में संग्रहीत किए जाएंगे।

(4) उपयोग में आने वाले सभी सुरक्षात्मक कपड़ों को एक कुशल निकास ड्राफ्ट के नीचे या वैक्यूम क्लीनिंग द्वारा फिर से धोया जाएगा और उपयुक्त अंतराल पर धोया जाएगा। सफाई अनुसूची और प्रक्रिया ऐसी होनी चाहिए जो पहनने वाले की सुरक्षा में उक्त कपड़ों की दक्षता सुनिश्चित करे।

(5) सभी श्वास तंत्र को उचित अंतराल पर साफ और कीटाणुरहित किया जाएगा और एक जिम्मेदार व्यक्ति द्वारा हर महीने एक बार अच्छी तरह से निरीक्षण किया जाएगा।

(6) सफाई और रख–रखाव और श्वसन तंत्र की स्थिति के रिकॉर्ड उस प्रयोजन के लिए उपलब्ध कराए गए रजिस्टर में रखे जाएंगे जो निरीक्षण के लिए निरीक्षण के लिए आसानी से उपलब्ध होंगे।

(7) किसी भी व्यक्ति को उप–पैरा (१) में निर्दिष्ट किसी भी कार्य को करने के लिए नियोजित नहीं किया जाएगा, जिसके लिए उस उप–अनुच्छेद के तहत तब तक साँस लेने के लिए

आवश्यक है जब तक कि उस उपकरण के समुचित उपयोग के लिए उसे पूरी तरह से निर्देश न दिया गया हो।

(8) उप–अनुच्छेद (१) के अनुसरण में कोई साँस लेने का उपकरण जो किसी व्यक्ति द्वारा पहना गया है, किसी अन्य व्यक्ति द्वारा पहना जाएगा, जब तक कि इसे अंतिम रूप से पहने जाने के बाद अच्छी तरह से साफ और कीटाणुरहित न किया जाए और व्यक्ति को पूरी तरह से निर्देश दिया गया हो उस उपकरण का उचित उपयोग।

9. व्यक्तिगत कपड़ों के लिए अलग आवास। कृ परिचालनों में नियोजित सभी व्यक्तियों के लिए एक अलग आवास सुविधा प्रदान करने के लिए सुविधापूर्वक सुलभ स्थिति में प्रदान किया जाएगा, जिसमें यह अनुसूची व्यक्तिगत कपड़ों के भंडारण के लिए लागू होती है। यह व्यक्तिगत कपड़ों के संदूषण को रोकने के लिए अनुच्छेद 10 के उप–पैरा (2) के तहत प्रदान किए गए आवास से अलग किया जाना चाहिए।

10. धुलाई और स्नान की सुविधा। – (1) अनुसूची द्वारा कवर की गई प्रक्रिया में कार्यरत सभी कर्मचारियों के उपयोग के लिए एक साफ–सुथरी अवस्था में और अच्छी मरम्मत प्रदान की जाएगी और उनका रख–रखाव किया जाएगा। नियोजित प्रत्येक 15 व्यक्तियों के लिए एक जगह की दर से कवर के तहत पानी।

(2) धुलाई करने वाले स्थानों में एक मीटर से कम नहीं के अंतराल पर स्टैंडपाइप रखे जाएंगे।

(३) कुल धुलाई स्थानों में से आधे से भी कम बाथरूम के साथ प्रदान नहीं किए जाएंगे।

(4) उपयुक्त सामग्री से बने साफ तौलिये की पर्याप्त आपूर्ति प्रदान की जाएगीरू

बशर्ते कि इंस्पेक्टर द्वारा आदेश दिए जाने पर प्रत्येक श्रमिक के लिए इस तरह के तौलियों की आपूर्ति व्यक्तिगत रूप से की जाएगी।

(5) साबुन और नाखून ब्रश की पर्याप्त आपूर्ति प्रदान की जाएगी।

13. मेस–रूम। – (1) इस अनुसूची द्वारा कवर की गई फैक्ट्री में कार्यरत सभी कर्मचारियों के उपयोग के लिए प्रदान और रखरखाव किया जाएगा, शेष अंतराल के दौरान परिसर में शेष, एक उपयुक्त मेस–रूम जिसे सुसज्जित किया जाएगा। –

(ए) बैक–रेस्ट के साथ पर्याप्त टेबल और बेंच, और

(ख) भोजन चेतावनी के लिए पर्याप्त साधन।

(2) मेस–रूम को एक जिम्मेदार व्यक्ति के प्रभार के तहत रखा जाएगा और उसे साफ रखा जाएगा।

14. युवा व्यक्तियों के रोजगार पर प्रतिबंध। – इस अनुसूची द्वारा कवर की गई किसी भी प्रक्रिया में कोई भी युवा व्यक्ति नियोजित नहीं किया जाएगा।

15. धूम्रपान से संबंधित निषेध। कृ कोई भी व्यक्ति उस क्षेत्र में धूम्रपान नहीं करेगा जहां इस अनुसूची द्वारा कवर की गई प्रक्रिया को चलाया जाता है। बहुसंख्यक कर्मचारियों द्वारा समझी

(3) कुल धुलाई स्थानों में से आधे से भी कम बाथरूम के साथ प्रदान नहीं किए जाएंगे।

(4) उपयुक्त सामाग्री से बने साफ तौलिये की पर्याप्त आपूर्ति प्रदान की जाएगीः

(5) साबुन और नाखून ब्रश की पर्याप्त आपूर्ति प्रदान की जाएगी।

13. मेस–रूम– (1) इस अनुसूची द्वारा कवर की गई फैक्ट्री में कार्यरत सभी कर्मचारियों के उपयोग के लिए प्रदान और रखरखाव किया जाएगा, शेष अंतराल के दौरान परिसर में शेष, एक उपयुक्त मेस–रूम जिसे सुसज्जित किया जाएगाः–

(क) बैक–रेस्ट के साथ पर्याप्त टेबल और बेंच, और

(ख) भोजन चेतावनी के लिए पर्याप्त साधन।

(2) मेस–रूम को एक जिम्मेदार व्यक्ति के प्रभार के तहत रखा जाएगा और उसे साफ रखा जाएगा।

14. युवा व्यक्तियों के राजगार पर प्रतिबंधः– इस अनुसूची द्वारा कवर की गई किसी भी प्रक्रिया में कोई भी युवा व्यक्ति नियोजित नहीं किया जाएगा।

15. धूम्रपान से संबंधित निषेधः– कोई भी व्यक्ति उस क्षेत्र में धूम्रपान नहीं करेगा जहां इस अनुसूची द्वारा कवर की गई प्रक्रिया को चलाया जाता है। बहुसंख्यक कर्मचारियों द्वारा समझी जाने वाली भाषा में एक नोटिस ऐसे क्षेत्रों में धूम्रपान पर प्रतिबंध लगाने वाले संयंत्र में तैनात किया जाएगा।

16. सावधानी संबंधी नोटिस :– (1) सभी व्यक्तियों को चेतावनी देने के लिए हर एस्बेस्टोस प्रोसीडिंग क्षेत्र की परिधि के साथ–साथ एहतियाती नोटिस को प्रदर्षित किया जाएगाः

(क) एस्बेस्टस सधूल से स्वास्थ्य के लिए खतरा;

(ख) उचित सुरक्षात्मक उपकरणों का उपयोग करने की आवश्यकता है; तथा

(ग) अनधिकृत व्यक्तियों या अधिकृत व्यक्तियों के प्रवेश पर प्रतिबंध लेकिन बिना सुरक्षा उपकरण के।

(2) इस तरह के नोटिस कर्मचारियों के बहुमत द्वारा समझी जाने वाली भाषाओं में होंगे।

17. हवा की निगरानीः– केंद्रीय उपायों की प्रभावशीलता सुनिश्चित करने के लिए, हवा में एस्बेस्टोस की निगरानी कम से कम हर शिफ्ट में एक बार की जाएगी और प्राप्त किए गए परिणामों का रिकॉर्ड विशेष रूप से इस उद्देश्य के लिए बनाए गए रिस्टर में दर्ज किया जाएगा।

18. चिकित्सा सुविधाएं और मेडिकल परीक्षाओं और परीक्षणों के रिकॉर्डः– (1) प्रत्येक कारखाने या उस कारखाने के हिस्से पर कब्जा करने वाला, जिस पर अनुसूची लागू होती है;

(क) इस अनुसूची द्वारा कवर किए गए कर्मचारियों की चिकित्सा निगरानी के लिए एक योग्य चिकित्सा व्यवसायी को नियुक्त करें, जिसका रोजगार मुख्य निरीक्षणालय के अनुमोदन के अधीन होगा;तथा

(ख) उक्त चिकित्सा व्यवसायी को क्लॉज (क) में निर्दिष्ट उद्देश्य के लिए सभी आवश्यक सुविधाएं प्रदान करना।

(2) उक्त चिकित्सा व्यवसायी द्वारा किए गए चिकित्सीय परीक्षाओं और उपयुक्त परीक्षणों का रिकॉर्ड मुख्य निरीक्षक कारखानों द्वारा अनुमोदित एक अलग रजिस्टर में रखा जाएगा, जिसे निरीक्षक द्वारा निरीक्षण के लिए आसानी से उपलब्ध रखा जाएगा।

19. सर्जन को प्रमाणित करके चिकित्सा परीक्षाः– (1) पैरा 1 में निर्दिष्ट प्रक्रिया में नियोजित प्रत्येक कर्मचारी को उसके पहले रोजगार के 15 दिनों के भीतर एक प्रमाणित सर्जन द्वारा जांच की जाएगी। इस तरह की परीक्षा में कार्य परीक्षण , छाती के एक्स–रे में एस्बेस्टोस फाइबर का पता लगाने के लिए परीक्षण शामिल होंगे। किसी भी श्रमिक को कारखाने में पहले रोजगार के 15 दिनों के बाद काम करने की अनुमति नहीं दी जाएगी। जब तक कि प्रमाणित सर्जन द्वारा इस तरह के राजगार के लिए प्रमाणित नहीं किया जाता है।

(2) उप–अनुच्छेद (1) में निर्दिष्ट प्रक्रिया में कार्यरत प्रत्येक कार्यकर्ता को हर बारह कैलेंडर महीनों में कम से कम एक बार प्रमाणित सर्जन द्वारा फिर से जांच की जाएगी। इस तरह की परीक्षाएं, जहां भी सर्टिफिकेटिंग सर्जन उपयुक्त समझता है, उसमें उप–अनुच्छेद (1) में

निर्दिष्ट सभी परीक्षण शामिल है, सिवाय छाती के एक्से–रे के जो 3 साल में एक बार किया जाएगा।

(3) किसी कर्मी की जांच के बाद सर्टिफिकेट सर्जन, फॉर्म 26 में फिटनेसा प्रमाण पत्र जारी करेगा। परीक्षा और फिर से ली गई परीक्षाओं का रिकॉर्ड प्रमाण पत्र में दर्ज किया जाएगा और प्रमाण पत्र प्रबंधक के संरक्षण में रखा जाएगा। वह कारखाना प्रत्येक परीक्षा का रिकॉर्ड उप–पैराग्रफ (1) और (2) के तहत किया जाता है, जिसमें प्रकृति और परीक्षण के परिणाम भी शामिल है, यह प्रमाण पत्र सर्जन द्वारा फॉर्म 27 में एक स्वास्थ्य रजिस्टर में दर्ज किया जाएगा।

(4) इंस्पेक्टर द्वारा निरीक्षण के लिए स्वास्थ्य प्रमाण पत्र और स्वास्थ्य रजिस्टर को आसानी से उपलब्ध रखा जाएगा।

(5) यदि किसी भी समय सर्टिफिकेट सर्जन की राय है कि कोई कर्मी उक्त प्रक्रिया में रोजगार के लायक नहीं है, तो इस आधार पर कि निरंतरता से कार्यकर्ता के स्वास्थ्य को विशेष खतरा होगा, वह एक रिकॉर्ड बनाएगा उक्त प्रमाण पत्र और स्वास्थ्य रजिस्टर में उनके निष्कर्ष, इन दस्तावेजों में उनके निष्कर्षों के प्रवेश में वह अवधि भी शामिल होनी चाहिए जिसके लिए वह मानता है कि उक्त व्यक्ति उक्त प्रक्रिया में काम करने के लिए अयोग्य है।

(6) कोई भी व्यक्ति जो उप–अनुच्छेद (5) में कहा गया है कि काम करने के लिए अयोग्य पाया गया है, को फिर से नियोजित या उक्त प्रक्रिया में काम करने की अनुमति दी जाएगी, जब तक कि आगे के परीक्षण के बाद सर्टिफिकेट सर्जन, उसे फिर से रोजगार के लिए फिट होने के लिए प्रमाणित नहीं करता, उन प्रक्रिया।

20. छूटः– यदि किसी कारखाने के संबंध में, मुख्य निरीक्षक इस बात से संतुष्ट है कि असाधारण परिस्थितियों या किसी अन्य कारण के लिए प्रक्रिया की अनिश्चितता के कारण, कर्मचारियों की सुरक्षा के लिए इस अनुसूची के सभी या किसी भी प्रावधान आवश्यक नहीं है, कारखाने में, मुख्य निरीक्षक लिखित रूप में एक प्रमाण पत्र के द्वारा हो सकता है, जिसे वह अपने विवेक से किसी भी समय निरस्त कर सकता है, ऐसे कारखाने को सभी या ऐसे किसी भी प्रावधान से छूट दे सकता है, यदि कोई हो, तो वह निर्दिष्ट कर सकता है।

अनुसूची–20

कोरोसिब सबस्टैंस के हैंडलिंग या निर्माण

1. परिभाषा। इस अनुसूची के प्रयोजनों के लिए–

(ए) "संक्षारक संचालन" का अर्थ किसी कारखाने में किसी संक्षारक पदार्थ के विनिर्माण, भंडारण, हैंडलिंग, प्रसंस्करण, पैकिंग या उपयोग का एक ऑपरेशन हैय तथा

(ख) "संक्षारक पदार्थ" में सल्फ्यूरिक एसिड, नाइट्रिक एसिड, हाइड्रोक्लोरिक एसिड, हाइड्रोफ्लोरिक एसिड, कार्बोलिक एसिड, फॉस्फोरिक एसिड शामिल हैं। तरल क्लोरीन, तरल ब्रोमीन, अमोनिया, सोडियम हाइड्रॉक्साइड और पोटेशियम हाइड्रॉक्साइड और एक मिश्रण, और किसी भी अन्य पदार्थ जिसे आधिकारिक गजट में अधिसूचना द्वारा राज्य सरकार एक संक्षारक पदार्थ बताती है।

2. फ्लोरिंग।–एक कारखाने के प्रत्येक कार्यस्थल का फर्श जिसमें संक्षारक संचालन किया जाता है, अभेद्य, संक्षारण और अग्नि प्रतिरोधी सामग्री से बना होगा और इसका निर्माण किसी संक्षारक पदार्थ के संग्रह को रोकने के लिए किया जाएगा। इस तरह के फर्श की सतह को सुचारू रूप से जितनी बार आवश्यक हो और बनाए रखा जाना चाहिए, उतना ही चिकनी और साफ किया जाएगा।

3. सुरक्षात्मक उपकरण। (1) अधिभोगी किसी भी संक्षारक संचालन में नियोजित सभी व्यक्तियों के हाथों और पैरों के लिए उपयुक्त सुरक्षात्मक वस्त्र, उपयुक्त एप्रन, चेहरे की ढाल, रासायनिक सुरक्षा चश्मे और श्वासयंत्र का उपयोग करेगा। उपकरणों को अच्छे क्रम में बनाए रखा जाएगा और किसी भी अवशोषित रसायनों के दुष्प्रभाव से छुटकारा पाने और कीटाणुरहित करने के लिए उपयुक्त उपचार करके स्वच्छ और स्वच्छ स्थिति में रखा जाएगा। अधिभोगकर्ता जहां भी आवश्यक हो, उपयुक्त सुरक्षात्मक क्रीम और अन्य तैयारी प्रदान करेगा।

(२) प्रदान किए गए सुरक्षात्मक उपकरण और तैयारी का उपयोग किसी भी संक्षारक संचालन में कार्यरत व्यक्तियों द्वारा किया जाएगा।

4. पानी की सुविधा। – जहां कोई भी संक्षारक संचालन किया जाता है, वहाँ इस तरह के ऑपरेशन के स्थान के करीब के रूप में संभव के रूप में प्रदान किया जाएगा 1.25 सेंटीमीटर व्यास के पाइप से 210 सेंटीमीटर की ऊंचाई पर स्वच्छ पानी का स्रोत और एक के साथ लगाया त्वरित कोडिंग वाल्व ताकि किसी भी संक्षारक पदार्थ द्वारा कार्यकर्ता को चोट लगने की स्थिति में, घायल हिस्से को अच्छी तरह से पानी से भरा जा सके। जब भी आवश्यक हो, निरंतर पानी की आपूर्ति सुनिश्चित करने के लिए, एक भंडारण टैंक जिसमें न्यूनतम लंबाई, चौड़ाई और ऊंचाई 210 सेंटीमीटर, 120 सेंटीमीटर और 60 सेंटीमीटर क्रमशः होती है या ऐसे आयाम जिन्हें मुख्य निरीक्षक द्वारा अनुमोदित किया जाता है, उन्हें स्वच्छ स्रोत के रूप में प्रदान किया जाएगा। पानी।

5. सावधानीपूर्वक सूचना। कृ निम्नलिखित प्रपत्र में एक सावधानी संबंधी सूचना और भाषा में छपी हुई, जिसे अधिकांश कर्मचारी समझते हैं, जो कि संक्षारक संचालन किए जाने के स्थान पर प्रमुखता से प्रदर्शित की जाएंगी और जहाँ यह आसानी से और आसानी से पढ़ी जा सकती है। कर्मचारियों द्वारा। यदि कोई भी कार्यकर्ता अनपढ़ है, तो उसे प्रदर्शित की जाने वाली नोटिस की सामग्री को ध्यान से समझाने के लिए प्रभावी कदम उठाए जाएंगे।

सहायक सूचना खतरा संक्षारक पदार्थ गंभीर जलने का कारण बनते हैं और इसके कारण होने वाले वाष्प अत्यंत हो सकते हैं, खतरनाक। कॉनकोड के मामले में, तुरंत प्रभावित हिस्से को बाढ़ कर देंकम से कम 15 मिनट के लिए भरपूर पानी

जल्दी से चिकित्सा प्राप्त करें।

6. परिवहन। – (1) संक्षारक पदार्थ कंटेनरों में या पाइपों को छोड़कर स्थानांतरित या स्थानांतरित नहीं किए जाएंगे, और जब उन्हें कंटेनरों में ले जाया जाएगा तो उन्हें ध्वनि निर्माण के बक्से में और पर्याप्त ताकत के लिए रखा जाएगा।

(२) ११.५ लीटर या अधिक संक्षारक पदार्थ की क्षमता वाले एक कंटेनर को एक रिसेप्शन या टोकरा में रखा जाएगा और फिर कमर लाइन के नीचे एक ऊंचाई पर एक से अधिक लोगों द्वारा ले जाया जाएगा जब तक कि एक उपयुक्त रबर पहिया ट्रक का उपयोग नहीं किया जाता है उद्देश्य।

(3) संक्षारक पदार्थों के कंटेनरों को स्पष्ट रूप से लेबल किया जाएगा।

संक्षारक से निपटने के लिए उपकरण। (1) झुकाने, उठाने या पंप करने की व्यवस्था का उपयोग जार, कार्बोय और संक्षारक के अन्य कंटेनरों को खाली करने के लिए किया जाएगा।

(2) संक्षारक पदार्थ को नंगे हाथों से नहीं बल्कि एक उपयुक्त स्कूप या उपकरण द्वारा नियंत्रित किया जाएगा।

8. वाल्वों का खुलना। – संक्षारक पदार्थ रखने वाले कंटेनरों में लगाए गए वाल्वों को बहुत सावधानी से खोला जाएगा। यदि वे स्वतंत्र रूप से काम नहीं करते हैं, तो उन्हें खुले में शौच के लिए मजबूर नहीं किया जाएगा। वे इस उद्देश्य के लिए प्रशिक्षित कार्यकर्ता द्वारा खोले जाएंगे।

9. टैंकों की सफाई, सिल आदि आदि। – (1) किसी भी संक्षारक पदार्थ को पकड़ने के लिए इस्तेमाल की जाने वाली मिलों या अन्य बड़े कक्षों से अवशेषों को साफ करने या निकालने में, आर्सेनिक युक्त हाइड्रोजन (आर्सेन) के उत्पादन को रोकने के लिए लकड़ी या अन्य सामग्री से बने उपयुक्त उपकरणों का इस्तेमाल किया जाएगा।)।

(२) जब भी किसी कर्मी को चौम्बर, टैंक, वैट, गड्ढे या अन्य सीमित स्थान में प्रवेश करने के लिए सफाई या अन्य रख–रखाव के काम के लिए यह आवश्यक हो, जहाँ एक संक्षारक पदार्थ जमा हो गया हो, तो कोड की धारा ३६ के तहत आवश्यक सभी सावधानियाँ कार्यकर्ता की सुरक्षा सुनिश्चित करने के लिए लिया जाएगा।

(३) जहाँ कहीं भी संभव हो, मरम्मत से पहले उपकरणों के किसी भाग में ले जाया जाता है जिसमें एक संक्षारक पदार्थ को संभाला जाता है, ऐसे उपकरण या उसके किसी भाग को उपयुक्त विधि अपनाकर किसी भी चिपकने वाले संक्षारक पदार्थ से मुक्त किया जाएगा।

10. भंडारण। – (1) अन्य रासायनिक पदार्थों जैसे तारपीन, कार्बाइड्स, धातु पाउडर और दहनशील सामग्रियों के साथ एक ही कमरे में संक्षारक पदार्थों को संग्रहीत नहीं किया जाएगा, जिससे आकस्मिक मिश्रण हो, जो एक पुनर्मिलन का कारण हो सकता है या जो हिंसक है जहरीले धुएं और गैसों का उदय।

(2) संक्षारक पदार्थों को संचय करने के लिए ओवरहेड टैंक, रिसेप्टेकल वेट्स या अन्य कंटेनर को पंप या भरना, इस तरह से व्यवस्थित किया जाएगा कि किसी भी संक्षारक पदार्थ के अतिप्रवाह और किसी व्यक्ति को चोट लगने की संभावना न हो।

(3) हर कंटेनर में बीस लीटर या उससे अधिक की क्षमता और हर पाइप लाइन, वाल्व, और संक्षारक पदार्थ को रखने या ले जाने के लिए इस्तेमाल की जाने वाली फिटिंग अच्छी तरह से होगी

किसी भी दोष का पता लगाने के लिए हर साल जांच की जाती है, और जो दोष पाए जाते हैं, उन्हें तुरंत हटा दिया जाएगा। इस तरह की बनाई गई प्रत्येक परीक्षा के लिए एक रजिस्टर रखा जाएगा और जब भी आवश्यकता होगी, निरीक्षक के समक्ष प्रस्तुत किया जाएगा।

11. अग्निशामक यंत्र और अग्निशमन उपकरण। – संग्रहीत रसायनों की प्रकृति के आधार पर उपयुक्त किस्म के अग्निशामक यंत्र या अन्य अग्निशमन उपकरण उपलब्ध कराए जाएंगे। ऐसे एक्सटिंग्विशर या अन्य उपकरण नियमित रूप से जांचे और रिफिल किए जाएंगे। यह स्पष्ट करने के निर्देश दिए गए हैं कि बुझाने वाले या अन्य उपकरणों का उपयोग कैसे किया जाना चाहिए, भाषा में मुद्रित जो कि अधिकांश कर्मचारी समझते हैं, प्रत्येक बुझाने वाले या अन्य उपकरण के पास चिपका दिया जाएगा।

12. छूट। कृ यदि प्रबंधक द्वारा किए गए आवेदन पर किसी कारखाने के संबंध में, मुख्य निरीक्षक संतुष्ट है कि असाधारण परिस्थितियों के कारण, या प्रक्रिया की असमानता या किसी अन्य कारण के लिए उसे लिखित रूप में दर्ज किया जाए। इस अनुसूची के सभी या प्रावधानों में से किसी में नियोजित व्यक्तियों की सुरक्षा के लिए आवश्यक नहीं है, वह लिखित रूप में एक प्रमाण पत्र के द्वारा हो सकता है, जिसे वह किसी भी समय निरस्त कर सकता है,

कारखाने को ऐसे प्रावधानों से मुक्त कर सकता है और ऐसी शर्तों के अधीन हो सकता है। वह उसमें निर्दिष्ट कर सकता है।

अनुसूची–21

ऑक्सीजन और हाइड्रोजेन का उत्पादन

पानी के ट्रायबिड्स द्वारा

1. इलेक्ट्रोलाइजर प्लांट का स्थान। – जिस कमरे में इलेक्ट्रोलाइजर प्लांट स्थापित है, वह ऑक्सीजन और हाइड्रोजन के भंडारण और संपीड़ित करने के लिए प्लांट से अलग होगा और इलेक्ट्रिक जनरेटर रूम भी।

2. शुद्धता का परीक्षण ।– (1) ऑक्सीजन और हाइड्रोजन की शुद्धता का परीक्षण निम्न पदों पर प्रत्येक पारी में कम से कम एक बार सक्षम व्यक्ति द्वारा किया जाएगा–

(ए) इलेक्ट्रोलिसिस कक्ष मेंय

(ख) गैस–धारक इनलेट परय तथा

(सी) सक्शन और कंप्रेसर की।

(2) शुद्धता आंकड़े एक रजिस्टर में दर्ज किए जाएंगे और इस तरह के परीक्षण करने वाले व्यक्तियों द्वारा हस्ताक्षर किए जाएंगेः

बशर्ते कि अगर इलेक्ट्रोलाइजर प्लांट को अलार्म की रोशनी के साथ ऑक्सीजन और हाइड्रोजन की शुद्धता के स्वचालित रिकॉर्डर के साथ फिट किया जाता है, तो यह केवल सक्शन और कंप्रेसर पर गैसों की शुद्धता के लिए पर्याप्त होगा।

3. संपीड़न के रूप में प्रतिबंध। – ऑक्सीजन और हाइड्रोजन गैसों को संपीड़ित नहीं किया जाएगा यदि उनकी पैराग्राफ 2 के तहत निर्धारित की गई शुद्धता किसी भी समय 98 प्रतिशत से नीचे आती है।

4. गैशबोर्ड के लिए सीमा स्विच। कृकिसी भी गैश फोल्डर की घंटी को खाली होने पर अपनी न्यूनतम स्थिति के 30 सेंटीमीटर के भीतर जाने की अनुमति नहीं दी जाएगी और इस तरह से कंप्रेसर के मोटर को बंद करने के लिए एक सीमा स्विच को इस तरह से गैशबोर्ड में फिट किया जाएगा। जब सीमा हो जाती है।

5. नेगेटिव प्रेशर स्विच का प्रावधान। –गैसबोर्ड में लिमिट स्विच के अलावा, एक सेंसिटिव नेगेटिव प्रेशर स्विच को गॉजबोर्ड के पास हाइड्रोजन के लिए सक्शन मेन से या आस–पास और गशोल्डर के बीच और हाइड्रोजन कंप्रेसर को स्विच करने के लिए दिया जाएगा। वैक्यूम करने के लिए के रूप में हद तक खाली किया जा रहा है की स्थिति में कंप्रेसर मीटर बंद।

6. कास्टिक सोडा की शुद्धता। – लाइ बनाने के लिए इस्तेमाल किया जाने वाला पानी और कास्टिक सोडा दवा की सीमा के भीतर रासायनिक रूप से शुद्ध होगा।

7. ध्रुवीयता के उलट होने के प्रति सावधानियाँ – इलेक्ट्रोलाइजर कोशिकाओं और विद्युत जनरेटर टर्मिनलों पर विद्युत कनेक्शन की संभावना ध्रुवीयता के उलट होने की संभावना या गलत कनेक्शन को रोकने के लिए बनाई जाएगी और इसके अलावा एक स्वचालित डिवाइस को काटने के लिए प्रदान किया जाएगा। बिजली जनरेटर टर्मिनलों पर स्विच बोर्ड पर या तो गलत कनेक्शन के कारण ध्रुवीयता के उलट होने की स्थिति में शक्ति।

8. गैस पाइप का रंग। – ऑक्सीजन और हाइड्रोजन गैस पाइप को अलग–अलग रंगों से रंगा जाएगा और हाइड्रोजन गैस पाइप के जोड़ों में रिसाव की स्थिति में, पुनरू निर्माण के बाद पाइप को हाइड्रोजन गैस में ड्राइंग से पहले सभी हवा से शुद्ध किया जाएगा।

9. फ्लेम प्रूफ फिटिंग्स का उपयोग– इलेक्ट्रोलाइजर रूम में सभी इलेक्ट्रिकल वायरिंग और इंस्ट्रूमेंट फ्लेम प्रूफ कंस्ट्रक्शन के होंगे या फ्लेमप्रूफ फिटिंग्स में संलग्न होंगे और किसी भी

नंगी लाइट या फ्लेम को इलेक्ट्रोलेसर रूम या जहां कंप्रेशन में ले जाने की अनुमति नहीं होगी। गैसों का भराव किया जाता है और ऐसी चेतावनी नोटिस प्रमुख स्थानों पर प्रदर्शित की जाएंगी,

10. गर्म काम पर प्रतिबंध– इलेक्ट्रोलाइजर संयंत्र और गैशल्डर्स और कंप्रेसर का कोई हिस्सा वेल्डिंग, टांकना, टांका लगाने या काटने के अधीन नहीं किया जाएगा जब तक कि उस हिस्से से किसी विस्फोटक पदार्थ को हटाने और इस तरह के लिए सुरक्षित हिस्से को प्रस्तुत करने के लिए कदम नहीं उठाए गए हों। संचालन और इस तरह के संचालन के पूरा होने के बाद किसी भी विस्फोटक पदार्थ को उस हिस्से में प्रवेश करने की अनुमति नहीं दी जाएगी जब तक कि विस्फोट के जोखिम को रोकने के लिए धातु पर्याप्त रूप से ठंडा न हो।

11. मरम्मत आदि को देखरेख में किया जाना चाहिए। कोई भी कार्य या संचालन, मरम्मत या रखरखाव किसी व्यक्ति की प्रत्यक्ष देखरेख में नहीं किया जाएगा, जो अपने प्रशिक्षण, अनुभव और विस्फोट के जोखिम के खिलाफ आवश्यक सावधानियों के ज्ञान के द्वारा सक्षम है। ऐसे काम की निगरानी करना। निर्माण या मरम्मत के बाद कोई भी विद्युत जनरेटर इलेक्ट्रोलाइट्स पर स्विच नहीं किया जाएगा, जब तक कि सक्षम व्यक्तियों द्वारा प्रमाणित नहीं किया जाता है, जिसके तहत प्रत्यक्ष पर्यवेक्षण निर्माण या मरम्मत एक सुरक्षित स्थिति में की जाती है और आवश्यक रूप से ध्रुवीय के लिए टर्मिनलों की जांच की गई है अनुच्छेद 7 द्वारा,

12. प्लांट की जाँच। कृ इलेक्ट्रोलाइजर प्लांट के हर हिस्से और गॉजल्डर्स और कंप्रेसर में ओवरहाल और जाँच की एक नियमित अनुसूची होगी और देखा गया प्रत्येक दोष आगे को सुधारा जाएगा।

अनुसूची–22

प्रसंस्करण करने वाले तेल और तेल के प्रसंस्करण की प्रक्रिया

विलायती विस्तार रेखानकनमें प्राथमिक स्रोत

1. परिभाषाएँ – इस अनुसूची के प्रयोजनों के लिए–

(ए) इस अनुसूची के उद्देश्य के लिए ष्सक्षम व्यक्तिष् कम से कम मुख्य अभियंता द्वारा अनुमोदित किया जा सकता है के रूप में एक जिम्मेदार स्थिति में 10 साल के अनुभव के साथ (इंस्टीट्यूशन ऑफ इंजीनियर्स (इंडिया) के सदस्य या उक्त संस्थान के एक सहयोगी सदस्य होंगेः

बशर्ते कि मैकेनिकल इंजीनियरिंग या केमिकल इंजीनियरिंग तकनीक में तेल और वसा के विशेष ज्ञान के साथ स्नातक और विलायक एक्स्ट्रोडियन प्लांट में 5 साल के न्यूनतम अनुभव के साथ एक सक्षम व्यक्ति भी माना जाएगारू

इसके अलावा, राज्य सरकार किसी अन्य योग्यता को स्वीकार कर सकती है, यदि उसकी राय में वे पूर्वोक्त योग्यता के बराबर हैं।

(ख) "फ्लेम प्रूफ एनक्लोजर" जैसा कि इलेक्ट्रिकल मशीनरी या उपकरण पर लागू होता है, जिसका अर्थ होता है एक बाड़े का सामना करना पड़ता है, जब कवर या अन्य एक्सेस दरवाजे ठीक से सुरक्षित होते हैं, ज्वलनशील गैस या वाष्प का एक आंतरिक विस्फोट जो प्रवेश कर सकता है या जो पीड़ित के बिना बाड़े के अंदर उत्पन्न हो सकता है बाहरी ज्वलनशील गैस या वाष्प में आंतरिक सूजन (या विस्फोट) के संचार के बिना क्षति और क्षतिय

(सी) "विलायक" का अर्थ है एक ज्वलनशील तरल जैसे कि पेन्टेन, हेक्सेन और हेप्टेन वनस्पति तेलों की वसूली के लिए उपयोग किया जाता हैय

(घ) "सॉल्वेंट एक्सट्रोडक्शन प्लांट" का अर्थ है एक ऐसा प्लांट जिसमें सॉल्वैंट्स के उपयोग से वनस्पति और पशु स्रोतों से तेल और वसा निकालने की प्रक्रिया को पूरा किया जाता है।

2. स्थान और लेआउट– (1) निकटतम विलायती इलाके से 30 मीटर की दूरी पर किसी भी विलायक एक्सट्रोडक्शन संयंत्र का निर्माण या विस्तार करने की अनुमति नहीं दी जाएगी।

(२) संयंत्र से १५ मीटर की न्यूनतम दूरी तक विलायक एक्सट्रोडेशन प्लांट के चारों ओर १–५ मीटर ऊँचा निरंतर तार बाड़ लगाया जाएगा।

(3) किसी भी व्यक्ति को बाड़ से बंधे हुए क्षेत्र के अंदर किसी भी मैच या आग की खुली लौ को ले जाने की अनुमति नहीं दी जाएगी।

(४) बॉयलर हाउस और अन्य इमारतें, जहाँ खुली लौ प्रक्रिया की जाती है, विलायक एक्सट्रोडेशन प्लांट से कम से कम ३० मीटर की दूरी पर स्थित होगी।

(५) यदि गोदाम और तैयारी की प्रक्रिया विलायक के विलुप्त होने के संयंत्र से ३० मीटर से कम की दूरी पर हैं, तो ये पौधे से कम से कम १५ मीटर की दूरी पर होंगे, और गैर–दहनशील सामग्री के मीटर की निरंतर बाधा दीवार ऊंची होगी। सॉल्वेंट एक्सट्रोडेशन प्लांट से 15 मीटर से कम की दूरी पर नहीं लगाया गया है, ताकि यह प्रज्वलन के संभावित स्रोतों के लिए संयंत्र से इसके सिरों के आसपास कम से कम 30 मीटर की वाष्प यात्रा तक फैल जाए।

3. विद्युत प्रतिष्ठान – (1) सभी विद्युत मोटर्स और वायरिंग और या तो विलायक के बाहरी संयंत्र में स्थापित या रखे गए विद्युत उपकरण लौ प्रूफ निर्माण के होंगे।

(२) विभिन्न टैंकों और कंटेनरों सहित संयंत्र और भवन के सभी धातु भागों में, जहाँ सॉल्वैंट्स संग्रहीत हैं, मौजूद हैं और ऊर्जा के लिए आवश्यक नहीं होने वाले बिजली के उपकरणों के सभी हिस्सों को एक साथ ठीक से बंधे और पृथ्वी से जोड़ा जाएगा ताकि आकस्मिक वृद्धि से बचा जा सके। पृथ्वी की क्षमता से ऊपर के ऐसे भागों की विद्युत क्षमता।

4. धूम्रपान पर प्रतिबंध– सॉल्वेंट एक्सट्रोडेशन प्लांट से 15 मीटर की दूरी के भीतर धूम्रपान करना सख्त वर्जित होगा। इस प्रयोजन के लिए, "नो स्मोकिंग" संकेत स्थायी रूप से क्षेत्रों में प्रदर्शित किए जाएंगे।

5. घर्षण के प्रति सावधानियाँ– (1) सॉल्वेंट एक्सट्रोडक्शन प्लांट में इस्तेमाल होने वाले लैडर, चेन और अन्य लिफ्टिंग टैकल सहित सभी उपकरण और उपकरण नॉन–स्पार्किंग प्रकार के होंगे।

(2) विलायक एक्सट्रोडेशन प्लांट में कोई मशीनरी या उपकरण बेल्ट से संचालित नहीं होंगे।

(3) किसी व्यक्ति को नायलॉन या ऐसे अन्य फाइबर से बने कपड़े पहनने पर विलायक एक्सट्रोडक्शन संयंत्र में प्रवेश करने और काम करने की अनुमति नहीं दी जाएगी जो स्थैतिक विद्युत आवेश उत्पन्न कर सकते हैं या ऐसे जूते पहन सकते हैं जिनके घर्षण से चिंगारी निकलने की संभावना है।

6. अग्निशमन तंत्र – (1) ज्वलनशील तरल आग के खिलाफ उपयोग के लिए उपयुक्त पोर्टेबल आग बुझाने की पर्याप्त संख्या विलायक संयंत्र में प्रदान किया जाएगा।

(2) भंडारण पाइप की पर्याप्त आपूर्ति के साथ एक गीले पाइप या खुले–सिर के जलप्रलय प्रणाली पर एक स्वचालित पानी स्प्रे स्प्रिंकलर सिस्टम, विलायक एक्स्ट्रोडियन प्लांट और पूरे भवन में इस तरह के आवास पर प्रदान किया जाएगा।

7. बिजली की विफलता के प्रति सावधानियाँ – बिजली की विफलता की स्थिति में भाप के स्वतरू काटने के लिए प्रावधान किया जाएगा और साथ ही कंडेनसर्स को गुरुत्वाकर्षण द्वारा पानी की आपूर्ति के लिए आपातकालीन ओवरहेड पानी की आपूर्ति के लिए जो बिजली की विफलता के साथ स्वचालित रूप से खेल में आएगा। ।

8. चुंबकीय विभाजक। – तेल केक को एक हॉपर के माध्यम से एक कन्वेयर द्वारा एक्स्ट्रोडोडर को खिलाया जाएगा और इसके हस्तांतरण के दौरान लोहे के किसी भी टुकड़े को हटाने के लिए एक चुंबकीय विभाजक प्रदान किया जाएगा।

9. वेंटिंग– (1) आग की स्थिति में अत्यधिक आंतरिक दबाव से राहत देने के लिए सॉल्वैंट्स वाले टैंक को आपातकालीन वेंटिंग से संरक्षित किया जाएगा।

(२) सभी आपातकालीन राहत वेंट जमीन से कम से कम ६ मीटर ऊपर से समाप्त होंगे और इतने स्थित होंगे कि वाष्प उस भवन में फिर से प्रवेश नहीं करेंगे जिसमें विलायक एक्सट्रोडियन प्लांट स्थित है।

10. अपशिष्ट जल। कृ किसी भी विलायक में बहाए जाने से पहले किसी भी विलायक को हटाने के लिए प्रक्रिया अपशिष्ट जल को एक फ्लैश वाष्पीकरण के माध्यम से पारित किया जाएगा, जो कि बाड़ क्षेत्र के भीतर स्थित होना चाहिए लेकिन बाड़ से आठ मीटर के करीब नहीं होना चाहिए।

11. वेंटिलेशन। – विलायक एक्सट्रोडक्शन प्लांट अच्छी तरह से हवादार होगा और अगर संयंत्र एक इमारत में रखा जाता है, तो इमारत को प्रति घंटे कम से कम छह वायु परिवर्तन के प्रावधान के साथ यांत्रिक वेंटिलेशन प्रदान किया जाएगा।

12. हाउस कीपिंग ।– (1) सॉल्वेंट को सॉल्वेंट एक्सट्रोडक्शन प्लांट द्वारा कवर किए गए एरिया में स्टोर नहीं किया जाएगा, सिवाय कम मात्रा में जिसे स्वीकृत सेफ्टी कैन में स्टोर किया जा सके।

(2) अपशिष्ट पदार्थ जैसे तैलीय चीर, अन्य अपशिष्ट और अवशोषक जिनका उपयोग विलायक और पेंट को पोंछने के लिए किया जाता है और अनुमोदित कंटेनरों में जमा किया जाएगा और दिन में कम से कम एक बार परिसर से हटा दिया जाएगा।

(3) विलायक एक्सट्रोडेशन प्लांट के भीतर और प्लांट से 15 मीटर के भीतर किसी भी दहनशील सामग्री और तेल या विलायक के किसी भी फैल से मुक्त रखा जाएगा, तुरंत साफ किया जाएगा।

13. परीक्षा अमी मरम्मत। – (1) विलायक संयंत्र किसी भी कमजोरी या क्षरण का निर्धारण करने और प्रत्येक 12 महीनों में एक बार पहनने के लिए सक्षम व्यक्ति द्वारा जांच की जाएगी। ऐसी परीक्षा की रिपोर्ट निरीक्षक को उसके अवलोकन के साथ आपूर्ति की जाएगी कि क्या संयंत्र काम करने के लिए सुरक्षित स्थिति में है या नहीं।

(२) सक्षम व्यक्ति के प्रत्यक्ष पर्यवेक्षण के अलावा मशीनरी या संयंत्र के लिए कोई मरम्मत नहीं की जाएगी।

(3) सफाई या मरम्मत के लिए खोलने से पहले और मरम्मत के बाद विलायक को शुरू करने से पहले संयंत्र को अक्रिय गैस से शुद्ध करने के लिए सुविधा प्रदान की जाएगी।

14. ऑपरेटिंग कार्मिक – विलायक विलोपन संयंत्र में संयंत्र और मशीनरी का संचालन ऐसे विधिवत योग्य और प्रशिक्षित व्यक्तियों के प्रभारी के रूप में किया जाएगा जो सक्षम व्यक्ति द्वारा प्रमाणित होते हैं कि वे इस प्रयोजन के लिए फिट हैं और किसी अन्य व्यक्ति को अनुमति नहीं दी जाएगी। संयंत्र और मशीनरी को संचालित करने के लिए।

15. महिलाओं और युवाओं का रोजगार। कोई भी महिला या युवा व्यक्ति सॉल्वेंट एक्सट्रोडियन प्लांट में काम नहीं करेगा।

16. वाष्प का पता लगाना – एक उपयुक्त प्रकार का फ्लेम प्रूफ और पोर्टेबल दहनशील गैस इंडिकेटर को अच्छे कार्य क्रम और अनुसूची में प्रदान किया जाएगा।

मुख्य निरीक्षक द्वारा अनुमोदित विभिन्न स्थानों पर वातावरण के नियमित नमूने को इस उद्देश्य के लिए बनाए गए रजिस्टर में निकाला जाएगा और दर्ज किया जाएगा।

अनुसूची–23

मैगनीज का निर्माण या निर्माण और इसके घटक

1. आवेदन– यह अनुसूची प्रत्येक कारखाने में या जिसमें किसी भी मैंगनीज प्रक्रिया को चलाया जाता है, पर लागू होगा।

2. परिभाषाएँ – इस अनुसूची के प्रयोजनों के लिए–

(ए)"कुशल निकास वेंटिलेशन" का अर्थ है कि इसके मूल स्रोत पर धूल या धूआं या धुंध को हटाने के लिए यांत्रिक साधनों से प्रभावित स्थानीयकृत वेंटिलेशन, ताकि किसी भी जगह के वातावरण में भागने से रोका जा सके जहां कोई भी कार्य किया जाता है। किसी भी सूखे को कुशल नहीं माना जाएगा जो उस स्थान पर धूल या धूआं या धुंध को हटाने में विफल रहता है जहां यह उत्पन्न होता है और इसे कार्यस्थल के वातावरण में फैलने और फैलने से रोकने में विफल रहता हैय

(ख) "पहला रोजगार" का अर्थ है किसी भी मैंगनीज प्रक्रिया में पहला रोजगार तीन कैलेंडर महीनों से अधिक की निरंतर अवधि के लिए रोजगार के किसी भी समाप्ति के बादय

(सी)"मैंगनीज प्रक्रिया" का अर्थ है मैंगनीज का प्रसंस्करण, निर्माण या हेरफेर या मैंगनीज का कोई यौगिक या मैंगनीज युक्त कोई भी मिश्रणय तथा

(घ) "हेरफेर" का अर्थ है मिश्रण करना, सम्मिश्रण करना, भरना, खाली करना, पीसना, सुलगाना, सुखाने, पैकिंग, व्यापक या अन्यथा मैंगनीज, या मैंगनीज के एक यौगिक, या किसी भी अयस्क या मैंगनीज युक्त किसी भी मिश्रण से निपटना।

3. एक प्रक्रिया का अलगाव – हर मैंगनीज प्रक्रिया जो मैंगनीज युक्त धूल, वाष्प या धुंध को जन्म दे सकती है, को पूरी तरह से संलग्न प्रणाली में ले जाया जाएगा या अन्यथा प्रभावी ढंग से अन्य प्रक्रिया से अलग किया जाएगा ताकि अन्य पौधे और प्रक्रिया और अन्य भागों कारखाने और अन्य प्रक्रिया पर नियोजित व्यक्ति उसी से प्रभावित नहीं हो सकते हैं।

4. प्रक्रिया का वेंटिलेशन – कोई प्रक्रिया नहीं जिसमें मैंगनीज युक्त कोई भी धूल, वाष्प या धुंध उत्पन्न होती है, को एक कुशल निकास वेंटिलेशन के अलावा बाहर रखा जाएगा, जिसे प्रोकोडेबिल के रूप में पीढ़ी के बिंदु के पास लागू किया जाएगा।

5. व्यक्तिगत सुरक्षा उपकरण। – (1) कारखाने का अधिभोगी किसी भी मैंगनीज प्रक्रिया में कार्यरत सभी व्यक्तियों के लिए अच्छी और स्वच्छ स्थिति में उपयुक्त चौगा और सिर को कवर प्रदान करेगा और बनाए रखेगा और इस तरह के चौगा और सिर ढंकने वाले व्यक्तियों द्वारा पहना जाएगा। मैंगनीज प्रक्रिया पर काम करना।

(2) कारखाने के अधिभोगी, धूल, धुएं या मिष्ठान को रोकने के लिए आपातकाल में कर्मचारियों द्वारा उपयोग के लिए उपयुक्त श्वसन सुरक्षा उपकरण प्रदान करेंगे। इस तरह के उपकरणों के पूर्ण सेटों की पर्याप्त संख्या हमेशा कार्यस्थल के पास रखी जाएगी और उसी को ठीक से बनाए रखा जाएगा और हमेशा आसानी से उपयोग किए जाने की स्थिति में रखा जाएगा।

(३) व्यवसायी सभी व्यक्तियों के उपयोग, भंडारण के लिए उपयुक्त आवास और व्यक्तिगत सुरक्षा उपकरणों की सफाई और रखरखाव की पर्याप्त व्यवस्था करेगा।

6. महिलाओं और युवा व्यक्तियों से संबंधित निषेध–किसी भी महिला या युवा व्यक्ति को किसी भी मैंगनीज प्रक्रिया में काम करने या अनुमति नहीं दी जाएगी।

7. कार्यस्थल में निषिद्ध भोजन, पेय आदि– किसी भी कार्यलय में किसी भी कार्यकर्ता द्वारा किसी भी मैंगनीज प्रक्रिया को पूरा करने के लिए कोई भी भोजन, पेय, पैन और सुपारी या तम्बाकू को परिसर में लाने की अनुमति नहीं दी जाएगी।

8. मेस–रूम। – एक मैंगनीज प्रक्रिया में नियुक्त व्यक्तियों के उपयोग के लिए प्रदान और बनाए रखा जाएगा, जो एक उपयुक्त मेस–रूम है, जिसे पर्याप्त टेबल और बेंच और भोजन के गर्म होने के लिए पर्याप्त साधनों से सुसज्जित किया जाएगा। मेस–रूम को एक जिम्मेदार व्यक्ति के प्रभार के तहत रखा जाएगा और उसे साफ रखा जाएगा।

9. धुलाई की सुविधा। – मैंगनीज प्रक्रिया पर नियोजित व्यक्तियों के उपयोग के लिए एक स्वच्छ राज्य और अच्छी स्थिति में प्रदान और बनाए रखा जाएगा–

(ए) कवर के नीचे धोने की जगह

(बीं)प्लग के बिना एक बेकार पाइप के साथ एक चिकनी अभेद्य सतह के साथ एक गर्त, और किसी भी एक समय में काम करने वाले ऐसे दस लोगों के लिए कम से कम 60 सेंटीमीटर की अनुमति देने के लिए पर्याप्त लंबाई, और गर्त से ऊपर नल या जेट से पानी की निरंतर आपूर्ति होने की अनुमति 60 सेंटीमीटर से अधिक नहीं के अंतराल परय या

(सी)कम से कम एक वॉश बेसिन हर पांच ऐसे व्यक्तियों के लिए है जो किसी भी समय कार्यरत हैं, एक बेकार पाइप और प्लग से लैस है और पानी की निरंतर आपूर्ति कर रहा हैय तथा

(डी) साबुन या अन्य उपयुक्त सफाई सामग्री और नाखून ब्रश और साफ तौलिये की पर्याप्त आपूर्ति।

10. क्लॉक–रूम– अगर मुख्य निरीक्षक की आवश्यकता हो तो मैंगनीज में नियुक्त व्यक्तियों के उपयोग के लिए प्रदान और रखरखाव किया जाएगा, कपड़े के लिए एक क्लोक–रूम, कपड़ों को सुखाने के लिए पर्याप्त व्यवस्था के साथ काम के दौरान बंद रखें।

11. सावधानीपूर्वक वचन और निर्देश। – कार्यरत कर्मचारियों के बहुमत की भाषा में परिशिष्ट में छपी और छपी प्रपत्र में सावधानी नोटिस, कारखाने में प्रमुख स्थानों पर चिपकाए जाएंगे जहां वे कर्मचारियों द्वारा आसानी से और आसानी से पढ़े जा सकते हैं और समय–समय पर मैंगनीज प्रक्रिया में नियुक्त सभी कर्मचारियों को उनके कर्तव्यों से जुड़े स्वास्थ्य खतरों और स्वयं की सुरक्षा के लिए सबसे अच्छा निवारक उपायों और तरीकों के बारे में निर्देश देने के लिए कब्जाकर्ता द्वारा व्यवस्था की जाएगी। नोटिस हमेशा एक सुव्यवस्थित स्थिति में बनाए रखा जाएगा।

12. चिकित्सा सुविधाएं और परीक्षा और परीक्षण के रिकॉर्ड। (1) प्रत्येक कारखाने का अधिभोग जिसमें अनुसूची लागू होती है, –

(ए)उसमें कार्यरत कर्मचारियों की चिकित्सा निगरानी के लिए एक योग्य चिकित्सा व्यवसायी को नियुक्त करें, जिसका रोजगार मुख्य निरीक्षणालय के अनुमोदन के अधीन होगाय तथा

(ख) उक्त चिकित्सा व्यवसायी को क्लॉज (क) में निर्दिष्ट उद्देश्य के लिए सभी आवश्यक सुविधाएं प्रदान करना।

(२) उक्त चिकित्सा व्यवसायी द्वारा किए गए चिकित्सीय परीक्षाओं और उपयुक्त परीक्षणों का रिकॉर्ड मुख्य निरीक्षक कारखानों द्वारा अनुमोदित एक अलग रजिस्टर में रखा जाएगा, जिसे निरीक्षक द्वारा निरीक्षण के लिए आसानी से उपलब्ध रखा जाएगा।

13. सर्जन सर्टिफिकेट द्वारा चिकित्सा परीक्षा। – (1) किसी भी मैंगनीज प्रक्रिया में कार्यरत प्रत्येक कर्मचारी को उसके पहले रोजगार के 15 दिनों के भीतर एक प्रमाणित सर्जन द्वारा चिकित्सकीय रूप से जांच की जाएगी। इस तरह की परीक्षा के लिए परीक्षण शामिल होंगे रक्त और मूत्र में सीरम कैल्शियम, सीरम फॉस्फेट और मैंगनीज का पता लगाना और इसमें स्थिरता परीक्षण और अन्य न्यूरोमस्कुलर समन्वय समन्वय परीक्षण शामिल हैं। किसी भी श्रमिक को कारखाने में अपने पहले रोजगार के 15 दिनों के बाद काम करने की अनुमति नहीं दी जाएगी जब तक कि प्रमाणित सर्जन द्वारा इस तरह के रोजगार के लिए प्रमाणित नहीं किया जाता है।

(2) मैंगनीज प्रक्रिया में नियोजित प्रत्येक कर्मचारी को प्रत्येक तीन कैलेंडर महीनों में कम से कम एक बार प्रमाणित सर्जन द्वारा फिर से जांच की जाएगी और ऐसी परीक्षा जहाँ भी सर्जन सर्जन उपयुक्त समझे, सभी उप–अनुच्छेद (1) में शामिल होंगे।

(3) किसी कार्यकर्ता की जांच के बाद सर्टिफिकेट सर्जन फॉर्म 26 में फिटनेस प्रमाणपत्र जारी करेगा। बाहर किए गए परीक्षा और पुनरू परीक्षाओं के रिकॉर्ड को प्रमाण पत्र में दर्ज किया जाएगा और प्रमाण पत्र प्रबंधक के प्रबंधक की हिरासत में रखा जाएगा। कारखाने। प्रत्येक परीक्षा के रिकॉर्ड प्रकृति और इन परीक्षणों के परिणामों सहित उप–पैराग्राफ (1) और (2) के तहत किए जाते हैं, यह भी सर्टिफिकेट सर्जन द्वारा फॉर्म 27 में एक स्वास्थ्य रजिस्टर में दर्ज किया जाएगा।

(4) इंस्पेक्टर द्वारा निरीक्षण के लिए स्वास्थ्य प्रमाण पत्र और स्वास्थ्य रजिस्टर को आसानी से उपलब्ध रखा जाएगा।

(५) यदि किसी भी समय सर्टिफिकेट सर्जन की राय है कि कार्यकर्ता उक्त प्रक्रिया में रोजगार के लायक नहीं है, तो इस आधार पर कि निरंतरता से कार्यकर्ता के स्वास्थ्य को विशेष खतरा होगा, वह रिकॉर्ड बनाएगा उक्त प्रमाण पत्र और स्वास्थ्य रजिस्टर में उनके निष्कर्ष। इन दस्तावेजों में उनके निष्कर्षों के प्रवेश में वह अवधि भी शामिल होनी चाहिए जिसके लिए वह समझता है कि उक्त व्यक्ति उक्त प्रक्रिया में काम करने के लिए अयोग्य है।

(६) कोई भी व्यक्ति जो उप–अनुच्छेद (५) में कहा गया है कि काम करने के लिए अयोग्य पाया गया है, उसे फिर से नियोजित या उक्त प्रक्रिया में काम करने की अनुमति दी जाएगी, जब तक कि आगे की परीक्षा के बाद सर्टिफिकेट सर्जन, फिर से उसे उन लोगों में रोजगार के लिए फिट होने के लिए प्रमाणित नहीं करता है प्रक्रिया।

14. छूट। कृ यदि किसी कारखाने के संबंध में मुख्य निरीक्षक संतुष्ट है कि किसी भी असाधारण परिस्थितियों के कारण, या प्रक्रिया की असमानता या किसी अन्य कारण से, इस अनुसूची के सभी या किसी भी प्रावधान के लिए आवेदन आवश्यक नहीं है इस तरह के कारखाने में नियोजित व्यक्तियों की सुरक्षा, वह एक आदेश द्वारा लिखित रूप में जो वह अपने विवेक पर निरस्त कर सकता है, इस तरह की शर्तों पर इस तरह के सभी या किसी भी प्रावधान से कारखाने को छूट दे सकता है और ऐसी अवधि के लिए जैसा कि वह उक्त आदेश में निर्दिष्ट कर सकता है।

अनुबंध

सहायक सूचना

मैंगनीज और मैंगनीज यौगिक

1. मैंगनीज और इसके यौगिकों की धूल, धूएं और मिस्ट जहरीले होने पर या अंदर जाने पर विषैले होते हैं।

2. कार्यस्थल के पास भोजन या पेय का सेवन न करें।

3. भोजन लेने से पहले एक अच्छा धो लें।
4. कार्य क्षेत्र को साफ रखें।
5. प्रदान किए गए सुरक्षात्मक कपड़ों और उपकरणों का उपयोग करें।
6. जब उन स्थितियों में काम करने की आवश्यकता होती है जहां धूल, धुएं या मिस्ट के साँस लेने की संभावना होती है, तो उद्देश्य के लिए प्रदान किए गए श्वसन सुरक्षात्मक उपकरण का उपयोग करें।
7. यदि आपको गंभीर सिरदर्द, लंबे समय तक नींद न आना या शरीर पर असामान्य उत्तेजनाएं महसूस होती हैं, तो प्रबंधक को रिपोर्ट करें, जो आपकी परीक्षा और उपचार की व्यवस्था करेगा।

