

**THE HIMACHAL PRADESH FACTORIES RULES,
1950**

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THE HIMACHAL PRADESH FACTORIES RULES, 1950**CHAPTER I****PRELIMINARY****1. Short title extent and commencement**

- (1) These Rules may be called the Himachal Pradesh Factories Rules, 1950.
- (2) These Rules shall extent for the whole of Himachal Pradesh.
- (3) These Rules, except rules 29 to 33, 53, 62, 64 to 76 and 95 shall come into force on the 14th April, 1950 and rules 29 to 33, 53, 62, 64 to 76 and 95 shall come into force on such dates as are specified therein.

2. Definitions

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

- (a) "Act" means the Factories Act, 1948.
- (b) "Appendix" means is appendix appended to these Rules.
- (c) "Artificial Humidification" means the introduction of moisture into the air of a room by any artificial means whatsoever except the unavoidable type of steam or water vapour into the atmosphere directly due to the manufacturing process:
Provided that the introduction of air directly from outside through moistened mass or screens placed in openings at times when the temperature of the room is 80 degrees or more, shall not be deemed to be artificial humidification.
- (d) "Belt" includes any driving strap or rope.
- (e) "Degrees" (of temperature) means degrees on the Fahrenheit scale.
- (f) "District Magistrate" includes such other official as may be appointed by the Chief Commissioner in that behalf.
- (g) "Fume" includes gas or vapours.
- (h) "Health Officer" means the Municipal Health Officer or District Health Officer or such other Official as may be appointed by the Chief Commissioner in that behalf.
- (i) "Hygrometer" means an accurate wet and dry bulb hygrometer conforming to the prescribed conditions as regards constructions and maintenance,
- (j) "Inspector" means any Inspector appointed under Section 8 of the Act and includes the "Chief Inspector".
- (k) "Maintained" means maintained in an efficient state, in efficient working order and in good repair;

3. Approval of plans

- (1) No manufacturing process shall be carried on in any building constructed or extended or taken into use as a factory or a part of a factory after the date of the commencement of the Act, unless previous permission in writing is obtained from the Chief Commissioner or the Chief Inspector.

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

- (a) A flow chart of the manufacturing process supplemented by a brief description of the process in its various stages;
- (b) Plans in duplicate drawn to scale showing,
 - (i) The site of the factory and immediate surroundings including adjacent buildings and other structures, roads, drains etc.
 - (ii) The plan, elevation and necessary cross-sections of the various buildings, indicating all relevant details relating to natural lighting, ventilation and means of escape in case of fire. The plans shall also clearly indicate the position of the plant and machinery, aisles and passage ways; and
- (c) such other particulars as the Chief Inspector may require;
- (d) Replies to the questionnaire annexed to Form No. 1-A;

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

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

- (3) ¹[The plans and specifications herein required shall be certified by a person possessing the qualifications prescribed for a Certificate of Stability i.e., at (a) (ii) below:

- (a) Certificate of Stability:
 - (i) No manufacturing process to be carried on with the aid of power shall be begun, or carried on in any building or part of a building or part of the building in Form No. 2 signed by a person possessing the qualifications prescribed in sub-rule (3) (a).
 - (ii) Has been delivered to and accepted by the Chief Inspector. No extended portion of any factory wherein manufacturing process is being carried on with the aid of power shall be used as a part of the factory any time after the extension, nor plant or machinery shall be added in any factory nor brought into use any time after such addition, until such a certificate in respect of such extension or plant has been delivered to and accepted by the Chief Inspector of factories.
 - (iii) The person competent to certify the plans specification or to sign Form No. 2 shall possess the qualification and experience as prescribed by the following qualifications:

The corporate membership of any of the following institutions:

- (a) The Institute of Civil Engineers.
 - (b) The Institute of Structure Engineers.
 - (c) The Royal Institute of British Architects.
 - (d) The Institute of Engineer (India) together with the degree of recognised Civil Engineering College in India provided that, he has also been for three years in bona fide practice of his own account as Civil Assistant of organised firm of Civil Engineers.
- (b) No person except in case of building owned by any government shall be authorised to sign a certificate of stability or to certify plans and specification who is in the employment of the owner or builder of the building in respect of which the certificate is given.
- (4)
- (i) The internal height of a workroom shall be not less than fourteen feet measuring from the floor level to the lowest part of the roof; provided that in the case of the buildings having ceiling, or roof, or a combination of the two, the minimum height may be 12 feet.

Provided further that in case of factories employing less than 50 persons, the Chief Inspector may, where he is provided that the conditions of work are reasonably good, except such factories from the provisions of this sub-rule.
 - (ii) There shall be provided at all time for each person employed in any workroom of a factory where mechanical or chemical power is used atleast 36 square feet of floor space exclusive of that occupied by machinery and a breathing space of at least 500 cubic feet (14 cubic metre)
 - (iii) Particulars of each work room of the factory in which person are regularly employed shall be entered in Form I-A which shall be shown to the Inspector, when required.

The provisions of clause (i) of sub-rule 4 shall not apply to rooms intended for storage, godowns and like purposes and also rooms meant office purposes.

4. ²[Application for registration and grant of licence]

All occupiers of existing factories as well as those coming for the first time under the scope of the Factories Act, shall get the factory duly registered and licenced. An application for registration of the factory and grant of licence shall be submitted in the prescribed Form No. 3 in triplicate, provided that the occupier of the premises in use as a factory, on the case of the commencement of the Rules, shall submit such application within thirty days from the commencement of the Rules.

5. ³[Grant of licence]

- (1) A licence for a factory shall be granted by the Chief Inspector in Form No. 4 for a period of one year or five years,⁴[or ten years], as may be requested,⁴ in the application for the registration and grant of License, as the case may be, on payment of fees as specified under sub-rule (2) of this rule.

- (2) The fee of grant of a license for the year shall be such as specified in the following schedule and in case an application for license has been made for a period of ⁵[five years or ten years, the license fee shall be five times or ten times, as the case may be] of the fees payable for the grant of license for one year:

SCHEDULE

Fee for grant of license for a factory for one year

Number of persons to be employed on any day during the year

Quantity of H.P. installed (Maximum H.P.)	Up to 09	From 10 to 20	From 21 to 50	From 51 to 100	From 101 to 250	From 251 to 500	From 501 to 1000	From 1001 to 1500	From 1501 to 2000	Above 2000
Nil	250	500	750	1000	2000	3000	4500	6000	9000	12000
Upto 20	500	750	1000	2000	3000	4500	6000	9000	12000	16000
Exceeding 20 but not exceeding 50	750	1000	2000	3000	4500	6000	9000	12000	16000	20000
Exceeding 50 but not exceeding 100	1000	2000	3000	4500	6000	9000	12000	16000	20000	25000
Exceeding 100 but not exceeding 250	-	3000	4500	6000	9000	12000	16000	20000	25000	28000
Exceeding 250 but not exceeding 500	-	4500	6000	9000	12000	16000	20000	25000	28000	32000
Exceeding 500 but not exceeding 1000	-	6000	9000	12000	16000	20000	25000	28000	32000	36000
Exceeding 1000 but not exceeding 1500	-	9000	12000	16000	20000	25000	28000	32000	36000	40000
Exceeding 1500 but not exceeding 2000	-	12000	16000	20000	25000	28000	32000	36000	40000	45000
Exceeding 2000 but not exceeding 3000	-	16000	20000	25000	28000	32000	36000	40000	45000	50000
Exceeding 3000 but not exceeding 5000	-	20000	25000	28000	32000	36000	40000	45000	50000	55000

Exceeding 5000 but not exceeding 7000	-	25000	28000	32000	36000	40000	45000	50000	55000	60000
Exceeding 7000 but not exceeding 10000	-	28000	32000	36000	40000	45000	50000	55000	60000	65000
Exceeding 10000 but not exceeding 15000	-	32000	36000	40000	45000	50000	55000	60000	65000	70000
Above 15000	-	36000	40000	45000	50000	55000	60000	65000	70000	75000

- (3) A licence granted under rule 5 (1) may be renewed for a period of one year or five years, ⁶[or ten years] as may be requested by the licensee in accordance with the provisions of rule 7.
- (4) Every licence shall remain in force up to the 31st December of the same year for which such licence is granted or renewed.]

6. ⁷[Amendment of licence

- (1) A licence granted under rule 5, may be amended by Chief Inspector.
- (2) No licensee shall-
- (i) Change the name of this factory;
 - (ii) Employ persons in excess of the number as specified in the license; and
 - (iii) Use motive power in excess of the limits of horsepower specified in the license, without getting his license amended under sub-rule (1).
- (3) A license may make an application to the Chief Inspector, for amendment of his license, stating therein the nature of the amendment and reason thereof.
- (4) The application under sub-rule (3) shall be accompanied by a fee of Rupees one hundred plus the amount, if any, by which the fee that would have been payable if the license had originally been issued in the amended form exceeds the fee originally paid for the license.]

7. ⁸[Renewal of licence

- (1) A licence may be renewed by the Chief Inspector.
- (2) Every application for the renewal of a licence shall be made in triplicate, in Form No. 3 together with the receipt of payment of fee for a period of one year or five years, ⁹[or ten years] as the case may be, and shall be submitted not less than two months before the day which the licence expires and if application is so made, the premise shall be deemed to be duly licensed until such date the Chief Inspector renews the licence.
- (3) The fee for renewal of licence for one year shall be the same as fee for the grant thereof and in case an application for renewal has been ¹⁰[made for five years or ten years, the renewal fee shall be five times or ten times, as the case may be,] of

the fee payable for the renewal of licence for one year, as specified in the schedule under sub-rule (2) of rule 5;

Provided that if application for renewal, complete in all respect, is not received within the time specified in sub rule (2), the licence shall be renewed only on payment of fee twenty five percent in excess of the fee ordinarily payable for the renewal of licence for one year or five years ¹¹[or ten years,]as the case may be.]

8. Transfer of licence

- (1) The holder of a licence may, at any time before the expiry of the licence, apply for the licence, apply for permission to transfer his licence to another person.
- (2) Such application shall be made to the Chief Inspector who shall, if he approves of the transfer, enter upon the licence, under his signature, and endorsement to the effect that the licence has been transferred to the person named.
- (3) A fee of ¹²[one hundred] rupees shall be charged on each such application.

8A.

The occupier or manager of every factory shall report to the Inspector any intended closure of the factory or any section or department thereof immediately after it is decided to do so, intimating the reason for the closure the number of workers in the register on the date of the report the number of workers likely to be affected by the closure and, the probable period of the closure. An intimation should also be sent to the Inspector, as soon as the factory, or the section of department of the factory, as the case may be actually closed down and starts working again.

9. Procedure on death or disability of licensee

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

10. Loss of licence

Where a licence granted under these Rules is lost or accidentally destroyed, a duplicate may be granted on payment of a fee of rupees ¹³[one hundred].

11. Payment of fees

- (1) Every application under these Rules shall be accompanied by a treasury receipt showing that the appropriate fee has been paid into the local treasury under the head of account.
- (2) If an application for the grant, renewal or amendment of a licence is rejected, the fee paid shall be refunded to the applicant.

12. ¹⁴[Notice of occupation

The notice of occupation shall be included in Form No. 3 as prescribed under rule 4].

CHAPTER II
THE INSPECTING STAFF

13. Powers of Inspectors

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

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

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

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

13A. ¹⁵[Qualifications of an Inspector

No person shall be appointed as an Inspector for the purposes of the Act unless he possesses the qualification hereunder:

- (a) He must not be less than 23 years or more than 35 years of age;
- (b) He must have,
 - (i) Had a good general education upto the Intermediate stand of a recognised University;
 - (ii) Secured a Degree or Diploma equivalent to a Degree of a recognised University, in any of Engineering, Technology or Medical practitioner with practical experience of at least two years in a workshop of a manufacturing concern of good standing and in the case of Medical Inspector an experience of at least two years in a public hospital or factory medical department or alternatively a diploma in industrial medicines.
- (c) Where for a particular post special knowledge to deal with special problems is required, the Government may, in addition to the basic qualifications, prescribe appropriate qualifications for such a post.

Provided that in the case of the persons who have been working as Inspectors under the Act at the time of the commencement of these Rules, the Government

may, subject to such conditions as it may specify except such persons from the provisions of this rule.

14. Duties of Certifying surgeon

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

process without the written sanction of the Certifying Surgeon in the Health Register.

- (7) The manager of a factory shall afford to the Certifying Surgeon facilities to inspect any process in which any person is employed or likely to be employed.
- (8) The manager of a factory shall provide for the purpose of any medical examination which the Certifying Surgeon wishes to conduct at the factory for his exclusive use on the occasion of an examination) a room which shall be properly cleaned and adequately ventilated and lighted and furnished with a screen, a table with writing materials and chairs.

CHAPTER III HEALTH

15. Cleanliness of walls and ceilings

- (1) Clause (d) of sub-section (1) of section 11 of the Act shall not apply to the class or description of the factories or parts of factories specified in the Schedule hereto:
 Provided that they are kept in a clean state by washing, sweeping, brushing, dusting, vacuum-cleaning or other effective means:
 Provided further that the said clause (d) shall continue to apply,
 - (i) as respect factories or parts of factories specified in Part A of the said Schedule, to work-rooms in which amount of cubic space allowed for every person employed in the room is less than 500 cubic feet:
 - (ii) as respects factories or parts of factories specified in Part B of the said Schedule, to work-rooms in which the amount of cubic space allowed for every person employed in the room is" less than 2,500 cubic feet:
 - (iii) to engine-houses, fitting-shops, lunch-rooms, canteens, shelters, creches, cloak rooms, rest rooms and wash-places; and
 - (iv) to such parts of walls, sides and tops of passages and staircases are less than 20 feet above the floor stair.
- (2) If it appears to the Chief Inspector that any part of a factory, to which by virtue of sub-rule (1) any of the provisions of the said clause (d) do not apply, or apply as varied by sub-rule (1), is not to being kept in a clean state he may by written notice require the occupier to white-wash or colour-wash, wash, paint or varnish the same and in the event of the occupier failing to comply with such requisition within two months from the date of the notice, sub-rule (1) shall cease to apply to such part of factory, unless the Chief Inspector otherwise determines.

