



# इंडोशन्यूज़ INDOSHNEWS

कार्यस्थल पर सुरक्षा, स्वास्थ्य और पर्यावरण पर अर्द्ध वार्षिक समाचार-पत्र  
HALF YEARLY NEWSLETTER ON SAFETY, HEALTH AND ENVIRONMENT AT WORKPLACE



## PUBLISHED BY

कारखाना सलाह सेवा एवं श्रम संस्थान महानिदेशालय  
Directorate General Factory Advice Service & Labour Institutes  
श्रम एवं रोज़गार मंत्रालय, भारत सरकार  
Ministry of Labour & Employment, Government of India  
सायन, मुंबई 400 022, महाराष्ट्र, भारत  
Sion, Mumbai 400 022, Maharashtra, India

Website: [www.dgfasli.gov.in](http://www.dgfasli.gov.in)

# INDOSHNEWS

Vol. 5 No. 1 JANUARY - JUNE 2024

## Published by

Directorate General Factory Advice Service & Labour Institutes  
Ministry of Labour & Employment  
Government of India  
N S Mankikar Marg, Sion  
Mumbai - 400 022, Maharashtra, India

## महानिदेशक, डीजीफ़ासली /Director General, DGFASLI

आलोक मिश्रा,आई आई एस / Alok Mishra, IIS

## मुख्य संपादक/ Editor-in-Chief

सुमित रॉय / Sumit Roy

## संपादकीय बोर्ड सदस्य / Editorial Board Members

डॉ. एस बी मिश्रा / Dr. S B Mishra

डॉ. एस सैनी / Dr. S Saini

जी पी विजयकृष्ण / G P Vijaya Krishna

विपुल कुमार मिश्रा / Vipul Kumar Mishra

टी के बिस्वास / T K Biswas

Visit us at: [www.dgfasli.gov.in](http://www.dgfasli.gov.in)

The Judgement made, opinion expressed in the article do not necessarily reflect the views of DGFASLI.

## CONTENTS

Sl. No.	Topics	Page No.
1.	Articles	01
2.	DGFASLI Events	14
3.	OSH Workshop and Training Programmes	16
4.	Abstract of OSH Studies & Audits	23
5.	OSH in Factories	26
6.	CIF / DISH Corner	30
7.	OSH in Docks	32
8.	Forthcoming Training Programmes of DGFASLI	33



*Alok Mishra, IIS  
Joint Secretary, MoLE & Director General  
Directorate General Factory Advice Service & Labour Institutes  
Ministry of Labour and Employment, Govt. of India*

## **MESSAGE**

It is with great pride and anticipation that we unveil the latest edition of INDOSHNEWS, our biannual chronicle of progress in Occupational Safety and Health (OSH). As we stand at the crossroads of evolving workplace dynamics in India, our dedication to safeguarding the well-being of our workforce is unwavering. At DGFASLI, we are privileged to spearhead the advisory role for the Ministry of Labour and Employment, ensuring that our nation's OSH policies are not only current but also visionary and forward-thinking.

This particular edition of INDOSHNEWS holds special significance, arriving at a pivotal moment as the Occupational Safety, Health, and Working Conditions Code, 2020, redefines the regulatory framework for workplace safety in India. Our inaugural article delves into this transformative legislation, showcasing the strides we are making in elevating safety standards across diverse sectors.

Moreover, this issue casts a spotlight on the burgeoning presence of women in the workforce, offering an elegant analysis of trends and regional variations. This exploration is essential as we endeavor to cultivate inclusive and supportive work environments that address and embrace the distinct challenges faced by women. The newsletter further presents a meticulous examination of OSH data, providing invaluable insights into emerging trends and risks.

As we navigate the intricacies of contemporary work settings, DGFASLI's role in nurturing a culture of safety remains paramount. We trust that this edition of INDOSHNEWS will be an indispensable resource for all those devoted to enhancing workplace safety. Let us join forces in our mission to create workplaces that are not only productive but also safe, inclusive, and resilient.

Place: Mumbai

  
Alok Mishra

## Recent Initiatives in the Occupational Safety, Health and Working Conditions Code, 2020 and Comparison with International Rules and Regulations.

Sumit Roy

### Introduction

The Occupational Safety, Health and Working Conditions Code, 2020 (OSH & WC Code, 2020) marks a significant overhaul of India's labour laws concerning workplace safety, health and working conditions. Consolidating and amending 13 existing labour laws, this legislation aims to improve the well-being of workers while aligning India's labour standards with international practices. This article explores recent initiatives under the OSH & WC Code, 2020 and compares them with international rules and regulations on occupational safety and health (OSH).

### Key Provisions and Recent Initiatives under the OSH & WC Code, 2020

**Unified Legislation:** The OSH & WC Code, 2020 consolidates diverse laws into a single framework, simplifying compliance for employers and enhancing regulatory oversight.

**Coverage Expansion:** The Code extends its applicability to a wider range of establishments and sectors, including those with ten or more workers and specific provisions for hazardous sectors.

**Safety Committees and Safety Officers:** Mandates the constitution of safety committees and appointing safety officers for establishments having 500 / more workers to enforce safety protocols.

**Working Hours and Conditions:** Standardizes working hours and conditions, including provisions for overtime, ensuring workers' health is not compromised by excessive work hours.

**Health and Welfare Provisions:** Introduces measures for workers' welfare, such as crèches, canteens, first-aid facilities, and the obligation to provide a safe working environment.

**Electronic Registration and Licensing:** Promotes digitalization through electronic registrations and licenses, enhancing

transparency and ease of doing business.

### Recent Initiatives:

**Awareness Programs:** Government and industry bodies have initiated awareness programs and training sessions to educate employers and workers about the provisions of the OSH & WC Code, 2020.

**Technology Integration:** Implementation of digital tools for better compliance tracking and incident reporting.

**Sector-Specific Guidelines:** Development of specific safety guidelines in the form of standards, tailored to high-risk industries such as manufacturing, construction and dock works.

**Strengthening Inspection Mechanisms:** Introduction of risk-based inspections to ensure adherence to safety standards, with a focus on sectors with higher incidences of workplace accidents.

### Comparison with International Standards

When comparing the OSH & WC Code, 2020 with international OSH standards, several points of convergence and divergence emerge:

### International Labour Organization (ILO) Standards:

**Conventions and Recommendations:** The

OSH Code aligns with ILO conventions such as C155 (Occupational Safety and Health Convention) and C187 (Promotional Framework for Occupational Safety and Health Convention) which emphasize a preventative safety culture and robust OSH management systems.

**Worker Participation:** Both the OSH Code and ILO standards stress the importance of worker participation in safety committees and decision-making processes related to workplace safety.

**European Union (EU) Regulations:**

**Comprehensive Framework:** Similar to the OSH Code, EU directives like the Framework Directive 89/391/EEC provide a comprehensive approach to risk assessment, preventive measures and worker participation.

**Sector-Specific Directives:** The EU has detailed sector-specific directives, ensuring tailored safety measures, which is a practice increasingly reflected in India's sector-specific guidelines under the OSH & WC Code, 2020.

**United States (OSHA Standards):**

**Regulatory Oversight:** The US Occupational Safety and Health Administration (OSHA) enforces stringent safety regulations with significant penalties for non-compliance, akin to the enforcement mechanisms under the OSH & WC Code, 2020.

**Focus on Training and Education:** Both frameworks emphasize training programs to enhance worker awareness and safety skills.

**Comparisons of the OSH & WC Code, 2020 with international occupational safety and health (OSH) standards**

This table provides a comparative overview of key aspects of the OSH & WC Code, 2020 with international OSH standards, highlighting similarities and differences in legislative frameworks, coverage, worker participation, risk assessment, welfare provisions, enforcement, training, digital integration and sector-specific guidelines.

Aspect	OSH & WC Code, 2020 (India)	ILO Standards	EU Regulations	US OSHA Standards
<b>Legislation Structure</b>	Consolidates 13 existing laws into one unified code. Rules, regulations and standards specific to sector.	Specific conventions and recommendations (e..g. C155, C187)	Framework Directive 89/391/EEC and sector-specific directives	OSHA Act of 1970 with specific standards and regulations
<b>Coverage</b>	Applies to establishments with 10 or more workers, including hazardous sectors	Applicable to all sectors of economic activity, with specific provisions for processes, activities and substances	Covers all workplaces with specific provisions for different sectors	Applies to most employers and their workers
<b>Worker Participation</b>	Mandates safety committees and worker representation in safety management of establishments	Emphasizes worker participation in safety committees and decision-making	Requires worker consultation and participation in safety-related matters	Involves workers in safety committees and training

<b>Risk Assessment and Prevention</b>	Standardizes risk assessment procedures and preventive measures	Focus on preventative safety culture and comprehensive OSH management systems	Requires regular risk assessments, preventive measures and documentation	Mandates hazard identification, risk assessment and preventive measures
<b>Health and Welfare Provisions</b>	Requires welfare measures like crèches, canteens, first-aid facilities and a safe working environment	Stipulates various welfare measures to ensure worker well-being	Specifies welfare provisions, including medical services, rest areas, and first-aid facilities	Enforces welfare measures like sanitation, first aid and health programs
<b>Working Hours and Conditions</b>	Standardizes working hours, overtime provisions and ensures safe working conditions	Recommends guidelines for working hours and conditions to ensure workers' health and safety	Sets limits on working hours and conditions to prevent overwork and ensure health	Regulates working hours, rest breaks and conditions to protect workers' health
<b>Inspection and Enforcement</b>	Risk-based inspections and penalties for non-compliance	Promotes regular inspections and enforcement mechanisms	Requires regular inspections and effective enforcement mechanisms	Conducts inspections and imposes significant penalties for non-compliance
<b>Training and Awareness</b>	Emphasizes training programs for employers and workers	Recommends continuous training and education for workers and employers	Mandates training and awareness programs for workers and employers	Requires training programs on safety standards and practices
<b>Digital Integration</b>	Encourages electronic registration, licensing, and compliance tracking	Supports the use of technology for better OSH management	Utilizes digital tools for reporting, compliance tracking and information dissemination	Promotes the use of technology for safety training, reporting, and compliance
<b>Sector-Specific Guidelines</b>	Develops specific guidelines for high-risk industries	Provides sector-specific recommendations and standards	Issues detailed sector-specific directives to address unique risks	Issues industry-specific standards to address particular hazards
<b>Alignment with Global Standards</b>	Aims to align closely with ILO standards and best practices from developed economies	Sets global benchmarks for OSH standards, providing a framework for national legislation	Harmonizes member states' OSH policies with overarching EU directives	Aligns with international best practices while addressing country-specific occupational health challenges

## Challenges and Future Directions

While the OSH Code 2020 represents significant progress, several challenges remain:

- **Implementation and Compliance:** Ensuring widespread compliance, particularly among small and medium enterprises, is required to effective implementation.
- **Awareness and Education:** Continued efforts are needed to raise awareness and educate stakeholders about the benefits and requirements of the OSH & WC Code, 2020.
- **Resource Allocation:** Adequate resources must be allocated for effective enforcement and monitoring of adoption of safety standards.

Moving forward, India's alignment with international OSH standards through the OSH & WC Code, 2020 sets a robust foundation for improving workplace safety. Continued collaboration with international bodies and learning from global best practices will be essential in addressing the dynamic challenges of occupational safety and health.

## Conclusion

The OSH & WC Code, 2020 is a landmark step towards enhancing occupational safety, health, and working conditions in India. By aligning closely with international standards and incorporating recent initiatives to streamline and enforce regulations, India is poised to create safer, healthier workplaces. However, sustained efforts in implementation, education and compliance monitoring will be critical to realizing the full potential of this progressive legislation.

*Sumit Roy*  
*Director (Safety) DGFASLI, Mumbai.*

## Women Workforce Participation: Highlighting Trends & Zonal Comparison.

Dr. S.B. Mishra, Dr. Nishat Ahtesham and Najibullah Adamji

### Abstract

Indian economy has seen several phases of progression during the seven decades post independence. With rising globalization, urbanization and a transition in Indian societies, there has been a significant change in women's employment patterns. The current study highlights the participation of women in factories in various regions across India. A timeframe from 2005 to 2022 has been taken into consideration to observe the trends in such demographic change with respect to factory workers. A region-wise comparison is made to understand the trend of women employed in factories. The Government of India has laid various provisions for women in employment with respect of wage-equality, hygiene facilities, maternity benefits, working conditions and so on. The trend of women workforce participation is broadly seen to be positive across regions while there is still scope to eliminate barriers for women employment specific to factories in India.

### Introduction

Female labour force participation is crucial for the inclusive and sustainable growth of a nation. Although the rate of female labor force participation is still below the global average, the percentage of Indian women who work is rising steadily over time. However, it is impossible to ignore the different socioeconomic conditions that have an impact on women's engagement in the labour force. There are still many obstacles that women must overcome in order to join the workforce, and they face a disproportionate share of difficulties with regard to choosing a job, getting access to employment, choice of work, working conditions, job security, wage parity,

discrimination and balancing work and family obligations.

### Challenges for women workforce

There are several "Push and Pull factors" for women participation in employment, primarily indicated by economic advancement, education and literacy, fertility rates, maternity & childcare and evidently the society and its paternalistic nature. However, there has been an increase in women employment given the rapid economic growth, rising levels of literacy and a shift in societal norms.

The Periodic Labour Force Survey highlighted various reasons for women not being in labour force, which are depicted as below:

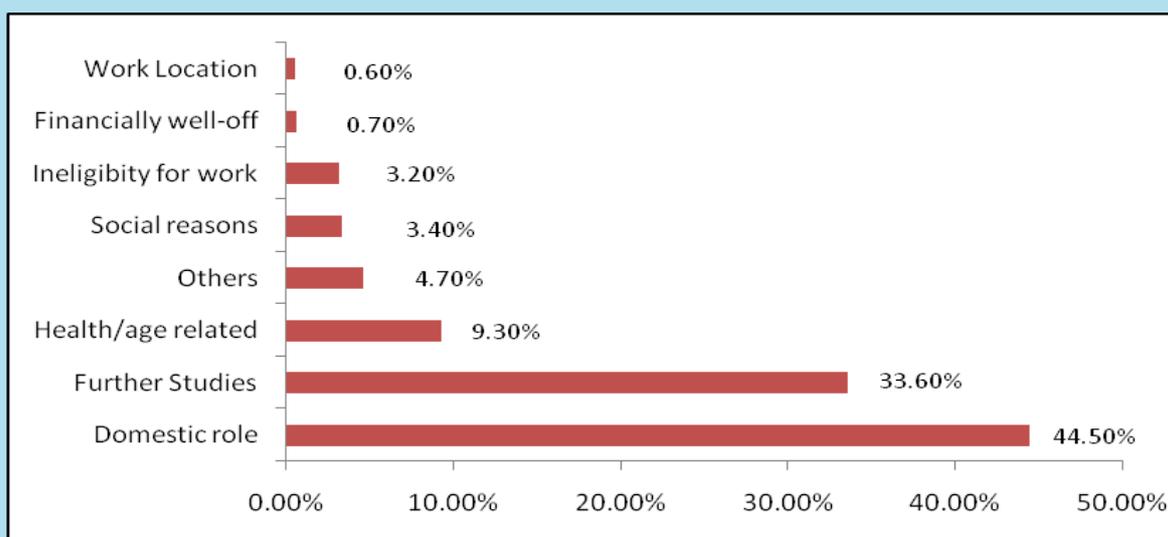


Figure 1: Reasons reported by females (in %) for not being in labour force

The most prominent reason for women not being in workforce is their responsibility towards their home. The domestic chores consume a significant portion of the time and often hinder their opportunity to move outside for work. The other reasons for lesser women in workforce include their intention to take up further studies, health or age related problems, societal barriers, not possessing the required training/qualification/age for work, being financially well off and non-availability of work at a convenient location.