अनुसूची–24

कीटनाशक दवाओं का निर्माण या निर्माण

1. आवेदन–यह अनुसूची उन सभी कारखानों या उसके किसी भाग के संबंध में लागू होगी जिसमें उसके बाद के रूप में संदर्भित खतरनाक कीटनाशक के निर्माण या हेरफेर की प्रक्रिया की जाती है या जैसा कि कहा जाता है कि निर्माण प्रक्रिया जारी है।
2. परिभाषाएँ।इस अनुसूची के प्रयोजनों के लिए–
(क) "खतरनाक कीटनाशक" का अर्थ किसी भी भाग को नियंत्रित करने, नष्ट करने या नष्ट करने या इसके विकास को रोकने या इसके विकास को रोकने के लिए उपयोग किया जाता है, जिसमें इसके किसी भी प्रकार के योगों को शामिल किया गया है, जो कि विषाक्त माना जाता है और इसके तहत कीटनाशक संहिता, 1968 और नियम शामिल हैं। राज्य सरकार द्वारा समय–समय पर अधिसूचित किया जा सकता हैय
(ख) "कुशल निकास ड्राफ्ट" का अर्थ है धुएं, गैस वाष्प, धूल, धूआं या धुंध को हटाने के लिए स्थानीय यांत्रिक वेंटिलेशन, ताकि उन्हें किसी भी कार्यस्थल की हवा में भागने से रोका जा सके जिसमें काम किया जाता है। यदि इस तरह की गैस, धूआं, धूल, वाष्प या धुंध प्रक्रिया से उत्पन्न धुएं को हटाने में विफल रहता है तो कोई निकास ड्राफ्ट कुशल नहीं माना जाएगाय
(ग) "पहला रोजगार" का मतलब किसी भी निर्माण प्रक्रिया में पहला रोजगार होगा, जिस पर यह अनुसूची लागू होती है और तीन कैलेंडर महीनों से अधिक की निरंतर अवधि के लिए रोजगार के किसी भी समाप्ति के बाद उक्त विनिर्माण प्रक्रिया में फिर से रोजगार शामिल होगाय तथा
(घ) मिश्रण, सम्मिश्रण, निर्माण, भरने, खाली करने, पैकिंग या अन्यथा हैंडलिंग सहित ष्हेरफेरष्।
3. कर्मचारियों को निर्देश–उनके पहले रोजगार पर प्रत्येक कार्यकर्ता को पूरी तरह से निर्देश दिया जाएगा कि उक्त विनिर्माण प्रक्रिया में संभाले गए रसायनों के खतरनाक गुणों और शामिल खतरों पर पूरी तरह से निर्देश दिया जाए। किसी भी आपात स्थिति से निपटने के लिए किए जाने वाले उपायों में कर्मचारियों को भी निर्देश दिए जाएंगे, ऐसे निर्देश समय–समय पर दोहराए जाएंगे।
4. सावधानी नोटिस और तख्तियाँ– इस अनुसूची में परिशिष्ट में निर्दिष्ट प्रपत्र में सावधानी नोटिस और तख्तियां और कर्मचारियों के बहुमत की भाषा में मुद्रित सभी कार्यस्थलों में प्रदर्शित किया जाएगा जिसमें उक्त विनिर्माण प्रक्रिया को आगे बढ़ाया जाता है ताकि वे आसानी से और आसानी से कर्मचारियों द्वारा पढ़ा जा सकता है। उक्त विनिर्माण प्रक्रिया और संरक्षण के तरीकों में उत्पन्न होने वाले स्वास्थ्य खतरों के बारे में कर्मचारियों को समय–समय पर निर्देश देने के लिए कब्जाकर्ता और कारखाने के प्रबंधक द्वारा व्यवस्था की जाएगी। इस

तरह के नोटिस में कर्मचारियों के स्वास्थ्य की सुरक्षा के लिए आवश्यक आवधिक नैदानिक परीक्षणों के बारे में संक्षिप्त निर्देश शामिल होंगे।

5. महिलाओं या युवा व्यक्तियों के रोज़गार से संबंधित प्रतिबंध।कृकिसी भी गर्भवती महिला या युवा व्यक्ति को ऐसे किसी कमरे में काम पर नहीं लगाया जाएगा या काम करने की अनुमति नहीं दी जाएगी, जिसमें बताई गई मैन्युफैक्चरिंग प्रक्रियाएँ चल रही हों या ऐसे किसी कमरे में जहाँ खतरनाक कीटनाशक जमा किया जाता हो।

बशर्ते कि महिला कर्मचारियों को उनकी सहमति से निम्नलिखित शर्तों के अधीन काम पर लगाया जा सकता है–

(1) मालिक व्यावसायिक सुरक्षा और स्वास्थ्य (OSH) प्रदान करने के लिए अंतर्राष्ट्रीय सुरक्षा मानकों को अपनाएगा।

(2) मालिक, जहाँ तक संभव हो, समय–समय पर उपरोक्त प्रक्रियाओं/स्थानों का आधुनिकीकरण करेगा और आधुनिक उपकरणों का उपयोग करेगा।

(3) जो महिलाएँ स्तनपान करा रही हैं, उन्हें रोज़गार से छूट दी जाएगी।

6. भोजन, पेय और धूम्रपान निषिद्ध। – (1) कोई भी भोजन, पेय, तम्बाकू, पैन या सुपारी किसी भी श्रमिक के कमरे में नहीं लाया जाएगा और न ही उसका सेवन किया जाएगा, जिसमें उक्त विनिर्माण प्रक्रिया की जाती है।

(2) धूम्रपान किसी भी कार्यस्थल में निषिद्ध होगा जिसमें उक्त विनिर्माण प्रक्रिया की जाती है।

सुरक्षात्मक कपड़े और सुरक्षात्मक उपकरण।

7 – (1) लंबी पैंट और शर्ट या लंबी आस्तीन और सिर को कवर के साथ सुरक्षात्मक कपड़े उक्त विनिर्माण प्रक्रिया में कार्यरत सभी कर्मचारियों के लिए प्रदान किए जाएंगे।

(2) (क) सुरक्षा उपकरण जिसमें रबर के दस्ताने, गम बूट, रबर एप्रन, रासायनिक सुरक्षा चश्मे और श्वसन यंत्र शामिल हैं, जो उक्त विनिर्माण प्रक्रिया में कार्यरत सभी कर्मचारियों के लिए प्रदान किए जाएंगे।

(ख) दस्ताने, जूते, एप्रन सिंथेटिक रबर से बनाए जाएंगे, जहां एक कीटनाशक में तेल होता है।

(3) सुरक्षात्मक कपड़े और उपकरण ऐसे कपड़ों और उपकरणों के साथ आपूर्ति किए गए कर्मचारियों द्वारा पहने जाएंगे।

(4) सुरक्षात्मक कपड़े और उपकरण दैनिक अंदर और बाहर धोए जाएंगे यदि कर्मचारी निकोटीन या फास्फोरस युक्त कीटनाशकों को संभालते हैं और अन्य कीटनाशकों को संभालने पर अक्सर धोया जाएगा।

(5) अच्छे कपड़ों और उपकरणों को अच्छी मरम्मत में रखा जाएगा।

8. फर्श और कार्यक्षेत्र। – (1) हर कार्यस्थल में फर्श जहां खतरनाक कीटनाशकों का हेरफेर किया जाता है वह सीमेंट या अन्य अभेद्य सामग्री होगी जो एक चिकनी सतह देती है।

(2) फर्श को अच्छी मरम्मत में बनाए रखा जाएगा, बशर्ते कि नाली के लिए पर्याप्त ढलान हो और दिन में एक बार नली के पाइप से अच्छी तरह से धोया जाए।

(3) कार्यक्षेत्र जहां खतरनाक कीटनाशकों का हेरफेर किया जाता है, वह सुचारू रूप से गैर–अवशोषित सामग्री से बना होता है, जो कि स्टेनलेस स्टील का होता है और प्रतिदिन कम से कम एक बार साफ किया जाएगा।

9. स्पिलेज और वेस्ट। – (1) यदि किसी कार्य–स्थल, फर्श पर या किसी कार्यकर्ता द्वारा पहने गए सुरक्षात्मक कपड़ों पर स्प्लिट्स स्पलैश या स्पिल के दौरान कोई खतरनाक

कीटनाशक, ऐसे क्षेत्रों या लेखों के पूरी तरह से परिशोधन के लिए तत्काल कोड लिया जाएगा। ।

(2) कपड़ा, लत्ता, कागज या अन्य सामग्री जिसे खतरनाक कीटनाशक से भिगोया या भिगोया जाता है, तंग फिटिंग कवर के साथ एक उपयुक्त संदूक में जमा किया जाएगा। दूषित कचरे को सप्ताह में कम से कम एक बार जलाने से नष्ट हो जाएगा।

(3) उपयुक्त डि–कोडिंग एजेंट जहां उपलब्ध हों उन्हें स्पिलज में भाग लेने के दौरान उपयोग के लिए आसानी से सुलभ स्थान पर रखा जाएगा।

(4) सफाई, रखरखाव और मरम्मत के लिए पौधों के सभी भागों तक पहुंच के आसान साधन उपलब्ध कराए जाएंगे।

10. खतरनाक कीटनाशकों के लिए इस्तेमाल किए जाने वाले खाली कंटेनर–खतरनाक कीटनाशकों के लिए इस्तेमाल होने वाले कंटेनरों को उनकी सामग्री से अच्छी तरह से साफ किया जाएगा और उन्हें नष्ट या नष्ट होने से पहले इन–कोडिंग एजेंट के साथ इलाज किया जाएगा।

11. मैनुअल हैंडलिंग। (1) एक खतरनाक कीटनाशक को हाथ से हेरफेर करने की आवश्यकता नहीं होगी या एक लंबे समय तक संभाले स्कूप के अलावा।

(2) इसके हेरफेर के दौरान खतरनाक कीटनाशक के साथ शरीर के किसी भी हिस्से का प्रत्यक्ष रूप से बचाव किया जाएगा।

12. वेंटिलेशन– (1) हर कीटनाशक या क्षेत्र में जबकि खतरनाक कीटनाशक में हेरफेर किया जाता है, ताजी हवा के संचलन से हर समय पर्याप्त वेंटिलेशन प्रदान किया जाएगा।

(2) जब तक प्रक्रिया पूरी तरह से एक खतरनाक कीटनाशक के हेरफेर के दौरान निम्नलिखित कार्यों से पूरी तरह से संलग्न नहीं होती है, तब तक कुशल निकास के बिना नहीं किया जाएगा–

(ब) एक खतरनाक कीटनाशक रखने वाला कंटेनर खालीय

(ख) एक खतरनाक कीटनाशक सम्मिश्रणय

(ग) एक खतरनाक कीटनाशक युक्त तरल या पाउडर तैयार करनाय तथा

(घ) एक खतरनाक कीटनाशक को कंटेनर, टैंक, बाधा या मशीनों या छोटे आकार के कंटेनरों में बदलना या भरना,

(3) उपर्युक्त प्रचालन पर प्रदान किए गए निकास मसौदे की विफलता की स्थिति में, उक्त परिचालनों को तत्काल रोक दिया जाएगा।

13. धोने के लिए समय की अनुमति। – (1) प्रत्येक भोजन से पहले और दिन के काम के अंत से पहले नियमित बाकी अंतराल के अलावा खतरनाक कीटनाशक के हेरफेर में लगे प्रत्येक कार्यकर्ता को धोने के लिए अनुमति दी जाएगी।

(२) खतरनाक कीटनाशकों के हेरफेर में लगे प्रत्येक श्रमिक को किसी भी खाद्य पदार्थ का सेवन करने से पहले और दिन के काम के अंत में अच्छी तरह से धोना चाहिए।

14. कपड़े धोने और स्नान करने की सुविधा। – (1) कारखाने में कार्यरत सभी कर्मचारियों के उपयोग के लिए एक साफ–सुथरी स्थिति में और अच्छी मरम्मत प्रदान की जाएगी और रख–रखाव किया जाएगा जहाँ उक्त विनिर्माण प्रक्रिया पर्याप्त धुलाई और स्नान स्थानों पर की जाती है। नियोजित प्रत्येक 5 व्यक्तियों के लिए एक जगह की दर से कवर के तहत पानी की निरंतर आपूर्ति।

(2) धुलाई करने वाले स्थानों में एक मीटर से कम नहीं के अंतराल पर स्टैंडपाइप रखे जाएंगे।

(३) वाशरूम के साथ कुल धुलाई स्थानों की संख्या का आधे से कम हिस्सा नहीं दिया जाएगा।

(4) उपयुक्त सामग्री से बने साफ तौलिये की पर्याप्त आपूर्ति प्रदान की जाएगीरू
बशर्ते कि इंस्पेक्टर द्वारा आदेश दिए जाने पर प्रत्येक श्रमिक के लिए इस तरह के तौलियों की आपूर्ति व्यक्तिगत रूप से की जाएगी।

(5) साबुन और नाखून ब्रश की पर्याप्त आपूर्ति प्रदान की जाएगी।

15. क्लॉक–रूम – कारखाने में कार्यरत सभी कर्मचारियों के उपयोग के लिए प्रदान और बनाए रखा जाएगा, जहां उक्त विनिर्माण प्रक्रिया को चलाया जाता है–

(क) गीले कपड़े सुखाने के लिए पर्याप्त व्यवस्था के साथ काम के घंटे के दौरान बंद कपड़े के लिए एक लबादा–कमराय तथा

(ख) पैराग्राफ 7 के तहत प्रदान किए गए सुरक्षात्मक कपड़ों के भंडारण के लिए अलग और उपयुक्त व्यवस्था।

16. मेस–रूम। – (1) कारखाने में कार्यरत सभी कर्मचारियों के उपयोग के लिए प्रदान और रखरखाव किया जाएगा, जिसमें उक्त विनिर्माण प्रक्रिया की जाती है और शेष अंतराल के दौरान परिसर में एक उपयुक्त मेस–रूम बना रहता है जो से सुसज्जित किया जाएगा –

(क) पीठ के आराम के साथ पर्याप्त टेबल और बेंचय तथा

(ख) भोजन को गर्म करने के लिए पर्याप्त साधन।

(2) मेस–रूम को एक जिम्मेदार व्यक्ति के प्रभार के तहत रखा जाएगा और उसे साफ रखा जाएगा।

17. हेरफेर नहीं किया जाना चाहिए– कीटनाशक का निर्माण या हेरफेर किसी भी कारखाने में नहीं किया जाएगा जब तक कि उसके खतरनाक प्रकृति के बारे में एक प्रमाण पत्र या अन्यथा मुख्य निरीक्षक से प्राप्त नहीं किया जाता है।

18. चिकित्सा सुविधाएं और परीक्षाओं और परीक्षणों के रिकॉर्ड (1) प्रत्येक कारखाने का अधिभोगी जिसमें अनुसूची लागू होती है, –

(क) उसमें कार्यरत कर्मचारियों की चिकित्सा निगरानी के लिए एक योग्य चिकित्सा व्यवसायी को नियुक्त करें, जिसका रोजगार मुख्य निरीक्षणालय के अनुमोदन के अधीन होगाय तथा

(ख) उक्त चिकित्सा व्यवसायी को क्लॉज (क) में निर्दिष्ट उद्देश्य के लिए सभी आवश्यक सुविधाएं प्रदान करना।

(२) उक्त चिकित्सा व्यवसायी द्वारा किए गए चिकित्सीय परीक्षाओं और उपयुक्त परीक्षणों का रिकॉर्ड मुख्य निरीक्षक कारखानों द्वारा अनुमोदित एक अलग रजिस्टर में रखा जाएगा जिसे निरीक्षक द्वारा निरीक्षण के लिए आसानी से उपलब्ध रखा जाएगा।

(3) जिन जगहों पर बल्क सल्फर स्टोर किया जाता है, वहाँ आग, गर्मी या हाथ या पावर टूल्स के इस्तेमाल से कोई मरम्मत नहीं की जाएगी।

19. लिक्विड सल्फर.– खुली आग, बिजली की चिंगारी और आग लगने के दूसरे सोर्स, जिसमें धूम्रपान और माचिस शामिल हैं, पिघले हुए सल्फर के आस–पास से दूर रखे जाएंगेरू

20. ट्रेनिंग और सुपरविज़न.कृ(1) सभी इलेक्ट्रिक फर्नेस और सभी प्लांट जिनमें कार्बन डाइसल्फ़ाइड को कंडेंस, रिफाइन या स्टोर किया जाता है, जब तक फर्नेस और प्लांट चालू रहेंगे, हर समय पर्याप्त सुपरविज़न में रहेंगे।

(2) इलेक्ट्रिक फर्नेस और प्लांट के ऑपरेशन और रखरखाव के इंचार्ज वर्कर ठीक से क्वालिफाइड और पर्याप्त रूप से प्रशिक्षित होने चाहिए।

21. धोने की सुविधाएँ.—(1) मालिक सभी कर्मचारियों के इस्तेमाल के लिए एक ढकी हुई जगह पर धोने की जगह उपलब्ध कराएगा और उसे साफ—सुथरी हालत में रखेगा, जिसमें हर पाँच व्यक्तियों के लिए कम से कम एक नल या स्टैंड—पाइप होगा, जिसमें साफ पानी की लगातार सप्लाई होगी, नल या स्टैंड—पाइप 120 सेंटीमीटर से कम दूरी पर नहीं होने चाहिए और साबुन और साफ तौलिए की पर्याप्त सप्लाई होनी चाहिए, बशर्ते कि अगर इंस्पेक्टर कम फैसिलिटेटर द्वारा आदेश दिया जाए तो हर वर्कर को अलग—अलग तौलिए दिए जाएंगे।
(2) सल्फर स्टोरेज, हैंडलिंग और पिघलाने के कामों में लगे सभी वर्कर्स को नेल ब्रश दिया जाएगा।

22. पर्सनल प्रोटेक्टिव इक्विपमेंट.—(1) ऑपरेटर के इस्तेमाल के लिए उपयुक्त चश्मे और सुरक्षात्मक कपड़े, जिसमें बिना जेब वाले ओवरऑल, दस्ताने और जूते शामिल हैं, प्रदान किए जाएंगेरू
() जब फ्लूइड्स आदि को कंट्रोल करने वाले वाल्व या कॉक चला रहे हों;
(इ) सल्फर पॉट से पिघला हुआ सल्फर निकालते समय; और
(ब) चारकोल या सल्फर को संभालते समय।
(2) आपात स्थिति में असामान्य परिस्थितियों के दौरान उपयोग के लिए उपयुक्त श्वसन सुरक्षा उपकरण प्रदान किए जाएंगे और उचित स्थान पर रखे जाएंगे।
(3) ऐसे सभी सुरक्षा उपकरणों की उचित और कुशल सफाई के लिए व्यवस्था की जाएगी।

23. क्लोकरूम। प्रक्रियाओं में कार्यरत सभी श्रमिकों के उपयोग के लिए, काम के घंटों के दौरान उतारे गए कपड़ों के लिए एक उपयुक्त क्लोकरूम और काम के कपड़ों के ओवरऑल को रखने के लिए क्लोकरूम से अलग एक उपयुक्त स्थान प्रदान किया जाएगा और उसका रखरखाव किया जाएगा। इस प्रकार प्रदान की गई जगह एक जिम्मेदार व्यक्ति के प्रभार में होगी और उसे साफ रखा जाएगा। 24. अनाधिकृत व्यक्ति.— केवल रखरखाव और मरम्मत कर्मी, प्लांट संचालन से सीधे जुड़े व्यक्ति और अधिकृत व्यक्तियों के साथ आने वाले व्यक्तियों को ही प्लांट में प्रवेश दिया जाएगा।

24. फैक्ट्री मेडिकल ऑफिसर द्वारा जांच.— (1) पैराग्राफ 1 में बताई गई प्रक्रियाओं में काम करने वाले हर कर्मचारी की उसके पहले रोजगार के 15 दिनों के भीतर फैक्ट्री मेडिकल ऑफिसर द्वारा जांच की जाएगी। हैलोजेनेटेड कीटनाशकों के संबंध में ऐसी जांच में खून और वसा ऊतकों में रसायन का पता लगाने के लिए परीक्षण, म्ळ असामान्यताएं और स्मृति परीक्षण शामिल होंगे, ऑर्गेनोफॉस्फोरस यौगिकों के संबंध में, ऐसी जांच में प्लाज्मा और लाल रक्त कोशिकाओं में कोलिनेस्टरेज़ के अवसाद के लिए परीक्षण शामिल होंगे। किसी भी कर्मचारी को फैक्ट्री में उसके पहले रोजगार के 15 दिनों के बाद तब तक काम करने की अनुमति नहीं दी जाएगी जब तक कि उसे फैक्ट्री मेडिकल ऑफिसर द्वारा ऐसे रोजगार के लिए फिट प्रमाणित न कर दिया जाए।

(2) उक्त प्रक्रिया में कार्यरत प्रत्येक कर्मचारी की फैक्ट्री मेडिकल ऑफिसर द्वारा प्रत्येक छह कैलेंडर महीनों में कम से कम एक बार पुनः जांच की जाएगी और ऐसी जांच, जहां भी फैक्ट्री मेडिकल ऑफिसर, उप–पैराग्राफ (1) के तहत की गई प्रत्येक जांच का रिकॉर्ड, इसके अलावा उक्त प्रक्रियाओं में कार्यरत प्रत्येक कर्मचारी की फैक्ट्री मेडिकल ऑफिसर द्वारा हर तीन महीने में एक बार जांच की जाएगी।

(3) एक कर्मचारी की जांच करने के बाद, फैक्ट्री मेडिकल ऑफिसर फॉर्म–8 में फिटनेस प्रमाण पत्र जारी करेगा। की गई जांच और पुनः जांच का रिकॉर्ड प्रमाण पत्र में दर्ज किया जाएगा और प्रमाण पत्र फैक्ट्री के प्रबंधक की हिरासत में रखा जाएगा। उप–पैराग्राफ (1) और (2) के तहत की गई प्रत्येक जांच का रिकॉर्ड, जिसमें इन परीक्षणों की प्रकृति और परिणाम शामिल हैं, भी फैक्ट्री मेडिकल ऑफिसर द्वारा फॉर्म–7 में एक स्वास्थ्य रजिस्टर में दर्ज किया जाएगा।

(4) फिटनेस प्रमाण पत्र और स्वास्थ्य रजिस्टर निरीक्षक सह–सुविधाकर्ता द्वारा निरीक्षण के लिए आसानी से उपलब्ध रखे जाएंगे।

(5) यदि किसी भी समय फैक्ट्री मेडिकल ऑफिसर या मेडिकल ऑफिसर की राय है कि कोई कर्मचारी उक्त प्रक्रिया में रोजगार के लिए अब फिट नहीं है, इस आधार पर कि उसमें बने रहने से कर्मचारी के स्वास्थ्य को विशेष खतरा होगा, तो वह अपने निष्कर्षों का रिकॉर्ड उक्त प्रमाण पत्र और स्वास्थ्य रजिस्टर में दर्ज करेगा। उन दस्तावेजों में उसके निष्कर्षों की प्रविष्टि में वह अवधि भी शामिल होनी चाहिए जिसके लिए वह मानता है कि उक्त व्यक्ति उक्त प्रक्रिया में काम करने के लिए अयोग्य है। (6) कोई भी व्यक्ति जिसे सब–पैराग्राफ (5) में बताए अनुसार काम करने के लिए अनफिट पाया गया है, उसे तब तक दोबारा काम पर नहीं रखा जाएगा या उस प्रोसेस में काम करने की इजाज़त नहीं दी जाएगी, जब तक कि मेडिकल ऑफिसर दोबारा जांच के बाद उसे उन प्रोसेस में काम करने के लिए फिर से फिट सर्टिफ़िकेट न दे दे।

25. छूट.–यदि किसी फैक्ट्री के संबंध में, मुख्य निरीक्षक–कम–सुवधिाप्रदाता को यह संतोष हो जाता है कि असाधारण परिस्थितियों या उक्त मैन्युफैक्चरिंग प्रोसेस के कम होने या किसी अन्य कारण से, जिसे वह लिखित रूप में दर्ज करेगा, इस शेड्यूल के सभी या कोई भी प्रावधान फैक्ट्री में काम करने वाले मज़दूर की सुरक्षा के लिए ज़रूरी नहीं हैं, तो वह लिखित प्रमाण पत्र द्वारा ऐसी फैक्ट्री को सभी या किसी भी प्रावधान से ऐसी शर्तों पर छूट दे सकता है, जैसा कि वह उसमें निर्दिष्ट करे, ऐसा प्रमाण पत्र मुख्य निरीक्षक–कम–सुवधिाप्रदाता द्वारा किसी भी समय अपने कारणों को दर्ज करने के बाद रद्द किया जा सकता है।

परिशिष्ट–ए
सावधानी सूचना
कीटनाशक और पेस्टिसाइड

1. इस प्लांट में इस्तेमाल होने वाले केमिकल ज़हरीले पदार्थ हैं।
2. इस एरिया में धूम्रपान, खाना खाना या पीना, तंबाकू चबाना मना है। इस एरिया में कोई भी खाने–पीने की चीज़ नहीं लाई जाएगी।
3. इनमें से कुछ केमिकल त्वचा के ज़रिए शरीर में जा सकते हैं और ज़हर फैला सकते हैं।
4. खाना खाने से पहले अच्छी तरह हाथ धोएं।
5. शिफ्ट खत्म होने पर अच्छी तरह नहाएं।

6. इस एरिया में काम करते समय सुरक्षा वाले कपड़े और उपकरण इस्तेमाल करें।
7. पेस्टिसाइड के कंटेनर का इस्तेमाल खाने का सामान रखने के लिए न करें।
8. अगर केमिकल शरीर के किसी हिस्से पर, फर्श पर या वर्कबेंच पर गिर जाए, तो उसे तुरंत पानी से धो लें।
9. छींटे पड़ने से गंदे हुए कपड़ों को तुरंत हटा दें।
10. इस एरिया में पूरी सफ़ाई बनाए रखें।
11. पेस्टिसाइड को नंगे हाथों से न छुएं, हैंडल वाले स्कूप का इस्तेमाल करें।
12. अगर मतली, उल्टी, चक्कर आने जैसी कोई बीमारी हो, तो मैनेजर को बताएं, जो इलाज के लिए ज़रूरी इंतज़ाम करेगा।
13. सभी मज़दूरों को अपनी सेहत की सुरक्षा के लिए तय मेडिकल टेस्ट नियमित रूप से करवाने चाहिए।

अनुसूची–25

कार्बन डाइसल्फाइड संयंत्रों में विनिर्माण प्रक्रिया या संचालन

1 आवेदन– यह अनुसूची उन सभी इलेक्ट्रिक भट्टियों पर लागू होगी जिसमें कार्बन डिसल्फाइड उत्पन्न होता है और अन्य सभी संयंत्र जहां पीढ़ी के बाद कार्बन डिस्ल्फाइड होता है, संघनित, परिष्कृत और संग्रहीत होता है। यह अनुसूची पीढ़ी के अलावा नहीं है, संघनित, परिष्कृत और संग्रहित है। यह अनुसूची किसी प्रावधान अधिनियम और नियमों के किसी भी अपमान के अलावा है और इसके लिए बनाई गई है।

2 निर्देशन, स्थापना और संचालन–(1) जिन इमारतों में बिजली की भट्टियां स्थापित की गई हैं और पीढ़ी के बाद कार्बन डाइफुलाइड का उत्पादन होता है और कारखाने के अन्य हिस्सों से परिष्कृत किया जाएगा और इष्टतम वेंटिलेशन सुनिश्चित करने के लिए खुले प्रकार का होगा और संयंत्र का लेआउट होगा ऐसा हो कि किसी भी समय किसी भी आग या विस्फोट के जोखिम के लिए केवल न्यूनतम संख्या में श्रमिकों को उजागर किया जाए।

(२) प्रत्येक विद्युत भट्टी और हर वह पौधा जिसमें कार्बन डिसल्फाइड होता है। संघनित, परिशोधित और उनके सभी फिटिंग्स और अटैचमेंट के साथ संग्रहित किया जाएगा जो कि आंतरिक निर्माण को बनाए रखने के लिए अच्छे निर्माण, ध्वनि सामग्री और पर्याप्त शक्ति का होगा, जिसे भट्टी या प्लांट के अधीन किया जा सकता है, और ऐसा डिजाइन किया जाएगा कि कार्बन डिस्फलेक्स लिक्विड गैस अपने सामान्य काम के दौरान बंद प्रणाली में हैं।

(३) विद्युत भट्टी का समर्थन ठोस या अन्य प्रभावी साधनों से लगभग ६० सेंटीमीटर की मजबूती से किया जाएगा।

(4) प्रत्येक विद्युत भट्टी को निर्माताओं के निर्देशों के अनुसार स्थापित और संचालित किया जाएगा और ये निर्देश निर्माण और संचालन के प्रभारी कर्मियों को स्पष्ट रूप से प्रदान किए जाएंगे।

(५) सही फर्नेस टेम्परेचर, सल्फर डोज, स्वीकार्य करंट, या बिजली की खपत और चारकोल स्तर की समय–समय पर जाँच के निर्देशों का कड़ाई से अनुपालन किया जाएगा।

3 इलेक्ट्रोड– (1) जहां स्टील से बने ऊपरी रिंग इलेक्ट्रोड का उपयोग बिजली की भट्टी में किया जाता है, वे सहज ट्यूब निर्माण के होंगे और इलेक्ट्रोड में निर्मित साइफन के माध्यम से शीतलन प्रणाली से जुड़े होने की व्यवस्था होगी या हालांकि एक सकारात्मक दबाव वाला पानी होगा। पंप।

(2) उप–पैराग्राफ (1) में निर्दिष्ट शीतल जल की व्यवस्था को स्वचालित अलार्म प्रणाली के साथ जोड़ा जाएगा जो इलेक्ट्रोड में शीतलन पानी के रुकावट की स्थिति में कार्य करेगा

और नियंत्रण कक्ष में दृश्यमान और श्रव्य अलार्म संकेत देगा। एक साथ भट्ठी के संचालन के लिए बिजली की आपूर्ति बंद करो और पानी की भविष्य की आपूर्ति बंद करो। अलार्म सिस्टम और एक्चुएटिंग डिवाइस को हर दिन चेक किया जाएगा।

4— चारकोल स्तर का रख—रखाव— जब कोई विद्युत भट्ठी चालू होती है, तो यह सुनिश्चित किया जाएगा कि इलेक्ट्रोडों को लकड़ी का कोयला बिस्तर से ढक कर रखा जाए।

5 — टूटी हुई डिस्क और सुरक्षा सील— पट्टा पररू कंडेनसर और पाइपिंग में चारकोल के टुकड़ों के प्रवेश को रोकने के लिए इलेक्ट्रिक भट्ठी और सल्फर विभाजक के बीच ऑफ टेक पाइप पर दो टूटी हुई डिस्क को फिट किया जाना चाहिए।

6 — टूटना डिस्क और सुरक्षा सील— (1) पर्याप्त आकार के कम से कम दो टूटना डिस्क जो प्रत्येक प्रेशर पर दो बार अधिकतम प्रेशर प्रेशर से उड़ जाएगा, प्रत्येक भट्ठी पर प्रदान किया जाएगा और या तो सीधे भट्ठी के शीर्ष पर या प्रत्येक के माध्यम से लगाया जाएगा भट्ठी के करीब संभव के रूप में एक स्वतंत्र पाइप।

(2) सुरक्षा पानी चारकोल विभाजक और सल्फर विभाजक के बीच एक बिंदु से प्रदान और टैप किया जाएगा।

7— पाइरोमीटर और मैनोमीटर —

(1) भट्ठी में विभिन्न बिंदुओं पर यथोचित रूप से व्यावहारिक रूप से तापमान का सही संकेत देने के लिए प्रत्येक विद्युत भट्ठी को पर्याप्त संख्या में पाइरोमेटर्स के साथ लगाया जाएगा। तापमान पढ़ने के लिए डायल कंट्रोल रूम में स्थित होगा।

(2) प्रेस या संकेत के लिए मैनोमीटर या कोई अन्य उपयुक्त उपकरण उपलब्ध कराया जाएगा।

(अ) में सल्फर विभाजक से पहले और बाद में पाइप ले लोय तथा

(ब) प्राथमिक और द्वितीयक संघनित्र में।

8— चेक वाल्व कार्बन डिस्ल्फाइड ले जाने वाली सभी पाइपिंग को उपयुक्त स्थानों पर जाँच वाल्वों के साथ लगाया जाएगा ताकि गैस को उसके बंद होने की स्थिति में किसी भी बिजली की भट्ठी में वापस बहने से रोका जा सके।

9—विद्युत भट्टियों का निरीक्षण और रखरखाव ।—

(1) प्रत्येक विद्युत भट्ठी का निरीक्षण एक सक्षम व्यक्ति द्वारा किया जाना चाहिए—

(अ) स्थापना के बाद सेवा में रखे जाने से पहलेय

(ब) पुनर्गठन या मरम्मत के बाद सेवा में रखे जाने से पहलेय तथा

(स) समय—समय पर हर बार फररू नेस को सफाई या डी—एशिंग के लिए या इलेक्ट्रोड को बदलने के लिए खोला जाता है।

(२) सफाई या डी—एशिंग के लिए बिजली की भट्ठी बंद होने पर—

(अ) ईंट अस्तर निरंतरता के लिए जाँच की जाएगी और दोषपूर्ण पाया गया हिस्सा हटा दिया जाएगाय

(ब) में (क) में निर्दिष्ट अस्तर के किसी भी हिस्से को हटाने के बाद, खोल की स्थिति का बारीकी से निरीक्षण किया जाना चाहिएय तथा

(स) शेल बनाने वाली प्लेट में से कोई भी इस सीमा तक पाया जाता है कि भट्ठी की सुरक्षा लुप्तप्राय हो चुकी है।

10—अभिलेखों का रख—रखाव— निम्नलिखित प्रति घंटा रिकॉर्ड एक लॉग बुक में मुख्य किए जाएंगे—

(अ पैराग्राफ 7 के उप—पैरा (2) में निर्दिष्ट बिंदुओं पर मैनोमीटर रीडिंगय

(ब) सल्फर विभाजक और प्राथमिक और माध्यमिक कंडेनसर के पास पाइरोमीटर और अन्य सभी महत्वपूर्ण बिंदुओं द्वारा इंगित गैस तापमानय

(स) इलेक्ट्रोड में साइफन के माध्यम से पानी का तापमान और पानी का प्रवाहय तथा

(ह) प्राथमिक और द्वितीयक वोल्टेज और वर्तमान और ऊर्जा की खपत।

11—बिजली के उपकरण वायरिंग और फिटिंग। सभी बिल्डिंग जिसमें कार्बन डिसल्फाइड को परिष्कृत या संग्रहीत किया जाता है उन्हें विद्युत उपकरण, वायरिंग और फिटिंग प्रदान किया जाएगा जो आग और विस्फोट से पर्याप्त सुरक्षा प्रदान करेगा।

12—धूम्रपान से संबंधित निषेध।—कोई भी व्यक्ति उन इमारतों में नंगे प्रकाश या चिंगारी पैदा करने के लिए माचिस, आग या नग्न प्रकाश जनसंपर्क नहीं करेगा, जिसमें कार्बन डिसल्फाइड को परिष्कृत या संग्रहीत किया जाता है, और .उपजलपजल द्वारा समझी जाने वाली भाषा में एक नोटिस। श्रमिकों को संयंत्र में चिपकाया जाएगा और ऐसे कमरों में नग्न या चिंगारी पैदा करने के लिए धूम्रपान, माचिस, आग या नग्न प्रकाश या अन्य साधनों को ले जाने पर रोक लगाई जाएगी।

13—भागने के साधन—भागने के पर्याप्त साधन उपलब्ध कराए जाएंगे और उन्हें बनाए रखा जाएगा ताकि आपात स्थिति में व्यक्तियों को सुरक्षित स्थान पर जल्दी से जल्दी भेजा जा सके। प्रत्येक भवन में पर्याप्त चौड़ाई के कम से कम दो स्वतंत्र सीढ़ियां उपलब्ध कराई जाएंगी, जो विपरीत छोर पर उचित अंतराल की भट्टियां हों। इन्हें हमेशा सभी अवरोधों से मुक्त रखा जाएगा और इसलिए इन्हें आसान मार्ग के रूप में तैयार किया जाएगा।

14—आग के मामले में चेतावनी। आग या विस्फोट के मामले में चेतावनी देने के लिए पर्याप्त व्यवस्था होगी जो बिजली पर और बिजली की विफलता के मामले में कुछ मशीनी तरीकों से संचालित होगी।

15—अग्निशमन यंत्र

(1) उपयुक्त अग्निशामक यंत्रों या अन्य अग्निशमन उपकरणों की पर्याप्त संख्या में शामिल जोखिमों से निपटने के लिए निरंतर तत्परता में रखा जाएगा और संग्रहीत सामग्रियों की मात्रा और प्रकृति पर निर्भर करेगा।

(२) स्पष्ट निर्देश कि किस तरह से एक्सिरग्यूइशर या सीयर उपकरण का उपयोग उस भाषा में किया जाना चाहिए जिसे अधिकांश श्रमिक समझते हैं, जो प्रत्येक एक्सटिंगुइशर या अन्य उपकरणों और उनके उपयोग में प्रशिक्षित कर्मियों से चिपका होगा।

16—थोक सल्फर—

(1) बल्क सल्फर के भंडारण के लिए खुला या अर्ध—संलग्न स्थान खतरों के कारण, जो कि लोकोमोटिव आदि के पास से निकली चिंगारियों से उत्पन्न हो सकते हैं, के संबंध में लिखा जाएगा और उस लौ, धूम्रपान और माचिस और अन्य को देखने के लिए सावधानी बरती जाएगी। इग्निशन के स्रोत थोक सल्फर से निपटने के दौरान उत्पन्न होने वाले धूल के बादलों के संपर्क में नहीं आते हैं।

(2) बल्क सल्फर के लिए सभी बाड़े गैर—दहनशील निर्माण के होंगे, जो पर्याप्त रूप से हवादार और डिजाइन किए गए हों, ताकि कम से कम लॉज प्रदान किया जा सके जिस पर धूल उड़ सकती है।

(3) बाड़ों में भारी मात्रा में सल्फर को इस तरह से संभाला जाएगा कि धूल के बादलों का बनना कम हो जाए और कोई लौ धूम्रपान न करे और हैंडलिंग के दौरान माचिस या इग्निशन के स्रोतों को नियोजित किया जाएगा और जब भी सल्फर को बहाया जाता है तो गैर—टोल का उपयोग किया जाता है। अन्यथा हाथ से हटा दिया।

(4) आग की लपटों, ताप या हाथ या बिजली उपकरणों के उपयोग से जुड़ी कोई मरम्मत बाड़ों में नहीं की जाएगी जहाँ बल्क सल्फर जमा होता है।

17—तरल सल्फर।—खुला आग, बिजली की चिंगारी और इग्निशन के अन्य स्रोत। स्मोकिंग और मैचों सहित, पिघला हुआ सल्फर के आसपास के क्षेत्र से बाहर रखा जाएगा।

18—प्रशिक्षण और पर्यवेक्षण— (1) सभी बिजली की भट्टियां और सभी पौधे जिनमें कार्बन डिस्ल्फाइड गाढ़ा होता है, परिष्कृत या संग्रहीत किया जाता है, वे हर समय पर्याप्त देखरेख में होते हैं जबकि भट्टियां और पौधे पतद ऑपरेशन होते हैं। (2) बिजली की भट्टियों और संयंत्रों के संचालन और रखरखाव के प्रभारी श्रमिकों को उचित रूप से योग्य और पर्याप्त रूप से प्रशिक्षित किया जाएगा।

19—धुलाई की सुविधा —

(1) कम से कम एक नल या स्टैंड—पाइप के साथ कवर के तहत नियोजित वॉश प्लेस के उपयोग के लिए, प्रत्येक पांच में से स्वच्छ पानी की निरंतर आपूर्ति करने वाले व्यक्ति को स्वच्छ स्थिति में और अच्छी मरम्मत के लिए कब्जाकर्ता प्रदान करेगा और बनाए रखेगा। व्यक्तियों, नल या स्टैंड—पाइप को साबुन और साफ तौलिये की पर्याप्त आपूर्ति के साथ 120 सेंटीमीटर से कम नहीं किया जा रहा है, बशर्ते कि निरीक्षक द्वारा आदेशित होने पर प्रत्येक श्रमिक को तौलिया व्यक्तिगत रूप से आपूर्ति की जाएगी।

(2) सल्फर स्टोरेज में काम करने वाले सभी कर्मचारियों को एक नेल ब्रश के साथ संचालन और पिघलने का काम दिया जाएगा।

20—व्यक्तिगत सुरक्षा उपकरण ।—

(1) उपयुक्त चश्में और सुरक्षात्मक कपड़े जिसमें बिना जेब के चौगा होते हैं, ऑपरेटर के उपयोग के लिए दस्ताने और जूते दिए जाएंगेरू

(अ) जब ऑपरेटिंग वाल्व या तरल पदार्थ आदि को नियंत्रित करने वाले लंडय

(ब) सल्फर के बर्तनों से पिघला हुआ सल्फर का आरेखणय तथा

(स) लकड़ी का कोयला या सल्फर से निपटना।

(2) किसी आपात स्थिति में असामान्य परिस्थितियों में उपयोग के लिए उपयुक्त श्वसन सुरक्षा उपकरण उपलब्ध कराए जाएंगे और संग्रहीत किए जाएंगे।

(3) इस तरह के सभी सुरक्षा उपकरणों की उचित और कुशल सफाई के लिए व्यवस्था की जाएगी।

21—क्लोक—रूम।—प्रक्रियाओं में कार्यरत सभी श्रमिकों के उपयोग के लिए प्रदान और बनाए रखा जाएगा, काम के घंटों के दौरान कपड़ों के पुट के लिए एक उपयुक्त क्लोक—रूम और ओवरा के भंडारण के लिए क्लोक—रूम से अलग एक उपयुक्त स्थान। काम कपड़े के एल एस। उपलब्ध कराया गया आवास एक जिम्मेदार व्यक्ति के प्रभार में रखा जाएगा और उसे साफ रखा जाएगा।

22—अनधिकृत व्यक्ति—केवल रखरखाव और मरम्मत कर्मियों, व्यक्तियों, जो सीधे संयंत्र संचालन से जुड़े हैं, अधिकृत व्यक्तियों के साथ आने वाले व्यक्तियों को संयंत्र में प्रवेश दिया जाएगा।

अनुसूची—26

ज़्यादा शोर वाले ऑपरेशन

1. प्रयोज्यता— यह अनुसूची विनिर्माण प्रक्रिया पर लागू होगी जिसमें उच्च शोर स्तर हैं। किसी में सभी ऑपरेशन

2–परिभाषाएँ–इस अनुसूची के उद्देश्य के लिए–

(क) अ–वेटिंग का अर्थ है कि शोर माप के उद्देश्य के लिए विभिन्न आवृत्तियों की ध्वनि की तीव्रता में क्रमिक समायोजन करना, ताकि एक उपकरण द्वारा मापा गया ध्वनि दबाव स्तर मानव कान की ध्वनि की माप की वास्तविक प्रतिक्रिया को दर्शाता है; "Mhch," डेसीबल में ध्वनि के स्तर को संदर्भित करता है जैसा कि ध्वनि स्तर पर मापा जाता है (ब) धीमे मीटर प्रतिक्रिया के साथ ए–वेटिंग नेटवर्क पर मीटर का संचालनय

(ख) "Msflcy" का अर्थ है ष्बेलष् का दसवां भाग जो एक लघुगणकीय पैमाने का मूलभूत विभाजन है, जिसका उपयोग दो निर्दिष्ट या निहित मात्राओं के अनुपात को व्यक्त करने के लिए किया जाता है, ष्बेल्सष् की संख्या इस तरह के अनुपात को लघुगणक मानती है। इस अनुपात के 10 आधार। शोर का स्तर (या ध्वनि दबाव का स्तर) छह • 10 ° प्रति वर्ग मीटर के न्यूटन के संदर्भ दबाव से मेल खाता है या 0.0002 वर्ग सेंटीमीटर प्रति वर्ग सेंटीमीटर है जो श्रवण की दहलीज है, अर्थात, संवेदना उत्पन्न करने के लिए आवश्यक न्यूनतम ध्वनि दबाव स्तर औसत स्वस्थ श्रोताओं में सुनवाई। संक्षिप्त रूप में डेसीबल डीबी हैय

(ग) पहले रोजगारष् का अर्थ उन क्षेत्रों में पहले रोजगार से होगा जहां शोर पैराग्राफ 3 के उप–पैरा (1) में निर्दिष्ट अधिकतम अनुमेय जोखिम स्तरों से अधिक है और रोजगार के लिए किसी भी समाप्ति के बाद उक्त क्षेत्रों में पुनरू रोजगार भी शामिल होगा। एक निरंतरता – तीन कैलेंडर महीनों से अधिक की अवधिय

(घ) आवृत्ति प्रति सेकंड या हर्ट्ज में चक्रों में व्यक्त दबाव भिन्नताओं की दर हैय

(च) उच्च शोर स्तरष् का अर्थ ए–भारित पैमाने पर मापा गया कोई भी शोर स्तर 90 डीबी या उससे ऊपर हैय तथा

(छ) शोर का अर्थ है किसी भी अवांछित ध्वनि।

3–शोर से बचाव –

(1) प्रत्येक कारखाने में, उपयुक्त इंजीनियरिंग नियंत्रण प्रशासनिक उपाय सुनिश्चित करने के लिए उठाए जाएंगे, जहां तक उचित रूप से व्यावहारिक है, कि कोई भी कार्यकर्ता टेबल्स 1 और 2 में निर्दिष्ट अधिकतम स्वीकार्य शोर जोखिम स्तरों से अधिक ध्वनि स्तरों के संपर्क में नहीं है।

तलिका– 1

लगातार शोर की स्थिति में अनुमेय एक्सपोज़र

प्रति दिन एक्सपोज़र का कुल समय (लगातार या कई छोटे–छोटे एक्सपोज़र), घंटों में	साउंड प्रेशर लेवल dBA में
8	90
6	92
4	95
3	97
2	100
1&1 / 2	102
1	105
3/4	107
1/2	110
1/4	115

नोट्स – (1) 115 dBR से अधिक के किसी भी प्रदर्शन की अनुमति नहीं है।

(2) किसी भी आकृति और अगले उच्च या निम्न आंकड़े के बीच के विस्तार की किसी भी अवधि के लिए जैसा कि कोलर्न 1 में इंगित किया गया

तालिका –2

आघात से उत्पन्न ध्वनि के संभावित परिणाम

डीबी में पीक ध्वनि दबाव स्तर	प्रति दिन आवेगों या प्रभावों की अनुमत संख्या
140	100
135	120
130	315
125	1000

नोट्स– (1) 140 dB के पीक साउंड प्रेशर लेवल से अधिक एक्सपोजर की अनुमति नहीं है।

(2) किसी भी आकृति और अगले उच्च या निम्न आंकड़े के बीच गिरने वाले किसी भी चरम ध्वनि दबाव स्तर के लिए जैसा कि कॉलम 1 में दर्शाया गया है, प्रति दिन आवेगों या प्रभावों की अनुमत संख्या को आनुपातिक आधार पर एक्सट्रपलेशन द्वारा निर्धारित किया जाना है।

(3) इस अनुसूची के प्रयोजनों के लिए, यदि शोर के स्तर में भिन्नता अधिकतम एक सीमांक या उससे कम के अंतराल पर होती है, तो दबपेम को एक सतत माना जाता है और तालिका १ में दिए गए मानदंड लागू होंगे। अन्य मामलों में, शोर को आवेगी या प्रभाव शोर माना जाता है और तालिका 2 में दिए गए मानदंड लागू होंगे।

(4) जब दैनिक शोर प्रदर्शन दो या दो से अधिक अवधियों के अलग–अलग स्तरों पर शोर के संपर्क से बना होता है, तो प्रत्येक के व्यक्तिगत प्रभाव के बजाय उनके संयुक्त प्रभाव पर विचार किया जाना चाहिए। मिश्रित एक्सपोजर को (C1 + C2)/(T1+ T2)(Cn/TN) से अधिक माना जाना चाहिए,

जहां C1, C2, आदि ने एक निर्दिष्ट शोर स्तर पर कुल समय या वास्तविक एक्सपोजर का संकेत दिया और T1, T2, आदि उस स्तर पर प्रदर्शन के समय को अनुमति देते हैं। शोर सीमा मान यदि अंशों का योग एकरूपता हो तो– 90 से कम कठ। का जोखिम उपरोक्त गणना में नजरअंदाज किया जा सकता है।

(5) जहाँ उप–नियम (१) में निर्दिष्ट स्तर पर शोर के जोखिम को कम करना संभव नहीं है, व्यावहारिक रूप से मतदहपदममतपदह नियंत्रण या प्रशासनिक उपाय के द्वारा, शोर नियंत्रण को इस तरह के नियंत्रण उपायों द्वारा संभव सीमा तक कम किया जा सकता है और प्रत्येक उप–नियम (1) में निर्दिष्ट स्तरों तक शोर के संपर्क को कम करने के लिए, श्रमिक को उपयुक्त कान रक्षक के साथ प्रदान किया जाएगा।

(6) जहां उप–अनुच्छेद (२) के अनुसार प्रदान किए गए कर्ण रक्षक और कर्मी द्वारा पहना जाने वाला शोर अभी भी उसके कान के पास पहुंचने वाले शोर को नहीं बढ़ा सकता है, जैसा कि निर्धारित ध्वनि से संबंधित कान रक्षकों के कठ। में क्षीणन मान को घटाकर किया जाता है। दबाव स्तर, तालिका 1 या तालिका 2 के तहत अनुमेय स्तर तक, जैसा कि मामला हो सकता है, उप–पैराग्राफ (1) में निर्दिष्ट अनुमेय शोर जोखिम के अनुरूप शोर एक्सपोजर अवधि कम हो जाएगी।

(7) (अ) सभी मामलों में जहां प्रचलित ध्वनि का स्तर उप–पैरा (1) में निर्दिष्ट अनुमेय स्तरों से अधिक है, वहां एक प्रभावी सुनवाई संरक्षण कार्यक्रम का संचालन किया जाएगा जिसमें अन्य सुनवाई संरक्षण उपायों, पूर्व–रोजगार और आवधिक श्रवण शामिल होंगे। श्रमिकों पर किए गए सर्वेक्षणों ने अनुमत स्तर से अधिक शोर के संपर्क में आने पर, और ऐसे श्रमिकों के पुनर्वास या तो शोर के स्तर के जोखिम को कम करके या उन्हें उन जगहों पर स्थानांतरित कर दिया जहां शोर का स्तर अपेक्षाकृत कम या किसी अन्य उपयुक्त साधनों से होता है।

(ब) उन क्षेत्रों में कार्यरत प्रत्येक कर्मचारी, जहां शोर उप–नियम (1) में निर्दिष्ट अधिकतम स्वीकार्य जोखिम स्तरों से अधिक है, उनके पहले रोजगार के 14 दिनों के भीतर एक सर्टिफिकेट सर्जन द्वारा एक श्रवण परीक्षा के अधीन किया जाएगा और उसके बाद फिर से किया जाएगा– प्रत्येक 12 महीनों में कम से कम एक बार जांच की जाती है। ऐसी प्रारंभिक और आवधिक परीक्षाओं में वे परीक्षण शामिल होंगे जिन्हें प्रमाणित करने वाले सर्जन उपयुक्त मान सकते हैं, और 125, 250, 500, 1000, 2000, 4000 और 8000 चक्र प्रति सेकंड के शुद्ध स्वर के लिए श्रवण सीमा का निर्धारण शामिल होगा।

अनुसूची–27

विस्कोस प्रक्रियाओं द्वारा रेयॉन का निर्माण

1– परिभाषाएँ–इस अनुसूची के प्रयोजनों के लिए–

(क) "स्वीकृत" का अर्थ मुख्य निरीक्षक द्वारा लिखित रूप में समय के लिए अनुमोदित है

(ख) "श्वास तंत्र" का अर्थ है एक हेलमेट या चेहरे का टुकड़ा जिसके साथ आवश्यक संबंध है, जिसके माध्यम से जहरीला, चिड़चिड़ा या चिड़चिड़ा वातावरण में इसका उपयोग करने वाला व्यक्ति बिना हवा के सांस लेता है, या कोई अन्य स्वीकृत उपकरणय

(ग) "मंथन" का अर्थ उस बर्तन से है जिसमें क्षार सेल्युलोज पल्प को कार्बन डाइसल्फाइड से उपचारित किया जाता हैय

(घ) "डंपिंग" का अर्थ है एक सूखा मंथन से भंग करने के लिए सेलूलोज एक्सेंथेट का स्थानांतरणय

(ड़) "कुशल निकास मसौदा" का अर्थ है किसी भी गैस या वाष्प को हटाने के लिए यांत्रिक तरीकों से स्थानीय वेंटिलेशन, ताकि इसे किसी भी जगह की हवा में भागने से रोका जा सके जिसमें काम किया जाता है। किसी भी मसौदे को तब तक कारगर नहीं माना जाएगा जब वह उस बिंदु पर उत्पन्न किसी गैस या वाष्प को प्रभावी ढंग से नियंत्रित करने में विफल हो जहां ऐसी गैस या धूआं उत्पन्न होता हैय

(च) "पहले रोजगार" का अर्थ होगा धूआं प्रक्रिया में पहला रोजगार। और तीन कैलेंडर महीनों से अधिक की निरंतर अवधि के लिए रोजगार के किसी भी समाप्ति के बाद उक्त प्रक्रिया में पुनरू रोजगार शामिल करना होगाय

(छ) "धूआं प्रक्रिया" से तात्पर्य किसी भी प्रक्रिया से है जिसमें कार्बन सल्फाइड या हाइड्रोजन सल्फाइड का उत्पादन, उपयोग या बंद किया जाता हैय

(ज) "लाइफ बेल्ट" का अर्थ है चमड़े या अन्य उपयुक्त सामग्री से बना एक बेल्ट, जिसे रस्सी के साथ उपयुक्त लंबाई के साथ सुरक्षित रूप से शरीर को गोल किया जा सकता है, जिसमें से एक आदमी का वजन बनाए रखने के लिए पर्याप्त रूप से मजबूत हैय तथा

(झ) "सुरक्षात्मक उपकरण" का अर्थ है एप्रन, काले चश्मे, चेहरे की ढाल, जूते, दस्ताने और उपयुक्त सामग्री से बने चौगा।

2 वेन्टीलेशन–

(1) सभी कार्यकलापों में जहाँ एक धूनी प्रक्रिया की जाती है, प्राकृतिक या मेकेरिकल माध्यमों द्वारा पर्याप्त वेंटिलेशन प्रदान किया जाएगा ताकि नियंत्रण करने के लिए, अन्य नियंत्रण उपायों के साथ, हर की हवा में कार्बन–सल्फाइड और हाइड्रोजन सल्फाइड की एकाग्रता काम का माहौल, अनुमेय सीमा के भीतर।

(2) उप–पैरा (1) में आवश्यकताओं के बावजूद एक कुशल निकास ड्राफ्ट प्रदान किया जाएगा और निम्नलिखित स्थानों पर हवा में कार्बन–सल्फाइड और हाइड्रोजन सल्फाइड की एकाग्रता को नियंत्रित करने के लिए बनाए रखा जाएगा–

(अ) सूखे मंथन के डंपिंग हॉपरय

(ब) कताई मशीनेंय

(स) स्टेपल फाइबर कताई में उपयोग किए जाने वाले तिकड़ी–रोलर्स और कटरय

(द) यार्न केक के लिए हाइड्रो–एक्सट्रैक्टर्सय

(ध) उपचार प्रक्रियाओं के बादय तथा

(न) स्पिन स्नान।

(3) स्टेपल फाइबर कताई में इस्तेमाल की जाने वाली कताई मशीन और तिकड़ी–रोलर और कटर के रूप में इनसोफर को सुधारा जाता है, वे उप–परिच्छेद (१) में आवश्यक रूप से उपलब्ध कराए जाने वाले निकास ड्राफ्ट के इफी नेस को सुनिश्चित करने के उद्देश्य से होंगे। पूरी तरह से व्यावहारिक रूप में वर्णित है और काम के वातावरण से बचने के लिए कार्बन–डि–सल्फाइड और हाइड्रोजन सल्फाइड की अनुचित मात्रा को जन्म दिए बिना आवश्यक संचालन को सक्षम करने के लिए वर्गों में उपयुक्त शटर के साथ प्रदान किया गया है।

(4) कार्बन–डाय–सल्फाइड के अवशिष्ट वाष्पों के निकास के बिना प्रतिक्रिया के पूरा होने के बाद कोई सूखा चूर्ण नहीं खोला जाएगा, वाष्पों को बाहर निकालने के लिए एक उपयुक्त और कुशल व्यवस्था के संचालन से जो कि मंथन के दौरान लंबे समय तक संचालित होना जारी रहेगा। खोल कर रख दिया।

(5) जब भी आवश्यकताओं को पूरा करने के उद्देश्य से किसी भी वेंटिलेशन उपकरण की आवश्यकता होती है, तो वह सब–पैराग्राफ (2), (3) और (4) अप्रभावी होता है, विफल रहता है या किसी भी उद्देश्य से रोक दिया जाता है, सभी व्यक्तियों को छोड़ने की आवश्यकता होगी कार्य क्षेत्र जहां उप–पैराग्राफ में निर्दिष्ट उपकरण या प्रक्रियाएं उपयोग में हैं, जितनी जल्दी हो सके और किसी भी स्थिति में ऐसी घटना के बाद 15 मिनट से अधिक नहीं।

(6) (क) उप–पैरा– (2), (3) और (4) में अपेक्षित उद्देश्यों के लिए प्रदान की जाने वाली सभी वेंटिलेशन प्रणालियों की प्रति सप्ताह जांच की जाएगी और एक प्रतिसाद देने वाले व्यक्ति द्वारा इसका निरीक्षण किया जाएगा। 12 महीने की अवधि में एक बार एक सक्षम व्यक्ति द्वारा पूरी तरह से जांच और परीक्षण किया जाता है। इस तरह की परीक्षा या परीक्षण के द्वारा पाए गए किसी भी दोष को ठीक किया जाएगा।

(ख) ऐसी परीक्षा और परीक्षणों के ब्यौरे वाले रजिस्टर और सिस्टम की स्थिति और मरम्मत या विकल्प (यदि कोई हो) आवश्यक पाया जाता है और एक निरीक्षक द्वारा निरीक्षण के लिए उपलब्ध रहेगा।

3– कताई मशीनों से अपशिष्ट। कताई मशीनों से अपशिष्ट यार्न को उपयुक्त फिटिंग कवर के साथ प्रदान किए गए उपयुक्त कंटेनरों में जमा किया जाएगा। इस तरह के कचरे को परिशोधन के बाद जल्दी से जल्दी निपटाया जाएगा।

4- शुष्क मंथन की परत–सभी सूखी मंथन की सतह को एक गैर–चिपचिपा पेंट के साथ लेपित किया जाएगा ताकि सेलूलोज जैंथेट मंथन की सतह पर चिपक न जाए। इस तरह की कोटिंग एक अच्छी स्थिति में बनाए रखी जाएगी।

5-वायु निगरानी ।–

(1) नियंत्रण उपायों की प्रभावशीलता को सुनिश्चित करने के लिए, हवा में कार्बन–डिसल्फाइड और हाइड्रोजन सल्फाइड की निगरानी कम से कम हर शिफ्ट में एक बार की जाएगी और प्राप्त परिणामों का रिकॉर्ड विशेष रूप से बनाए रखा रजिस्टर में दर्ज किया जाएगा। उद्देश्य।