SCHEDULE

PART A

Blast furnaces.

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

Cement works.

Chemical works.

Copper mills.

Gas works.

Iron and steel mills.

Stone, slate and marble works.

The following parts of factories

Rooms used only for the storage of articles.

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

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

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

Parts of walls, particulars, ceilings or tops of rooms which are at least 20 feet above the floor.

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

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

PART B

Coach and motor body works.

Electric generating or transforming stations.

Engineering works.

Factories in which sugar is refined or manufactured.

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

Gur Factories.

Ship-building works. Those parts of factories where unpainted or unvarnished wood is manufactured.

16. Record of white-washing, etc.

The record of dates on which white-washing, colour-washing, varnishing, etc., are carried out shall be entered in a Register maintained in Form 7.

17. Disposal of trade waste and effluents

- (1) In the case of a factory where the drainage system is proposed to be connected to the public sewerage system, prior approval of the arrangements made shall be obtained from the Local Authority.
- (2) In the case of factory situated in a place where no public sewerage system exists, proper approval of the arrangements made for the disposal or trade-wastes and equipments shall be obtained from the Public Health Authority cities or such authority as the Chief commissioner may appoint in this behalf.

18. When artificial humidification not allowed

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

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

SCHEDULE

Dry bulb	Wet bulb	Dry bulb	Wet bulb	Dry bulb	Wet bulb
60.0	58.0	77.0	75.0	94.0	86.0
61.0	59.0	78.0	76.0	95.0	87.0
62.0	60.0	79.0	77.0	96.0	87.5
63.0	61.0	80.0	78.0	97.0	88.0
64.0	62.0	81.0	79.0	98.0	88.5
65.0	63.0	82.0	80.0	99.0	89.0
66.0	64.0	83.0	80.5	100.0	89.5
67.0	65.0	84.0	81.0	101.0	90.0
68.0	66.0	85.0	82.0	102.0	90.0
69.0	67.0	86.2	82.5	103.0	90.5
70.0	68.0	87.0	83.0	104.0	90.5
71.0	69.0	88.0	83.5	105.0	91.0
72.0	70.0	89.0	84.0	106.0	91.0
73.0	71.0	90.0	84.5	107.0	91.5
74.0	72.0	91.0	85.0	108.0	91.5
75.0	73.0	92.0	85.5	109.0	92.0
76.0	74.0	93.0	86.0	110.0	92.0

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

19. Provisions of Hygrometer

In all departments of cotton spinning and weaving mills wherein artificial humidification is adopted, hygrometers shall be provided and maintained in such position as are approved by the Inspector. The number of hygrometers shall be regulated according to the following scale,

- (a) Weaving department: One hygrometer for departments with less than 500 looms, and one additional hygrometer for every 500 or part of 500 looms, in excess of 500.
- (b) Other departments: One hygrometer for each room of less than 3,00,000 cubic feet capacity and one extra hygrometer for each 200,000 cubic feet or part thereof, in excess of this.
- (c) One additional hygrometer shall be provided and maintained outside each cotton spinning and weaving factory wherein artificial humidification is adopted, and in a position approved by the inspector, for taking hygrometer shade readings.

20. Exemption from maintenance of hygrometers

When the inspector is satisfied that the limits of humidity allowed by the Schedule to rule 23 are never exceeded, he may, for any department other than the weaving department grant exemption from the maintenance of the hygrometer. The Inspector shall record such exemption in writing.

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

A legible copy of the schedule to rule 18 shall be affixed near each hygrometer.

22. Temperature to be recorded at each Hygrometer

At each hygrometer maintained in accordance with rule 19, correct wet and dry bulb temperatures shall be recorded daily during working hours, except intervals for rest, by competent persons nominated by the Manager and approved by the Inspector. The temperature shall be taken between 7 A.M. and 9 A.M. between 11 A.M. and 2 P.M. and between 4 P.M. and 5.30 P.M. In exceptional circumstances, such additional readings and between such hours, as the Inspector may specify, shall be taken. The temperatures shall be entered in a Humidity Register in Form No.6 maintained in the factory. At the end of each month, the persons who have taken the readings, shall sign the Register and certify the correctness of the entries. The Register shall always be available for inspection by the Inspector.

23. Specifications of hygrometer

- (1) Each hygrometer shall comprise two mercurial thermometers of wet bulb and dry bulb of similar construction and equal in dimensions, scale and divisions of scale. They shall be mounted on a frame with a suitable reservoir containing water.
- (2) The wet bulb shall be closely covered with a single layer of muslin kept wet by means of a wick attached to it and dropping into the water in the reservoir. The

muslin covering and the wick shall be suitable for the purpose clean and free from size or grease.

- (3) No part of the wet bulb shall be within 3 inches from the dry bulb or less than 25 mms. from the surface of the water in the reservoir and the water reservoir shall be below it, on the side of it away from the dry bulb.
- (4) The bulb shall be spherical and of suitable dimensions and shall be freely exposed on all sides to the air of the room.
- (5) The bores of the stems shall be such that the position of the top of the mercury column shall be really distinguishable at a distance of 2 feet.
- (6) Each thermometer shall be graduated so that accurate readings may be taken between 50 and 120 degrees.
- (7) Every degree from 50 degrees up to 120 degrees shall be clearly marked by horizontal lines on the stem, each fifth and tenth degree shall be marked by longer marks than the intermediate degrees and the temperature marked opposite each tenth degree, i.e. 50, 60, 70, 80, 90, 100, 110 and 120.
- (8) The markings as above shall be accurate, that is to say, at no temperature between 50 and 120 degrees shall the indicated readings be in error by more than two tenths of a degree.
- (9) A distinctive number shall be indelibly marked upon the thermometer.
- (10) The accuracy of each thermometer shall be certified by the National Physical Laboratory, London, or some Competent Authority appointed by the Chief Inspector and such certificate shall be attached to the Humidity Register.

24. Thermometers to be maintained in efficient order

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

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

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

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

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

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

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

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

28. How to introduce steam for humidification

In any room in which steam pipes are used for the introduction of steam for the purposes of artificial humidification of the air the following provision shall apply:

- (a) The diameter of such pipes shall not exceed two inches and in the case of pipes installed after 1st day of January 1949 the diameter shall not exceed one inch;
- (b) Such pipes shall be as short as is reasonably practicable.
- (c) All hangers supporting such pipes shall be separated from the bare pipes by an efficient insulator not less than half an inch in thickness;
- (d) No uncovered jet from such pipes shall project more than 4-1/2 inches beyond the outer surface of any cover;
- (e) The steam pressure shall be as low as practicable and shall not exceed 70lbs. Per square inch;
- (f) The pipes employed for the introduction of steam into the air in a department shall be effectively covered, with such non-conducting material as may be approved by the Inspector in order to minimise the amount of heat radiated by them into the department.

29. Lighting application and commencement

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

30. Lighting of interior parts

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

Provided that in any such parts in which the mounting height of the light source for general illumination necessarily exceeds 25 feet measured from the floor or where the structure of the room or the position or construction of the fixed machinery plant prevents the uniform attainment of this standard, the general illumination at the said level shall be not less than 1 foot candle and where the work is actually being done the illumination shall be not less than 3 feet candles.

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

31. Prevention of glare

- (1) Where any source of artificial light in the factory is less than 16 feet above floor level, no part of the light source or of the lighting fitted having a brightness greater than 10 candles per square inch shall be visible to persons whilst normally employed within 100 feet of the source, except where the angle of elevation from the eye to the source or part of the fitting, as the case may be, exceeds 20.
- (2) Any local light, that is to say, an artificial light designed to illuminate particularly the area or part of the area of work of a single operative or small group of operatives working near each other, shall be provided with a suitable shade of opaque material to prevent glare or with other effective means by which the light source is completely screened from the eyes of every person employed at a normal working place, or shall be so placed that no such person is exposed to glare therefrom.

32. Power of Chief Inspector to exempt

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

33. Exemption from rule 30

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

SCHEDULE

PART I

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

PART II

Cement of works

Works for the crushing and grinding of limestone

Gas works

Coke oven works

Electrical stations

Flour mills

Melting and breweries

Parts of factories in which the following processes are carried on

Concrete or artificial stone making

Conversion of iron into steel

Smelting of iron ore

Iron or steel rolling

Hot rolling or forging, tempering or annealing of metals. Glass blowing and other working in molten glass, tar distilling petroleum refining and blending.

34. Quantity of drinking water

The quantity of drinking water to be provided for the workers in every factory shall be at least many gallons a day per worker employed in the factory and such drinking water shall be readily available at all times during working hours.

35. Source of supply

The water provided for drinking shall be supplied:

- (a) from the taps connected with a public water supply system, or
- (b) from any other source approved in writing by the Health Officer.

36. Storage of water

If drinking water is not supplied from taps connected with a public water supply system, it shall be kept in suitable vessels and renewed at least daily. All practicable steps shall be taken to preserve the water and vessels from contamination and too keep the vessels scrupulously clean.

37. Cleanliness of wells or reservoir

- (1) Drinking water shall not be supplied from any open well or reservoir unless it is so constructed, situated, protected and maintained as to be free from the possibility of pollution by chemical or bacterial and extraneous impurities.
- (2) Where drinking water is supplied from such well or reservoir the water in it shall be sterilised once a week or more frequently if the Inspector may by written order so requires, and the date on which sterilising is carried out shall be recorded:

Provided that this requirement shall not apply to any such well or reservoir if the water therein is filtered and treated to the satisfaction of the Health Officer before it is supplied for consumption.

38. Report from Health Officer

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

39. Water centres

In every Factory, wherein more than two hundred and fifty workers are ordinarily employed;

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

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

- (d) Every "water centres" shall be maintained in clean and orderly condition and shall be in charge if a suitable person who shall distribute the water. Such person shall be provided with clean cloths while on duty.

40. Latrine accommodation

Latrine accommodation shall be provided in every factory on the following scale;

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

In calculating the number of latrines required under this rule, any odd number of workers less than 25 or 50, as the case may be, shall be, reckoned as 25 or 50.

41. Latrines to conform to public health requirements

Latrines, other than those connected with an efficient water borne sewage system, shall comply with the requirements of the Public Health authorities.

42. Privacy of latrines

Every latrine shall be under cover and so partitioned off as to secure privacy, and shall have a proper door and fastenings.

43. Sign-boards to be displayed

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

44. Urinal accommodation

Urinal accommodation shall be provided for the use of male workers and shall not be less than 2 feet in length for every 50 males: provided that where the number of males employed exceeds 500, it shall be sufficient if there is one urinal for every 50 males up to the first 500 employed, and one for every 100 thereafter.

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

45. Urinals to conform to public health requirements

Urinals, other than those connected with an efficient water-borne sewage system, and urinals in a factory wherein more than two hundred and fifty workers are ordinarily employed shall comply with requirements of the Public Health authorities.

46. Certain latrines and urinals to be connected to sewerage system

When any general system of under-ground sewage with an assured water supply for any locality is provided in a municipality, all latrines and urinals of a factory situated in such locality shall, if the factory is situated within 100 feet of an existing sewer, be connected with that sewerage system.

47. White-washing, colour-washing of latrines and urinals

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

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

48. Construction and maintenance of drains

All drains carrying waste or silage water shall be constructed in masonry or other impermeable material and shall be regularly flushed and the effluent disposed of by connecting such drains with a suitable drainage line:

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

49. Water taps in latrines

Where piped water supply is available a sufficient number of water taps, conveniently accessible shall be provided in or near such latrine accommodation.

50. Number of Location of Spittoons

The number and location of the spittoons to be provided shall be to the satisfaction of the Inspectors.

51. Type of Spittoons

The Spittoons shall be or either of the following types:

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

52. Cleaning of Spittoons

The spittoon mentioned in clause (a) of rule 51 shall be emptied, cleaned and disinfected at least once every day; and the spittoon mentioned in clause (b) of rule 51 shall be cleaned by scrapping out the top layer of sand as often as necessary or at least once everyday, being opened while the machinery is in motion and shall render it impossible to restart the machine until the doors have been closed.

53. Self-acting Mules

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

53A. Calendaring Machines

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

SCHEDULE I

COTTON GINNING

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

SCHEDULE II

WOOD WORKING MACHINERY

1. Definitions

For the purposes of this Schedule:

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

2. Stopping and starting device

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

3. Space around machine

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

4. Floors

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

5. Training and supervision

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

6. Circular saw: Every circular saw shall be fenced as follows,

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

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

(iii) For a saw having diameter of less than 24 inches, the knife shall extend upwards from the bench table to within one inch of the top of the saw, and for a saw having a diameter of 24 inches or over shall extend upwards from the bench table to a height of at least nine inches.

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

(c) The part of the saw below the bench table shall be protected by two plates of metal or other suitable materials one on each side of the saw; such plate shall not be more than six inches apart and shall extend from the axis of the saw outwards to a distance of not less than two inches beyond the teeth of the saw. Metal plates, if not beaded, shall be of a thickness of at least 1/10 inch. or if beaded be of a thickness of at least 1/20 inch.

7. Push Sticks

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

8. Band saws

Every band saw shall be guarded as follows,

(a) Both sides of the bottom pulley shall be completely encased by sheet or expanded metal or other suitable material.