According to the Economic Survey 2023-24, the issues affecting women range from lack of basic necessities such as sanitation, piped water, menstrual hygiene etc., safety, proper nutrition, economic and political equality of opportunity, and a sense of individual identity. Transitioning from women's development to women-led development requires a 360-degree review of the issues and a sincere, pragmatic approach to tackling them.

### Trends of women participation

There has been a steady growth in the number of women employed in factories, registered under the Factories Act, 1948, in India. In order to observe the trend of women in employment, data has been gathered for a period of 18 years, i.e. 2005 to 2022. Table 1 below shows the number of female workforce across factories in the country.

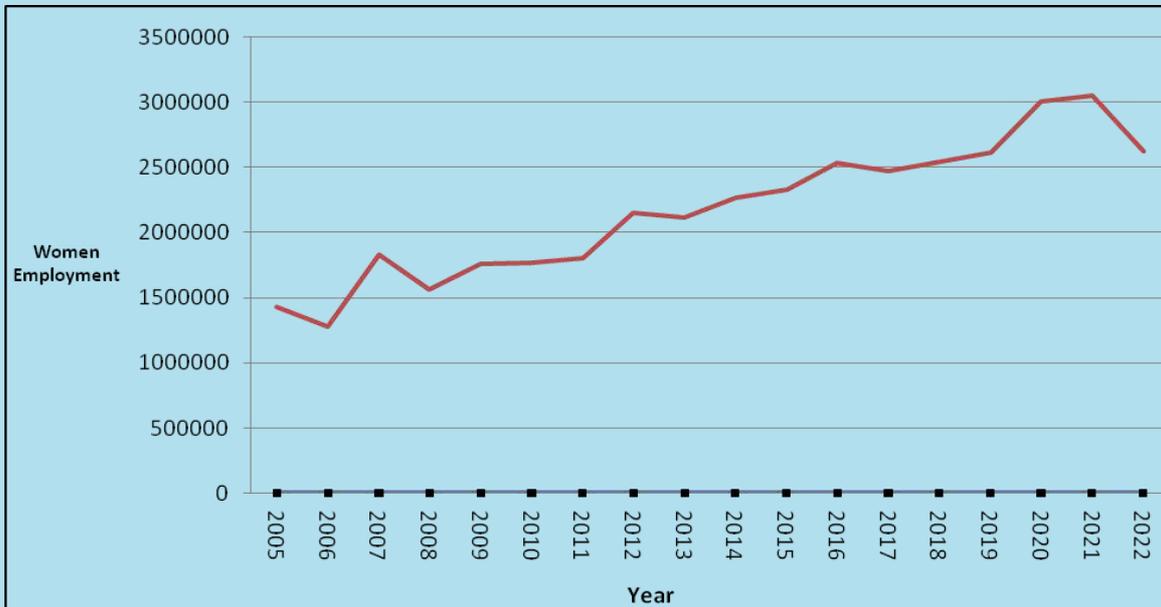
**Table 1: Number of female workers in registered factories in India**

Year	Number	One Year Percentage Change
2005	1431482	-
2006	1277753	-10.74%
2007	1833992	43.53%
2008	1563708	-14.74%
2009	1759763	12.54%
2010	1766863	0.40%
2011	1807860	2.32%
2012	2150395	18.95%
2013	2118443	-1.49%
2014	2268258	7.07%
2015	2329565	2.70%

2016	2534980	8.82%
2017	2474192	-2.40%
2018	2544200	2.83%
2019	2622627	3.08%
2020	3008867	14.73%
2021	3057122	1.60%
2022	2628702	-14.01%

As seen in the above table, the data on women's employment in India from 2005 to 2022 reveals fluctuating trends with significant variations in percentage change compared to the previous year. Notably, there were sharp increases in 2007 (43.53%), 2012 (18.95%) and 2020 (14.73%), indicating periods of substantial employment growth. However, there were also notable declines, such as in 2006 (-10.74%), 2008 (-14.74%) and 2022 (-14.01%), suggesting challenges in maintaining consistent growth. The period from 2010 to 2015 shows a more stable

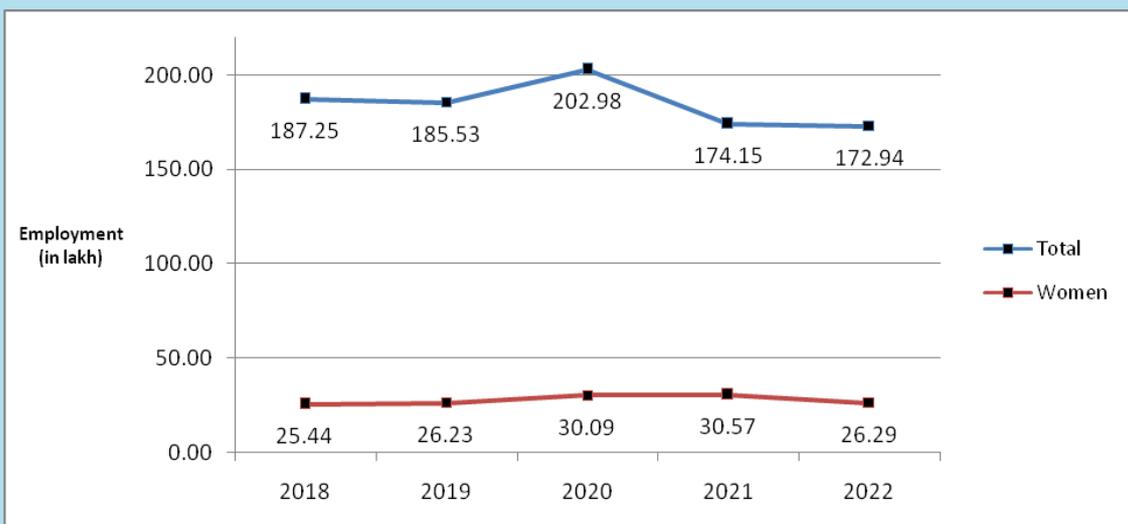
and gradual increase in employment, while the latter years exhibit a mixed trend of growth and decline. The highest employment numbers are observed in 2020, followed by a slight increase in 2021 and a significant drop in 2022. These variations could be influenced by economic, social, and policy changes affecting women's participation in the workforce. Overall, there has been a considerable growth in the number of women employed in factories in India with an increase of 114% in women workforce from the year 2005 to 2021.



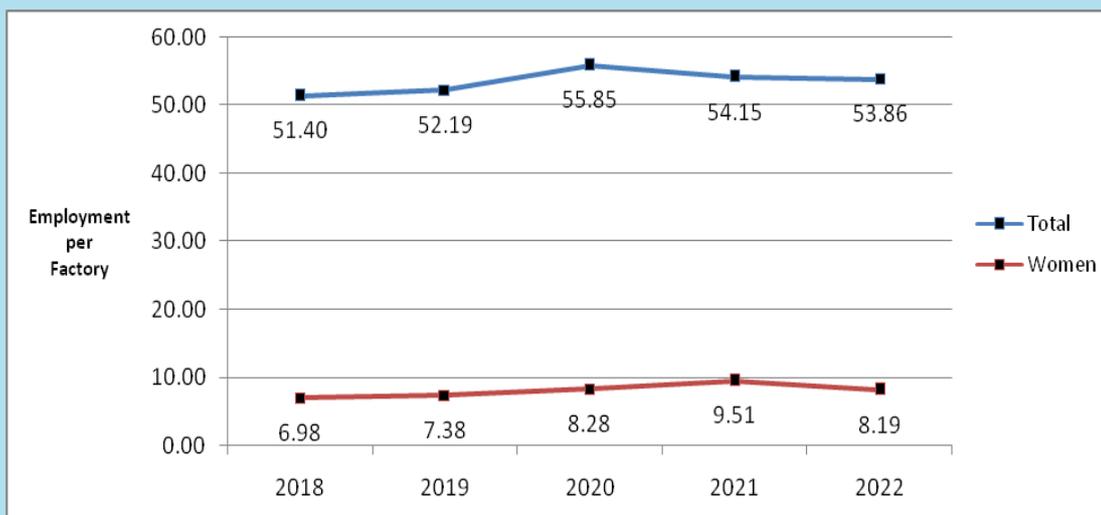
**Figure 2: Timeline of Women Employment in Factories in India**

Figure 2 above highlights the increasing rate of women employment in factories in India since 2005 to 2022. The overall positive trend can be attributed to a number of factors including reduced fertility rates, changing societal norms, increased provisions and amenities for women in factories and increase in women literacy among other factors. This can also be attributed to increase in factories and thereby increase in jobs

for women, women-favouring policy changes, economic growth, urbanization, etc.



**Figure 3: Total Employment and Women Employment in Factories in India (2018-2022)**



**Figure 4: Total Employment per factory and Women Employment per factory in India (2018-2022)**

### State-wise Comparison

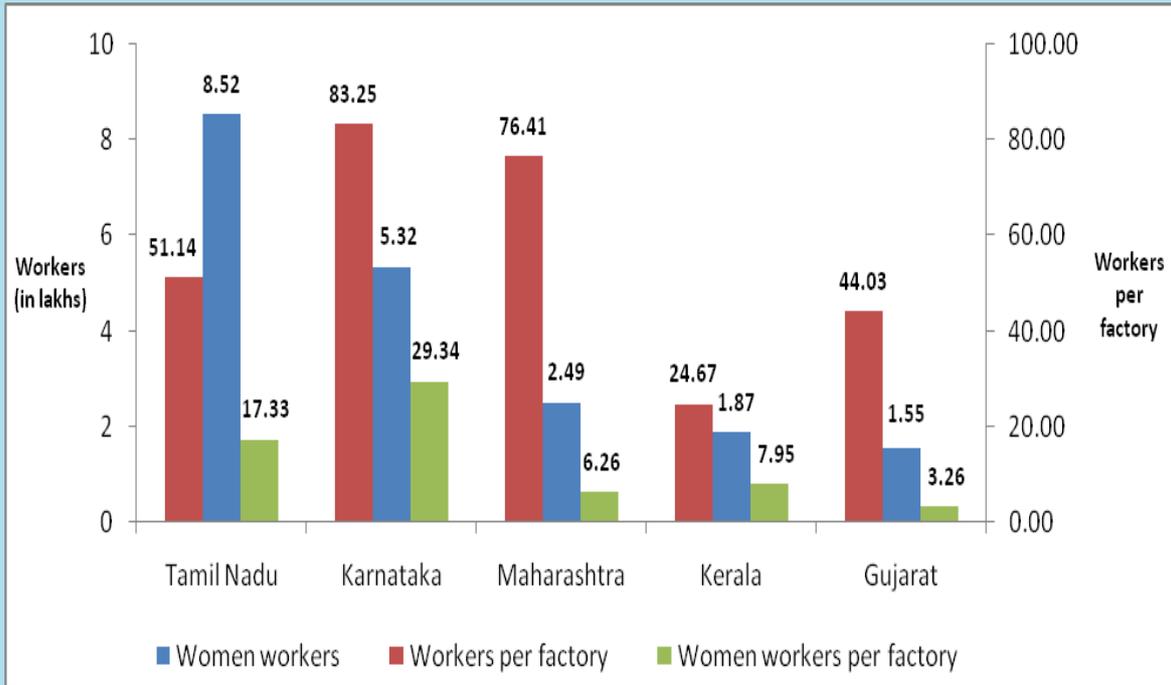
As per data received from the Chief Inspectors of Factories of various states and UTs, the number of women employees in factories during the period 2018-2022 is shown below:

**Table 2: Women Employment in registered Factories in India: State-wise**

State/UT	2018	2019	2020	2021	2022
Andaman and Nicobar Is.	494	494	494	163	136
Andhra Pradesh	259948	237404	214687	84802	89937
Arunachal Pradesh	50	50	956	1056	1116
Assam	35939	37383	37609	39740	41592
Bihar	142	118	417	154	531
Chandigarh	242	#	#	#	#
Chhattisgarh	12432	12363	20440	19753	12862
DD & DNH	38800	39496	40610	#	#
Delhi	29325	31300	31776	29523	29407
Goa	10771	11057	19423	73716	17129
Gujarat	112038	141783	139654	201640	155516
Haryana	122969	139358	153560	543018	130160
Himachal Pradesh	16680	20730	22749	24249	#
Jammu and Kashmir	7849	7856	7765	7533	7906
Jharkhand	19363	23541	23921	26399	31245
Karnataka	480989	522890	517267	424347	532484
Kerala	237758	167720	209976	220704	187696
Lakshadweep	*	*	*	*	*
Madhya Pradesh	28021	38548	44508	48900	#
Maharashtra	187943	190273	321161	237090	249275
Manipur	5997	6354	6368	6354	#
Meghalaya	405	600	505	421	1102
Mizoram	6	6	1	6	#
Nagaland	2166	2166	2166	2166	1608
Odisha	5968	#	10115	10265	10367
Puducherry	6874	5787	5882	7094	6476
Punjab	3640	38284	39235	#	#
Rajasthan	11305	14266	14854	55456	91390
Sikkim	*	*	*	*	*
Tamil Nadu	747286	753719	802003	811801	852365
Telangana	26255	64988	192357	142150	140605
Tripura	9654	8982	495	8322	7462

Uttar Pradesh	72649	75161	97663	#	#
Uttarakhand	30560	29950	30250	30300	30335
West Bengal	19682	#	#	#	#
<b>Total</b>	<b>2544200</b>	<b>2622627</b>	<b>3008867</b>	<b>3057122</b>	<b>2628702</b>

\*: There are no registered factories in this State/UT #: Data not reported by the CIF.