(2) उप–पैरा (1) में आवश्यकता के प्रयोजन के लिए, तात्कालिक गैस डिटेक्टर ट्यूबों का उपयोग नहीं किया जाएगा। नमूने 10 मिनट से कम नहीं की अवधि में एकत्र किए जाएंगे और एक अनुमोदित विधि द्वारा विश्लेषण किया जाएगा। जिन स्थानों पर ऐसी निगरानी की जानी है, वे निरीक्षक द्वारा निर्देशित किए जाएंगे।

(3) यदि कार्बन–डाइसल्फाइड या हाइड्रोजन सल्फाइड की सांद्रता ऐसे वाष्प या गैस के लिए अनुमेय सीमा से अधिक हो जाती है, जैसा कि अधिनियम की धारा 41–एफ से जुड़ी दूसरी अनुसूची में रखी गई है, तो हवा में एकाग्रता को नियंत्रित करने के लिए उपयुक्त कदम उठाए जाएंगे। इस तरह की घटना।

6– धूआं प्रक्रिया कक्ष में रहने के लिए निषेध। भोजन के लिए अपने अंतराल के दौरान कोई व्यक्ति, या आराम किसी भी कमरे में नहीं रहेगा जहां धूआं प्रक्रिया चलती है।

7–युवा व्यक्तियों के रोजगार से संबंधित निषेध। किसी भी युवा को किसी भी धूमी प्रक्रिया या किसी भी कमरे में काम करने की अनुमति नहीं दी जाएगी, जिसमें ऐसी कोई प्रक्रिया की जाती है।

8–संरक्षित उपकरण–

(1) अधिभोगी अच्छी स्थिति वाले सुरक्षात्मक उपकरणों को प्रदान करेगा और बनाए रखेगा जैसा कि उसमें उल्लिखित प्रक्रियाओं में कार्यरत व्यक्तियों के उपयोग के लिए तालिका में निर्दिष्ट है।

प्रकिया	प्रेटेक्टिव उपकरण
1.डंपिंग	चौगा, चेहरा–ढाल, दस्ताने और पैर पहनने–सभी उपयुक्त सामग्री से बने।
2.कताई	उपयुक्त अप्रैन,दस्ताने और जूते
3.शामिल प्रक्रिया या विस्कोस समाधान के साथ संपर्क शामिल करने की संभावना है	दस्ताने और जूते।
4.सुपरह्यूरिक एसिड की हैंडलिंग	उपयुक्त रासायनिक चश्में।
5.खतरनाक रसायनों के संपर्क से जुड़ी कोई अन्य प्रक्रिया	सुरक्षात्मक उपकरण जैसा कि मुख्य निरीक्षक द्वारा लिखित आदेश द्वारा निर्देशित किया जा सकता है।

(2) श्रमिकों को आपूर्ति किए जाने वाले सभी सुरक्षात्मक उपकरणों के भंडारण के लिए एक उपयुक्त कमरा, कमरे या लेकर्स विशेष रूप से प्रदान किए जाएंगे और ऐसा कोई

भी उपकरण कमरे, कमरे या लॉकर के अलावा किसी अन्य स्थान पर संग्रहीत नहीं किया जाएगा।

9–श्वास लेने वाले उपकरण–

(1) प्रत्येक कारखाने में प्रदान किया जाएगा जहां धूआं प्रक्रिया पर्याप्त आपूर्ति पर की जाती है–

(क) श्वास तंत्रय

(ख) ऑक्सीजन और इसके प्रशासन के लिए उपयुक्त उपकरणय तथा

(ग) जीवन बेल्ट।

(2) (क) उप–अनुच्छेद (1) में उल्लिखित श्वास यंत्र और अन्य उपकरण अच्छी स्थिति में रखे जाएंगे और उपयुक्त स्थानों पर रखे जाएंगे ताकि आसानी से उपलब्ध हो सकें।

(ख) उप–अनुच्छेद (1) के खंड (क) और (ख) में निर्दिष्ट श्वसन तंत्र और अन्य उपकरणों को उचित अंतराल पर साफ और कीटाणुरहित किया जाएगा और एक जिम्मेदार व्यक्ति द्वारा हर महीने एक बार अच्छी तरह से निरीक्षण किया जाएगा।

(ग) उप–खंड (1) में उल्लिखित श्वास तंत्र और अन्य उपकरणों के रखरखाव और स्थिति का एक रिकॉर्ड उस प्रयोजन के लिए प्रदान किए गए एक रजिस्टर में दर्ज किया जाएगा जो एक निरीक्षक द्वारा निरीक्षण के लिए आसानी से उपलब्ध होगा।

(3) पर्याप्त संख्या में श्रमिकों को प्रशिक्षित किया जाएगा और समय–समय पर, श्वसन तंत्र के उपयोग और कृत्रिम श्वसन को बनाए रखा जाएगा ताकि कम से कम 2 ऐसे प्रशिक्षित व्यक्ति प्रत्येक कमरे में काम के घंटों के दौरान उपलब्ध रहें, जिसमें धूआं प्रक्रिया चलती है ।

(4) श्वास यंत्र को अच्छी तरह से साफ, सूखे, प्रकाशप्रूफ अलमारियाँ में रखा जाना चाहिए और यदि धुएं के प्रभाव के लिए उत्तरदायी है, तो उन्हें उपयुक्त कंटेनरों में रखकर संरक्षित किया जाएगा। पर काम कर रहा है।

(5) किसी भी व्यक्ति को उप–पैरा– (1) में निर्दिष्ट किसी भी कार्य को करने के लिए नियोजित नहीं किया जाएगा, जिसके लिए उस उप–अनुच्छेद के तहत सांस लेने का उपकरण प्रदान किया जाना आवश्यक है जब तक कि उस उपकरण के समुचित उपयोग में उसे पूरी तरह से निर्देश न दिया गया हो।

(6) उप–अनुच्छेद (१) के अनुसरण में प्रदान किया गया कोई भी श्वसन यंत्र जो किसी व्यक्ति द्वारा पहना नहीं गया है, उसे किसी अन्य व्यक्ति द्वारा पहना जाएगा, जब तक कि इसे अंतिम रूप से पहने जाने के बाद से पूरी तरह से साफ और कीटाणुरहित न किया गया हो और हठ पूरी तरह से निर्देश दिया गया हो उस उपकरण का उचित उपयोग।

10–बिजली की फिटिंग। किसी भी कमरे में सभी इलेक्ट्रिक फिटिंग जिसमें कार्बोंडिसल्फिया का उत्पादन, उपयोग या बंद किया जाता है या काम के माहौल में बंद होने की संभावना है, कताई के अलावा अन्य कमरे लौ प्रूफ निर्माण के होंगे और सभी सुवक्ता, कंडक्टर या तो धातु नाली में संलग्न किया जाए या सीसा–शेड किया जाए।

11–धूम्रपान आदि से संबंधित प्रसार–कोई व्यक्ति शाल नहीं! धूम्रपान या कैच मैट फायर या नग्न प्रकाश या नग्न प्रकाश या चिंगारी ह्यूम प्रक्रिया में एक कमरे में चिंगारी पैदा करने के अन्य साधनों पर किया जाता है। वें वर्कर के बहुमत से समझे जाने वाले लैंगगंज में एक नोटिस संयंत्र में प्रमुख स्थानों पर धूम्रपान और माचिस, आग या नग्न प्रकाश या अन्य कमरों में नग्न प्रकाश या चिंगारी पैदा करने के लिए ले जाने पर प्रतिबंध लगाया जाएगारू बशर्ते कि आग, नग्न नग्न प्रकाश या चिंगारी पैदा करने के प्रकाश या अन्य साधनों को ऐसे कमरे

में केवल तभी लिया जा सकता है जब किसी जिम्मेदार व्यक्ति के निर्देशन में प्रक्रिया के प्रयोजनों के लिए आवश्यक हो।

12– कपड़े धोने और नहाने की सुविधा–

(1) अनुसूची द्वारा कवर की गई प्रक्रियाओं में नियोजित सभी श्रमिकों के उपयोग के लिए स्वच्छ राज्य और अच्छी मरम्मत में प्रदान और रखरखाव किया जाएगा, पर्याप्त धुलाई और स्नान स्थानों में एक की दर से कवर के तहत पानी की निरंतर आपूर्ति होती है नियोजित प्रत्येक 25 व्यक्तियों के लिए ऐसी जगह।

(2) धुलाई करने वाले स्थानों में एक मीटर से कम अंतराल पर स्टैंडपाइप रखे जाएंगे।

(3) स्नानगृहों के साथ प्रदान की गई कुल संख्या के एक आधे से कम नहीं। धोने के स्थानों को बाथरूम के साथ प्रदान किया जाएगा।

(4) उपयुक्त सामग्री से बने साफ तौलिये की पर्याप्त आपूर्ति की जाएगी

बशर्ते कि इंस्पेक्टर द्वारा आदेश दिए जाने पर प्रत्येक श्रमिक के लिए इस तरह के तौलियों की आपूर्ति व्यक्तिगत रूप से की जाएगी।

(5) साबुन और नाखून ब्रश की पर्याप्त आपूर्ति प्रदान की जाएगी।

13–रेस्ट रूम ।–

(1) फिलामेंट यार्न कताई प्रक्रिया के डॉफिंग संचालन में लगे श्रमिकों के लिए एक विश्राम कक्ष प्रदान किया जाएगा।

(2) इस तरह के विश्राम कक्ष को ताजी हवा की आपूर्ति और बैठने की पर्याप्त व्यवस्था प्रदान की जाएगी।

14–सतर्कता नोटिस और निर्देश–

(1) निम्नलिखित चेतावनी सूचना को प्रत्येक धूआं प्रक्रिया कक्ष में प्रमुखता से प्रदर्शित किया जाएगा।

सावधान सूचना

(2) इस कमरे में मौजूद कार्बन–डिसल्फाइड और हाइड्रोजन सल्फाइड स्वास्थ्य के लिए खतरनाक हैं।

(3)सुरक्षा निर्देशों का पालन करें।

(4)आवश्यकता पड़ने पर सुरक्षात्मक उपकरण और श्वसन तंत्र का उपयोग करें।

(5)इस क्षेत्र में धूम्रपान पूर्ण रूप से प्रतिबंधित है।

यह नोटिस अधिकांश श्रमिकों द्वारा समझी जाने वाली भाषा में होगा और इसे आसानी से और आसानी से पढ़ा जा सकता है। यदि कोई भी कार्यकर्ता अनपढ़ है, तो उसे प्रदर्शित की जाने वाली नोटिस की सामग्री को ध्यान से समझाने के लिए प्रभावी कदम उठाए जाएंगे।

(2) किसी भी कमरे में कार्यरत प्रत्येक कर्मी को निर्देश देने की व्यवस्था की जाएगी जिसमें उनके काम से जुड़े स्वास्थ्य संबंधी खतरों और स्वयं की सुरक्षा के लिए निवारक उपायों और तरीकों के बारे में बताया जाता है। इस तरह के निर्देश उनके पहले रोजगार और समय–समय पर दोहराया जाएगा।

(3) सरल और विशेष निर्देशों को यह सुनिश्चित करने के लिए तैयार किया जाएगा कि कार्बन–डिसुल–फाइड और हाइड्रोजन सल्फाइड से बचने के लिए आपातकालीन उपायों के मामले में प्रभावी उपाय किए जाएंगे। ये निर्देश गर्भित क्षेत्रों में प्रदर्शित किए जाएंगे और श्रमिकों को ऐसे आपात स्थितियों में उठाए जाने वाले कार्यों के लिए निर्देश और प्रशिक्षण दिया जाएगा।

15—मेडिकल संकाय और परीक्षाओं और परीक्षणों के रिकॉर्ड। (1) प्रत्येक कारखाने के अधिभोगी जिस पर यह अनुसूची लागू होती है,

(अ) धूआं प्रक्रिया में कार्यरत श्रमिकों की चिकित्सा निगरानी के लिए एक योग्य चिकित्सा अधिकारी को नियोजित करता है, जिसका रोजगार कारखानों के मुख्य निरीक्षक के अनुमोदन के अधीन होगाय तथा

(ब) में निर्दिष्ट उद्देश्य के लिए सभी आवश्यक सुविधाएं प्रदान करने के लिए प्रदान करेंरू ।

(2) उक्त चिकित्सा अधिकारी द्वारा किए गए चिकित्सा परीक्षण और उपयुक्त परीक्षणों का रिकॉर्ड मुख्य निरीक्षक कारखानों द्वारा अनुमोदित एक अलग रजिस्टर में रखा जाएगा, जिसे निरीक्षक द्वारा निरीक्षण के लिए आसानी से उपलब्ध रखा जाएगा।

16—सर्टिफिकेट सर्जन द्वारा चिकित्सा परीक्षा—

(1) धूनी प्रक्रिया में नियोजित प्रत्येक श्रमिक की जाँच उसके १५ दिनों के भीतर प्रमाणित सर्जन द्वारा की जाएगी। पहला रोजगार। इस तरह की परीक्षा में जोखिम सह—कुशल (मूत्र पर आयोडीनजाइड परीक्षण) और कोलेस्ट्रॉल के साथ—साथ इलेक्ट्रोकार्डियोग्राम (ईसीजी) और केंद्रीय तंत्रिका तंत्र (सीएनएस) परीक्षणों के आकलन के लिए परीक्षण शामिल होंगे। किसी भी श्रमिक को कारखाने में अपने पहले रोजगार के 15 दिनों के बाद काम करने की अनुमति नहीं दी जाएगी जब तक कि प्रमाणित सर्जन द्वारा इस तरह के रोजगार के लिए प्रमाणित नहीं किया जाता है।

(2) धूनी प्रक्रिया में नियोजित प्रत्येक श्रमिक को प्रत्येक बारह कैलेंडर महीनों में कम से कम एक बार प्रमाणित सर्जन द्वारा फिर से जांच की जाएगी। इस तरह की परीक्षा, जहाँ भी सर्जन सर्जन उपयुक्त समझता है, उप—पैरा (1) में निर्दिष्ट सभी परीक्षणों को शामिल करें।

(3) किसी कर्मी की जाँच के बाद सर्टिफिकेट सर्जन, फॉर्म २६ में स्वास्थ्य प्रमाणपत्र जारी करेगा। बाहर की गई परीक्षाओं का रिकॉर्ड प्रमाणपत्र में दर्ज किया जाएगा और प्रमाण पत्र कारखाने के प्रबंधक के संरक्षण में रखा जाएगा। । उप—अनुच्छेद (1) और (2) के तहत किए गए कैच परीक्षा का रिकॉर्ड, प्रकृति और परीक्षणों के परिणामों सहित, सर्टिफिकेट सर्जन द्वारा फॉर्म 27 में एक स्वास्थ्य रजिस्टर में भी दर्ज किया जाएगा।

(4) इंस्पेक्टर द्वारा निरीक्षण के लिए स्वास्थ्य प्रमाण पत्र और स्वास्थ्य रजिस्टर को आसानी से उपलब्ध रखा जाएगा।

(5) यदि किसी भी समय सर्टिफिकेट सर्जन की राय है कि कार्यकर्ता अब इस आधार पर धूआं प्रक्रिया में रोजगार के लायक नहीं है कि निरंतरता से कार्यकर्ता के स्वास्थ्य को विशेष खतरा होगा, तो वह उसका रिकॉर्ड बनाएगा उक्त प्रमाण पत्र और स्वास्थ्य रजिस्टर में निष्कर्ष। उनके निष्कर्षों की प्रविष्टि में उन दस्तावेजों को भी शामिल किया जाना चाहिए, जिनके लिए वह समझता है कि उक्त व्यक्ति धूनी प्रक्रिया में काम के लिए अयोग्य है।

(6) कोई भी व्यक्ति जो उप—अनुच्छेद (५) में कहा गया है कि काम करने के लिए अयोग्य नहीं पाया गया है, को फिर से नियोजित किया जाएगा या धूनी प्रक्रिया में काम करने की अनुमति दी जाएगी, जब तक कि प्रमाणित सर्जन, आगे की परीक्षा के बाद उसे फिर से रोजगार में फिट होने के लिए प्रमाणित नहीं करता है। ऐसी प्रक्रिया।

17—छूट— यदि किसी कारखाने के संबंध में, मुख्य निरीक्षक इस बात से संतुष्ट है कि असाधारण परिस्थितियों या प्रक्रियाओं के उल्लंघन या किसी अन्य कारण से, इस अनुसूची के सभी या किसी भी प्रावधान में श्रमिकों की सुरक्षा के लिए आवश्यक नहीं है कारखाना, मुख्य निरीक्षक ने लिखित रूप में एक प्रमाण पत्र द्वारा, जिसे वह किसी भी समय अपने

विवेक से निरस्त कर सकता है, ऐसे कारखाने के सभी या ऐसे किसी भी प्रावधान को ऐसी शर्तों के अधीन कर सकता है, यदि कोई हो, तो वह अलग कर सकता है।

अनुसूची– 28

अत्यधिक ज्वलनशील तरल पदार्थ और ज्वलनशील संपीड़ित गैसें–

1– अनुप्रयोग –ये नियम उन सभी कारखानों पर लागू होंगे जहां अत्यधिक ज्वलनशील तरल या ज्वलनशील संपीड़ित गैसों का निर्माण, भंडारण, संभाल या उपयोग किया जाता है।

2–परिभाषाएँ–इस अनुसूची के प्रयोजनों के लिए–

(अ) "ज्वलनशील संपीड़ित गैस" का अर्थ है ज्वलनशील संपीड़ित गैस, जैसा कि स्टैटिक और मोबाइल प्रेशर वेसल्स (अनफेयर) इनई और रूल्स की धारा 2 में परिभाषित है, 1981 विस्फोटक अधिनियम, 1984 के तहत बनाया गया थाय तथा

(ब) "अत्यधिक ज्वलनशील तरल" का अर्थ है इसका समाधान, इमल्शन या सस्पेंशन सहित कोई भी तरल जब पेट्रोलेन एक्ट, 1934 के धारा 14 और 15 द्वारा निर्दिष्ट तरीके से परीक्षण किया गया (1934 का अधिनियम संख्या 30), ज्वलनशील वाष्प देता है। तापमान 32 डिग्री सेंटीग्रेड से कम।

3. भंडारण।–

(1) प्रत्येक कारखाने में उपयोग की जाने वाली हर ज्वलनशील तरल या ज्वलनशील संपीड़ित गैस को उपयुक्त निश्चित भंडारण टैंक में, या खुले या पर्याप्त आग प्रतिरोधी निर्माण के स्टोर रूम में जमीन के नीचे सुरक्षित स्थिति में स्थित उपयुक्त बंद बर्तन में संग्रहित किया जाएगा। ।

(2) उपयोग, संचालन या रखरखाव के लिए आवश्यक होने के अलावा, प्रत्येक बर्तन या टैंक जिसमें अत्यधिक ज्वलनशील तरल या ज्वलनशील संपीड़ित गैस होती है, उसे हमेशा बंद रखा जाएगा और सभी व्यावहारिक रूप से व्यावहारिक कदमों को शामिल या तुरंत बंद करने के लिए लिया जाएगा। एक उपयुक्त कंटेनर किसी भी फैल या रिसाव हो सकता है।

(3) हर ज्वलनशील तरल या ज्वलनशील संपीड़ित गैस के भंडारण के लिए इस्तेमाल किया जाने वाला हर कंटेनर, जहाज, टैंक, सिलेंडर, या स्टोर रूम स्पष्ट रूप से और ष्खतरनाक–ज्वलनशील तरलष् या ष्खतरे–ज्वलनशील संपीड़ित गैसष् के रूप में चिह्नित मोटे अक्षरों में होगा।

4–अत्यधिक ज्वलनशील तरल पदार्थों को संप्रेषित करने के लिए संलग्न प्रणाली। जहाँ–जहाँ यह यथोचित व्यवहार्य है, अत्यधिक ज्वलनशील तरल पदार्थों को कारखाने के भीतर पूरी तरह से संलग्न प्रणालियों में संग्रहित किया जाना चाहिए, जिसमें भंडारण टैंक या पोत से पाइपलाइन, पंप और समान उपकरण शामिल हैं। इस तरह की संलग्न प्रणाली इतनी डिजाइन, स्थापित, संचालित और रखरखाव की जाएगी कि रिसाव से बचने या फैलने का जोखिम न हो।

5–हवा के साथ ज्वलनशील मिश्रण के गठन को रोकना। जहां कहीं भी उपकरण, पाइपलाइन, वाल्व, संयुक्त या किसी प्रणाली के अन्य भाग से अत्यधिक ज्वलनशील तरल या ज्वलनशील संपीड़ित गैस के रिसाव या रिसाव की संभावना है, सभी व्यावहारिक उपायों को समाहित करने के लिए कदम उठाए जाएंगे। हवा के साथ ज्वलनशील मिश्रण के गठन को रोकने के लिए इस तरह के फैल या रिसाव को नाली–बंद या पतला करें।

6–प्रज्वलन की रोकथाम–

(1) हर कमरे में, काम करने की जगह या अन्य स्थान जहाँ अत्यधिक ज्वलनशील तरल या ज्वलनशील संपीड़ित गैस जमा हो जाती है, हवा में अत्यधिक ज्वलनशील तरल या ज्वलनशील संपीड़ित गैस के संचय से आग या विस्फोट का खतरा होता है। इग्निशन के स्रोतों को बाहर करने के लिए सभी व्यावहारिक उपाय किए जाएंगे। ऐसी सावधानियों में निम्नलिखित शामिल होंगे–

(अ) सभी बिजली के उपकरणों को या तो जोखिम के क्षेत्र से बाहर रखा जाएगा या वे इस तरह के निर्देश के होंगे और इसलिए उन्हें स्थापित करने और बनाए रखने के लिए एक प्रज्वलन का खतरा होगाय

(ब) एक खतरनाक सीमा तक स्थिर प्रभार के संचय को रोकने के लिए प्रभावी उपाय अपनाए जाएंगेय

(स) किसी भी व्यक्ति को लोहे या स्टील के नाखून या किसी अन्य उजागर लौह सामग्री वाले किसी भी जूते को पहनने या पहनने की अनुमति नहीं दी जाएगी, जिससे घर्षण से चिंगारी निकलने की संभावना हैय

(द) धूम्रपान, प्रकाश या माचिस, प्रकाशकों या धूम्रपान सामग्री को ले जाना निषिद्ध होगाय

(ध) लोहे के फास्टनरों के साथ ट्रांस्फिशन बेल्ट का उपयोग नहीं किया जाएगाय तथा

(ण) अन्य सभी सावधानियां, जैसा कि यथोचित व्यवहार्य हैं, अन्य सभी संभावित स्रोतों जैसे कि खुली लपटों, मशीनरी या संयंत्र, रासायनिक या भौतिक–रासायनिक प्रतिक्रिया और दीप्तिमान गर्मी की अत्यधिक घर्षण वाली चिंगारी से प्रज्वलन को रोकने के लिए किया जाएगा।

7–धूम्रपान पर प्रतिबंध–कोई भी व्यक्ति किसी भी स्थान पर धूम्रपान नहीं करेगा जहां अत्यधिक ज्वलनशील तरल या ज्वलनशील संपीड़ित गैस ऐसी परिस्थितियों में मौजूद है कि धूम्रपान आग के जोखिम को जन्म देगा। अधिभोगकर्ता इस आवश्यकता का अनुपालन सुनिश्चित करने के लिए सभी व्यावहारिक उपाय करेगा, जिसमें हर उस स्थान पर धूम्रपान निषेध को दर्शाते हुए एक बोल्ड नोटिस प्रदर्शित किया जाए, जहाँ यह आवश्यकता लागू होती है।

8–अग्निशमन–प्रत्येक कारखाने में जहां अत्यधिक ज्वलनशील तरल या ज्वलनशील संपीड़ित गैस निर्मित, संग्रहीत, संभाला जाता है या उपयोग किया जाता है, उचित और पर्याप्त साधनों से लड़ने के लिए आग प्रदान की जाएगी। पर्याप्तता और उपयुक्तता। ऐसे साधनों का अर्थ है कि अभिव्यक्ति में स्थिर और पोर्टेबल आग बुझाने की प्रणाली, बुझाने की सामग्री, प्रक्रियाएं और अग्निशमन की प्रक्रिया शामिल है, जो भारतीय मानक लागू किए गए मानकों और स्तरों पर होंगे, और किसी भी मामले में इसके तहत हीनता से हीन नहीं होंगे। नियम ६१।

9–छूट– यदि किसी कारखाने के संबंध में, मुख्य निरीक्षक इस बात से संतुष्ट है कि प्रक्रियाओं की असमानता या किसी अन्य कारण से, इस अनुसूची के सभी या किसी भी प्रावधान के कारण श्रमिकों की सुरक्षा के लिए आवश्यक नहीं है। कारखाना, मुख्य निरीक्षक लिखित रूप में एक प्रमाण पत्र के द्वारा हो सकता है, जिसे वह किसी भी समय अपने विवेक से निरस्त कर सकता है, इस तरह की शर्तों के अधीन सभी कारखाने या ऐसे किसी भी प्रावधान से छूट दे सकता है, यदि कोई हो, तो वह इसमें निर्दिष्ट कर सकता है।

अनुसूची– 29

कालीन और ऊनी ड्रग बनाना या किसी भी काम के लिए आवश्यक सामग्री या उससे जुड़े हुए

1—परिभाषा—

(अ) "कुशल निकास मसौदा" का अर्थ है कि गैस, वाष्प, धूल या धुएं को हटाने के लिए यांत्रिक साधनों से प्रभावित स्थानीयकृत वेंटिलेशन, जहां वे उत्पन्न होते हैं ताकि उन्हें किसी भी जगह की हवा में भागने से रोका जा सके जिसमें काम किया जाता है पर। कोई भी ड्राफ्ट कुशल नहीं होगा, जो ऐसे गैस, वाष्प, धूआं या धूल के उद्गम बिंदु पर उत्पन्न धुएं को हटाने में विफल रहता है।

(ब) प्रथम रोजगार का अर्थ है पैरा 2 और यार्न रंगाई प्रक्रिया के तहत उल्लिखित किसी भी प्रक्रिया में पहला रोजगार, और एक निरंतर अवधि के लिए रोजगार की किसी भी समाप्ति के बाद उक्त प्रक्रिया में पुनरू रोजगार भी शामिल हो सकता है— तीन कैलेंडर महीनों से अधिक।

2—निकास को समाप्त करना। निम्नलिखित प्रक्रियाओं को मुख्य निकास निरीक्षक द्वारा अनुमोदित एक कुशल निकास मसौदे के तहत या ऐसी अन्य शर्तों के अलावा नहीं किया जाएगारू

(क) कच्चे फाइबर की कार्डिंग और कताई

(ख) बुनाई।

3—महिलाओं और युवा व्यक्तियों से संबंधित निषेध।—कोई महिला या युवा व्यक्ति ऽ पैरा 2 में निर्दिष्ट किसी भी कार्य में, या ऐसे किसी भी स्थान पर, जहां इस तरह के ऑपरेशन किए जाते हैं या यार्न रंगाई की प्रक्रिया में काम करने की अनुमति नहीं दी जाएगी,

4—वेंटिलेशन।—प्रत्येक कार्यक्षेत्र को कमरे के सभी हिस्सों में कुशल वेंटिलेशन को सुरक्षित और बनाए रखने के लिए पर्याप्त आकार के इनलेट्स और आउटलेट्स प्रदान किए जाएंगे।

5—सुरक्षात्मक उपकरण और कपड़े—

(क) कारखाने का अधिभोग अनुच्छेद 2 के तहत शामिल प्रक्रिया में नियोजित सभी व्यक्तियों के लिए धूल श्वसन यंत्र प्रदान करेगा और बनाए रखेगा।

(ख) अधिभोगकर्ता रंगाई प्रक्रिया में कार्यरत सभी व्यक्तियों के लिए सुरक्षात्मक कपड़े, दस्ताने प्रदान करेगा और बनाए रखेगा।

6—चिकित्सा सुविधाओं और परीक्षाओं और परीक्षणों के रिकॉर्ड ।—— (1) प्रत्येक कारखाने के कब्जे में जिसमें कालीन और ऊनी ड्रगेट मैन प्रक्रिया को किया जाता है—

(क) उसमें कार्यरत श्रमिकों की चिकित्सा निगरानी के लिए एक योग्य चिकित्सा व्यवसायी को नियोजित करता है, जिसके नियोजन को मुख्य कार्य निरीक्षक के अनुमोदन के अधीन किया जाएगाय तथा

(ख) उक्त चिकित्सा व्यवसायी को क्लॉज (ग) में निर्दिष्ट उद्देश्य के लिए सभी आवश्यक सुविधाएं प्रदान करना।

(2) उक्त चिकित्सा व्यवसायी द्वारा किए गए चिकित्सीय परीक्षाओं और उपयुक्त परीक्षणों का रिकॉर्ड मुख्य निरीक्षक कारखानों द्वारा अनुमोदित एक अलग रजिस्टर में रखा जाएगा, जिसे निरीक्षक द्वारा निरीक्षण के लिए आसानी से उपलब्ध रखा जाएगा।

7—सर्जन को प्रमाणित करके चिकित्सा परीक्षा ।—

(क) प्रत्येक कार्यकर्ता पैरा 2 और यान रंगाई प्रक्रिया में निर्दिष्ट किसी भी प्रक्रिया में नियोजित किया जाता है, उसकी पहली नौकरी के 15 दिनों के भीतर एक प्रमाणित सर्जन द्वारा जांच की जाएगी। इस तरह की परीक्षा में रक्त में मेथेमोग्लोबिन का पता लगाने के लिए परीक्षण, या मूत्र में पैरा नाइट्रोफेनॉल, केंद्रीय तंत्रिका तंत्र कार्य के लिए परीक्षण, फुफ्फुसीय कार्य परीक्षण और छाती का एक्स—रे शामिल हो सकते हैं। किसी भी श्रमिक को अपने पहले

रोजगार के 15 दिनों के बाद काम करने की अनुमति नहीं होगी, जब तक कि सर्टिफिकेशन सर्जन द्वारा इस तरह के रोजगार के लिए प्रमाणित नहीं किया जाता है।

(ख)उक्त प्रक्रिया में नियोजित प्रत्येक श्रमिक को प्रत्येक 12 कैलेंडर महीनों में कम से कम एक बार प्रमाणित सर्जन द्वारा फिर से जांच की जाएगी और इस तरह की पुनरू परीक्षा जहाँ भी सर्टिफिकेट सर्जन विपक्षरू उपयुक्त हो, में रक्त में मेथेमोग्लोबिन का पता लगाने के लिए परीक्षण शामिल हैं, या पेशाब में पैरा नाइट्रो फेनोल, केंद्रीय तंत्रिका तंत्र कार्य के लिए परीक्षण, हर 3 साल में एक बार फुफ्फुसीय कार्य परीक्षण और छाती का एक्स–रे।

(ग) किसी कार्यकर्ता की जांच के बाद सर्टिफिकेट सर्जन, फार्म 26 में फिटनेस प्रमाणपत्र जारी करेगा। कारखाने के प्रबंधक की हिरासत में रखे गए परीक्षण और पुनरू परीक्षा का रिकॉर्ड रखा जाएगा। परीक्षणों की प्रकृति और परिणामों सहित उप–पैराग्राफ (प) और (घ) के तहत किए गए प्रत्येक परीक्षा के रिकॉर्ड को भी सर्टिफिकेट सर्जन द्वारा फॉर्म 27 में एक स्वास्थ्य रजिस्टर में दर्ज किया जाएगा।

(पअ) इंस्पेक्टर द्वारा निरीक्षण के लिए स्वास्थ्य प्रमाणपत्र और स्वास्थ्य रजिस्टर आसानी से उपलब्ध होगा।

अनुसूची–30

ब्रॉस्वेयर बनाना या किसी भी काम से संबंधित सामग्री या संबंधित जानकारी

1–परिभाषाएं

(अ) "कुशल निकास ड्राफ्ट" का अर्थ है कि गैस, वाष्प, धूल या धुएं को हटाने के लिए यांत्रिक साधनों से प्रभावित स्थानीयकृत वेंटिलेशन, जहां वे उत्पन्न हुए ताकि उन्हें किसी भी जगह की हवा में भागने से रोका जा सके जिसमें काम किया जाता है पर। किसी भी निकास ड्राफ्ट को कुशल नहीं माना जाएगा, जो उस बिंदु पर उत्पन्न धुएं को हटाने में विफल रहता है जहां इस तरह की गैस, वाष्प, धूआं या धूल निकलती है।

(ब) "प्रथम रोजगार" का अर्थ है पैरा 2 के तहत उल्लिखित किसी भी प्रक्रिया में पहला रोजगार और तीन कैलेंडर महीनों से अधिक की निरंतर अवधि के लिए रोजगार के किसी भी समाप्ति के बाद उक्त प्रक्रिया में पुनरू रोजगार भी शामिल होगा।

(स) "ड्रेसिंग या फेटलिंग ऑपरेशन" में कास्टिंग से सुसंगत रेत, कोर, धावकों, राइजर, फ्लैश और अन्य अधिशेष धातु को निकालना और यथोचित स्वच्छ और चिकनी सतह का उत्पादन शामिल है, लेकिन इसमें शामिल नहीं है () किसी कास्टिंग से धातु निकालने पर, जब वे कपड़े पहने या फेटल किए गए हों, या कास्टिंग के बाद संयोगवश या कास्टिंग के सिलसिले में किया जाता है, या (ख) इस अनुसूची के अर्थ में कोई भी ऑपरेशन जो नॉक–आउट ऑपरेशन है।

(द) "नॉक–आउट ऑपरेशन" का अर्थ है, सांचों से कास्टिंग हटाने के सभी तरीके और निम्न ऑपरेशन, जब कनेक्शन में किया जाता है, अर्थात्, अलग करना, कोरिंग–आउट और धावकों और राइजर को हटाना।

2–एग्जॉस्ट ड्रैग्लट –

(1) एक कुशल निकास मसौदे के अलावा या मुख्य निरीक्षक द्वारा अनुमोदित की जा सकने वाली अन्य शर्तों के तहत निम्नलिखित प्रक्रियाओं को नहीं किया जाएगा।

(अ) कास्टिंग प्रक्रियाय

(ब) ब्रास लेखों का बफरिंग और पॉलिशिंगय

(स) इलेक्ट्रोलाइट का उपयोग करके पीतल के लेख के विद्युतय

(द) घटती और सफाई।

(2) इस तरह के मसौदे को यांत्रिक तरीकों से प्रदान किया जाएगा और इस पर काम करेगा। धूल, वाष्प या स्प्रे को इस प्रक्रिया में पास के रूप में दिया जाता है जो मूल बिंदु पर हो सकता है। निकास ड्राफ्ट का निर्माण, व्यवस्था और रखरखाव किया जाएगा ताकि धूल, वाष्प या स्प्रे को किसी भी कार्यस्थल या उस स्थान पर प्रवेश करने से रोका जा सके, जिस पर काम चल रहा है।

3—महिलाओं और युवा अनुनय से संबंधित निषेध। कोई भी महिला या युवा व्यक्ति पैरा 2 (सी) और 2 (डी) में निर्दिष्ट किसी भी ऑपरेशन में या ऐसे किसी भी स्थान पर काम करने की अनुमति नहीं दी जाएगी या काम नहीं किया जाएगा।

4—व्यवस्था और भंडारण।—कार्यक्षेत्रों में सुरक्षा और स्वच्छता को बढ़ावा देने के प्रयोजनों के लिए निम्नलिखित आवश्यकताओं को देखा जाएगारू —

(अ) मोल्डिंग बॉक्स, लोम प्लेट, लैडल पैटर्न, पैटर्न प्लेट, फ्रेम, बोर्ड, बॉक्स वजन और अन्य भारी लेखों को व्यवस्थित किया जाएगा और अनावश्यक जोखिम के बिना काम को सक्षम करने के लिए रखा जाएगाय

(ब) उपयुक्त और सुविधाजनक रूप से सुलभ रैक, डिब्बे या अन्य रिसेप्टेक प्रदान किए जाएंगे और अन्य गियर और टोलों के भंडारण के लिए उपयोग किए जाएंगेय

(स) जहां बालू, ईंधन, धातु स्क्रैप या अन्य सामग्री या अवशेषों के थोक भंडारण हैं, ऐसे भंडारण के उद्देश्य के लिए उपयुक्त डिब्बे, बंकर या अन्य रिसेप्टेक प्रदान किए जाएंगे।

5—इनडोर कार्यस्थलों की सफाई ।—

(1) हर इनडोर वर्कप्लेस की दीवारों के सभी सुलभ हिस्से जिनमें कास्टिंग प्रक्रिया होती है और उन दीवारों से चिपका हुआ सब कुछ प्रभावी ढंग से उपयुक्त विधि से साफ किया जाएगा, जो फर्श से कम से कम 4.2 मीटर की ऊंचाई तक हो। चौदह महीने की हर अवधि में एक बार। दिनांक सहित इस अनुच्छेद के अनुसरण में इस तरह के हर प्रभावी सफाई से बाहर ले जाने का एक रिकॉर्ड रखा जाएगा।

(2) एक उपयुक्त विधि द्वारा प्रभावी सफाई प्रत्येक कार्यदिवस के फर्श के सभी सुलभ भागों में, जहाँ प्रक्रियाएँ की जाती हैं, उन भागों के अलावा जो रेत के होते हैं, हर दिन कम से कम एक बार किया जाएगाय और जो भाग रेत के हैं उन्हें अच्छे क्रम में रखा जाएगा।

6—पिघला हुआ धातु युक्त मैनुअल संचालन —

(1) पिघले हुए धातु से युक्त मैनुअल संचालन पर नियोजित सभी व्यक्तियों के लिए प्रदान और ठीक से बनाए रखा जाएगा, जिसके साथ वे विभाजित होने के लिए उत्तरदायी हैं, उस ऑपरेशन के लिए एक कार्य स्थान —

(क) जो काम के सुरक्षित प्रदर्शन के लिए पर्याप्त हैय तथा

(ख) जो अभी तक यथोचित व्यावहारिक है, बाधा से मुक्त रखा गया है,

(2) पिघले हुए धातु को रखने वाले कंटेनर के हाथ से ले जाने वाले किसी भी ऑपरेशन को फर्श पर प्रदर्शन किया जाएगा, जिसमें से कोई भी व्यक्ति, जो ऑपरेशन में लगे हुए हैं, उसी स्तर पर होगा—

बशर्ते, जहां बिना किसी जोखिम के किए जाने वाले ऑपरेशन को सक्षम करने के लिए आवश्यक हो, इस पैराग्राफ में कुछ भी फर्श से एक अलग स्तर पर काम करने की जगह के सामयिक या असाधारण उपयोग को नहीं रोक पाएगा, एक सुरक्षित साधन के साथ प्रदान किए जाने वाले स्थान से। संचालन में लगे हुए किसी भी व्यक्ति के लिए मंजिल।

7—धूल और धूएँ

(1) खुले कोयले, कोक या लकड़ी की आग का उपयोग किसी कार्यस्थल के अंदर हीटिंग या लैडल्स को सुखाने के लिए नहीं किया जाएगा, जब तक कि रोकथाम के लिए पर्याप्त उपाय नहीं किए जाते हैं, जहां तक व्यावहारिक रूप से धुएं या अन्य अशुद्धियों को कार्यस्थल के वातावरण में प्रवेश या शेष रहने से रोकना नहीं है ।

(२) कोई खुला कोयला, कोक नहीं। लकड़ी की आग का इस्तेमाल उन परिस्थितियों को छोड़कर, जो ऐसी आग का उपयोग अपरिहार्य है, को छोड़कर, सांचों को सुखाने के लिए किया जाएगा।

(3) मोल्ड स्टोव, कोर स्टोव और एनीलिंग फर्नेस को किसी भी अवधि के दौरान किसी भी कार्यस्थल में प्रवेश करने से रोकने के लिए डिजाइन, निर्माण, रखरखाव और काम किया जाएगा, जहां तक कि किसी भी अवधि में किसी भी कार्यस्थल में प्रवेश करने से व्यावहारिक या अपमानजनक धुएं।

(4) सभी नॉक–आउट ऑपरेशन किए जाएंगे–

(अ) फाउंड्री के अलग हिस्से में उपयुक्त रूप से विभाजन किया गया है, एक कमरा या हिस्सा जिसमें अभी तक यथोचित व्यावहारिक, प्रभावी और उपयुक्त स्थानीय निकास वेंटिलेशन और सामान्य वेंटिलेशन का एक उच्च मानक प्रदान किया जाता हैय या

(ब) फाउंड्री के एक क्षेत्र में, जिसमें अभी तक यथोचित व्यावहारिक, प्रभावी और उपयुक्त स्थानीय निकास वेंटिलेशन प्रदान किया जाता है, या जहां इस आवश्यकता का अनुपालन यथोचित व्यावहारिक नहीं है, सामान्य वेंटिलेशन का एक उच्च मानक प्रदान किया जाता है।

(5) सभी ड्रेसिंग या फेटलिंग ऑपरेशन किए जाएंगे–

(अ) एक अलग कमरे में या फाउंड्री के अलग हिस्से में उपयुक्त रूप से विभाजितय या चनतचमेम के लिए अलग सेट फाउंड्री के एक क्षेत्र मेंय और करेगा, अब तक

(ब) यथोचित व्यावहारिक, प्रभावी और उपयुक्त स्थानीय निकास वेंटिलेशन या धूल को दबाने के अन्य समान रूप से प्रभावी साधनों के साथ किया जा सकता है, पास के रूप में काम कर रहारू धूल की उत्पत्ति के बिंदु पर।

8–स्थूल और स्किमिंग्स का निपटान। पिघली हुई धातु या भट्टी से हटाए गए सकल और स्किमिंग्स को एक उपयुक्त रिसेप्शन में आगे रखा जाएगा।

9–फर्श या कार्य कक्ष–

(1) प्रत्येक कमरे की मंजिल जिसमें पैराग्राफ 2 (प) (ब) और 2 (प) (क) में निर्दिष्ट प्रक्रियाएं हैं, होंगे–

(अ) सीमेंट या इसी तरह की सामग्री के रूप में ताकि पानी के लिए चिकनी और अभेद्य हो।

(ब) ध्वनि की स्थिति में बनाए रखाय तथा

(स) फर्श को प्रतिदिन साफ किया जाएगा।

(क) ध्वनि की स्थिति में बनाए रखा; तथा

(ख) फर्श को प्रतिदिन साफ किया जाएगा।

(2) इनडोर कार्यस्थलों के फर्श जिनमें प्रक्रियाएं होती हैं, जो कि रेत से बने भागों के अलावा, कठोर सामग्री की एक समान सतह होगी।

(3) किसी भी ऐसे इनडोर वर्कप्लेस के फर्श का कोई हिस्सा रेत का नहीं होगा सिवाय इसके कि यह किए गए कार्य के कारण आवश्यक है।

(4) इस तरह के किसी भी इनडोर कार्यस्थल के फर्श की सतह के सभी हिस्से रेत के होते हैं, जहां तक व्यावहारिक है, एक समान और दृढ़स्थिति में बनाए रखा जाना चाहिए।

10—वेंटिलेशन—हर कार्यक्षेत्र। इनलेट और पर्याप्त आकार के आउटलेट के साथ प्रदान किया जाएगा, ताकि कमरे के सभी हिस्सों में कुशल वेंटिलेशन को सुरक्षित और बनाए रखा जा सके।

11— सुरक्षात्मक कपड़े और सुरक्षात्मक उपकरण।—

(1) कारखाने के अधिभोगकर्ता उन श्रमिकों के उपयोग के लिए निम्नलिखित सुरक्षात्मक कपड़े प्रदान करेंगे और बनाए रखेंगे जो पैरा 2 (प) (ब) में निर्दिष्ट प्रक्रिया में नियोजित तरल के संपर्क में आ सकते हैं —

(अ) वाटरपोफ एप्रन और बिब; तथा

(ब) ढीले रबर के दस्ताने और रबर के जूते या किसी अन्य जलरोधक जूते।

(2) कारखाने के अधिभोगी कारखाने में कार्यरत श्रमिकों के उपयोग के लिए सुरक्षात्मक कपड़ो को रखने और सुखाने के लिए पर्याप्त व्यवस्था और स्थान प्रदान करेंगे और बनाए रखेंगे।

(3) कारखाने के अधिभोगकर्ता पैरा 2 (प) (ए) और 2 (आई) (बी) में निर्दिष्ट प्रक्रियाओं में कार्यरत सभी श्रमिकों के लिए उपयुक्त श्वासयंत्र प्रदान और बनाए रखेंगे।

12—मेडिकल सुविधाएं और परीक्षा और परीक्षण के रिकॉर्ड ।—

(1) प्रत्येक कारखाने के मालिक जिसमें पैराग्राफ 2 में निर्दिष्ट प्रक्रियाएं चालू हैं

(अ) उसमें कार्यरत श्रमिकों की चिकित्सा निगरानी के लिए एक योग्य चिकित्सा व्यवसायी को नियोजित करता है, जिसके नियोजन को मुख्य कार्य निरीक्षक के अनुमोदन के अधीन किया जाएगा;

(ब) उक्त चिकित्सा व्यवसायी को क्लॉज (क) में निर्दिष्ट उद्देश्य के लिए सभी आवश्यक सुविधाएं प्रदान करना; तथा

(स) एक अलग बॉक्स में उपयुक्त मरहम और अभेद्य निविड़अंधकार प्लास्टर की पर्याप्त आपूर्ति प्रदान करते हैं और बनाए रखते हैं, श्रमिकों के लिए सुलभ और मलहम और प्लास्टर रखने के उद्देश्य से उपयोग किया जाता है।

(२) उक्त चिकित्सा व्यवसायी द्वारा किए गए चिकित्सीय परीक्षाओं और उपयुक्त परीक्षणों का रिकॉर्ड मुख्य निरीक्षक कारखानों द्वारा अनुमोदित एक अलग रजिस्टर में रखा जाएगा, जिसे निरीक्षक द्वारा निरीक्षण के लिए आसानी से उपलब्ध रखा जाएगा।

(3) चिकित्सा व्यवसायी इलेक्ट्रोप्लेटिंग प्रक्रिया में नियोजित होने से पहले पैरा 2 (प) (ब) में निर्दिष्ट सभी श्रमिकों की जाँच करेगा। इस तरह की परीक्षा में हाथ, प्रकोष्ठ और नाक का निरीक्षण शामिल होगा।

(4) उप—अनुच्छेद (3) में उल्लिखित परीक्षा के अभिलेखों को एक अलग रजिस्टर में रखा जाएगा, जिसे मुख्य निरीक्षक कारखानों द्वारा अनुमोदित किया गया है, जिसे निरीक्षक द्वारा निरीक्षण के लिए आसानी से उपलब्ध रखा जाएगा।

13—सर्जन द्वारा प्रमाणित मेडिकल परीक्षा ।—

(1) पैरा 2 में निर्दिष्ट किसी भी प्रक्रिया में नियोजित प्रत्येक कर्मचारी को उसके पहले रोजगार के 15 दिनों के भीतर एक ifyingertifying सर्जन द्वारा जांच की जाएगी, इस तरह की परीक्षा में न्रपदम में क्रोमियम, निकल या कैडमियम, फुफ्फुसीय कार्य परीक्षण और छाती शामिल होंगे। एक्स—रे। किसी भी श्रमिक को कारखाने में अपने पहले रोजगार के 15 कंलेके

बाद काम करने की अनुमति नहीं दी जाएगी जब तक कि प्रमाणित सर्जन द्वारा इस तरह के रोजगार के लिए प्रमाणित नहीं किया जाता है।

(2) उक्त प्रक्रिया में नियोजित प्रत्येक श्रमिक को प्रत्येक १२ कैलेण्डर महीनों में कम से कम एक बार सर्टिफिकेट सर्जन द्वारा पुनः जांचना होगा और इस तरह की पुनरू परीक्षा जहां भी सर्जन सर्जन उचित समझे, उसमें क्रोमियम, निकल या कैडमियम के लिए परीक्षण शामिल करें हर 3 साल में एक बार मूत्र, फुफ्फुसीय कार्य परीक्षण और छाती का एक्स–रे।

(3) किसी कार्यकर्ता की जांच के बाद सर्टिफिकेट सर्जन, फॉर्म 26 में फिटनेस का प्रमाण पत्र जारी करेगा। बाहर किए गए परीक्षा और पुनरू परीक्षा के रिकॉर्ड को कारखाने के प्रबंधक की हिरासत में रखा जाएगा। परीक्षणों की प्रकृति और परिणामों सहित उप–पैराग्राफ (1) और (2) के तहत किए गए प्रत्येक परीक्षा के रिकॉर्ड को सर्टिफिकेट सर्जन द्वारा फॉर्म 27 में एक स्वास्थ्य रजिस्टर में दर्ज किया जाएगा।

(4) इंस्पेक्टर द्वारा निरीक्षण के लिए स्वास्थ्य प्रमाणपत्र और स्वास्थ्य रजिस्टर आसानी से उपलब्ध होगा।

14–मेस–रूम। वहाँ भोजन 2 अंतराल के दौरान परिसर में और शेष 2 पर निर्दिष्ट प्रक्रियाओं में कार्यरत सभी श्रमिकों के उपयोग के लिए प्रदान और बनाए रखा जाएगा, उपयुक्त मेस–रूम, जिसके तहत पर्याप्त टेबल और बेंच से सुसज्जित किया जाएगा। एक जिम्मेदार व्यक्ति की देखरेख।

15– धुलाई की सुविधा ।–

(1) अनुच्छेद २ में निर्दिष्ट प्रक्रियाओं में नियोजित सभी व्यक्तियों के उपयोग के लिए एक स्वच्छ स्थिति में और अच्छी मरम्मत के लिए प्रदान और रखरखाव किया जाएगाः–

(क) या तो कवर के तहत एक धोने की जगहः–

(ख) बिना प्लग के एक बेकार पाइप के साथ एक चिकनी अभेद्य सतह के साथ एक गर्त, और किसी भी समय नियोजित हर पांच ऐसे व्यक्तियों के लिए कम से कम 60 सेंटीमीटर की अनुमति देने के लिए पर्याप्त लंबाई, और ऊपर नल या जेट से पानी की निरंतर आपूर्ति होने की अनुमति 60 सेंटीमीटर से अधिक नहीं के अंतराल पर गर्त; या

(ग) बेकार पाइप और प्लग के साथ लगे किसी एक समय पर नियोजित हर पांच ऐसे व्यक्तियों के लिए कम से कम एक वॉशबेसिन और उस पर रखी पानी की निरंतर आपूर्ति; तथा

(घ) साबुन या अन्य उपयुक्त सफाई सामग्री और नाखून ब्रश की आपूर्ति के साथ दैनिक उपयोग की जाने वाली उपयुक्त सामग्री से बने साफ तौलिये की पर्याप्त आपूर्ति।

16– वर्क रूम में खाना, पीना, आदि वर्जित है।–कोई भी खाना, पीना, पैन और सुपारी या तम्बाकू का सेवन किसी भी वर्कर द्वारा किसी भी कमरे में नहीं किया जाएगा, जिसमें पैराग्राफ 2 में निर्दिष्ट प्रक्रियाएं चलती हों।

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ताले और हार्डवेयर बनाना या उससे संबंधित या उससे जुड़ा कोई अन्य काम।

1–.परिभाषाएँ –

(अ) "कुशल निकास ड्राफ्ट" का अर्थ है कि गैस, वाष्प, धूल या धुएं को हटाने के लिए यांत्रिक साधनों से प्रभावित स्थानीयकृत वेंटिलेशन, जहां वे उत्पन्न होते हैं ताकि उन्हें किसी भी जगह की हवा में भागने से रोका जा सके। काम जारी है। कोई निकास ड्राफ्ट कुशल

नहीं माना जाएगा, जो उस बिंदु पर उत्पन्न धुएं को हटाने में विफल रहता है जहां ऐसी गैस, वाष्प, धूआं या धूल निकलती है;

(ब) "प्रथम रोजगार" का अर्थ है पैरा 2 के तहत उल्लिखित किसी भी प्रक्रिया में पहला रोजगार और उक्त प्रक्रिया में तीन कैलेंडर महीनों से अधिक की निरंतर अवधि के लिए रोजगार की किसी भी समाप्ति के बाद उक्त प्रक्रिया में पुनरू रोजगार शामिल है;

(स) "ड्रेसिंग या फेटलिंग ऑपरेशन" में एक कास्टिंग से सुसंगत रेत, कोर, धावक, राइजर, फ्लैश और अन्य अधिशेष धातु को निकालना और यथोचित स्वच्छ और चिकनी सतह का उत्पादन शामिल है, लेकिन इसमें (ए) शामिल नहीं है ूमद कास्टिंग से धातु को हटाने जब मशीनिंग के संबंध में संयोगवश प्रदर्शन किया जाता है या कास्टिंग के बाद संयोजन किया जाता है जब उन्हें कपड़े पहने या फिर से जोड़ा जाता है, या (ख) कोई भी ऑपरेशन जो इस अनुसूची के अर्थ में एक नॉक–आउट ऑपरेशन है;

(द) "नॉक–आउट ऑपरेशंस" का अर्थ है सांचों से कास्टिंग हटाने के सभी तरीके और निम्नलिखित ऑपरेशन, जब कनेक्शन में किया जाता है, अर्थात्, अलग करना, बाहर ले जाना और धावकों और राइजर को हटाना।

2–निकास ड्राफ्ट। – (1) निम्नलिखित प्रक्रियाओं को एक कुशल एग्जॉस्ट ड्राफ्ट के तहत या ऐसी अन्य शर्तों के अलावा नहीं किया जाएगा जो मुख्य निरीक्षक द्वारा अनुमोदित हो सकती हैं:

(क) धातु भागों की ढलाई;

(ख) बफिंग और पॉलिशिंग से जुड़े धातु के परिष्करण कार्यः

(ग) सभी ऐसी प्रक्रिया जिसमें इलेक्ट्रोलाइट का उपयोग करके इलेक्ट्रोप्लेटिंग किया जाता है;

(घ) स्प्रे पेंटिंग।

(2) इस तरह के मसौदे को यांत्रिक माध्यमों द्वारा प्रदान किया जाएगा और इस प्रक्रिया में पास में दिए गए धूल, वाष्प या स्प्रे पर संचालित किया जाएगा जो मूल बिंदु हो सकता है। निकास ड्राफ्ट का निर्माण, व्यवस्था और रखरखाव किया जाएगा ताकि धूल, वाष्प या स्प्रे को किसी भी कार्यस्थल या उस स्थान पर प्रवेश करने से रोका जा सके, जिस पर काम चल रहा है।

3–महिलाओं और युवा व्यक्तियों से संबंधित प्रतिबंध। कोई भी महिला या युवा व्यक्ति पैरा 2 (सी) और 2 (डी) में निर्दिष्ट किसी भी ऑपरेशन में या ऐसे किसी भी स्थान पर कार्यरत या अनुमति नहीं दी जाएगी जहां इस तरह के ऑपरेशन किए जाते हैं।

4–व्यवस्था और भंडारण। काम में सुरक्षा और स्वच्छता को बढ़ावा देने के प्रयोजनों के लिए निम्नलिखित आवश्यकताओं को देखा जाएगाः

(अ) मोल्डिंग बॉक्स, लोम प्लेट, लैडल पैटर्न, पैटर्न प्लेट, फ्रेम, बोर्ड, बॉक्स वजन और अन्य भारी लेखों को व्यवस्थित किया जाएगा और अनावश्यक जोखिम के बिना काम को सक्षम करने के लिए रखा जाएगा;

(ब) उपयुक्त और आसानी से सुलभ रैक, डिब्बे या अन्य रिसेप्टेक को अन्य गियर और उपकरणों के भंडारण के लिए प्रदान और उपयोग किया जाएगा;

(स) जहां बालू, ईंधन, धातु स्क्रैप या अन्य सामग्री या अवशेष, थोक डिब्बे, बंकर या अन्य रिसेप्टेक के थोक भंडारण हैं, ऐसे भंडारण के उद्देश्य से प्रदान किए जाएंगे।

5—इनडोर कार्यस्थलों की सफाई ।—

(1) हर इनडोर वर्कप्लेस की दीवारों के सभी सुलभ हिस्से जिनमें कास्टिंग प्रक्रिया होती है और उन दीवारों से चिपका हुआ सब कुछ प्रभावी ढंग से उपयुक्त विधि से साफ किया जाएगा, जो फर्श से कम से कम 4.2 मीटर की ऊंचाई तक हो। चौदह महीने की हर अवधि में एक बार। इस अनुच्छेद के अनुसरण में इस तरह के हर प्रभावी सफाई से बाहर ले जाने का एक रिकॉर्ड तारीख सहित बनाए रखा जाएगा।

(2) एक उपयुक्त विधि द्वारा प्रभावी ढंग से किए जाने पर कम से कम एक बार हर कार्यदिवस के फर्श के सभी सुलभ भागों में हर दिन काम करना होगा जिसमें प्रक्रियाएँ की जाती हैं, जो कि रेत से बने भागों के अलावा और जो हिस्से हैं रेत को अच्छे क्रम में रखा जाएगा।

(3) इनडोर कार्यस्थलों के फर्श जिनमें प्रक्रियाएँ की जाती हैं, अन्य भागों के अलावा जो रेत के होते हैं, उनमें कठोर सामग्री की सतह भी होती है।

(4) किसी भी ऐसे इनडोर वर्कप्लेस के फर्श का कोई हिस्सा रेत का नहीं होगा, सिवाय इसके कि यह काम किए जाने के कारण जरूरी है।

(5) इस तरह के किसी भी इनडोर कार्यस्थल के फर्श की सतह के सभी हिस्से रेत के होते हैं, जहां तक व्यावहारिक हो, एक समान और दृढ़स्थिति में बनाए रखा जाए। हे

6—पिघले हुए धातु से जुड़े मैनुअल ऑपरेशन—

(1) पिघले हुए धातु से युक्त मैनुअल संचालन पर नियोजित सभी व्यक्तियों के लिए प्रदान किया जाएगा और ठीक ढंग से बनाए रखा जाएगा, जिसके साथ वे स्पलैस होने के लिए उत्तरदायी हैं, उस ऑपरेशन के लिए एक कार्य स्थान —

(अ) जो काम के सुरक्षित प्रदर्शन के लिए पर्याप्त है; तथा

(अ) जो अभी तक यथोचित व्यवहारिक है, उसे बाधा से मुक्त रखा गया है।

(2) पिघले हुए धातु को रखने वाले कंटेनर के हाथ से ले जाने वाला कोई भी संचालन एक तल पर किया जाएगा, जिसके सभी भाग जहाँ किसी भी व्यक्ति के संचालन में लगे हुए हैं, उसी स्तर पर होगाः