(b) The front of the top pulley shall be covered with sheet or expanded metal or other suitable material.

(c) All portions of the blade shall be enclosed or otherwise securely guarded except the portion of the blades between the bench table and the top guide.

9. Planning machines

(1) A Planning machine (other than planning machine which is mechanically fed) shall not be used for overhead planning unless it is fitted with a cylindrical cutter block.

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

(3) The feed roller of every planning machine used for thickening except the combined machine for overhead planning and thickening shall be provided with efficient guard.

10. Vertical Spindle Moulding Machine

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

11. Chain Mortising Machine

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

12. Adjustment and maintenance of guards

The guards and other appliances required under this Schedule shall be:

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

13. Exemptions: Paragraphs 6, 8, 9 and 10 shall not apply we working machine in respect of which it can be proved that other safe guard are provided, maintained and used which render the machine as safe a would help guarded in the manner prescribed in this Schedule.

SCHEDULE III

RUBBER MILLS

1. Installation of machines

Mills for breaking down cracking, grating mixing, refining and warming rubber or rubber compounds shall be so installed that the top of the front roll is not less than forty-six inches above the floor or working level. Provided that in existing installations where the top from roll is below this height a strong rigid distance bar guards shall fitted across the front of the machine in such position that the operate cannot reach the nip of the rolls.

2. Safety Devices

- (1) Rubber mills shall be equipped with:
 - (a) Hoppers so constructed or guarded that it is impossible for the operators to come into contact in any manner with the nip of the rolls.
 - (b) Horizontal safety-trip rods or tight wire across both front and rear, which will when pushed or pulled operate instantly, to disconnect the power and apply the brakes or to reverse the roll;

- (2) Safety-trip rods or tight wire cables on rubber mills shall extend across the entire length of the face of the roll and shall be located not more than sixty-nine above the floor or working level;
- (3) Safety-trip rods and tight wire cables on all rubber mills shall be examined and tested daily in the presence of the manager or other responsible person and if any defect is disclosed by such examination and test the mill shall not be used until such defect has been remedied.

54. Employment of young persons on dangerous machines

The following machines shall be deemed to be of such dangerous character that young persons shall not work at them unless the provisions of section 23(1) are complied with:

Power presses other than hydraulic presses;

Milling machines used in the metal trades;

Guillotine machines;

Circular saws;

Platen printing machines.

55. Exemption of certain hoist and lifts

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

SCHEDULE

I	II
Class or description of hoist or lift	Requirements which shall not apply
Hoist or lifts mainly used for rising materials for changing blast furnaces or lime kilns.	Sub-Section (1)(b) so far as it requires a gate at the bottom landing; sub-section (1)(d) sub-section (1)(e).
Hoists not connected with mechanical power and which are not used for carrying persons.	Sub-section (1)(b) in so far as it requires the hoistways or liftways enclosure to be so constructed as to prevent any persons or thing from being trapped between any part of the hoist or lift and any fixed structure or moving part; sub-section (1)(e)

55A.

¹⁶[No lifting machine and no chain, rope of lifting tackle except a fibre rope or fibre rope sling shall be taken in use in any factory, for the first time in that factory unless it has been tested and all parts have been thoroughly examined by a competent person and a certificate of such test examination specifying the safe working load or loads and

signed by the person making the test and examination has been obtained and is kept available for inspection].

55B.

- (a) Every jib-crane so constructed that the safe working load may be varied by the raising or lowering of the jib, omission shall have attached thereto either an automatic indicator of safe working loads or an automatic jib angle indicator and a table indicating the safe working loads at corresponding inclination of the job or corresponding radii of the load.
- (b) A table showing the safe working load of every kind and size of chain, rope or lifting tackle in use, and in the case of a multiple sling, the safe working loads at different angles of the legs shall be posted in the store-room or place, where or in which the chains, ropes or lifting tackles, are kept, in prominent position on the premises and no rope, chain or lifting tackle not shown in the table shall be used. The foregoing provisions of this paragraph shall not apply in respect of any lifting tackle if the safe working load thereof, or in the case of a multiple sling, the safe working load at different angles of the legs, is plainly marked upto it.

55C.

Particular of register to be maintained under clause (a) (ii) sub-section (1) of section 29 of the Act shall be:

- (i) Name of occupier of factory;
- (ii) Address of the factory;
- (iii) Distinguishing number of mark, if any and description sufficient to identify the lifting machine, chain, rope or lifting tackle;
- (iv) Date when the lifting machine, chain, rope or lifting tackle was first taken into use in the factory;
- (v) Date and number of the certificate relating to any test and examination made under rules 55-A and 55-G together with the name and address of the person who issued the certificate;
- (vi) Date of each periodical thorough examination made under clause (a) (iii) of sub-section (1) of section 29 of the Act and rule 55-F and by whom it was carried out;
- (vii) Date of annealing or other heat treatment of the chain and other lifting tackle made under rule 55-E) and by whom it was carried out.
- (viii) Particulars of any defects affecting the safe working bond form at any such thorough examination or after annealing and of the steps taken to remedy such defects.

The register shall be kept readily available for the inspection.

55D.

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

55E.

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

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

Provided that chains and lifting tackle not in frequent use shall, subject to the approval of the Chief Inspector of Factories, be annealed only when necessary and particulars of such annealing shall be entered in a register prescribed under rule 55-C.

55F.

Nothing in the foregoing rule 55-E shall apply to the following classes of chains and lifting tackle:

- (i) Chains made of malleable cast iron,
- (ii) Plate link chains,
- (iii) Chains, rings hooks, shackles and swivels made of steel or of any non-ferrous metal,
- (iv) Pitched chains, working on sprocket or pocketed wheels,
- (v) Rings, hooks, shackles and swivels permanently attached to pitched chains, pulleys, blocks or weighing machines.
- (vi) Hooks and swivels having screw threaded parts or ball bearing or other case hardened parts,
- (vii) Socket shackles screwed to wire ropes by white metal capping,
- (viii) Bordeaux connections.

Such chain and lifting tackle shall be thoroughly examined by a competent person, at least once in every twelve months and particulars entered in the register kept in accordance with rule 55-C.

55G.

All lifting machines, chains, ropes and lifting tackle except a fibre rope or fibre rope sling, which have been lengthened, altered or repaired by welding or otherwise, shall not be used again, unless it is adequately re-tested and re-examined by competent person and certified of such test and examination be obtained and particulars entered in the register kept in accordance with rule 55-C.

55H.

No person under 18 years of age and no person who is not sufficiently competent and reliable shall be employed as driver of lifting machine, whether driven by mechanical power or otherwise, or to give signals to a driver.

56. ¹⁷[Pressure plant

- (1) Every plant or machinery other than the working cylinders of prime movers used in a factory and operated at a pressure greater than atmospheric pressure shall be.]:
- (a) Of good construction, sound material, adequate strength and free from any patent defect;
 - (b) Properly maintained in a safe condition;
 - (c) Fitted with,
 - (i) A suitable safety valve or other effective device to ensure the maximum permissible working pressure of the vessel shall not be exceeded;
 - (ii) A suitable pressure gauge easily visible and designed to show, at all times, the correct internal pressure in lbs per square inch, and marked with a prominent red mark at the safe working pressure of the vessel;
 - (iii) A suitable stop valve or valves by which the vessel may be isolated from other vessels or source of supply of pressure;
 - (iv) A suitable drain cock or valve at the lowest part of the vessel for the discharge of connected liquid;
 - (d) Thoroughly examined by a competent person,
 - (i) Externally, once in every period of six months, to ensure general condition of the vessel and the working of its fittings;
 - (ii) Internally, once in every period of twelve months, to ensure condition of the walls, seams and joints both inside and outside of the vessels, soundness of the parts of the vessel, and the effects of corrosion, If by reason of construction of the vessel thorough internal examination is not possible, this examination may be replaced by a hydraulic test which shall be carried out once in every two years: provided that for the vessels in continuous processes which cannot be frequently opened, the period of internal examination may be extended to four years;
 - (iii) Hydraulically tested at intervals of not more than four years; provided that in respect of pressure vessels with thin walls such as sizing cylinders made of copper or any other non-ferrous metal periodic hydraulic test may be dispensed with on the condition that the requirements laid down in sub-rule (2) are fulfilled;

Provided that it shall be sufficient for the purposes of this sub- rule (1) (c) if the safety valve, pressure gauge and stop valve or other suitable effective device are mounted on a pipeline immediately adjacent to the pressure vessel and where there is a range of two or similar

pressure vessels in a plant served by the same pressure load, only one set of such mountings need be fitted provided that those cannot be isolated. The part cannot be continued to be used with safety unless certain repairs are carried out immediately or within a specified time.

- (2) The requirements of this rule shall be in addition to and not in derogation of the requirement of any other Act, rules or regulations;
- (3) Nothing in this rule shall apply to:
 - (a) Any vessel which comes within the scope of the India Boilers Act,
 - (b) Metal bottles or cylinders used for the storage or transport of compressed gases or liquidified or dissolved gases under pressure.

57. Excessive Weights

- (1) No women or young person shall, unaided by another person, lift, carry or move by hand or on head, any material article, tool or appliance exceeding the maximum limit in weight set out in following: Schedule:

SCHEDULE

Person	Maximum weight of material article, tool or appliance (L.b.)
(a) Adult female	65
(b) Adolescent male	65
(c) Adolescent female	45
(d) Male child	35
(e) Female child	30

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

58. Protection of eyes

Effective screens or suitable goggles shall be provided for the protection of persons employed in or in the immediate vicinity of the following processes:

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

SCHEDULE I

Dry grinding of metals or articles of metal applied by hand to a revolving wheel or disc driven by mechanical power. Turning (external or internal) of nonferrous metals or of cast iron, or articles of such metals or such iron, where the work is done dry, other than

precision turning where the use of goggles or a screen would seriously interfere with the work, or turning by means of hand tools.

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

The following processes when carried on by means of hand tools or other portable tools.

Fettling of metal involving the removal of metal.

Cutting out or cutting off cold rivets or bolts from boilers or other plant, or from ships.

Chipping or scaling of boilers or ships plates.

Breaking or dressing of stone, concrete or slag.

SCHEDULE II

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

All processes in connection with glass melting furnaces.

59. Minimum dimension of manholes

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

- (a) in the case of rectangular or oval shape, be not less than 16 inches long and 12 inches wide.
- (b) in the case of a circular shape be not less than 16 inches in diameter.

60. Exemption

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

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

Provided that, this exemption shall not apply to any gasholder containing acetylene or mixture of gases, to which acetylene has been added intentionally;
 - (ii) Welding shall only be done by the electric welding processes and shall be carried out by experienced operatives under the constant supervision of a competent person.
- (b) The operations of cutting or welding steel or wrought iron gas mains and services by the application of heat, subject to the following conditions:
 - (i) The main or service shall be situated in the open air, and it shall contain only the following gases, separately or mixed at a pressure greater than

atmospheric pressure, namely, town gas, coke-oven gas, producer gas, blast furnace gas, or gases other than air, used in their manufacture;

- (ii) The main or service shall not contain acetylene or any gas or mixture of gases to which acetylene has been added intentionally;
 - (iii) The operation shall be carried out by an experienced person or persons and at least two persons (including those carrying out the of age shall be present during the operation);
 - (iv) The site of the operation shall be free from any inflammable or explosive gas or vapour;
 - (v) Where acetylene gas is used as a source of heat in connection with an operation, it shall be compressed and contained in a porous substance in a cylinder; and
 - (vi) Prior to the application of any flame to the gas main or service, this shall be pierced or drilled and the escaping gas ignited.
- (c) The operation of repairing an oil tank on any ship by the electric welding process, subject to the following conditions:
- (i) The only oil, contained in the tank shall have a flash point of not less than 150°F. (close test) and a certificate to this effect shall be obtained from 2 competent analysts;
 - (ii) The analyst's certificate shall be kept available for inspection by an Inspector, or by any person employed or working on the ship;
 - (iii) The welding operation shall be" carried out only on the exterior surface of the tank at a place (a) which is free from oil or oil leakage in inflammable quantities and (b) which is not less than one foot below the nearest part of the surface of the oil within the tank; and
 - (iv) Welding shall be done only by the electric welding and shall be carried out by experienced operatives under the constant supervision of a competent person.

61. Means of escape in cases of fire

- (1) Every factory shall be provided with adequate means of escape in case of fire for the persons employed therein, and without prejudice to the generally of the foregoing:
- (a) Each room of a factory building shall in relation to its size and the number of persons employed in it be provided with an adequate number of exits for use, in case of fire though not necessarily free and unobstructed passage from his work place to an exit.
 - (b) No exit intended for use in case of fire shall be less than 3 feet in width not less than 6 feet 6 inches in height.
 - (c) In the case of a factory building or part of a factory building or more than one storey and in which not less than twenty persons work at any one time, there shall be provided at least one substantial stairway permanently

constructed either inside or outside the building and which affords direct and unimpeded access to ground level.

- (d) In the case of a factory building or part of a factory building in which twenty or more persons work at any one time above the level of the ground floor, or wherein explosive or highly inflammable materials are used or stored, or which is situated below ground level, the means of escape shall include at least two separate and substantial stairways permanently constructed either inside or outside the building and which afford direct and unimpeded access to ground level.
 - (e) Every stairway in a factory which affords a means of escape in case of fire shall be provided with a substantial handrail which if the stairway has an open side shall be on that side, and if the stairway has two open sides, such handrail shall be provided on both sides.
- (2) In the case of a building constructed or converted for use as a factory after the date of the passing of the Act, the following additional requirements shall apply:
- (a) At least one of the stairways provided shall be of fire-resisting materials.
 - (b) Every hoist-way or lift-way inside a factory building shall be completely enclosed with fire-resisting materials and all means of access to the hoist or lift shall be filled with doors of fire resisting materials:

Provided that any such hoist-way or lift-way shall be enclosed only at the top by some material easily broken by fire or be provided with a vent at the top.
 - (c) No fire escape stair shall be constructed at any angle greater than 45° from the horizontal.
 - (d) No part of a factory building shall be farther (along the line of travel) than 150 feet from any fire escape stair.
 - (e) No stairway shall be less than 45 inches in width.
- (3) ¹⁸[Every factory shall be provided either with:
- (a) An ample supply of water maintained at a sufficient pressure to each all parts of the factory: or
 - (b) Both buckets and chemical fire extinguishers in suitable number and at suitable sites according to the size and nature of the factory].
- (4) ¹⁹[All such apparatus for extinguishers in fires shall be kept in good order and shall be periodically examined].