**Figure 5: Top 5 States in Women Employment in India (2022)**

### Zonal Comparison

A zonal comparison has been made showing women employment in factories. India has been divided into 6 zones, as given below:

**North Zone:** Chandigarh, Delhi, Haryana, Himachal Pradesh, J & K, Ladakh, Punjab, and Rajasthan;

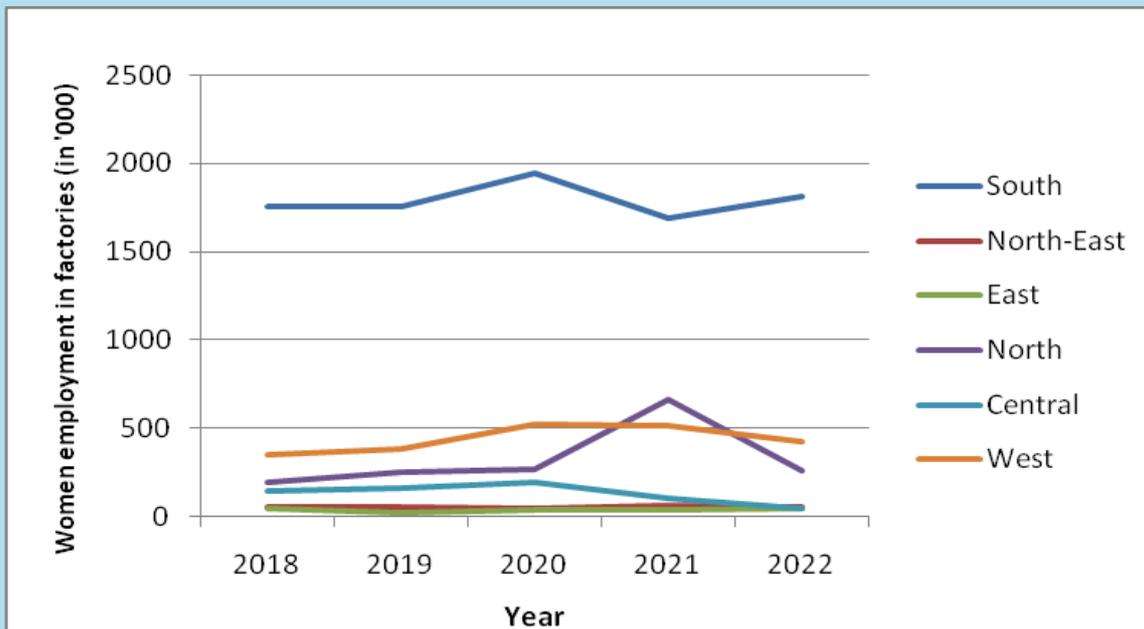
**North East Zone:** Assam, Arunachal Pr., Manipur, Meghalaya, Mizoram, Nagaland, Sikkim and Tripura;

**Central Zone:** Chhattisgarh, Madhya Pradesh, Uttarakhand and Uttar Pradesh;

**East Zone:** Bihar, Jharkhand, Odisha, and West Bengal;

**West Zone:** Dadra and Nagar Haveli and Daman and Diu, Goa, Gujarat, and Maharashtra;

**South Zone:** Andhra Pradesh, Karnataka, Kerala, Puducherry, Tamil Nadu, and Telangana.



**Figure 6: Women employment in factories in India: Zonal Comparison**

The graph, as shown in Figure 6 above, depicts the trend in women employment across 6 major zones of India during the last five years, i.e. 2018 to 2022.

#### Observation

The trend in southern zone is fairly stable with an overall rise in women employment by nearly 3 percent. The Southern region has the highest number of women employed in factories throughout the period. Employment numbers fluctuate slightly, peaking in 2020 at around 2,000,000 and then decreasing in 2021 before a slight increase again in 2022. The consistently high employment numbers suggest it is a major hub for factory employment for women. This could be due to larger industrial bases, better infrastructure, or more progressive employment policies.

The East and North-east zone also show a fairly stable trend. The North-East region has a consistently low level of employment compared to other regions, remaining relatively stable over the years. Employment numbers hover just

above 50,000 throughout the period. The Central region has very low employment numbers. Though the region has shown 34% increase from nearly 1,50,000 in 2018 to 2,00,000 in 2020, there appears a decline for later years due to insufficient data.

There is a significant increase in women employment in the North and West zones, as there has been an increase of 35% and 21% respectively, in women employment during the last 5 years. The North shows a significant increase from 2018, peaking sharply in 2021 at around 650,000, and then a decrease in 2022. This region experienced the most significant fluctuation among all regions. The West region shows a steady increase in employment from 2018, peaking in 2021, before slightly declining in

2022. Employment numbers increase from around 350,000 to nearly 500,000 at their peak.

The graph provides a clear picture of the regional disparities in women's employment in factories. The South remains the leader in employment, while regions like the North and West show a significant but fluctuating growth. Central and North-East regions appear to be lagging, indicating a need for targeted policies to boost women's employment in these areas. Overall, the trend has seen an upward shift, barring the period during 2020-21 when Covid-19 pandemic disrupted the economy at a global scale, leading to shutdown of several productions channels.

Also, as complete data is not available for the year 2022 in respect of certain states, hence the trend appears to decline in few zones. Overall Indian economy has been a reasonable increase in employment of women in factories over years.

According to the Economic Survey 2023-24, the female labour force participation rate (FLFPR) has been rising for six years, i.e., from 23.3 per cent in 2017-18 to 37 per cent in 2022-23, driven mainly by the rising participation of rural women. While urban FLFPR has also been growing, indicating a rising contribution of women to rural production. This could culminate from multiple factors, including continuous high growth in agriculture output and freeing up of women's time due to substantial expansion of access to basic amenities such as piped drinking water, clean cooking fuel, sanitation, etc.

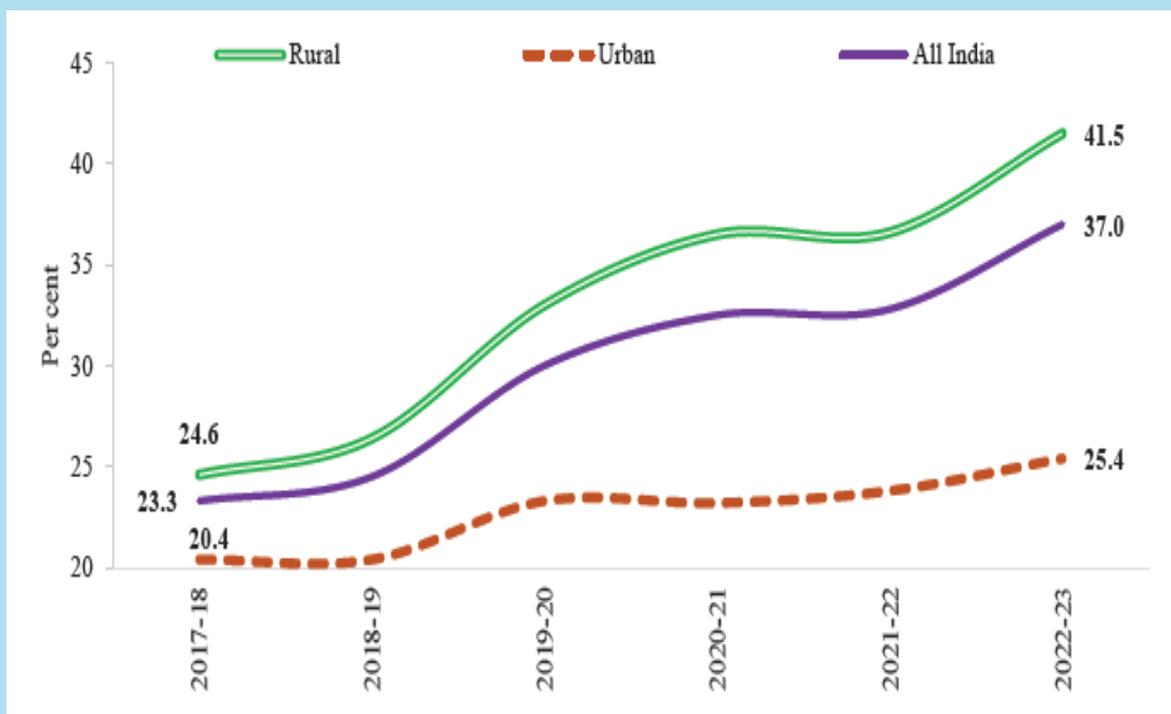


Figure 7: Female Labour Force Participation Rate (FLFPR) in India: Zonal Comparison

## Encouraging Women Workforce Participation

The Government of India has time and again come up with several provisions to further enhance women workforce participation. Few of the provisions are given as under:

- i. The Factories Act, 1948 (Chapter V) provides for establishment of canteens, restrooms, first aid boxes, facilities for sitting, washing, storing, and drying cloths, and crèches for women workers within the factory premises.
- ii. The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996, mandates provisions for first aid facilities, clean, accessible, and separate toilets to ensure sanitation, canteens, crèches and restrooms to enhance the overall well-being and working conditions of women workers at construction sites.
- iii. The Maternity Benefit Act, 1961 (amended in 2017) provides for maternity leave benefits to women employees for a period of up to 26 weeks.
- iv. The Occupational Safety, Health, and Working Conditions Code, 2020 incorporates provisions aiming at creating a secure and healthy working environment for women including mandatory health checkups. It grants women the right to work at night, subject to their consent, and mandates that employers must establish sufficient measures to ensure the safety and well-being of female workers during at night. Also, the code extends its provisions to transportation, mandating employers to provide a pickup and drop-off service for female employees.

## Conclusion

The Government of India has put into place numerous programs and initiatives to enhance employment opportunities for women. Such Government efforts include but are not limited to social security programs, skill development, literacy and education and legal provisions. These efforts have greatly helped in reducing gender disparities and enhancing women's involvement in the

workforce, but there are still several obstacles that must be overcome in order to increase women workforce participation. These regulations work together to create safe and conducive working conditions for female employees.

Women workforce participation in India has seen a positive trend, overall as well as across various zones. However, there need to be stricter implementation of laws and stringent monitoring of economic enterprises as a step towards encouraging women to join the workforce for the benefit of not just individual households but the larger economy.

## References

- [i] *Reports of Periodic Labour Force Survey (PLFS) of Ministry of Labour and Employment*
- [ii] *Standard Reference Note, DGFASLI Mumbai, Ministry of Labour and Employment*
- [iii] *Ensuring Equality, Empowerment for Women, Booklet-2024 Ministry of Labour and Employment*
- [iv] *Economic Survey of India 2023-2024, Ministry of Finance.*

*Dr. S.B. Mishra, Director (Industrial Hygiene), CLI, Mumbai*  
*Dr. Nishat Ahtesham, Senior Statistical Officer, DGFASLI, Mumbai*  
*Najibullah Adamji, Junior Statistical Officer, DGFASLI, Mumbai*

## 58<sup>th</sup> National Conference of Chief Inspectors of Factories in collaboration with Government of Odisha on 12<sup>th</sup> February, 2024 in Bhubaneswar, Odisha



*L to R: Shri Prabhat Kumar, Director General, DGFASLI, Shri R.S. Gopalan, IAS, Commissioner cum Secretary, Labour and ESI Department, Govt. of Odisha, Ms. Arti Ahuja, IAS, Secretary, Ministry of Labour and Employment, Government of India, Ms Anu Garg, IAS, Development Commissioner-cum-Additional Chief Secretary, Govt. of Odisha, Ms. Michilko Miyomoto, Director, Decent Work Team for South Asia and Country office for India, Shri Anupam Saha, IAS, Director of Factories, Govt. of Odisha .*

The 58<sup>th</sup> National Conference of Chief Inspectors of Factories was held in collaboration with Government of Odisha on 12<sup>th</sup> February, 2024 in Bhubaneswar, Odisha and the same was graced by the august presence of Ms. Arti Ahuja, IAS, Secretary, Ministry of Labour and Employment, Government of India. The inaugural candles were lit up by her along with other dignitaries

The inaugural function of 58<sup>th</sup> National conference began with the welcome address by Shri R.S. Gopalan, IAS, Commissioner cum Secretary, Labour and ESI Department, Govt. of Odisha. He extended a warm welcome to all dignitaries on the dais, Labour Secretaries/ Commissioners from States/UTs, representatives from DGFASLI and the Chief Inspector of Factories (CIF) / Director Industrial Safety and

Health (DISH) and their representatives from the States/UTs.

This followed by the opening remarks by Director General, DGFASLI Shri Prabhat Kumar, who underlined the importance of the Chief Inspectors' Conference which serves as a platform where administrators and enforcers get the opportunity to address the important issues pertaining to Occupational Safety and Health at work places in factories across the country. He also talked about the effective implementation of Rules, standards and other statutory provisions

Subsequently, Guest of Honour, Ms. Michilko Miyomoto, Director, Decent Work Team for South Asia and Country office for India, addressed the conference. During her address she highlighted that Safe and healthy work is the right of all workers and is a foundation for sustainable development. She further added that working in hazardous sectors such as agriculture, forestry and fishing, mining, construction and manufacturing continues to represent the main risk to workers' lives and well-being. She also talked about waste collection, recycling activities, climate change and environmental degradation which pose a multidimensional challenge to OSH. She further recognised the conference as very crucial for strengthening safety and health inspection systems and strategies of India, enhancing the practical application of international OSH standards for business and extending relevant OSH practices to all workers.

The conference was addressed by Ms Anu Garg, IAS, Development Commissioner-cum-Additional Chief Secretary, Govt. of Odisha and talked about the importance of safety and health at workplace, OSH practices and standards. Subsequently, Ms. Arti Ahuja, IAS, Secretary, Ministry of Labour and Employment, Government of India delivered the keynote address. She emphasized the paramount importance of workplace safety and health, particularly focusing on occupational health. She stressed upon the need to find the reason of accidents by asking questions on 3- WHYs. She

also appreciated the efforts of Govt. of Odisha in mastering Disaster Management Skills of international repute. On this occasion the booklet on 'Occupational Safety and Health Standard Operating Procedure (SOP) for prevention of occupational diseases' developed by ESIC was also released.

The conference was attended by the State / UT Labour Secretaries from Punjab, Ladakh , Rajasthan and 20 Chief Inspector of Factories from the states and Union territories. The conference deliberated upon 113 numbers of technical agenda points of national importance. During the 58<sup>th</sup> conference; the Chief Inspectors of Factories/Director Industrial Safety and Health of Andhra Pradesh, Odisha, Rajasthan, Karnataka, Tamil Nadu, Telangana and Kerala made presentations on the best practices in order to promote 'Ease of Doing business' and 'Reducing the Compliance Burden'. Working Group reports on 'Medical Criterion for confirmation of Occupational diseases' and proposal of three months course on Associate fellow of Industrial Hygiene were presented by DGFASLI. 'Standard Operating Procedure (SOP) on Occupational Safety and Health for prevention of occupational diseases' was also presented by ESIC.