बशर्ते, जहां बिना किसी जोखिम के किए जाने वाले ऑपरेशन को सक्षम करने के लिए आवश्यक हो, पैराग्राफ में कुछ भी फर्श से एक अलग स्तर पर कार्यशील स्थान के सामयिक या असाधारण उपयोग को रोक नहीं पाएगा, एक सुरक्षित साधन के साथ उपलब्ध कराए गए स्थान से। संचालन में लगे हुए किसी भी व्यक्ति के लिए मंजिल।

7—धूल और धूएँ

(1) खुले कोयले, कोक या लकड़ी की आग का उपयोग किसी कार्यस्थल के अंदर हीटिंग या लैडल्स को सुखाने के लिए नहीं किया जाएगा, जब तक कि रोकथाम के लिए पर्याप्त उपाय नहीं किए जाते हैं, जहां तक व्यावहारिक रूप से धुएं या अन्य अशुद्धियों को कार्यस्थल के वातावरण में प्रवेश या शेष रहने से रोकना नहीं है ।

(2) किसी भी खुले कोयले, कोक या लकड़ी की आग का उपयोग उन परिस्थितियों में, जहां ऐसी आग का उपयोग अपरिहार्य है, सिवाय मोल्डों को सुखाने के लिए किया जाएगा।

(3) मोल्ड स्टोव, कोर स्टोव और एनीलिंग फर्नेस को किसी भी अवधि के दौरान किसी भी कार्यस्थल में प्रवेश करने से रोकने के लिए डिज़ाइन, निर्माण, रखरखाव और काम किया जाएगा, जहां तक कि किसी भी अवधि में किसी भी कार्यस्थल में प्रवेश करने से व्यावहारिक या अपमानजनक धुएं।

(4) सभी नॉक–आउट ऑपरेशन किए जाएंगे–

(अ) फाउंड्री के अलग हिस्से में उपयुक्त रूप से विभाजन किया गया है, एक कमरा या हिस्सा जिसमें अभी तक यथोचित व्यावहारिक, प्रभावी और उपयुक्त स्थानीय निकास वेंटिलेशन और सामान्य वेंटिलेशन का एक उच्च मानक प्रदान किया जाता है; या

(ब) फाउंड्री के क्षेत्र में, जिसमें अभी तक यथोचित व्यावहारिक, प्रभावी और उपयुक्त स्थानीय निकास वेंटिलेशन प्रदान किया जाता है, या जहां इस आवश्यकता का अनुपालन उचित रूप से व्यावहारिक नहीं है, सामान्य वेंटिलेशन का एक उच्च मानक प्रदान किया जाता है।

(5) सभी ड्रेसिंग या फेटलिंग ऑपरेशन किए जाएंगे–

(अ) अलग कमरे में या फाउंड्री के अलग हिस्से में उपयुक्त रूप से विभाजित; या

(ब) के प्रयोजन के लिए स्थापित फाउंड्री के एक क्षेत्र में; और जहां तक उचित रूप से व्यावहारिक है, प्रभावी और उपयुक्त स्थानीय निकास वेंटिलेशन या धूल को दबाने के अन्य समान रूप से प्रभावी साधनों के साथ किया जा सकता है, धूल की उत्पत्ति के बिंदु तक जितना संभव हो सके।

8–सकल और स्किमिंग्स का निपटान। पिघली हुई धातु या भट्ठी से ली गई सकल और स्किमिंग्स को एक उपयुक्त रिसेप्शन में आगे रखा जाएगा।

9–वर्क रूम का फर्श ।–

(1) हर कमरे का फर्श जिसमें पैराग्राफ 2 (1) (ब) में निर्दिष्ट प्रक्रियाएं शाल पर की जाती हैं! मानना

(अ) सीमेंट या इसी तरह की सामग्री के रूप में ताकि पानी के लिए चिकनी और अभेद्य हो;

(अ) ध्वनि की स्थिति में मुख्यता।

(2) अनुच्छेद २ में निर्दिष्ट प्रक्रियाओं में प्रतिदिन फर्श को साफ किया जाएगा।

(3) इनडोर कार्यस्थलों के फर्श जिनमें कास्टिंग प्रक्रियाएं होती हैं, जो अन्य भागों के अलावा रेत के होते हैं, उनमें कठोर सामग्री की सतह भी होती है।

(4) किसी भी ऐसे इनडोर वर्कप्लेस के फर्श का कोई हिस्सा रेत का नहीं होगा, सिवाय इसके कि यह काम किए जाने के कारण जरूरी है।

(5) किसी भी ऐसे इनडोर वर्कप्लेस के फर्श की सतह के सभी हिस्से रेत के होते हैं, जहाँ तक कि प्रक्षिप्त, एक समान और दृढ़स्थिति में बनाए रखा जा सकता है।

10–वेंटिलेशन। प्रत्येक कार्य कक्ष को पर्याप्त आकार के इनलेट्स और आउटलेट्स प्रदान किए जाएंगे, ताकि कमरे के सभी हिस्सों में कुशल वेंटिलेशन को सुरक्षित और बनाए रखा जा सके।

11–सुरक्षात्मक कपड़े और सुरक्षात्मक उपकरण ।–

(1) कारखाने के अधिभोगियों को उन श्रमिकों के उपयोग के लिए निम्नलिखित सुरक्षात्मक कपड़े उपलब्ध कराने और बनाए रखने होंगे जो पैरा 2 (1) (ग) में निर्दिष्ट प्रक्रिया में नियोजित, तरल के संपर्क में आ सकते हैं:

(अ) जलरोधक एप्रन और बिब; तथा

(ब) ढीले रबर के दस्ताने और रबर के जूते या किसी अन्य जलरोधक जूते।

(2) कारखाने के अधिभोगी कारखाने में कार्यरत श्रमिकों के उपयोग के लिए सुरक्षात्मक कपड़ो को रखने और सुखाने के लिए पर्याप्त व्यवस्था और स्थान प्रदान करेंगे और बनाए रखेंगे।

(3) कारखाने के अधिभोगकर्ता पैरा 2 (1) (ए) और 2 (1) (बी) में निर्दिष्ट प्रक्रियाओं में कार्यरत सभी श्रमिकों के लिए उपयुक्त श्वासयंत्र प्रदान और बनाए रखेंगे।

12–चिकित्सा सुविधाएं और परीक्षा के रिकॉर्ड–

(1) प्रत्येक कारखाने का अधिभोग जिसमें अनुच्छेद २ में निर्दिष्ट प्रक्रियाएँ होती हैं, पर हैं–

(अ) उसमें कार्यरत श्रमिकों की चिकित्सा निगरानी के लिए एक योग्य चिकित्सा व्यवसायी को नियोजित करता है, जिसके नियोजन को मुख्य कार्य निरीक्षक के अनुमोदन के अधीन किया जाएगा;

(ब) उक्त चिकित्सा व्यवसायी को क्लॉज (क) में निर्दिष्ट उद्देश्य के लिए सभी आवश्यक सुविधाएं प्रदान करना; तथा

(स) एक अलग बॉक्स में उपयुक्त मरहम और अभेद्य जलरोधक प्लास्टर की पर्याप्त आपूर्ति प्रदान और बनाए रखने के लिए श्रमिकों के लिए आसानी से सुलभ है और पूरी तरह से मरहम और प्लास्टर रखने के उद्देश्य के लिए उपयोग किया जाता है।

(२) उक्त चिकित्सा व्यवसायी द्वारा किए गए चिकित्सीय परीक्षाओं और उपयुक्त परीक्षणों के अभिलेख मुख्य निरीक्षक कारखानों द्वारा अनुमोदित एक अलग रजिस्टर में रखे जाएंगे, जिसे निरीक्षक द्वारा निरीक्षण के लिए आसानी से उपलब्ध रखा जाएगा।

(3) चिकित्सा व्यवसायी पैरा 2 (1) (ग) में निर्दिष्ट सभी श्रमिकों की जांच करेंगे, इससे पहले कि वे विद्युत प्रक्रिया में कार्यरत हों। इस तरह की परीक्षा में हाथ, प्रकोष्ठ और नाक का निरीक्षण शामिल होगा।

13–सर्जन को प्रमाणित करके चिकित्सा छूट।

(1) अनुच्छेद २ में निर्दिष्ट किसी भी प्रक्रिया में नियोजित प्रत्येक श्रमिक की जाँच उसके पहले नियोक्ता के १५ दिनों के भीतर एक प्रमाणित सर्जन द्वारा की जाएगी। इस तरह की परीक्षा में मूत्र में क्रोमियम, कैडमियम या निकल के लिए परीक्षण, फुफ्फुसीय कार्य परीक्षण और छाती का एक्स–रे शामिल होगा। नहीं

श्रमिक को कारखाने में अपने पहले रोजगार के 15 दिनों के बाद काम करने की अनुमति दी जाएगी जब तक कि प्रमाणित सर्जन द्वारा इस तरह के रोजगार के लिए प्रमाणित न हो।

(२) उक्त प्रक्रिया में नियोजित प्रत्येक कर्मी को प्रत्येक १२ कैलेंडर महीनों में कम से कम एक बार सर्टिफिकेट सर्जन द्वारा पुनः जांच की जाएगी और इस तरह की पुनः परीक्षा जहाँ भी सर्जन सर्जन उचित समझे, उसमें क्रोमियम, कैडमियम या निकल के लिए परीक्षण शामिल करें। हर 3 साल में एक बार मूत्र, फुफ्फुसीय कार्य परीक्षण और छाती का एक्स–रे।

(3) सर्टिफिकेट सर्जन, एक कार्यकर्ता की जांच करने के बाद, फॉर्म २६ में फिटनेस प्रमाणपत्र जारी करेगा। कारखाने के प्रबंधक की हिरासत में किए गए परीक्षा और पुनः परीक्षाओं का रिकॉर्ड रखा जाएगा। परीक्षणों की प्रकृति और परिणामों सहित उप–पैराग्राफ (प) और (पप) के तहत किए गए प्रत्येक परीक्षा के रिकॉर्ड को सर्टिफिकेट सर्जन द्वारा फॉर्म 27 में एक स्वास्थ्य रजिस्टर में दर्ज किया जाएगा।

(4) इंस्पेक्टर द्वारा निरीक्षण के लिए स्वास्थ्य प्रमाणपत्र और स्वास्थ्य रजिस्टर आसानी से उपलब्ध होगा।

14—मेस—रूम। वहाँ भोजन 2 अंतराल के दौरान परिसर में और शेष 2 पर निर्दिष्ट प्रक्रियाओं में कार्यरत सभी श्रमिकों के उपयोग के लिए प्रदान और बनाए रखा जाएगा, एक उपयुक्त मेस—रूम, जिसे पर्याप्त टेबल और बेंच से सुसज्जित किया जाएगा। एक जिम्मेदार व्यक्ति की देखरेख में।

15—धुलाई की सुविधा। पैराग्राफ में निर्दिष्ट प्रक्रियाओं में नियोजित सभी व्यक्तियों के उपयोग के लिए एक स्वच्छ स्थिति में और अच्छी मरम्मत में प्रदान और रखरखाव किया जाएगाः

(अ) या तो कवर के तहत एक धोने की जगह—

(क) बिना प्लग के एक बेकार पाइप के साथ एक चिकनी अभेद्य सतह के साथ एक गर्त, और किसी भी समय नियोजित हर पांच ऐसे व्यक्तियों के लिए कम से कम 60 सेंटीमीटर की अनुमति देने के लिए पर्याप्त लंबाई, और ऊपर नल या जेट से पानी की निरंतर आपूर्ति होने की अनुमति 60 सेंटीमीटर से अधिक नहीं के अंतराल पर गर्त; या

(ख) बेकार पाइप और प्लग के साथ लगे किसी एक समय पर नियोजित हर पांच ऐसे व्यक्तियों के लिए कम से कम एक वॉशबेसिन और उस पर रखी पानी की निरंतर आपूर्तिय तथा

(ब) साबुन या अन्य उपयुक्त सफाई सामग्री और नेल ब्रश की आपूर्ति के साथ दैनिक उपयोग की जाने वाली उपयुक्त सामग्री से बने साफ तौलिये की पर्याप्त आपूर्ति।

16—वर्क रूम में खाना, पीना आदि वर्जित है।—कोई भी खाना, पीना, पान और सुपारी या तम्बाकू का सेवन आर्य कार्यकर्ता द्वारा किसी भी कमरे में नहीं किया जाएगा, जिसमें पैराग्राफ 2 में निर्दिष्ट प्रक्रियाओं को चलाया जाता है।

अनुसूची—32

वेल्डिंग प्रक्रिया और उससे संबंधित या उससे जुड़ा कोई भी काम

1—परिभाषाएं—इस कार्यक्रम के प्रयोजनों के लिए—

(अ)"वेल्डिंग प्रक्रिया" का अर्थ है फ्यूजन (तरल अवस्था) वेल्डिंग, ठोस/तरल अवस्था में शामिल होना, ऊंचा तापमान पर ठोस चरण वेल्डिंग या ऑक्सी/ईंधन गैस काटना/काटना ;

(ब) "कुशल निकास ड्राफ्ट" का अर्थ है कि धूल हटाने के लिए यांत्रिक साधनों द्वारा स्थानीयकरण वेंटिलेशन ताकि धूल को किसी भी जगह की हवा में भागने से रोका जा सके जिसमें काम किया जाता है। किसी भी मसौदे को कुशल नहीं माना जाएगा जो उस बिंदु पर उत्पन्न धूल को नियंत्रित करने में विफल रहता है जहां ऐसी धूल उत्पन्न होती है;

(स) "श्वास तंत्र" का अर्थ है एक हेलमेट या चेहरे का टुकड़ा जिसके साथ आवश्यक संबंध है, जिसके द्वारा इसका उपयोग करने वाला व्यक्ति धूल, या किसी अन्य अनुमोदित उपकरण से हवा में सांस लेता है;

(द) "योग्य वेल्डर" का मतलब किसी भी नियोजित व्यक्ति से है जो अपेक्षित योग्यता रखता है और राज्य सरकार, केंद्र सरकार या किसी मान्यता प्राप्त संस्थान द्वारा निर्धारित विशेष वेल्डिंग प्रक्रिया के लिए ठीक से प्रशिक्षित है;

(ध) "प्रथम रोजगार" का अर्थ किसी भी प्रकार की वेल्डिंग प्रक्रियाओं और आकस्मिक चिकित्सा की प्रक्रियाओं में पहला रोजगार होगा, जिस पर यह अनुसूची लागू होती है और तीन कैलेंडर महीनों से अधिक की निरंतर अवधि के लिए रोजगार के किसी भी समाप्ति के बाद उक्त निर्माण प्रक्रिया में पुनरू रोजगार भी शामिल होगा;

2.अपवाद– (क) इस अनुसूची में कुछ भी किसी भी कारखाने पर लागू नहीं होगा जिसमें वेल्डिंग प्रक्रियाएं केवल मशीनरी रखरखाव उद्देश्य के लिए कभी–कभी ही चलती हैं और वेल्डिंग प्रक्रियाएं नियमित गतिविधियों का हिस्सा नहीं हैं।

(ख) इस अनुसूची में कुछ भी किसी भी वेल्डिंग प्रक्रिया पर लागू नहीं होगा जो अपरंपरागत है और कोई धूआं, गैस या वाष्प उत्पन्न नहीं करता है।

(ग) जहां मुख्य निरीक्षक संतुष्ट है कि इस अनुसूची के सभी या किसी भी प्रावधान वेल्डिंग प्रक्रिया के लिए आवश्यक नहीं हैं, वह लिखित रूप में प्रमाण पत्र द्वारा, किसी भी कारखाने या किसी भी ऐसे प्रावधानों से कारखानों के वर्ग को छूट दे सकता है, विषय ऐसी शर्तों के रूप में वह उसमें निर्दिष्ट कर सकता है।

3. वेल्डर की गुणवत्ताः किसी भी व्यक्ति को किसी भी तरह की कोर वेल्डिंग प्रक्रिया नहीं सौंपी जाएगी जब तक कि वह उस तरह के वेल्डिंग कार्य के लिए योग्य वेल्डर न हो। कोर वेल्डिंग कार्य से जुड़े संबद्ध कार्य अन्य प्रशिक्षित कार्यकर्ता द्वारा सभी सावधानियों और सुरक्षात्मक गियर के साथ किया जा सकता है;

बशर्ते कि कोर वेल्डिंग कार्य और संबद्ध कार्य के बीच किसी भी अस्पष्टता के मामले में, मुख्य निरीक्षक का निर्णय अंतिम होगा।

4–उपकरणों की आवधिक परीक्षा, परीक्षण और रखरखावः–(अ) प्रत्येक वेल्डिंग मशीन, गैस/ईंधन सिलेंडर और गर्मी के स्रोतों के सभी भागों को समय–समय पर उचित रूप से बनाए रखा जाएगा और पूरी तरह से जांच की जाएगी और सिलेंडर वाल्व, दबाव गेज, नियामकों, फ्लैश बैक अरेस्टर और नोजल और उनके काम की जांच की जाएगी। व्यवसायी या प्रबंधक द्वारा निर्दिष्ट एक जिम्मेदार व्यक्ति द्वारा इसके सुरक्षित संचालन को सुनिश्चित करने के लिए लगातार अंतराल पर, जो अपने अनुभव और विस्फोट के जोखिमों के खिलाफ आवश्यक सावधानियों का ज्ञान करके ऐसे कार्यों को करने के लिए उपयुक्त है; तथा

(ब) एक रजिस्टर रखा जाएगा जिसमें खंड (ए) के तहत समय–समय पर किए गए विभिन्न परीक्षणों का विवरण दर्ज किया जाएगा और किए गए प्रत्येक प्रवेश पर परीक्षण करने वाले व्यक्ति द्वारा हस्ताक्षर किए जाएंगे।

5. श्वास तंत्र और सुरक्षात्मक कपड़े–(1)व्यवसायी वेल्डिंग की प्रक्रिया में काम करने वाले सभी व्यक्तियों और आकस्मिक चिकित्सा और प्रक्रियाओं जैसे कपड़ों के लिए काम की प्रकृति के अनुसार भारतीय मानक के अनुसार उपयुक्त सुरक्षात्मक कपड़े, जूते, चश्मे, वेल्डिंग हेलमेट, दस्ताने, वेल्डिंग सूट और फेस शील्ड प्रदान करेगा। जूते, आदि संबंधित व्यक्तियों द्वारा पहने जाएंगे। वेल्डिंग कार्य की प्रकृति के अनुसार अन्य स्थानों पर, यदि आवश्यक हो, तो सीमित स्थान पर कार्यरत व्यक्तियों को श्वास उपकरण प्रदान किया जाएगा।

(2) इस अनुसूची के अनुसार प्रदान किए गए श्वास तंत्र और सुरक्षात्मक कपड़ों को डालते या उतारते समय और उपयोग में न होने पर इस तरह के उपकरण और कपड़ों के भंडारण के लिए सुविधाजनक रूप से सुलभ स्थिति में उपयुक्त आवास प्रदान किया जाएगा।

(3) उपयोग में नहीं आने पर सभी श्वास तंत्र और सुरक्षात्मक कपड़े उप–पैरा (2) के अनुसार प्रदान किए गए आवास में संग्रहीत किए जाएंगे।

(4) उपयोग में आने वाले सभी सुरक्षात्मक कपड़ों को उपयुक्त अंतराल पर धोया जाएगा। सफाई अनुसूची और प्रक्रिया ऐसी होनी चाहिए जो पहनने वाले की सुरक्षा में उक्त कपड़ों की दक्षता सुनिश्चित करे।

(5) सभी श्वास तंत्र को उचित अंतराल पर साफ और कीटाणुरहित किया जाएगा और एक जिम्मेदार व्यक्ति द्वारा हर महीने एक बार अच्छी तरह से निरीक्षण किया जाएगा।

(6) सफाई और रख–रखाव और श्वसन तंत्र की स्थिति के रिकॉर्ड उस प्रयोजन के लिए उपलब्ध कराए गए रजिस्टर में रखे जाएंगे जो निरीक्षण के लिए निरीक्षण के लिए आसानी से उपलब्ध होंगे।

(7) किसी भी व्यक्ति को कोई भी कार्य करने के लिए नियोजित नहीं किया जाएगा, जिसके लिए श्वसन यंत्र आवश्यक है जब तक कि उस उपकरण के समुचित उपयोग के लिए उसे पूरी तरह से निर्देश न दिया गया हो।

(8) उप–अनुच्छेद (१) के अनुसरण में कोई साँस लेने का उपकरण जो किसी व्यक्ति द्वारा पहना गया है, किसी अन्य व्यक्ति द्वारा पहना जाएगा, जब तक कि इसे अंतिम रूप से पहने जाने के बाद अच्छी तरह से साफ और कीटाणुरहित न किया जाए और व्यक्ति को पूरी तरह से निर्देश दिया गया हो उस उपकरण का उचित उपयोग।

6. आग और विस्फोट के खिलाफ सावधानी (1) एसिटिलीन, एलपीजी या अन्य ईंधन गैसों को ले जाने वाले उपकरणों या सिलेंडरों का उचित रखरखाव किया जाएगा। उचित कनेक्शन और समापन

किसी भी गैस रिसाव के लिए वाल्वों को कब्जा करने वाले या प्रबंधक द्वारा नामित जिम्मेदार व्यक्ति द्वारा सुनिश्चित नहीं किया जाएगा।

(2) वेल्डिंग के दौरान निकटवर्ती दहनशील सामग्रियों को हटाया या संरक्षित किया जाएगा, अगर इसे स्थानांतरित नहीं किया जा सकता है।

(3) श्रमिकों को प्रबंधक या जिम्मेदार व्यक्ति द्वारा अनुमोदित मानक संचालन प्रक्रिया के बिना किसी भी वेल्डिंग कार्य को करने की अनुमति नहीं दी जाएगी।

(4) वेल्डिंग कार्य की प्रकृति के आधार पर उपयुक्त प्रकार के अग्निशामक या अन्य अग्निशमन उपकरण की पर्याप्त संख्या प्रदान की जाएगी। ऐसे एक्सटिंग्विशर या अन्य उपकरण नियमित रूप से जांचे और रिफिल किए जाएंगे। स्पष्ट निर्देश कि किस तरह से बुझाने वाले या अन्य उपकरण का उपयोग किया जाना चाहिए, भाषा में मुद्रित किया जाता है, जिसे अधिकांश श्रमिक समझते हैं, प्रत्येक बुझाने वाले या अन्य उपकरण के पास चिपका दिया जाएगा।

7– निकास ड्राफ्ट।–जबकि धूल, धूआं, गैस या वाष्प का उत्पादन होता है, तो एक कुशल निकास ड्राफ्ट के माध्यम से उन्हें हटाने के लिए प्रावधान किया जाएगा ताकि धूल, धूआं, गैस या वाष्प पर संचालित किया जा सके ताकि बिंदु के करीब हो सके मूल का।

8. चिकित्सा सुविधा और परीक्षा और परीक्षण के रिकॉर्ड– (1) प्रत्येक कारखाने के अधिभोगी जिस पर अनुसूची लागू होती है और जिसमें ५० से अधिक श्रमिक वेल्डिंग प्रक्रिया में कार्यरत होते हैं और आकस्मिक चिकित्सा की प्रक्रियाएँ होती हैं–

(क) उसमें कार्यरत कर्मचारी की चिकित्सा निगरानी के लिए एक योग्य चिकित्सा व्यवसायी को नियोजित करता है, जिसका रोजगार कारखानों के मुख्य निरीक्षक के अनुमोदन के अधीन होगा; तथा

(ख) उक्त चिकित्सा व्यवसायी को क्लॉज (क) में निर्दिष्ट उद्देश्य के लिए सभी आवश्यक सुविधाएं प्रदान करना।

(2) उक्त चिकित्सा व्यवसायी द्वारा किए गए चिकित्सीय परीक्षाओं और उपयुक्त परीक्षण का रिकॉर्ड मुख्य निरीक्षक कारखानों द्वारा अनुमोदित एक अलग पुनर्विक्रेता में रखा जाएगा, जिसे निरीक्षक द्वारा निरीक्षण के लिए आसानी से उपलब्ध रखा जाएगा।

9. सर्जन को प्रमाणित करके चिकित्सा परीक्षा– (1) इस अनुसूची पर लागू होने वाली किसी भी प्रक्रिया में नियोजित प्रत्येक श्रमिक को उसके पहले रोजगार के 15 दिनों के भीतर एक प्रमाणित सर्जन द्वारा जांच की जाएगी। इस तरह की परीक्षा में पल्मोनरी फंक्शन टेस्ट, चेस्ट

एक्स–रे और आई टेस्ट शामिल होंगे। किसी भी श्रमिक को कारखाने में अपने पहले रोजगार के 15 दिनों के बाद काम करने की अनुमति नहीं दी जाएगी जब तक कि प्रमाणित सर्जन द्वारा इस तरह के रोजगार के लिए प्रमाणित नहीं किया जाता है। यदि किसी भी कार्यकर्ता को आंखों से संबंधित समस्या की शिकायत है, तो कब्जा करने वाला तुरंत आंखों का परीक्षण और उपचार सुनिश्चित करेगा।

(2) उक्त प्रक्रियाओं में प्रत्येक श्रमिक रोज़गार को प्रत्येक १२ कैलेंडर महीनों में कम से कम एक बार प्रमाणित सर्जन द्वारा फिर से जाँच की जाएगी और इस तरह की पुनः जाँच जहाँ भी सर्टिफ़िकेट सर्जन उचित समझे, पल्मोनरी फंक्शन टेस्ट और चेस्ट एक्स–रे शामिल करें हर तीन साल में एक बार।

(3) किसी कार्यकर्ता की जांच के बाद सर्टिफिकेट सर्जन, 26 के रूप में फिटनेस का प्रमाण पत्र जारी करेगा। कारखाने के प्रबंधक की हिरासत में किए गए परीक्षा और पुनः परीक्षाओं का रिकॉर्ड रखा जाएगा। उप–पैराग्राफ (1) और (2) के तहत किए गए प्रत्येक परीक्षा का रिकॉर्ड, प्रकृति और परीक्षण के परिणामों सहित, 27 में स्वास्थ्य रजिस्टर में प्रमाणित सर्जन द्वारा भी दर्ज किया जाएगा।

(4) इंस्पेक्टर द्वारा निरीक्षण के लिए फिटनेस और स्वास्थ्य रजिस्टर का प्रमाण पत्र आसानी से उपलब्ध होगा।

(5) यदि किसी भी समय सर्जन को प्रमाणित करने का विचार है कि कोई कर्मी इस आधार पर उक्त प्रक्रियाओं में रोजगार के लायक नहीं है, तो उसमें निरंतरता से कार्यकर्ता के स्वास्थ्य को विशेष खतरा होगा, वह उसका रिकॉर्ड बनाएगा उक्त प्रमाणित और स्वास्थ्य रजिस्टर में निष्कर्ष। उन दस्तावेजों में उसकी खोज की प्रविष्टि में वह अवधि भी शामिल होनी चाहिए जिसके लिए वह मानता है कि उक्त व्यक्ति उक्त प्रक्रियाओं में काम करने के लिए अयोग्य है।

<u>स्थल– (क)</u>

अनुसूची–33
गर्म धातुकर्म प्रक्रिया और उससे संबंधित या उससे जुड़ा कोई भी काम

1– परिभाषाएँ– इस शेड्यूल के उद्देश्य के लिए–

(अ) गर्म धातुकर्म प्रक्रियाओंष का मतलब पिघलाना, रिफाइनिंग, स्मेल्टिंग, मोल्डिंग, फोर्जिंग ऑपरेशन, हॉट रोलिंग ऑपरेशन, फाउंड्री ऑपरेशन, कास्टिंग है; और इसके अलावा यह लोहा, स्टील, फेरस या नॉन–फेरस पिघलाने और अलग–अलग मटीरियल के मोल्ड से कास्टिंग पर लागू होता है, जिसमें शेल मोल्डिंग, डाई कास्टिंग, प्रेशर डाई कास्टिंग, सेंट्रीफ्यूगल कास्टिंग, कंटीन्यूअस कास्टिंग और इंगोट, बिलेट्स, स्लैब आदि बनाने और उन्हें हटाने की प्रक्रिया शामिल है।

(ब) ष्पहली नौकरीष का मतलब किसी भी तरह की वेल्डिंग प्रक्रियाओं और उससे संबंधित प्रक्रियाओं में पहली नौकरी होगी, जिस पर यह शेड्यूल लागू होता है और इसमें तीन कैलेंडर महीनों से ज़्यादा समय तक नौकरी बंद रहने के बाद उक्त मैन्युफैक्चरिंग प्रक्रिया में दोबारा नौकरी करना भी शामिल होगा;

(स) ष्नॉक–आउट ऑपरेशनष का मतलब मोल्ड रेत से कास्टिंग हटाने के सभी तरीके और उससे जुड़े निम्नलिखित ऑपरेशन हैं, जैसे, स्ट्रिपिंग, कोरिंग–आउट और रनर और राइजर को हटाना;

(2) सामान्य सुरक्षा उपायरू

(अ) मशीन और प्रोसेस का लेआउट बिना भीड़भाड़ वाला होना चाहिए, अच्छी साफ–सफाई और वेंटिलेशन, भट्टी के लिए अच्छा ड्राफ्ट और गैसों का कुशल निकास, रेडिएंट गर्मी और गर्म हवा से सुरक्षा के लिए वॉटर कर्टेन और रिफ्लेक्टिव या इंसुलेटिंग स्क्रीन, भट्टियों पर लोकल एग्जॉस्ट सिस्टम, गर्म काम की जगहों पर ठंडी हवा के शॉवर, शोर सोखने वाले पैनल और कंपन को दबाने के लिए गहरी और मज़बूत नींव होनी चाहिए।
(ब) रेडिएंट गर्मी से सुरक्षित आराम कमरे उपलब्ध कराए जाने चाहिए और उनमें हवा और पानी के शॉवर आदि की व्यवस्था होनी चाहिए।
(स) श्रमिकों को सुरक्षात्मक गर्मी प्रतिरोधी आर्मलेट, गैटर, एप्रन, सुरक्षा जूते, आंखों और चेहरे की ढाल, ईयर मफ या प्लग प्रदान किए जाएंगे और सभी श्रमिकों को सुरक्षा प्रशिक्षण दिया जाएगा।
(द) कच्चे माल और तैयार उत्पादों को संभालने, प्राप्त करने और स्टोर करने के लिए पर्याप्त सुरक्षा उपाय और सावधानियां बरती जाएंगी।
(ध) बिजली के उपकरणों को अर्थिंग किया जाना चाहिए और सुरक्षित रूप से चलाया जाना चाहिए।
(3) मशीनों का निवारक रखरखावरू
(अ) पेडल गार्ड को पूरी तरह से कवर करने के लिए डिज़ाइन किया जाएगा और साथ ही ऑपरेटर के आराम के लिए पर्याप्त क्लीयरेंस और पेडल एक्शन के नियंत्रण को सुनिश्चित किया जाएगा।
(ब) श्रमिकों को रेडिएंट गर्मी से बचाने के लिए फोर्जिंग फर्नेस को जितना संभव हो सके शील्ड किया जाना चाहिए। यह एस्बेस्टस से ढकी स्क्रीन, रिफ्रैक्टरी सामग्री द्वारा समर्थित मेटल शील्ड और रेडिएंट गर्मी को प्रतिबिंबित करने वाले गुणों वाले स्टेनलेस स्टील या एल्यूमीनियम के गोले के माध्यम से किया जा सकता है।
(स) होइस्ट, स्लिंग, चेन, प्रॉप्स और कैच, चिमटे सहित उपकरणों को समय–समय पर निरीक्षण और निवारक रखरखाव कार्यक्रम द्वारा हमेशा अच्छी कार्यशील स्थिति में रखा जाना चाहिए।
(द) वेंटिलेशन सिस्टम की जांच की जाएगी और अनुसूची ६।६ में मान्यता प्राप्त एक सक्षम व्यक्ति द्वारा फॉर्म–56 में विवरण दर्ज किया जाएगा।
4. धूल और धुआं।–
(अं) कार्यकक्ष के अंदर लैडल को गर्म करने या सुखाने के लिए खुले कोयले, कोक या लकड़ी की आग का उपयोग तब तक नहीं किया जाएगा जब तक कि धुएं या अन्य अशुद्धियों को कार्यकक्ष के वातावरण में प्रवेश करने या रहने से रोकने के लिए, जहां तक संभव हो, पर्याप्त उपाय नहीं किए जाते हैं।
(ब) सांचों को सुखाने के लिए खुले कोयले, कोक या लकड़ी की आग का उपयोग नहीं किया जाएगा, सिवाय उन परिस्थितियों के जिनमें ऐसी आग का उपयोग अपरिहार्य हो।
(स) मोल्ड स्टोव, कोर स्टोव और एनीलिंग फर्नेस को इस तरह से डिज़ाइन, निर्मित, रखरखाव और संचालित किया जाएगा कि, जहां तक संभव हो, किसी भी कार्यकक्ष में किसी भी अवधि के दौरान जब कोई व्यक्ति वहां कार्यरत हो, आपत्तिजनक या हानिकारक धुएं को प्रवेश करने से रोका जा सके।
(क) सभी नॉक–आउट संचालन किए जाएंगे
(ख) फाउंड्री के एक अलग हिस्से में, जिसे उपयुक्त रूप से विभाजित किया गया हो, एक कमरा या हिस्सा जिसमें, जहां तक यथोचित रूप से संभव हो, प्रभावी और उपयुक्त स्थानीय निकास वेंटिलेशन और सामान्य वेंटिलेशन का उच्च स्तर प्रदान किया गया हो; या
(ग) फाउंड्री के एक ऐसे क्षेत्र में जिसमें, जहां तक यथोचित रूप से संभव हो, प्रभावी और उपयुक्त स्थानीय निकास वेंटिलेशन प्रदान किया गया हो, या जहां इस आवश्यकता का

अनुपालन यथोचित रूप से संभव नहीं है, वहां सामान्य वेंटिलेशन का उच्च स्तर प्रदान किया गया हो।
(5) सभी ड्रेसिंग या फेटलिंग संचालन किए जाएंगे –(1) एक अलग कमरे में या फाउंड्री के एक अलग हिस्से में जिसे उपयुक्त रूप से विभाजित किया गया हो; या
(2) फाउंड्री के इस काम के लिए अलग रखे गए एरिया में; और, जहाँ तक संभव हो, प्रभावी और उपयुक्त लोकल एग्जॉस्ट वेंटिलेशन या धूल को दबाने के अन्य समान रूप से प्रभावी साधनों के साथ किया जाएगा, जो धूल के निकलने की जगह के जितना हो सके पास काम करें।
(6) पर्सनल प्रोटेक्टिव इक्विपमेंटरू (1). गर्म धातुकर्म प्रक्रियाओं और उससे संबंधित प्रक्रियाओं के शॉप वर्कर्स के लिए पर्सनल प्रोटेक्टिव इक्विपमेंट (च्च्म्) में सेफ्टी शूज़, लेदर लेग गार्ड, सेफ्टी हेलमेट, हाथ और बांह की सुरक्षा, लेदर एप्रन आदि शामिल हैं। चेहरे और आंखों की चोटों को रोकने में मदद के लिए रंगीन या साफ़ लेंस वाले गॉगल्स, फेस शील्ड या वायर मेश फेस स्क्रीन पहननी चाहिए। फर्नेस चलाने वालों को रेडिएंट गर्मी से बचाने के लिए एल्युमिनाइज्ड एस्बेस्टस कपड़े के ओवरऑल दिए जाने चाहिए। फोर्जिंग क्रू को शोर से बचाने के लिए ईयर मफ या ईयर प्लग दिए जाने चाहिए। इस शेड्यूल के उद्देश्य से दिया गया कोई भी रेस्पिरेटर जिसे किसी व्यक्ति ने पहना है, उसे कोई दूसरा व्यक्ति तब तक नहीं पहनेगा जब तक उसे अच्छी तरह से साफ और कीटाणुरहित न कर दिया गया हो।
(2) सभी वर्कर्स को च्च्म् के इस्तेमाल की ट्रेनिंग देना सुनिश्चित किया जाएगा।
(3) कर्मचारियों को च्च्म् के आवंटन के लिए एक रजिस्टर रखा जाएगा। च्च्म् का रखरखाव भी समय–समय पर सुनिश्चित किया जाएगा और मालिक भंडारण के लिए उपयुक्त जगह प्रदान करेगा और आपूर्ति किए गए सुरक्षा उपकरणों की सफाई और रखरखाव के लिए पर्याप्त व्यवस्था करेगा।
(4) मालिक यह सुनिश्चित करेगा कि सभी वर्कर्स काम के दौरान उचित च्च्म् पहनें।
(5) ऐसे व्यक्ति जो अपने किसी भी समय –
(क) कपोला या भट्टी के स्पाउट पर काम करते हैं या उसकी देखभाल करते हैं, ऐसी परिस्थितियों में कि उसमें से निकलने वाला पदार्थ शरीर के संपर्क में आ सकता है, ऐसा पदार्थ जिसका तापमान इतना अधिक हो कि शरीर के संपर्क में आने पर जल जाए; या
(ख) पिघली हुई धातु डालने में लगे हों, या उसमें सहायता कर रहे हों; या
(ग) पिघली हुई धातु वाले किसी करछुल या सांचे को हाथ से ले जाते हैं या मैन्युअल शक्ति से हिलाते हैं; या
(घ) ऐसे ऑपरेशन में लगे हैं जिसमें मटेरियल इतने ज़्यादा तापमान पर होता है कि शरीर के संपर्क में आने पर जलने का खतरा होता है; उन्हें उपयुक्त जूते और गैटर दिए जाएंगे, जिन्हें पहनने से, जहाँ तक संभव हो, उनके पैरों और टखनों को जलने के जोखिम से बचाया जा सके।
(ड) जहाँ ज़रूरी हो, उड़ने वाले मटेरियल (जिसमें पिघली हुई धातु की छींटे और किसी भी प्रक्रिया के दौरान निकलने वाली चिंगारियाँ और चिप्स शामिल हैं) से सुरक्षा के लिए उपयुक्त स्क्रीन लगाई जाएंगी।

7. मेडिकल सुविधाएँ और जाँच और परीक्षण के रिकॉर्ड–(1) हर उस फैक्ट्री का मालिक जिस पर यह शेड्यूल लागू होता है और जिसमें 50 से ज़्यादा मज़दूर हॉट मेटालर्जिकल प्रक्रियाओं और उससे जुड़ी प्रक्रियाओं में काम करते हैं, उसे नियम 93 में बताए गए सुविधाओं के साथ ऑक्यूपेशनल हेल्थ सेंटर बनाए रखना होगा।
(2) फैक्ट्री मेडिकल ऑफिसर द्वारा की गई मेडिकल जाँच और उपयुक्त परीक्षण का रिकॉर्ड फॉर्म–7 में हेल्थ रजिस्टर में रखा जाएगा।

8. फैक्ट्री मेडिकल ऑफिसर द्वारा मेडिकल जाँच–(1) इस शेड्यूल के तहत आने वाली किसी भी प्रक्रिया में काम करने वाले हर मज़दूर की पहली नौकरी के 15 दिनों के अंदर फैक्ट्री मेडिकल ऑफिसर द्वारा जाँच की जाएगी। इस जाँच में पल्मोनरी फंक्शन टेस्ट, चेस्ट एक्स–रे या पल्मोनरी फंक्शन टेस्ट और आँखों का टेस्ट शामिल होगा। किसी भी मज़दूर को फैक्ट्री में पहली नौकरी के 15 दिनों के बाद तब तक काम करने की अनुमति नहीं दी जाएगी, जब तक कि फैक्ट्री मेडिकल ऑफिसर द्वारा उसे उस नौकरी के लिए फिट प्रमाणित न कर दिया जाए।

(2) उक्त प्रक्रियाओं में काम करने वाले हर मज़दूर की फैक्ट्री मेडिकल ऑफिसर द्वारा हर 6 कैलेंडर महीनों में कम से कम एक बार फिर से जाँच की जाएगी और ऐसी दोबारा जाँच में, जहाँ भी फैक्ट्री मेडिकल ऑफिसर को उचित लगे, फंडोस्कोपी और एक्यूटी टेस्ट, चेस्ट एक्स–रे या पल्मोनरी फंक्शन टेस्ट; ऑडियोमेट्री टेस्ट (यदि आवश्यक हो), त्वचा रोगों की जाँच, ब्ठब् टेस्ट और कोई भी अन्य जो फैक्ट्री मेडिकल ऑफिसर ज़रूरी समझे, शामिल होगा। यदि कोई मज़दूर आँखों या त्वचा से संबंधित किसी भी परेशानी या समस्या की शिकायत करता है, तो मालिक तुरंत आवश्यक परीक्षण और उसका इलाज सुनिश्चित करेगा।

(3) एक मज़दूर की जाँच करने के बाद फैक्ट्री मेडिकल ऑफिसर फॉर्म–8 में फिटनेस का प्रमाण पत्र जारी करेगा। की गई जाँच और दोबारा जाँच का रिकॉर्ड फैक्ट्री के मैनेजर की हिरासत में रखा जाएगा। उप–पैराग्राफ (1) और (2) के तहत की गई प्रत्येक जाँच का रिकॉर्ड, जिसमें परीक्षण की प्रकृति और परिणाम शामिल हैं, फैक्ट्री मेडिकल ऑफिसर द्वारा फॉर्म–7 में हेल्थ रजिस्टर में भी दर्ज किया जाएगा।

(4) फॉर्म–8 में फिटनेस सर्टिफिकेट और फॉर्म–7 में हेल्थ रजिस्टर इंस्पेक्टर–कम–फैसिलिटेटर द्वारा इंस्पेक्शन के लिए आसानी से उपलब्ध होने चाहिए।

(5) यदि किसी भी समय फैक्ट्री मेडिकल ऑफिसर या मेडिकल ऑफिसर की राय है कि कोई वर्कर अब उक्त प्रक्रियाओं में काम करने के लिए फिट नहीं है, क्योंकि उसमें काम जारी रखने से वर्कर के स्वास्थ्य को विशेष खतरा हो सकता है, तो वह उक्त सर्टिफिकेट और हेल्थ रजिस्टर में अपने निष्कर्षों का रिकॉर्ड बनाएगा। उन डॉक्यूमेंट्स में उसके निष्कर्ष की एंट्री में वह अवधि भी शामिल होनी चाहिए जिसके लिए वह मानता है कि उक्त व्यक्ति उक्त प्रक्रियाओं में काम करने के लिए अयोग्य है।

(6) जिस व्यक्ति को उप–पैराग्राफ (5) में बताए अनुसार काम करने के लिए अयोग्य पाया गया है, उसे तब तक दोबारा काम पर नहीं रखा जाएगा या उक्त प्रक्रियाओं में काम करने की अनुमति नहीं दी जाएगी, जब तक कि मेडिकल ऑफिसर आगे की जांच के बाद, उसे इन प्रक्रियाओं में काम करने के लिए फिर से फिट प्रमाणित न कर दे।

(7)मेडिकल जांच की व्यवस्था फैक्ट्री के मालिक या मैनेजर द्वारा की जाएगी और वर्कर को इसके लिए कोई खर्च नहीं उठाना पड़ेगा।

8. अपवाद.– जहां मुख्य निरीक्षक–कम–सुविधाप्रदाता संतुष्ट है कि इस शेड्यूल के सभी या कोई भी प्रावधान किसी भी प्रक्रिया के लिए आवश्यक नहीं हैं, तो वह लिखित सर्टिफिकेट द्वारा, किसी भी फैक्ट्री या फैक्ट्री के वर्ग को ऐसे किसी भी प्रावधान से छूट दे सकता है, ऐसी शर्तों के अधीन जो वह उसमें निर्दिष्ट कर सकता है।

अनुसूची–34
उर्वरकों का निर्माण या हेरफेर

1. आवेदन.कृयह शेड्यूल उन सभी फैक्ट्रियों या उनके किसी भी हिस्से पर लागू होगा, जिनमें उर्वरकों के निर्माण या हेरफेर की प्रक्रिया, जिसे इसके बाद उक्त निर्माण प्रक्रिया कहा गया है, की जाती है।
2. परिभाषाएँ.कृइस शेड्यूल के प्रयोजनों के लिए–
(अं) ''उर्वरक'' का अर्थ है कोई भी ऐसा पदार्थ जिसका उपयोग मिट्टी और/या फसल के उर्वरक के रूप में किया जाता है या करने का इरादा है और जो उर्वरक (नियंत्रण) आदेश, 1985 के शेड्यूल ५ के भाग । में निर्दिष्ट है और इसमें उर्वरकों का मिश्रण और उर्वरकों का एक विशेष मिश्रण और कोई अन्य उत्पाद शामिल है, जैसा कि राज्य सरकार द्वारा समय–समय पर अधिसूचित किया जा सकता है।
(ब) ''उर्वरकों का मिश्रण'' का अर्थ है दो या दो से अधिक उर्वरकों को भौतिक रूप से मिलाकर बनाया गया उर्वरक का मिश्रण, जिसमें निष्क्रिय पदार्थ हो या न हो, भौतिक या दानेदार रूप में और इसमें NPK (नाइट्रोजन–फॉस्फोरस–पोटेशियम) उर्वरकों का मिश्रण, सूक्ष्म पोषक उर्वरकों का मिश्रण शामिल है।
(स) ''कुशल निकास ड्राफ्ट'' का अर्थ है धुआं, गैस वाष्प, धूल, धुआं या धुंध को हटाने के लिए स्थानीयकृत यांत्रिक वेंटिलेशन ताकि उन्हें किसी भी कार्यकक्ष की हवा में फैलने से रोका जा सके जिसमें काम किया जाता है। किसी भी निकास ड्राफ्ट को कुशल नहीं माना जाएगा यदि वह उस बिंदु पर उत्पन्न धुएं को हटाने में विफल रहता है जहां से ऐसी गैस, धुआं, धूल, वाष्प या धुंध प्रक्रिया से उत्पन्न होती है;
(द) ''श्वसन उपकरण६''का अर्थ है (1) एक हेलमेट या फेस पीस जिसमें आवश्यक कनेक्शन हों जिसके माध्यम से एक व्यक्ति जहरीले, दम घोंटने वाले या परेशान करने वाले वातावरण में सामान्य हवा में सांस ले सके, या (2) कोई अन्य उपयुक्त उपकरण जिसे मुख्य निरीक्षक–सह–सुविधाकर्ता द्वारा लिखित रूप में अनुमोदित किया गया हो।
(ध) ''पहली नौकरी'' का अर्थ है किसी भी निर्माण प्रक्रिया में पहली नौकरी जिस पर यह शेड्यूल लागू होता है और इसमें तीन कैलेंडर महीनों से अधिक की निरंतर अवधि के लिए रोजगार समाप्त होने के बाद उक्त निर्माण प्रक्रिया में फिर से नौकरी करना भी शामिल होगा।
(ण) ''हेरफेर''में मिश्रण, सम्मिश्रण, निर्माण, भरना, खाली करना, पैकिंग करना या अन्यथा संभालना शामिल है।
3. श्रमिकों को निर्देशकृ प्रत्येक श्रमिक को उसकी पहली नौकरी पर उक्त निर्माण प्रक्रिया में इस्तेमाल किए जाने वाले रसायनों के गुणों, जिसमें खतरनाक गुण भी शामिल हैं, और इसमें शामिल खतरों के बारे में पूरी तरह से निर्देश दिया जाएगा। श्रमिकों को किसी भी आपात स्थिति से निपटने के लिए किए जाने वाले उपायों के बारे में भी निर्देश दिया जाएगा, ये निर्देश समय–समय पर दोहराए जाएंगे। 4. महिलाओं या युवा व्यक्तियों के रोज़गार से संबंधित प्रतिबंधकृ किसी भी गर्भवती महिला या युवा व्यक्ति को ऐसे किसी भी कमरे में काम पर नहीं रखा जाएगा या काम करने की अनुमति नहीं दी जाएगी, जिसमें उक्त निर्माण प्रक्रिया या उर्वरकों का मिश्रण किया जाता है या ऐसे किसी भी कमरे में जिसमें उर्वरक जमा किया जाता है।
बशर्ते कि महिला कर्मचारियों को उनकी सहमति से निम्नलिखित शर्तों के अधीन काम पर रखा जा सकता है रू–
(1) कब्जेदार व्यावसायिक सुरक्षा और स्वास्थ्य (OSH) प्रदान करने के लिए अंतर्राष्ट्रीय सुरक्षा मानकों को अपनाएगा।
(2) कब्जेदार, जहाँ तक संभव हो, समय–समय पर उपरोक्त प्रक्रियाओं/स्थानों का आधुनिकीकरण करेगा और आधुनिक उपकरणों का उपयोग करेगा।
(3) जो महिला कर्मचारी स्तनपान कराने वाली माँ हैं, उन्हें रोज़गार से छूट दी जाएगी।

5. उपकरण, सभी उपकरण जैसे प्रेशर गेज, थर्मामीटर, फ्लो मीटर और वजन मशीन का नियमित अंतराल पर एक सक्षम व्यक्ति द्वारा परीक्षण किया जाएगा, और इन परीक्षणों का रिकॉर्ड एक रजिस्टर में रखा जाएगा।
6. सुरक्षा वाल्वकृ प्रत्येक स्टिल और प्रत्येक बंद बर्तन जिसमें गैस उत्पन्न होती है या जिसमें गैस प्रवाहित की जाती है और जिसमें दबाव खतरनाक स्तर तक बढ़ने की संभावना है, उसमें एक प्रेशर गेज और दबाव को कम करने के लिए एक उचित सुरक्षा वाल्व या अन्य समान रूप से कुशल साधन लगा होना चाहिए, जिसे अच्छी स्थिति में बनाए रखा जाएगा और एक सक्षम व्यक्ति द्वारा नियमित अंतराल पर परीक्षण किया जाएगा, और इन परीक्षणों का रिकॉर्ड एक रजिस्टर में रखा जाएगा।
7. प्लांट की जांच, टेस्टिंग और मरम्मत – प्रेशर वेसल या प्लांट के उन हिस्सों की जांच, टेस्टिंग और मरम्मत, जो अमोनिया और दूसरे केमिकल्स के संपर्क में रहे हैं, या जो एटमॉस्फेरिक प्रेशर से ऊपर हैं, उन्हें सिर्फ़ सही सुपरविज़न में ही किया जाएगा। प्रेशर वेसल या प्लांट के हिस्सों की जांच और टेस्टिंग एक काबिल व्यक्ति द्वारा रेगुलर इंटरवल पर की जाएगी और इन टेस्ट का रिकॉर्ड प्रेशर प्लांट के लिए तय फ़ॉर्म में दिया जाएगा।
8. अमोनिया और दूसरे केमिकल्स के लीकेज का पता लगाना – प्रेशर वेसल या प्लांट के हिस्सों से अमोनिया और दूसरे केमिकल्स के लीकेज का पता केमिकल वेपर डिटेक्शन सिस्टम से लगाया जाएगा। अमोनिया के लीकेज का पता सल्फर स्टिक्स का इस्तेमाल करके भी लगाया जा सकता है।
9. अलार्म सिस्टम – (अं) प्लांट और बिल्डिंग के हिस्सों में अलार्म सिस्टम, ऑटोमैटिक कट–ऑफ या दूसरे डिवाइस लगाए जाएंगे ताकि ओवरचार्जिंग या प्लांट को किसी और तरह से खतरे में डालने से रोका जा सके।
(ब) प्रेशर वेसल या प्लांट के हिस्सों से अमोनिया और दूसरे केमिकल्स के लीकेज की स्थिति में केमिकल वेपर सेंसर से सिग्नल मिलने पर अलार्म सिस्टम अपने आप एक्टिवेट हो जाएगा।
(स) एक बार में बल्क कंटेनर में बिल्डिंग में लाए जाने वाले अमोनिया और दूसरे केमिकल्स की मात्रा जितनी हो सके उतनी कम रखी जाएगी।
10. ब्रीदिंग अपैरेटस –
(क) हर फ़ैक्ट्री में जहाँ खतरनाक गैस या धुआँ निकलने का खतरा हो, वहाँ काफ़ी मात्रा में ये चीज़ें होनी चाहिए –
(ख) खतरों के लिए मंजूर किए गए मेक का ब्रीदिंग अपैरेटस;
(ग) ऑक्सीजन और इसे देने के सही तरीके; और
(घ) लाइफ़–बेल्ट।
इस शेड्यूल के तहत ज़रूरी ब्रीदिंग अपैरेटस और दूसरे उपकरण (प) अच्छी हालत में रखे जाएँगे और उन्हें एम्बुलेंस रूम या चीफ़ इंस्पेक्टर–कम–फ़ैसिलिटेटर द्वारा लिखित में मंजूर की गई किसी दूसरी जगह पर रखा जाएगा, और (पप) हर महीने एक बार मालिक द्वारा लिखित में नियुक्त एक काबिल व्यक्ति द्वारा उनकी अच्छी तरह से जांच की जाएगी और उनकी हालत का रिकॉर्ड उस मकसद के लिए दी गई एक किताब में दर्ज किया जाएगा, जिसे इंस्पेक्टर–कम–फ़ैसिलिटेटर द्वारा मांगे जाने पर पेश किया जाएगा।
(अ) मज़दूरों को ब्रीदिंग अपैरेटस और रेस्पिरेटर के इस्तेमाल की ट्रेनिंग दी जाएगी और समय–समय पर रिफ़्रेशर कोर्स कराया जाएगा।
(ब) रेस्पिरेटर को साफ़, सूखे, रोशनी–प्रूफ कैबिनेट में सही लेबल लगाकर रखा जाएगा, और अगर उन पर धुएं का असर होने का खतरा हो, तो उन्हें सही कंटेनर से बचाया जाएगा। रेस्पिरेटर को इस्तेमाल के बाद सुखाया और साफ़ किया जाएगा और समय–समय पर डिसइंफ़ेक्ट किया जाएगा। 11. एग्जॉस्ट ड्राफ्टकृ जहाँ प्रोसेस में धूल, धुआँ, गैस या भाप बनती है, वहाँ उन्हें एक कुशल एग्जॉस्ट ड्राफ्ट से हटाने का इंतज़ाम किया जाएगा,

जिसे इस तरह से बनाया जाएगा कि वह धूल, धुएं, गैस या भाप पर उसके बनने की जगह के जितना हो सके करीब से काम करे।

12. वर्क रूम में खाना, पीना और धूम्रपान मना हैकृ (1) किसी भी वर्क रूम में, जहाँ बताई गई मैन्युफैक्चरिंग प्रोसेस होती है, कोई भी खाना, पीना, तंबाकू, पान या सुपारी नहीं लाई जाएगी और न ही किसी वर्कर द्वारा खाई जाएगी।

(2) किसी भी वर्क रूम में, जहाँ बताई गई मैन्युफैक्चरिंग प्रोसेस होती है, धूम्रपान मना होगा।

13. सुरक्षात्मक कपड़े और सुरक्षा उपकरणकृ (1) बताई गई मैन्युफैक्चरिंग प्रोसेस में काम करने वाले सभी वर्कर्स को लंबी पैंट और शर्ट या लंबी आस्तीन वाले ओवरऑल और सिर ढकने के लिए सुरक्षात्मक कपड़े दिए जाएंगे।

(2) बताई गई मैन्युफैक्चरिंग प्रोसेस में काम करने वाले सभी वर्कर्स को रबर के दस्ताने, गम बूट, रबर एप्रन, केमिकल सेफ्टी गॉगल्स जैसे सुरक्षा उपकरण दिए जाएंगे।

(3) सुरक्षात्मक कपड़े और उपकरण अच्छी हालत में रखे जाएंगे।

14. वेंटिलेशन, हर वर्क रूम या एरिया में जहाँ फर्टिलाइजर बनाया या इस्तेमाल किया जाता है, वहाँ हर समय ताज़ी हवा के सर्कुलेशन से पर्याप्त वेंटिलेशन का इंतज़ाम किया जाएगा।

15. फैक्ट्री मेडिकल ऑफिसर द्वारा मेडिकल जांच – (1) पैराग्राफ 1 में बताई गई प्रक्रियाओं में काम करने वाले हर मज़दूर की जांच उसके पहले रोज़गार के 15 दिनों के अंदर फैक्ट्री मेडिकल ऑफिसर द्वारा की जाएगी। इस जांच में खून और पेशाब में अमोनिया और दूसरे केमिकल्स का पता लगाने के लिए टेस्ट, पल्मोनरी फंक्शन टेस्ट, म्ळ टेस्ट, मेमोरी टेस्ट और फैक्ट्री मेडिकल ऑफिसर द्वारा बताए गए दूसरे टेस्ट शामिल होंगे। किसी भी मज़दूर को फैक्ट्री में पहले रोज़गार के 15 दिनों के बाद तब तक काम करने की इजाज़त नहीं दी जाएगी, जब तक कि फैक्ट्री मेडिकल ऑफिसर उसे उस रोज़गार के लिए फिट सर्टिफाइड न कर दे।

(2) उक्त प्रक्रियाओं में काम करने वाले हर मज़दूर की दोबारा जांच फैक्ट्री मेडिकल ऑफिसर द्वारा हर छह कैलेंडर महीनों में कम से कम एक बार की जाएगी। ऐसी जांच में, जहां भी फैक्ट्री मेडिकल ऑफिसर उचित समझे, उप–पैराग्राफ (1) में बताए गए टेस्ट शामिल होंगे।

(3) एक मज़दूर की जांच करने के बाद, फैक्ट्री मेडिकल ऑफिसर फॉर्म–8 में फिटनेस सर्टिफिकेट जारी करेगा। की गई दोबारा जांच का रिकॉर्ड हेल्थ रजिस्टर फॉर्म–7 में दर्ज किया जाएगा और फैक्ट्री मैनेजर की कस्टडी में रखा जाएगा। उप–पैराग्राफ (1) और (2) के तहत की गई हर जांच का रिकॉर्ड, जिसमें टेस्ट की प्रकृति और परिणाम शामिल हैं, भी फैक्ट्री मेडिकल ऑफिसर द्वारा फॉर्म–7 में हेल्थ रजिस्टर में दर्ज किया जाएगा।

(4) फिटनेस सर्टिफिकेट और हेल्थ रजिस्टर इंस्पेक्टर–कम–फैसिलिटेटर द्वारा निरीक्षण के लिए आसानी से उपलब्ध रखे जाएंगे।

