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INDOSHNEWS

कार्यस्थल पर सुरक्षा, स्वास्थ्य और पर्यावरण पर त्रिमासिक समाचार-पत्र
QUARTERLY NEWSLETTER ON SAFETY, HEALTH AND ENVIRONMENT AT WORKPLACE

We Nurture Safety Culture

DGFASLI

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अक्टूबर-दिसंबर 2024

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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 pleasure that we present the latest issue of INDOSHNEWS, the quarterly newsletter of DGFASLI on Occupational Safety, Health and the Environment at the Workplace.

In the spirit of *Antyodaya*—reaching the last worker at the farthest corner—our mission is not only regulatory but deeply human. Behind every statistic is a life and a livelihood. Ensuring the safety, and well-being of workers is not merely a professional obligation, but a moral and developmental imperative. It is our collective responsibility to foster an environment where every individual feels valued, respected and protected. Through various initiatives, we actively promote a safer and healthier workforce, contributing the objective of *Antyodaya* in both spirit and practice.

The first article of this issue on *The Hazardous Factories Scenario in India: A Comprehensive Overview* provides a comprehensive overview of the current status of Occupational Safety and Health (OSH) in India, with a emphasis on hazardous factories, their inspection statistics, accident trends, and the evolving legal and policy frameworks governing them. The in-depth analysis of data from 2018 to 2022 sheds light on both progress made and challenges in ensuring the safety and health of workers across high-risk industrial sectors. The second article on *Amalgamation of the provisions of the Factories Act, 1948 into the Occupational Safety, Health and Working Conditions Code,* 2020 throws light on the significant changes brought out by the labour reform in the manufacturing sector. Additionally, this issue presents a comprehensive statistical analysis of OSH data through a case study on factory injuries in Tamil Nadu over the last decade, providing valuable insights into emerging risks and trends

We are hopeful that this issue of INDOSHNEWS will help readers and the concerned stake holders in identification and control the hazards to improved the work environment. We hope that this issue of INDOSHNEWS serves as an indispensable resource for all stakeholders committed to enhancing and upholding workplace safety.

Place: Mumbai

Alok Mishra

The Hazardous Factories Scenario in India: A Comprehensive Overview

Dr. S. B. Mishra, & Najibullah Adamji,

Abstract

The presence of hazardous factories in India plays a pivotal role in the nation's industrial and economic landscape. These factories, spanning sectors such as chemicals, petrochemicals, pharmaceuticals, and heavy manufacturing, pose significant risks to workers, public safety, and the environment. This article provides a comprehensive analysis of the hazardous factory scenario in India, examining Occupational Safety & Health data related to hazardous factories, regulatory frameworks, and recent accident trends. Using data from 2018–2022, collected by the Directorate General Factory Advice Service & Labour Institutes (DGFASLI), the article evaluates trends in factory numbers, employment patterns, and safety inspections. The article highlights gaps in safety compliance and inspection rates, emphasizing the need for stronger regulatory oversight. With reference to international safety protocols, such as the Sendai Framework and the UN's conventions on hazardous substances, this article advocates for improved industrial safety policies, increased inspections, and the adoption of advanced safety technologies to mitigate occupational hazards and enhance worker well-being.

Introduction

This article aims to present a comprehensive overview of the hazardous factories scenario in India, highlighting the vital role of these industries in the country's industrial and economic landscape. India's hazardous factories, which include sectors such as chemicals, petrochemicals, pharmaceuticals, and heavy manufacturing, contribute significantly to the nation's progress. With the regulatory frameworks provided by the Factories Act, 1948, and various environmental laws, substantial efforts have been made to ensure the safety of workers, the public, and the environment.

While the country has seen remarkable strides in industrial safety and compliance, the management of hazardous processes remains an area of continued focus for both the government and the industries involved. This article explores the regulatory environment, the key sectors operating hazardous factories, and the proactive measures being taken to mitigate risks. It also highlights the advancements in safety technologies, ongoing improvements in compliance, and the collaborative efforts of industry, government, and civil society in fostering safer and more sustainable industrial growth.