61A. Ladders

All ladders used in replacing belts shall be specially made and reserved for that work and provided with books or an effective non-skid device. Ladders provided with hooks fitted in such suitable position that they rest on the shaft, when the bottom end of the ladder is resting on the floor.

CHAPTER V

62. Washing facilities

- (1) This rule shall come into force, in respect of any class or description of factories, on such dates as the Chief Commissioner may, by notification in the Official Gazette, appoint in this behalf.
- (2) There shall be provided and maintained in every factory for the use of employed persons adequate and suitable facilities for washing which shall include soap and nail brushes or other suitable means of cleaning and the facilities shall be conveniently accessible and shall be kept in clean and orderly conditions.
- (3) Without prejudice to the generality of the foregoing provisions the washing facilities shall include:
- (a) A trough with taps or jets at intervals of not less than two feet, or
 - (b) Wash-basins with taps attached thereto, or
 - (c) Taps on stand-pipes, or
 - (d) Showers controlled by taps, or
 - (e) Circular-troughs of the formatting type:
 Provided that the Inspector may, leaving regard to the needs and habits of the workers, fix the proportion in which the aforementioned types of facilities shall be installed
- (4)
- (a) Every trough and having class a smooth impressions surface and shall be fitted with a waste-pipe and plug.
 - (b) The floor or ground and in the immediate vicinity of every trough, top, jet, wash-basin, stand-pipe and shower shall be so laid or finished as to provide a smooth impervious surface and shall be adequately drained.
- (5) For persons whose work involves contact with any injurious or noxious substance there shall be at least one tap, for every fifteen persons: and for persons whose work does not involve such contact the number of taps shall be as follows:

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

- (6) If female workers are employed, separate washing facilities shall be provided and so enclosed or screened that the interiors are not visible from any place where persons of the other sex work or pass. The entrance to such facilities shall bear conspicuous notice in the language understood by the majority of the workers "For Women Only" and shall also be indicated pictorially.
- (7) The water supply to the washing facilities shall be capable of yielding at least thirty litres a day for each person employed in the factory and shall be from a source approved in writing by the Health Officer:

Provided that where the Chief Inspector is satisfied that such an yield is not practicable he may by certificate in writing permit the supply of a smaller quantity not being less than five litres per day for every person employed in the factory.

63. First-aid appliance

The first aid boxes or cupboards shall be distinctively marked with a red cross on a white background and shall contain the following equipment:

- A. For factories in which the number of persons employed does not exceed ten, or (in the case of factories in which mechanical power is not used) does not exceed fifty persons: Each first-aid box or cupboard shall contain the following equipment:
- (i) six small size sterilised dressings.
 - (ii) Three medium size sterilised dressings.
 - (iii) Three large size sterilised dressings.
 - (iv) Three large size sterilised burn dressings.
 - (v) One (60 ml.) bottle of cetrimide solution (1 per cent) or a suitable antiseptic solution of iodine.
 - (vi) One (30 ml.) bottle containing salvolatile having the doses and mode of administration indicated on the label.
 - (vii) A snake-bite lancet.
 - (viii) One (30 ml) bottle containing potassium permanganate crystals.
 - (ix) One pair of scissors.
 - (x) One copy of first-aid leaflet issued by the Directorate-General of Factory Advice Service and Labour Institutes, Government of India.
 - (xi) Aspirin (5 Grs tablets).
 - (xii) Ointment for burns and suitable surgical antiseptic solution.

- B. For factories in which mechanical power is used and in which the number of persons employed exceed ten but does not exceed fifty. Each first-aid box or cupboard shall contain the following equipment:
- (i) Twelve small size sterilised dressings.
 - (ii) Six medium size sterilised dressings.
 - (iii) Six large size sterilised dressings.
 - (iv) Six large size sterilised burn dressings.
 - (v) Six (1/2 oz) packets of sterilised cotton wool.
 - (vi) One (2 oz) bottle containing two percent alcoholic solution of iodine.
 - (vii) One (1/2 oz) bottle containing sal-volatile having the dose and mode of administration indicated on the label.
 - (viii) One roll of adhesive plaster.
 - (ix) A snake-bite lancet.
 - (x) One (30 ml) bottle containing potassium permanganate crystals.
 - (xi) One copy of the first-aid leaflet issued by the Directorate-General of Factory Advice Service and Labour Institutes, Government of India.
- C. For factories employing more than fifty persons: Each first-aid box or cupboard shall contain the following equipment:
- (i) Twenty-four small sterilised dressings
 - (ii) Twelve medium size sterilised dressings.
 - (iii) Twelve large size sterilised dressings.
 - (iv) Twelve large size sterilised burn dressings.
 - (v) Twelve (15 gm.) packets of sterilised cotton wool
 - (vi) Snake bite lancet.
 - (vii) One pair scissors.
 - (viii) Two (1 oz.) bottles of potassium permanganate crystals.
 - (ix) One (4 oz.) bottle of sal-volatile having the dose and mode of administration indicated on the label.
 - (x) One copy of the first-aid leaflet issued by the Chief Adviser, Factories, Government of India.
 - (xi) Twelve roller bandages 4 inches wide.
 - (xii) Twelve roller bandages 2 inches wide.
 - (xiii) Two rolls of adhesive plaster.
 - (xiv) Six triangular bandages.
 - (xv) Two packets of safety pins.
 - (xvi) A supply of suitable splints

(xvii) One tournequet:

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

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

64. Ambulance room

- (1) This rule shall come into force, in respects of any class of description of factories. On such dates as the Chief Commissioner may, by notification in the Official Gazette, appoint in this behalf.
- (2) The ambulance room or dispensary shall be in-charge of a qualified medical practitioner assisted by at least one qualified nurse and such subordinate staff as the Chief Inspector may direct.

²⁰[Explanation: For the purpose of this rule, "qualified medical practitioner" means a person holding a qualification granted by an Authority specified in the Schedule to the Indian Medical Degrees Act, 1916 or in the Schedules to the Indian Medical Council Act, 1956.]

- (3) The ambulance room or dispensary shall be separate from the rest of the factory and shall be used only for the purpose of first-aid treatment and rest. It shall have a floor area of at least 260 square metres and smooth, hard and impervious walls and floors and shall be adequately ventilated and lighted by both natural and artificial means. An adequate supply of wholesome drinking water shall be laid on and the room shall contain at least:
 - (i) A glazed sink with hot and cold water always available.
 - (ii) A table with a smooth top at least 180 cm x 105 comes.
 - (iii) Means for sterilizing instruments.
 - (iv) A couch.
 - (v) Two stretchers.
 - (vi) Two buckets or containers with close fitting lids.
 - (vii) Two rubber hot water bags.
 - (viii) A kettle and spirit stove or other suitable means of boiling water.
 - (ix) Twelve plain wooden splints 36 x 4 x ¼.
 - (x) Twelve plain wooden splints 14 x 3 x ¼.
 - (xi) Six plain wooden splints 10 x 2 x ½.
 - (xii) Six woollen blankets.
 - (xiii) One pair artery forceps.
 - (xiv) One bottle of brandy.

- (xv) The medium size sponges.
 - (xvi) Six hand towels.
 - (xvii) Four "Kidney" trays.
 - (xviii) Four cakes carbolic soap.
 - (xix) Two glass tumblers and two wine glasses.
 - (xx) Two clinical thermometers.
 - (xxi) Graduated measuring glass with teaspoon.
 - (xxii) One eye bath.
 - (xxiii) One bottle (2 Lbs.) earbolic lotion 1 in 20.
 - (xxiv) Three chairs.
 - (xxv) One Screen.
 - (xxvi) One electric hand torch.
 - (xxvii) Four first-aid boxes or cupboards stocked to the standards prescribed under item C of rule 63.
- (4) The occupier of every factory in which these Rules apply shall for the purpose of removing serious cases of accident or sickness provide in the premises and maintain in good condition and suitable conveyance unless he has made arrangements for obtaining such a conveyance from a hospital.
 - (5) A record of all cases, accident and sickness treated at the room shall be kept and produced to the Inspector or Certifying Surgeon when required.

65. Canteen

- (1) Rules 65 to 71 shall come into force in respect of any class or description of factories on such dates as the Chief Commissioner may, by notification in the Official gazette, appoint in this behalf.
- (2) The occupier of every factory wherein more than 250 workers are ordinarily employed and shall provide, in or near the factory, an adequate canteen according to the standards prescribed in the Rules.
- (3) The manager of a factory shall submit for the approval of the Chief Inspector plans and site plan, in duplicate, of the building to be constructed or adapted for use as a canteen.
- (4) The canteen building shall be situated not less than fifty feet from the latrine, urinal, boiler house, coal stacks, ash dumps and any other source of dust, smoke or anxious fumes:

Provided that the Chief Inspector may in any particular factory relax the provisions of this sub-rule to such extent as may be reasonable in the circumstances and may require measures to be adopted to secure the essential purpose of this sub-rule.
- (5) The canteen building shall be constructed in accordance with the plans approved by the Chief Inspector and shall accommodate at least a dining hall, kitchen, store room, pantry and washing places separately for workers and for utensils.

- (6) In a canteen the floor and inside walls up to a height of 4 feet from the floor shall be made of smooth and impervious material; the remaining portion of the inside walls shall be made smooth by cement plaster or in any other manner approved by the Chief Inspector.
- (7) The doors and windows of canteen building shall be of fly- proof construction and shall allow adequate ventilation.
- (8) The canteen shall be sufficiently lighted at all times when any person has access to it.
- (9)
 - (a) In every canteen:
 - (i) all inside walls or 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 last lime-washed or painted, as the case may be;
 - (ii) all wood work shall be varnished or painted once in three years dating from the period when last varnished or painted.
 - (iii) all internal structural iron or steel work be varnished or painted once in three years dating from the period when last varnished or painted:
 Provided that inside walls of the kitchen shall be lime-washed once every four months.
 - (b) Records of dates on which lime-washing, colour-washing, varnishing or painting is carried out shall be maintained in the prescribed Register in (Form No.7).
- (10) Precincts of the canteen shall be maintained in a clean and sanitary condition. Waste water shall be carried away in suitable covered drains and shall not be allowed to accumulate so as to cause a nuisance. Suitable arrangements shall be made for the collection and disposal of garbage.

66. Dining hall

- (1) The dining hall shall accommodate at a time at least 30 per cent of the workers working at a time:
 Provided that, in any particular factory or in any particular class of factories the State Government may, by a notification in this behalf, alter the percentage of workers to be accommodated.
- (2) The floor area of the dining hall, excluding the area occupied by the service counter and any furniture except tables and chairs, shall be not less than one square metre per dinner to be accommodated as prescribed in sub-rule (1):
- (3) A portion of the dining hall and service counter shall be partitioned off and reserved for women- workers, in proportion to their number. Washing place for

women shall be separate and screened to secure privacy.

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

67. Equipment

- (1) There shall be provided and maintained sufficient utensils, crockery, cutlery, furniture and any other equipment necessary for the efficient running of the canteen. Suitable clean clothes for the employees serving in the canteen shall also be provided and maintained.
- (2) The furniture, utensils and other equipment shall be maintained in a clean and hygienic condition. A service counter, if provided, shall have a top of smooth and impervious material. Suitable facilities including an adequate supply of hot water shall be provided for the cleaning of utensils and equipment.

68. Prices to be Charged

- (1) Food, drink and other items served in the canteen shall be sold on a non-profit basis and the prices charged shall be subject to the approval of the Canteen Managing Committee.
- (2) The charge per portion of foodstuff, beverages and any other item served in the canteen shall be conspicuously displayed in the canteen.
- (3) ²¹[Where the canteens are managed by a co-operative society of the workers, a nominal profit not exceeding 5% may be charged by such society].

69. Accounts

- (1) All books of accounts, registers and any other document used in connection with the running of the canteen shall be produced on demand to an Inspector of Factories.
- (2) The accounts pertaining to the canteen shall be audited, once every twelve months, by registered accountants and auditors. The balance sheet prepared by the said auditors shall be submitted to the Canteen Managing Committee not later than two months after the closing of the audited accounts.

70. Managing Committee

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

nominated by the occupier and elected by the workers. The number of elected workers shall be in the proportion of 1 for every 1,000 workers employed in the factory provided that in no case shall there be more than 5 or less than 2 workers on the Committee.

- (3) The manager shall determine and supervise the procedure for election to the Canteen Managing Committee.
- (4) Canteen Managing Committee shall be reconstituted every two years after last election, no account being taken of a bye-election:

Provided that where the canteen is managed by a Co-operative Society registered or deemed to be registered under the Maharashtra Co-operative Societies Act, 1956, it shall not be necessary to appoint a Canteen Managing Committee.

71. Portion of running cost to be borne by occupier

The Chief Commissioner may by special or general directions issued in this behalf and notified in the Official Gazette, prescribe the proportion of the cost of running a canteen which shall be borne by the occupier.