16. छूट – यदि किसी फैक्ट्री के संबंध में, चीफ इंस्पेक्टर–कम–फैसिलिटेटर संतुष्ट है कि असाधारण परिस्थितियों या उक्त निर्माण प्रक्रिया की कम आवृत्ति या किसी अन्य कारण से, जिसे वह लिखित रूप में दर्ज करेगा, इस अनुसूची के सभी या कोई भी प्रावधान फैक्ट्री में काम करने वाले मज़दूरों की सुरक्षा के लिए आवश्यक नहीं हैं, तो वह लिखित प्रमाण पत्र द्वारा ऐसी फैक्ट्री को सभी या किसी भी प्रावधान से ऐसी शर्त पर छूट दे सकता है, जैसा कि वह उसमें निर्दिष्ट कर सकता है, ऐसा प्रमाण पत्र चीफ इंस्पेक्टर–कम–फैसिलिटेटर द्वारा किसी भी समय अपने कारणों को दर्ज करने के बाद रद्द किया जा सकता है।

अनुसूची–35

कोल्ड स्टोरेज या दूध चिलिंग प्लांट या अमोनिया को रेफ्रिजरेंट के रूप में उपयोग करके बर्फ का निर्माण और उससे संबंधित प्रक्रियाएं

1. आवेदनकृ यह अनुसूची उन सभी कारखानों या उसके किसी भी हिस्से पर लागू होगी जिसमें कोल्ड स्टोरेज, दूध चिलिंग और अमोनिया या अन्य रसायनों को रेफ्रिजरेंट के रूप में उपयोग करके बर्फ बनाने की प्रक्रिया और अमोनिया या अन्य रसायनों का उपयोग, संचालन और भंडारण करने वाली अन्य प्रक्रियाएं शामिल हैं।

2. परिभाषाएँकृइस अनुसूची के प्रयोजनों के लिए–

(अं) ''आइस प्लांट'' का अर्थ है बर्फ के उत्पादन और भंडारण के लिए एक पूर्ण इंस्टॉलेशन, जिसमें आइसमेकर स्वयं शामिल है, यानी वह इकाई जो पानी को बर्फ में बदलती है, साथ ही संबंधित रेफ्रिजरेशन मशीनरी, कटाई और भंडारण उपकरण, और भवन।

(ब) ष्कोल्ड स्टोरेजष का अर्थ है फलों, सब्जियों, मांस, मछली आदि जैसे खराब होने वाले उत्पादों को नियंत्रित परिस्थितियों में लंबे समय तक स्टोर करने के लिए एक वाणिज्यिक सुविधा।

(स) ''दूध चिलिंग प्लांट''का अर्थ है दूध को कम तापमान पर बनाए रखना ताकि प्रसंस्करण/उत्पाद निर्माण से पहले गुणवत्ता में कोई गिरावट न हो।

(द) ''रेफ्रिजरेंट''का अर्थ है एक पदार्थ या मिश्रण, आमतौर पर एक तरल पदार्थ, जिसका उपयोग रेफ्रिजरेशन चक्र में किया जाता है। अधिकांश चक्रों में यह तरल से गैस और फिर वापस तरल में चरण परिवर्तन से गुजरता है। ऐसे उद्देश्यों के लिए कई कार्यशील तरल पदार्थों का उपयोग किया गया है। कोल्ड स्टोरेज, दूध चिलिंग और बर्फ बनाने की प्रक्रियाओं में आमतौर पर अमोनिया का उपयोग रेफ्रिजरेंट के रूप में किया जाता है।

(ध) ''कुशल निकास ड्राफ्ट'' का अर्थ है धुआं, गैस वाष्प, धूल, धुआं या धुंध को हटाने के लिए स्थानीयकृत यांत्रिक वेंटिलेशन ताकि उन्हें किसी भी कार्यकक्ष की हवा में फैलने से रोका जा सके जिसमें काम किया जाता है। यदि कोई निकास ड्राफ्ट उस बिंदु पर उत्पन्न धुएं को हटाने में विफल रहता है जहां से ऐसी गैस, धुआं, धूल, वाष्प या धुंध प्रक्रिया से उत्पन्न होती है, तो उसे कुशल नहीं माना जाएगा;

(घ) ''श्वसन उपकरण''का अर्थ है (1) एक हेलमेट या फेस पीस जिसमें आवश्यक कनेक्शन हों जिसके माध्यम से एक व्यक्ति जहरीले, दम घोंटने वाले या परेशान करने वाले वातावरण में सामान्य हवा में सांस ले सके, या (2) कोई अन्य उपयुक्त उपकरण जिसे मुख्य निरीक्षक–सह–सुविधाकर्ता द्वारा लिखित रूप में अनुमोदित किया गया हो।

(ध) ''पहली नौकरी'' का अर्थ है किसी भी विनिर्माण प्रक्रिया में पहली नौकरी जिस पर यह अनुसूची लागू होती है और इसमें तीन कैलेंडर महीनों से अधिक की निरंतर अवधि के लिए रोजगार समाप्त होने के बाद उक्त विनिर्माण प्रक्रिया में फिर से नौकरी भी शामिल होगी; और

3. श्रमिकों को निर्देशकृ हर श्रमिक को पहली बार काम पर रखने पर, उसे बताई गई मैन्युफैक्चरिंग प्रोसेस में इस्तेमाल होने वाले केमिकल्स की प्रॉपर्टीज़, जिनमें खतरनाक प्रॉपर्टीज़ भी शामिल हैं, और उनसे जुड़े खतरों के बारे में पूरी जानकारी दी जाएगी। श्रमिकों को किसी भी इमरजेंसी से निपटने के लिए उठाए जाने वाले कदमों के बारे में भी निर्देश दिए जाएंगे, ये निर्देश समय–समय पर दोहराए जाएंगे।

4. महिलाओं या युवा व्यक्तियों के रोजगार से संबंधित प्रतिबंधकृ किसी भी गर्भवती महिला या युवा व्यक्ति को ऐसे किसी भी कमरे में काम पर नहीं रखा जाएगा या काम करने की अनुमति नहीं दी जाएगी, जिसमें बताई गई मैन्युफैक्चरिंग प्रोसेस चल रही हो या ऐसे किसी भी कमरे में जिसमें अमोनिया या अन्य केमिकल्स स्टोर किए जाते हैं।

बशर्ते कि महिला श्रमिकों को उनकी सहमति से निम्नलिखित शर्तों के अधीन काम पर रखा जा सकता है –

(1) मालिक व्यावसायिक सुरक्षा और स्वास्थ्य (OSH) प्रदान करने के लिए अंतर्राष्ट्रीय सुरक्षा मानकों को अपनाएगा।

(2) मालिक, जहाँ तक संभव हो, उपरोक्त प्रक्रियाओं/स्थानों को समय–समय पर आधुनिक बनाएगा और आधुनिक उपकरणों का उपयोग करेगा।

(3) जो महिला श्रमिक स्तनपान कराने वाली माँ हैं, उन्हें रोजगार से छूट दी जाएगी।

5. उपकरण, सभी उपकरण जैसे प्रेशर गेज, थर्मामीटर, फ्लो मीटर और वजन मशीन की नियमित अंतराल पर एक सक्षम व्यक्ति द्वारा जांच की जाएगी, और इन जांचों का रिकॉर्ड एक रजिस्टर में रखा जाएगा।

6. सेफ्टी वाल्व, हर स्टिल और हर बंद बर्तन जिसमें गैस बनती है या जिसमें गैस पास की जाती है और जिसमें दबाव खतरनाक स्तर तक बढ़ सकता है, उसमें एक प्रेशर गेज लगा होना चाहिए, और दबाव कम करने के लिए एक उचित सेफ्टी वाल्व या अन्य समान रूप से कुशल साधन होना चाहिए, जिसे अच्छी स्थिति में रखा जाएगा और एक सक्षम व्यक्ति द्वारा नियमित अंतराल पर जांच की जाएगी, और इन जांचों का रिकॉर्ड एक रजिस्टर में रखा जाएगा।

7. प्लांट की जांच, परीक्षण और मरम्मत– प्रेशर वेसल या प्लांट के उन हिस्सों की जांच, परीक्षण और मरम्मत जो अमोनिया और अन्य रसायनों के संपर्क में रहे हैं, या जो वायुमंडलीय दबाव से ऊपर हैं, केवल उचित पर्यवेक्षण के तहत ही की जाएगी। प्रेशर वेसल या प्लांट के हिस्सों की जांच और परीक्षण एक सक्षम व्यक्ति द्वारा नियमित अंतराल पर किया जाएगा, और इन जांचों का रिकॉर्ड प्रेशर वेसल के लिए निर्धारित फॉर्म में दिया जाएगा।

8. अमोनिया और अन्य रसायनों के रिसाव का पता लगाना– प्रेशर वेसल या प्लांट के हिस्सों से अमोनिया और अन्य रसायनों के रिसाव का पता केमिकल वेपर डिटेक्शन सिस्टम द्वारा लगाया जाएगा। अमोनिया के रिसाव का पता सल्फर स्टिक्स का उपयोग करके भी लगाया जा सकता है।

9. अलार्म सिस्टम–

(अं) प्लांट और इमारतों के हिस्सों में ओवरचार्जिंग को रोकने या प्लांट को किसी भी तरह से खतरे में डालने से बचाने के लिए अलार्म सिस्टम, ऑटोमैटिक कट–ऑफ या अन्य उपकरण लगाए जाएंगे।

(ब) प्रेशर वेसल या प्लांट के हिस्सों से अमोनिया और अन्य रसायनों के रिसाव की स्थिति में केमिकल वेपर सेंसर से सिग्नल मिलने पर अलार्म सिस्टम अपने आप चालू हो जाएगा।

(स) एक समय में थोक कंटेनरों में किसी इमारत में ले जाए जाने वाले अमोनिया और अन्य रसायनों की मात्रा यथासंभव कम रखी जाएगी।

10. सांस लेने के उपकरण– (कं) हर फैक्ट्री में जहां खतरनाक गैस या धुआं निकलने की संभावना है, वहां पर्याप्त मात्रा में निम्नलिखित चीजें उपलब्ध कराई जाएंगीकृ

(ख) संबंधित खतरों के लिए अनुमोदित मेक के सांस लेने के उपकरण;

(ग) ऑक्सीजन और इसे देने के उचित साधन; और

(घ) लाइफ–बेल्ट। इस शेड्यूल के अनुसार ज़रूरी ब्रीदिंग उपकरण और दूसरे उपकरण

(प) अच्छी हालत में रखे जाएंगे और उन्हें एम्बुलेंस रूम में या किसी दूसरी जगह पर रखा जाएगा जिसे चीफ इंस्पेक्टर–कम–फैसिलिटेटर ने लिखित में मंजूरी दी हो, और (पप) हर महीने एक बार एक काबिल व्यक्ति द्वारा अच्छी तरह से जांच की जाएगी, जिसे मालिक ने लिखित में नियुक्त किया हो और उनकी हालत का रिकॉर्ड उस काम के लिए दी गई एक किताब में दर्ज किया जाएगा, जिसे इंस्पेक्टर–कम–फैसिलिटेटर के मांगने पर दिखाया जाएगा।

(ड) कर्मचारियों को ब्रीदिंग उपकरण और रेस्पिरेटर के इस्तेमाल में ट्रेनिंग दी जाएगी और समय–समय पर रिफ्रेशर कोर्स कराया जाएगा।
(च) रेस्पिरेटर को साफ, सूखे, रोशनी–प्रूफ कैबिनेट में ठीक से लेबल लगाकर रखा जाएगा, और अगर उन पर धुएं का असर होने की संभावना है, तो उन्हें सही कंटेनर में सुरक्षित रखा जाएगा। इस्तेमाल के बाद रेस्पिरेटर को सुखाया और साफ किया जाएगा और समय–समय पर कीटाणुरहित किया जाएगा।
11. एग्जॉस्ट ड्राफ्टकृ निम्नलिखित प्रोसेस या ऑपरेशन तब तक नहीं किए जाएंगे जब तक कि एक कुशल एग्जॉस्ट ड्राफ्ट के तहत या ऐसी अन्य शर्तों के तहत न हों जिन्हें चीफ इंस्पेक्टर–कम–फैसिलिटेटर ने मंजूरी दी हो

अनुसूची-36

{नियम 108 देखें}

सामग्री सुरक्षा डाटा शीट

1. रासायनिक पहचान:

रासायनिक नाम रासायनिक वर्गीकरण समानार्थी व्यापार नाम
फार्मूला सीएएस संख्या संयुक्त राष्ट्र सं.
विनियमित पहचान शिपिंग का नाम Hazechem No. कोड/लेबल
खतरनाक अपशिष्ट आईडी नं.
खतरनाक सामग्री सी.ए.एस. खतरनाक सामग्री सी.एस.ए.
1. 2. 3.
2. भौतिक और रासायनिक डेटा
उबलते रेंज / बिंदु 0C भौतिक अवस्था उपस्थिति
पिघलने / हिमांक 0C वाष्प दबाव गंध वाष्प घनत्व (वायु- 1) @ 35^0 C mmHg अन्य पानी में घुलनशीलता 30^0 सी मिमी एचजी
विशिष्ट गुरुत्व पीएच पानी – 1 3. आग और विस्फोट के खतरे का डेटा:
ज्वलनशीलता हाँ /नहीं यूईएल% फ्लैश प्वाइंट 0 सी ऑटो इग्निशन तापमान^ 0 सी
TDG ज्वलनशीलता UEL % फ्लैश प्वाइंट 0 C दहन के खतरनाक उत्पाद
स्थैतिक बिजली के प्रति विस्फोट संवेदनशीलता विस्फोट संवेदनशीलता

खतरनाक पोलीमराइजेशन दहनशील तरल विस्फोटक सामग्री संक्षारक सामग्री
ज्वलनशील सामग्री ऑक्सीडाइज़र अन्य
पाइरोफोरिक सामग्री कार्बनिक पेरोक्साइड
4. प्रतिक्रियाशीलता डेटा :
रासायनिक स्थिरता
अन्य सामग्रियों के साथ असंगति
प्रतिक्रियाशीलता प्रतिक्रिया के खतरनाक उत्पाद
5. स्वास्थ्य खतरे का डेटा:
प्रवेश के मार्ग एक्सपोजर/लक्षणों के प्रभाव
आपातकालीन उपचार
टीएलवी (एसीजीआईएच) पीपीएम। एमजी/एम3 सेट पीपीएम। मिलीग्राम/एम3
अनुमेय एक्सपोज़र सीमा आईडी 50 पीपीएम। Mg/m3 ऑर्डर पीपीएम थ्रेशोल्ड Mg / m3 LD50
एनएफपीए खतरा संकेत स्वास्थ्य ज्वलनशीलता स्थिरता विशेष
6. निवारक उपाय:
कार्मिक सुरक्षात्मक उपकरण
हैंडलिंग और भंडारण सावधानियां
7. आपातकालीन और प्राथमिक चिकित्सा उपाय: आग बुझाने का मीडिया
विशेष प्रक्रियाएं
असामान्य खतरे
एक्सपोजर प्राथमिक चिकित्सा उपाय
एंटीडोट्स/खुराक
स्पिल उठाए जाने वाले कदम
अपशिष्ट निपटान विधि
8. अतिरिक्त जानकारी/संदर्भ :
9. निर्माता/आपूर्तिकर्ता डेटा:
आपातकालीन व्यक्ति से संपर्क करें
फर्म का नाम डाक पता शामिल स्थानीय निकाय टेलीफोन/टेलेक्स नं. टेलीग्राफिक पता
मानक पैकिंग
ट्राम कार्ड विवरण/संदर्भ
अन्य
अस्वीकरण: इस सामग्री सुरक्षा डेटा शीट में निहित जानकारी को विश्वसनीय माना जाता है, लेकिन इसकी सटीकता के रूप में किसी भी प्रकार का कोई प्रतिनिधित्व, गारंटी या वारंटी नहीं दी जाती है, उनसे प्राप्त होने वाले परिणामों के किसी विशेष अनुप्रयोग के लिए उपयुक्तता भिन्न हो सकती है। यह निर्माता/विक्रेता पर निर्भर है कि वह यह सुनिश्चित करे कि सामग्री सुरक्षा डेटा शीट में निहित जानकारी उसके द्वारा निर्मित/नियंत्रित या बेचे गए उत्पाद के लिए प्रासंगिक है, जैसा भी मामला हो। सरकार किसी विशेष उद्देश्य के लिए इस दस्तावेज की पर्याप्तता के संबंध में व्यक्त या निहित कोई वारंटी नहीं देती है।

अनुसूची-37

{नियम 124 का उप-नियम (1) देखें}

काम के माहौल में कुछ रासायनिक पदार्थों का अनुमेय स्तर

क्रम संख्या	सार तत्व	जोखिम की अनुमेय सीमा			
		समय भारित औसत एकाग्रता (8 घंटे)		अल्पकालिक एक्सपोज़र सीमा (15 मिनट)*	
		पीपीएम	मिलीग्राम/एम 3**	पीपीएम	मिलीग्राम/एम 3**
एक.	एसीटैल्डिहाइड	100	180	150	270
दो.	एसिटिक एसिड	10	25	15	37
तीन.	ऐसीटोन	750	1780	1000	2375
चार.	एक्रोलिन	0.1	0.25	0.3	0.8
पाँच.	एक्रिलोनिट्राइल-त्वचा	2	4.5	--	--
छः.	एल्ड्रिन-त्वचा	--	0.25	--	--
सात.	एलिल क्लोराइड	1	3	2	6
आठ.	अमोनिया	25	18	35	27
नौ.	एनिलिन-त्वचा	2	10	--	--
दस.	एनिसिडाइन (ओ-पी- आइसोमर्स)-त्वचा	0.1	0.5	--	--
ग्यारह.	आर्सेनिक और यौगिक (एएस के रूप में)	--	0.2	--	--
बारह.	बेंजीन (एच.सी.)	10	20	25	7.5
तेरह.	बेरिलियम और यौगिक (जैसा बी) (एस.सी.)	--	0.002	--	--
चौदह.	बोर्नन ट्राइफ्लोराइड-सी	1	3	--	--
पंद्रह.	ब्रोमाइन	0.1	0.7	0.3	2
सोलह.	ब्यूटेन	800	1900	--	--
सत्रह.	2-ब्यूटानोन (मिथाइल-एथिल कीटोन एमबीके)	200	590	300	885
अठ्ठारह	एन-ब्यूटाइल एसीटेट	150	710	200	950
उन्नीस.	एन-ब्यूटाइल अल्कोहल-त्वचा-सी	50	150	--	--
बीस.	एससीई/टर्ट, ब्यूटाइल एसीटेट	200	950	--	--
इक्कीस	ब्यूटाइल मर्कैप्टन	0.5	1.5	--	--
बाईस.	कैडमियम-धूल और लवण (सीडी के रूप में)	--	0.05	--	--
तेईस.	कैल्शियम ऑक्साइड	--	2	--	--
चौबीस.	कार्बोरिल (सेविन)	--	5	--	--
पच्चीस.	कार्बोफ्यूरान (फुरदान)	--	0.1	--	--
छब्बीस.	कार्बन डाइसल्फाइड-त्वचा	10	30	--	--
सत्ताईस	कार्बन मोनोऑक्साइड	50	55	400	440
अठ्ठाईस	कार्बोनेट ट्रैक्लोराइड-त्वचा	5	30	--	--
उन्तीस.	कार्बोनिल क्लोराइड (फॉस्जीन)	0.1	0.4	--	--
तीस.	क्लोरोबेंजीन (मोनोक्लोरो-बेंजीन)	75	350	--	--
इक्तीस.	क्लोरिडेन-त्वचा	--	0.5	--	--
बत्तीस.	क्लोरीन	1	3	3	9
तैंतीस.	क्लोरोफॉर्म (एससी)	10	50	--	--
चौंतीस.	बीआईएस- (क्लोरोमिथाइल) ईथर (एचसी)	0.001	0.005	--	
पैंतीस.	क्रोमिक एसिड और क्रोमेट्स (सीआर के रूप में) पानी में घुलनशील	--	0.05	--	--
छतीस.	क्रोमस लवण (सीआर के रूप में)	0	05	--	--
सैंतीस.	तांबे का धुआं	--	0.2	--	--

अड़तीस	कपास की धूल, कच्ची	--	0.2	--	--
उन्तालीस	क्रेसोल, सभी आइसोमर्स-त्वचा	5	22	--	--
चालीस.	साइनाइड (सीएन के रूप में)-त्वचा	--	5	--	--
इक्तालीस	डायनोजेन	10	20	--	--
बयालीस	डीडीटी (डाइक्लोरो डिफेनिल ट्राइक्लोरोइथेन)	--	1	--	--
तैतालीस	डेमेरॉन-त्वचा	0.01	0.1	--	--
चवालीस	डायज़िनॉन-त्वचा	--	0.1	--	--
पैंतालीस	डिब्यूटाइल पाइथलेट	--	5	--	--
छियालीस	Dichiorvos (DDVP)-त्वचा	0.1	1	--	--
सत्तालीस	डायल्ड्रिन-त्वचा	--	0.25	--	--
अड़तालीस	डाइनिट्रोबेंजीन, (सभी आइसोमर्स) - त्वचा	0.15	1	--	--
उन्चास.	डिनिट्रोटोल्यूनि-त्वचा	--	1.5	--	--
पचास.	डायोफेनिल (बिफिनिल)	0.2	1.5	--	--
इकावन	एंडोसल्फान (थियाडॉन) - त्वचा	--	0.1	--	--
बावन.	एंड्रिन-त्वचा	--	0.1	--	0.3
तिरपन.	एथिल एसीटेट	400	1400	--	--
चौवन.	एथिल अल्कोहल	1000	1900	--	--
पचपन.	एथिलमाइन	10	18	--	--
छप्पन.	फ्लोराइड (एफ के रूप में)	--	2.5	--	--
सत्तावन	फ़्लोरीन	1	2	2	4
अठ्ठावन	फॉर्मिक एसिड	5	9	--	--
उनसठ.	हाइड्राज़िन-त्वचा (एससी)	0.1	0.1	--	--
साठ.	हाइड्रोजन क्लोराइड-सी	5	7	--	--
इकसठ.	हाइड्रोजन साइनाइड-त्वचा-सी	10	10	--	--
बासठ.	हाइड्रोजन फ्लोराइड (F)-C के रूप में	3	2.5	--	--
तिरसठ.	हाइड्रोजन परऑक्साइड	1	1.5	--	--
चौंसठ.	हाइड्रोजन सल्फाइड	10	14	15	21
पैंसठ.	गैसोलीन	300	900	500	1500
छियासठ	आयोडीन -सी	0.1	1	--	--
सड़सठ.	आयरन ऑक्साइड धूआं ($Fe2O_3$) (Fe के रूप में)	-	5	--	--
अड़सठ.	आइसोमाइल एसीटेट	100	525	--	--
उनहत्तर	आइसोमाइल अल्कोहल	100	360	125	450
सत्तर.	आइसोब्यूटाइल अल्कोहल	50	150	--	--
एकहत्तर	सीसा, inorg, धूल और धुएं (Pb के रूप में)	--	0.15	--	--
बहत्तर.	लिंडेन-त्वचा	--	0.5	--	--
तिहत्तर.	मैलाथियान-त्वचा	--	10	--	--
चौहत्तर.	मैंगनीज धूल और यौगिक (एमएन के रूप में)	--	5	--	--
पछत्तर.	मैंगनीज धुआं (एमएन के रूप में)	--	1	--	3
छिहत्तर.	पारा (एचजी के रूप में)-त्वचा				
	(i)एल्काइल यौगिक	--	0.01	--	0.03
	(ii)एल्काइल वाष्प को छोड़कर सभी रूप	--	0.05	--	--
	(iii)एरिल और अकार्बनिक यौगिक	--	0.1	--	--
सतहत्तर	मिथाइल अल्कोहल (मेथनॉल) -त्वचा	200	260	250	310
अठहत्तर	मिथाइल सेलोसॉल्व-त्वचा (2 मेथॉक्सी इथेनॉल)-scin	5	16	--	--
उन्नासी	मिथाइल आइसोब्यूटाइल कीटोन	50	205	75	300
अस्सी.	मिथाइल आइसोसाइनेट	0.02	0.05	--	--
इक्यासी	नेफ़थलीन	10	50	15	75

बयासी.	निकेल कार्बोनिल (Ni के रूप में)	0.05	0.35	--	--
तिरासी.	नाइट्रिक एसिड	2	5	4	10
चौरासी.	नाइट्रिक ऑक्साइड	25	30	--	--
पचासी.	नाइट्रोबेंजीन-त्वचा	1	5	--	--
छियासी	नाइट्रोजनडाइ-ऑक्साइड गैस	3	6	5	10
सत्तासी.	तेल धुंध, खनिज	--	5	--	10
अठ्ठासी	ओजोन	0.1	0.2	0.3	0.6
नवासी.	पैराथियान-त्वचा	--	0.1	--	--
नब्बे.	फिनोल-त्वचा	5	19	--	--
इक्यानवे	फोरेट (थिमेट) त्वचा	--	0.05	--	0.2
बानवे.	फॉस्जीन (कार्बोनिल क्लोराइड)	0.1	0.4	--	--
तिरानवे	फॉस्फीन	0.3	0.4	1	1
चौरानवे	फॉस्फोरिक एसिड (पीला)	--	1	--	--
पछानवे	फास्फोरस (पीला)	--	0.1	--	--
छ्यानवे	फास्फोरस पेंटाक्लोराइड	0.1	1	--	--
सत्तानवे	फास्फोरस ट्राइक्लोराइड	0.2	1.5	0.5	3
अठ्ठानवे	पिक्रिक एसिड-त्वचा	--	0.1	--	0.3
निन्यानवे	आइरीडीन	5	15	--	--
एक सौ	सिलेन (सिलिकॉन टेट्राहाइड्राइड)	5	7	--	--
एक सौ	सोडियम हाइड्रॉक्साइड-सी	--	2	--	--
एक सौ	स्टाइरीन, मोनोमर (फेनिलथिलीन)	50	215	100	425
एक सौ	सल्फ़र डाइऑक्साइड	2	5	5	10
एक सौ	सल्फर हेक्साफ्लोराइड	1000	6000	--	--
एक सौ	सल्फ़्यूरिक एसिड	--	1	--	--
एक सौ	टोल्यूनि (टोलुओल)	100	375	150	560
एक सौ	ओ-ट्यूलुआयोडीन-त्वचा (एससी)	2	9	--	--
एक सौ	ट्राइब्यूटाइल फॉस्फेट	0.2	2.5	--	--
एक सौ	ट्राइक्लोरोएथिलीन	50	270	200	1080
एक सौ	यूरेनियम, प्राकृतिक (यू के रूप में)	--	0.2	--	--
एक सौ	विनाइल क्लोराइड (एचसी)	5	10	--	--
एक सौ	वेल्डिंग धुएं	--	5	--	--
एक सौ	ज़ाइलीन (ओ-, एम, पी-आइसोमर्स)	100	435	150	655
एक सौ	जिंक ऑक्साइड				
	(i)धुआं	--	5	--	10
	(ii) धूल (कुल धूल)	--	10	--	--
एक सौ	ज़िरोनियम यौगिक (Zr के रूप में)	--	5	--	10

पीपीएम: 25 डिग्री सेल्सियस और 760 मिमी एचजी पर मात्रा द्वारा दूषित हवा के प्रति मिलियन भागों में वाष्प या गैस के भाग।

mg/m^3 : मिलीग्राम पदार्थ प्रति घन मीटर हवा

*,: दिन में 4 बार से अधिक नोट करें और लगातार एक्सपोजर के बीच कम से कम 60 मिनट का अंतराल रखें।

**,: मिलीग्राम/एम^3 $\frac{\text{molecular weight}}{24.45}$ x पीपीएम

जी,: छत सीमा को दर्शाता है

त्वचा,: श्लेष्म झिल्ली और आंख सहित त्वचीय मार्ग द्वारा समग्र जोखिम में संभावित योगदान को दर्शाता है।

एस.सी., :d enotes संदिग्ध मानव कार्सिनोजेन

H.C.का अर्थ है पुष्टि की गई मानव कार्सिनोजेन

सार तत्व	पारगम्य समय-भारित औसत एकाग्रता (TWA) (8 घंटे)

(i) सिलिका, एसआईओ2 (a) क्रिस्टलीन (i) क्वार्ट्ज (1) धूल की गिनती के संदर्भ में (2) श्वसन योग्य धूल के संदर्भ में (3) कुल धूल के संदर्भ में	10600/- (% क्वार्ट्ज + 10) एमपीपीसीएम 10/(% श्वसन योग्य क्वार्ट्ज + 2) मिलीग्राम/एम3 30/- (% श्वसन योग्य क्वार्ट्ज + 3) मिलीग्राम/एम3
(ii) क्रिस्टाबालाइट	क्वार्ट्ज के खिलाफ दी गई आधी सीमाएं।
(iii) ट्राइडिमाइन	क्वार्ट्ज के खिलाफ दी गई आधी सीमाएं।
(iv) सिलिका फ्यूज्ड	क्वार्ट्ज के लिए समान सीमा।
(v)त्रिपोली: क्वार्ट्ज के खिलाफ दिए गए आइटम 2 में सूत्र के समान सीमा।	
(बी) अनाकार सिलिकेट: 10 मिलीग्राम/एम3 कुल धूल।	
[एस्बेस्टस (एच.सी.):	
(ए) अमोसाइट..... 0.1 फाइबर/सीसी*** (बी) क्रिस्टोलाइट..... । 0.1 फाइबर/सीसी*** (c) क्रोसिडोलाइट..... . 0.1 फाइबर/सीसी*** पोर्टलैंड सीमेंट: 10 मिलीग्राम/वर्ग मीटर, कुल धूल जिसमें 1% से कम क्वार्ट्ज होता है कोयला धूल: 2 मिलीग्राम/वर्ग मीटर, श्वसन योग्य धूल अंश जिसमें 5% क्वार्ट्ज से कम होता है।	

एमपीपीसीएम = प्रकाश क्षेत्र तकनीकों द्वारा गिने गए नमूनों के आधार पर प्रति घन मीटर हवा में मिलियन कण।

(i) लंबाई में 5 माइक्रोन से अधिक और चौड़ाई में 5 माइक्रोन से कम फाइबर के लिए, लंबाई से चौड़ाई राशन 3:1 के बराबर या उससे अधिक।

(ii) जैसा कि 400-450 × आवर्धन (4 माइक्रोन bjective) चरण विपरीत रोशनी पर झिल्ली फिल्टर विधि द्वारा निर्धारित किया गया है।

सांस लेने योग्य धूल:

निम्नलिखित विशेषताओं के साथ एक आकार-चयनकर्ता को पारित करने वाला अंश:

वायुगतिकीय व्यास (μ मीटर) (इकाई घनत्व क्षेत्र)	% पासिंग चयनकर्ता
2	90
2.5	75
3.5	50
5.0	25
10	01

कुछ रेडियोन्यूक्लाइड के लिए अनुमेय गतिविधि एकाग्रता स्तर जो आमतौर पर धातु रीसाइक्लिंग उद्योगों में पाए जाते हैं, जैसा कि नीचे दिया गया है:

रेडियोन्यूक्लाइड	रेडियोन्यूक्लाइड सांद्रता (बीक्यू/जी*)
सीओ-60	0.1
सीएस-137	0.1
एएम-241	0.1
आईआर-192	1.0”

पाद-टिप्पणी:

एक. Bq/g का मतलब बेकरेल प्रति ग्राम है। बेकरेल का अर्थ है प्रति सेकंड रेडियोन्यूक्लाइड का एक परिवर्तन: और रेडियोधर्मिता की एसआई इकाई है।

दो. माप में धातु स्क्रैप, अर्ध-तैयार और तैयार उत्पादों पर बाहरी विकिरण स्तर के साथ-साथ माप के स्थान पर पृष्ठभूमि के स्तर शामिल होंगे और उसी के रिकॉर्ड बनाए रखे जाएंगे। यदि सामग्री पर विकिरण का स्तर पृष्ठभूमि विकिरण स्तर से 20 μ/घंटा (माइक्रो रेड प्रति घंटा) से अधिक है।

परमाणु ऊर्जा नियामक बोर्ड (एईआरबी) को तत्काल सूचित किया जाएगा।

प्रपत्र-1
[धारा 2 (1) (*एल*) और नियम-4 का उप नियम (3)]

भाग-I
नियम 4 के अन्तर्गत किसी व्यक्ति को सक्षमता प्रमाण पत्र जारी करने के लिए आवेदन का प्रपत्र

पासपोर्ट का आकार छायाचित्र

१. नाम
२. जन्म तिथि
३. संगठन का नाम (यदि स्व-नियोजित नहीं है)
४. पदनाम
५. शैक्षिक योग्यता (प्रमाण पत्रों की प्रतियां संलग्न करें)
६. व्यावसायिक अनुभव का विवरण (कालानुक्रमिक क्रम में):

संगठन का नाम	सेवा की अवधि	पद	उत्तरदायित्व का क्षेत्र

७. व्यावसायिक निकायों की सदस्यता का विवरण, यदि कोई हो,
८. (i) परीक्षा, परीक्षण इत्यादि हेतु सुविधाओं का विवरण ।
(ii) इन सुविधाओं की शुद्धता को बनाये रखने और कैलिब्रेशन की व्यवस्था
९. जिस उद्देश्य के लिए सक्षमता का प्रमाण पत्र मांगा जाता है (संहिता के खंड या अनुभागों को बताया जाना चाहिए)
१०. क्या आवेदक को किसी क़ानून के अन्तर्गत सक्षम व्यक्ति घोषित किया गया है (यदि हाँ, तो विवरण)
.....
११. कोई अन्य सम्बन्धित सूचना .....
१२. आवेदक द्वारा घोषणा .....

मैं ..... घोषणा करता हूँ कि ऊपर दी गई सूचना सत्य है; मैं वचन देता हूँ कि-

(क) मेरे पक्ष में उपलब्ध सुविधाओं में किसी प्रकार के परिवर्तन की स्थिति में (या तो जोड़ा या हटाया जाना) या अपने उपरोक्त संगठन को छोड़कर, मैं तुरंत मुख्य निरीक्षक-सह-सुविधाप्रदाता को तत्काल सूचित करूँगा;

(ख) सुविधाओं को अच्छी कार्यशील स्थिति में बनाए रखा जायेगा औरनिर्माता के निर्देश या राष्ट्रीय मानकों और प्रासंगिक मानकों के अनुसार समय-समय पर तदनुसार कैलिब्रेट किया जायेगा;

(ग) सुविधाओं में किसी भी परिवर्तन (या तो जोड़ा या हटाया जाना), के सम्बन्ध में मुख्य निरीक्षक-सह-सुविधाप्रदाता को तत्काल सूचित करूँगा ; तथा

(घ) सक्षमता प्रमाण पत्र में निर्धारित सभी शर्तों और मुख्य निरीक्षक-सह- सुविधाप्रदाता द्वारा समय-समय पर जारी अनुदेशों का पूर्णतया पालन सुनिश्चित करूँगा ।

स्थान:

दिनांक: आवेदक के हस्ताक्षर

संस्था द्वारा घोषणा (यदि नियोजित हो),

मैं..... प्रमाणित करता हूँ कि श्री/श्रीमती..... जिसका विवरण ऊपर प्रस्तुत किया गया है, हमारे नियोजन में है और संहिता के अन्तर्गत सक्षम व्यक्ति के रूप में घोषित किए जाने के प्रयोजनों के लिए संगठन की ओर से उसे नामित करता हूँ। मैं यह भी वचन देता हूं कि मैं -

(क) यदि सक्षम व्यक्ति हमारा संगठन छोड़ देता है तो मुख्य निरीक्षक-सह-सुविधाप्रदाता को सूचित करूँगा;

(ख) सुविधाओं को अच्छी कार्यशील स्थिति में बनाए रखा जायेगा और निर्माता के निर्देश या राष्ट्रीय मानकों और प्रासंगिक मानकों के अनुसार समय-समय पर तदनुसार कैलिब्रेट किया जायेगा; और

(ग) सुविधाओं में किसी भी परिवर्तन (या तो जोड़ने या हटाने) की सूचना मुख्य निरीक्षक-सह-सुविधाप्रदाता को तत्काल प्रस्तुत करूँगा ।

दिनांक:

हस्ताक्षर.....
पद.....
संपर्क नंबर.....

ई-मेल आईडी:

.....

आधिकारिक मुहर

नोट.—यह घोषणा कंपनी के प्रबंध निदेशक या फर्म के भागीदार या प्रोपराइटर द्वारा की जानी चाहिए, जैसा भी मामला हो।

भाग- ॥

नियम-4 के अन्तर्गत किसी संस्थान को सक्षमता प्रमाण पत्र प्रदान करने के आवेदन का प्रपत्र

1. संगठन का नाम और पूरा पता.....
2. संगठन की स्थिति (निर्दिष्ट करें कि सरकारी, स्वायत्त, सहकारी, कॉर्पोरेट या निजी).....
3. जिस प्रयोजन के लिए सक्षमता का प्रमाण पत्र मांगा जाता है (संहिता के अनुभाग (अनुभागों) को निर्दिष्ट करें)।
4. क्या संगठन को इस नियम या किसी अन्य संविधि के अन्तर्गत एक सक्षम व्यक्ति के रूप में घोषित किया गया है और यदि हां, तो ब्यौरा दीजिए.....
5. नियम 4 के साथ संलग्न अनुसूची-I में निर्धारित योग्यताएं और अनुभव रखने वाले व्यक्तियों का विवरण:

क्रम संख्या	नाम और पदनाम	योग्यता	अनुभव	धाराओं और नियम जिसके अन्तर्गत योग्यता का प्रमाण पत्र मांगा जाता है

6. सुविधाओं का विवरण (उपरोक्त बिन्दु 3 के दृष्टिगत) और उनके रखरखाव और आवधिक कैलीब्रेशन का विवरण ।
7. कोई अन्य प्रासंगिक सूचना।
8. घोषणा.....

मैं,.....एतद्द्वारा, ...प्रमाणित करता हूं कि ऊपर दिए गए विवरण मेरी जानकारी के अनुसार सही हैं, मैं वचन देता हूं-

1. सुविधाओं को अच्छी कार्यशील स्थिति में बनाए रखा जायेगा और निर्माता के निर्देश या राष्ट्रीय मानकों और प्रासंगिक मानकों के अनुसार समय-समय पर तदनुसार कैलिब्रेट किया जायेगा; तथा
2. सक्षमता प्रमाण पत्र में निर्धारित सभी शर्तों और मुख्य निरीक्षक-सह- सुविधाप्रदाता द्वारा समय-समय पर जारी अनुदेशों का पूर्णतया पालन सुनिश्चित करूँगा ।

स्थान :
तिथि :

संस्था के प्रमुख की मुहर और हस्ताक्षर
या अधिकृत व्यक्ति के हस्ताक्षर
पद.....

प्रपत्र-2

[धारा 2 (1) (*एल*) और नियम-4 का उप नियम (3)]

किसी व्यक्ति या संस्थान को जारी किए गए सक्षमता प्रमाण पत्र का प्रपत्र
धारा 2(1)(एल) और नियम-3 के अन्तर्गत

मैं,.....संहिता की धारा 2(1)(एल) के *अधीन शक्तियों का प्रयोग करते* हुए ..... संस्था का नाम) के नियोजन में श्री.....कोएतद्द्वारा मान्यता देता हूं। .... के नियोजन में (संस्था का नाम) या..... को इस तरह के भवन, विनिर्माण प्रक्रिया का प्रोसेस फ्लो चार्ट, स्थल मानचित्र और विस्तृत मानचित्र, खतरनाक मशीनरी, लिफ्ट और होइस्ट, लिफ्टिंग मशीन और लिफ्टिंग टैकल, प्रेशर प्लांट, कन्फाइंड स्पेस, वेंटिलेशन सिस्टम और ऐसी अन्य प्रक्रिया या संयंत्र और उपकरण, (धारा..... नियम.....)जैसा भी मामला हो, के परीक्षण, परीक्षा और निरीक्षण और प्रमाणन करने के उद्देश्य से सक्षम व्यक्ति के रूप में मान्यता देता हूँ।

यह प्रमाण-पत्र दिनाँक-.....से..... तक वैध है ।
यह प्रमाण-पत्र निम्नलिखित शर्तों के अधीन है:

(एक) परीक्षण, परीक्षा और निरीक्षण संहिता के प्रावधान और उसके अन्तर्गत बनाए गए नियम के अनुसार किए जाएंगे;

(दो) परीक्षण, परीक्षा और निरीक्षण सक्षम व्यक्ति की प्रत्यक्ष देखरेख में या सक्षम व्यक्ति को मान्यता प्राप्त संस्था द्वारा अधिकृत व्यक्ति द्वारा किए जाएंगे;

(तीन) किसी व्यक्ति के पक्ष में जारी सक्षमता का प्रमाण पत्र रद्द कर दिया जाएगा यदि व्यक्ति अपने आवेदन में उल्लिखित संगठन छोड़ देता है;

(चार) एक सक्षम व्यक्ति के रूप में मान्यता प्राप्त संस्था मुख्य निरीक्षक-सह-सुविधाप्रदाता को परीक्षण, परीक्षा और निरीक्षण करने के लिए इसके द्वारा प्राधिकृत व्यक्तियों के नाम, पदनाम और योग्यता के बारे में सूचित करेगी।

(पाँच) ----

(छः) ----

स्थान :
तिथि :

मुख्य निरीक्षक-सह-सुविधाप्रदाता के हस्ताक्षर
आधिकारिक मुहर

नोट.—प्रत्येक प्रासंगिक धारा के अन्तर्गत एक अलग प्रमाण पत्र जारी किया जाना चाहिए। किसी व्यक्ति या संस्था को संहिता की एक से अधिक धाराओं के प्रयोजनों के लिए सक्षम व्यक्ति के रूप में मान्यता दी जा सकती है।

प्रपत्र-3

{नियम -5 के उप-नियम (1) का खंड (ए) देखें}

स्थापित प्रतिष्ठानों के लिए पंजीकरण/नए प्रतिष्ठान/पंजीकरण प्रमाण पत्र में संशोधन के लिए आवेदन पत्र

A. प्रतिष्ठान का विवरण।

(१) लिन नंबर (यदि पोर्टल से प्रतिष्ठान का विवरण प्राप्त करने के लिए पहले से ही पंजीकृत है):

(२) प्रतिष्ठान का नाम:

(३) प्रतिष्ठान का स्थान और पता:

(४) प्रतिष्ठानका अन्य विवरण:

(अ) प्रतिष्ठान में प्रत्यक्ष या अप्रत्यक्ष रूप से लगे कर्मकारों और कर्मकारों की कुल संख्या:

.....

(ब) संविदा कर्मकारों और कार्यरत कर्मकारों की कुल संख्या: .....

(स) प्रक्रिया में लगे या संलग्न होने वाले अनुबंध कर्मकारों की अधिकतम संख्या: .....

(द) कार्यरत अंतर-राज्यीय प्रवासी कर्मकारों की कुल संख्या: .....

(५) संबंधित प्रतिष्ठान का प्रकार.....

(क) कारखाना
(ख)वृक्षारोपण
(ग) मोटर परिवहन उपक्रम
(घ) बीड़ी और सिगार कार्यकर्ता
(ङ) भवन या अन्य निर्माण कार्य
(च) ऑडियो-विजुअल उत्पादन
(छ)अन्य प्रतिष्ठान

(६) . (क) कारखानों के लिए:

अभिनिर्माण प्रक्रिया का विवरण	डाक का पूरा पता और मानचित्र अनुमोदन विवरण के साथ कारखाने की स्थिति	अधिष्ठाता और प्रबंधक का नाम और पता	किसी भी दिन नियोजित किए जाने वाले कर्मकारों की अधिकतम संख्या	हथलित और भण्डारित रसायनों का नाम और उनकी मात्रा
1	2	3	4	5

(ख) वृक्षारोपण के लिए:

वृक्षारोपण का कुल क्षेत्रफल हेक्टेयर में	निदेशकों का पूरा नाम और आवासीय पता (कंपनी के मामले में)	नियोक्ता का नाम और पता	नियोजित किए जाने वाले कर्मकारों की अधिकतम संख्या	हथलित और भण्डारित किये जाने वाले खतरनाक रसायनों, कीटनाशकों, कृमिनाशकों के नाम और उनकी मात्रा
1	2	3	4	5

(ग) मोटर परिवहन उपक्रम के लिए:

मोटर परिवहन सेवा की प्रकृति जैसे शहर सेवा, लंबी दूरी की यात्री सेवा, लंबी दूरी की माल ढुलाई सेवा	मार्गों की कुल संख्या	कुल मार्ग माइलेज	पिछले वर्ष की अंतिम तिथि पर परिवहन वाहनों की कुल संख्या	पिछले वर्ष के दौरान किसी भी दिन नियोजित मोटर परिवहन कर्मकारों की अधिकतम संख्या	नियोक्ता का नाम और पता	निदेशकों का पूरा नाम और आवासीय पता (कंपनी के मामले में)
1	2	3	4	5	6	7

(घ) बीड़ी और सिगार के कार्य के लिए:

नियोक्ता के वित्तीय संसाधन जैसे (चल और अचल संपत्तियों का विवरण और मूल्य, बैंक संदर्भ, आयकर मूल्यांकन आदि)	क्या नियोक्ता व्यापार और व्यापारिक चिह्न अधिनियम, 1958 के अन्तर्गत पंजीकृत ट्रेडमार्क धारक है	उद्योग में नियोक्ता का पिछला अनुभव	पिछले वित्तीय वर्ष के दौरान औद्योगिक परिसर में निर्मित बीड़ी और सिगार या दोनों का मूल्य	क्या औद्योगिक परिसर के लिए प्रस्तावित जगह किसी मौजूदा औद्योगिक परिसर की जगह में परिवर्तन है, और अगर हाँ, तो ऐसे परिवर्तनों के कारण क्या हैं।
1	2	3	4	5

क्या आवेदक द्वारा आवेदन की तिथि से ठीक पहले बारह महीने की अवधि के दौरान किसी औद्योगिक परिसर को बंद कर दिया गया था और यदि हां, तो इसके कारण हैं	तंबाकू प्राप्त करने का स्रोत	आवेदक द्वारा निर्मित बीड़ी या सिगार, या दोनों, को स्वयं या व्यापार और व्यापारिक चिह्न अधिनियम, 1958 के अन्तर्गत पंजीकृत ट्रेडमार्क के मालिक या पंजीकृत उपयोगकर्ता या किसी अन्य व्यक्ति के माध्यम से बेचा और विपणन किया जाएगा	निदेशकों का पूरा नाम और आवासीय पता (कंपनी के मामले में)	किसी भी दिन नियोजित किए जाने वाले कर्मकारों की अधिकतम संख्या
6	7	8	9	10

(ई) भवन और अन्य निर्माण कार्य के लिए:

निर्माण कार्य का प्रकार	कार्य शुरू होने की संभावित अवधि	काम पूरा होने की संभावित अवधि	स्थानीय प्राधिकरण के अनुमोदन का विवरण
1	2	3	4

(च) ऑडियो-विजुअल उत्पादन के लिए:

प्रोडक्शन हाउस के निर्माता/निर्माताओंके नाम और पता	किसी भी दिन नियोजित अधिकतम ऑडियो-विजुअल कर्मकारों की संख्या
1	2

(जी) अन्य प्रतिष्ठान

उद्योग, व्यापार, व्यवसाय या धन्धें का विवरण	डाक का पूरा पता और मानचित्र अनुमोदन विवरण के साथ कारखाने की स्थिति	अधिष्ठाता और प्रबंधक का नाम और पता	किसी भी दिन नियोजित किए जाने वाले कर्मकारों की अधिकतम संख्या	हथलित और भण्डारित किये जाने वाले रसायनों के नाम और उनकी मात्रा
1	2	3	4	5

7. (क) अध्याय XI के भाग- I के अधीन प्रधान नियोक्ता के पंजीकरण के लिए:

1	प्रतिष्ठान का नाम और स्थान
2	प्रतिष्ठान का डाक पता
3	प्रधान नियोक्ता का पूरा नाम और पता (व्यक्तियों के मामले में पिता का नाम प्रस्तुत करें)
4	प्रबंधक या प्रतिष्ठान के पर्यवेक्षण और नियंत्रण के लिए जिम्मेदार व्यक्ति का पूरा नाम और पता

5	प्रतिष्ठान में किए गए कार्य की प्रकृति
6	ठेकेदारों और ठेका कर्मकारों का विवरण: (क) ठेकेदारों के नाम और पते (ख) कार्य की प्रकृति जिसमें ठेका कर्मकारों को नियोजित किया जाता है (ग) प्रत्येक ठेकेदार के माध्यम से किसी भी दिन नियोजित किए जाने वाले ठेका कर्मकारों की अधिकतम संख्या (घ) प्रत्येक ठेकेदार के अधीन प्रत्येक अनुबंध कार्य के शुरू होने की अनुमानित तिथि (ङ) ठेकेदार के अधीन ठेका कर्मकारों के नियोजन की समाप्ति की अनुमानित तिथि (च) जमा किये गये शुल्क का विवरण

मैं घोषणा करता हूँ कि ऊपर दिए गए विवरण मेरी अधिकतम जानकारी और विश्वास के अनुसार सही हैं।

प्रधान नियोक्ता

7.(ख) अनुबंध के काम के लिए:

नाम और पता ठेकेदार	ठेकेदार का ईमेल पता और मोबाइल	काम का नाम और प्रकृति	लगाये गये कर्मकारों की अधिकतम संख्या	कार्य प्रारंभ होने की तिथि/कार्य पूरा होने की संभावित तिथि
1	2	3	4	5

7.(ग) किसी प्रतिष्ठान में नियोजित/नियोजित किए जाने वाले अंतर-राज्यीय प्रवासियों का विवरण:

क्रमांक	नाम	पिता / पति का नाम	स्थायी पता				आधार नंबर	मोबाइल नंबर
			कस्बा/गांव	तहसील	जिला	राज्य		

8. स्वामित्व का प्रकार/क्षेत्र:
9. राष्ट्रीय औद्योगिक वर्गीकरण के अनुसार गतिविधि:
10. चयनित एनआईसी कोड का विवरण:
11. व्यवसाय खोलने की तिथि/प्रारंभ की तिथि:
12. प्रतिष्ठान की पहचान: नियोक्ता/प्रतिनिधि का ई-हस्ताक्षर/डिजिटल संकेत:

13. **नियोक्ता का विवरण:-**

(क) नियोक्ता/अधिष्ठाता/मालिक/एजेंट का नाम और पता:
(ख) पद:
(ग) नियोक्ता के पिता/पति का नाम:
(घ) ईमेल पता, टेलीफोन और मोबाइल नंबर:

14 प्रबंधक/एजेंट विवरण

(क) प्रबंधक/एजेंट या प्रतिष्ठान के पर्यवेक्षण और नियंत्रण के लिए जिम्मेदार व्यक्ति का पूरा नाम और पता
(ख) प्रबंधक/एजेंट का पता:
(ग) ईमेल पता, टेलीफोन और मोबाइल नंबर :

15 अन्य विवरण:

दिनांक: हस्ताक्षर/ई-हस्ताक्षर/डिजिटल

स्थान: नियोक्ता के हस्ताक्षर

प्रपत्र-4

{नियम-5का उप-नियम (7) और नियम 84 देखें}

प्रतिष्ठान और प्रमुख नियोक्ताओं का रजिस्टर

क्रमांक	कार्य की प्रकृति	पंजीकरण संख्या और दिनांक	पंजीकृत प्रतिष्ठान का नाम, पता और स्थान	नियोक्ता/अधिष्ठाता का नाम, पता और संपर्क विवरण	कारखाना प्रबंधक का विवरण (यदि कोई हो)	नियोजित किए जाने वाले कर्मकारों की अधिकतम संख्या
1	2	3	4	5	6	7
	(क) कारखानों (ख) बागान (ग) मोटर परिवहन उपक्रम (घ) बीड़ी और सिगार का काम (ङ) भवन और अन्य निर्माण कार्य (च) ऑडियो-विजुअल निर्माण (छ) संविदा का काम (ज) अंतरराज्यीय प्रवासी कार्य (झ) कोई अन्य कार्य (उपरोक्त श्रेणियों के अन्तर्गत आवर्त नहीं)					

कुल अश्वशक्ति (यदि कोई हो)	ठेकेदारों की कुल संख्या	किसी भी दिन नियोजित किए जाने वाले ठेका कर्मकारों की अधिकतम संख्या	ठेका श्रम लाइसेंस की समाप्ति तिथि	ठेके पर काम करने वाले कर्मकारों की प्रकृति	टिप्पणियां
8	9	10	11	12	13

प्रपत्र-5

{नियम 7 का उप-नियम (1) देखें}

कार्य प्रारंभ करने या समाप्त करने या पूरा करने के लिए सूचना

क- प्रतिष्ठान के प्रारंभ/समाप्ति की सूचना:

(१) पंजीकरण संख्या और प्रतिष्ठान का प्रकार:
(२) प्रतिष्ठान का नाम और पता:-
(३) नियोक्ता का नाम और पदनाम:-
(४) प्रतिष्ठान से संबंधित पत्र जिस पर भेजा जाना है, उसका पूरा पता :-
(५) प्रतिष्ठान के कार्य की प्रकृति :-
(६) नोटिस के मामले में कार्य शुरू करने के लिए कार्य की अनुमानित अवधि {(बीओसीडब्ल्यू से संबंधित प्रतिष्ठान के मामले में)}:-
(७) समाप्ति के मामले में, समाप्ति की तिथि:

मैं/हम एतद्द्वारा सूचित करता हूँ/करतेहैं कि प्रतिष्ठान, जिसका पंजीकरण संख्या ..... दिनांक ....है, का कार्य शुरू होने/बंद होने/पूरा होने की संभवित तिथि.....हैं ।

ख- काम बंद होने की स्थिति में:

मैं/हम एतद्द्वारा प्रमाणित करता हूँ/ करते हैं कि प्रतिष्ठान में कार्यरत कर्मकारों को सभी बकाया राशि का भुगतान कर दिया गया है और परिसर को खतरनाक रसायनों और पदार्थों के भंडारण से मुक्त कर दिया गया है।

नियोक्ता के हस्ताक्षर

सेवा में,
1. पंजीकरण अधिकारी,
.....
2. निरीक्षक-सह-सुविधाप्रदाता,
.....

प्रपत्र-6

{नियम 10 का उप-नियम (1) और नियम 62 का उप-नियम (3), (5) देखें}

उपस्थिति रजिस्टर

कारखाने या विभाग का नाम.....

	कार्य प्रारंभ होने का समय	विश्राम की अवधि				पूरा होने का समय
		से	तक	से	तक	
सोमवार से शुक्रवार शानिवार रविवार रिले के रोटेशन की प्रणाली						

क्रम संख्या	कर्मकारों कोड	कर्मकारों का नाम	पिता का नाम	काम की प्रकृति	विभाग	फॉर्म-13 में दिए गए विवरण के अनुरूप		1ला	2रा	3रा	4 थ	5 वां	6 वां	7 वां	8 वां	9 वां	10 वां	11 वां	12 वां	13 वां
						समूह या रिले	शिफ्ट													
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
महीना.....वर्ष.....																				