Hazardous factories

Hazardous factories, as defined under Section 2(cb) of the Factories Act, 1948, involve processes that expose workers and the environment to chemical, physical, or biological risks. These processes often involve the production, handling, and storage of hazardous substances, such as toxic chemicals, flammable gases, explosives, or carcinogenic materials. Industries such as chemical manufacturing, pharmaceuticals, mining, petroleum refining, and metallurgy fall under this category as these industries handle materials that can pose significant dangers to both employees and the public if not properly managed. Simply put, a hazardous factory is any premise where a manufacturing process is carried out that poses significant risks to health and safety; and this can include operations involving hazardous substances or processes that can lead to accidents or health issues.

The Manufacture, Storage, and Import of Hazardous Chemicals Rules, 1989, further classify hazardous substances based on their properties, aiming to regulate their safe storage, transportation, and disposal. However, the key challenge lies not just in identifying hazardous factories but ensuring their compliance with safety regulations.

Industries notable for their hazardous operations and are typically classified as hazardous include:

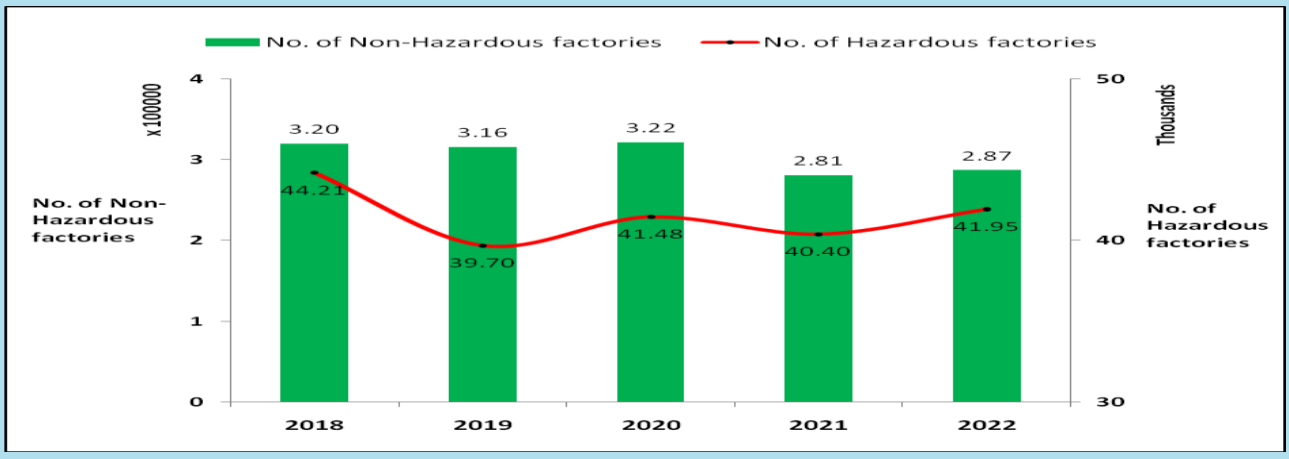
- **Chemicals**: Includes manufacturing processes that involve toxic substances.
- **Petrochemicals**: Refineries that process crude oil into fuels pose significant risks.
- **Pharmaceuticals**: Production processes that utilize hazardous chemicals require strict adherence to safety protocols.
- **Heavy Manufacturing**: Industries such as steel production involve dangerous materials and processes.
- **Mining**: Industries such as coal mining, other mining industries etc.