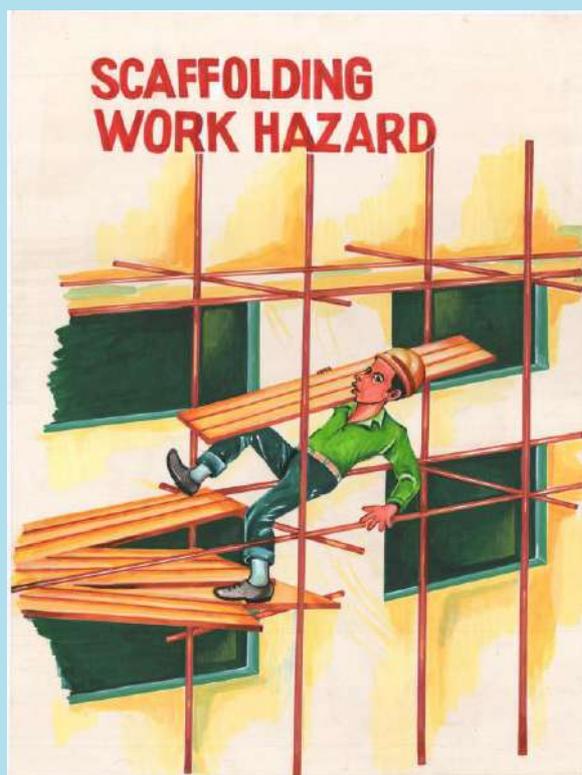
### **Seminar on Recent Challenges in OSH at RLI, Chennai on 19<sup>th</sup> January 2024**



*L to R : Shri P.C. Ghosh, Director(Retd.) CLI, Mumbai, Shri G.M.E.K Raj, DG (Retd.), DGFASLI, Shri Tanoj Chandan, Director, RLI, Chennai, Shri M V Karthikeyan, Jt. Director of ISH Chennai.*

The Regional Labour Institute Chennai organized Seminar on Recent Challenges in OSH at the Webinar Hall of Regional Labour Institute, Chennai on 19<sup>th</sup> January, 2024. The seminar was inaugurated by Shri.Tanoj Chandan, Director- in-charge, RLI Chennai and the speakers of the program were Shri M V Karthikeyan, Jt. Director of ISH, Chennai, Shri G.M.E.K Raj, Director General (Retd.), DGFASLI & Sh.P.C. Ghosh, Director (Retd.), CLI, Mumbai.

Shri Tanoj Chandan, Director pointed out in his address the recent challenges in OSH by creating awareness to reduce the accident and sustaining the hazard free atmosphere. Speakers were highlighted the importance of OSH and different challenges faced by the Industries, ports and construction sectors and also expressed the emergency response planning shall be made up to the mark. The seminar was attended by 93 delegates from various Industries and Educational Institutions.



#### Central Labour Institute, Mumbai



- The Industrial Safety division conducted one year Advance Diploma in Industrial Safety (ADIS) course from 10<sup>th</sup> August, 2023 to 30<sup>th</sup> June, 2024. Twenty six participants attended the programme.
- The Industrial Safety division conducted three days training programme on “Effective Utilization of AI, ML, & Drone Technology in OSH Inspection” from 6<sup>th</sup> to 8<sup>th</sup> March, 2024. Twenty participants attended the programme.
- The Industrial Safety division conducted two days in-plant training programme at Valmet Technologies, Pune on 12<sup>th</sup> and 13<sup>th</sup> March, 2024. Twenty one participants attended the programme.
- The Industrial Safety division conducted one day in-plant training programme at Tarapur Atomic power plant on 4<sup>th</sup> April, 2024. Thirty participants attended the programme.
- The Industrial Safety division conducted three days training programme on “Hazard Identification and Risk Assessment” from 6<sup>th</sup> to 8<sup>th</sup> April, 2024. Ten participants attended the programme.
- The Industrial Safety division conducted five days training programme on “OSH Audit” from 29<sup>th</sup> April to 3<sup>rd</sup> May, 2024. Twenty seven participants attended the programme.
- The Industrial Safety division conducted one day in-plant training programme at JCB India Ltd, Talegaon, Pune on 14<sup>th</sup> May, 2024. Twenty eight participants attended the programme.
- The Industrial medicine division conducted three months Associate Fellow of Industrial Health (AFIH) course from 25<sup>th</sup> April to 24<sup>th</sup> July, 2024 and 20<sup>th</sup> June to 29<sup>th</sup> September, 2024. Seventy five participants attended the programme.
- The Industrial Hygiene division conducted three days training programme on “Management of Chemical Hazards” from 7<sup>th</sup> to 9<sup>th</sup> February, 2024. Six participants attended the programme.
- The Industrial Hygiene division conducted three days training programme on “Identifications, Evaluations and control of Occupational Hazards monitoring and Control in Industries, Ports, Docks and Construction Industries,” from 19<sup>th</sup> to 21<sup>st</sup> June, 2024. Eight participants attended the programme.
- The Work Environment Engineering division conducted three days training programme on “Monitoring and control of Physical hazards in Industries” from 21<sup>st</sup> to 23<sup>rd</sup> February, 2024. Eleven participants attended the programme.
- The Work Environment Engineering division conducted three days training programme on “Management of heat stress and ventilation” from 21<sup>st</sup> to 23<sup>rd</sup> February, 2024. Eleven participants attended the programme.
- The Work Environment Engineering division conducted one day training programme on “Management of Noise and vibration in Industries” on 22<sup>nd</sup> March, 2024. Six participants attended the programme.
- The Work Environment Engineering Division conducted three days training programme on “Monitoring and control of Physical hazards in Industries” from 5<sup>th</sup> to 7<sup>th</sup> June, 2024. Nine participants attended the programme.

- The Major Accident Hazards Control Advisory division conducted three days training programme on “Management of Hazardous Substances in Factories from 12<sup>th</sup> to 14<sup>th</sup> June, 2024. Twenty three participants attended the programme.
- The Construction Advice Service division conducted one day in-plant training programme on “Safety Aspect in Scaffolding erection and dismantling” at Airoli, Mumbai on 16<sup>th</sup> February, 2024. Eighteen participants attended the programme.
- The Construction Advice Service division conducted a three days in-plant training programme on “Safety Aspect in Scaffolding erection and dismantling” at M/s Rohan builders, Pune on 8<sup>th</sup>, 19<sup>th</sup> and 20<sup>th</sup> February, 2024. Total Seventy five participants attended the programme.
- The Construction Advice Service division conducted one day in-plant training programme on “Safety Aspect in Scaffolding erection and dismantling” at M/s Rohan Builders, Pune” on 7<sup>th</sup> March, 2024. Twenty participants attended the programme.
- Respiratory Testing Laboratory (RTL) - RTL is equipped with equipment/instruments for testing of different respiratory personal protective equipment like dust respirator, breathing air cylinders etc. RTL has tested a total number of 98 nos. Breathing air cylinders and 04 nos. of dust masks for the period from January to June, 2024.
- Non-Respiratory Testing Laboratory (NRTL) NRTL is equipped with equipment / instruments for testing of different non respiratory personal protective equipment like safety helmets, safety shoes, safety goggles, safety belts, safety gloves etc. NRTL has tested a total number of 41 nos. of safety goggles, 3 nos. Safety hand gloves, 3 nos. of safety shoes and 3 nos. of safety helmet for the period from January to June, 2024.

## Regional Labour Institute, Chennai



- Industrial Safety division conducted three days training program on Safety Inspection at Workplace from 5<sup>th</sup> to 7<sup>th</sup> February, 2024. Eight participants attended the programme.
- Industrial Safety Division conducted two days in-plant training programme on IMDG Cargo Handling & Transportation for Port & Terminal Operators on 12<sup>th</sup> and 13<sup>th</sup> February, 2024. Twenty seven participants attended the programme.
- Industrial Safety division conducted one day in-plant training programme on “Accident Consequences” conducted at Ennore Coal Terminal Private Limited (ECTPL), Chennai on 1<sup>st</sup> March, 2024. Twenty five participants attended the programme.
- Industrial Safety division conducted one month Supervisory certificate course (under 41(c) (b) of Factories Act 1948, for the academic year 2023-24, from 1<sup>st</sup> to 28<sup>th</sup> March, 2024. Five participants attended the Course.
- Industrial Hygiene division conducted three days training programme on “Aspect of Industrial Hygiene and Work Environment Monitoring in Industries” from 18<sup>th</sup> to 20<sup>th</sup> March, 2024. Twenty two participants attended the programme.
- Industrial Medicine Division conducted three days Workshop on “Noise and Pneumoconiosis” from 19<sup>th</sup> to 21<sup>st</sup> March, 2024. Five participants attended the programme.

- Industrial Safety Division conducted three days training programme on “Occupational Health & Safety Audits” from 8<sup>th</sup> to 10<sup>th</sup> May, 2024. Thirteen participants attended the programme.
- Industrial Hygiene division conducted three days training programme on “Work Environment Monitoring in Industries” from 29<sup>th</sup> to 31<sup>st</sup> May, 2024. Twenty six participants attended the programme.
- Industrial Safety division conducted three days training programme on “Hazard Identification and Risk Assessment” from 19<sup>th</sup> to 21<sup>st</sup> June, 2024. Thirty participants attended the programme.
- Industrial Safety division conducted one year Diploma Course in Industrial Safety for the academic year 2023-24, from 1<sup>st</sup> July, 2023 to 30<sup>th</sup> April, 2024. Forty six participants attended the programme.
- Industrial Medicine division conducted three months Associate Fellow of Industrial Health (AFIH) course from 1<sup>st</sup> April to 30<sup>th</sup> June, 2024. Fifty participants attended the programme.

### **Regional Labour Institute, Kanpur**



- The Institute conducted three day training programme on “Effective Safety Management in Factories” from 16<sup>th</sup> to 18<sup>th</sup> January, 2024. Six participants attended the programme.
- The Institute conducted one day training programme on “Identification, Evaluation and Controls of Hazards in Industries” on 23<sup>rd</sup> January, 2024. Eight participants attended the programme.
- The Institute conducted one day training programme on “Selection Criteria of Personal Protective Equipments” on 30<sup>th</sup> January, 2024. Three participants attended the programme.
- The Institute conducted one day training programme on “First Aid and Cardio-Pulmonary Resuscitation (CPR)” on 12<sup>th</sup> February, 2024. Nineteen participants attended the programme.
- The Institute conducted one day training programme on “Behaviour Based Safety” (BBS) on 16<sup>th</sup> February, 2024. Four participants attended the programme.
- The Institute conducted one day training programme on “Accident Prevention & Case Studies” on 20<sup>th</sup> February, 2024. Two participants attended the programme.
- The Institute conducted one day training programme on “Fire Hazards at Workplace – Identification, Prevention and Control” on 22<sup>nd</sup> February, 2024. Five participants attended the programme.
- The Institute conducted three day training programme on “Role of Housekeeping to Improve Safety in Industries” from 27<sup>th</sup> to 29<sup>th</sup> February, 2024. Two participants attended the programme.
- The Institute conducted three day training programme on “Concepts of Industrial Hygiene” from 9<sup>th</sup> to 11<sup>th</sup> January, 2024. Six participants attended the programme.

- The Institute conducted an appreciation programme on “General Safety and awareness” at M/s Ashoka Buidcon Limited, Jodhpur, Rajasthan on 5<sup>th</sup> March, 2024. Sixty one participants attended the programme.
- The Institute conducted one day in-Plant training on “Occupational Safety & Health” at M/s Everest Industries Limited, Roorkee, Uttarakhand on 6<sup>th</sup> March, 2024. Twenty five participants attended the programme.
- The Institute conducted one day in-Plant training on “Occupational Safety & Health” at Ordnance Equipment Factory, Kanpur on 11<sup>th</sup> March, 2024. Twenty five participants attended the programme.
- The Institute conducted one day training programme on “Accident Reporting, Investigation & Analysis” on 12<sup>th</sup> March, 2024. Three participants attended the programme.
- The Institute conducted an appreciation programme on “General Safety and awareness” at Heavy Electricals Equipment Plant (HEEP), BHEL, Haridwar on 14<sup>th</sup> March, 2024. Forty five participants attended the programme.
- The Institute conducted two day training programme on “Statutory Requirements / Legal Provision and BBS for Managers & Plant In-charge” on 18<sup>th</sup> and 19<sup>th</sup> March, 2024. Nine participants attended the programme.
- Industrial Medicine Division conducted Associate Fellow of Industrial Health (AFIH) - 2024 from 20<sup>th</sup> March to 21<sup>st</sup> June, 2024. Thirty Three Participants attended the program.
- The Institute conducted appreciation programme on “General Safety Heat Wave Awareness” at M/s Ordnance Parachute Factory Kanpur on 19<sup>th</sup> April 2024. The programme was attended by forty five participants.
- The Institute conducted appreciation programme on “General Safety Heat Wave Awareness” at Panki Thermal Power Station, BHEL, Kanpur on 23<sup>rd</sup> April, 2024. Sixty participants attended the programme.
- The Institute conducted appreciation programme on “General Safety Heat Wave Awareness” at M/s Alstom Transport India LTD., Kanpur on 24<sup>th</sup> April, 2024. Forty participants attended the programme.
- The Institute conducted appreciation programme on “General Safety Heat Wave Awareness” at M/s Cavendish Industries Limited, Meerut on 29<sup>th</sup> April 2024. Fifty participants attended the programme.
- The Institute conducted appreciation programme on “General Safety Heat Wave Awareness” at Small Arms Factory, Kanpur on 30<sup>th</sup> April, 2024. Fifty participants attended the programme.
- The Institute conducted three day training programme on “Role, Responsibility, Functioning & Structure of Safety Committee at the Workplace” from 15<sup>th</sup> to 17<sup>th</sup> May, 2024. Thirty participants attended the programme.
- The Institute conducted three day training programme on “Occupational lung diseases and ILO International Classification of Radiographs of Pneumoconiosis” from 27<sup>th</sup> to 29<sup>th</sup> May, 2024. Thirty participants attended the programme.
- The Institute conducted online appreciation programme on “Prevention and Management of Heat Wave at Workplace” on 3<sup>rd</sup> June, 2024. Two hundred seven participants attended the programme.
- The Institute conducted online appreciation programme on “Prevention an Management of Heat Wave at Workplace” on 6<sup>th</sup> June, 2024. Nine hundred sixty seven participants from

M/s Ultratech Cement Ltd., Pan India attended the programme.

- The Institute conducted appreciation programme on “Prevention and Management of Heat Wave at Workplace” at Metro Rail Project, M/s Afcon Infrastructure-Sam India JV, Kanpur on 7<sup>th</sup> June, 2024. Forty eight participants attended the programme.
- The Institute conducted two day in-plant training programme on “Scaffolding and Working at Height” at M/s Jaypee Nigrie, Super Thermal Power Station, Nigrie, Madhya Pradesh on 11<sup>th</sup> and 12<sup>th</sup> June, 2024. Thirty one participants attended the programme.
- The Institute conducted online appreciation programme on “Prevention and Management of Heat Wave at Workplace” at M/s NIFCP Limited, Kanpur on 13<sup>th</sup> June, 2024. Fifty participants attended the programme.
- The Institute conducted two public awareness programmes on “Prevention of Occupational Diseases and Injuries at Workplace” and “Prevention and Management of Heat Wave at Workplace” in collaboration with ESIC on 14<sup>th</sup> June, 2024. Fifty participants from IOCL Terminal, RSPL Group of Industries etc. attended the programme.
- The Institute conducted appreciation programme on “Prevention and Management of Heat Wave at Workplace” on 24<sup>th</sup> June, 2024. Twelve participants from M/s Thermax Ltd, Kanpur attended the programme.
- The Institute conducted appreciation programme on “Prevention and Management of Heat Wave at Workplace” on 26<sup>th</sup> June, 2024. The programme was attended by twenty one participants from various Industries.
- The Institute conducted two day in-plant training programme on “Work Permit Management System Role & Responsibility of Safety Committee Members, Rigging Plan & Crane Safety and Silicosis Awareness” at J. K.