14 वां	15 वां	16 वां	17 वां	18 वां	19 वां	20 वां	21 वां	22 वां	23 वां	22 वां	25 वां	26 वां	27 वां	28 वां	29 वां	30 वां	31 वां	काम किए गए दिनों की कुल संख्या	मूल मजदूरी की दर	भत्ते की दर, यदि कोई हो	अतिकाल के कुल घंटे
22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43

अतिकाल की दर	कटौती, यदि कोई हो		अच्छा	भुगतान की गई वास्तविक मजदूरी	श्रमिक द्वारा खोई गई साप्ताहिक छुट्टियों की कुल संख्या	दिनांक जिस पर प्रतिपूरक अवकाश दिया जाएगा	संकेत की टिप्पणियाँ यह दर्शाती हैं कि भुगतान तिथियों के साथ किया गया है
	भविष्य निधि हेतु	अग्रिम हेतु					
44	45	46	47	48	49	50	51

प्रपत्र-7

{नियम 13 के उप-नियम (2) और नियम 77 के उप-नियम (5) और नियम 130 के उप-नियम (3) और नियम 146 के उप-नियम (1) (सी) और नियम 175 के उप-नियम (1), (2) को देखें}

स्वास्थ्य रजिस्टर

चिकित्सा परीक्षा एक योग्य चिकित्सक द्वारा निम्नलिखित प्रोफार्मा के अनुसार आयोजित की जाएगी:

क- जनसांख्यिकी:

प्रश्न	उत्तर	टिप्पणियां
दिनाँक		
कर्मकार का नाम		
आयु		
स्थायी पता		
लिंग		
परिवार के सदस्यों की कुल संख्या		
परिवार की कुल मासिक आय		
क्या कर्मकारों ईएसआई (कर्मकारों राज्य बीमा) मानचित्र के अन्तर्गतहै? यदि हाँ, तो आईपी नंबर प्रदान करें	हाँ/नहीं	
क्या कर्मकारों ईएसआई-मानचित्र के अलावा किसी अन्य स्वास्थ्य मानचित्र के अन्तर्गत है? (यदि हां, तो मानचित्र का नाम प्रदान करें)	हाँ/नहीं	

ख- व्यावसायिक इतिहास:

प्रश्न	उत्तर	टिप्पणियां
वर्तमान पदनाम		
कार्य प्रोफ़ाइल		
वर्तमान कार्य प्रोफ़ाइल में सेवा की अवधि		
कार्य के घंटे प्रति शिफ्ट		
रात की पाली प्रति सप्ताह		
रात की पाली प्रति माह		

ग- चिकित्सा इतिहास की संक्षिप्त समीक्षा: पहले या वर्तमान में उपचार के अन्तर्गत निदान किया गया है या वर्तमान में पीड़ित है

प्रश्न	उत्तर (हां नहीं)	टिप्पणियां
एनीमिया		
पीलिया		
दमा		
सीओपीडी		
किसी अन्य फेफड़ों की बीमारी का इतिहास: (यदि हाँ, तो कृपया निर्दिष्ट करें)		
सिर चकराना/ चक्कर आना		
मधुमेह मेलिटस		

उच्च रक्तचाप		
कोई भी कैंसर (यदि हाँ, तो कृपया कैंसर निर्दिष्ट करें)		
क्रोनिक पीठ दर्द		
हाथ या कोहनी में पुराना दर्द		
अंत्रवृद्धि		
हाइड्रोसील		
वैरिकाज - वेंस		
बवासीर		
काम के दौरान विच्छेदन/फ्रैक्चर/अव्यवस्था की चोट का इतिहास (यदि हां, तो कृपया निर्दिष्ट करें)		
त्वचा रोग (यदि हाँ, तो स्थल निर्दिष्ट करें)		
श्रवण हानि		
दृश्य हानि		
पिछले 1 वर्ष में अस्पताल में भर्ती होने की आवश्यकता वाली कोई भी बड़ी बीमारी (यदि हां, तो बीमारी का नाम)		
पिछले 1 वर्ष में व्यावसायिक चोट: यदि हां, तो चोट और आवृत्ति का स्थान निर्दिष्ट करें		

घ- वर्तमान लक्षण-रोग मॉड्यूल

प्रश्न	उत्तर (हां नहीं)	टिप्पणियां
धूम्रपान की आदत		
तंबाकू या पान मसाला या *गुटखा* चबाना		
शराब की लत		
डर्माटोसिस (अड़चन संपर्क त्वचा की सूजन/एक्जिमा/क्लोरएक्ने/एलर्जी संपर्क त्वचा की सूजन)		
रासायनिक या जैविक तत्वों के कारण आंख/नाक/गले की म्यूकोसल जलन		
शिफ्ट की शुरुआत में सांस लेने में कठिनाई/सीने में जकड़न/सूखी खांसी जैसे लक्षण		
वर्तमान में टीबी से पीड़ित		
पीलिया या हेपेटाइटिस		
वर्तमान में पीठ के निचले हिस्से में दर्द से पीड़ित हैं		
वर्तमान में हाथ या कोहनी में दर्द से पीड़ित हैं		
वर्तमान में दृश्य समस्याओं से पीड़ित हैं		
वर्तमान में सुनने की समस्याओं से पीड़ित हैं		
कोई भी वर्तमान चोट (विच्छेदन/फ्रैक्चर/अव्यवस्था)		
कोई भी वर्तमान मस्कुलोस्केलेटल मोच/खिचांव		

ङ- शारीरिक परीक्षा

प्रश्न	उत्तर (हां/ नहीं)	टिप्पणियां
परीक्षा की तिथि		
त्वचा की सामान्य स्थिति: (यदि कोई त्वचा की सूजन हो, तो इसके स्थान का उल्लेख करें)		

वजन (किलो में)		
ऊंचाई (मीटर में)		
तापमान (°F)		
रक्तचाप		
नाड़ी गति		
एसपीओ2		
श्वसन दर		
महिला-कर्मकारों के स्तन की जांच		

च- जांच रिपोर्ट:

(अ) नियमित रक्त जांच (रिपोर्ट की फोटोकॉपी संलग्न करें)
(ब) रक्त समूहन और आरएच टाइपिंग और एचबी वैद्युतकणसंचलन (जीवन में एक बार)

प्राचल	उत्तर (सामान्य/वृद्धि/कमी)	मूल्य
एचबी%		
कुल WBC गणना और अंतर गणना		
प्लेटलेट काउंट		
ईएसआर		
एफबीएस		
पीपीबीएस		
एचबीए 1 सी स्तर		
बीयूएन		
क्रिएटिनिन		
कुल प्रोटीन		
एल्बुमिन		
ग्लोब्युलिन		
एसजीओटी		
एसजीपीटी		
बिलिरूबिन		
मूत्र आरई		
मूत्र एमई		
प्रोस्टेट विशिष्ट एंटीजन (पीएसए)		

छ- मानक चेस्ट एक्स-रे (पीए) दृश्य (रिपोर्ट की प्रति संलग्न करें):

प्राचल	उत्तर (सामान्य/असामान्य)	मूल्य (यदि कोई महत्व है)
दिनाँक		
रिपोर्ट		

ज- नेत्र परीक्षा: (रिपोर्ट की फोटोकॉपी संलग्न करें)

प्राचल	मूल्य/परिणाम/व्याख्या
दिनाँक	
कॉर्नियल अस्पष्टता/डर, मोतियाबिंद आदि जैसी किसी भी असामान्यता के लिए आंख का दृश्य निरीक्षण।	
दृश्य तीक्ष्णता: दाएँ	

दृश्य तीक्ष्णता: बाएँ	
रंग दृष्टि	
दृष्टि का क्षेत्र	
दूरबीन	
पार्श्व फोरिया	
वर्टिकल फोरिया	
त्रिविम दृष्टि और गहराई धारणा परीक्षण	
फंडस (रेटिना) परीक्षा	

झ- ईसीजी और इकोकार्डियोग्राफी:

ञ- अंतिम रिपोर्ट:

ट- ऊंचाई पर काम करने वाले व्यक्तियों के लिए चिकित्सा फिटनेस परीक्षण (जैसा लागू हो सकता है):

ठ- विस्तृत चिकित्सा इतिहास और दृष्टि, श्रवण, मस्कुलोस्केलेटल सिस्टम, श्वसन प्रणाली, हृदय प्रणाली आदि के लिए परीक्षण सहित गहन सामान्य चिकित्सा परीक्षा (सभी कर्मकारों के लिए लागू के रूप में)

ड- विशेष परीक्षा

ए) कार्डियोवास्कुलर: अनियंत्रित उच्च रक्तचाप या इस्केमिक हृदय रोग एक contraindication होगा। उच्च रक्तचाप और असामान्य ईसीजी निष्कर्षों की उपस्थिति में, कर्मकारों को फिटनेस के लिए हृदय रोग विशेषज्ञ के पास भेजा जाना चाहिए।

बी) भूलभुलैया कार्यों के लिए और स्थिति की भावना के लिए परीक्षण द्विपक्षीय निस्टागमस, रोमबर्ग साइन के लिए नेत्र परीक्षा। द्विपक्षीय निस्टागमस और एक सकारात्मक रोमबर्ग संकेत की उपस्थिति एक पूर्ण contra-संकेत होगा।

सी) न्यूरोलॉजिकल परीक्षा जब्ती विकारों का मूल्यांकन करें: मस्तिष्क और ईईजी का सीटी स्कैन यदि संकेत दिया जाए तो

डी) मधुमेह नियंत्रण स्थिति का आकलन: (मधुमेह मेलिटस से पीड़ित कर्मकारों के मामले में)

ई) फोबिया (एक्रोफोबिया) और किसी भी अन्य मानसिक स्वास्थ्य विकार जैसे चिंता या अवसाद का आकलन

एफ) सिर चकराना और चक्कर आना के लिए मूल्यांकन

ढ- औद्योगिक सुरक्षा अनुभाग के उपयोग के लिए:

एक. 1फीट की ऊंचाई पर एक क्षैतिज पट्टी पर स्वतंत्र रूप से चलना:	उत्तीर्ण /अनुत्तीर्ण
दो. सुरक्षा बेल्ट पहनना और रस्सी की गाँठ बाँधना:	उत्तीर्ण /अनुत्तीर्ण
तीन. बेल्ट पहनकर 9 फीट की ऊंचाई पर एक क्षैतिज संरचना पर चलना:	उत्तीर्ण /अनुत्तीर्ण
चार. सामान्य काया (ठीक है/ठीक नहीं है):	उत्तीर्ण /अनुत्तीर्ण

ण- नियोक्ता और योग्य चिकित्सक द्वारा पारस्परिक रूप से सहमत कोई अन्य सूचना/परीक्षा/जैविक जांच/परीक्षण।

मेडिकल प्रैक्टिशनर/ फैक्टरी मेडिकल ऑफिसर के
हस्ताक्षर, मुहर और पंजीकरण संख्या।

चिकित्सा अधिकारी

प्रपत्र-8

{नियम 13 का उप-नियम (2) और नियम 78 का उप-नियम (2) और नियम 146 का उप-नियम (2) देखें}

फिटनेस का प्रमाण पत्र

क्रम संख्या:-

एक. *मैं प्रमाणित करता हूं कि मैंने व्यक्तिगत रूप से श्री/श्रीमती*..... *का* पुत्र/पुत्री.....निवासी..... .....,आयु लगभग.....वर्ष, *जो* .....के पद पर.....(*प्रक्रिया, विभाग और कारखाना/प्रतिष्ठान) में* नियोजित *है,*की जाँच की है *और यह कि वह, मेरी राय में, उपर्युक्त कारखाने/प्रतिष्ठान में रोजगार के लिए योग्य/अयोग्य है।*

दो. *उसे आगे की जांच के लिए*..... की अवधि के बाद उपस्थित *किया जा सकता है* ।

तीन. *पिछले प्रमाणपत्र का क्रम संख्या है*।

चार. *मैं इस प्रमाण पत्र को तब तक बढ़ाता हूं जब तक* (*यदि प्रमाण पत्र नहीं बढ़ाया जाता है, तो जिस अवधि के लिए* कर्मकार *को काम के लिए अयोग्य माना जाता है, उसका उल्लेख किया जाना चाहिए)*

पाँच. *परीक्षा के दौरान देखे गए संकेत और लक्षण-*

छः. *टिप्पणियाँ/सिफारिशें, यदि कोई हो-*

जांच किए गए व्यक्ति के हस्ताक्षर/बाएं अंगूठे का निशान।	दिनाँक .....

मेडिकल प्रैक्टिशनर/फैक्टरी मेडिकल ऑफिसर के हस्ताक्षर, मुहर और पंजीकरण संख्या।

चिकित्सा अधिकारी
के हस्ताक्षर और मुहर

प्रपत्र-9

(नियम 14 का उप-नियम (1) देखें)

कर्मकारों को नियुक्ति पत्र

(१) प्रतिष्ठान का नाम:
(२) कर्मकारों का नाम:
(३) कर्मकारों की विशिष्ट संख्या या कोड:
(४) पिता का नाम:
(५) आधार संख्या:
(६) प्रतिष्ठान की श्रम पहचान संख्या (LIN):
(७) यूनिवर्सल अकाउंट नंबर (यूएएन)/बीमा संख्या (ईएसआईसी):
(८) पद:
(९) कौशल की श्रेणी:
(१०) कार्यभार ग्रहण की तिथि:
(११) मजदूरी, मूल वेतन और महंगाई भत्ता:
(१२) अन्य भत्ता, आवास भत्ता सहित,जो भी लागू हो:
(१३) उच्च वेतन/उच्च पद प्राप्त करने का अवसर:
(१४) सामाजिक सुरक्षा ईपीएफओ और ईएसआईसी लाभ लागू:
(१५) स्वास्थ्य जांच:
(१६) किए जाने वाले कर्तव्यों की व्यापक प्रकृति:
(१७) कोई अन्य सूचना:

नियोक्ता/अधिष्ठाता/मालिक/प्रतिनिधि/प्रबंधक
के हस्ताक्षर

प्रपत्र-10

{नियम 15 का उपनियम (1), उप-नियम (3), उप-नियम (4) देखें}

दुर्घटनाओं, या खतरनाक घटना की सूचना जिसके परिणामस्वरूप मृत्यु या शारीरिक चोट या विकलांगता होती है

दिनांक.....

सेवा में,

.....

.....

महोदय,

मैं एतद्द्वारा व्यावसायिक सुरक्षा, स्वास्थ्य और कार्य दशाएँ संहिता, 2020 की धारा 10 के अन्तर्गत नोटिस देता हूं कि इस प्रतिष्ठान में नीचे उल्लिखित व्यक्ति को संघातक/असंघातक दुर्घटना हुई:

(१) अधिष्ठाता/नियोक्ता का नाम.....

(२) ईएसआई नियोक्ता के कोड नंबर का पता..... ऐसा परिसर जहां दुर्घटना या खतरनाक घटना हुई हो .....

(३) उद्योग की प्रकृति.....

(४) शाखा या विभाग और सटीक स्थान जहां दुर्घटना या खतरनाक घटना हुई थी.....

(५) घायल व्यक्ति का नाम और पता.....

(क) लिंग.....

(ख) आयु (अंतिम जन्मदिन पर).....

(ग) घायल व्यक्ति का व्यवसाय.....

(६) स्थानीय ईएसआई कार्यालय, जिससे घायल व्यक्ति जुड़ा हुआ है.....

(७) दुर्घटना या खतरनाक घटना की तिथि, शिफ्ट और समय.....

(क) वह समय जिस पर घायल व्यक्ति ने दुर्घटना या खतरनाक घटना के दिन काम शुरू किया था.....

(ख) दुर्घटना या खतरनाक घटना के दिन के लिए उसे पूर्ण या आंशिक मजदूरी देय है या नहीं.....

(८) दुर्घटना या खतरनाक घटना का कारण या प्रकृति.....

(९) दुर्घटना या खतरनाक घटना का कारण:

(क) यदि मशीनरी के कारण होता है.....

I. दुर्घटना या खतरनाक घटना घटित होने के कारणों से सम्बन्धित मशीन और उसके भाग का नाम और विवरण.....

II. बताइए कि क्या उस समय यह यांत्रिक शक्ति द्वारा ले जाया जा रहा था.....

(ख) स्पष्ट रूप से बताएं कि घायल व्यक्ति उस समय क्या कर रहा था.....

(ग) आपकी राय में, दुर्घटना या खतरनाक घटना के समय घायल व्यक्ति था.....

(१) उस पर लागू किसी भी कानून के प्रावधानों का उल्लंघन के कारण, या

(२) *अपने* नियोक्ता द्वारा या उसकी ओर से दिए गए किसी भी आदेश का उल्लंघन के कारण, या

(३) अपने नियोक्ता के निर्देशों के बिना के कारण।

(घ) यदि (ग) के *उत्तर* में *(i), (ii)* या *(iii)* सकारात्मक है, क्या कार्यअधिष्ठाता/ नियोक्ता के व्यापार या व्यवसाय के संबंध में सुरक्षा हासिल करने के उद्देश्य से किया गया था?

(ङ) यदि दुर्घटना या खतरनाक घटना नियोक्ता के परिवहन में यात्रा करते समय घटित हुई है, तो क्या.....

(१) घायल व्यक्ति यात्री के रूप में अपने कार्यस्थल से आने-जाने हेतु यात्रा कर रहा था.....

(२) घायल व्यक्ति अपने नियोक्ता की निहित अनुमति के साथ यात्रा कर रहा था,

(३) परिवहन नियोक्ता या किसी अन्य व्यक्ति द्वारा या उसकी ओर से संचालित किया जा रहा है, जिसके द्वारा यह नियोक्ता के साथ की गई व्यवस्थाओं के अनुसरण में प्रदान किया जाता है, और

(४) सार्वजनिक परिवहन सेवा के सामान्य क्रम में वाहन का संचालन नहीं किया जा रहा है।

(च) यदि आपातकालीन स्थिति मिलने के दौरान दुर्घटना या खतरनाक घटना हुई.....

(१) इसकी प्रकृति.....

(२) क्या दुर्घटना या खतरनाक घटना के समय घायल व्यक्ति को अपने नियोक्ता के व्यापार या व्यवसाय के उद्देश्य से या उस परिसर के बारे में नियोजित किया गया था जिस पर दुर्घटना या खतरनाक घटना हुई थी।

(छ) संक्षेप में वर्णन करें कि दुर्घटना या खतरनाक घटना कैसे हुई।

(ज) गवाहों के नाम और पते : (1) ..... (2) .....

(झ) *(ए)* चोट की प्रकृति और सीमा (जैसे घातक, उंगली का नुकसान, पैर का फ्रैक्चर, सील या खरोंच और सेप्सिस के बाद।

(बी) चोट का स्थान (दाहिना पैर, बायां हाथ या बायां आंख आदि)

(ञ) *(ए)* यदि दुर्घटना या खतरनाक घटना घातक नहीं है, तो बताएं कि क्या घायल व्यक्ति 48 घंटे से अधिक समय तक अक्षम था।

(बी) काम पर लौटने की तिथि और घंटा।

(ट) *(ए)* चिकित्सक, औषधालय या अस्पताल जिससे या जिसमें घायल व्यक्ति ने उपचार प्राप्त किया है।

(ख) घायल व्यक्ति द्वारा चयनित औषधालय/पैनल चिकित्सक का नाम.....

(१) क्या घायल व्यक्ति की मौत हो गई है.....

(२) यदि हां, तो मृत्यु की तिथि.....

मैं प्रमाणित करता हूं कि उक्त सूचना मेरी सर्वोधिक जानकारी और विश्वास के अनुसार, प्रत्येक दृष्टिकोण से सही हैं।

हस्ताक्षर
अधिष्ठाता या प्रबन्धक *का नाम और पदनाम*
नियोक्ता का पता और कोड नंबर

(इस स्थान को निरीक्षक-सह-सुविधाप्रदाता द्वारा पूरा किया जाना है)

प्राप्ति की तिथि

दुर्घटनाओं या खतरनाक घटनाओं की संख्या, कारणों की संख्या, अन्य विवरण (*जैसे* घातक पैर की चोट, हाथ की चोट, आदि)

जांच की तिथि.....
जांच का परिणाम.....

प्रपत्र-11

{नियम 15 का उप-नियम (2) और (4) देखें}

खतरनाक घटना की सूचना

(१) प्रतिष्ठान का नाम और पता.....
(२) अधिष्ठाता/नियोक्ता का नाम.....
(३) प्रबंधक का नाम.....
(४) उद्योग का नाम.....
(५) शाखा या विभाग और सटीक स्थान जहां खतरनाक घटना हुई.....
(६) घटना का दिनांक और घंटे.....
(७) दुर्घटना या खतरनाक घटना की प्रकृति (वास्तव में बताएं कि क्या हुआ था)।
(८) इस खतरनाक घटना से प्रभावित कर्मकारों का विवरण:

क्रमांक	कर्मकारों का नाम	कर्मकारों कोड	पद

मैं प्रमाणित करता हूं कि उक्त सूचना मेरी सर्वोधिक जानकारी और विश्वास के अनुसार, प्रत्येक दृष्टिकोण से सही हैं।

अधिष्ठाता/*नियोक्ता/ प्रबंधक के हस्ताक्षर।*

रिपोर्ट भेजने की तिथि.....

(*यह स्थान निरीक्षक- सह- सुविधाप्रदाता द्वारा पूरा किया जाएगा*)

जिला..... डी.ओ. नहीं..... कारण संख्या.....	प्राप्ति की तिथि..... जांच की तिथि.....
जांच का परिणाम:	

प्रपत्र-12

{नियम 17 देखें}

बीमारी की सूचना

(१) प्रतिष्ठान का नाम और पता:
(२) प्रतिष्ठान की प्रकृति:
(३) रोगी का विवरण:
  (क) रोगी का नाम:
  (ख) आयु और लिंग:
  (ग) रोगी की कार्य संख्या:
  (घ) रोगी का पता:
  (ङ) रोगी का सटीक व्यवसाय:

(४) रोग की प्रकृति जिससे रोगी पीड़ित है:
(५) बीमारी का पता लगने की तिथि:
(६) मेडिकल प्रैक्टिशनर का विवरण:
(७) क्या मामले की सूचना चिकित्सा अधिकारी को दी गई है:

नियोक्ता/ अधिष्ठाता/ प्रबन्धक के हस्ताक्षर

दिनांक:

प्रपत्र-13

{नियम 57 का उप-नियम (2) देखें}

कार्य *की अवधि की सूचना*

प्रवर्तन की तिथि.....

प्रतिष्ठान का नाम जिसके अंतर्गत यह पंजीकृत है/पंजीकृत किए जाने का प्रस्ताव है.....

स्थान..... जिला.....

समूह	प्रत्येक समूह के कार्य की प्रकृति	प्रत्येक समूह में कार्यरत कर्मकारों की संख्या		कर्मकारों का रिले या सेट	कार्य की अवधि या शिफ्ट	प्रत्येक रिले के लिएसभी कर्मकारों के लिए प्रतिदिन कार्य के घंटों की संख्या													
						सोमवार		मंगलवार		बुधवार		गुरूवार		शुक्रवार		शानिवार		रविवार	
		स्थायी	अस्थायी			पुरूष	महिला	पुरूष	महिला	पुरूष	महिला	पुरूष	महिला	पुरूष	महिला	पुरूष	महिला	पुरूष	महिला
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20

प्रत्येक रिले, समूह और नियम के अन्तर्गत निर्धारित विश्राम के *लिए*कार्यप्रारंभ और *समाप्त करने के घंटे (समय).....*

कर्मकार	समूह	प्रत्येक समूह के कार्य का नाम	कर्मकारों के रिले या सेट	कार्य की शिफ्ट या अवधि	कार्य प्रारंभ		विश्राम अंतराल	कार्य समाप्त								
					सोमवार से शुक्रवार	शनिवार	रविवार	से	तक	से	तक	से	तक	सोमवार से शुक्रवार	शनिवार	रविवार
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
पुरूष महिलाएं किशोर																

अनुसूची-II में निर्धारित प्रक्रियाओं के समान अविरल प्रक्रियाओं पर काम करने वाले रिले के संबंध को दर्शाने वाले चार्ट

पहला सप्ताह	दूसरा सप्ताह	तीसरा सप्ताह
सोम, मंगल, बुध, गुरू, शुक्र, शनि, रवि।	सोम, मंगल, बुध, गुरू, शुक्र, शनि, रवि।	सोम, मंगल, बुध, गुरू, शुक्र, शनि, रवि।
शिफ्ट रिले		

कारखाना प्रबंधक के हस्ताक्षर.....

निरीक्षक-सह-सुविधाप्रदाता के हस्ताक्षर.....

कार्य की अवधि की सूचना भरते समय निम्न निर्देशों का पालन किया जाना चाहिए

1. सभी कर्मकारों को उनके कार्य की प्रकृति के अनुसार समूहों में विभाजित करें। प्रत्येक समूह में काम करने वाले कर्मकारों की संख्या दिखाइए।
2. समूहों के लिए *संख्यात्मक (1, 2, 3 और 4, आदि) का प्रयोग कर*ें।
3. प्रत्येक समूह के खिलाफ काम की प्रकृति दिखाएं।
4. समूहों के रिले बनाएं तदनुसार उन्हें I, II, III, आदि के रूप में निर्दिष्ट करें।
5. नोटिस के ऊपरी आधे हिस्से में प्रत्येक रिले या कर्मकारों के सेट के निश्चित *विश्राम अंतराल की अवधि को छोड़कर* दैनिक कार्य घंटे दिखाएं।
6. शिफ्ट और काम की अवधि के लिएअक्षरों, ए, बी, सी, आदि का प्रयोग करें।
7. शिफ्ट को इस तरह से व्यवस्थित न करें कि एक से अधिक कर्मकारों के रिलेएक ही समय में एक ही तरह के काम में लगे हुए हों क्योंकि ओवरलैपिंग शिफ्ट निषिद्ध हैं ।
8. कर्मकारों के लिए काम की अवधि को इस तरह से व्यवस्थित करें कि किसी भी वयस्क कर्मकारों को किसी भी दिन में 8 घंटे से अधिक काम करने की आवश्यकता न हो और कोई भी कर्मकार कम से कम आधे घंटे केविश्राम अंतराल से पहले 5 घंटे से अधिक काम न करे
9. काम के घंटों को इस तरह से व्यवस्थित करें कि कर्मकारों के साप्ताहिक घंटे सप्ताह में 48 घंटे से अधिक न हों। वयस्क कर्मकारों के काम की अवधि को इस तरह से व्यवस्थित करें कि *विश्राम अंतराल* सहित विस्तृति 10-1/2 घंटे से अधिक न हों .
10. प्रत्येक नोटिस के फुट-नोट में प्रत्येक रिले या कर्मकारों के सेट के लिए साप्ताहिक अवकाश दिखाएं।
11. इसे लागू किए जाने के दिन से पहले अधिकार क्षेत्र वाले इंस्पेक्टर-सह-सुविधाप्रदाता को डुप्लिकेट में काम करने की अवधि की सूचना प्रस्तुत करें । यदि कार्य प्रणाली में कोई परिवर्तन होता है, तो काम की अवधि की संशोधित सूचना प्रस्तुत की जाएगी [धारा 31]

चार्ट भरने के लिए विशेष निर्देश जो केवल निरंतर प्रक्रिया पर काम करने वाले रिले के मामलों में या क्रमिक अवधि में काम करने वाले कर्मकारों के सेटों में उपयोग किया जाना है।

I. *नोटिस के ऊपरी आधे हिस्से मेंनिरंतर प्रक्रियाओं पर वयस्क कर्मकारों के*विश्राम अंतराल सहितकार्य की अवधि दिखाएं ।

प्रपत्र--14

{नियम 59 का उप-नियम (1) देखें}

अवकाश पुस्तिका

प्रतिष्ठान का नाम .....

क्रम संख्या:-..... विभाग.....कर्मकारों के रजिस्टर में क्रमांक या कोड..... सेवा में प्रवेश की तिथि:-.....	नाम:- पिता का नाम:-..... किए गये भुगतान की तिथि और धनराशि:- ..... देय अवकाश के बदले में:-.....

1	कैलेंडर वर्ष सेवा	
2	भुगतान किया गया वेतन..... से.....तक	
3	मजदूरी अवधि के दौरान अर्जित मजदूरी	
4	किए गए कार्य के दिनों की संख्या	कैलेंडर वर्ष के दौरान काम किए गए दिनों की संख्या
5	छंटनी के दिनों की संख्या	
6	मातृत्व अवकाश के दिनों की संख्या	
7	उपभोग किये गये अवकाश के दिनों की संख्या	
8	स्तंभों संख्या 4 से 7 तक का योग	
9	पिछले वर्ष के सापेक्ष अवशेष अवकाश	क्रेडिट हेतु अवकाश
10	स्तम्भ-1 में वर्णित वर्ष के दौरान अर्जित अवकाश	
11	स्तम्भ9 और 10 का योग	
12	क्या धारा 32 के अन्तर्गत मानचित्र के अनुसार अवकाशअस्वीकार किया गया	
13	उपभोग किया गया अवकाश.....से.....तक	
14	क्रेडिट हेतु अवशेष अवकाश	
15	मजदूरी की सामान्य दर	
	टिप्पणियाँ यदि कोई हो	

<u>प्रपत्र--15</u>

{नियम 60 देखें}

मजदूरी सहित अवकाश पंजिका

प्रतिष्ठान का नाम .....

क्रम संख्या:-..... विभाग:- .....कर्मकारों के रजिस्टर क्रमांक या कोड.:-..... सेवा में प्रवेश की तिथि:-.....	नाम:- ..... पिता का नाम:- ..... देय अवकाश के बदले में किए गए भुगतान की तिथि और धनराशि:-.....

1	**कैलेंडर वर्ष सेवा**	
2	**भुगतान किया गया वेतन.....से.....तक**	
3	**मजदूरी अवधि के दौरान अर्जित की गयी मजदूरी**	
4	**कार्य किये गये दिनों की संख्या**	कैलेंडर वर्ष के दौरान काम किए गए दिनों की संख्या
5	**छंटनी के दिनों की संख्या**	
6	**मातृत्व अवकाश के दिनों की संख्या**	
7	**उपभोग किये गये अवकाश के दिनों की संख्या**	
8	**स्तंभ 4 से 7 तक का योग**	
9	**गत वर्ष के सापेक्ष अवशेष अवकाश**	क्रेडिट हेतु अवकाश
10	स्तम्भ-1 में वर्णित वर्ष के दौरान अर्जित अवकाश	
11	**कॉलम 9 और 10 का योग**	
12	क्या धारा 32 के अन्तर्गत मानचित्र के अनुसार अवकाशअस्वीकार किया गया	
13	उपभोग किया गया अवकाश.....से.....तक	
14	क्रेडिट हेतु अवशेष अवकाश	
15	मजदूरी की सामान्य दर	
16	**टिप्पणियां**	

दिनांक: नियोक्ता या उसके द्वारा अधिकृत व्यक्ति के हस्ताक्षर

प्रपत्र- 16

{नियम 63 देखें}

दुर्घटनाओं और खतरनाक घटनाओं की पंजिका

क्रम संख्या	निरीक्षक-सह-सुविधाप्रदाता को फॉर्म-10/11 में रिपोर्ट की तिथि (और बीमा प्राधिकारियों को नोटिस)	रिपोर्ट और नोटिस का समय	घायल व्यक्ति का नाम और पता	लिंग	उम्र	बीमा सं.
1	2	3	4	5	6	7

शिफ्ट, विभाग और कर्मकार का व्यवसाय	चोट या खतरनाक घटना का विवरण					
	दिनाँक	समय	स्थान	चोट या खतरनाक घटनाओं का कारण	चोट या खतरनाक घटनाओं की प्रकृति	चोट के समय घायल व्यक्ति वास्तव में क्या कर रहा था
8	9	10	11	12	13	14

नोटिस देने वाले व्यक्ति का नाम, व्यवसाय, पता और हस्ताक्षर या अंगूठे का निशान	प्रविष्टि करने वाले व्यक्ति के हस्ताक्षर और पदनाम	दो गवाहों का नाम, पता और व्यवसाय	घायल व्यक्ति के काम पर लौटने की तिथि	राज्य बीमा स्थानीय कार्यालय का नाम जिससे घायल व्यक्ति जुड़ा हुआ है	टिप्पणी, यदि कोई हो
15	16	17	18	19	20

<u>प्रपत्र-17</u>

{नियम 65 का उप-नियम (ए) देखें}

वार्षिक रिटर्न

31 दिसंबर, 20 को समाप्त होने वाला वर्ष...

(१) मुख्य निरीक्षक-सह-सुविधाप्रदाता/पंजीकरण अधिकारी द्वारा जारी लाइसेंस संख्या .....
(२) कारखाने/प्रतिष्ठान का नाम: -.....
(३) अधिष्ठाता/नियोक्ता का नाम:-.....
(४) प्रबंधक का नाम..... कबसे.....
(५) जिला:-.....
(६) डाक पता, ईमेल-पता और मोबाइल नंबर.....
(७) प्रतिष्ठान/उद्योग की प्रकृति (गैर-खतरनाक/खतरनाक/अति-खतरनाक).....
(८) प्रतिष्ठान का मुख्य कार्य/उत्पाद.....
(९) रोजगार का विवरण:

I. दैनिक नियोजित किये जाने वालेकर्मकारोंकी औसत संख्या.....
II. दैनिक नियोजित किये जाने वालेकर्मकारों की औसत संख्या [धारा 2(1)(zzl)] .....

औसत दैनिक संख्या की गणना कार्य दिवसों पर उपस्थिति के कुल योग को वर्ष में कार्य दिवसों की संख्या से विभाजित करके की जानी चाहिए। [उपस्थिति की गणना में (1) एक कार्य दिवस पर अपने निर्धारित कार्य घंटों के आधे से भी कम के लिए एक कर्मकार की उपस्थिति होगी तो उसे अनुपस्थित कर दिया जायेगा, और एक कार्य दिवस पर अपने निर्धारित कार्य घंटों के आधे या उससे अधिक के लिए उपस्थिति को पूर्ण उपस्थिति के रूप में माना जाएगा (2) अस्थायी और स्थायी दोनों कर्मकारों की उपस्थिति की गणना की जाएगी। अलग-अलग शिफ्ट (जैसे रात और दिन की शिफ्ट) पर उपस्थिति को अलग से गिना जाना चाहिए। जिन दिनों पर कारखाना बंद था, चाहे किसी भी कारण से और जिन दिनों पर विनिर्माण प्रक्रिया नहीं की गई थी, उन्हें कार्य दिवसों के रूप में नहीं माना जाना चाहिए।

	सीधे नियोक्ता द्वारा नियोजित कर्मकार	सीधे ठेकेदार द्वारा नियोजित कर्मकार	कुल औसत	<u>प्रशिक्षुओं की संख्या</u>	<u>"अन्य प्रशिक्षुओं" की संख्या</u>
पुरूष					
महिलाएं					
किशोर					
कुल					

(१०) नाम, पता और ईमेल- ठेकेदार का पता.....
(११) कार्य के घंटे:
(अ) प्रति सप्ताह कार्य के सामान्य घंटे
पुरुष कर्मकार.....
महिला कर्मकार.....
अन्य प्रशिक्षु.....
(आ) धारा 25 के अन्तर्गत कुल सामान्य कार्य के मानव घंटे.....
(स्पष्टीकरण; मानव घंटे में कर्मकारों द्वारा किया गया कार्य शामिल है)
(१२) वर्ष में कार्य किए गए दिनों की संख्या.....
(१३) कर्मकारों को अंतराल के लिए क्या विश्राम दिया गया था (आधा घंटा या एक घंटा या दो घंटे या अन्य) .....
(१४) क्या सप्ताह के पहले दिन को साप्ताहिक अवकाश के रूप में प्रतिस्थापित किया गया था? .....ऐसी संख्या.....
(१५) क्या कारखाना या कारखाना का हिस्सा अनुसूची-II (कार्य के वर्ग का विवरण) के अन्तर्गत अविरल प्रक्रिया में लगा हुआ है.....
(१६) अतिकाल (धारा 27):
धारा 27 के अन्तर्गत नियत अवधि के दौरान कार्य के कुल मानव घंटे.....
(१७) एक शिफ्ट या उसके भाग में लगी महिला कर्मकारों की औसत संख्या (शाम 7 बजे से सुबह 6 बजे के बीच)
(क) शाम 7 बजे से रात 10 बजे के बीच.....
(ख) रात 10 बजे से सुबह 6 बजे तक.....

(१८) प्रतिकर अवकाश

(एक) संहिता की धारा 26 से छूट प्राप्त कर्मकारों की संख्या.....

(दो) छुट्टियां प्राप्त करने वाले कर्मकारों की संख्या -

(क) उसी महीने.....

(ख) अगले महीने.....

(ग) तीसरा महीना.....

19. *अवकाश सहित मजदूरी (धारा 32):*

(क) वर्ष के दौरान कुल कितने नियोजित व्यक्तियों की संख्या.....

(ख) उन व्यक्तियों की संख्या जो उस वर्ष से पहले के वर्ष के दौरान मजदूरी के साथ अवकाश के पात्र हैं जिसके लिए यह

विवरणी प्रस्तुत की गई है.....

(ग) उस वर्ष, जिसके लिए यह विवरणी प्रस्तुत की गई है, के दौरान मजदूरी के साथ अवकाश के पात्र व्यक्तियों की संख्या .....

(घ) गत वर्ष के दौरान जिन व्यक्तियों को अवकाश दिया गया, उनकी संख्या.....

(ङ) उन व्यक्तियों की संख्या जिन्हें वर्ष, जिसके लिए विवरणी प्रस्तुत की गई, के दौरान अवकाश दिया गया.....

(च)(i) वर्ष के दौरान सेवा से अवकाश दिए गए अथवा बर्खास्त किए गए कर्मकारों की कुल संख्या.....

(ii) जिन बर्खास्त कर्मकारों को अवकाश के बदले मजदूरी का भुगतान किया गया, उनकी संख्या.....

(iii) अवकाश के बदले में भुगतान की गई मजदूरी की कुल धनराशि.....

(iv) ऐसे कर्मकारों की संख्या, जिन्होंने अपनी मर्जी से सेवाएं त्याग दी हो.....

(छ) उन व्यक्तियों की संख्या जिन्होंने उस वर्ष के दौरान स्वीकृत अवकाश न लेने हेतु सूचना दी.....

20. *(i)* वर्ष के दौरान अनैच्छिक बेरोजगारी के दिनों की कुल संख्या.....

(ii) बेरोजगार कर्मकारों की संख्या.....

21. क्या कारखाना अंतर्गत आता है-

(i) धारा 2(1)(za).....

(ii) धारा 82.....

(iii) धारा 80.....

22. एक कारखाने या भवन और अन्य निर्माण कार्य में खतरनाक संचालन या खतरनाक प्रक्रिया में कार्यरत कर्मकारों की औसत दैनिक संख्या.....

23. (i) धारा-22 के अन्तर्गत नियोजित सुरक्षा अधिकारी की संख्या.....

(ii) मुख्य सुरक्षा अधिकारी का नाम और ई-मेल पता.....

(iii) सुरक्षा समिति के सचिव का नाम.....

24. क्या धारा 24(2)(iv) के अन्तर्गत कल्याण अधिकारी की नियुक्ति की गई है.....

25. क्या धारा 24(1)(v) और उसके अन्तर्गत नियम के अनुपालन में कैंटीन की सुविधा प्रदत्त है.....

क्या कैंटीन की सुविधा प्रदत्त है-								
पका हुआ भोजनऔर जलपान, *आदि।*	पका हुआ भोजन केवल	जलपान और केवल चाय	केवल चाय	कैंटीन को संरक्षण देने वाले कर्मकारों की अनुमानित संख्या (दैनिक)	क्या प्रभार लागत मूल्य से कम लगाया जाता है, यदि हां, तो लागत मूल्य से कम पर दिये गये पदार्थ का विवरण दे	नियोक्ता द्वारा वहन किए गए व्यय का प्रतिशत (मदों के बारे में विवरण, यदि कोई हो, और सब्सिडी दी गई धनराशि का विवरण)	कैंटीन का प्रबंधन कैसे किया जाता है	सामान्य टिप्पणियाँ
1	2	3	4	5	6	7	8	9

*(*बिंदु 25)-*

1. यदि विवरण देने के लिए कॉलम अपर्याप्त हैं, तो एक अलग शीट संलग्न की जा सकती है और विस्तृत सूचना प्रस्तुत की जा सकती है।

2. कॉलम के खिलाफ "शून्य" दर्ज करें जो आपके कारखाने पर लागू नहीं है।

26. क्रेच (सामान्यतः 50 से अधिक कर्मकारों के नियोजन वाले प्रतिष्ठान के लिए)

क्या धारा 24(3) और उसमें बनाए गए नियम के उपबंधों के अनुपालन में क्रेच रूम उपलब्ध कराया गया है/व्यवस्थित किया गया है: .....

[विवरण प्रदान करें, एक अलग शीट संलग्न की जा सकती है]

27. आश्रय, विश्राम कक्ष या दोपहर के भोजन के कमरे (सामान्यतः पर 50 से अधिक नियोजन वाले प्रतिष्ठान के लिए) क्या कैंटीन के अलावा धारा 24(2)(iii) और उसमें बनाए गए नियम के अनुपालन में आश्रय, विश्राम-कक्ष या दोपहर का भोजन कक्ष प्रदान किया गया है? [विवरण दे, एक अलग शीट संलग्न की जा सकती है]

आश्रय, विश्राम कक्ष या दोपहर के भोजन के कमरे के कर्मकारों की औसत दैनिक उपस्थिति	पीने के पानी के लिए दी जाने वाली सुविधाओं का विवरण	उपलब्ध कराए गए आवास, फर्नीचर और अन्य उपकरणों का विवरण	सामान्य टिप्पणियाँ
1	2	3	4

28. दुर्घटनाएं

"संघातक और असंघातक दुर्घटनाएं"

1			2	3	4					
वर्ष के दौरान घटित दुर्घटनाओं या खतरनाक घटनाओं की कुल संख्या			मृत व्यक्तियों की संख्या	घायलों की संख्या	वर्ष के दौरान होने वाली असंघातक दुर्घटनाएं, जिनमें कर्मकार काम पर लौट आए					
					वर्ष के दौरान होने वाली			गत वर्ष के दौरान होने वाली		
संघातक	असंघातक	चोट रहित खतरनाक घटनाएं			दुर्घटनाओं की संख्या	घायलों की संख्या	अनुपस्थिति के कारण व्यर्थ हुए मानव दिवसों की संख्या	दुर्घटनाओं की संख्या	घायलों की संख्या	अनुपस्थिति के कारण व्यर्थ हुए मानव दिवसों की संख्या

इस विवरणी अवधि से गत वर्ष के दौरान घटित संघातक दुर्घटनाओं की संख्या.....

मैं/हम प्रमाणित करता हूँ/करते हैं कि मेरे द्वारा दी गई सूचना मेरे सर्वोत्तम जानकारी के अनुसार सत्य और सही है।

प्रत्येक प्रतिष्ठान का नियोक्ता प्रत्येक वर्ष 31 जनवरी को या उससे पहले अधिकार क्षेत्र वाले निरीक्षक-सह-सुविधाप्रदाता को इसके लिए निर्धारित प्रपत्र में एक वार्षिक रिटर्न प्रस्तुत करेगा।

प्रबंधक के हस्ताक्षर..... *दिनांक.....*	*नियोक्ता के हस्ताक्षर.....*

प्रपत्र-18

(नियम 65 का उप-नियम (बी) देखें)

अर्धवार्षिक रिटर्न

..... समाप्त होने की अवधि 30 जून, 20...../

1. मुख्य निरीक्षक-सह-सुविधाप्रदाता द्वारा जारी लाइसेंस संख्या.....
2. कारखाने का नाम.....
3. अधिष्ठाता का नाम.....
4. प्रबंधक का नाम..... दिनाँक.....से
5. जिला.....
6. डाक पता, ईमेल-पता और मोबाइल नंबर.....
7. उद्योग की प्रकृति (खतरनाक/अति-खतरनाक).....
8. कारखाने का मुख्य उत्पाद.....
9. (i) प्रतिदिन कार्यरत कर्मकारों की औसत संख्या.....
   (ii) प्रतिदिन नियोजित कर्मकारों की औसत संख्या [धारा 2(1)(zzl).....

औसत दैनिक संख्या की गणना कार्य दिवसों पर उपस्थिति के कुल योग को वर्ष में कार्य दिवसों की संख्या से विभाजित करके की जानी चाहिए। [उपस्थिति की गणना में (1) एक कार्य दिवस पर अपने निर्धारित कार्य घंटों के आधे से भी कम के लिए एक कर्मकारों की उपस्थिति को छोड़ दिया जाएगा, और एक कार्य दिवस पर उसके निर्धारित कार्य घंटों के आधे या उससे अधिक के लिए उपस्थिति पर पूर्ण उपस्थिति के रूप में माना जायेगा (2) अस्थायी और स्थायी दोनों कर्मकारों की उपस्थिति की गणना की जाएगी। अलग-अलग शिफ्ट (जैसे रात और दिन की शिफ्ट) पर उपस्थिति को अलग से गिना जाना चाहिए। जिन दिनों पर कारखाना बंद था, चाहे किसी भी कारण से और जिन दिनों पर विनिर्माण प्रक्रिया नहीं की गई थी, उन्हें कार्य दिवसों के रूप में नहीं माना जाना चाहिए।

	अधिष्ठाता द्वारा सीधे नियोजित कर्मकारों की संख्या	ठेकेदार द्वारा सीधे नियोजित कर्मकारों	कुल औसत	प्रशिक्षुओं की संख्या	"अन्य प्रशिक्षुओं" की संख्या
पुरूष					
महिलाएं					
किशोर					
कुल					

10. ठेकेदार का नाम, पता और ईमेल.....
11. इस अवधि में कार्य किये गये दिनों की संख्या.....
12. इस अवधि के दौरान संघातक दुर्घटनाओं या मृतकों की संख्या.....
13. वर्ष.....के दौरान लेखा परीक्षा का माह
14. यदि लेखापरीक्षा में की गई सिफारिशों का अनुपालन किया गया है (हां/नहीं) .....

मैं/हम, प्रमाणित करता हूँ/ करते हैं कि मेरे द्वारा ऊपर दी गई सूचना मेरे / हमारे सर्वोत्तम जानकारी के अनुसार सत्य और सही है।

....

नियोक्ता के हस्ताक्षर *प्रबंधक के हस्ताक्षर*

प्रपत्र-19

{*नियम*-67 *का उप-नियम* (2) *देखें*}

नामांकन फॉर्म

यह नामांकन ..... (तिथि) ..... (माह) ..... (वर्ष) पर किया जा रहा है ।

मैं,..... .....

पुत्र/पुत्री.....श्री..... जो मेरे.....(सम्बन्ध) हैं, को कार्य से पूर्व या कार्य के दौरान मेरी मृत्यु की स्थिति में मेरे अवकाश सहित वेतन की शेष राशि, जिसका मुझे भुगतान नहीं हुआ है, प्राप्त करने हेतु नामित करता हूँ ।

साक्षी:

(एक)

हस्ताक्षर-

नाम-

पता-

पहचान प्रमाण संख्या-

(दो)

हस्ताक्षर-

नाम-

पता-

पहचान प्रमाण संख्या-

कर्मकार के हस्ताक्षर और पता

प्रपत्र-20
{नियम 71 का उप-नियम (4) देखें}

सुधारात्मक सूचना

सुधार के लिए नियंत्रक-सह-सुविधाप्रदाता द्वारा नियोक्ता/प्रतिष्ठान को नोटिस

सेवा में,
अधिष्ठाता/नियोजक,
.....
.....

अधोहस्ताक्षरी द्वारा.....में स्थापित आपके प्रतिष्ठान का दिनाँक.....को निरीक्षण किया था और निरीक्षण के दौरान, अधोहस्ताक्षरी द्वारा संहिता के प्रावधानों, उसके अन्तर्गत निर्मित नियमों/ विनियमों के कतिपय उल्लंघन पाए गए थे, जिनका अनुपालन किये जाने की आवश्कता है ।

प्रतिष्ठान का नाम और पता	कार्य स्थल का स्थान जहां इस तरह के कार्य को किया जा रहा है	प्रतिष्ठान की पंजीकरण संख्या	निहित क्रियाकलाप
1	2	3	4

उपर्युक्त प्रतिष्ठान का निरीक्षण .....को किया गया था, निम्नलिखित उल्लंघन पाये गए थे-

एक. .....
दो. .....
तीन. .....
चार. .....

आपको इस नोटिस को प्राप्त करने की तिथि से 15 दिनों के अन्दर उपरोक्त उल्लंघनों का अनुपालन सुनिश्चित करते हुए लिखित रूप में अनुपालन आख्या इस कार्यालय को भेजनी होगी ।

यह नोटिस किसी भी कानूनी कार्रवाई के पूर्वाग्रह के बिना जारी किया जा रहा है जो इन उल्लंघनों के लिए आपकी ओर से प्रतिष्ठान की आवश्यकताओं के अनुरूप अनुपालन की सूचना पर पुनः कारखानें का भ्रमण किये जायेगा एवं तत्पश्चात निरीक्षण पूर्ण होगा ।
आदेश सं. .....

दिनाँक.....
स्थान.....

निरीक्षक कम सुविधा-प्रदाता
(व्यावसायिक सुरक्षा, स्वास्थ्य एवं कार्य दशाएँ
संहिता, 2020 के अन्तर्गत)

किए गए सुधारों एवं उपायों के पुनः निरीक्षण हेतु अधिष्ठाता/ नियोजक द्वारा संबंधित निरीक्षक-सह-सुविधाप्रदाता से अनुरोध

उपरोक्त सभी या किसी भी उल्लंघन के अनुपालन पर, निरीक्षक-सह-सुविधाप्रदाता को निर्धारित तिथि एवं स्थान के बारे में सूचित किया जाएगा जिस पर प्रतिष्ठान का पुन: निरीक्षण किया जा सकता है।

सेवा में,
निरीक्षक-सह-सुविधाप्रदाता
.....

.....

महोदय,
आपके द्वारा अधिसूचित उल्लंघन पर प्रभावी ढंग से अनुपालन किया गया है। प्रतिष्ठान नीचे उल्लिखित तिथि और स्थान पर निरीक्षण के लिए तैयार होगा:

निरीक्षण की प्रस्तावित तिथि: .....
निरीक्षण का प्रस्तावित स्थान: .....

किए गए अनुपालन का संक्षिप्त विवरण: .....

दिनांकित .... का दिन 20.....

अधिष्ठाता/ नियोक्ता के हस्ताक्षर और
मुहर,

प्रपत्र- 21

{नियम 74 का उप-नियम (6) देखें}

थर्ड पार्टी ऑडिटर की मान्यता या नवीनीकरण के लिए आवेदन पत्र (व्यक्तियों द्वारा भरा जाना है)

(१) नाम:
(२) पिता / पति का नाम:
(३) जन्म तिथि और आयु:
(४) स्थायी पता:
(५) पता :
- (क) पत्राचार-
- (ख) दूरभाष संख्या :
- (ग) मोबाइल नं. :
- (घ) फैक्स :
- (ङ) ई-मेल :

(६) शैक्षिक योग्यता: (प्रमाणित प्रतियां संलग्न करें)
[Sr.No/ डिग्री/डिप्लोमा कॉलेज/संस्थान/विश्वविद्यालय पूरा होने का वर्ष]

(७) आवेदक की नवीनतम तस्वीर पर हस्ताक्षर किए गए हैं।
(८) सुरक्षा में तकनीकी योग्यता (प्रमाणित प्रतियां संलग्न करें)
[सीनियर नंबर/डिग्री/डिप्लोमा कॉलेज/संस्थान/विश्वविद्यालय पूरा होने का वर्ष]

(९) कार्य अनुभव (प्रमाणित प्रतियां संलग्न करें)
[क्रम संख्या/रोजगार तिथि/नियोक्ता का नाम और पता/पदनाम/कार्य की प्रकृति/से]

(१०) मान्यता के नवीनीकरण के लिए।
प्रमाणपत्र संख्या। और तिथि:

घोषणा

मैंने एतद्द्वारा घोषणा की कि,

(क) थर्ड पार्टी ऑडिटर के रूप में मेरी मान्यता को पूर्व में राज्य सरकार द्वारा वापस या निरस्त नहीं किया गया था;
(ख) थर्ड पार्टी ऑडिटर के रूप में मेरी मान्यता को पूर्व में वापस या निरस्त कर दिया गया था, और इसका विवरण इस प्रकार है: -

निरसन या निरस्त करने की तिथि
आदेश संख्या और दिनांक:
अवधि.....से.....तक

नोट.- यदि मान्यता को पूर्व में दो बार वापस या निरस्त कर दिया गया था, तो तीसरे पक्ष के लेखा परीक्षक मान्यता के लिए पात्र नहीं है।

(ग) मैंने पिछले दो वर्षों में तीन या तीन से अधिक लेखा परीक्षाएं की हैं, कारखाने का नाम, पता और लेखा परीक्षा की तिथि दर्शाने वाली सूची संलग्न है।
(घ) मैं, ---------- एतद्द्वारा घोषणा करता हूं कि ऊपर दी गई सूचना मेरी सूचना के अनुसार सही है।

मैं, ... वचन देता हूँ कि:

I. सुविधाओं को अच्छी दशा में रखूँगा और
II. मान्यता प्रमाण पत्र में निर्धारित शर्तों, यदि कोई हो, को पूरा करूंगा और उनका पालन करें।

दिनांक: आवेदक के हस्ताक्षर
स्थान: पूरा नाम:

<u>प्रपत्र-22</u>

{नियम 74 का उप-नियम (6) देखें}

किसी संस्था को थर्ड पार्टी ऑडिटर के रूप में मान्यता या नवीनीकरण के लिए आवेदन का प्रपत्र

(१) संस्था का नाम और पूरा पता:
(२) संस्था की स्थिति (निर्दिष्ट करें कि सरकारी, स्वायत्त, सहकारी, कॉर्पोरेट या निजी) पंजीकरण संख्या सहित:
(३) संस्था का पत्राचार विवरण:
  (क) संस्थान के प्रमुख का नाम
  (ख) फोन/मोबाइल नं.
  (ग) ई-मेल पता
  (घ) फैक्स
(४) क्या इस राज्य या किसी अन्य राज्य द्वारा संस्था को थर्ड पार्टी ऑडिटर के रूप घोषित किया गया है? यदि हां, तो विवरण दें।
(५) इस प्रार्थना पत्र के साथ संलग्नक के रूप में कम से कम तीन नियोजित व्यक्तियों का बायोडाटा संलग्न करें:
(६) कोई अन्य प्रासंगिक सूचना
(७) प्रमाणपत्र संख्या। (नवीनीकरण के मामले में)

घोषणा

मैं एतद्द्वारा घोषणा करता हूं कि,-

(अ) थर्ड पार्टी ऑडिटर के रूप में संस्था की मान्यता को पूर्व में राज्य सरकार द्वारा वापस या निरस्त नहीं किया गया था;
(आ) थर्ड पार्टी ऑडिटर के रूप में संस्था की मान्यता को पूर्व में वापस या निरस्त कर दिया गया था, इसका विवरण इस प्रकार है:

  निरसन या निरस्त करने की तिथि
  आदेश संख्या और दिनांक:
  अवधि.....से.....तक
  नोट.- यदि मान्यता को पूर्व में दो बार वापस या निरस्त कर दिया गया था, तो संस्था मान्यता के लिए पात्र नहीं है।
(इ) संस्था ने पिछले दो वर्षों में तीन या तीन से अधिक ऑडिट किए हैं, नाम, कारखाने का पता और ऑडिट की तिथि दिखाने वाली सूची इसके साथ संलग्न है।
(ई) मैं, ... एतद्द्वारा घोषणा करता हूँ कि जिन व्यक्तियों का बायोडाटा आवेदन के साथ संलग्न है, वे इस संस्था के कर्मकार हैं जिनके नियुक्ति पत्र की प्रतियां इसके साथ संलग्न हैं।
(उ) मैं..... एतद्द्वारा घोषणा करता हूं कि ---------- (संस्था का नाम) के लिए ऊपर दी गई सूचना मेरी जानकारी के अनुसार सही है।
(ऊ) मैं, ... वचन देता हूँ कि-
  (एक) यदि नियोजित व्यक्ति जिसके आधार पर यह मान्यता प्राप्त की गई थी, नियोजन छोड़ देता है तो राज्य सरकार और मुख्य निरीक्षक-सह-सुविधाप्रदाता को तत्काल सूचित करूंगा।
  (दो) सुविधाओं को अच्छी दशा में बनाए रखूंगा,
  (तीन) मान्यता प्रमाण पत्र में निर्धारित सभी शर्तों को पूरा करूंगा और उनका पालन करूंगा ।

संस्था के प्रमुख के हस्ताक्षर
पद.....

दिनांक:
स्थान:

परिशिष्ट:

नियोजित व्यक्तियों की व्यक्तिगत सूचना:

(१) नाम:
(२) पिता / पति का नाम:
(३) जन्म तिथि और आयु:
(४) स्थायी पता:
(५) पत्राचार के लिए पता:
(६) टेलीफोन नंबर:
(७) मोबाइल नं.:
(८) फैक्स :
(९) ई-मेल :
(१०) शैक्षिक योग्यता: (प्रमाणित प्रतियां संलग्न करें)

[सीनियर नंबर/डिग्री/डिप्लोमा कॉलेज/संस्थान/विश्वविद्यालय पूरा होने का वर्ष नवीनतम फोटोग्राफ पर हस्ताक्षरित।

(११) सुरक्षा में तकनीकी योग्यता (प्रमाणित प्रतियां संलग्न करें)

[सीनियर नंबर/डिग्री/डिप्लोमा कॉलेज/संस्थान/विश्वविद्यालय/पूरा होने का वर्ष]

(१२) कार्य अनुभव (प्रमाणित प्रतियां संलग्न करें)

[क्रम संख्या/रोजगार तिथि का नाम और पता/पदनाम/कार्य की प्रकृति, से---------- से----------]

घोषणा

मैं, ... एतद्द्वारा घोषणा करता हूँ कि इस अनुलग्नक में दी गई सभी सूचना मेरी जानकारी के अनुसार सत्य और सही है। यदि मान्यता प्राप्त होती है, तो मैं थर्ड पार्टी ऑडिटर के रूप में अपने कर्तव्यों के निर्वहन में व्यावसायिक नैतिकता के उच्च मानक का पालन करने और बनाए रखने के लिए सहमत हूं।

आवेदक के हस्ताक्षर:.....

पूरा नाम :.....

तिथि :

स्थान :

<u>प्रपत्र--23</u>

{उप-नियम (9) नियम 74 देखें}

थर्ड पार्टी ऑडिटर के रूप में मान्यता / मान्यता के नवीनीकरण का प्रमाण पत्र।

प्रमाणपत्र संख्या: .....