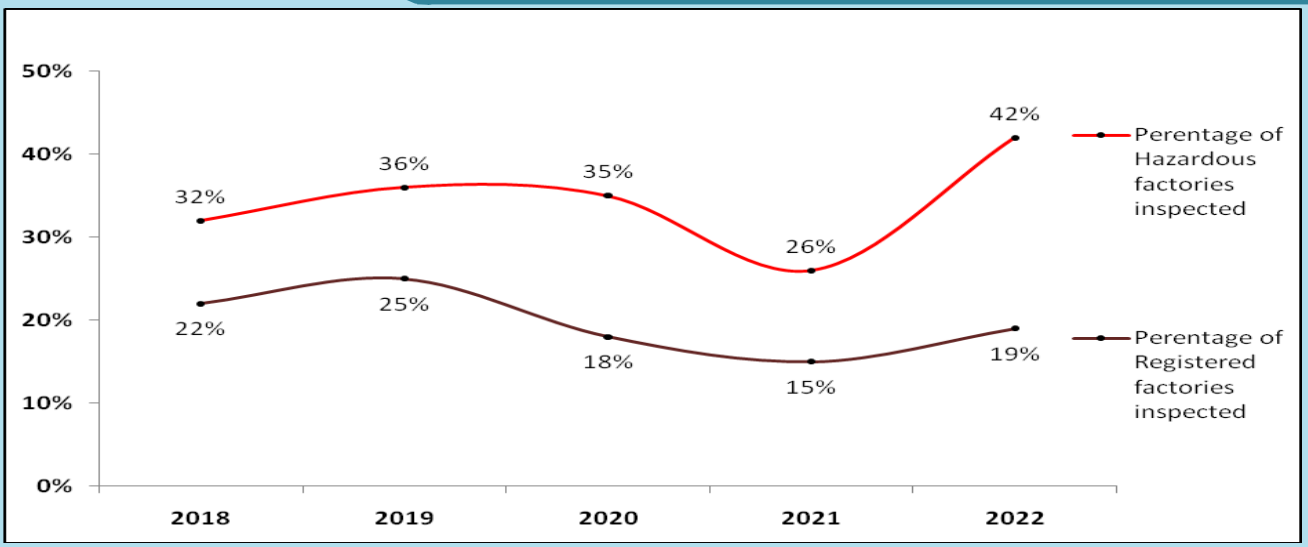
OSH Data on Hazardous Factories in India (2018-2022)

Year	No. of Hazardous factories	Workers employed in Hazardous factories	Workers employed per Hazardous factory	No. of Hazardous factories inspected	Percentage of Hazardous factories inspected
2018	44207	3796503	86	14229	32 %
2019	39700	3863890	97	14269	36 %
2020	41475	4143240	100	14460	35 %
2021	40398	3838506	95	10513	26 %
2022	41953	4632574	110	17467	42 %

Year	No. of Registered factories	Workers employed in registered factories	Employment per registered factory	No. of registered factories inspected	Percentage of registered factories inspected
2018	364268	18724733	51	80650	22 %
2019	355478	18552909	52	87771	25 %
2020	363442	20298387	56	66063	18 %
2021	321578	17414912	54	47125	15 %
2022	329317	17767088	54	64176	19 %

N. B.: Data collected by DGFASLI through correspondence with Chief Inspector of Factories (CIF) of States/UTs. The data in the table for the following years does not include data from the States/UTs mentioned against them, as they did not provide data to DGFASLI during that year: 2022- Daman and Diu & Dadra and Nagar Haveli, Himachal Pradesh, 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.





Data Analysis

The data reveals significant trends in the hazardous factory landscape in India over the past five years. The number of hazardous factories experienced a gradual decline from 44,207 in 2018 to 41,953 in 2022, indicating a reduction in hazardous industrial activities. Conversely, the total number of workers employed in these factories showed a notable increase from 3,796,503 in 2018 to 4,632,574 in 2022, reflecting a shift toward increased labour demand despite the reduction in the number of operational factories. While the employment per hazardous factory rose from 86 in 2018 to 100 in 2020, and to 110 by 2022, suggesting a trend towards more labour intensive processes.

The data on inspections reveals that the number of hazardous factories inspected peaked in 2022 at 17,467, a significant increase from 14,229 in 2018.
The inspection rate for Hazardous factories increased from 32% in 2018 to 36% in 2019 before declining to the lowest 206 % in 2021 indicating a significant drop in oversight. However it recovered the following year and increased to highest in 2022 ie 41%. In comparison, the percentage of registered factories inspected also showed an initial rise to 25% in 2019, but it has since decreased to 19% in 2022.

It can be seen that for both hazardous and registered factories, the lowest numbers (both percentage and absolute numbers) for inspections were in 2021. This could be the impact of the pandemic COVID-19. A comparison between hazardous factories & registered factories showed that the percentage of hazardous factories inspected has consistently been higher than that of registered factories each year from 2018 to 2022. This consistent pattern indicates that hazardous factories have been subject to more inspections than registered factories throughout the analyzed period.