Lakshmi Cement Ltd., Durg, Chattisgarh on 27<sup>th</sup> June 2024 and 28<sup>th</sup> June 2024. Twenty five participants attended the programme.

- The Institute conducted appreciation programme on “Prevention and Management of Heat Wave at Workplace” at J. K. Lakshmi Cement Ltd., Durg, Chattisgarh on 27<sup>th</sup> and 28<sup>th</sup> June 2024. Twenty five participants attended the programme.

### **Regional Labour Institute, Faridabad**



- The Institute conducted one day in-plant training programme at M/s Escorts Kubota Ltd., Faridabad, Haryana on 17<sup>th</sup> January, 2024. Twenty three participants attended the programme.
- The Institute conducted one day in-plant training programme on at M/s Escorts Kubota Ltd, Faridabad, Haryana on 23<sup>rd</sup> January, 2024. Fourteen participants attended the programme.
- The Institute conducted one day in-plant training programme on at M/s Escorts Kubota Ltd., Faridabad, Haryana on 24<sup>th</sup> January, 2024. Fourteen participants attended the programme.
- The Institute conducted one day in-plant training programme on at JK Cements, Jharli, Jhajjar, Haryana on 28<sup>th</sup> February, 2024. Thirty seven participants attended the programme.
- Industrial Safety Division conducted one day training programme on “Safety in Hand and Power Tools” at RLI, Faridabad on 1<sup>st</sup> March,

2024. Twenty six participants attended the programme.

- The Institute conducted one day in-plant training programme at JK Super Cement, Jharli, Jhajjar, Haryana on 6<sup>th</sup> March, 2024. Twenty seven participants attended the programme.
- Industrial Medicine division conducted half day appreciation programme for AFIH students of ESIC Medical College, Faridabad, Haryana on 7<sup>th</sup> and 19<sup>th</sup>, 20<sup>th</sup> March and 29<sup>th</sup> April, 2024. Total one hundred twenty four participants attended the programme.
- The Institute conducted one day in-plant training programme at Voith Industries Faridabad, Haryana on 11<sup>th</sup> March, 2024. Twenty four participants attended the programme.
- Industrial Safety division conducted one day training programme on “Role and Responsibility of Safety Officers” at RLI, Faridabad on 20<sup>th</sup> March, 2024. Nine participants attended the programme.
- Industrial Medicine division conducted half day appreciation programme for under graduate MBBS students of ESIC Medical College & Hospital, NIT-3, NH-IV, Faridabad, Haryana on 26<sup>th</sup> April, 27<sup>th</sup> May and 25<sup>th</sup> June, 2024. Total eighty one participants attended the programme.
- Industrial Safety division conducted three days training programme on “Workshop for Safety Officers” on 6<sup>th</sup> May, 2024 to 8<sup>th</sup> May, 2024. Fourteen participants attended the programme.
- Industrial Medicine division conducted half day appreciation programme for MD PG Students from Centre for Community Medicine of AIIMS, New Delhi on “Introduction of Occupational Health and Heat Wave Awareness” on 14<sup>th</sup> June, 2024. Thirteen participants attended the programme.

## Regional Labour Institute, Kolkata



- The Institute conducted three days training program on “Plant Safety Inspection” from 16<sup>th</sup> to 18<sup>th</sup> January, 2024. Two participants attend the programme.
- The Institute conducted three days training program on Safety & Health Awareness programme for Members of Safety Committee from 22<sup>nd</sup> to 24<sup>th</sup> January, 2024. One participant attended the programme.
- The Institute conducted three days training program on Statues of Safety Health & Welfare at Workplace from 28<sup>th</sup> February to 1<sup>st</sup> March, 2024. One participant attended the programme.
- The Institute conducted three months Associate Fellow of Industrial Health (AFIH) course from 1<sup>st</sup> April to 28<sup>th</sup> June, 2024. Forty three participants attended the programme.
- The Institute conducted three days training program on ILO Classification of Chest Radiographs from 22<sup>nd</sup> to 24<sup>th</sup> April, 2024. Thirty one participants attended the programme
- The Institute conducted one day training program on Heat Stress/Heat Wave awareness at M/s. Hindalco India Limited, Muri, Jharkhand on 24<sup>th</sup> April, 2024. Thirty five participants attended the programme.
- The Institute conducted three days training program on ILO Classification of Chest Radiographs from 6<sup>th</sup> to 8<sup>th</sup> May, 2024. Thirty six participants attended the programme.

- The Institute conducted one day training program on Safety in Hands and Power Tools on 9<sup>th</sup> May, 2024. One participant attended the programme.
- The Institute conducted three days training program on Occupational Health & Safety audit from 28<sup>th</sup> to 30<sup>th</sup> May, 2024. Thirty eight participants attended the programme.

### Regional Labour Institute, Shillong



- The Institute conducted three months 'Associate Fellow of Industrial Health (AFIH)' course from 4<sup>th</sup> March to 5<sup>th</sup> June, 2024. Thirty seven participants attended the programme.
- The Institute conducted half day in-plant training program on 11<sup>th</sup> March, 2024 on 'Occupational Safety and Health Awareness', at Dalmiya Cement Plant, Jaintia Hills District, Meghalaya. Ninety participants attended the programme.
- The Institute conducted half day in-plant training programme on 'Occupational Safety and Health awareness' on 28<sup>th</sup> March, 2024 at Shyam Century Ferrous Plant, Ri-bhoi. Sixty participants attended the programme.
- The Institute conducted 'Heat Stroke Awareness Program' at Godrej Consumer Products, Guwahati on 3<sup>rd</sup> May, 2024. Forty participants attended the programme.
- The Institute conducted three days training program on 'Management of Safety, Health and Environment at Workplace' from 19<sup>th</sup> to 21<sup>st</sup> June, 2024. Thirty seven participants attended the program.
- The Institute conducted three days training program on 'The Building and Other Construction Workers for State/ Central Enforcement Authorities' from 26<sup>th</sup> to 28<sup>th</sup> June, 2024. Twenty one participants attended the programme.
- The Institute conducted a half day training on 'Importance of Occupational Safety, Health and Environment at workplace' with Office of Chief Inspector of Boilers and Factories, Meghalaya on 7<sup>th</sup> February, 2024. Twenty seven participants attended the programme.
- The Institute conducted half day in-plant training programme for Industrial Workers on 'Importance of Occupational Safety, Health and Environment at workplace' on 28<sup>th</sup> February, 2024 at Umiam Industrial Area. Sixty five participants attended the programme.
- The Institute conducted half day in-plant training program at M/s. CMJ Beverages Ltd, Ri-bhoion on 'Salient Features of Factories Act and Rules for Safety and Health of Workers' on 8<sup>th</sup> March, 2024 with the coordination of Office of Chief Inspector of Boilers and Factories, Meghalaya. Twenty five participants attended the programme.

*Work Environment Study at the automotive industry in Maharashtra. (Dr. Paine, Samir K. Central Labour Institute, Mumbai)*

The work environment study at the automobile industry in Maharashtra was carried out for the assessment of work environment air monitoring for different types of airborne health hazards and to suggest effective remedial strategies.

To quantify volatile organic compounds, chemical and biochemical airborne contaminants along with airborne contaminant dust and other chemical hazards within an industrial site in order to determine their specificity and quantity as per the NIOSH Manual of an Analytical Method (NMAM): Particulates not otherwise regulated: Method No. 0500 & 0600 analyzed gravimetrically and the VOC were monitored by real time gas detector.

The observed concentrations of airborne Benzene, Acetic Acid, Ammonia, Ethylene glycol was above the PEL i.e. Permissible Exposure Levels as per OSHA recommendation but below the permissible level of exposure as per the Factory Act, 1948 ; amendment 1987 (Second Schedule).

Recommendations: were given such as adequate natural ventilations shall be ensured where worker are working enclosed work premises with installation of enhanced exhaust systems. Charging of volatile organic compounds shall be performed with complete encapsulated manner for minimizing the air borne contamination of chemicals to work environments. Fume extractor to be used. Appropriate PPE (personal protective equipments as per Indian Standard or applicable other standard shall be provided to the each and every concerned employees. Predictive preventive emergency preparedness as well as administrative controlled measures shall be implemented at the plant premises.

*Safety Audit at Petro Chemical Industry in Tamilnadu (Tanoj, Chandan, Das, A.K. and Mishra, Nag Mani, Regional Labour Institute, Chennai).*

Safety audit was carried out at Petro Chemical Industry in Tamilnadu in accordance with IS 14489:2018. The scope of this safety audit was to assess the Safety, Health & Welfare of workers

employed in the process area, storage, material handling & transportation. The audit was also aimed in relation to the existing standard and statutes along with Factory Act 1948 and T.N Factory Rule 1950. The various audit elements covered were such as Safety management system in the Plant, existing practices and procedures of accident reporting and investigation Fire prevention plan, status of OHC and other Welfare facilities.

The management system audit was also done to accelerate the overall development of safety management and control system. The audit provided scope of examining and evaluation of safety policies and procedure, internal review / inspection programme, training, supervision etc.

Recommendations were given that the Safety & Health Policy shall be reviewed periodically and commitment of management shall also be the part of the policy. Condition assessment test of the old civil structures, to be assessed. Hazard identification and communication shall be made more effective. Vehicles entering at Plant shall be checked thoroughly for its sound condition. Periodical Medical examination and eye test of driver has to be ensured. SOP has to display for hazardous substances.

*Risk Assessment Study at detergent product company in Bihar (Barhate, Milind T, Durai, K. Regional Labour Institute, Kolkata).*

Risk Assessment study was conducted with the objectives to identify hazards and evaluate risks involved in the various process activities in manufacturing of chemical slurry, detergent powder and cake.

Study was conducted after understanding the process involved in the manufacturing of detergent products such as detergent powder, cake and chemical slurry used in the process. Activities in the manufacturing plant, process, handling of raw materials and finished products, storage and handling of chemicals used were considered in identifying the hazards and associated risks involved and the risk assessment for various activities was done using risk assessment (5X5) matrix. Recommendations were given for control measures for eliminating and controlling hazards present in the manufacturing process so that

the hazards are eliminated/ controlled so as to reduce the risk of injuries to the workers.

*Safety Audit at Coal based Super Thermal Power Plant, in Chhattisgarh (Varadharajan, N. Regional Labour Institute, Kanpur)*

The Safety audit was carried out at Coal based Super Thermal Power Plant in Chhattisgarh. The scope of this safety audit was to assess the safety and health of workers by planning, conducting and documenting observations of audit on occupational health and safety systems at work place. Safety audit was conducted based on the guidelines given in the IS 14489:2018.

The objectives of the audit were to provide the auditee with an opportunity to assess its own OHS system against OHS system standard to determine the conformity of the implemented OHS system with specified requirements and identify areas for improvement and to meet regulatory requirements.

Based on the observations and discussions, suggestions were made to the management of the factory for improvement in the system's specified requirements like circulating safety policy among all employees, formation of Central and departmental safety committees to ease and more effective results and for more effective implementation of the specified requirements of the system.

*Safety Audit at detergent manufacturing unit in Chhattisgarh (Varadharajan, N. Regional Labour Institute, Kanpur)*

The Safety audit was carried out at a Detergent Manufacturing Unit, Chhattisgarh. The scope of this safety audit was to assess the safety and health of workers by planning, conducting and documenting observations of audit on occupational health and safety systems at work place. The audit was conducted for evaluating the effectiveness of health and safety programs, verifying the availability and implementation of elements of occupational health and safety systems and the system's ability to achieve defined safety objectives as per the guidelines given in the IS 14489:2018.

The aims of the audit were to carry out a systematic, critical appraisal of all potential hazards involving personnel, plant, services and operation method; and to ensure that OHS system fully satisfies the legal requirements and those of the company's written safety policies, objectives and program.

Based on the observations and discussions, suggestions were made to the management of the factory for improvement in the system's specified requirements; and for more effective implementation of the specified requirements of the system.

*Risk Assessment study at detergent manufacturing unit in Chhattisgarh (Varadharajan, N. Regional Labour Institute, Kanpur)*

The Risk Assessment study was carried out at Detergent Manufacturing Unit in Chhattisgarh. The objective of this Risk Assessment was to assess the identification and description of potential hazards that could cause harm to workers working in the factory and assessment of the likelihood and impact of these hazards.

Detailed identification and description of potential hazards that could cause harm to workers working in the factory and assessment of the likelihood and impact of these hazards have been done.

A comparison of estimated risks against existing criteria to determine its significance & whether they are acceptable or require further action was given in an Risk Matrix form.

Recommendations for actions to mitigate and control identified risks which include safety measures, training, and other interventions like attrition rate of trained manpower were suggested.

*Safety Audit at dairy products manufacturing plant in Uttar Pradesh (Varadharajan, N. and Srivastava, K. Regional Labour Institute, Kanpur)*

The safety audit was carried out at dairy products manufacturing plant, Uttar Pradesh. The scope of this safety audit was to assess the safety and health of workers by planning, conducting and documenting observations of audit on occupational health and safety systems at work place. Safety audit was

conducted for evaluating the effectiveness of health and safety programs, verifying the availability and implementation of elements of occupational health and safety systems and the system's ability to achieve defined safety objectives as per the guidelines given in the IS 14489:2018.

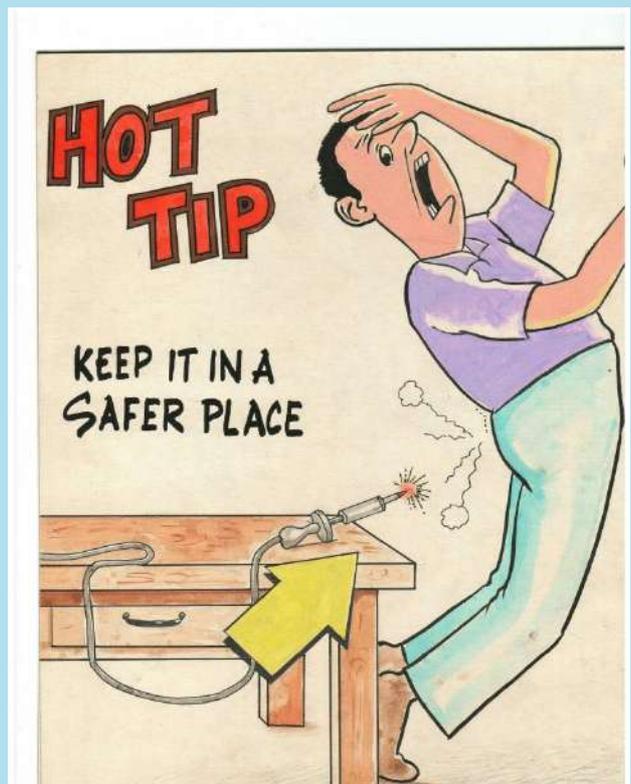
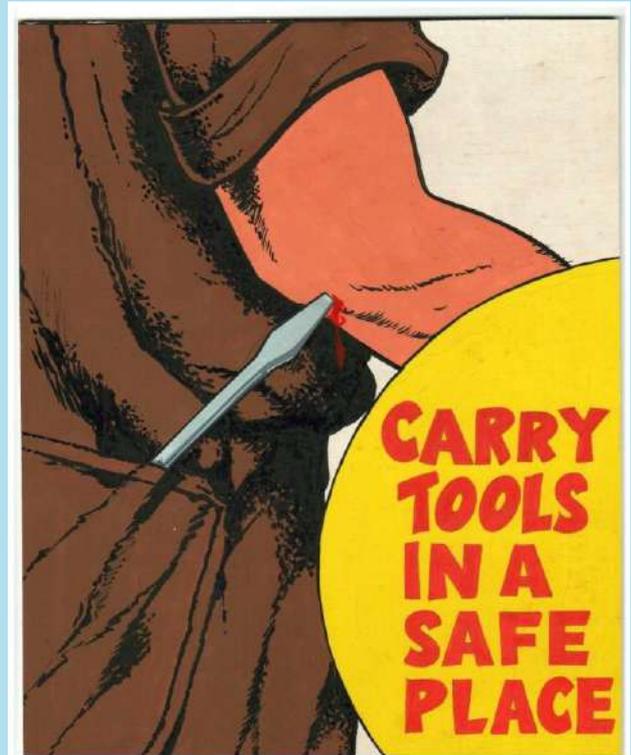
The audit goal was to provide the management with an opportunity to assess its own OHS system against the standard and identify areas for improvement, to determine the conformity of the implemented OHS system with specified requirements and identify areas for improvement and to meet regulatory requirements.