सूचित किया जाता है कि मैसर्स / श्री / श्रीमती ....., (पता) .... को उत्तर प्रदेश राज्य सरकार द्वारा पत्र संख्या .....दिनांक..... के माध्यम से उत्तर प्रदेश व्यावसायिक सुरक्षा, स्वास्थ्य और कार्य दशा नियमावली, 2024 के अन्तर्गत लेखा परीक्षा करने के उद्देश्य से "थर्ड पार्टी ऑडिटर" के रूप में मान्यता / नवीनीकृत किया गया है।
यह प्रमाणपत्र ..... से मान्य है ..... करने के लिए

यह प्रमाण पत्र निम्नलिखित शर्तों के अधीन जारी किया जाता है:

(१) ऑडिट उत्तर प्रदेश व्यावसायिक सुरक्षा, स्वास्थ्य और कार्य दशा नियमावली, 2024 के प्रावधानों के अनुसार किया जाएगा।
(२) प्रत्येक ऑडिट आईएस 14489:1998 या प्रतिष्ठान पर लागू नवीनतम प्रासंगिक मानक के अनुरूप होगा।
(३) वह या संस्था द्वारा अधिकृत व्यक्ति, ऑडिट करने के लिए शारीरिक रूप से उपस्थित होगा और लॉग बुक में किए गए कार्य का रिकॉर्ड बनाए रखेगा।
(४) प्रमाण पत्र संख्या। और वैधता अवधि को हमेशा ऑडिट रिपोर्ट पर दर्ज किया जाना चाहिए।
(५) वैधता अवधि की समाप्ति के बाद कोई ऑडिट नहीं किया जाएगा।
(६) राज्य सरकार इस प्रमाण पत्र की वैधता के दौरान किसी भी समय इसे वापस करने, निरस्त करने या संशोधित करने का अधिकार सुरक्षित रखती है।
(७) वह या संस्था द्वारा ऑडिट करने के लिए अधिकृत व्यक्ति, संस्था के मामले में, किसी भी कारखाने का ऑडिट नहीं करेगा जहां ऐसा ऑडिटर कार्यरत है, या उस कारखाने का एक अधिष्ठाता, भागीदार, निदेशक या प्रबंधक, या किसी भी कारखाने का स्वामित्व है, संचालित, प्रबंधित या तत्काल परिवार के सदस्यों, रिश्तेदारों या विस्तारित परिवार के सदस्यों द्वारा संचालित या जिसमें वह लेखा परीक्षक या ऐसा व्यक्ति उन कारखानों का ऑडिट नहीं करेगा जिनके लिए वह ऑडिटर किसी भी संयंत्र, मशीनरी, कच्चे माल, सुरक्षा उपकरणों या अन्य सामग्री, उपकरण की आपूर्ति करता है।
(८) वह या संस्था द्वारा अधिकृत व्यक्ति, ऑडिट करने के लिए, किसी भी अनधिकृत व्यक्ति को प्रकट नहीं करेगा, यहां तक कि संस्था के कर्मकारों के मान्यता प्राप्त थर्ड पार्टी ऑडिटर होने के बाद भी, किसी भी विनिर्माण या वाणिज्यिक रहस्य या कार्य प्रक्रियाओं या अन्य गोपनीय सूचना जो एक ऑडिटर के रूप में उनके कर्तव्यों के दौरान उसके ज्ञान में आ सकती है। इस संबंध में कोई भी विफलता ऐसे ऑडिटर या व्यक्ति को आपराधिक या सिविल कार्यवाही के लिए उत्तरदायी बना सकती है, जो उस समय लागू कानून के अनुसार है।
(९) थर्ड पार्टी ऑडिटर के रूप में मान्यता के नवीनीकरण के लिए आवेदन मान्यता की अवधि की समाप्ति से कम से कम तीन महीने पहले किया जाएगा।

जारी करने वाले प्राधिकारी के हस्ताक्षर।

<u>प्रपत्र-24</u>

{नियम 74 का उप-नियम (12) देखें}

ऑडिट रिपोर्ट के लिए प्रारूप

(१) कारखाने का नाम और पता:
(२) अधिष्ठाता का नाम:
(३) ऑडिट की तिथि:
(४) कच्चे माल की सूची (अधिकतम भंडारण मात्रा सहित):
(५) तैयार उत्पादों की सूची (अधिकतम भंडारण मात्रा सहित):
(६) विनिर्माण प्रक्रिया फ्लो चार्ट:
(७) सभी इकाइयों (रासायनिक कारखानों) का P । आरेख:
(८) थर्ड पार्टी ऑडिटर का नाम और प्रमाण-पत्र संख्या और उस व्यक्ति का नाम जिसने ऑडिट किया है:
(९) क्या संलग्न ऑडिट रिपोर्ट IS 14489 या तत्समय प्रचलित ऐसे कोई मानक, जो लागू हो, के अनुसार प्रासंगिक और नवीनतम है:

दिनांक:

थर्ड पार्टी ऑडिटर/ संस्था द्वारा
ऑडिट हेतु अधिकृत कर्मचारी या व्यक्ति के
हस्ताक्षर

मैं..... एतद्द्वारा दिनांक..... को या उससे पहले ऑडिट रिपोर्ट की अनुसंशाओं की अनुपालन आख्या प्रस्तुत करने का वचन देता हूं।

दिनांक:

अधिष्ठाता या
प्रबंधक या ऑडिटर के
हस्ताक्षर

प्रपत्र- 25
{नियम 82 का उप-नियम (1) देखें}

लाइसेंस / नवीनीकरण/ संशोधन के लिए आवेदन

I. प्रतिष्ठान का विवरण जिसके लिए लाइसेंस की आवश्यकता है:

(१) प्रतिष्ठान का नाम:
(२) प्रतिष्ठान का पता:
(अ) ईमेल आईडी के साथ प्रधान कार्यालय का पता:
(ब) ईमेल आईडी के साथ कॉर्पोरेट कार्यालय का पता:
(३) टेलीफोन नंबर:
(४) राष्ट्रीय औद्योगिक वर्गीकरण के अनुसार गतिविधि: (दी गई सभी लागू गतिविधियों का चयन करें)
(५) चयनित एनआईसी कोड का विवरण:
(६) मुख्य प्रतिष्ठान में किए गए कार्य की प्रकृति :

II. नियोक्ता का विवरण:

(१) नियोक्ता का पूरा नाम:
(२) प्रतिष्ठान के साथ संबंध।
(३) नियोक्ता का पूरा पता:
(४) नियोक्ता की ईमेल आईडी:
(५) मोबाइल नं. नियोक्ता की संख्या:

III. लाइसेंस के लिए आवेदन करने वाले ठेकेदार का विवरण:

(१) ठेकेदार का नाम और पता (व्यक्तियों के मामले में उसके पिता का नाम सहित) .....
(२) जन्म तिथि और आयु (व्यक्तियों के मामले में) .....
(३) संहिता के अन्तर्गत प्रतिष्ठान के पंजीकरण के प्रमाण पत्र की संख्या और तिथि.....
(४) प्रमुख नियोक्ता का नाम और पता .....
(५) ठेका श्रम का विवरण: .....
(क) कार्य की प्रकृति जिसमें ठेका कर्मकारों को नियोजित किया जाता है या प्रतिष्ठान में नियोजित किया जाना .....
(ख) प्रस्तावित ठेका कार्य की अवधि (प्रारंभ और समाप्ति की प्रस्तावित तिथि का विवरण दें) .....
(ग) कार्य स्थल पर एजेंट या प्रबंधक या ठेकेदार का नाम और पता .....
(घ) किसी भी दिन प्रतिष्ठान में नियोजन हेतु प्रस्तावित ठेका कर्मकारों की अधिकतम संख्या .....
(६) किसी भी दिन प्रतिष्ठान में नियोजन हेतु प्रस्तावित अंतर-राज्यीय प्रवासी कर्मकारों की अधिकतम संख्या.....
(७) क्या ठेकेदार को पांच वर्षों के भीतर किसी अपराध के लिए दोषी पाये जाने पर कार्यवाही की गई थी, यदि हां, तो विवरण दीजिए .....
(८) क्या पहले के अनुबंध के संबंध में लाइसेंस निरस्त करने या निलंबित करने या प्रतिभूति धनराशि जब्त करने वाले ठेकेदार के खिलाफ कोई आदेश था, यदि हां, तो ऐसे आदेश की तिथि .....
(९) क्या ठेकेदार ने किसी अन्य प्रतिष्ठान में पिछले 5 वर्षों में काम किया है, यदि हां, तो मुख्य नियोक्ता, प्रतिष्ठान और कार्य की प्रकृति का विवरण दें, क्या प्रपत्र-26 में मुख्य नियोक्ता द्वारा प्रमाण पत्र संलग्न है.....
(१०) भुगतान किए गए लाइसेंस शुल्क की धनराशि.....
(११) जमा की गई प्रतिभूति की धनराशि.....

घोषणा:
मैं,..... एतद्द्वारा घोषणा करता हूँ कि ऊपर दिए गए विवरण मेरी सर्वोत्तम जानकारी और विश्वास के अनुसार सही हैं।

स्थान: आवेदक के
हस्ताक्षर

दिनांक:

लाइसेंस में संशोधन के लिए आवेदन

(१) लाइसेंस संख्या:
(२) दिनांक:
(३) लिन और पैन
(४) प्रतिष्ठान का नाम और पता:
(५) ठेकेदार का नाम और पता:
(६) विवरण जिसके लिए संशोधन की मांग की गई है:
(क) वर्तमान में कार्यरत कर्मकारों की अधिकतम संख्या : (यदि नियोजित किए जाने वाले कर्मकारों की अधिकतम संख्या में वृद्धि होती है, तो कानून के अनुसार अतिरिक्त शुल्क/प्रतिभूति धनराशि जमा करने की आवश्यकता है:
(ख) किसी भी तिथि को प्रतिष्ठान में नियोजन हेतु प्रस्तावित अंतर-राज्यीय प्रवासी कर्मकारों की अधिकतम संख्या.....
(ग) ई-भुगतान के माध्यम से भुगतान की गई फीस का विवरण एवं भुगतान की तिथि.....
(घ) जारी किए गए लाइसेंस में संशोधन की आवश्यकता वाले अन्य विवरण (आवश्यक परिवर्तन के समर्थन में आवश्यक दस्तावेज अपलोड किए जा सकते हैं)

घोषणा:
मैं, ... एतद्द्वारा घोषणा करता हूँ, कि ऊपर दिए गए विवरण मेरी सर्वोत्तम जानकारी और विश्वास के अनुसार सही हैं।

आवेदन की तिथि: ठेकेदार के हस्ताक्षर

प्रपत्र--26

{नियम 82 का उप-नियम (2) देखें}

प्रधान नियोक्ता द्वारा प्रमाण पत्र का प्रपत्र

प्रमाणित किया जाता है, किः-

१. मैंने आवेदक ..... (ठेकेदार का नाम) को मेरे प्रतिष्ठान में .....(कार्य का नाम) ठेकेदार के रूप में दिनाँक.....से.....तक काम पर लगाया था ।

२. मैं व्यावसायिक सुरक्षा, स्वास्थ्य और कार्य दशाएँ संहिता, 2020 और उत्तर प्रदेश व्यावसायिक सुरक्षा, स्वास्थ्य और कार्य दशाएँ नियम, 2021 के सभी प्रावधानों, जहां तक मेरे प्रतिष्ठान में आवेदक द्वारा नियोजित कर्मकारों/अंतर-राज्यीय प्रवासी कर्मकारों के रोजगार के संबंध में प्रावधान मुझ पर लागू होते हैं, के अनुपालन हेतु बाध्य होने का वचन देता हूँ।

३. उक्त कार्य, जिसमें ठेका कर्मकारों को नियोजित किया जाना है, व्यावसायिक सुरक्षा, स्वास्थ्य और कार्य दशाएँ संहिता, 2020 की धारा 57 अथवा एक पुरस्कार या एक समझौते के अन्तर्गत निषिद्ध नहीं है।

४. संहिता के अन्तर्गत प्रधान नियोक्ता के रूप में मेरा पंजीकरण नंबर ..... है ।

*जो भी लागू न हो उसे कृपया काट दें।

दिनांक: प्रधान नियोक्ता के हस्ताक्षर

स्थान: प्रतिष्ठान का नाम और पता

प्रपत्र-27

(नियम-83 का उप-नियम (1) और नियम-88 देखें)

लाइसेंस का प्रारूप

लाइसेंस संख्या..... दिनांक: .....

भुगतान किया गया शुल्क रू0.....
जमा की गई प्रतिभूति धनराशि रू0-.....

१. व्यावसायिक सुरक्षा, स्वास्थ्य और कार्य दशाएँ संहिता, 2020 की धारा 47 की उप-धारा (1) के अन्तर्गत अनुलग्नक में निर्दिष्ट शर्तों के अधीन यह लाइसेंस श्री..... को प्रदान किया जाता है ।
२. कार्य का नाम और स्थान .....
३. प्रमुख नियोक्ता का नाम.....
४. पंजीकरण प्रमाण पत्र संख्या और प्रमुख नियोक्ता की तिथि.....
५. लाइसेंस दिनाँक..... (इंगित की जाने वाली तिथि) तक लागू रहेगा।
६. लाइसेंस के अन्तर्गत एक दिन में नियोजित किए जाने वाले ठेका कर्मकारों/प्रवासी कर्मकारों की अधिकतम संख्या:

दिनाँक..... हस्ताक्षर और मुहर
प्राधिकारी

संशोधन:

वर्ष जब संशोधित किया गया	किसी भी एक दिन नियोजितअधिकतम ठेका कर्मकारों की संख्या	संशोधन शुल्क के भुगतान की तिथि	भुगतान की तिथि	जारीकर्ता प्राधिकारी के हस्ताक्षर

प्राधिकरण के हस्ताक्षर

नवीनीकरण

नवीनीकरण की तिथि	नवीनीकरण के लिए भुगतान किया गया शुल्क	समाप्ति की तिथि	प्राधिकरण की मुहर और हस्ताक्षर
1.			
2.			
3.			

अनुलग्नक

लाइसेंस निम्नलिखित शर्तों के अधीन है:

१. लाइसेंस गैर-हस्तांतरणीय होगा।

२. प्रतिष्ठान में ठेका कर्मकारों/प्रवासी कर्मकारों के रूप में नियोजित कर्मकारों की संख्या किसी भी दिन लाइसेंस में विनिदष्ट अधिकतम संख्या से अधिक नहीं होगी।

३. नियमों में दिए गए प्रावधान को छोड़कर, अनुदान के लिए भुगतान किया गया शुल्क या, जैसा भी मामला हो, लाइसेंस के नवीनीकरण के लिए गैर-वापसी योग्य होगा।

४. ठेकेदार द्वारा कर्मकारों को देय मजदूरी की दरें न्यूनतम मजदूरी अधिनियम, 1948 (1948 का 11) या मजदूरी संहिता, 2019 (2019 का 29) के अन्तर्गत रोजगार के लिए निर्धारित दरों, जो लागू हो, और जहां दरें समझौते, निपटान, पुरस्कार या राज्य सरकार द्वारा तय की गई हैं, से कम नहीं।

५. ऐसे मामले में जहां ठेकेदार द्वारा नियोजित कर्मकार प्रतिष्ठान के मुख्य नियोक्ता द्वारा सीधे नियोजित कर्मकारों के समान या समान प्रकार का कार्य करते हैं, ठेकेदार के कर्मकारों की मजदूरी दर, छुट्टियां, काम के घंटे और सेवा की अन्य शर्तें वही होंगी जो उसी या समान प्रकार के काम पर प्रतिष्ठान के मुख्य नियोक्ता द्वारा सीधे नियोजित कर्मकारों पर लागू होती हैं;कि कार्य के प्रकार के संबंध में किसी भी असहमति के मामले में, इसका निर्णय नामित प्राधिकारी या निरीक्षक-सह-सुविधाप्रदाता द्वारा किया जाएगा जिसका निर्णय अंतिम होगा।

६. अन्य मामलों में ठेकेदार के कर्मकारों की मजदूरी दरें, छुट्टियां, काम के घंटे और सेवा की शर्तें ऐसी होंगी जो इस संबंध में नामित प्राधिकारी या निरीक्षक-सह-सुविधाप्रदाता द्वारा विनिर्दिष्ट की जा सकें

७. प्रत्येक ठेका श्रमिक/प्रवासी श्रमिक व्यावसायिक सुरक्षा, स्वास्थ्य और कार्य दशाएँ संहिता, 2020 (2020 का 37) और उसके अन्तर्गत बनाए गए नियमों में निर्धारित भत्ते, लाभ, सुविधाओं आदि का पात्र होगा।

८. प्रत्येक प्रतिष्ठान में जहां 20 या अधिक महिलाएं सामान्य रूप से कार्यरत हैं क्योंकि छह वर्ष से कम उम्र के अपने बच्चों के उपयोग के लिए उचित आयाम के 2 कमरे प्रदान किए जाएंगे। ऐसे कमरों में से एक का उपयोग बच्चों के लिए खेल के कमरे के रूप में और दूसरे का उपयोग बच्चों के लिए बिस्तर के कमरे के रूप में किया जाएगा। इस प्रयोजन के लिए ठेकेदार खेल के कमरे में पर्याप्त संख्या में खिलौने और खेल और सोने के कमरे में पर्याप्त संख्या में खाट और बिस्तर की आपूर्ति करेगा। शिशुगृहों के निर्माण और रखरखाव का मानक ऐसा हो सकता है जो इस संबंध में नामित प्राधिकारी या निरीक्षक-सह-सुविधाप्रदाता द्वारा विनिर्दिष्ट किया जा सकता है।

९. लाइसेंसधारी कर्मकारों की संख्या या कार्य की शर्तों में किसी भी परिवर्तन को नामित प्राधिकारी को सूचित करेगा।

१०. लाइसेंस की एक प्रति उस परिसर में प्रमुखता से प्रदर्शित की जाएगी जहां अनुबंध का कार्य किया जा रहा है।

११. ठेकेदार संहिता के सभी प्रावधानों और इन नियमों का पालन करेगा।

१२. लाइसेंसधारी, प्रत्येक अनुबंध कार्य के शुरू होने और पूरा होने के पंद्रह दिनों के भीतर, व्यावसायिक सुरक्षा, स्वास्थ्य और कार्य दशाएँ संहिता, 2020 (2020 का 37) की धारा 46 के अन्तर्गत नामित प्राधिकरण को एक रिटर्न प्रस्तुत करेगा, जिसमें प्रारंभ की वास्तविक तिथि या, जैसा भी मामला हो, फॉर्म-28 में ऐसे अनुबंध कार्य को पूरा करने की सूचना दी जाएगी।

१३.

प्रपत्र--28

{नियम 83 के उप-नियम (2) का खंड (के) और नियम 93 का उप-नियम (1) देखें}

कार्य शुरू होने/पूरा होने की सूचना

१. ठेका श्रम (विनियमन और उन्मूलन) अधिनियम, 1970 (1970 का 37) के अन्तर्गत प्रमुख नियोक्ता/भवन और अन्य सन्ननिर्माण कर्मकार (रोजगार और सेवा शर्तों का विनियमन) अधिनियम, 1996 (1996 का 27)/व्यावसायिक सुरक्षा, स्वास्थ्य और कार्य दशाएँ संहिता, 2021 (2020 का 37)* के नियोजक का नाम.....

२. लिन/पैन नं. .....

३. ईमेल आईडी .....

४. मोबाइल नं. .....

५. ठेकेदार का नाम (यदि लागू हो): .....

६. पंजीकरण प्रमाण पत्र/ लाइसेंस की संख्या एवं तिथि* .....

७. कार्य के प्रभारी व्यक्ति का नाम : .....

८. कार्य के प्रभारी व्यक्ति की लिन/पैन संख्या: .....

९. कार्य के प्रभारी व्यक्ति की ईमेल आईडी: .....

१०. कार्य के प्रभारी व्यक्ति का मोबाइल नं0.....

११. प्रतिष्ठान में प्रदान किए गए किसी भी संयंत्र और मशीनरी सहित सुविधाओं एवं कार्य की प्रकृति का विवरण.....

१२. प्रतिष्ठान में उपयोग किए जाने वाले विस्फोटकों के भंडारण, यदि कोई हो, की व्यवस्था:

मैं/हम एतद्द्वारा सूचित करता हूँ/करते हैं कि ..... (कार्य का नाम) .....(ठेकेदार का नाम), जिनका प्रमाण-पत्र/लाइसेंस नं0.....है, को दिया गया था, जिनके द्वारा यह कार्य दिनांक ..... (तिथि)* को ..... (तिथि) से आरंभ/पूरा किए जाने की संभावना है।

सेवा मेरे

१. प्राधिकरण
.....

२. निरीक्षक-सह-सुविधाप्रदाता
.....

* जो भी लागू न हो उसे काट दें।

प्रपत्र-29

{नियम-85 देखें}

ठेकेदारों का रजिस्टर

क्र.सं.	लाइसेंस संख्या और तिथि	प्रधान नियोक्ता का नाम और पता	ठेकेदार का नाम और पता	ठेकेदार द्वारा किये जाने वाले कार्य की प्रकृति/गतिविधि	किसी भी दिन नियोजित किए जाने वाले अधिकतम कर्मकार	प्रारंभ की संभावित तिथि	समाप्ति की तिथि	संशोधन का विवरण, यदि कोई हो	तक नवीनीकृत किया गया
1	2	3	4	5	6	7	8	9	10

प्रपत्र--30

(उप-नियम (5) नियम - 89 देखें)

सुरक्षा जमा धनवापसी रिलीज का रजिस्टर

क्र.सं.	ठेकेदार का नाम और पता	जमा की गई सुरक्षा की धनराशि	सुरक्षा धनराशि जमा किये जाने की तिथि	भुगतान के लिए सुरक्षा जमा से जारी धनराशि	प्रतिभूति जमा से भुगतान जारी करने के लिए प्राधिकरण के आदेश का संदर्भ	टिप्पणियां
1	2	3	4	5	6	7

प्रपत्र-31

{नियम -100 देखें}

अनुबंध कर्मकारों का अनुभव प्रमाण पत्र

जिस किसी से सम्बन्धित हो

१. ठेकेदार/नियोक्ता का नाम*:.....
२. ठेकेदार/नियोक्ता की लिन/पैन नं0 *:.....
३. ठेकेदार/नियोक्ता* की ईमेल आईडी: .....
४. ठेकेदार/नियोक्ता का मोबाइल नं0 *: .....
५. कार्य की प्रकृति और स्थान: .....
६. प्रधान नियोक्ता का नाम*:.....
७. प्रधान नियोक्ता का लिन/पैन नंबर:* .....
८. प्रधान नियोक्ता की ईमेल आईडी :* .....
९. प्रधान नियोक्ता का मोबाइल नं0:* .....
१०. कर्मकार का नाम*:.....
११. यूएएन/आधार नंबर*:.....
१२. मोबाइल नं0 : .....
१३. कर्मकारों के रजिस्टर में क्रमांक: .....
१४. पंजीकरण संख्या, कर्मकार और बोर्ड का नाम (यदि ठेका कर्मकार, उत्तर प्रदेश भवन और अन्य सन्ननिर्माण कर्मकार कल्याण बोर्ड या उत्तर प्रदेश असंगठित कर्मकार कल्याण बोर्ड में लाभार्थी के रूप में पंजीकृत है): .....
१५. रोजगार की अवधि: .....
१६. पद: .....

दिनांक: ठेकेदार के हस्ताक्षर

स्थान: सील

*जो लागू न हो उसे काट दें।

प्रपत्र-32

{नियम 101 का उप-नियम (1) देखें}

मुख्य गतिविधि की घोषणा के लिए आवेदन

सेवा में,

अपर मुख्य सचिव/प्रमुख सचिव/सचिव,

श्रम और रोजगार,

उत्तर प्रदेश सरकार।

महोदय/महोदया,

१. ..... (प्रतिष्ठान का नाम और पता) ..... के विनिर्माण में लगी हुई है।

२.विनिर्माण प्रक्रिया का प्रवाह चार्ट इसके साथ संलग्न है।

३..... गतिविधि प्रतिष्ठान की मुख्य गतिविधि/गैर-प्रमुख गतिविधि है।

४.विचाराधीन गतिविधि का विवरण

.....

.....

.....

५. आवेदन के आधार का विवरण

.....

.....

.....

६.प्रश्नगत कार्यकलाप में नियोजित कर्मकारों की संख्या.....

७.प्रतिष्ठान में कार्यरत कर्मकारों की कुल संख्या.....

प्रार्थना

.....

.....

हस्ताक्षर

(नाम और पता)

सत्यापन:

यह सत्यापित किया जाता है कि आवेदन की सामग्री मेरी/हमारी जानकारी और विश्वास के अनुसार सत्य और सही है।

हस्ताक्षर

(नाम और पता)

<u>प्रपत्र-33</u>

(नियम -106 का उप-नियम (1) देखें)

ऑडियो-विजुअल कार्यकर्ता और ऑडियो-विजुअल प्रोग्राम के निर्माता या ठेकेदार के मध्य समझौते का प्रारूप

यह समझौता आज..... महीना..... वर्ष.....को निम्नलिखित के मध्य किया जाता है:

१. मैसर्स ..... (प्रोडक्शन हाउस का नाम) (एक एकल स्वामित्व वाली कंपनी/साझेदारी अधिनियम, 1932 के अन्तर्गत पंजीकृत एक फर्म/कंपनी अधिनियम, 1956 के अन्तर्गत निगमित और पंजीकृत कंपनी), जिसका कार्यालय ..... में स्थापित है (आगे इसे "निर्माता" के रूप में संदर्भित किया गया है)---------- - **प्रथम पक्ष**

तथा

२. श्री/श्रीमती/कु0 ..... पुत्र/पुत्री/पत्नी/श्री ....., निवासी..... (आगे इसे "ऑडियो-विजुअल कर्मकार" के रूप में संदर्भित किया गया है)। ----------**द्वितीय पक्ष**

"निर्माता" और "ऑडियो-विजुअल कार्यकर्ता" शब्दों में उनके उत्तराधिकारी, क्रमिक उत्तराधिकारी, प्रशासक और वैध प्रतिनिधि सम्मिलिति होंगे;

जबकि व्यावसायिक सुरक्षा, स्वास्थ्य और कार्य दशाएँ संहिता 2020 की धारा 2 (ई) में परिभाषित निर्माता ऑडियो-विजुअल उत्पादन में लगा हुआ है;

जबकि उक्त निर्माता उपरोक्त ऑडियो-विजुअल प्रोडक्शन में ..... की क्षमता में ऑडियो-विजुअल कर्मकार को लगाने के लिए इच्छुक है और ऑडियो-विजुअल कर्मकार इसे स्वीकार करते है;

अब, यह समझौता इस प्रकार किया जाता है:

१. दोनों पक्ष इस बात से सहमत हैं कि इस समझौते की अवधि ऑडियो विजुअल उत्पादन के पूरा होने तक की तिथि..... क्रमिक माह तक होगी और यह अवधि इससे अधिक नहीं होगी;
२. यह कि निर्माता या उसके द्वारा नामित अधिकृत व्यक्ति द्वारा दी गई लिखित सूचना पर संबंधित कार्य के लिए ऑडियो-विजुअल कर्मकार स्टूडियो, स्थान या कार्य स्थल में समय पर उपस्थित होने के लिए सहमत है,
३. यह कि ऑडियो-विजुअल कर्मकार की सेवाओं, जैसा यहाँ उल्लिखित है, के लिए निर्माता रूपये.....का भुगतान ऑडियो-विजुअल कर्मकार को करने के लिए सहमत है और ऑडियो-विजुअल कर्मकार उक्त धनराशि में से रूपये.....समझौते पर हस्ताक्षर करने के पूर्व अग्रिम के रूप में और शेष धनराशि रूपये..... .....सामान किस्तो में देय होगी ।
४. यदि ऑडियो विजुअल उत्पादन निर्धारित अवधि के भीतर पूरा नहीं होता है और निर्माता को अभी भी उत्पादन पूरा करने के लिए ऑडियो विजुअल कर्मकार की सेवाओं की आवश्यकता होती है, तो निर्माता भुगतान करने के लिए सहमत हो जाता है और ऑडियो विजुअल कर्मकार आनुपातिक आधार पर अतिरिक्त पारिश्रमिक प्राप्त करने के लिए सहमत होता है, जो उसी तरीके से देय होता है जैसा कि ऊपर खंड 3 में बताया गया है, ऑडियो विजुअल उत्पादन के पूरा होने तक;
५. यदि ऑडियो-विजुअल कार्यकर्ता का असाइनमेंट उपरोक्त खंड 1 और 4 में निर्धारित अवधि से पहले पूरा हो जाता है, तो निर्माता ऑडियो-विजुअल कर्मकार के खाते का निपटान करेगा और ऑडियो विजुअल प्रोडक्शन के पुन: रिकॉर्डिंग कार्य/सेंसर के शुरू होने से पहले, जो भी पहले हो, समझौते की राशि की शेष राशि का पूरा भुगतान करेगा।
६. निर्माता द्वारा इस बात पर सहमति व्यक्त की गई है कि इस समझौते के प्रयोजनों के लिए-

(क) एक कार्य दिवस का अर्थ होगा लगातार आठ घंटे से अधिक की अवधि (विश्राम और जलपान के लिए एक घंटे का ब्रेक शामिल करने के लिए);
(ख) एक कार्य सप्ताह का अर्थ सोमवार से शनिवार तक छह दिन का सप्ताह होगा, दोनों समावेशी, और ऑडियो विजुअल कर्मकार रविवार और सार्वजनिक छुट्टियों पर काम करने के लिए उत्तरदायी नहीं है:
(ग) ऑडियो विजुअल कार्यकर्ता को बिना ब्रेक के लगातार पांच घंटे से अधिक समय तक काम करने की आवश्यकता नहीं होगी; तथा

(घ) स्टूडियो / स्थान / कार्यस्थल से ऑडियो विजुअल कर्मकार की रिहाई और अगले बाद की कॉल के बीच बारह घंटे से कम की अवधि नहीं बीतती है।

७. यह कि ऑडियो विजुअल कर्मकार, यदि आवश्यक हो, तो करेगा, -

(क) प्रारंभिक कार्य के लिए, शिफ्ट के निर्धारित समय से पहले, जैसा भी मामला हो, स्टूडियो, स्थान या कार्यस्थल में उपस्थित हों, और उस स्थिति में, उसे निर्माता द्वारा ..... रुपये की दर से अतिरिक्त मजदूरी का भुगतान किया जाएगा प्रति घंटा या इस तरह की प्रारंभिक उपस्थिति के लिए उसका हिस्सा;
(ख) एक घंटे के ब्रेक के साथ कार्य दिवस के बाद भी काम करना जारी रखें और उस स्थिति में, उसे निर्माता द्वारा ..... रुपये की दर से अतिरिक्त मजदूरी का भुगतान किया जाएगा विस्तारित घंटों और जलपान, और परिवहन सुविधाओं के दौरान काम के लिए।

८. यह कि निर्माता परिवहन और भोजन प्रदान करेगा या ड्यूटी पर रिपोर्ट करने के लिए आने-जाने के लिए यात्रा भत्ते का भुगतान करेगा और ड्यूटी पर भोजन भत्ता देगा, जैसा कि निर्माता और ऑडियो विजुअल कर्मकार के प्रतिनिधि संगठनों के बीच द्विपक्षीय व्यवस्था द्वारा प्रथागत या तय किया गया है;

९. यह कि निर्माता सभी यात्रा और आवास खर्चों, किराए, भोजन की लागत और ऐसे अन्य भत्तों के लिए भी भुगतान करेगा जो प्रथागत हैं जब ऑडियो विजुअल कर्मकार को बाहर स्थान पर काम करने की आवश्यकता होती है;

१०. यह कि निर्माता ऑडियो विजुअल कर्मकार को अपने व्यक्ति को किसी भी चोट या क्षति के लिए बीमा कराएगा, जिसमें उसके रोजगार के दौरान या उसके रोजगार के दौरान उत्पन्न होने वाली दुर्घटना के कारण हुई मृत्यु और/या इस समझौते के अन्तर्गत उसके असाइनमेंट की अवधि के दौरान मृत्यु शामिल है;

११. जहां निर्माता को आग, दंगे, प्राकृतिक आपदा, सार्वजनिक प्राधिकरण के आदेश या उसके नियंत्रण से परे किसी अन्य कारण से ऑडियो-विजुअल के उत्पादन के साथ आगे बढ़ने से रोका जाता है:

(क) उत्पादन निलंबित होने की स्थिति में उत्पादन के निलंबन की अवधि के दौरान वह इस समझौते के संचालन को निलंबित करने का पात्र होगा। निर्माता ऑडियो विजुअल कर्मकार को इस तरह के निलंबन के बारे में लिखित नोटिस देगा और इस तरह के नोटिस की तामील की तिथि तक अपने सभी बकाया का भुगतान करेगा। फिल्म पर काम फिर से शुरू होने पर, यह समझौता पुनर्जीवित होगा और निलंबन की अवधि को छोड़कर, खंड । में निर्धारित अवधि के लिए वैध रहेगा; या

(ख) वह उत्पादन की समाप्ति के रूप में इस समझौते को समाप्त करने का पात्र होगा, यदि उत्पादन पूरी तरह से बंद हो जाता है। निर्माता ऑडियो विजुअल कर्मकार को इस तरह की समाप्ति के बारे में लिखित रूप में एक नोटिस देगा और समाप्ति के समय ऑडियो विजुअल कर्मकार को देय सभी राशि का भुगतान करेगा।

१२. यदि निर्माता ऑडियो विजुअल कर्मकार के कर्तव्यों के प्रदर्शन के संबंध में कदाचार के अलावा अन्य कारणों से या इस समझौते के अन्तर्गत आवश्यक सेवाओं को करने की अनिच्छा के कारण अपनी अवधि की समाप्ति से पहले इस समझौते को समाप्त करने की इच्छा रखता है, तो निर्माता केवल समझौते की निर्धारित राशि की शेष राशि के भुगतान पर ही ऐसा करने का पात्र होगा। ऑडियो विजुअल कर्मकार को इस तरह के भुगतान के बाद ही, निर्माता अपने स्थान पर किसी अन्य ऑडियो विजुअल कर्मकार को नियुक्त करने का पात्र होगा;

१३. यह कि निर्माता को अपने कर्तव्यों के प्रदर्शन के संबंध में ऑडियो विजुअल कार्यकर्ता की ओर से कदाचार के आधार पर इस समझौते को समाप्त करने का अधिकार होगा या समाप्ति के समय ऑडियो विजुअल कार्यकर्ता को देय राशि का भुगतान करने पर, समझौते के अन्तर्गत आवश्यक सेवा करने की अनिच्छा के आधार पर, फिल्म में ऑडियो विजुअल कार्यकर्ता के कुल काम और इस समझौते की समाप्ति की तिथि तक उसके द्वारा पूरे किए गए कार्य को ध्यान में रखते हुए गणना की गई। निर्माता और ऑडियो-विजुअल कार्यकर्ता के बीच सेवाओं की समाप्ति या अन्य शर्तों के संबंध में किसी भी विवाद के मामले में, प्राधिकरणों और न्यायालयों की विवाद समाधान तंत्र, प्रक्रिया और गठन औद्योगिक संबंध संहिता, 2020 और उत्तर प्रदेश राज्य सरकार द्वारा उसके अन्तर्गत बनाए गए नियमों में प्रदान किया गया होगा।

१४. इस समझौते को समय से पहले समाप्त करने की स्थिति में, यह निर्माता के पास विकल्प होगा कि वह फिल्म में ऑडियो विजुअल कार्यकर्ता के काम को बनाए रखे या न और साथ ही, यह ऑडियो विजुअल कार्यकर्ता का विकल्प होगा कि वह अपना नाम ऑडियो विजुअल प्रोडक्शन के क्रेडिट टाइटल पर जाने की अनुमति दे या नहीं।

१५. निर्माता को यह तय करने का अधिकार होगा कि वह स्क्रीन पर ऑडियो विजुअल कर्मकार के व्यक्तित्व, उसके कपड़े, मेकअप और हेयर-स्टाइल का प्रतिनिधित्व करने का तरीका तय कर सके और ऑडियो विजुअल कर्मकार इस संबंध में निर्माता के निर्देश का पूरी तरह से और स्वेच्छा से पालन करेगा, बशर्ते कि इस संबंध में निर्माता की आवश्यकताओं को ऑडियो विजुअल कर्मकार को सूचित किया गया हो और उसके द्वारा स्वीकार किया गया हो।

१६. यह कि ऑडियो विजुअल कर्मकार इस बात से सहमत है कि वह अपनी क्षमता के अनुसार अपनी सेवाएं इस तरह से प्रदान करेगा जैसे कि निर्माता या, उसके अनुरोध पर, ऑडियो विजुअल प्रोडक्शन का निदेशक निर्देश दे सकता है और उन सभी उचित निर्देशों का पालन करेगा जो वह ऑडियो विजुअल उत्पादन के उत्पादन के लिए दे सकता है।

१७. यह कि ऑडियो विजुअल कार्यकर्ता स्टूडियो, स्थान या कार्यस्थल के सभी नियमों का पालन करेगा, जैसा भी मामला हो।

१८. यह कि निर्माता ऑडियो विजुअल कर्मकार की लिखित सहमति के बिना इस समझौते का लाभ किसी अन्य व्यक्ति को सौंपेगा या हस्तांतरित नहीं करेगा।

१९. कर्मकारों भविष्य निधि और प्रकीर्ण उपबंध अधिनियम, 1952 के उपबंध इस करार पर लागू होंगे।

२०. यह कि निर्माता ऑडियो विजुअल कार्यकर्ता की पूर्व अनुमति के बिना, इस समझौते के अन्तर्गत ऑडियो विजुअल उत्पादन के अलावा किसी भी ऑडियो विजुअल उत्पादन में ऑडियो विजुअल कार्यकर्ता के काम का उपयोग नहीं करेगा।

दोनो पक्षों ने एक-दूसरे की उपस्थिति में और गवाहों की उपस्थिति में ऊपर बताई गई तिथि, महीने और वर्ष पर इस समझौते को स्वीकार किया गया है।

1 साक्षी निर्माता के हस्ताक्षर
नाम:
पता:

2 साक्षी ऑडियो-विजुअल कर्मकार के हस्ताक्षर
नाम:
पता:

प्रपत्र-34

{नियम 108 और नियम 110 का उप-नियम (1) देखें}

बीड़ी और सिगार के काम के लिए लाइसेंस के अनुदान/नवीनीकरण के लिए आवेदन

१. औद्योगिक परिसर का पूरा नाम.....

२. (i) औद्योगिक परिसर की स्थिति और पूर्ण डाक पता .....

(ii) पूरा पता जिस पर औद्योगिक परिसर से संबंधित डाक भेजी जानी चाहिए.....

(iii) आवेदक का पूरा पता *.....

३. वित्तीय वर्ष के दौरान किसी भी एक दिन नियोजित किए जाने वाले कर्मकारों की अधिकतम संख्या.....
.....

४. उस व्यक्ति का पूरा नाम और आवासीय पता जो संहिता के प्रमानचित्रर्थ के लिए नियोक्ता होगा।
.....

५. यदि नियोक्ता एक साझेदारी कंपनी है, तो अन्य भागीदारों या निदेशकों का पूरा नाम और आवासीय पता। (अंत में नोट देखें).....

६. नियोक्ता के वित्तीय संसाधन जैसे, चल और अचल संपत्तियों का विवरण और मूल्य, बैंक संदर्भ, आयकर मूल्यांकन..... .....

७. क्या नियोक्ता व्यापार और व्यापारिक चिह्न अधिनियम, 1958 के अन्तर्गत पंजीकृत ट्रेड मार्क धारक है?
.....

८. क्या औद्योगिक परिसर की प्रस्तावित स्थल किसी मौजूदा औद्योगिक परिसर की स्थल के परिवर्तन के बराबर है और यदि हां, तो इस तरह के परिवर्तन के कारण क्या हैं? .....

९. तंबाकू प्राप्त करने का स्रोत .....

१०. क्या आवेदक द्वारा निर्मित बीड़ी या सिगार या दोनों* को स्वयं या व्यापार और व्यापारिक चिह्न अधिनियम, 1958 के अन्तर्गत पंजीकृत ट्रेड मार्क के मालिक या पंजीकृत उपयोगकर्ता या किसी अन्य व्यक्ति के माध्यम से बेचा और विपणन किया जाएगा? .....

११. क्या परिसर की मानचित्रएं संलग्न हैं? (हाँ /नहीं)

१२. शुल्क की धनराशि रु0 .....

मैं एतद्द्वारा घोषणा करता हूं कि मेरे द्वारा प्रपत्र में प्रस्तुत विवरण मेरी जानकारी और विश्वास के अनुसार सही है ।

तिथि

आवेदक के हस्ताक्षर*

नोट - जहां एक औद्योगिक परिसर किसी अन्य व्यक्ति या व्यक्तियों या कंपनी द्वारा या उसकी ओर से एक ठेकेदार द्वारा चलाया जाता है या चलाने का प्रस्ताव है, और उक्त अन्य व्यक्ति, व्यक्तियों या कंपनी, अधिनियम के अन्तर्गत है, तो फॉर्म में "नियोक्ता" के लिए दर्ज किए जाने वाला विवरण उक्त व्यक्ति, व्यक्तियों या कंपनी के संबंध में होना चाहिए।

* हालांकि लाइसेंस के लिए ठेकेदार या नियोक्ता आवेदक हो सकता है।

प्रपत्र-35

{नियम 108 का उप-नियम (5) और नियम 116 का उप-नियम (2) देखें}

नियोक्ता द्वारा घोषणा का प्रपत्र

मैं/हम, एतद्द्वारा घोषणा करता हूँ/करते हैं कि लाइसेंस के लिए आवेदन में दी गई सामग्री सभी प्रकार से सत्य और पूर्ण है और मैं/हम व्यावसायिक सुरक्षा स्वास्थ्य और कार्य दशाएँ संहिता, 2020 और उसके अन्तर्गत बनाए गए उत्तर प्रदेश नियमों के प्रावधानों में प्रदान किए गए लाइसेंस की आवश्यकता को पूरा करते हैं।

मैं/हम आगे घोषणा करता हूँ/करते हैं कि मैं/हम आवेदन में दिए गए किसी भी विवरण के लिए पूरी तरह से जिम्मेदार होंगे और यदि कोई भी सामग्री गलत पाई जाती है तो मुझे दिया गया लाइसेंस उक्त कोड, 2020 के अन्तर्गत अधिकारियों द्वारा वापस लिया जा सकता है।

दिनांक:

स्थान:

हस्ताक्षर

(नाम और पता)

प्रपत्र-36

{*नियम 112 का उप-नियम (2) और नियम 116 का उप-नियम (3)* देखें}

लाइसेंस

पंजीकरण संख्या.....
लाइसेंस संख्या: .....
भुगतान किया गया शुल्क: रु. .....

यह लाइसेंस श्री ..... को प्रदान किया जाता है, जो केवल औद्योगिक परिसर के रूप में उपयोग में लाये जा रहे नीचे वर्णित परिसर के लिए नीचे निम्नांकित अवधि के लिए वर्ष के दौरान किसी भी एक दिन ..... से अनधिक कर्मकारों के नियोजन हेतु अनुलग्नक में निर्दिष्ट शर्तों के अधीन मान्य है ।
लाइसेंस 31 मार्च तक लागू रहेगा.....

औद्योगिक परिसर का नाम.....
औद्योगिक परिसर की स्थिति.....
बिजली से चलने वाली मशीनरी की प्रतिष्ठान के लिए भी अनुमति दी जाती है.....

तिथि.....

प्राधिकारी के हस्ताक्षर और मुहर

नवीनीकरण

[*नियम 4* देखें]

नवीनीकरण की तिथि	नवीनीकरण के लिए भुगतान किया गया शुल्क	वैधता समाप्ति की तिथि
1. 2. 3. 4.		

तिथि.....

प्राधिकारी के हस्ताक्षर और मुहर

अनुलग्नक

यह लाइसेंस निम्नलिखित शर्तों के अधीन है:

१. विनिर्माण प्रक्रिया केवल औद्योगिक परिसर के उस हिस्से में की जाएगी जैसा कि लाइसेंस में उद्देश्य के लिए निर्दिष्ट किया गया है।

२. औद्योगिक परिसर में कार्यरत कर्मकारों की अधिकतम संख्या किसी भी दिन लाइसेंस में निर्दिष्ट संख्या से अधिक नहीं होगी।

३. विद्युत चालित मशीनरी जो लाइसेंस में निर्दिष्ट नहीं है, का उपयोग परिसर में विनिर्माण प्रक्रिया में नहीं किया जाएगा।

४. सक्षम प्राधिकारी की लिखित पूर्व अनुमति के अलावा, औद्योगिक परिसर का विस्तार नहीं किया जाएगा और समान अनुमति के अलावा, ऐसे परिसर में किसी भी भवन में कोई संरचनात्मक परिवर्तन नहीं किया जाएगा।

५. लाइसेंस हस्तांतरणीय नहीं होगा।

प्रपत्र--37

{ नियम 113 के उपनियम (7) का खंड (7), उपनियम (1) का खंड (I) और उपनियम (3) का खंड (7) देखें}

सफेदी कराना, रंग कराना, वार्निशिंग, पेंटिंग और सफाई का रिकॉर्ड

औद्योगिक परिसर का हिस्सा (कमरे का नाम)	सफेदी, रंग, वार्निश और पेंट कराये गये भाग (दीवारों, छत, लकड़ी का काम आदि)	सफेदी, पेंट और, वार्निश और सफाई का कार्य	सफेदी, पेंट और, वार्निश और सफाई की तिथि (दिन/माह/वर्ष)	टिप्पणियां	नियोक्ता या प्रबंधक के हस्ताक्षर
1	2	3	4	5	6

<u>प्रपत्र--38</u>

{नियम 118 का उप-नियम (1) देखें}

औद्योगिक परिसर के बाहर किए जाने वाले कार्य के लिए आवेदन

सेवा में,
अपर मुख्य सचिव/प्रमुख सचिव,
श्रम और रोजगार,
उत्तर प्रदेश सरकार।

<u>विषय: औद्योगिक परिसर के बाहर किए जाने वाले आवश्यक कार्य के लिए आवेदन ।</u>

महोदय,

मैं, ... मालिक/अधिष्ठाता/नियोक्ता..... (प्रतिष्ठान का नाम) मेरे कर्मकारों की ओर से, बीड़ी या तंबाकू के पत्तों को गीला करने और काटने के लिए औद्योगिक परिसर के बाहर किए जाने वाले अपेक्षित कार्य की अनुमति के लिए आवेदन करता हूँ:-

१. प्रतिष्ठान का प्रकार:.....
२. प्रतिष्ठान का नाम और पता: .....
३. लाइसेंस संख्या: .....
४. लाइसेंस की तिथि: .....
५. लाइसेंस की वैधता की तिथि: .....
६. कार्य की प्रकृति: .....
७. वह स्थान या वे स्थान, जहां औद्योगिक परिसर के बाहर कार्य करने की आवश्यकता होती है: .....
८. उस स्थान की उपयुक्तता का विवरण जहां बीड़ी या तंबाकू के पत्तों को गीला करने या काटने का बाहरी कार्य प्रस्तावित है: .....
९. उत्पाद का ब्रांड नाम/ट्रेडमार्क: .....
१०. बीड़ी या तंबाकू के पत्ते प्राप्त करने का स्रोत: .....
११. कार्य प्रारंभ होने की तिथि: .....
१२. कार्यरत कर्मकारों की अधिकतम संख्या: .....
१३. टिप्पणियां:

<u>घोषणा:</u>

१. मैं, एतद्द्वारा घोषणा करता हूं कि आवेदन में मेरे द्वारा दी गई सभी सूचना सत्य है।
२. यदि मेरे कर्मकारों ने यह अनुमति दी है, तो मैं यह सुनिश्चित करूंगा कि जिन शर्तों के अन्तर्गत यह अनुमति दी जाएगी, वे मेरे द्वारा पूरी की जाएंगी।
३. मैं यह भी आश्वासन देता हूं कि मैं संहिता और उसके अन्तर्गत बनाए गए नियमों के सभी प्रावधानों का पालन करूंगा और यदि किसी भी स्तर पर किसी भी प्रकार का उल्लंघन पाया जाता है, तो यह अनुमति वापस ली जा सकती है और मेरे विरूद्ध कार्रवाई की जा सकती है।

दिनांक:
स्थान:
प्रोपराइटर/अधिष्ठाता/नियोक्ता

या अधिकृत
हस्ताक्षरकर्ता
की मुहर और
हस्ताक्षर

प्रपत्र-39

{नियम 119 का उप-नियम (1) देखें}

बाहरी कार्य का रिकॉर्ड

औद्योगिक परिसर के बाहर कार्य करने की अनुमति देने वाले सरकारी आदेश की संख्या और तिथि : .....

तिथि	वह स्थान या स्थान जहां बाहर कार्य करने की अनुमति थी	कार्य की प्रकृति	कर्मकारों का नाम	टिप्पणी
1	2	3	4	5

प्रपत्र--40

{नियम 119 का उप-नियम (2) देखें}

प्रतिष्ठान के अन्दर कार्यरत कर्मकारों की लॉग बुक

१. कर्मकार का नाम:
२. कर्मकार का पता, जहां निर्माण प्रक्रिया जारी है:
३. माह और वर्ष:
४. प्रतिष्ठान में किए गए कार्य का लेखा

तिथि	कार्यकर्ता को आपूर्ति किया गया कच्चा माल			कर्मकार के हस्ताक्षर या अंगूठे का निशान	नियोक्ता द्वारा प्राप्त की गयी बीडी की संख्या
	तेंदू पत्ता	तंबाकू	धागा		
1	2	3	4	5	6

मानक बीड़ी की संख्या	अधोमानक या छाटी बीड़ियों की संख्या	कर्मकार को देय मजदूरी		कर्मकारों को दी जाने वाली मजदूरी
		मानक बीड़ी के लिए	अधोमानक या छाटी बीड़ी के लिए	
7	8	9	10	11

तिथि	आज तक की बकाया मजदूरी की धनराशि	कर्मकारों के हस्ताक्षर या अंगूठे का निशान	नियोक्ता के हस्ताक्षर
12	13	14	15

प्रपत्र-41

(नियम 120 का उप-नियम (2) देखें)

मानचित्र के अनुमोदन और स्थल के लिए अनुमति का प्रपत्र

१. कारखाने का नाम .....

२. कारखाने का स्थान ..... (यदि संभव हो तो भू-मानचित्रण)

३. नियोक्ता का नाम .....

४. नियोक्ता का पता, टेलीफोन नंबर और ई-मेल आईडी .....

५. अधिष्ठाता का नाम और पता, टेलीफोन नंबर और ई-मेल आईडी.....

६. प्रबन्धक का नाम और पता, टेलीफोन नंबर और ई-मेल आईडी करने वाले .....

७. राष्ट्रीय औद्योगिक वर्गीकरण के अनुसार कार्यकलाप या प्रस्तावित कार्यकलाप .....

८. चयनित एनआईसी कोड का विवरण.....

९. नियोजित या नियोजित किए जाने वाले कर्मकारों की संख्या .....

१०. उपयोग की जाने वाली या उपयोग की जाने वाली शक्ति का विवरण .....

हस्ताक्षर

(नाम और पता)

प्रपत्र- 42
{नियम 120 के उप-नियम (7) का खंड (ए) व (डी) और नियम 120 का उप-नियम (6) देखें}
[कारखाने में कमरों का विवरण]

कारखाने में कमरे का नाम	आयाम (फुट में)					कुल क्षेत्रफल(वर्ग फुट में)	कमरे में मशीनरी द्वारा उपयोग किये गये फर्श का क्षेत्रफल	श्वसन क्षेत्र (घन फीट में सामग्री)।	कमरे में हवा की कुल मात्रा	दरवाजों की संख्या और आकार	वेंटिलेशन			कमरे की अधिकतम क्षमता	कमरों में नियोजित किए जाने वाले व्यक्तियों की अधिकतम संख्या	क्या कमरे का उपयोग केवल भंडारण के लिए कार्य-कक्ष के रूप में किया जाना है	निर्माण की तिथि	टिप्पणियां
	लंबाई	चौड़ाई	ऊँचाई								खुलने वाली खिड़कियों की संख्या और आकार	खुलने वाले रोशनदान की संख्या और आकार	कुल क्षेत्रफल (वर्ग फुट में)					
			अधिकतम	न्यूनम	औसत													
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19

अधिष्ठाता *के हस्ताक्षर*.....
प्रबंधक के हस्ताक्षर.....

फॉर्म-42 के साथ संलग्न प्रश्नावली

निम्न प्रश्नावली पर सावधानीपूर्वक ध्यान देने से, संहिता/नियम के अनुसार मानचित्र तैयार करने में सहायता मिलेगी, और इस प्रकार मानचित्र बनाने में विलम्ब से बचा जा सकेगा।
नोट: स्थल-मानचित्र को 100'-1" के न्यूनतम पैमाने पर खींचा जाना चाहिए और अन्य मानचित्र को 10'-1" के न्यूनतम पैमाने पर तैयार किया जाना चाहिए।
1. मानचित्र-
(क) क्या निकटवर्ती भवनों और अन्य संरचनाओं, सड़कों, नालियों आदि सहित आस-पास के परिवेश को दर्शाने वाली एक स्थल-मानचित्र *तीन* प्रतियों में प्रस्तुत की गई है ?
(ख) यदि कारखाने के 100 फीट के भीतर भूमिगत सीवेज की व्यवस्था है, तो क्या इसकी स्थिति स्थल मानचित्र में दिखाई गई है?
(ग) क्या *स्थल मानचित्रों के साथ-साथ विस्तृत मानचित्रों पर उत्तर, दक्षिण, पूर्व और पश्चिम की दिशा दर्शाई गई है?*
(घ) क्या परिसर और आस-पास के क्षेत्रों के नगरपालिका संख्या या क्षेत्र संख्या को स्थल-मानचित्र पर दिखाया गया है?
(ङ) क्या कारखाने के परिसर को विशिष्ट रंग में स्थल मानचित्र में स्पष्ट रूप से सीमांकित किया गया है?
(च) क्या दरवाजों, खिड़कियों, वेंटिलेटरों, अग्नि से बचने आदि से संबंधित सभी संगत ब्यौरों को दर्शाते हुए कारखाने की विस्तृत मानचित्र *तीन* प्रतियों में प्रस्तुत की गई हैं?
(छ) क्या सभी नई इमारतें, भवनों के हिस्से (यदि विस्तार हैं) या सीमाओं द्वारा दिखाए गए मौजूदा भवनों में परिवर्तन को एक विशिष्ट रंग में विधिवत चिह्नित किया गया है?
(ज) क्या सभी कमरे, शेड, बाड़े *आदि को* फार्म-42 में सीरियल एंट्री के अनुरूप मानचित्र पर एक सर्कल के अंदर क्रमिक रूप से क्रमांकित किया गया है?
(i) क्या सभी कमरों, शेडों, बाड़ों आदि की रूपरेखा, स्थल-मानचित्र में दिखाई गई है और ऊपर आइटम 1 (एच) के समान संख्या आवंटित की गई है?
(ञ) क्या ऐसे कमरे या शेड आदि की अनुभागीय ऊंचाई *को* अलग से दर्शाया गया है?
(ट) क्या अनुभागीय ऊंचाई में *प्रत्येक कमरे, शेड आदि की न्यूनतम और अधिकतम ऊंचाई* स्पष्ट रूप से दिखाई गई है?

(i) क्या जिस सामग्री से छत का निर्माण किया गया है, वह अनुभागीय ऊंचाई को दर्शाता है?
(ङ) क्या नियम 70 के उपबंधों के अनुसार सभी कार्यकक्षों की ऊँचाई निम्नानुसार है:
(i) क्या C. I. शीट छत के साथ न्यूनतम ऊंचाई 20 फीट है?
(ii) क्या A.C. शीट छत या आरबी/आरसीसी छत के साथ न्यूनतम ऊंचाई 14 फीट है?
(iii) क्या कम से कम 4" के वायु अंतराल के साथ एक ऊष्मा प्रतिरोधी सामग्री की आंतरिक छत 14 फीट की न्यूनतम ऊंचाई पर प्रदान की गई है और ऊष्मा प्रतिरोधी सामग्री का नाम दिया गया है?
(iv) क्या 12 फीट तक की ऊंचाई के लिए छूट मांगी गई है?
(v) क्या कारखाने में किसी भी दिन 150 से अधिक कर्मकारों को नियोजित नहीं करने के आश्वासन पर छूट मांगी गई है?
(ढ) क्या मानचित्र में शौचालयों और मूत्रालयों से निकटतम भवन की न्यूनतम दूरी दर्शाई गई है?
(ण) क्या मानचित्र में निकटतम कुएं, हैंडपंप या अन्य पेयजल केन्द्रों की न्यूनतम दूरी दर्शाई गई है?
(प) क्या जल केन्द्रों को मानचित्र पर दिखाया गया है?
(प्रश्न) क्या मानचित्र में दिखाए गए सभी दरवाजों और वेंटिलेटरों के आकार और उनकी सटीक स्थिति क्या है?
(द) क्या कारखाने परिसर के भीतर चल रहे गंदे, सीवेज, जल बहिस्त्राव और अपशिष्ट उत्पादों को ले जाने के लिए सभी नालों, पाइपों और सीवरों का निर्माण किया गया है और उन्हें मानचित्र में दिखाया गया है?
(एस) क्या विभिन्न मशीनों की स्थिति को उनके नाम के साथ ड्राइंग में दिखाया गया है या फिट करने का प्रस्ताव है?
2. फॉर्म नंबर-42
(क) क्या प्रपत्र संख्या-42 को तीन प्रतियों में प्रस्तुत किया जाता है, जो सभी कार्यकक्षों, गोदामों आदि के लिए भरा *जाता है।* किसका निर्माण या विस्तार करने का प्रस्ताव है?
(ख) क्या प्रपत्र संख्या-42 के सभी स्तंभों में केवल आंतरिक आयामों को ही दर्ज किया गया है?
(ग) क्या कार्यकक्ष, शेड आदि की सांस लेने की जगह *की* गणना नीचे दिखाए गए अनुसार की गई है:
कमरे का फर्श क्षेत्रफल x इसकी औसत ऊंचाई (14 फीट से ऊपर की ऊंचाई को गणना से बाहर रखा जाना चाहिए)।
(d) क्या प्रपत्र संख्या -42 के कॉलम संख्या 15 में दर्ज की गई अधिकतम क्षमता है? नीचे दर्शाई गई दो गणनाओं के निम्न मूल्य के रूप में दर्शाए गए व्यक्तियों की अधिकतम संख्या :

(i) कमरे में मशीनरी द्वारा उपयोग किए गए कमरे के फर्श क्षेत्रफल 36 से विभाजित किया गया है [नियम 70*(2)*]।
(ii) श्वसन स्थान [जैसा कि *ऊपर (c)* में है] 500 से विभाजित किया जाता है।

(ङ) क्या प्रपत्र संख्या 42 के कॉलम संख्या 15 के अनुरूप प्रत्येक कार्यकक्ष की मानचित्र पर उपरोक्त गणना के अनुसार व्यक्तियों की अधिकतम संख्या (कम मूल्य) भी दर्शाई गई है?
(च) क्या खिड़की, वेंटिलेटर और रोशनदान क्षेत्र कमरे के प्रत्येक 15 वर्ग फुट के फर्श क्षेत्र के लिए 1 वर्ग फुट की न्यूनतम दर पर प्रदान किया गया है? (धारा 23 (2) (II) और इसके नियम) ?
(छ) क्या प्रपत्र संख्या 26 बॉल के कॉलम संख्या 12 और 13 के अंतर्गत खिड़कियां और रोशनदान वेंटिलेशन के लिए खोले जा सकते हैं?
यह अनुशंसा की जाती है कि खिड़कियां और रोशनदान एक दूसरे के विपरीत प्रदान किए जा सकते हैं ताकि क्रॉस वेंटिलेशन प्रदान किया जा सके।
(ज) क्या विनिर्माण प्रक्रिया का फ्लो चार्ट और इसके विभिन्न चरणों में संक्षिप्त विवरण के साथ तीन प्रतियों में प्रस्तुत किया गया है?*नियम 69(1) (बी)*
3. दरवाजे और वेंटिलेटर-
   (क) क्या प्रत्येक कार्य कक्ष में कम से कम दो दरवाजे या निकास प्रदान किए गये हैं?
   (ख) प्रत्येक दरवाजे या निकास का न्यूनतम आकार 6'-6"x3' है
   (ग) क्या दोनों में वेंटिलेटर के दो आसन्न कमरों के साथ समान रूप से कोई दरवाजा गिना गया है?
   (घ) क्या सभी दरवाजे बाहर की ओर खुल रहे हैं?
   (ङ) क्या प्रपत्र संख्या -42 के कॉलम 12 और 13 के अंतर्गत प्रविष्ट खिड़कियां और रोशनदान वास्तव में वेंटिलेशन के उद्देश्य को पूरा करते हैं?
4. आग से बचना.—(एक से अधिक मंजिला इमारतों के मामले में)
   (क) क्या भवन के दोनों ओर आग से बचने की दो सुविधाएं उपलब्ध कराई गई हैं?
   (ख) क्या इमारतों में ऊपरी मंजिल के प्रत्येक कमरे से आग से बचने की सुविधा उपलब्ध है?
   (ग) क्या आग के निर्माण में उपयोग की जाने वाली सामग्री गैर-ज्वलनशील है?
   (घ) क्या खिड़कियां, बाहरी सीढ़ी-मामले तक पहुंच प्रदान करने वाले दरवाजे अंदर से तुरंत खोलने की व्यवस्था की गई हैं।
   (ङ) क्या कोई अग्नि से बचने या सीढ़ी-मार्ग का निर्माण क्षैतिज के साथ "450 फीट" से अधिक कोण पर किया गया है?
   (च) क्या कोई आग से बचने या सीढ़ी की चौड़ाई 45 इंच से कम है?
   (छ) क्या कारखाने की इमारत का कोई हिस्सा आग से बचने की सीढ़ी से 150 फीट से अधिक (यात्रा की रेखा के साथ) है?
   (ज) क्या उपरोक्त मद 4 (ई), (एफ) *और* (जी) *के लिए दिए गए विवरण* भी प्रस्तुत किए जा रहे विभिन्न चित्रों में स्पष्ट रूप से दर्शाए गए हैं?
(i) क्या कारखाने और उसके परिसर का सेटबैक क्षेत्र खुला है और बाधा से मुक्त है?