72. Shelter rest-rooms and lunch-rooms

- (1) This Rule shall come into force in respect of any class or description of factories. On such dates as the Chief Commissioner may, by notification in the Official Gazette, appoint in this behalf.
- (2) The shelters, or rest-rooms and lunch-rooms shall conform to the following standards and the manager of a factory shall submit for the approval of the Chief Inspector site plan in duplicate of the building to be constructed or adapted:
 - (a) The buildings shall be soundly constructed and all the walls and roofs shall be of suitable heat-resisting materials and shall be water-proof. The floor and walls to a height of 3 feet shall be so laid or finished as to provide a smooth, hard and impervious surface.
 - (b) The height of every room in the building shall be not less than 12 feet from floor level to the lowest part of the roof and there shall be at least 12 square feet of floor area for every person employed:

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

- (c) Effective and suitable provision shall be made in every room for securing and maintaining adequate ventilation by the circulation of fresh air and there

shall also be provided and maintained sufficient and suitable natural or artificial lighting.

- (d) Every room shall be adequately furnished with chairs or benches with back-rests.
- (e) Sweepers shall be employed whose primary duty is to keep the rooms, buildings and precincts thereof in a clean and tidy condition.

73. Creches

- (1) Rules 73 to 76 shall come into force, in respect of any class or description of factories, on such dates as the Chief Commissioner may, by notification in the Official Gazette, appoint in this behalf,
- (2) The crèche shall be conveniently accessible to the mothers of the children accommodated therein and as far as is reasonably practicable it shall not be situated in close proximity to any part of the factory where, obnoxious fumes, dust or odours are given off or in which excessively noisy processes are carried on.
- (3) The building in which the creche is situated shall be soundly constructed and all the walls and roofs shall be of suitable heat-resisting materials and shall be water-proof. The floor and internal walls of the creche shall be so laid or finished as to provide a smooth impervious surface.
- (4) The height of the rooms in the buildings shall be not less than 12 feet from the floor to the lowest part of the roof and there shall be not less than 20 square feet of floor area for each child to be accommodated
- (5) Effective and suitable provision shall be made in every part of the creche for securing and maintaining adequate ventilation by the circulation of fresh air.
- (6) The creche shall be adequately furnished and equipped and in particular there shall be one suitable cot or cradle with the necessary bedding for each child provided that for children over two years of age it will be sufficient if suitable beddings made available and at least one chair or equivalent settings accommodation for the use of each mother while she is feeding or attending to her child and a sufficient supply of suitable toys for the older children.
- (7) A suitable fenced and shady open air play-ground shall be provided for the older children Provided that the Chief Inspector may by order in writing, exempt any factory from compliance with the sub-rule if he is satisfied that there is no sufficient space available for the provision of such a play- ground.

74. Wash-room

There shall be in or adjoining the creche a suitable wash-room for the washing of the children and their clothing. The washroom shall conform to the following standard:

- (a) The floor and internal walls of the room to a height of 3 feet shall be so laid or furnished as to provide a smooth impervious surface. The room shall be adequately lighted and ventilated and the floor shall be effectively drained and in a clean and tidy condition.
- (b) There shall be at least one basin or similar vessel for every four children accommodated in the creche at any one time together with a supply of water

provided, if practicable, through taps, from a source approved by the Health Officer. Such source shall be capable of yielding for each child a supply of at least five gallons of water a day.

- (c) An adequate supply of clean clothes, soap and clean towels shall be made available for each child while it is in the crèche.

75. Supply of milk and refreshment

At least half a point of clean pure milk shall be available for each child on every day it is accommodated in the creche and the mother of such a child shall be allowed in the course of her daily work two intervals of at least 20minutes each to feed the child. For children above two years of age there shall be provided in addition an adequate supply of wholesome refreshment.

76. Clothes for Creche staff

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

CHAPTER VI

WORKING HOURS OF ADULTS

77. Compensatory holidays

- (1) Except in the case of worker engaged in any work which for technical reasons must be carried on continuously throughout the day, the compensatory holidays to be allowed under sub-section (1) of section 52 of the Act shall be so spaced that not more than two holidays are given in one week.
- (2) The manager of the factory shall display, on or before the end of the month in which holidays are lost, a notice in respect of workers allowed compensatory holidays during the following month and of the dates thereof, at the place at which the Notice of Periods of Work prescribed under section 61 is displayed. Any subsequent change in the notice in respect of any compensatory holiday shall be not less than three days in advance of the date of that holiday
- (3) Any compensatory holiday or holidays to which a worker is entitled shall be given to him before he is discharged or dismissed and shall not be reckoned as part of any period of notice required to be given before discharge or dismissal.
- (4)
- (a) The manager shall maintain a Register in Form No. 9
- Provided that, if the Chief Inspector of Factories is of the opinion that any master-roll or register maintained as part of the routine of the factory or return made by manager. Gives in respect of any or all of the workers in the factory the particulars required for the enforcement of section 52, he may, by order in writing direct that such muster-roll or register or return shall, to the corresponding extent, be maintained in place of and be treated as the register or return required under this rule for that factory,

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

78. Muster-roll for exempted factories

The manager of every factory in which workers are exempted under section 64 or 65 from the provisions of section 51 or 54 shall keep a muster-roll in Form No. 10 showing the normal piece work rate of pay, or the rate of pay per hour, of all exempted employees. In this muster-roll shall be correctly entered the overtime hours of work and payment therefor of all exempted workers. The muster-roll in Form No. 10 shall always be available for inspection.

78A.

²²[Period 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 worker immediately after completion of the overtime work].

78B.

²³[The cash equivalent of the advantage accruing through the concessional sale to a worker of food grains and other articles shall be computed at the end of every wage period fixed under the provisions of the payment of Wages Act, 1936].

78C.

²⁴[For the purpose of computing cash equivalent of the advantage accruing through the concessional sale to a worker of food grains and other articles. The difference between the value of food grains and other articles value at the average rates in the nearest market prevailing during the wage period in which the overtime was worked and value of food grains and other articles supplied at concessional rates shall be calculated and allowed for the number of overtime hours worked].

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

79. Notice of periods of work for adults

The notice of periods of work for adult workers shall be in Form No. 11.

80. Register of adult workers

The register of adult workers shall be in Form No. 12.

81. Not applicable.

82. Not applicable.

83. Not applicable.

84. Not applicable.

Schedule not applicable

CHAPTER VII

EMPLOYMENT OF YOUNG PERSONS

85. Notice of periods of work for children

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

86. Register of Child Workers

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

86A.

²⁵[The cash equivalent of the advantage accruing through the concessional sale of food grains and other articles payable to workers proceeding on leave shall be the difference between the value at the average rates in the nearest market prevailing during the month immediately preceding his leave and the value at the concessional rates allowed for food grains and other articles he is entitled to.

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

LEAVE WITH WAGES**87. Leave with Wages Register**

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

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

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

88. ²⁶[Leave Book

- (1) The manager shall provide each worker with a book in Form No. 16 (hereinafter called the leave book). The leave book shall be the property of the worker and the manager or his agent shall not demand it except to make relevant entries of dates of holidays or interruptions in service, and shall not keep in for more than a week at a time.
- (2) If a worker loses his Leave Book, the manager shall provide him with another copy on the payment of ten paise within fifteen days, and shall complete it from his record].

89. ²⁷[Medical Certificate

If any worker is absent from work due to his illness and he wants to avail himself of the leave with wages due to him to cover the whole or part of the period of his illness under the provisions of clause (7) of section 79 of Chapter VIII as revised by the Factories (Amendment) Act, 1954 he shall if required by the manager. Produce a medical certificate signed by a registered or recognised Vaid or Hakim stating the cause of the absence and the period for which the worker, is, in the opinion of such medical

practitioner, vaid or Hakim, unable to attend to his work, or other reliable evidence to prove that he was actually sick during the period for which the leave is to be availed of.

90. Notice to Inspector of involuntary unemployment

The manager shall give, as soon as possible, a notice to the Inspector of every case of lay-off of workers by agreement or contract or as permissible under the standing orders, giving the number of such workers and the reasons for the lay-off. Entries to this effect shall be made in the Leave with Wages Register and the Leave Book in respect of each worker concerned.

91. ²⁸[Notice by worker

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

92. ²⁹[Notice of leave with wages

- (1) As far as circumstance permit, members of the same family comprising husband, wife and children shall be allowed leave on the same date.
- (2) A worker may exchange the period of his leave with another worker subject to the approval of the manager].

93. ³⁰[Payment of leave wages due, if worker dies

If a worker dies before the resumes work, the balance of his pay due for the period of leave with wages not availed of shall be paid to his nominee within one week of the intimation of the death of the worker, For this purpose each worker shall submit a nomination in Form No. 28 duly signed by himself and attested by two witnesses. The nomination shall remain in force until it is cancelled or revised by another nomination]

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

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

CHAPTER IX

SPECIAL PROVISION

95. Dangerous operation

- (1) The following operations when carried on in any factory are declared to be dangerous operations under section 87:
 1. Manufacture of aerated water and processes incidental thereto.

2. Electrolytic plating or oxidation of metal articles by use of an electrolyte containing chromic acid or other chromium compounds.
 3. Manufacture and repair of electric accumulators
 4. Glass manufacture
 5. Grinding or glazing of metals.
 6. Manufacture and treatment of lead and certain compounds of lead
 7. Generation of gas from dangerous petroleum
 8. Cleaning or smoothing of articles by a jet of sand, metal short or grit or other abrasive propelled by a blast of compressed air or steam.
 9. Liming and tanning of raw hides and skins and processes incidental thereto.
 10. ³¹[All types of band-saws.
 11. Manufacture of pottery]
- (2) The provision specified in the Schedules annexed hereto shall apply to any class or description of factories wherein dangerous operations specified in each Schedule are carried out.
- (3) This rule shall come into force in respect of any class or description of factories wherein the said operations are carried on, on such date as the State Government may, by notification in the Official Gazette appoint in this behalf.

SCHEDULE I

MANUFACTRE 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 person engaged in filling bottles or syphon:
 - (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 on the bottle at work upon it is exposed to danger, a gauntlet need not be provided for the arm which is not exposed to danger.

- (2) The occupier shall provide and maintain in good condition for the use of all persons engaged in corking, crowning, screwing, wiring, foiling, capsuling, sighting or labelling bottles or syphon,
- (a) suitable face-guards to protect the face, neck and throat, and
 - (b) suitable gauntlets for both arms to protect the arms and at least half of the palm and the space between the thumb and forefinger.
3. Wearing of face-guards and gauntlets
- All persons engaged in any of the processes specified in paragraph 2 shall, while at work in such process, wear the face-guards and gauntlets provided under the provisions of the said paragraph.

SCHEDULE II

ELECTROLYTIC PLATING OR OXIDATION OF METAL ARTICLES BY USE OF AN ELECTROLYTE CONTAINING CHROMIC ACID OR OTHER CHROMIUM COMPOUNDS

1. Definitions

For the purpose of this Schedule

- (a) "Electrolytic chromium process" means the electrolytic plating or oxidation of metal articles by the use of an electrolyte containing chromic acid or other chromium compound.
- (b) "Bath" means any vessel used for an electrolyte chromium process or for any subsequent process.
- (c) "Employed" means in paragraphs 5, 7, 8 and 9 of this Schedule employed in any process involving contact with liquid from a bath.
- (d) "Suspension" means suspension from employment in any process involving contact with liquid from any bath by written certificate in the Health Register, signed by the Certifying Surgeon, who shall have power of suspension as regards all persons employed in any such process.

2. Exhaust draught

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

3. Prohibition relating to women and young persons

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

4. Floor of work-room

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

5. Protective clothing

- (1) The occupier of the factory shall provide and maintain in good and clean condition the following articles of protective clothing for the use of all persons employed on 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 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 requisites

The occupier shall provide and maintain a sufficient supply of suitable ointment and impermeable water-proof plaster in a separate box readily accessible to the workers and used solely for the purpose of keeping the ointment and plaster.

7. Medical examination

- (a) Every person employed shall be examined by the Certifying Surgeon once in every 14 days and such examination shall take place at the factory.
- (b) A health Register in the Prescribed Form No. 17 shall be kept by the occupier of the factory and in it shall be entered the names of all persons employed together with such entries as the Certifying Surgeon may make from time to time.
- (c) No person after suspension shall be employed without written sanction from the certifying surgeon entered in or attached to the health register.

8. Cautionary placard

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

9. Weekly examination

A responsible person appointed in writing by occupier of the factory shall twice in every week inspect the hands and forearms of all persons employed and shall keep a record of such inspections in the Health Register.

SCHEDULE III

MANUFACTURE AND REPAIR OF ELECTRIC ACCUMULATORS

1. Savings

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

2. Definitions

For the purposes of this schedule:

- (a) "Lead process" means the melting of lead or any material containing lead casting, pasting, lead burning, or any other work, including trimming or any other abrading or cutting of pasted plates, involving the use, movement or manipulation of, contact with, any oxide of lead.
- (b) "Manipulation of raw oxide of lead" means any lead process involving any manipulation or movement of raw oxides of lead other than its conveyance in a receptacle or by means of an implement from one operation to another.
- (c) "Suspension" means suspension from employment in any lead process by writing certificates in the Health Register, Form No. 17 signed by the Certifying Surgeon, who shall have power of suspension as regards all persons employed in any such process.

3. Prohibition relating to women and young persons

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

4. Separation of certain processes

Each of the following processes shall be carried on in such a manner and under such conditions as to secure effectual separation from one another and 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 for each person employed therein, and in computing this air space no height over 12 feet shall be taken into account.

6. Ventilation

Every workroom shall be provided with inlets and outlets of adequate size as to secure and maintain efficient ventilation in all parts of the room.