Based on the observations and discussions, suggestion were made to the management of the factory for improvement in the system's specified requirements like housekeeping by way of following 5 S (sort, set in order, shine, standardize, and sustain) and for further more effective implementation of the specified requirements like training of fire fighters etc.

*Safety Audit at Thermal Power Plant in Haryana ( Dr. Sharma, Kunal, and Sanjeev Kumar. Regional Labour Institute, Faridabad)*

The safety audit was carried out at Thermal Power Plant in Haryana. The scope of this safety audit was to evaluate the safety and health conditions of workers engaged in the power generation process, as well as the safety of the plant and equipment utilized in this process, in accordance with the stipulations outlined in IS 14489.

Based on the observations and discussions, recommendations were given to the management of the industry for improving the safety, health and working condition in the plant as per statutory act, rules and standards.



**OSH Data of registered factories (2013-2022)**

Year	No. of Registered Factories	Employment	Dangerous Occurrences	Fatal Injuries	Non-fatal injuries	Total Injuries
2013	340226	14042410	1343	1312	26852	28164
2014	361994 (6.4%)	20034859 (42.67%)	1534 (14.22%)	1266 (-3.51%)	25500 (-5.04%)	26766 (-4.96%)
2015	348429 (-3.75%)	16374546 (-18.27%)	1091 (-28.88%)	1107 (-12.56%)	20257 (-20.56%)	21364 (-20.18%)
2016	360949 (3.59%)	17376854 (6.12%)	700 (-35.84%)	189 (7.41%)	5367 (-73.51%)	6556 (-69.31%)
2017	339931 (-5.82%)	16409493 (-5.57%)	1382 (97.43%)	1084 (-8.83%)	4866 (-9.33%)	5950 (-9.24%)
2018	364268 (7.16%)	18724733 (14.11%)	1124 (-18.67%)	1154 (6.46%)	4528 (-6.95%)	5682 (-4.50%)
2019	355478 (-2.41%)	18552909 (-0.92%)	1371 (21.98%)	1127 (-2.34%)	3927 (-13.27%)	5054 (-11.05%)
2020	363442 (2.24%)	20298387 (9.41%)	634 (-53.76%)	1050 (-6.83)	2832 (-27.88%)	3882 (-23.19%)
2021	321578 (-11.52%)	17414912 (-14.21%)	1058 (66.88%)	988 (-5.90%)	2803 (-1.02%)	3791 (2.34%)
2022	321082 (-0.15%)	17293898 (-0.69%)	1001 (-5.39%)	1017 (2.94%)	2714 (-3.18%)	3731 (-1.58%)

Data Source: Data collected by DGFASLI through correspondence with Chief Inspector of Factories (CIF) of States/UTs.

Year	Fatal injuries per lakh workers	Non-fatal injuries per lakh workers	Total injuries per lakh workers	Fatal injuries per thousand registered factories	Non-fatal injuries per thousand registered factories	Total injuries per thousand registered factories
2013	9.34	191.22	200.56	3.86	78.92	82.78
2014	6.32	127.28	133.60	3.50	70.44	73.94
	(-32.33%)	(-33.44%)	(-33.39%)	(-9.33%)	(-10.75%)	(-10.68%)
2015	6.76	123.71	130.47	3.18	58.14	61.32
	(6.96%)	(-2.8%)	(-2.34%)	(-9.14%)	(-17.47%)	(-17.07%)
2016	6.84	30.89	37.73	3.29	14.87	18.16
	(1.18%)	(-75.03%)	(-71.08%)	(3.46%)	(-74.42%)	(-70.38%)
2017	6.61	29.65	36.26	3.19	14.31	17.50
	(-3.36%)	(-4.01%)	(-3.90%)	(-3.04%)	(-3.76%)	(-3.63%)
2018	6.16	24.18	30.34	3.17	12.43	15.60
	(-6.81%)	(-18.45%)	(-16.33%)	(-0.63%)	(-13.13%)	(-10.86%)
2019	6.07	21.17	27.24	3.17	11.05	14.22
	(-1.46%)	(-12.44%)	(-10.22%)	(0.00%)	(-11.10%)	(-8.85%)
2020	5.17	13.95	19.12	2.89	7.79	10.68
	(-14.83%)	(-34.10%)	(-29.81%)	(-8.83%)	(-29.50)	(-24.89%)
2021	5.67	16.09	21.76	3.07	8.71	11.78
	(9.73%)	(15.38%)	(13.85%)	(6.31%)	(11.89%)	(10.38%)
2022	5.93	16.79	22.72	3.20	9.06	12.26
	(4.59%)	(4.35%)	(4.41%)	(4.23%)	(4.02%)	(4.07%)

Data Source: Data collected by DGFASLI through correspondence with Chief Inspector of Factories (CIF) of States/UTs.

N.B.: (i) Figures in the bracket indicate one year percentage change.

(ii) The data pertaining to the following years do not include data from the States/UTs mentioned against them as these States/UT did not provide data to DGFASLI during those year: 2022 - Daman and Diu & Dadra and Nagar Haveli, Himachal Pradesh, Mizoram, Punjab, Uttar Pradesh and West Bengal, - Daman and Diu & Dadra and Nagar Haveli, Himachal Pradesh, Madhya Pradesh, Manipur, Mizoram, Punjab, Uttar Pradesh and West Bengal, 2021 - Daman and Diu & Dadra and Nagar Haveli, Punjab, Uttar Pradesh and West Bengal, 2020 - West Bengal, 2019 - West Bengal, 2017 - West Bengal, 2013 - Jammu & Kashmir and Uttar Pradesh..

The above table shows Occupational Safety and Health data of last 10 years (2013-2022) of factories registered under Factories Act, 1948.

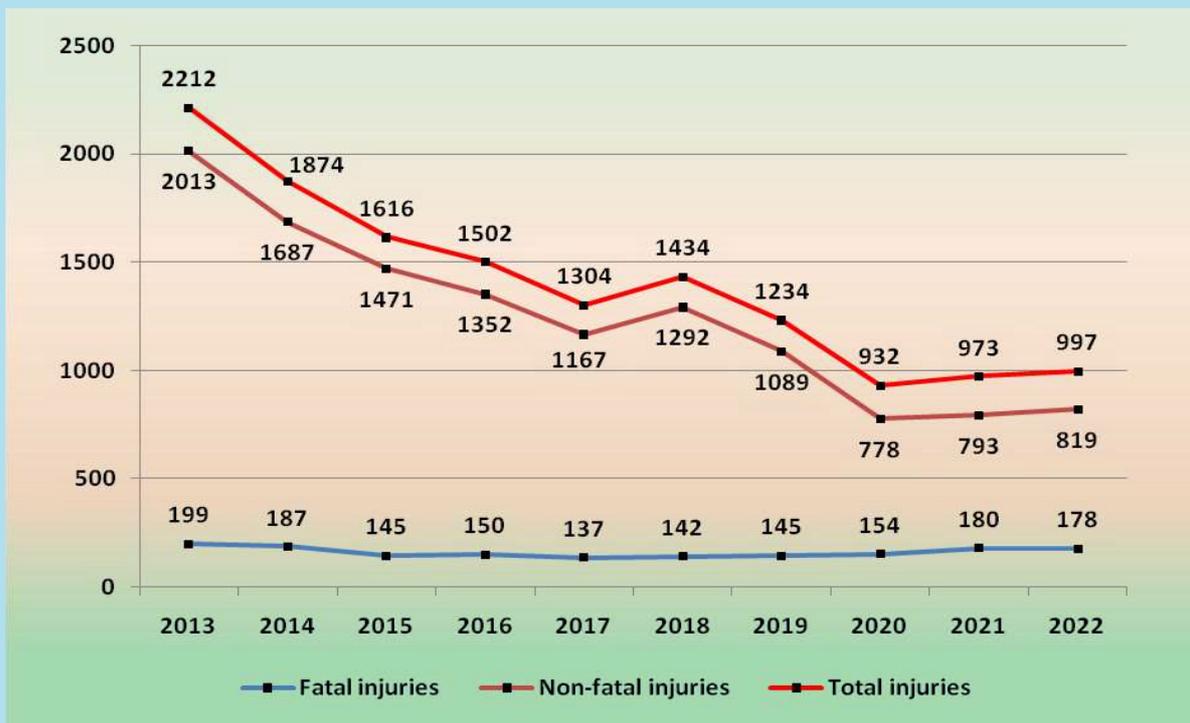
The following observations can be made from the data:

- The number of registered factories saw fluctuations over the years, with a peak in 2018 (3,64,268) and a noticeable decline in 2021 (3,21,578). There is an overall decline of 3.21% between 2013 and 2022. The percentage changes show notable increases in 2014 (6.40%) and 2018 (7.16%), while 2021 saw a significant decline (-11.52%).
- Total employment witnessed significant growth (44%) from 2013 to 2020. It peaked in 2020 (2,02,98,387) and generally increased from 2013 to 2022 with regular fluctuations. The largest increase was in year 2014 (42.67%) and significant drop in year 2015 and 2021 i.e.18% and 14% respectively.
- Dangerous occurrences varied significantly, with a sharp decline in 2016 (700) i.e. about 36% and a steep rise in 2017 (1,382) i.e. about 97%.The percentage changes indicate large fluctuations, especially a significant decrease in 2016 (35.84%) and 2020 (53.76%) while increase in year 2021 (1058) about 66.88%.
- Though the fatal injuries show a general downward trend, there are fluctuations. The most significant increase occurred in 2016 (7.41%) and decrease in 2015 (12.56%). Fatal injuries show a declining trend from 2018 (1154) to 2021 (988), with a slight increase in 2022 (1,053).
- Non-fatal injuries show consistent decline every year till the year 2022. There is a sharp decline from 2013 (26,852) to 2021 (2,803), with the most significant in 2016. The percentage changes indicate substantial improvements, particularly the sharp decline in 2016 (73.51%). It is worth noting here that the state of West Bengal reported a large decline in the no. of non-fatal injuries in the year 2016 as compared to the previous years.
- Total injuries followed the trend of non-fatal injuries i.e. declining each year till the year 2022. Total injuries decreased from 28,164 in 2013 to 4,036 in 2022. This is a significant decrease (85%) between 2013 and 2022.
- The rate of fatal injuries per lakh workers was notably high at 9.34 in 2013, which then decreased significantly by 32.33% to 6.32 in 2014. This decline continued with some fluctuations, reaching its lowest in 2020 at 5.17, a decrease of 14.83% from the previous year. However, the rate rose again in subsequent years, peaking at 5.93 in 2022, marking a 4.59% increase from 2021.

- Non-fatal injuries per lakh workers displayed a marked decrease over the years. Starting at 191.22 in 2013, it plummeted by 33.44% to 127.28 in 2014. The figure for the year is 16.79 seeing an increase of 4.35% over the last year. The total injuries per lakh workers followed a similar pattern, decreasing from 200.56 in 2013 to 22.72 in 2022, illustrating a steady reduction in workplace injuries.
- Examining the fatal injuries data per thousand registered factories reveals a similar trajectory. Fatal injuries per thousand registered factories dropped from 3.86 in 2013 to 3.20 in 2022, despite some fluctuations. Non-fatal injuries per thousand registered factories significantly decreased from 78.92 in 2013 to 9.06 in 2022. This consistent decline highlights improvements in workplace safety and regulations. Consequently, total injuries per thousand registered factories also saw a substantial reduction from 82.78 in 2013 to 12.26 in 2022. The year 2021 represents a special case. Despite a consistent decline in the rate of fatal and non-fatal injuries from 2013, an increasing trend is observed starting from 2021.
- In summary, the data indicates a general downward trend in both fatal and non-fatal injuries across various metrics, reflecting enhanced safety measures and possibly more stringent regulations in workplaces. While there are occasional increases in certain years, the overall trend suggests a positive movement towards reducing occupational injuries.

**Trend Analysis: Fatalities (fatal injuries) and Non-fatal injuries reported in the factories registered under the Factories Act, 1948 in Maharashtra (2013-2022)**

Year	Fatal injuries	Non-fatal injuries	Total injuries
2013	199	2013	2212
2014	187	1687	1874
2015	145	1471	1616
2016	150	1352	1502
2017	137	1167	1304
2018	142	1292	1434
2019	145	1089	1234
2020	154	778	932
2021	180	793	973
2022	178	819	997



## **Observation and Analysis**

The above table shows fatal injuries (fatalities) and non fatal injuries reported during 2013 to 2022 in the factories registered under the Factories Act, 1948 in the state of Maharashtra.

It can be observed that the total number of injuries shows a declining trend from 2013 (2212 injuries) to 2022 (997 injuries) i.e. a decline of 55%. The most significant drop occurred between 2013 and 2017, with a decrease of 908 injuries. The year 2018 registered increase in both non-fatal and total injuries. However, after the year 2018, the declining trend continued only to witness a slight increase in 2021 and 2022.

Fatal injuries fluctuated but showed a general decrease from 199 in 2013 to a lower point of 137 in 2017. Post-2017, fatal injuries slightly increased again, peaking at 180 in 2021 before a minor decrease to 178 in 2022.

Non-fatal injuries consistently declined from 2013 (2013 injuries) to 2020 (778 injuries). There was a slight increase in non-fatal injuries in 2021 (793 injuries) and 2022 (819 injuries).

The year 2020 saw a sharp decline in both fatal and total injuries i.e. about 28% and 24% respectively. This might be attributed to the COVID-19 pandemic's impact on industrial activity and workforce presence. The injuries slightly increased post-2020, indicating a partial recovery or return to regular industrial operations.