5. शौचालय और मूत्रालय
   (क) क्या पुरुषों और महिलाओं के लिए शौचालयों और मूत्रालयों की अलग-अलग व्यवस्था की जाती है?
   (ख) क्या ये इसके नियमों के साथ पठित धारा 23(2)(viii) की आवश्यकताओं को पूरा करने के लिए पर्याप्त हैं?
   (ग) क्या आसपास की जमीन 4 फीट की दूरी तक अभेद्य सामग्री से चौतरफा है?
   (घ) *(*क्या आसपास की जमीन जमीनी स्तर से कम से कम 6" तक बढ़ी हुई है?
   (ङ) क्या मुख्य भवन के किसी उद्घाटन के निकट कोई शौचालय, वेंटिलेटर या उद्घाटन है?
   (च) क्या कोई शौचालय या मूत्रालय आकाश के लिए खुले किसी भी हस्तक्षेप स्थान के बिना किसी भी कार्य कक्ष के साथ संचार करता है?
   (छ) क्या शौचालय फ्लश प्रकार के होते हैं?
   (ज) क्या कारखाना परिसर के भीतर चलने वाले गंदगी, सीवेज जल बहिस्त्राव और अपशिष्ट उत्पादों को ले जाने के लिए सभी नालों, पाइपों और सीवरों का निर्माण अभेद्य सामग्री से किया गया है?
   (झ) क्या फ्लश प्रकार के शौचालयों की नालियां स्थानीय बोर्डों की जल निकासी प्रणाली से जुड़ी हुई हैं?
   (ञ) *यदि* जल निकासी प्रणाली मौजूद नहीं है तो क्या सेप्टिक टैंकों की एक कुशल प्रणाली प्रदान की जाती है?
   (ट) क्या शौचालयों में छत उपलब्ध कराई जाती है?
6. पीने का पानी-
   (क) क्या स्थानीय बोर्ड द्वारा प्रदान किए गए स्रोत से पीने का पानी उपलब्ध कराया जाता है?
   (ख) क्या कारखाने के परिसर में पीने के पानी या आर्द्रीकरण के प्रयोजनों के लिए किसी कुएं का निर्माण किया गया है?
   (ग) क्या कुएं का बेलन पक्के और पूरे और गहराई तक पानी के लिए अभेद्य है, जो उप-मृदा जल के निम्नतम स्तर से कम नहीं है?
   (घ) क्या कुओं, हैंडपंपों सहित जल केन्द्रों की स्थिति धोने की जगह, शौचालयों और मूत्रालयों से कम से कम 20 फीट की दूरी पर स्थित है?
7. विश्राम आश्रय, कैंटीन और क्रेच—यदि मानचित्रए इनमें से किसी से संबंधित हैं, तो निम्नलिखित प्रश्नों का उत्तर भी दिया जाना चाहिए-

(i) विश्राम आश्रय:
   (क) क्या भवन धारा 24 (2) (III) और इसके नियमों की आवश्यकताओं को पूरी तरह से पूरा करता है।
   (ख) क्या छत ऊष्मा प्रतिरोधी पदार्थ है?
   (ग) क्या विश्राम स्थल के प्रत्येक कमरे की ऊँचाई फर्श के स्तर से छत के निम्नतम भाग तक कम से कम 12 फ़ीट होनी चाहिए?

(ii) कैंटीन:
   (क) क्या भवन पूरी तरह से धारा 24(1)(v) और इसके नियमों की आवश्यकताओं को पूरा करता है।
   (ख) क्या कैंटीन भवन किसी शौचालय, मूत्रालय, बॉयलर हाउस, कोयले, स्टैक कोयले के ढेर आदि से कम से कम 50 गज की दूरी पर स्थित हैं*?*
   (ग) कैंटीन के भवनों की न्यूनतम ऊँचाई फर्श के स्तर से छत के निम्नतम भाग तक कितनी होती है?

(iii) शिशुगृह:
   (क) क्या शिशु गृह का निर्माण धारा 24(3) और इसके नियमों की आवश्यकताओं को पूरी तरह से पूरा करता है।
   (ख) क्या भवनों की ऊंचाई फर्श के स्तर से छत के निचले हिस्से तक 12 फीट से कम नहीं है?

हम प्रमाणित करते हैं कि ऊपर दी गई प्रश्नावली के उत्तर सही हैं।

प्रबंधक के हस्ताक्षर। अधिष्ठाता *के हस्ताक्षर।*

टिप्पणी—*(i)* उपरोक्त विवरण दिखाने के बाद, इस प्रश्नावली और फॉर्म-42 की मानचित्र और फॉर्म -42 सभी मुख्य निरीक्षक सह सुविधाप्रदाता, उत्तर प्रदेश के अनुमोदन के लिए अधिकार क्षेत्र वाले निरीक्षक-सह-सुविधाप्रदाता को तीन प्रतियों में प्रस्तुत किए जाने चाहिए।

(ii) भवन में बिजली की सहायता से विनिर्माण प्रक्रिया शुरू होने से पहले अर्हता रखने वाले सक्षम व्यक्ति द्वारा हस्ताक्षरित स्थायित्व का प्रमाण पत्र फार्म-43 पर प्रस्तुत किया जाएगा।

प्रपत्र- 43

{नियम 120 के उप-नियम (7) का खंड (i) देखें, नियम 122 के उप-नियम (2) देखे}

किसी कारखाने या कारखाने के हिस्से का स्थायित्व प्रमाण पत्र

(पूरा होने के बाद और काम करने से पहले जमा किया जाना है)

मैं एतद्द्वारा घोषणा करता हूं कि मैंने व्यक्तिगत रूप से नीचे वर्णित भवन की मानचित्रों और विनिर्देशों की जांच की है, इसके निर्माण और तैयार भवन में उपयोग की जाने वाली वास्तविक सामग्री और विधियों की जांच की है और मैं संतुष्ट हूं कि इसका निर्माण ऐसा है कि जब इसका उपयोग यहां घोषित किए गए उद्देश्यों के लिए कारखाने या कारखाने के हिस्से के रूप में किया जाएगा ।

इसकी स्थिरता संतोषजनक होगी ।

1. कारखाने का नाम.....
2. भवन निर्माता (ओं) या ठेकेदार (ओं) का नाम.....
3. सामान्य प्रकार का निर्माण
   - *(क)* हस्ताक्षरकर्ता का पूरा नाम (ब्लॉक अक्षरों में).....
   - *(ख)* योग्यता.....
   - *(ग)* वर्तमान व्यवसाय.....
   - *(घ)* स्थायी डाक पता.....
4. जिस उद्देश्य के लिए भवन का उपयोग किया जाना है.....
5. उस कमरे या भवन का नाम जिसके लिए यह प्रमाण पत्र मानचित्र संख्या का संदर्भ देते हुए प्रदान किया गया है।
6. उपरोक्त कमरे/भवन में किए जाने वाले कार्य की प्रकृति.....
7. चालित शक्ति की प्रकृति और मात्रा.....

तिथि.....

सक्षम व्यक्ति के हस्ताक्षर
(नाम और पदनाम)

अधिष्ठाता के हस्ताक्षर
(नाम और पदनाम)

टिप्पणी—प्रमाण पत्र देने वाला व्यक्ति (*क)* सिविल इंजीनियर्स संस्थान का एक कॉर्पोरेट सदस्य, *या (ख)* स्ट्रक्चरल इंजीनियर्स संस्थान का एक कॉर्पोरेट सदस्य या *(ग)* रॉयल इंस्टीट्यूट ऑफ ब्रिटिश आर्किटेक्ट्स का एक साथी एसोसिएट या लाइसेंसकर्ता, या *(घ)* सिविल इंजीनियरिंग में स्नातक हो और इंजीनियर्स संस्थान (भारत) का कॉर्पोरेट सदस्य होना चाहिए:

परन्तु किसी भी सरकार द्वारा उपयोग किए गए या बनाए गए भवनों के मामले में अधिशाषी अभियंता के पद से नीचे के अधिकारी द्वारा प्रमाण पत्र प्रदान नहीं किया जा सकता है, यदि वह मालिक या बिल्डर के पूर्णकालिक रोजगार में है, स्थायित्व के प्रमाण पत्र पर हस्ताक्षर करने के लिए अधिकृत नहीं होगा ।

प्रपत्र-44

{नियम 120 का उप-नियम (11) देखें}

कारखाने की स्थल-मानचित्र के अनुमोदन का प्रमाण पत्र

प्रेषक,

.....
.....

सेवा में,

.....
.....

स्थल मानचित्र संख्या: एफ/प्लान/लाइसेंस: दिनांक:

विषयः- कारखाना भवन के नए, विस्तार और संशोधन के मानचित्र एवं स्थायित्व के प्रमाण पत्र का अनुमोदन ।
महोदय/महोदया,

कृपया मुख्य निरीक्षक-सह-सुविधाप्रदाता या ..... (लाइसेंसिंग प्राधिकारी) को प्रस्तुत किया गया कारखाने के नए/विस्तार/संशोधन सम्बन्धी स्थल-मानचित्र और स्थायित्व प्रमाण पत्र के अनुमोदन के संबंध में अपने ऑनलाइन आवेदन का संदर्भ ग्रहण करें ।

आपका उपरोक्त आवेदन व्यावसायिक सुरक्षा, स्वास्थ्य और कार्य दशाएँ संहिता 2020 और उसके अन्तर्गत बनाए गए नियमों के प्रावधानों के अनुसार निम्नलिखित शर्तों/कारणों के अन्तर्गत अनुमोदित किया जाता है:
शर्तें/टिप्पणियां-1:
शर्तें/टिप्पणियां-2:
शर्तें/टिप्पणियां-3:
शर्तें/टिप्पणियां-4:
सभी शर्तों/टिप्पणियों पर:

साथ ही स्थायित्व प्रमाण पत्र दिनांक ..... जिस पर ..... द्वारा हस्ताक्षर किए गए हैं और कार्य कक्ष संख्या/जैसा कि फ़ैक्टरी मानचित्र संख्या ..... में दिखाया गया है, ... के उपयोग के लिए अनुमोदित है अश्वशक्ति बिजली/..... हॉर्सपावर डीजल/तेल इंजन, कुल ..... उपयोग के लिए अश्वशक्ति को मंजूरी दी गई है। इसके अलावा इन नियमों के प्रावधानों की ओर आपका ध्यान आकर्षित किया जाता है कि शक्ति की सहायता से कार्य शुरू करने से पहले स्थायित्व प्रमाण पत्र जारी करना और अनुमोदन प्राप्त करना अनिवार्य होगा।

संलग्न:

१. मानचित्र
२. स्थल मानचित्र
३. प्रश्नावली
४. प्रपत्र- 42
५. प्रवाह चार्ट
६. स्थायित्व का प्रमाण पत्र (फॉर्म- 43)

आपका
.....
.....

प्रपत्र-45

{नियम 121 का उप-नियम (1), नियम 122 का उप-नियम (2), नियम 123 का उप-नियम (2) और नियम 156 का उप-नियम (3) देखें}

पंजीकरण और लाइसेंस के अनुदान या नवीनीकरण/ संशोधन के लिए कब्जे की सूचना

लाइसेंस नंबर.....

कारखाने का पूरा नाम और उसका लाइसेंस नंबर, यदि पहले से पंजीकृत है:

१. कारखाने का डाक पता और स्थिति (पिन कोड के साथ पुलिस स्टेशन, तहसील और जिले सहित):

२. पता, जिस पर कारखाने से संबंधित डाक भेजी जानी चाहिए:

३. कारखाने का संपर्क नंबर:

४. कारखाने का ईमेल पता:

५. विनिर्माण प्रक्रिया/प्रक्रियाओं की प्रकृति-

(क) अगले बारह महीनों के दौरान कारखाने में किया जायेगा (पहले से मौजूद कारखानों के मामले में)।

(ख) अगले बारह महीनों के दौरान कारखाने में ले जाया जाना है (सभी कारखानों के मामले में)।

(ग) राष्ट्रीय औद्योगिक वर्गीकरण-2008 (एनआईसी) संहिता का विवरण।

(i) उप-वर्ग (6 अंक) -

(ii) एनआईसी के अनुसार विवरण-

६. पिछले बारह महीनों के दौरान निर्मित प्रमुख उत्पादों के नाम और मूल्य।

७. मानव शक्ति:

(क) वर्ष के दौरान किसी भी दिन नियोजित किए जाने वाले कर्मकारों की अधिकतम संख्या।

(ख) पिछले बारह महीनों के दौरान किसी भी दिन नियोजित कर्मकारों की अधिकतम संख्या

(ग) कारखाने में नियोजित किए जाने वाले कर्मकारों की संख्या।

८. उपयोग की जाने वाली शक्ति:

(क) स्थापित या स्थापित की जाने वाली बिजली की प्रकृति और कुल मात्रा (किलोवाट)

(ख) उपयोग की जाने वाली शक्ति की अधिकतम मात्रा (किलोवाट):

टिप्पणी.—यदि मूल रूप से बिजली का उपयोग करने का प्रस्ताव नहीं है, लेकिन बाद में पेश किया जाता है, तो इस तथ्य को तुरंत मुख्य निरीक्षक-सह-सुविधाप्रदाता को सूचित किया जाना चाहिए।

९. नियम के शुरू होने की तिथि के बाद निर्मित या विस्तारित कारखाने के मामले में:

(क) राज्य सरकार/मुख्य निरीक्षक-सह-सुविधाप्रदाता द्वारा स्थल के लिए मानचित्र के अनुमोदन की संदर्भ संख्या और तिथि, चाहे वह पुराने या नए भवन के लिए हो और कारखाने के निर्माण या विस्तार के लिए।

(ख) व्यापार अपशिष्ट और अपशिष्टों के निपटान के लिए की गई व्यवस्थाओं के अनुमोदन की संदर्भ संख्या और तिथि, यदि कोई हो, और इस तरह का अनुमोदन प्रदान करने वाले प्राधिकारी का नाम।

१०. पूरा नाम, पिता का नाम और आवासीय पता-

(क) वह व्यक्ति जो कोड के प्रयोजनों के लिए कारखाने का प्रबंधक होगा:

(ख) कारखाने का अधिष्ठाता:

११. यदि कारखाना संहिता की धारा 80 के प्रावधानों द्वारा कवर किया गया है, तो पूरा नाम, पिता का नाम और उस परिसर या भवनों के मालिक का पता जिसमें कारखाना स्थित है।

१२. अर्धवार्षिक (यदि लागू हो) और वार्षिक रिटर्न जमा किया गया (हां / नहीं)।

१३. जिस तिथि को प्रबंधक ने कार्यभार ग्रहण किया था

१४. वह तिथि जिस पर अधिष्ठाता ने परिसर को उपयोग में लिया हो या परिसर पर कब्जा कर लिया हो ।

१५. शुल्क का विवरण:

(बैंक/ई-चालान/इलेक्ट्रॉनिक रूप से, संदर्भ संख्या और तिथि के माध्यम से भुगतान किए गए रुपये में शुल्क की राशि)।

१६. अंतिम वार्षिक रिटर्न जमा करने की तिथि-

१७. उत्तर प्रदेश अग्नि नियंत्रण सेवाओं से परिसरों के लिए अनापत्ति प्रमाण पत्र की वैधता-

लाइसेंस में संशोधन

वर्ष जब संशोधित किया जाता है	के लिए वैध	किसी भी एक दिन में कर्मकारों की अधिकतम संख्या	स्थापित बिजली की कुल मात्रा (किलोवाट)	निर्माण प्रक्रिया	अधिष्ठाता/ नियोक्ता का नाम	परिसर के पते में अद्यतन	लाइसेंस में संशोधन का विवरण
1	2	3	4	5	6	7	8

मैं/हम प्रमाणित करता हूँ/करते हैं कि मेरे द्वारा दी गई सूचना मेरे जानकारी के अनुसार सत्य और सही है।

अधिष्ठाता के पूर्ण

हस्ताक्षर.....

प्रबंधक के पूर्ण

हस्ताक्षर.....

मालिक का पूर्ण हस्ताक्षर, यदि कोई हो.....

तिथि

टिप्पणियाँ।

१. यह फॉर्म स्याही से ब्लॉक अक्षरों में भरा जाना चाहिए या टाइप किया जाना चाहिए।

२. यदि आइटम के खिलाफ नामित व्यक्तियों में से कोई भी नाबालिग है, तो तथ्य को स्पष्ट रूप से बताया जाना चाहिए।

३. किसी कारखाने के मामले में जहां भारतीय कंपनी अधिनियम, 1913 (1913 का VII) के अन्तर्गत एक प्रबंध एजेंट या एजेंट को अधिभोगियों के रूप में नियुक्त किया गया है, उस व्यक्ति या व्यक्तियों के संबंध में मद में अपेक्षित सूचना की आपूर्ति की जानी चाहिए।

प्रपत्र-46

{नियम 121 का उप-नियम (2), नियम 122 का उप-नियम (5), नियम 123 का उप-नियम (4) और नियम 124 का उप-नियम (3) देखें}

व्यावसायिक सुरक्षा, स्वास्थ्य और कार्य दशाएँ संहिता, 2020 के अन्तर्गत कारखाने के लिए लाइसेंस

(कारखाने में काम करने का लाइसेंस)

पंजीकरण संख्या:-
पुराना पंजीकरण नंबर:-
जारी करने की तिथि :- शुल्क रु.....

यह लाइसेंस श्री / श्रीमती ..... को.....अनधिक कर्मकारों के नियोजन और.....KW से अनधिक शक्ति का प्रयोग करते हुए एक कारखाने के रूप में उपयोग के लिए नीचे वर्णित परिसर के लिए मान्य है ।

लाइसेंस प्रदान किया जाता है। । यह व्यावसायिक सुरक्षा, स्वास्थ्य और कार्य दशाएँ संहिता, 2020 और उसके अन्तर्गत बनाए गए नियमों के प्रावधानों के अधीन है।

यह लाइसेंस ..... तक लागू रहेगा जब तक कि आगे नवीनीकृत न हो।

लाइसेंस प्राप्त परिसर का विवरण

मानचित्र संख्या ..... दिनाँक....., जो मेसर्स.....पता.....का अनुमोदित स्थल और विस्तृत मानचित्र पर दिखाए गए परिसर हेतु है।

क्रम संख्या	जारी करने की अवधि	के लिए वैध		शुल्क	चालान नंबर और भुगतान की तिथि
		किसी भी एक दिन में कर्मकारों की अधिकतम संख्या	स्थापित बिजली की कुल मात्रा (किलोवाट)		

लाइसेंस के नवीनीकरण का विवरण

	नवीनीकरण की तिथि	नवीनीकरण के लिए भुगतान की गई फीस	वैधता समाप्ति की तिथि
1			
2			

मुख्य निरीक्षक-सह-सुविधाप्रदाता
/
लाइसेंसिंग
प्राधिकारी

नोट:

(१) यह एक कंप्यूटर जनित लाइसेंस है।
(२) इस लाइसेंस को श्रम विभाग, यूपी सरकार की वेबस्थल से सत्यापित किया जा सकता है - www.uplabour.gov.in

यह लाइसेंस केवल आवेदक द्वारा प्रस्तुत सूचना के आधार पर जारी किया जाता है। श्रम विभाग यहां दी गई सूचना की शुद्धता की जिम्मेदारी नहीं लेता है। यह लाइसेंस संबंधित विभाग से एनओसी की वैधता के अधीन लागू रहेगा।

प्रपत्र-47

{नियम 124 का उप-नियम (2) और नियम 127 देखें}

व्यवसाय की सूचना

लाइसेंस नंबर.....
वर्ष.....

01-कारखाने का पूरा नाम और उसका लाइसेंस नंबर.....
02- (*क*) कारखाने का पता और स्थिति (थाना, तहसील और जिला सहित).....
(*ख*) पत्राचार का पता .....
(ग) कारखाने का संपर्क नंबर और ईमेल पता.....
03-अगले बारह महीनों के दौरान कारखाने में की जाने वाली विनिर्माण प्रक्रिया/प्रक्रियाओं की प्रकृति.....
04-पिछले बारह महीनों के दौरान निर्मित प्रमुख उत्पादों के नाम और मूल्य.....
05- (*क*) वर्ष के दौरान किसी भी एक दिन नियोजित किए जाने वाले कर्मकारों की अधिकतम संख्या.....
(*ख*) पिछले बारह महीनों के दौरान किसी भी दिन नियोजित कर्मकारों की अधिकतम संख्या.....
(*ग*) वर्तमान में कारखाने में कार्यरत कर्मकारों की वास्तविक संख्या .....
06- (क) स्थापित शक्ति की प्रकृति और कुल मात्रा (अश्व शक्ति में).....
(*ख*) शक्ति की अधिकतम मात्रा (अश्व शक्ति में) .....
टिप्पणी—यदि शक्ति का मूल रूप से उपयोग करने का प्रस्ताव नहीं है, लेकिन बाद में पेश किया जाता है, तो इस तथ्य को तुरंत मुख्य निरीक्षक-सह-सुविधाप्रदाता या लाइसेंसिंग प्राधिकारी को सूचित किया जाना चाहिए।
07-यदि नियम के लागू होने की तिथि के बाद कारखाने का निर्माण या विस्तार किया गया है ।
(क) राज्य सरकार/मुख्य निरीक्षक-सह-सुविधाप्रदाता द्वारा स्थल के लिए चाहे वह पुराने या नए भवन के लिए हो और कारखाने के निर्माण या विस्तार के लिए मानचित्र के अनुमोदन की संदर्भ संख्या और तिथि
(ख) व्यापार अपशिष्ट और बहिस्त्रावों के निपटान के लिए की गई व्यवस्थाओं की संदर्भ संख्या और अनुमोदन की तिथि, यदि कोई हो, और ऐसा अनुमोदन प्रदान करने वाले प्राधिकारी का नाम
08-पूरा नाम, पिता का नाम और आवासीय पता:-.....
(क) वह व्यक्ति जो अधिनियम के प्रयोजनों के लिए कारखाने का प्रबंधक होगा.....
(*ख*) कारखाने का अधिष्ठाता.....
09- यदि कारखाना संहिता की धारा 80 के प्रावधानों से आच्छादित है, तो उस परिसर या भवनों, जिसमें कारखाना स्थापित है, के मालिक का पूरा नाम, पिता का नाम और पता:.....
10- रिटर्न जमा किया गया (हां/नहीं)
11- प्रबंधक द्वारा कार्यभार ग्रहण करने की तिथि.....
12- अधिष्ठाता द्वारा परिसर को उपयोग में लिए जाने की तिथि.....

मैं एतद्द्वारा घोषणा करता हूं कि हमारा कारखाना मेरी जानकारी के अनुसार संहिता 2020 के सभी स्वास्थ्य और सुरक्षा प्रावधानों का अनुपालन कर रहा है/करेगा।

अधिष्ठाता के पूर्ण हस्ताक्षर.....
प्रबंधक के पूर्ण हस्ताक्षर.....

तिथिः-

प्रपत्र--48

{नियम 128 का उप-नियम (2) देखें}

प्रबंधक में परिवर्तन की सूचना

1. कारखाने का नाम (लाइसेंस संख्या सहित).....
2. कारखाने का डाक पता.....
3. निवर्तमान प्रबंधक का नाम.....
4. नए प्रबंधक का नाम, डाक व आवासीय पता और टेलीफोन नंबर, (यदि कोई हो).....
5. नए प्रबंधक द्वारा कार्यभार ग्रहण करने की तिथि.....

तिथि.....
स्थान.....

नए प्रबंधक के हस्ताक्षर.....
अधिष्ठाता के हस्ताक्षर.....

प्रपत्र-49

{नियम 132 का उप-नियम (4) देखें}

स्थल मूल्यांकन समिति के लिए आवेदन का प्रपत्र

(१) आवेदक का नाम और पता:

(२) स्थल के स्वामित्व की तिथि:

(क) स्थल का राजस्व विवरण जैसे सर्वेक्षण संख्या, प्लॉट संख्या, आदि:

(ख) क्या इस स्थल को वन के रूप में वर्गीकृत किया गया है और यदि हां, तो क्या भारतीय वन अधिनियम, 1927 की धारा 5 के अन्तर्गत केन्द्र सरकार की अनुमति ली गई है;

(ग) क्या प्रस्तावित स्थल पर्यावरण (संरक्षण) अधिनियम, 1986 की धारा 3(2)(v) के प्रावधानों को आकर्षित करता है, यदि हां, तो प्रतिबंधों की प्रकृति:

(३) स्थानीय प्राधिकारी जिसके अधिकार क्षेत्र में स्थल स्थित है:

(४) स्थल मानचित्र:

(क) प्रस्तावित स्थल के आस-पास की सीमाओं और कुल क्षेत्र की स्पष्ट पहचान के साथ स्थल मानचित्र और प्रस्तावित स्थल के आस-पास निम्नलिखित विवरण दिखाते हुए:

(एक) आस-पास स्थापित ऐतिहासिक स्मारक, यदि कोई हो.....:

(दो) प्रस्तावित इकाई के आस-पास पड़ोसी विनिर्माण इकाइयाँ, मानव आवास, शैक्षिक और प्रशिक्षण संस्थान, पेट्रोल प्रतिष्ठान, एलपीजी और अन्य खतरनाक पदार्थों का भंडारण का विवरण और प्रस्तावित इकाई से उनकी दूरी:

(तीन) आसपास के क्षेत्र में जल स्रोत (नदियाँ, धाराएँ, नहरें, बांध, जल निस्पंदन संयंत्र आदि):

(चार) निकटतम अस्पताल, फायर स्टेशन, नागरिक सुरक्षा स्टेशन और पुलिस स्टेशन और उनकी दूरी:

(पाँच) उच्च तनाव विद्युत पारेषण लाइनें, पानी, तेल, गैस या सीवरेज के लिए पाइपलाइन, रेलवे लाइन, सड़क, स्टेशन, जेटी और अन्य समान प्रतिष्ठान:

(ख) मिट्टी की स्थिति और गहराई का विवरण जिस पर कठोर स्तर प्राप्त हुआ:

(ग) आस-पास की पहाड़ियों और स्तरों में अंतर दिखाने वाले क्षेत्र का समोच्च मानचित्र:

(घ) कारखाने के भूखण्ड का मानचित्र, जिसमें प्रवेश और निकास बिंदु, भीतर की सड़कें, पानी की नालियाँ आदि दर्शित हो:

(५) योजना रिपोर्ट:

(क) योजना रिपोर्ट की मुख्य विशेषताओं का सारांश:

(ख) संगठन की स्थिति (सरकारी, अर्ध-सरकारी, सार्वजनिक या निजी आदि):

(ग) कारखाने में कार्य करने वाले व्यक्तियों की अधिकतम संख्या:

(घ) बिजली और पानी की आवश्यकताओं की अधिकतम मात्रा और उनकी आपूर्ति का स्रोत:

(ङ) प्रस्तावित स्थल में इमारतों और प्रतिष्ठानों का ब्लॉक आरेख:

(च) प्रस्तावित आवास कॉलोनी, अस्पताल, स्कूल और अन्य बुनियादी सुविधाओं का विवरण:

(६) प्रस्तावित विनिर्माण इकाई/कारखाने की संगठनात्मक संरचना:

(क) संगठन आरेख:

(एक) सामान्य रूप से प्रस्तावित उद्यम:

(दो) स्वास्थ्य सुरक्षा और पर्यावरण संरक्षण विभाग और संचालन और तकनीकी विभागों के साथ उनका संबंध।

(ख) स्वास्थ्य और सुरक्षा नीति के लिए प्रस्तावित:

(एक) अपशिष्ट और अपशिष्टों के उपचार के लिए आवंटित क्षेत्र:

(दो) सुरक्षा, स्वास्थ्य और पर्यावरण संरक्षण उपायों पर प्रतिशत परिव्यय।

(७) स्थल से संबंधित मौसम संबंधी आकड़े:

(क) औसत न्यूनतम और अधिकतम-

(एक) तापमान

(दो) नमी

(तीन) हवा का वेग पिछले दस वर्षों के दौरान है

(ख) हवा की दिशा की मौसमी विविधताएं

(ग) बाढ़ के दौरान अब तक का सबसे अधिक दर्ज किया गया जलस्तर

(घ) क्षेत्र का बिजली और भूकंपीय आकड़ा

(८) संचार माध्यम:

(क) बाहरी संचार के लिए टेलीफोन/टेलेक्स/वायरलेस और अन्य संचार सुविधाओं की उपलब्धता:

(ख) आंतरिक संचार सुविधाएं प्रस्तावित:

(९) विनिर्माण प्रक्रिया की सूचना:

(क) प्रक्रिया प्रवाह आरेख:

(ख) प्रक्रिया और प्रौद्योगिकी पर संक्षिप्त लेख:

(ग) महत्वपूर्ण प्रक्रिया पैरा-मीटर जैसे दबाव निर्माण, तापमान वृद्धि और रन-अवे प्रतिक्रियाएं:

(घ) सुरक्षा अनुप्रयोगों वाली प्रक्रिया के लिए महत्वपूर्ण अन्य बाहरी प्रभाव, जैसे कि नमी का प्रवेश या असंगत पदार्थों के साथ पानी का संपर्क, अचानक बिजली की विफलता:

(ङ) निर्माण प्रौद्योगिकी में अंतर्निहित सुरक्षा/प्रदूषण नियंत्रण उपकरणों या उपायों/शामिल की मुख्य विशेषताएं:

(१०) खतरनाक सामग्रियों की सूचना:

(क) कच्चे माल, अंतर-मध्यस्थ उत्पाद और उप-उत्पाद और उनकी मात्रा (एक दूसरे के आदेश पदार्थ के संबंध में सामग्री सुरक्षा डेटा शीट शामिल है):

(ख) कच्चे माल/मध्यवर्ती/उत्पादों/उप-उत्पादों के लिए प्रस्तावित मुख्य और मध्यवर्ती भंडारण (किसी भी समय संग्रहीत की जाने वाली अधिकतम मात्रा):

(ग) सामग्री के प्रवाह और बहिर्वाह के लिए उपयोग की जाने वाली परिवहन विधियाँ, उनकी मात्रा और अनुसरण किए जाने वाले संभावित मार्ग:

(घ) निम्नलिखित के लिए प्रस्तावित सुरक्षा उपाय-

(एक) सामग्री का प्रबंधन

(दो) आंतरिक और बाहरी परिवहन

(तीन) निस्तारण (तैयार उत्पादों की पैकिंग/अग्रेषण):

(११) अपशिष्ट और प्रदूषण के निस्तारण की सूचना:

(क) प्रमुख प्रदूषण (गैस, तरल, ठोस) उनकी विशेषताएं और मात्रा (औसत और चरम भार पर):

(ख) उत्पन्न ठोस अपशिष्ट की गुणवत्ता और मात्रा, उनके उपचार और निस्तारण की विधि:

(ग) वायु, जल और मृदा प्रदूषण की अनुमानित समस्याओं को नियंत्रित करने के लिए प्रस्तावित उपाय, जिनमें अपशिष्ट का उपचार और निस्तारण शामिल है:

(१२) प्रक्रिया में निहित खतरो की सूचना:

(क) पर्यावरणीय प्रभाव मूल्यांकन रिपोर्ट की एक प्रति संलग्न करें।

(ख) जोखिम मूल्यांकन अध्ययन रिपोर्ट की एक प्रति संलग्न करें।

(ग) ऐसे इकाईयों अथवा दुर्घटना जनित व्यवसायिक स्वास्थ्य जोखिम के अध्ययन सम्बन्धी प्रकाशित रिपोर्ट (खुली या वर्गीकृत) (देश के भीतर या बाहर)।

(१३) प्रस्तावित सुरक्षा और व्यावसायिक स्वास्थ्य उपायों की सूचना:

(क) अग्निशमन सुविधाओं और पानी की न्यूनतम मात्रा, कार्बन-डाई-ऑक्साइड और या आपात स्थिति को पूरा करने के लिए आवश्यक अन्य अग्निशमन उपायों का विवरण:

(ख) प्रस्तावित इन-हाउस चिकित्सा सुविधाओं का विवरण:

(१४) आपातकालीन तैयारियों की सूचना:

(१५) ऑन-साइट आपातकालीन योजना

(१६) पड़ोसी कारखानों के एक समूह के साथ पारस्परिक सहायता योजना के लिए प्रस्तावित व्यवस्था, यदि कोई हो,

(१७) कोई अन्य प्रासंगिक सूचना

मैं प्रमाणित करता हूं कि ऊपर दी गई सूचना मेरी जानकारी के अनुसार सही है और इसे प्रस्तुत करते समय कुछ भी महत्वपूर्ण नहीं छिपाया गया है।

आवेदक का नाम और हस्ताक्षर।

प्रपत्र- 50

{नियम 133 देखें}

राज्य सरकार को प्रस्तुत की जाने वाली स्थल मूल्यांकन समिति की रिपोर्ट का प्रारूप

प्रेषक,

श्रम आयुक्त, उत्तर प्रदेश,
जी.टी. रोड, कानपुर।

सेवा में,

अपर मुख्य सचिव/प्रमुख सचिव,
श्रम और रोजगार,
उत्तर प्रदेश सरकार, लखनऊ।

विषय: श्री.....(आवेदक का नाम) के आवेदन के मामले में मेसर्स.....(कारखाने का नाम) में प्रस्तावित निर्माण/विस्तार/स्थान/खतरनाक गतिविधियों के संचालन के संबंध में स्थल मूल्यांकन समिति की रिपोर्ट प्रस्तुत करना ।

महोदय/महोदया,

कृपया शासकीय आदेश संख्या..... दिनांक.....का संदर्भ ग्रहण करें, जिसके द्वारा श्री.....(आवेदक का नाम) के आवेदन के मामले में व्यावसायिक सुरक्षा, स्वास्थ्य और कार्य दशाएँ संहिता, 2020 की धारा 83 की उप-धारा (1) और उसके अन्तर्गत बनाए गए नियमों के अन्तर्गत गठित स्थल मूल्यांकन समिति द्वारा.....(कारखाने का नाम) में खतरनाक गतिविधियों के प्रस्तावित निर्माण/विस्तार/स्थान/संचालन के संबंध में आख्या प्रस्तुत की गई है।

उपर्युक्त समिति ने ..... द्वारा किए गए आवेदन की गहन जांच की है और समिति की रिपोर्ट इस प्रकार है:

(क) आवेदक का नाम और पता:
(ख) कारखाने का नाम:
(ग) पंजीकरण संख्या (यदि कोई हो):
(घ) लाइसेंस संख्या (यदि कोई हो):
(ङ) स्थल स्वामित्व विवरण:
(च) समिति के क्षेत्र दौरे की तिथियां:
(छ) समिति की बैठकों का विवरण (कृपया बैठकों के सभी कार्यवृत्त संलग्न करें):
(ज) आवेदक द्वारा अपनाए जाने वाले अनुशंसित सुधारात्मक उपायों का विवरण (यदि कोई हो):
(झ) अपनाए गए सुधारात्मक उपायों का विवरण (विवरण दें):
(ञ) स्थल मूल्यांकन समिति की सिफारिशें:
(ट) कोई अन्य टिप्पणी/सिफारिशें:

दिनांक: श्रम आयुक्त के हस्ताक्षर
स्थान: मुहर

प्रपत्र- 51

{नियम 155 का उप-नियम (6) देखें}

पर्यवेक्षिय, प्रबंधकीय या गोपनीय पदों के व्यक्तियों का रजिस्टर

कारखाने का नाम .....
लाइसेंस संख्या .....

क्र0सं0	नाम	पिता का नाम	पद	कार्यभार ग्रहण करने की तिथि	छोड़ने की तिथि
१.					
२.					
३.					
४.					
५.					
६.					
७.					
८.					
९.					
१०.					
११.					

प्रपत्र- 52

{नियम 159 का उप-नियम (4) देखें}

आवास की वार्षिक रिपोर्ट

वार्षिक रिटर्न का वर्ष.....

१. बागान का नाम:

२. पता और स्थान जहां बागान स्थापित है:

३. नियोक्ता का नाम और पता:

४. संहिता के अंतर्गत बागान आच्छादन का वर्ष:

५. बागानों में आश्रितों सहित कुल निवासी कर्मकार की जनसंख्या:

६. घरों की आवश्यकता वाले निवासी कर्मकारों की संख्या:

७. हर साल अनुमोदित मानचित्र के अनुसार उपलब्ध कराए जाने वाले घरों की संख्या:

८. अनुमोदित मानचित्र के अनुसार प्रदान किए गए घरों की संख्या-

(क) नए घरों का निर्माण।

(ख) पुराने घरों का अधिग्रहण।

१. मद संख्या 7 में आवश्यक घरों की संख्या प्रदान न करने का कारण:

दिनांक:

नियोक्ता के हस्ताक्षर और मुहर

प्रपत्र- 53

{नियम-180 का उप-नियम (1) देखें}

संहिता की धारा 114 की उप-धारा (1) के अन्तर्गत अपराधों को शमन करने के लिए कंपाउंडिंग अधिकारी द्वारा दोषी नियोक्ता को नोटिस

नोटिस

सेवा में,

श्री/श्रीमती..... (नियोक्ता का नाम)
मैसर्स .....
..... (पता)

कृपया आपके/आपकी कंपनी/प्रतिष्ठान द्वारा व्यावसायिक सुरक्षा, स्वास्थ्य और कार्य दशाएँ संहिता, 2020 (2020 का अधिनियम संख्या 37) के प्रावधानों के उल्लंघनों के लिए कम्पाउण्डिंग सम्बन्धी आप अपने आवेदन संख्या ..... दिनांक..... का संदर्भ ग्रहण करें ।

चूंकि आपने उक्त अपराध (अपराधों) के उप-शमन के लिए अनुरोध किया है, इसलिए आपको सूचित किया जाता है कि आपके विरूद्ध ..... व्यावसायिक सुरक्षा, स्वास्थ्य और कार्य दशाएँ संहिता, 2020 (2020 का अधिनियम संख्या 37) की धारा 1019/100 के उल्लंघन / अपराध करने के लिए आरोप लगाया गया है । आपके आवेदन की अधोहस्ताक्षरी द्वारा जांच की गई है और पाया गया कि व्यावसायिक सुरक्षा, स्वास्थ्य और कार्य दशाएँ संहिता, 2020 (2020 का अधिनियम संख्या 37) की धारा (ओं)..... के उल्लंघन उप-शमन के योग्य है, जबकि धारा(ओं).....निम्नलिखित कारणों से कम्पाउण्डिंग के योग्य नहीं पाये गये:-

१. .....
२. .....

अपराधों की उप-शमन के लिए आपके द्वारा भुगतान की जाने वाली कंपाउंडिंग राशि..... रुपये है । इस नोटिस के द्वारा, आपको निर्देश दिया जाता है कि आप अपराध (अपराधों) के शमन के लिए इस नोटिस के जारी होने की तिथि से पंद्रह दिनों के भीतर उपर्युक्त कंपाउंडिंग राशि जमा करें। यदि आप निर्दिष्ट समय के भीतर उक्त राशि जमा करने में विफल रहते हैं, तो आपको कोई और अवसर प्रदान नहीं किया जाएगा और संहिता के प्रावधानों के अनुसार आपके विरूद्ध धारा (ओं) के अन्तर्गत अभियोजन दायर करने के लिए आवश्यक निर्देश जारी किए जाएंगे;

आपको यह भी सूचित किया जाता है कि यदि आप निर्दिष्ट समय के भीतर उपर्युक्त कंपाउंडिंग राशि जमा करने में विफल रहते हैं, तो आप संहिता की धारा 114 की उप-धारा (3) के प्रावधान के अनुसार इसका भुगतान करने के लिए उत्तरदायी होंगे।

यह नोटिस दिनाँक..... को मेरे हस्ताक्षर और मुहर से जारी किया गया है ।

कम्पाउण्डिंग ऑफिसर,
मुहर

प्रति - सम्बन्धित निरीक्षक-सह-सुविधाप्रदाता

प्रपत्र- 54

{नियम 183 देखें}

धारा 119 के अन्तर्गत सामान्य लाइसेंस के लिए आवेदन

संहिता की धारा 119 के अन्तर्गत लाइसेंस/नवीनीकरण/संशोधन के लिए सामान्य आवेदन		
अ.	प्रतिष्ठान विवरण	
१.	प्रतिष्ठान का नाम	
२.	प्रतिष्ठान का पता	
	(क) प्रधान कार्यालय का पता ईमेल आईडी सहित	
	(ख) कॉर्पोरेट कार्यालय का पता ईमेल आईडी सहित	
	(ग) प्रतिष्ठान का स्थान ईमेल आईडी सहित	
३.	संपर्क नंबर	
४.	एनआईसी (राष्ट्रीय औद्योगिक वर्गीकरण) के अनुसार गतिविधि (दी गई सभी लागू गतिविधियों का चयन करें):	
५.	चयनित एनआईसी कोड का विवरण	
६.	मुख्य प्रतिष्ठानों में किए जाने वाले कार्य की प्रकृति	
७.	प्रतिष्ठान का पहचानकर्ता: (चयन करें - ई-साइन / डिजिटल साइन)	
	ब. नियोक्ता का विवरण	
१.	नियोक्ता/अधिष्ठाता का पूरा नाम	
२.	प्रतिष्ठान के साथ संबंध	
३.	नियोक्ता/अधिष्ठाता का पूरा पता	
४.	नियोक्ता/अधिष्ठाता की ई-मेल आईडी	
५.	सभी अधिभोगियों/भागीदारों/निदेशकों का विवरण ** के साथ प्रस्तुत किया जाना है	

स.	कारखाने का विवरण					
१.	कारखाने का नाम	कारखाने का पूरा पता	एनआईसी (राष्ट्रीय औद्योगिक वर्गीकरण) के अनुसार गतिविधि	कारखाने के रूप में प्रयोज्यता की तिथि	उपयोग की जाने वाली अधिकतम शक्ति (किलोवाट)	प्रतिष्ठानों का नाम जिसमें कर्मकारों को नियोजित किया जाना है
	1	2	3	4	5	6
२.	प्रबंधक/कारखाना प्रबंधक का नाम, आवासीय पता और मोबाइल नं0					
३.	किसी भी तिथि को प्रतिष्ठान पर नियोजित किए जाने वाले प्रस्तावित अधिकतम कर्मकारों की संख्या					
४.	भुगतान किए गए लाइसेंस शुल्क की राशि					
५.	लेन-देन आईडी/जमा का प्रमाण					
६.	की जाने वाली अभिनिर्माण प्रक्रिया					

द.	नियोजित किए जाने वाले ठेका कर्मकारों का विवरण (यदि कार्य के अनुसार लाइसेंस की आवश्यकता है)	
१.	कार्य स्थलों का स्थान	
२.	एनआईसी (राष्ट्रीय औद्योगिक वर्गीकरण) के अनुसार प्रतिष्ठान/गतिविधि में किए गए कार्य की प्रकृति	
३.	उन प्रतिष्ठानों का नाम जहां ठेका कर्मकारों को नियोजित करने का प्रस्ताव है	
४.	प्रारंभ होने की तिथि	
५.	पूर्णता तिथि	
६.	स्थल प्रभारी का नाम, पता और मेल	
७.	किसी भी दिन प्रतिष्ठान पर नियोजित किए जाने वाले अधिकतम कर्मकारों की संख्या	
८.	भुगतान किए गए लाइसेंस शुल्क की राशि	

९.	सुरक्षा जमा की राशि	
१०.	लेन-देन आईडी/जमा का प्रमाण	
११.	पंजीकरण संख्या, यदि प्राप्त की जाती है तो विवरण वे हैं	

य.	उन प्रतिष्ठानों का विवरण जिनके लिए एकल लाइसेंस की आवश्यकता है (बीड़ी और सिगार)	
१.	क्या आवेदक प्रचलित व्यापार और व्यापारिक बाजार अधिनियम के अन्तर्गत पंजीकृत ट्रेडमार्क धारक है	
२.	क्या औद्योगिक परिसर की प्रस्तावित स्थल किसी मौजूदा परिसर की स्थल में परिवर्तन के बराबर है और यदि हां, तो इस तरह के परिवर्तन के कारण क्या हैं	
३.	आवेदक द्वारा निर्मित बीड़ी या सिगार या दोनों को स्वयं या प्रचलित व्यापार और व्यापारिक बाजार अधिनियम के मालिक या पंजीकृत उपयोगकर्ता या किसी अन्य कारण व्यक्ति के माध्यम से बेचा और विपणन किया जाएगा	
४.	दिन के किसी भी समय नियोजित किये जाने वाले अधिकतम कर्मकारों की संख्या	
५.	कार्य प्रारंभ होने की तिथि	
६.	स्थानों या परिसरों की मानचित्र, विनिर्माण प्रक्रियाओं के लिए उपयोग किए जाने वाले क्षेत्र, ऐसे स्थानों या परिसरों के तत्काल परिवेश आदि।	

आवेदन की तिथि

नियोक्ता/अधिष्ठाता के हस्ताक्षर

लाइसेंस के नवीनीकरण के लिए आवेदन

1	लाइसेंस संख्या और दिनांक	
2	पंजीकरण संख्या	
3	लिन और पैन (केवल ठेका श्रम कार्य के लिए)	
4	एनआईसी कोड नंबर (जैसा कि लाइसेंस में दिया गया है)	
5	कारखाने/प्रतिष्ठान का नाम और पता	
6	डाक का पूरा पता (जहां कारखाने का पता डाक के उद्देश्य को भी पूरा करता है, यह सूचना देने की आवश्यकता नहीं है)	
7	विनिर्माण प्रक्रिया का प्रवाह चार्ट, जिसमें विभिन्न चरणों में प्रक्रिया का संक्षिप्त विवरण, कच्चे माल की सूची, जहरीली गैसों के मिशन सहित उपयोग किए गए मध्यवर्ती उत्पादों, तैयार उत्पादों, उनकी मात्रा, भंडारण और हैंडलिंग, लोडिंग और परिवहन के तरीकों और व्यापार अपशिष्ट और अपशिष्टों के निस्तारण की व्यवस्था का विवरण (संलग्न किया जाना है) सम्मिलित हो	
8	वर्ष के दौरान किसी भी दिन नियोजित किए जाने वाले कर्मकारों की अधिकतम संख्या	
9	स्थापित शक्ति (एचपी में)	
10	जमा किए गए आवश्यक शुल्क का विवरण और प्रमाण	
11	पिछले लाइसेंस की समाप्ति की तिथि	
12	क्या नियोक्ता/ठेकेदार का लाइसेंस निलंबित या रद्द कर दिया गया था	

आवेदन की तिथि

नियोक्ता/अधिष्ठाता के हस्ताक्षर

लाइसेंस में संशोधन के लिए आवेदन

१.	लाइसेंस संख्या और दिनांक	
२.	लिन और पैन (केवल ठेका श्रम कार्य के लिए)	
३.	कारखाने/प्रतिष्ठान का नाम और पता	
४.	वर्तमान में कार्यरत अधिकतम कर्मकारों की संख्या	

५.	विवरण जिसके लिए संशोधन अपेक्षित है	
(क)	वर्तमान में कार्यरत अधिकतम कर्मकारों की संख्या	
(ख)	कर्मकारों की संख्या में परिवर्तन (यदि कर्मकारों की संख्या में संशोधन करना है और नियोजित किए जाने वाले कर्मकारों की अधिकतम संख्या में वृद्धि हुई है, तो नियमों के अनुसार अतिरिक्त शुल्क/प्रतिभूति धनराशि जमा करने की आवश्यकता है)	
(ग)	शक्ति जिसे परिवर्तित किया जाना है (एचपी में)	
(घ)	अधिष्ठाता या कारखाना प्रबन्धक के नाम में परिवर्तन	
(ङ)	कारखाने के नाम में परिवर्तन	
६.	कारखाने में की जाने वाली विनिर्माण प्रक्रिया की प्रकृति	(प्रक्रियाओं की सूची)
७.	विनिर्माण प्रक्रिया में संशोधन के मामले में, पूर्व में की गई विनिर्माण प्रक्रिया का संकेत दें	(प्रक्रियाओं की सूची)
८.	जमा किए गए आवश्यक शुल्क का विवरण और प्रमाण	
९.	जारी किए गए लाइसेंस में संशोधन की आवश्यकता वाले अन्य विवरण (आवश्यक दस्तावेजों को आवश्यक परिवर्तन के समर्थन में संलग्न / अपलोड किया जा सकता है)	

आवेदन की तिथि

नियोक्ता/अधिष्ठाता के हस्ताक्षर

** जो लागू न हो काट दे

प्रपत्र- 55

{नियम 184 का उप-नियम (3) देखें}

धारा 119 (2) के अन्तर्गत सामान्य लाइसेंस का प्रमाण पत्र

लाइसेंस नंबर: ..... पंजीकरण संख्या.....

एनआईसी विवरण: ..... दिनांक: .....

यह लाइसेंस श्री/श्रीमती ..... को कारखाना/प्रतिष्ठान मेसर्स..... जो, ...में स्थापित है, के परिसर को व्यावसायिक सुरक्षा, स्वास्थ्य और कार्य दशाएँ संहिता, 2020 की धारा 119 और उसके अन्तर्गत बनाए गए नियमों के प्रावधानों के अधीन एक कारखाने/प्रतिष्ठान के रूप में उपयोग के लिए प्रदान किया जाता है ।

निदेशक कारखाना/ उप निदेशक कारखाना/ सहायक निदेशक कारखाना द्वारा अपनी अधीकारिता सीमा के अन्तर्गत कारखाने के मानचित्र संख्या.....को दिनाँक.....स्वीकृत किया गया है ।
दिनांक:

अधिकृत प्राधिकारी

लाइसेंस का विवरण

	जारी करने की अवधि	के लिए वैध		भुगतान किया गया लाइसेंस शुल्क	देर से भुगतान के लिए अतिरिक्त शुल्क	भुगतान की गई सुरक्षा राशि	भुगतान की तिथि
		किसी भी एक दिन के अधिकतम ठेका श्रमिक/कर्मकारों की संख्या	परिसर में प्रयुक्त अधिकतम शक्ति (एचपी में)				
निर्गत लाइसेंस का विवरण							
नवीनीकरण का विवरण							

अधिकृत प्राधिकारी

संशोधन

संशोधन की तिथि	संशोधन किया गया			संशोधन शुल्क और भुगतान की तिथि	अतिरिक्त शुल्क (यदि कोई हो) और भुगतान की तिथि
	कर्मकार	स्थापित शक्ति	अन्य संशोधनों का विवरण		

अधिकृत प्राधिकारी

<u>परिशिष्ट</u>

<u>यह एकल लाइसेंस संहिता की धारा 119 की उप-धारा (2) के अन्तर्गत निम्नलिखित शर्तों के अधीन है:</u>

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१. यह लाइसेंस केवल व्यावसायिक सुरक्षा, स्वास्थ्य और कार्य दशाएँ, 2020 संहिता की धारा 119 की उप-धारा (1) और उसके अन्तर्गत बनाए गए नियमों के प्रयोजनों के लिए है।

२. प्रतिष्ठान में ठेका कर्मकारों/प्रवासी कर्मकारों के रूप में नियोजित कर्मकारों की संख्या किसी भी दिन लाइसेंस में विनिर्दिष्ट अधिकतम संख्या से अधिक नहीं होगी।

३. नियमों में दिए गए प्रावधान को छोड़कर, लाइसेंस जारी किये जाने के लिए अथवा नवीनीकरण के लिए, जैसा भी मामला हो, भुगतान किया गया शुल्क गैर-वापसी योग्य होगा।

४. ठेकेदार द्वारा कर्मकारों को देय मजदूरी की दरें न्यूनतम मजदूरी अधिनियम, 1948 (1948 का 11) या मजदूरी संहिता, 2019 (2019 का 29) के अन्तर्गत रोजगार के लिए निर्धारित दरों, और जहां दरें समझौते, निस्तारण, पुरस्कार या राज्य सरकार द्वारा तय की गई हैं, जो लागू हो, से कम नहीं होंगी ।

(क) ऐसे मामले में जहां ठेकेदार द्वारा नियोजित कर्मकार प्रतिष्ठान के मुख्य नियोक्ता द्वारा सीधे नियोजित कर्मकारों के समान या समान प्रकार का कार्य करते हैं, ठेकेदार के कर्मकारों की मजदूरी दरें, छुट्टियां, काम के घंटे और सेवा की अन्य शर्तें वही होंगी जो प्रतिष्ठान के प्रमुख नियोक्ता द्वारा सीधे उसी या समान प्रकार के काम पर नियोजित कर्मकारों पर लागू होती हैं;

परन्तु कार्य के प्रकार के संबंध में किसी असहमति के मामले में उसका निर्णय संबंधित अधिकृत प्राधिकारी या क्षेत्राधिकार वाले निरीक्षक-सह-सुविधाप्रदाता द्वारा किया जाएगा, जिसका निर्णय अंतिम होगा।

(ख) अन्य मामलों में ठेकेदार के कर्मकारों की मजदूरी दरें, छुट्टियां, काम के घंटे और सेवा की शर्तें ऐसी होंगी जो इस संबंध में संबंधित अधिकृत प्राधिकारी या क्षेत्राधिकार वाले निरीक्षक-सह-सुविधाप्रदाता द्वारा विनिर्दिष्ट की जा सकें।

५. प्रत्येक ठेका श्रमिक/प्रवासी श्रमिक व्यावसायिक सुरक्षा, स्वास्थ्य और कार्य दशाएँ संहिता, 2020 (2020 का 37) और उसके अन्तर्गत बनाए गए नियमों में निर्धारित भत्ते, लाभ, सुविधाओं आदि का पात्र होगा।

६. प्रत्येक प्रतिष्ठान में जहां 20 या अधिक महिलाएं सामान्य रूप से कार्यरत हैं क्योंकि छह वर्ष से कम उम्र के अपने बच्चों के उपयोग के लिए उचित आयाम के 2 कमरे प्रदान किए जाएंगे। ऐसे कमरों में से एक का उपयोग बच्चों के लिए खेल के कमरे के रूप में और दूसरे का उपयोग बच्चों के लिए बिस्तर के कमरे के रूप में किया जाएगा। इस प्रयोजन के लिए ठेकेदार खेल के कमरे में पर्याप्त संख्या में खिलौने और सोने के कमरे में पर्याप्त संख्या में खाट और बिस्तर की आपूर्ति करेगा।

७. लाइसेंसधारी कर्मकारों की संख्या या कार्य की शर्तों में किसी भी बदलाव को प्राधिकारी को सूचित करेगा।

८. लाइसेंस की एक प्रति उस परिसर में प्रमुखता से प्रदर्शित की जाएगी जहां ठेका का कार्य किया जा रहा है।

९. ठेकेदार संहिता के सभी प्रावधानों और इन नियमों का पालन करेगा।

१०. लाइसेंसधारी, प्रत्येक ठेका कार्य के शुरू होने और पूरा होने के पंद्रह दिनों के भीतर, व्यावसायिक सुरक्षा, स्वास्थ्य और कार्य दशाएँ संहिता, 2020 (2020 का 37) की धारा 46 के अन्तर्गत अधिकृत प्राधिकारी को एक विवरणी प्रस्तुत करेगा, जिसमें प्रारंभ की वास्तविक तिथि या ठेका कार्य को पूरा करने की तिथि, जैसा भी मामला हो, निर्धारित प्रपत्र पर दी जाएगी।

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{ नियम 130 के अन्तर्गत विनिर्दिष्ट अनुसूची VII का अनुच्छेद 7(2) और अनुसूची XXXII का अनुच्छेद 4(2) और अनुसूची XXXIII का अनुच्छेद 3(डी) देखें}

संघनन प्रणाली द्वारा धूल निकालने की परीक्षा और परीक्षण की रिपोर्ट

१. प्रणाली का विवरण

२. हुड-

(क) हुड की क्रम संख्या

(ख) पकड़े गए संदूषक

(ग) प्रग्रहण वेग (निर्दिष्ट किए जाने वाले बिंदुओं पर)

डिजाइन	मूल्य	वास्तविक मूल्य

(घ) हुड पर समाप्त मात्रा

(ङ) हुड स्थैतिक दबाव

३. कुल दबाव में गिरावट--

(क) जोड़

(ख) प्रणाली के अन्य बिंदु (निर्दिष्ट किए जाने के लिए)

४. नलिकाओं के साथ बिंदुओं पर वाहिनी में परिवहन वेग (निर्दिष्ट किया जाना है)

५. हवा की सफाई करने वाला उपकरण--

(क) प्रयुक्त प्रकार ... ...

(ख) इनलेट पर वेग ... ...

(ग) इनलेट पर स्थैतिक दबाव ... ...

(घ) आउटलेट पर वेग ... ...

(ङ) आउटलेट पर स्थैतिक दबाव ... ...

६. पंखा--

(क) प्रयुक्त प्रकार ... ...

(ख) प्रभावी आयतन ... ...

(ग) स्थैतिक दबाव ... ...

(घ) पंखे के आउटलेट पर दबाव ड्रॉप ... ...

७. फैन मोटर-

(क) प्रकार ... ...

(ख) गति और शक्ति (किलोवाट में) ... ...

८. उपरोक्त घटकों में से किसी के परीक्षण के दौरान प्रकट किए गए दोषों का विवरण, यदि कोई हो।

मैं प्रमाणित करता हूं कि (तिथि .....) को उपरोक्त धूल निष्कर्षण प्रणाली को अच्छी तरह से साफ किया गया था और (जहां तक इसके निर्माता की अनुमति हैं) पूरी तरह से जांच के लिए उपलब्ध कराया गया था। मैं यह भी प्रमाणित करता हूं कि उक्त तिथि पर, मैंने उपरोक्त धूल निष्कर्षण प्रणाली, जिसमें इसके घटक और फिटिंग शामिल हैं, की पूरी तरह से जांच की, और उपरोक्त मेरी परीक्षण की यह सही रिपोर्ट है।

हस्ताक्षर.....

योग्यता .....

पता .....

तिथि.....

(यदि किसी कंपनी या एसोसिएशन द्वारा नियोजित है, तो कंपनी या एसोसिएशन का नाम और पता)