7. Distance between workers in pasting room

In every pasting room the distance between the centre of the working position of any paster and that of the plaster 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 condition
 - (c) kept free from materials, plant, or other obstruction not required for, or produced in, the process carried on in the room.
- (2) In all such rooms other than grid casting shops the floor shall be
 - (a) cleansed daily after being thoroughly sprayed with water at a time when no other work is being carried on in the room.
- (3) In grid casting shops the floor shall be cleansed daily.
- (4) Without prejudice to the requirements of sub-paragraphs (1), (2) and (3) where manipulation of raw oxide of lead or pasting is carried on, the floor shall also be:
 - (a) kept constantly moist while work is being done.
 - (b) provided with suitable and adequate arrangements for drainage.
 - (c) thoroughly washed daily by means of a hose pipe.

9. Work-benches

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

- (a) have a smooth surface and be maintained in sound condition;
- (b) be kept free from all materials or plant not required for, or produced in, the process carried on thereat;
and all such worker-benches other than those in grid casting shops shall:
- (c) be cleansed daily either after being thoroughly damped or by means of a suction cleaning apparatus at a time when no other work is being carried on thereat;
and, all such work, benches in grid casting shops shall:
- (d) be cleansed daily;
and every work-bench used for pasting shall:
- (e) be covered throughout with sheet lead or other impervious material:
- (f) be provided with raised edges:
- (g) be kept constantly moist while pasting is being carried on;

10. Exhaust draught

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

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

Such exhaust draught shall be effected by mechanical means and shall operate on the dust or fume given off as nearly as may be at its point of origin, so as to prevent it 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 for dross

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

13. Container for lead waste

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

14. Racks and shelves in drying room

The racks or shelves provided in any drying room shall not be more than 8 feet from the floor not more than 2 feet in width; provided that as regards racks or shelves set or drawn from both sides, the total width shall not exceed 4 feet.

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

15. Medical examination

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

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

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

16. Protective clothing

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

- (a) manipulation of raw oxide of lead;
- (b) pasting;
- (c) the formation room;

and such clothing shall be worn by the persons concerned. The protective clothing shall consist of a water-proof apron and water-proof footwear; and also, as regards persons employed in the manipulation of raw oxide of lead or in pasting head covering. The head coverings shall be washed daily.

17. Mess-room

There shall be provided and maintained for the use of all persons employed in a lead process and remaining on the premises during the meal intervals, a suitable mess-room, which shall be furnished with:

- (a) sufficient tables and benches, and
- (b) adequate means for warming food.

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

18. Cloak-room

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

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

19. Washing facilities

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

- (a) a wash-place under cover, with either:

- (i) a trough with a smooth impervious surface fitted with a waste pipe without plug, and of sufficient length to allow of at least two feet for every five such persons employed at any one time, and having a constant supply of water from taps or jets above the trough at intervals of not more than two feet; or
 - (ii) at least one wash basin for every five such persons employed at any one time, fitted with a waste pipe and plug and having a constant supply of water laid on:
 - (iii) a sufficient supply of clean towels made of suitable material renewed daily, which supply, in the case of pasters and persons employed in the manipulation of raw oxide of lead, shall include a separate marked towel for each such worker: and
 - (iv) a sufficient supply of soap or other suitable cleansing material and of nail brushes.
- (b) There shall, in addition, be provided means of washing in close proximity to the rooms in which manipulation of raw oxide of lead or pasting carried on if required by notice in writing from the Chief Inspector.
20. Time to be allowed for washing
- Before each meal and before the end of the day's work, at least 10 minutes, in addition to the regular meal time off shall be allowed for washing to each person who has been employed in the manipulation of raw oxide of lead or in pasting:
- Provided that if there be one basin or two feet of trough for each such person this rule shall not apply.
21. Facilities for bathing: Sufficient bath accommodation to the satisfaction of the Chief Inspector shall be provided for all persons engaged in the manipulation of raw oxide of lead or in pasting, and a sufficient supply of soap and clean towels.
22. Foods, 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 IV

GLASS MANUFACTURES

1. Exemption

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

For the purpose of this Schedule:

- (a) "Efficient exhaust draught" means localised ventilation effected by mechanical means, for the removal of gas, vapour, dust or fumes so as to prevent them (as far as practicable under the atmospheric conditions usually prevailing) from escaping into the air of any place in which work is carried on. No draught shall be deemed efficient which fails to remove smoke generated at the point where such gas, vapour, fume or dust originate:
- (b) "Lead Compound" means any compound of lead other than galena which, when treated in the manner described below, yields to an aqueous solution of hydrochloric acid a quantity 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 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:

- (c) "Suspension" means suspension from employment in any process specified in paragraph 3 by written certificate in the Health Register in Form 17 signed by the Certifying Surgeon who shall have power of suspension as regards all persons employed in any such process.

3. Exhaust draught

The following processes shall not be carried on except under an efficient exhaust draught or under such other conditions as may be approved by Chief Inspector:

- (a) The mixing of raw materials to form a "bath";
- (b) The dry grinding, glazing and polishing of glass or any article of glass:
- (c) All processes in which hydrofluoric acid fumes or ammoniacal vapours are given off:
- (d) All processes in the making of furnace moulds or "pots" including the grinding or crushing of used "pots":
- (e) All processes involving the use of a dry lead compound.

4. Prohibition relating to women and young persons

No woman or young person shall be employed or permitted to work in any of the operations specified in paragraph 3 or at any place where such operations are carried on.

5. Floor and work-benches

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

The floors shall be:

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

The work-benches shall:

- (a) have a smooth surface and be maintained in sound condition; and
- (b) be cleansed daily either after being thoroughly damped or by means of a suction cleansing 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 rooms:
- (b) The floor shall be covered with guttaparcha and be tight and shall slope gently down to a covered drain:
- (c) The work-places shall be so enclosed in projecting hoods that opening required for bringing in the objects to be treated shall be as small as practicable; and
- (d) The efficient exhaust draught shall be so contrived that the gases are exhausted downwards.

7. Storage and transport of hydrofluoric acid

Hydrofluoric acid shall not be stored or transported except in cylinders or receptacles made of lead or rubber.

8. Blow-pipes

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

9. Food, drinks, etc., prohibited in work-room

No food, drink, pan and supari or tobacco shall be brought into or consumed by any worker in any room or work-place wherein any process specified in paragraph 3 is carried on.

10. Protective clothing

The occupier shall provide, maintain in good repair and keep in a clean condition for the use of all the persons employed in the processes specified in paragraph 3 suitable protective clothing foot-wear, and goggles recording to the nature of the work and such clothing foot-wear etc., shall be worn by the persons concerned

11. Washing facilities

There shall be provided and maintained in a cleanly state and in good repair for the use of all persons employed in the 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 60 centimetres for every five such persons employed at any one time, and having a constant supply of water from taps or jets above the trough at interval of not more than 60 centimetres; or
 - (ii) at least one wash basin for every five such persons employed at any one time fitted with a waste pipe and plug and having an adequate supply of water laid on or always readily available;
 - (iii) a sufficient supply of clean towels made of suitable material renewed duly with a sufficient supply of soap or other suitable cleansing material and of nail brushes; and
- (b) a sufficient number of stand pipes with taps-the number and location of such stand pipes shall be to the satisfaction of the Chief Inspector.

12. Medical examination

- (a) Every person employed in any process specified in paragraph 3 shall be examined by the Certifying Surgeon, within seven days preceding or following the date of his first employment in such process and thereafter shall be examined by the Certifying Surgeon once in every calendar month or at such other intervals as may be specified in writing by the Chief Inspector on a day of which due notice shall be given to all concerned.
- (b) A Health Register in Form 7 containing the names of all persons employed in any process specified in paragraph 3 shall be kept.
- (c) No person after suspension shall be employed in any process specified in paragraph 3 without written sanction from the Certifying Surgeon entered in or attached to the Health Register.

SCHEDULE V

GRINDING OR GLAZING OF METALS AND PROCESSES INCIDENTAL THERETO

1. Definitions

For the purposes of this Schedule:

- (a) "Grindstone" means a grindstone composed of natural or manufactured sandstone but does not include a metal wheel or cylinder into which blocks of natural or manufactured sandstone are fitted;
- (b) "Abrasive wheel" means a wheel manufactured of blended emery or similar abrasive;
- (c) "Grinding" means the abrasion, by aid of mechanical power, of metal by means of a grindstone or abrasive wheel;

- (d) "Glazing" means the abrading, polishing or finishing, by aid of mechanical power of metal, by means of any wheel, buff, mop or similar appliance to which any abrading or polishing substance is attached or applied;
- (e) "Racing" means the turning up, cutting or dressing of a revolving grindstone before it is brought into use for the first time;
- (f) "Hacking" means the chipping of the surface of a grindstone by a hack or similar tool;
- (g) "Rodding" means the dressing of the surface of a revolving grindstone by the application of rod, bar of metal to such surface.

2. Exception

- (1) Nothing in this Schedule shall apply to any factory in which only repairs are carried on except any part thereof in which one or more persons are wholly or mainly employed in the grinding or glazing of metals.
- (2) Nothing in this Schedule except paragraph 4 shall apply to any grinding or glazing of metals carried on intermittently and at which no person is employed for more than 12 hours in any week.
- (3) The Chief Inspector may by certificate in writing subject to such conditions as he may specify therein, relax or suspend any of the provisions of this Schedule in respect of any factory, 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.

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;
- (b) a duct of adequate size, air-tight and so arranged as to be capable of carrying away the dust, which duct shall be kept free from obstruction and shall be provided with proper means of access for inspection and cleaning, and where practicable with a connection at the end remote from the fan to enable the Inspector to attach 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 extract the dust:

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

4. Restriction on employment on grinding operations

Not more than one person shall at a time perform the actual process of grinding or glazing upon a grindstone, abrasive wheel or glazing appliance:

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

5. Glazing: Glazing or other processes, except processes incidental to 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, or (b) adequate appliances for the interception of dust are provided in accordance with the requirements of paragraph 3.
7. Examination of dust equipment:
 - (a) All equipment for the extraction or suppression of dust shall at least once in every six months be examined and tested by a competent person, and any defect disclosed by such examination and test shall be rectified as soon as practicable.
 - (b) A register containing particulars of such examination and test shall be kept in a form approved by the Chief Inspector.

SCHEDULE VI

MANUFACTURE AND TREATMENT OF LEAD AND CERTAIN COMPOUNDS OF LEAD

1. Exemptions

Where the Chief Inspector is satisfied that all or any of the provisions of this Schedule are not necessary for the protection of the persons employed, he may by certificate in writing exempt any factory from all or any of such provisions, subject to such conditions as he may specify therein.

2. Definitions

For the purposes of this Schedule:

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

- (b) "Efficient Exhaust Draught" means localised ventilation effected by heat or mechanical means, for the removal of gas, vapour, dust or fumes so as to prevent them (as far as practicable under the atmospheric conditions usually prevailing) from escaping into the air of any place in which work is carried on. No draught shall be deemed efficient which fails to remove smoke generated at the point where such gas, vapour, fumes or dust originate.
3. Application: This Schedule shall apply to all factories or parts of factories in which any of the following operations are carried on:
- (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 desilverising of lead or the melting of scrap lead or zinc.
 - (c) The manufacture of solder or alloys containing more than ten per cent of lead.
 - (d) The manufacture of any oxide, carbonate, sulphate, chromate, acetate, nitrate, silicate of lead.
 - (e) Handling or mixing of lead tetra-ethyl.
 - (f) Any other operation involving the use of a lead compound.
 - (g) The cleaning of work-rooms where any of the operations aforesaid are carried on.
4. Prohibition relating to women and young persons: No woman or young person shall be employed or permitted to work in any of the operations, specified in paragraph 3.
5. Requirements to be observed: No person shall be employed or permitted to work in any process involving the use of lead compounds if the process is such that dust or fume from a lead compound is produced therein, or the persons employed therein are liable to be splashed with any lead compound in the course of their employment unless the provisions of paragraphs 6 to 14 are complied with.
6. Exhaust draught: Where dust, fume, gas or vapour is produced in the process, provision shall be made for removing them by means of an efficient exhaust draught so contrived as to operate on the dust, fume, gas or vapour as closely as possible to the point of origin.
7. Certificate of fitness: A person medically examined under paragraph 8 and found fit for employment shall be granted by a Certifying Surgeon a certificate of fitness in Form No. 27 and such certificate shall be in the custody of the manager of the factory. The certificate shall be kept readily available for inspection by any Inspector and the person granted such a certificate shall carry with him, while at work a token giving reference to such certificate.
8. Medical Examination:

- (1) The person so employed shall be medically examined by a Certifying Surgeon within 14 days of his first employment in such process and thereafter shall be examined by the Certifying Surgeon at intervals of not more than three months, and a record of such examinations shall be entered by the Certifying Surgeon in the special certificate of fitness granted under paragraph 7.
 - (2) If at any time the Certifying Surgeon is of opinion that any person is no longer fit for employment on the ground that continuance therein would involve special danger to health, he shall cancel the special certificate of fitness of that person.
 - (3) No person whose special certificate of fitness has been cancelled shall be employed unless the Certifying Surgeon, after re-examination again certifies him to be fit for employment.
9. Food, drinks, etc. prohibited in work-room: No food, drink, pan and supari or tobacco shall be brought into or consumed by any worker in any work-room in which the process is carried on and no person shall remain in any such room during intervals for meals or rest.
10. Protective clothing
Suitable protective overalls and head coverings shall be provided, maintained and kept clean by the factory occupier and such overalls and head coverings shall be worn by the persons employed.
11. Cleanliness of work-room, 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 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 cleansing material and clean towels.
 - (2) The facilities so provided shall be placed under the charge of a responsible person and shall be kept clean.
 - (3) 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.