## **Possible Implications**

The general decline in both fatal and non-fatal injuries suggests potential improvements in workplace safety measures, regulatory enforcement, or safety culture over the decade. The decrease in total injuries, particularly before the pandemic, could indicate effective implementation of safety regulations and policies. Continued monitoring and updating these regulations are essential to maintain and further this trend. The significant drop in 2020 injuries correlates with the COVID-19 pandemic, reflecting reduced industrial activity and possible reporting issues. The slight increase in injuries post-2020 suggests that as industries resumed operations, there might have been a lag in re-implementing stringent safety measures. Continuous efforts are needed to ensure that safety remains a priority as operations normalize.

## OSH in Docks

The Dock Workers (Safety, Health and Welfare) Act, 1986 and the Regulations 1990 framed there-under cover safety, health and welfare aspects of all the workers engaged in dock work within the port premises. These statutes are in line with the ILO Convention No. 152 on Occupational Safety and Health (Dock Work).

The DGFASLI through the Inspectorates of Dock Safety set up in all the major ports in India, enforces the Dock Workers (Safety, Health and Welfare) Act, 1986 and the Regulations, 1990 and strives to ensure Safety, Health and Welfare of dock workers. The chief Inspector of Dock Safety is also an authority for enforcement of the Manufacture, Storage and Import of Hazardous chemicals Rules, 1989 framed under the Environment (Protection) Act, 1986 in the major ports.

The above statutes are enforced by the Inspectors posted at Inspectorate Dock Safety at all the major ports viz. Mumbai, Kolkata, Chennai, Kandla, Mormugao, New Manglore, Cochin, Tuticorin, Visakahapatnam, Paradip and Jawaharlal Nehru Port except Ennore where the Inspectorate is being set up. Presently, the enforcement in this Port is carried out by the Inspectors posted in Inspectorate Dock Safety, Chennai.

The main function of Inspectorates is to ensure the compliance with the provisions under the statutes. The statutory responsibilities of Inspectors include inspection of ships, tankers, loose-gears, container-handling equipment, docks container-yard and terminal, prosecution of employers, attending to complaints, providing advisory services. The Inspectorate also prosecutes the agency responsible for serious violation of provision of the Act and Regulations framed there-under.

Activities carried out from January, 2024 to June, 2024	
Activity	Total
Total number of Ship Inspected	204
Total number of Gear Inspected	286
Total number of Dock/Shed/Yard/ Warehouse/Go-down/storage yard, etc. Inspected	294
Total number of other visits carried out	249
Total number of Hazardous Installations Inspected	46
Total number of reportable Fatal Accidents as per dock safety statutes	5
Total number of reportable Non-Fatal Accidents as per dock safety statutes	1
Total number of reportable Accidents as per dock safety statutes	6

<b>Central Labour Institute, Mumbai</b>			
<b>Sl.</b>	<b>Title of the Programme</b>	<b>Period</b>	<b>Course Coordinator</b>
<b>JULY 2024</b>			
1	One year Advance Diploma in Industrial Safety	July, 2024 - June, 2025	Safety Division Email: snb@dgfasli.nic.in
2	Certificate course on Safety in working at height & Scaffolding	1-19 July, 2024	CAS Division. Email: cas-dgfasli@dgfasli.nic.in
3	Effective Communication - A tool for Improving Safety and Health at Workplace	22-24 July, 2024	ST & P Division Email: cli-training@dgfasli.nic.in
4	Work Environment Monitoring	24-26 July, 2024	IH Division Email: drrpb@dgfasli.nic.in
<b>AUGUST, 2024</b>			
5	Accident causation, Prevention and Investigation	5-7 August, 2024	Safety Division Email: safety@dgfasli.nic.in
6	Major Accident Hazards control in Factories	7-9 August, 2024	MAHCA Division. Email: sm@dgfasli.nic.in
7	Management of Chemical Hazards at Workplaces	19-21 August, 2024	IH Division Email: drrpb@dgfasli.nic.in
8	Integration of Occupational Health and Safety and Productivity at workplace	21-23 August, 2024	ST&P Division Email: cli-training@dgfasli.nic.in
9	Management of Noise and Vibration in Industries	26-28 August, 2024	WEED Division Email: eed@dgfasli.nic.in
10	Occupational Diseases & their Prevention at Workplace	28-30 August, 2024	IM Division. Email: ss@dgfasli.nic.in
<b>SEPTEMBER 2024</b>			
11	Process Safety Management	2-4 September, 2024	Safety Division Email: safety@dgfasli.nic.in
12	Building Safety Culture and Safety Leadership	4-6 September, 2024	ST&P Division Email: cli-training@dgfasli.nic.in
13	Certificate course on Safety in Excavation and Tunneling	9-27 September, 2024	CAS Division Email: cas-dgfasli@dgfasli.nic.in

14	Industrial First Aid & CPR for Employees	11-13 September,2024	IM Division Email: ss@dglasli.nic.in
15	Monitoring and Control of Physical Hazards in Industries	23-25 September,2024	WEED Division, CLI Mumbai Email: eed@dglasli.nic.in
16	Occupational Hygiene requirements and its application &Implementation for worker's Health risk assessments	25-27 September,2024	IH Division Email: drrpb@dglasli.nic.in
17	Artificial Intelligence intervention for better Safety, Quality and Productivity in Industries.	25-27 September,2024	ST & P Division Email: cli-training@dglasli.nic.in
<b>OCTOBER, 2024</b>			
18	Application of Ergonomics in Industries	16–18 October, 2024	IH Division Email: drrpb@dglasli.nic.in
19	Personal Growth and Group Dynamics in improving Occupational Safety and Health of workers	23-25 October, 2024	ST&P Division. Email: cli-training@dglasli.nic.in
20	Management of Heat stress and ventilation in Industries	29-31 October, 2024	WEED Division. Email: eed@dglasli.nic.in
<b>NOVEMBER 2024</b>			
21	Associate Fellow of Industrial Health (AFIH) .Three Month duration.	1 November, 2024 - 31 January, 2025	IM Division Email: ss@dglasli.nic.in
22	Occupational Health and Safety Audit	4-8 November, 2024	Safety Division Email: safety@dglasli.nic.in
23	HAZOP	6-8 November, 2024	MAHCA Division Email: sm@dglasli.nic.in
24	Certificate course on Safety in material handling & Lifting Operation	11-29 November, 2024	CAS Division Email: cas-dglasli@dglasli.nic.in
25	Statutory requirements and Design of Humanizing Works and Work Environment Study in association with Artificial Intelligence (AI)	18-20 November, 2024	IH Division Email: drrpb@dglasli.nic.in
26	Convergence of Occupational Health and Safety, Productivity and Quality at workplace	20-22 November, 2024	ST&P Division Email: cli-training@dglasli.nic.in
27	Refresher course for Senior Inspector of Factories.	25-29 November, 2024	FAS Division Email: fas@dglasli.nic.in
<b>DECEMBER, 2024</b>			
28	Training of Trainers	4-6 December, 2024	ST&P Division Email: cli-training@dglasli.nic.in
29	Effective Utilization of Artificial Intelligence, Machine Learning and Drone Technology in OSH inspection in industry	11-13 December, 2024	Safety Division Email: safety@dglasli.nic.in

30	Dispersion Modeling for toxic gases & Emergency Planning	16-18 December, 2024	IH Division, Email: drrpb@dgfasli.nic.in
31	Quality Management System & ISO 9001:2015	18-20 December, 2024	ST & P Division Email: cli-training@dgfasli.nic.in
32	Three Months full time course in Construction Safety	6 January- 5 March, 2025	CAS Division, Email: cas-dgfasli@dgfasli.nic.in
<b>JANUARY 2025</b>			
33	Management of workplace health hazards in industries	15-17 January, 2025	IH Division, Email: drrpb@dgfasli.nic.in
34	Emergency Preparedness in Factories	20–22 January, 2025	MAHCA Division Email: sm@dgfasli.nic.in
35	Testing of Pressure Plants for aspiring or approved Competent Persons	22-24 January, 2025	FAS Division Email: fas@dgfasli.nic.in
36	Behaviour Based Safety – A proactive approach to injury Prevention	27-29 January, 2025	ST& Division Email: cli-training@dgfasli.nic.in
<b>FEBRUARY 2025</b>			
37	Safety in MAH factories.	17-19 February, 2025	IH Division Email: drrpb@dgfasli.nic.in
38	Integration of Occupational Health and Safety and Productivity at workplace	19-21 February, 2025	ST&P Division Email: cli-training@dgfasli.nic.in
<b>MARCH 2025</b>			
39	Artificial Intelligence integrated OSH initiatives for enhanced Productivity at workplace	12-14 March, 2025	ST&P Division Email: cli-training@dgfasli.nic.in
40	Application of ILO International Classification of Radiographs in diagnosis of Pneumoconiosis	17-19 March, 2025	IM Division Email: ss@dgfasli.nic.in
41	Safety in MAH factories	19-2 March, 2025	MAHCA Division Email: sm@dgfasli.nic.in

<b>Regional Labour Institute, Chennai</b>			
Sl.	Title of the Programme	Period	Course Coordinator
<b>JULY 2024</b>			
1	One Year Diploma in Industrial Safety	1July- 2024-30April, 2025	Safety Division Email: <a href="mailto:richennai@dgfasli.nic.in">richennai@dgfasli.nic.in</a>

2	Identifications, Evaluations and control of Occupational Hazards Monitoring and Control in Industries, Ports, Docks and Construction Industries	10-12 July,2024	IH Division Email: rlichennai@dglasli.nic.in & nitin.gedam@dglasli.nic.in
<b>AUGUST 2024</b>			
3	Occupational Health Management at Workplace	7- 9 August, 2024	IM Division Email: rlichennai@dglasli.nic.in & anjanikumar@dglasli.nic.in
<b>SEPTEMBER 2024</b>			
4	Process Safety Management	11-13 September, 2024	Safety Division Email :rlichennai@dglasli.nic.in & nmm@dglasli.nic.in
5	Workshop on Noise Disorder and Occupational Lung Diseases	18-20 September, 2024	IM Division Email: rlichennai@dglasli.nic.in & anjanikumar@dglasli.nic.in
6	Selection, Maintenance and effective use of PPEs in Industries and workplaces.	25-27 September, 2024	IH Division, Email: rlichennai@dglasli.nic.in & nitin.gedam@dglasli.nic.in
<b>OCTOBER 2024</b>			
7	Associate Fellow of Industrial Health (AFIH) .Three Month duration.	1October –31 December, 2024	IM Division Email: rlichennai@dglasli.nic.in & anjanikumar@dglasli.nic.in
<b>NOVEMBER 2024</b>			
8	One month Certificate course under Section 41C(b) of the Factories Act, 1948	1-30 November, 2024	Safety Division Email: rlichennai@dglasli.nic.in
9	Accident causation, Prevention and Investigation	20-22 November, 2024	Safety Division Email: rlichennai@dglasli.nic.in & akd@dglasli.nic.in
10	Occupational Hygiene requirements and its application & Implementation for worker's Health risk assessments	27–29 November, 2024	IH Division Email: rlichennai@dglasli.nic.in & nitin.gedam@dglasli.nic.in
<b>DECEMBER 2024</b>			
11	Safety in Handling and storage of materials	11-13 December, 2024	Safety Division Email: rlichennai@dglasli.nic.in & nmm@dglasli.nic.in
<b>JANUARY 2025</b>			
12	Role, Responsibility and functioning and structure of Safety Committee.	8-10 January, 2025	Safety Division Email: rlichennai@dglasli.nic.in & akd@dglasli.nic.in

13	Management of Chemical Hazards at Workplaces	18-20 January, 2025	IH Division Email :rlichennai@dglasli.nic.in & nitin.gedam@dglasli.nic.in
<b>FEBRUARY 2025</b>			
14	Emergency Preparedness and First Aid in Industries	5-7 February, 2025	IM Division Email : <a href="mailto:rlichennai@dglasli.nic.in">rlichennai@dglasli.nic.in</a> & anjanikumar@dglasli.nic.in
15	Emergency Action Plans and their Preparedness	12-14 February, 2025	Safety Division Email r:lichennai@dglasli.nic.in & nmm@dglasli.nic.in
<b>MARCH 2025</b>			
16	Role and Responsibility of Safety Officer	5-7 March, 2025	Safety Division Email: <a href="mailto:rlichennai@dglasli.nic.in">rlichennai@dglasli.nic.in</a> & akd@dglasli.nic.in
17	Occupational Diseases and their Notification	11-13 March, 2025	IM Division Email: rlichennai@dglasli.nic.in & anjanikumar@dglasli.nic.in

<b>Regional Labour Institute, Faridabad</b>			
Sl. No.	Title of the Programme	Period	Course Coordinator
<b>JULY 2024</b>			
1	Training programme for Safety Stewards	8-10 July,2024	Safety Division Email: rlifaridabad@dglasli.nic.in
2	Basics of Occupational Health & Role and responsibility of OHC	24- 26 ,July,2024	IM Division Email : <a href="mailto:rlifaridabad@dglasli.nic.in">rlifaridabad@dglasli.nic.in</a>
<b>AUGUST 2024</b>			
3	Safety in Scaffolding Works at Workplace	7-9 August, 2024	Safety Division Email: rlifaridabad@dglasli.nic.in
4	Safety in MAH factories	21-23 August, 2024	Safety Division Email: <a href="mailto:rlifaridabad@dglasli.nic.in">rlifaridabad@dglasli.nic.in</a>
<b>SEPTEMBER 2024</b>			
5	Preparation of On-site & Off- site Emergency Plan	4-6 September, 2024	Safety Division Email: rlifaridabad@dglasli.nic.in

6	Associate Fellow of Industrial Health (AFIH) .Three Month duration.	September- November, 2024	IM Division, Email: <a href="mailto:rlifaridabad@dglasli.nic.in">rlifaridabad@dglasli.nic.in</a>
7	Occupational Health and Safety Audit	16-18 September, 2024	Safety Division, Email: <a href="mailto:rlifaridabad@dglasli.nic.in">rlifaridabad@dglasli.nic.in</a>
<b>OCTOBER 2024</b>			
8	Hazard identification and risk assessment for hazardous process	7- 9 October, 2024	Safety Division Email: <a href="mailto:rlifaridabad@dglasli.nic.in">rlifaridabad@dglasli.nic.in</a>
<b>NOVEMBER 2024</b>			
9	OSH management at construction sites	4- 6 November, 2024	Safety Division, Email: <a href="mailto:rlifaridabad@dglasli.nic.in">rlifaridabad@dglasli.nic.in</a>
<b>DECEMBER 2024</b>			
10	Workshop on Noise Disorder and Occupational Lung Diseases	3- 5 December, 2024	IM Division Email: <a href="mailto:rlifaridabad@dglasli.nic.in">rlifaridabad@dglasli.nic.in</a>
11	One month Certificate course under Section 41C(b) of the Factories Act, 1948	16 December 2024-15 January ,2025	Safety Division. Email: <a href="mailto:rlifaridabad@dglasli.nic.in">rlifaridabad@dglasli.nic.in</a>
<b>JANUARY 2025</b>			
12	Workshop for HAZOP	8-10 January, 2025	Safety Division Email: <a href="mailto:rlifaridabad@dglasli.nic.in">rlifaridabad@dglasli.nic.in</a>
<b>FEBRUARY 2025</b>			
13	Role, Responsibility and functioning and structure of Safety Committee at the workplace	5-7 February, 2025	Safety Division. : Email: <a href="mailto:rlifaridabad@dglasli.nic.in">rlifaridabad@dglasli.nic.in</a>
<b>MARCH 2025</b>			
14	Improving Occupational Safety and Health in MSMEs sectors	4-6 March, 2025	Safety Division Email: <a href="mailto:rlifaridabad@dglasli.nic.in">rlifaridabad@dglasli.nic.in</a>