(4) Cloak-room

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

SCHEDULE VII

GENERATION OF GAS FROM PETROL

1. Prohibition relating to women and young persons

No woman or young person shall be employed or permitted to work in or shall be allowed to enter the building in which the generating of petrol gas from petrol is carried on.

2. Flame traps

The plant for generating petrol gas from petrol and associated piping and fittings shall be fitted with at least two efficient flame traps so designed and maintained as to prevent a fitted as close to the plant as possible. The plant and valves shall be installed and maintained free from leaks.

3. Generating building or room

All plants for generation of gas from dangerous petroleum as defined in clause (b) of section 2 of the Petroleum Act, 1934, erected after the coming into force of the provisions specified in this Schedule, shall be erected outside the factory building proper in a separate well-ventilated building (hereinafter referred to as the "generating building"). In the case of such plant erected before the coming into force of the provisions specified in this Schedule there shall be no direct communication between the room where such plants are erected (hereinafter referred to as "the generating room") and the remainder of the factory building. So far as practicable, all such generating rooms shall be constructed of fire-resisting materials.

4. Fire-extinguishers

An efficient means of extinguishing petrol fire shall be maintained in an easily accessible position near the plant for generation of gas from petrol.

5. Plant to be approved by the Chief Inspector

Petrol gas shall not be manufactured except in a plant for generating petrol gas the design and construction of which has been approved by the Chief Inspector.

6. Escape of petrol

Effective steps shall be taken to prevent petrol from escaping into any drain or sewer.

7. Prohibition relating to smoking 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 a warning notice in the language understood by the majority of the workers shall be pasted in the factory prohibiting smoking and the carrying of matches, fire or naked light or other means of producing a naked light or spark in such room or building.

8. Access to petrol or container

No unauthorised person shall have access to any petrol or to a vessel containing or having actually contained petrol.

9. Electric fittings

All electric fittings shall be of flame- proof construction and all electric conductors shall either be enclosed in metal conduits or be lead-sheathed.

10. Construction of doors

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

11. Repair of containers

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

SCHEDULE VIII

CLEANING OR SMOOTHENING 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 purpose of this Schedule:

“Sand blasting means the blasting of any articles by a jet of sand, metal shot, grit or other abrasive.

2. Sand blasting to be done in enclosed chamber

Sand blasting shall not be done in any room except in an enclosed chamber or cabinet in which no other work is performed and at which efficient means are provided, arranged and maintained to prevent the escape of dust to the outside of the chamber or cabinet.

3. Prohibition relating to employment of women and young persons

No woman or young person shall be employed or permitted to work at any operation of sand blasting.

4. Proactive equipment

- (1) Unless he is wearing a suitable protective helmet and gauntlets
 - (a) No person shall be employed or permitted to work at blasting in the open air or work within thirty feet of sand blasting apparatus in operation in the open air; and
 - (b) No person shall be employed or permitted to work or allowed in a blasting chamber while the sand blasting apparatus is in operation.
- (2) The occupier of the factory shall provide and maintain in good condition all breathing overalls and gauntlets that are necessary to comply with requirements of this Schedule.
- (3) Every protective helmet shall carry the distinguishing mark of the person by whom it is to be used and shall be provided with a sufficient supply of pure air for breathing and ventilation. Together with suitable arrangements to permit the escape of the expired air.
- (4) No person shall wear a protective helmet that has been worn by another person unless such protective helmet shall have been thoroughly disinfected.
- (5) All persons engaged in sand blasting while at work shall wear the protective equipment provided under the provisions of this paragraph.

SCHEDULE IX**LIMING AND TANNING OF RAW HIDES AND SKINS AND PROCESSES INCIDENTAL THERETO**

1. Cautionary notices

- (1) Cautionary notices as to anthrax in the form specified by the Chief Inspector shall be affixed in prominent positions in the factory where they may be easily and conveniently read by the persons employed.
- (2) A copy of a warning notice as to anthrax in the form specified by the Chief Inspector shall be given to each person employed when he is engaged and subsequently if still employed, on the first day of each calendar year.
- (3) Cautionary notices as to the effects of chrome on the skin shall be affixed in prominent positions in every factory in which chrome solutions are used and such notices shall be so placed as to be easily and conveniently read by the persons employed.
- (4) Notices shall be affixed in prominent places in the factory stating the position of the 'First-Aid' box or cupboard and the name of the person 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 notices specified in paragraphs 1, 2 and 4 and if chrome solutions are used in the factory, the contents of the notices specified in paragraph 3.

2. Protective clothing

The occupier shall provide and maintain in good condition the following articles of protective clothing:

- (a) water-proof footwear leg coverings, aprons and gloves for persons employed in processes, involving contact with chrome solutions including the preparation of such solutions;
- (b) protective footwear, aprons and gloves for persons employed in processes involving the handling of hides or skins other than in processes specified in clauses (a)

Provided that gloves shall not be required for persons fleshing by hand or where there is no risk of contact with lime, sodium sulphide or other caustic liquor.

3. Washing facilities, mess-room and cloak-room

The occupier shall provide and maintain 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 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 materials and clean towels;
- (c) a suitable mess-room adequate for the number remaining on the premises during the meal intervals, which shall be furnished with (1) sufficient tables and benches and (2) adequate means for warming food and for boiling water.

The mess-room shall (1) be separate from any room or shed in which hides or skins are stored, treated or manipulated, (2) be separate from the cloak-room and (3) be placed under the charge of a responsible person;

- (d) suitable accommodation for clothing put off during working hours and separate accommodation for protective clothing and adequate arrangements for drying up the clothing in both the cases, if wet. The accommodation so provided shall be kept clean at all times and placed under the charge of a responsible person.

4. 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 or shed in which hides or skins are stored, treated or manipulated.

5. First-aid arrangements

The occupier shall:

- (a) arrange for an inspection of the hands of all persons coming into contact with chrome solutions to be made twice a week by responsible persons;
- (b) provide and maintain a sufficient supply of suitable ointment and impermeable water-proof plaster in a box readily accessible to the worker and used solely for the purpose of keeping the ointment and plaster.

³²[SCHEDULE X]

ALL TYPES OF BAND-SAWS

The provision specified in Schedule III annexed to rule 53 shall apply

³³[SCHEDULE XI]

MANUFACTURE OF POTTERY

1. Definition

For the purposes of this Schedule:

- (a) "Pottery" includes earthenware, stoneware, porcelain, china, tile and any other articles made from clay or from a mixture containing clay and other materials such as quartz, flint feldspar and gypsum.
- (b) "Efficient exhaust draught" means localised ventilation effected by mechanical or other means for the removal of dust or fume so as to prevent it from escaping into the air of any place in which work is carried on. No draught shall be deemed efficient which fails to remove effectively dust or fume generated at the point where dust or fume originates.
- (c) "Fettling" include scalloping, towing, sand papering, sand stocking brushing or any other process of cleaning of pottery-ware in which dust is given off.
- (d) "Leadless glaze" means a glaze which does not contain more than one per cent of its dry weight of a lead compound calculate as lead monoxide.
- (e) "Low solubility glaze" means a glaze which does not yield to dilute hydrochloric acid more than five percent of its dry weight of a soluble lead compound calculated as lead monoxide when determined in the manner described below:

A weighted quantity of the material which has been dried at 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.

- (f) "Ground or provided that or quartz" does actually sands.
- (g) "Potter's shop" includes all places where pottery is formed by pressing or by any other process and all places where shaping, fettling, or other treatment of pottery articles prior to placing for the biscuit fire is carried on.

2. Efficient exhaust draught

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

- (i) All processes involving the manipulation or use of a dry and unfritted lead compound.
- (ii) The feruling operations of any kind whether on green or his cult, provided that this shall not apply to the west feruling and to the occasional finishing of pottery articles without the aid of mechanical power.
- (iii) The sitting of clay dust or any other material for making tiles or other articles by pressure, except where:
 - (a) This is done in a machine so enclosed as to effectively prevent the escape of dust; or
 - (b) The material to be sifted is so damp that no dust can be given off.
- (iv) The processing of tiles from clay dust, an exhaust opening being connected with each press this clause shall also apply to the pressing from clay dust of articles other than tiles, unless the material is so damp that no dust is given off.
- (v) The fettling of tiles made from clay dust by pressure, except where the fettling is done wholly on, or with, damp material: this clause shall also apply to the fettling of other articles made from clay dust, unless the material is so damp that no dust is given off.
- (vi) The process of loading and unloading sugars where handling and manipulation of ground and powdered flint, quartz, alumina or other materials are involved.
- (vii) The brushing of earthenware biscuit, unless the process is carried on in a room provided with efficient general mechanical ventilation or other ventilation which is certified by the Inspector of Factories as adequate, having regard to all the circumstances of the case.
- (viii) Fettling of biscuit ware which has been fired in powdered flint or quartz escape of dust.
- (ix) Ware cleaning after the application of glaze by dipping or other process.
- (x) Crushing and dry grinding of material for pottery holies, and saggars, unless carried on in machines so enclosed as the effectively prevent the escape of dust or is so damp that no dust can he given off.
- (xi) Sieving or manipulation of powdered flint, quartz, clay grog or mixture of these materials unless it is so damp that no dust can be given off.
- (xii) Grinding of tiles on a power-driven wheel unless an efficient water spray is used on the wheel.
- (xiii) Lifting and conveying of materials by elevators or conveyors unless they are effectively enclosed and so arranged as to prevent escape of dust into the air in or near to any place which persons are employed.

- (xiv) The preparation or weighing out of flow material, lawing of day colours, colouring, desting or colour blowing
- (xv) In mould making unless the bins or similar receptacles used for holding plaster of parts or provided with suitable covers.
- (xvi) The manipulation of calcined material unless the material has been made and remains so wet that no dust is given off.

Clause 11(1) protective equipment.

Clause 11(4) protective equipment.

3. Each of the following processes shall be carried on in such a manner and in such conditions so as to secure effectual separation from one another and from other wet processes:
 - (a) Crushing and dry grinding or sieving of materials, fettling, pressing of tiles, drying of clay and green ware, loading unloading of saggars.
 - (b) All processes involving the use of a dry lead compound.
4. No glaze which is not a leadless glaze or a low solubility glaze shall be used in a factory in which pottery is manufactured.
5. No woman or young person shall be employed or permitted to work in any of the operations are carried on.
6. The potter's wheel (jolly and jigger) shall be provided with screens or so constructed as to prevent clay scrappings being thrown off beyond the wheel.
7.
 - (1) All practical measures shall be taken by damping or otherwise to dust arising during cleaning of floors.
 - (2) Damp saw dust or other suitable material shall be used to render the moist method effective in preventing dust rising into the air during the cleaning process which shall be carried out after work has ceased.
8. The floors of potter's shops, slip houses, dipping houses and ware cleaning rooms, shall be hard smooth and impervious and shall be thoroughly cleaned daily by a moist method by an adult male.
9. Medical examination
 - (1) All persons employed in any process included under clause 2 shall be examined by the Certifying Surgeon within seven days preceding or following the date of their first employment in such process, thereafter all persons employed in any process included under clause 2(1) and (xiv) shall be examined by the Certifying Surgeon once in every three calendar months, and those employed in any process included in clause 2(1) to x(xii) and (xv) and (xvi) once in every twelve months by the certifying Surgeon. Records of such examinations shall be entered by the Certifying Surgeon in the Health Register and Certificate of Fitness granted to him under clause 10.

- (2) If at any time the Certifying Surgeon is of the opinion that any person employed in any process included in clause 2 is no longer fit for employment on the ground that continuance therein would involve damage to his health, he shall cancel the Certificate of Fitness granted to that person.
- (3) No person whose Certificate of Fitness has been cancelled shall be reemployed unless the Certifying Surgeon after examination, again certifies him to be fit for employment.

10. Certificate of Fitness

A person medically examined under clause 9 and found fit for employment shall be granted by a Certifying Surgeon a certificate of fitness in Form No. 5 and such certificate shall be in the custody of the manager of the factory. The certificate shall be kept readily available for inspection by any Inspector and the person granted such a certificate shall carry with him, while at work a token giving reference to such certificate.

11. Protective equipment

- (1) The occupier shall provide or maintain suitable over all and head coverings for all persons employed in processes included in clause 2.
- (2) The occupier shall provide and maintain suitable aprons of a water proof and 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 clause 11(2) shall be thoroughly cleaned daily by the workers by sponging or other wet proves. All over all and head coverings shall be washed, cleaned and mended at least once a week, and this washing, cleaning or mending shall be provided for by the occupier.
- (4) No person shall be allowed to work in emptying of dusty materials, weighing out and mixing of dusty materials and charging of ball mills or plungers without wearing a suitable and efficient dust respirator.

12. Washing facilities

The occupier shall provide and maintain in a cleanly state and in good repair for the use of all persons employed in any of the processes specified in clause 2, a wash place under cover, with either:

- (a)
 - (i) a trough with a smooth impervious surface fitted with a waste pipe without plug and of sufficient length to allow at least 60 centimetres 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 4 feet apart or
 - (ii) At least one tap or stand pipe for every five such persons employed at any one time, and having a constant supply of clean water, the tap or stand pipe being spaced not less than 4 feet apart; and

- (b) A sufficient supply of clean towels made of suitable material changed daily with sufficient supply of nail brushes and soap.

13. Time allowed for washing

Before each meal and before the end of the day's work at least ten minutes. In addition to the regular meal times shall be allowed for washing to car in person employed in any of the processes mentioned in clause 2.

14. Mess-room

- (1) There shall be provided and maintained for the use of all persons remaining within the premises during the meal intervals a suitable mess-room providing accommodation of at least one square metre per head and furnished with:
 - (i) a sufficient number of tables and chairs or benches;
 - (ii) arrangements for washing utensils;
 - (iii) adequate means for washing food;
 - (iv) Adequate quantity of drinking water;
- (2) The mess-room shall be placed under the charge of a responsible person and shall be kept clean.

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

No food, drink, pan and supari or tobacco shall be brought or consumed by any worker in any work-room in which chrome process is carried on and no person shall remain in any such room during intervals for meals or rest.

16. Clock-room etc.

There shall be provided and maintained for the use of all persons employed in any of the processes mentioned in clause 2:

- (a) A clock-room for clothing put off during working hours and such accommodation shall be separated from any mess-room:
- (b) Separate and suitable arrangements for storage of protective equipment provided under clause 11.

17. These regulations shall not apply to factory in which any of the following articles, but no other pottery are made:

- (a) Un-glazed or salt glazed ricks and tiles, and
- (b) Architectural terra-cotta made from plastic clay and either un-glazed or glazed with a leadless glaze only,

18. Exemption

If in respect of any factory the Chief Inspector is satisfied that owing to the exceptional circumstances or the infrequency of the process, or for any other

reason, all or any of the provisions of this Schedule are not necessary for the protection of the persons employed in such factory, he may by certificate in writing exempt such factory from all or any of the provisions indicated in such certificate on such conditions as he may specify therein. Such certificate may at any time be revoked by the Chief Inspector, without assigning any reasons.

96. Notification of accidents

- (1) Where any accident specified in the Schedule takes place in a factory, the manager of the factory shall forthwith send notice thereof by telephone, special messenger or telegram to the Inspector, and if the accident is fatal, or of such a serious nature that it is likely to prove fatal, notice as aforesaid shall also be sent to:
 - (a) the District Magistrate or Sub-Divisional officer: and
 - (b) the Officer-in-charge of the nearest police station
- (2) The notice so given shall be confirmed by the Manager of the factory to the authorities mentioned authorised within 12 hours of the occurrence by sending to them a written report in the prescribed Form No. 18

SCHEDULE XII

1. Accidents which cause
 - (a) death to any person
 - (b) such bodily injury as will prevent or will probably prevent the person injured from working for a period of 48 hours immediately following the accident.
2. The following classes of dangerous occurrences, whether or not they are attended by personal injury or disablement:
 - (a) Bursting of a vessel used for containing steam under pressure greater than atmospheric pressure, other than plant which comes within the scope of the Indian Boilers Act.
 - (b) Collapse or failure of a crane, derrick, winch, [lift], hoist or other appliances used in raising or lowering persons or goods, or any part thereof, or the overturning of a crane.
 - (c) Explosion, fire causing damage to an room or place in which persons are employed, or fire in rooms of cotton pressing factories when a cotton opener is in use.
 - (d) [Explosion of a receiver or container used in any process, or used for storage at a pressure greater than atmospheric pressure, of any gas or any gases (including air) or any liquid or any solid resulting from the compression of gas.
 - (e) Collapse or subsidence of any floor, gallery, roof, bridge, tunnel, chimney, wall or building forming part of a factory or within the compound or curtilage of factory.

97. Notice of poisoning or disease

A notice in Form 19 shall be sent forthwith (but not later than four hours), to the Chief Inspector, Medical Inspector of Factories and the Administrative Medical Officer, Employees' State Insurance Scheme, Bombay, appointed as Additional Inspector under the Act, by the Manager of a factory in which there occurs a case of lead, phosphorus, mercury, manganese, arsenic, carbon, disulphide or benzene poisoning or poisoning by nitrous fumes, or by halogen derivatives of the hydrocarbons of the aliphatic series, or of chrome ulceration, anthrax, silicosis, toxic anaemia, toxic jaundice, primary opheliomatous cancer of the skin or pathological manifestations due to radium or other radio-active substances or X-rays.

CHAPTER XIII**SUPPLEMENTAL****98. Procedure in appeals**

- (1) An appeal presented under Section 107 shall be lie to the Chief Inspector or in cases where the order appealed against is an order passed by that officer to the State Government or to such authority as the State Government may appoint in this behalf and shall be in the form of a memorandum setting forth concisely the grounds of objection to the order and bearing Court-fees stamps in accordance with the Article 11 of Schedule II to the Bombay Court-fees Act, 1870, and shall be accompanied by a copy of the order appealed against.
- (2) Appointment of assessors: On receipt of the memorandum of appeal, the appellate authority shall, if it thinks fit or if the appellant has requested that the appeal should be heard with the aid of assessors, call upon the body declared under Sub-rule (3) to be representative of the industry concerned, to appoint an assessor within a period of 14 days. If an assessor is nominated by such body, the appellate authority shall appoint a second assessor itself. It shall then fix a date for the hearing of the appeal and shall give due notice of such date to the appellant and to the Inspector whose order is appealed against, and shall call upon the two assessors to appear upon such date to assist in the arising of the appeal.
- (3) The appellant shall state in the memorandum presented under sub-rule (1) whether he is a member of one or more of the following bodies representing the industry or industries concerned as may be prescribed by the State Government in this behalf from time to time.

The body empowered to appoint the assessor, shall:

- (a) if the appellant is a member of one of such bodies, be that body;
 - (b) if he is a member of two such bodies, be the body which the appellant desires should appoint such assessor; and
 - (c) if the appellant is not a member of any of the aforesaid bodies or if he does not state in the memorandum which of such bodies he desires, should appoint the assessor, be the body which the appellate authority considers as the best fitted to represent the industry concerned,
- (4) Remuneration of assessors

An assessor appointed in accordance with the provisions of Sub- rules (2) and (3) shall receive, for the hearing of the appeal, a fee to be fixed by the appellate authority subject to a maximum of fifty rupees per diem. He shall also receive the actual travelling expenses. The fees and travelling expenses shall be paid to the assessor by Government but where assessors have been appointed at the request of the appellant and the appeal has been decided wholly and partly against him, the appellate authority may direct that the fees and travelling expenses of the assessor shall be paid in whole or in part by the appellant.

99. Display of notices

The abstract of the Act and of the Rules required to be displayed in every factory shall be in Form 20.

100. Returns

The manager of every factory shall furnish to the Inspector or other officer appointed by the State Government in this behalf the following returns, namely:

- (1) Annual returns on or before 15th January of each year, an Annual Return in Form No. 21.
- (2) Annual return of holidays

Before the end of each year, a return giving notice of all the days on which it is intended to close the factory during the next ensuing year. This return shall be submitted whether the factory is or is not working during the year preceding the year to which the return relates:

Provided that the State Government may dispense with this return in the case of any specified factory or of any class of factories or of the factories in any particular area:

Provided further that the annual return of holidays shall be dispensed with in case of all factories,

- (a) which regularly observe Sundays as holidays; or
- (b) which regularly observe a fixed day in a week as a holiday; or
- (c) which observe holidays according to a list approved by the Chief Inspector.

Provided further that where the manager of any factory makes any departure from such a holiday or list of holidays as aforesaid, prior intimation shall be given to the Chief Inspector.

- (3) Half yearly return

The manager of every factory shall furnish to the Chief Inspector on or before the 15th July and 15th January of each year, as half-yearly return in duplicate in Form No. 22

- (4) Leave with wages: Annual return

The manager of every factory shall furnish to the Chief Inspector either than the 1st February of the year subsequent to that to which it relates a return in Form No. 23.

(5) **Compensatory holidays: Annual returns**

The manager of every factory shall furnish to the Chief Inspector not later than the 1st February of the year subsequent to that to which it relates, in Form No. 24

101. Service of notice

The dispatch by post under registered cover of any notice or order shall be deemed sufficient service on the occupier, owner or manager of a factory of such notice or order

102. Information required by the Inspector

The occupier, owner or manager of a factory shall furnish any information that an Inspector may require for the purpose of satisfying himself whether any provision of the Act has been complied with or whether any order or an Inspection has been duly carried out. Any demand by an Inspector for any such information if made during the course of inspection, shall be complied with forthwith if the information is available in the factory, or, if made in writing, shall be complied with within seven days on receipt thereof.

103. Muster-roll

The manager of every factory shall maintain a muster-roll of all the workers employed in the factory in Form No. 25 showing (a) the name of each worker, (b) the nature of his work, and (c) the daily attendance of the worker.

Provided that, if the daily attendance is noted in the Register of Adult Workers in Form No. 12 or the particulars required under this-rule are noted in any other register, a separate muster-roll required under this rule need not be maintained.

104. Register of accidents and dangerous occurrences

- (1) The manager of every factory shall maintain a register of all accidents and dangerous occurrences which occur in the factory in Form 26 showing the:
- (a) name of injured person (if any);
 - (b) date of accident or dangerous occurrence;
 - (c) date of report on Form 18 to Inspector;
 - (d) nature of accident or dangerous occurrence;
 - (e) date of return of injured person to work;
 - (f) number of days of absence from work of injured person

105. Maintenance of Inspection book

The Manager of every factory shall maintain a bound Inspection Book and shall produce it when so required by the Inspector or Certifying Surgeon.

- 1 Inserted by Himachal Pradesh Government Notification No. I&S 15 (Lab) 654/57. Dated 20-9-65.
- 2 Inserted by Himachal Pradesh Government Notification No. I&S 15 (Lab) 654/57. Dated 20-9-65.
- 3 Substituted by Himachal Pradesh Government Notification No. Shram (A) 4-29/98, dated 15-6-2005.
- 4 Inserted by Himachal Pradesh Factories (Amendment) Rules, 2016, Notification No. Shram(A)7-7/2016, dated 26-9-2016.
- 5 Substituted by Himachal Pradesh Factories (Amendment) Rules, 2016, Notification No. Shram(A)7-7/2016, dated 26-9-2016.
- 6 Inserted by Himachal Pradesh Factories (Amendment) Rules, 2016, Notification No. Shram(A)7-7/2016, dated 26-9-2016.
- 7 Substituted by Himachal Pradesh Government Notification No. Shram (A) 4-29/98, dated 15-6-2005.
- 8 Substituted by Himachal Pradesh Government Notification No. Shram (A) 4-29/98, dated 15-6-2005.
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- 10 Substituted by Himachal Pradesh Factories (Amendment) Rules, 2016, Notification No. Shram(A)7-7/2016, dated 26-9-2016.
- 11 Inserted by Himachal Pradesh Factories (Amendment) Rules, 2016, Notification No. Shram(A)7-7/2016, dated 26-9-2016.
- 12 Substituted by Himachal Pradesh Government Notification No. Shram (A) 4-29/98, dated 15-6-2005.
- 13 Substituted by Himachal Pradesh Government Notification No. Shram (A) 4-29/98, dated 15-6-2005.
- 14 Rule 12 Substituted by Himachal Pradesh Government Notification No. I&S 15 (Lab) 654/57. Dated 20-9-65.
- 15 Rule 13 A Inserted by Himachal Pradesh Government Notification No. I&S 15 (Lab) 654/57. Dated 23-9-65.
- 16 Rule 55 A Inserted by Himachal Pradesh Government Notification No. I&S 15 (Lab) 654/57. Dated 23-9-65.
- 17 Rule 56 substituted vide Inserted by Himachal Pradesh Government Notification No. I&S 15 (Lab) 654/57. Dated 23-9-65.
- 18 Sub rule 3 of rule 61 and 61-A and items XI & XII of rule 63 inserted by Himachal Pradesh Government Notification No. I&S. 15 (Lab) 654/57. Dated 23-9-65.
- 19 Sub rule 4 of rule 61 and 61-A and items XI & XII of rule 63 inserted by Himachal Pradesh Government Notification No. I&S. 15 (Lab) 654/57. Dated 23-9-65.
- 20 Explanation to sub-rule2 of rule 64 inserted vide Himachal Government Notification No I&S. 15 (Fac)/68-II, dated 6th August, 1964.
- 21 Sub rule 3 of rule 63 and proviso to rule 70 inserted by Himachal Pradesh Government Notification No. I&S. 15 (Lab) 654/57. Dated 23-9-65
- 22 Rule 78A to 78C inserted vide Himachal Government Notification No. I&S 15 (Lab) 654/87, dated 23-9-65.
- 23 Rule 78A to 78C inserted vide Himachal Government Notification No. I&S 15 (Lab) 654/87, dated 23-9-65.
- 24 Rule 78A to 78C inserted vide Himachal Government Notification No. I&S 15 (Lab) 654/87, dated 23-9-65.
- 25 Rule 86A substituted vide Himachal Pradesh Government Notification No. I&S 15 (Lab) 654/87, dated 23-9-65.
- 26 Rules 88 (1) substituted vide Himachal Pradesh Government Notification No. I&S 15 (Lab) 654/87, dated 23-9-65.
- 27 Rules 89 (1) substituted vide Himachal Pradesh Government Notification No. I&S 15 (Lab) 654/87, dated 23-9-65.
- 28 Rules 91 (1) substituted vide Himachal Pradesh Government Notification No. I&S 15 (Lab) 654/87, dated 23-9-65.
- 29 Sub Rule 1 and 3 of Rule 92 deleted and sub rule (2) and (4) re-numbered vide Himachal Pradesh Government Notification No. I&S 15 (Lab) 654/87, dated 23-9-65 as sub-rule (1) and (2).
- 30 Rule 93 substituted by Himachal Pradesh Government Notification No. I&S. 15 (Lab) 654/57, dated 23-9-65.
- 31 Item 10 and 11 of sub-rule 1 of Rule 95 inserted vide Himachal Pradesh Government Notification No. I&S. 15 (Lab) 654/57, dated 23-9-65.
- 32 Schedule X inserted vide Himachal Pradesh Government Notification No. I&S (Lab) 654/57, dated 23-9-65.
- 33 Schedule XI inserted vide Himachal Pradesh Government Notification No. I&S (Lab) 654/57, dated 23-9-65.