### Regional Labour Institute, Kanpur

Sl. No.	Title of the Programme	Period	Course Coordinator
<b>JULY 2024</b>			
1.	Occupational Health & Safety Audit	9 –7 July, 2024	Safety Division E-Mail: <a href="mailto:dks@dglasli.nic.in">dks@dglasli.nic.in</a>

2.	Machinery Safety and Use of Artificial Intelligence	23 – 25 July, 2024	Safety Division E-Mail: <a href="mailto:dks@dgfasli.nic.in">dks@dgfasli.nic.in</a>
3.	Emergency Preparedness and First Aid in Industries	29 – 31 July, 2024	IM Division E-Mail: <a href="mailto:arkasau@dgfasli.nic.in">arkasau@dgfasli.nic.in</a>
<b>AUGUST 2024</b>			
4.	One Year Post Diploma in Industrial Safety (PDIS)	August 2024 -July 2025	IM Division E-Mail: <a href="mailto:arkasau@dgfasli.nic.in">arkasau@dgfasli.nic.in</a>
5.	Selection, Maintenance and Use of PPEs in Industries and workplace	6- 8 July, 2024	IH Division E-Mail: <a href="mailto:d.acharekar@dgfasli.nic.in">d.acharekar@dgfasli.nic.in</a>
6.	Role and Responsibility of Safety Officer	21- 23 July, 2024	Safety Division E-Mail: <a href="mailto:dks@dgfasli.nic.in">dks@dgfasli.nic.in</a>
<b>SEPTEMBER 2024</b>			
7.	Associate Fellow of Industrial Health (AFIH) .Three Month duration	September – November 2024	IM Division E-Mail: <a href="mailto:arkasau@dgfasli.nic.in">arkasau@dgfasli.nic.in</a>
8.	Accident causation, Prevention and Investigation	25 –27 September, 2024	Safety Division E-Mail: <a href="mailto:dks@dgfasli.nic.in">dks@dgfasli.nic.in</a>
<b>OCTOBER 2024</b>			
9.	Management of Workplace health hazards in Industries	16- 18 October, 2024	IH Division E-Mail: <a href="mailto:d.acharekar@dgfasli.nic.in">d.acharekar@dgfasli.nic.in</a>
10.	Hazard Identification and Risk Assessment (HIRA)	23- 25 October, 2024	Safety Division E-Mail: <a href="mailto:dks@dgfasli.nic.in">dks@dgfasli.nic.in</a>
<b>NOVEMBER 2024</b>			
11.	Improving Occupational Safety and Health in MSMEs sectors	4 - 6 December, 2024	Safety Division E-Mail: <a href="mailto:dks@dgfasli.nic.in">dks@dgfasli.nic.in</a>
<b>DECEMBER 2024</b>			
12.	Improving Occupational Safety and Health in MSMEs sectors	4 - 6 December, 2024	Safety Division E-Mail: <a href="mailto:dks@dgfasli.nic.in">dks@dgfasli.nic.in</a>

<b>JANUARY 2025</b>			
13.	Introduction to BOCW (RE&CS) Act, 1996 for Construction Supervisors"	29- 31 January, 2025	Safety Division E-Mail: dks@dglasli.nic.in
<b>FEBRUARY 2025</b>			
14.	Safe use of Lifting Appliance and Lifting Gear in Industries, Ports and Construction sites.	5 -7 February, 2025	Safety Division E-Mail: dks@dglasli.nic.in
<b>MARCH 2025</b>			
15.	Safety in MAH factories.	18- 20 March, 2025	IH Division E-Mail: <a href="mailto:d.acharekar@dglasli.nic.in">d.acharekar@dglasli.nic.in</a>
16.	Associate Fellow of Industrial Health (AFIH) .Three month duration.	24 March - 23 June,2025	IM Division E-Mail: arkasau@dglasli.nic.in

<b>Regional Labour Institute Kolkata</b>			
<b>Sl.No.</b>	<b>Title of the Programme</b>	<b>Period</b>	<b>Course Coordinator</b>
<b>JULY 2024</b>			
1	Electrical Hazards and Safety at workplace.	16- 18 July,2024	Safety Division Email: rli.kolkata@dglasli.nic.in & hmb@dglasli.nic.in
2.	Management of Chemical Hazards at Workplaces.	10- 12 July,2024	IH Division Email: rli.kolkata@dglasli.nic.in
<b>AUGUST 2024</b>			
3	One year full time Advanced Diploma in Industrial Safety (ADIS)	August 2024 – April 2025	Safety Division Email: rli.kolkata@dglasli.nic.in & mb@dglasli.nic.in
4	Hazard Identification and Risk Assessment	6- 8 August, 2024	Safety Division Email: rli.kolkata@dglasli.nic.in & kd@dglasli.nic.in
<b>SEPTEMBER 2024</b>			
5	Safety in Scaffolding Works at Workplace	10-12 September, 2024	Safety Division Email: rli.kolkata@dglasli.nic.in

6	Effective Utilization of Artificial Intelligence, Machine Learning and Drone Technology in OSH inspection in Industry	24- 26 September, 2024	Safety Division Email: <a href="mailto:rli.kolkata@dglasli.nic.in">rli.kolkata@dglasli.nic.in</a> & hmb@dglasli.nic.in
<b>OCTOBER 2024</b>			
7	Role and Responsibility of Safety Officer	15- 17 October, 2024	Safety Division, Email: rli.kolkata@dglasli.nic.in & hmb@dglasli.nic.in
<b>NOVEMBER 2024</b>			
8	One month certificate course under Section 41C(b) of the Factories Act, 1948	1- 29 November, 2024	Safety Division, Email: li.kolkata@dglasli.nic.in
9	Safety of Pressure Vessel	19- 21 November, 2024	Safety Division, Email: rli.kolkata@dglasli.nic.in & kd@dglasli.nic.in
<b>DECEMBER 2024</b>			
11	Emergency Action Plans and their Preparedness	3- 5 December, 2024	Safety Division Email: rli.kolkata@dglasli.nic.in & kd@dglasli.nic.in
12	Role, Responsibility, Functioning and structure of Safety Committee at the workplace.	17- 19 December, 2024	Safety Division Email: rli.kolkata@dglasli.nic.in & mb@dglasli.nic.in
<b>JANUARY 2025</b>			
13	Associate Fellow of Industrial Health (AFIH) .Three month duration.	1 January- 31 March, 2025	IM Division, Email: rli.kolkata@dglasli.nic.in
14	Identifications, Evaluations & control of Occupational Hazards Monitoring &Control in Industries, Ports, Docks &Construction Industries.	8-10 January, 2025	IH Division Email: rli.kolkata@dglasli.nic.in
15	Safety in Handling and storage of material	21-23 January, 2025	Safety Division Email :rli.kolkata@dglasli.nic.in & gs@dglasli.nic.in
<b>FEBRUARY 2025</b>			
16	Accident Causation, Prevention and Investigation	25-27 February, 2025	Safety Division Email: rli.kolkata@dglasli.nic.in & mb@dglasli.nic.in

<b>MARCH, 2025</b>			
17	OSH management at construction sites	11-13 March, 2025	Safety Division Email: rli.kolkata@dglasli.nic.in & gs@dglasli.nic.in
18	Occupational health and safety audit	25- 27 March, 2025	Safety Division Email: rli.kolkata@dglasli.nic.in & hmb@dglasli.nic.in

<b>Regional Labour Institute Shillong</b>			
<b>Sl.No</b>	<b>Title of the Programme</b>	<b>Period</b>	<b>Course Coordinator</b>
<b>JULY, 2024</b>			
1.	Advance Diploma in Industrial Safety (ADIS)	July, 2024-June, 2025	RLI Shillong Email: <a href="mailto:rli-hillong@dglasli.nic.in">rli-hillong@dglasli.nic.in</a>
<b>SEPTEMBER, 2024</b>			
2.	Associate Fellow of Industrial Health (AFIH) .Three month duration.	September- November, 2024	RLI Shillong Email: <a href="mailto:rli-hillong@dglasli.nic.in">rli-hillong@dglasli.nic.in</a>
<b>JANUARY, 2025</b>			
3.	One Month Certificate course for Supervisors under Section 41C (b) of the Factories Act, 1948.	1-30 January, 2025	RLI Shillong Email : <a href="mailto:rli-hillong@dglasli.nic.in">rli-hillong@dglasli.nic.in</a>
<b>MARCH, 2025</b>			
4.	Associate Fellow of Industrial Health (AFIH) .Three month duration.	March- May,2025	RLI Shillong Email: <a href="mailto:rli-hillong@dglasli.nic.in">rli-hillong@dglasli.nic.in</a>

For the above mentioned programmes contact the respective Institute.

## LIST OF OFFICES OF INSPECTORATE DOCK SAFETY (IDS)

Sl. No.	Inspectorate Dock Safety office address	Office Tel. / Fax No. and email ID
1.	Chief Inspectorate Dock Safety, Mumbai N.S. Mankikar Marg, Sion, Mumbai - 400022	Office Tel.: 022-24060609 022-24074358 Email : docks@dgfasli.nic.in
2.	Inspectorate Dock Safety, Mumbai MbPT OSC Bldg., 3 <sup>rd</sup> Floor, Opp GPO, P. D'Mello Road, Mumbai- 400038	Office Tel.: 022 – 22692180 66565511/58 Fax: 022-22613391 Email : idsmumbai@dgfasli.nic.in
3.	Inspectorate Dock Safety, Kandla Near Bunder Gate, Kandla Port, New Kandla, Post Box No.18,Dist Kutch, Pin – 370210, Gujarat.	Office Tel.: 02836 - 270249 Fax: 02836 - 270249 Email : idskandla@dgfasli.nic.in
4.	Inspectorate Dock Safety, Mormugao Civil Maintenance Office Building Mormugao Port Trust, Headland Sada, Mormugao, Goa- 403804.	Office Tel.: 0832-2520752 Fax: 0832 – 2520752 Email : idsmormugao@dgfasli.nic.in
5.	Inspectorate Dock Safety, Kolkata Nizam Palace, 1 <sup>st</sup> floor, 2 <sup>nd</sup> M.S.O. Bldg. 234/4 A.J.C. Bose Road, Kolkata-700020.	Office Tel.: 033-2830718/22830719 Fax: 033-22830718 Email : idskolkata@dgfasli.nic.in
6.	Inspectorate Dock Safety, Paradip Badapadia, Post Box NO.126 Paradip – 754142, Orissa.	Office Tel.: 06722-222413 Fax: 06722- 222413 Email : idsparadip@dgfasli.nic.in
7.	Inspectorate Dock Safety, Visakhapatnam Ex. D.L.B. Bldg., 5 <sup>th</sup> Floor, Visakhapatnam Port Area, Visakhapatnam-530 035.	Office Tel.: 0891-2563857 Fax no. : 0891-2563857 Email : idsvizag@dgfasli.nic.in
8.	Inspectorate Dock Safety, Chennai 3 <sup>rd</sup> Floor, Anchor Gate Bldg., Rajaji Salai, Chennai – 600 001.	Office Tel.: 044- 25220888, 25246419 Fax: 044-25220888 Email : idschennai@dgfasli.nic.in
9	Inspectorate Dock Safety, Tuticorin Tuticorin Port Trust, Admin. Office Bldg. Harbour Estate, Tuticorin – 628004.	Office Tel.:0461-2352372 Fax: 0461- 2352372 Email : idstuticorin@dgfasli.nic.in
10.	Inspectorate Dock Safety, Kochi C.D.L.B. Dispensary Bldg., G.V.Ayyar Road, Willington Island, Cochin – 682 003.	Office Tel.: 0484-2666532 Fax: 0484-2666532 Email : ids.cochin@dgfasli.nic.in
11.	Inspectorate Dock Safety, New Mangalore New Mangalore Port, Panambur, New Mangalore – 575010.	Office Tel.: 0824-2407781 Fax: 0824- 2407781 E-mail : idsmangalore@dgfasli.nic.in
12.	Inspectorate Dock Safety, Navi Mumbai Jawaharlal Nehru Port Authority, P.O.C. Canteen Bldg., Ground Floor, Sheva, Navi Mumbai – 400 707	Office Tel.: 022-24060552 Fax: 022-22623391 Email : idsjnpt@dgfasli.nic.in

# LOCATION MAP OF DGFASLI



**INSTITUTES UNDER DIRECTORATE GENERAL FACTORY ADVICE SERVICE & LABOUR  
INSTITUTES (DGFASLI)**



Central Labour Institute, Mumbai  
N.S. Mankikar Marg, Sion, Mumbai - 400022  
PBX No.91-22-24092275  
Fax: 022-24071986  
E-mail: [cli@dglasli.nic.in](mailto:cli@dglasli.nic.in)  
Website: [www.dglasli.gov.in](http://www.dglasli.gov.in)



Regional Labour Institute, TTTI P.O.  
Taramani Adyar, Chennai 600113,  
Tel No.: 91- 44-22301407, 22350737,  
FAX: 91-44-22352457  
Email: [rlichennai@dglasli.nic.in](mailto:rlichennai@dglasli.nic.in)



Regional Labour Institute Lake Town,  
Patipukur Kolkata 700089  
Tel No.: 91-033-25342732, 25342735  
Fax: 91-033-25348182  
E-mail: [rli.kolkata@dglasli.nic.in](mailto:rli.kolkata@dglasli.nic.in)



Regional Labour Institute, Sarvodaya  
Nagar, Kanpur 208005  
Tel No.: 91-512-2218691/92  
Fax : 0512-2215112  
E-mail: [rli\\_kanpur@dglasli.nic.in](mailto:rli_kanpur@dglasli.nic.in)



Regional Labour Institute,  
Sector 47 Faridabad Haryana – 121003  
Tel No.: 91-0129-2468000  
Email: [rlifaridabad@dglasli.nic.in](mailto:rlifaridabad@dglasli.nic.in)



Regional Labour Institute,  
Rynjah, Shillong  
Dist. East Khasi Hills, Meghalaya- 793006  
Tel No.: 91- 9324243140  
Email: [rli-shillong@dglasli.nic.in](mailto:rli-shillong@dglasli.nic.in)

*Published by:*

**Directorate General Factory Advice Service & Labour Institutes  
Government of India, Ministry of Labour & Employment  
Sion, Mumbai – 400022, Maharashtra, INDIA**