Current Scenario of Hazardous Factories in India

India is home to thousands of factories classified as hazardous due to the nature of their operations and the substances they handle. Key industrial states like Gujarat, Maharashtra, Tamil Nadu, Karnataka, and Odisha house large clusters of such factories, contributing significantly to the economy but also increasing safety risks.
According to the website of the Ministry of Environment, Forest and Climate Change; and the National Disaster Management Authority of India data, “There are about 1861 Major Accident Hazard (MAH) units, spread across 301 districts and 25 states & 3 Union Territories, in all zones of country. Besides, there are thousands of registered and hazardous factories (below MAH criteria) and un-organized sectors dealing with numerous range of hazardous material posing serious and complex levels of disaster risks.”

Accidents and Disasters in Hazardous Factories

India has witnessed several industrial accidents over the decades, the most notable being the Bhopal Gas Tragedy (1984), which resulted in over 3,000 immediate deaths and long-term health impacts on thousands more due to exposure to methyl isocyanate gas. This incident marked a turning point in India’s approach to industrial safety, leading to the introduction of stricter laws. Some recent accidents are:

- **Vizag Gas Leak (2020)**: A gas leak from an LG Polymers plant in Andhra Pradesh exposed thousands to styrene gas, killing several and causing widespread health issues.

- **Tarapur Chemical Explosion (2016)**: An explosion in a chemical factory in Maharashtra resulted in multiple fatalities and injuries, raising questions about the safety protocols in place.
- **Dahej Chemical Plant Fire (2020)**: A fire at a chemical plant in Gujarat left several workers dead, pointing to the lack of fire safety preparedness.
- **Thane boilers explosion (2024)**: On 23 May 2024, a fire broke out following the explosion of four boilers at a chemical factory in Dombivili, a suburb of Thane, Maharashtra. Ten people were killed and more than 64 were injured.

Relevant Laws and Regulations

Several laws and regulatory frameworks have been enacted to ensure safety in hazardous industries. The primary legislations include:

- **Factories Act, 1948**: This act lays down provisions for the safety, health, and welfare of workers. Chapter IVA focuses specifically on the handling of hazardous processes, requiring employers to identify risks and implement safety measures to mitigate them.
- **Environment (Protection) Act, 1986**: Passed in the aftermath of the Bhopal disaster, this act aims to safeguard the environment from industrial pollutants and hazards.
- **Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016**: These rules govern the handling and disposal of hazardous wastes, ensuring that industries responsibly manage their hazardous by-products.
- **National Policy on Safety, Health, and Environment at Workplace (2009)**: This policy sets guidelines for workplace safety, especially in industries involving hazardous processes.
- The **National Disaster Management Authority (NDMA)** has issued specific guidelines on Chemical Disaster Management. These guidelines provide direction to various authorities for preparing detailed disaster management plans.

International Legal Safeguards against Chemical/Industrial Disasters

- **Sendai Framework for Disaster Risk Reduction 2015-2030**: is a global agreement that aims to reduce disaster risk and enhance resilience by promoting a comprehensive approach to disaster risk management, focusing on prevention, preparedness, response, and recovery.
- **UN Convention on the Transboundary Effects of Industrial Accident (1992)**: It provides a legal framework for international cooperation on preventing and responding to industrial accidents. Parties share information, plan emergencies, and help each other during disasters. This reduces risk of widespread accidents.
- **Flexible Framework for Accident Prevention and Preparedness (CAPP) (2006) of UNEP**: It adopts a flexible approach to help countries, especially developing ones, build programs to prevent and prepare for chemical accidents. It also offers guidance on creating these programs considering a country's specific needs.
- **OECD Programme on Chemical Accidents (1990)**: It focuses on preventing accidents through information sharing and best practices in chemical safety.

United Nations' conventions to address hazardous substances

The United Nations has established several conventions and treaties to address hazardous substances and their impacts on human health and the environment. Here are some key conventions related to hazardous substances:

- **Stockholm Convention on Persistent Organic Pollutants (POPs) (2001):** Aims to eliminate or restrict the production and use of persistent organic pollutants, which are toxic chemicals that remain in the environment for long periods and can accumulate in living organisms.
- **Rotterdam Convention on the Prior Informed Consent Procedure for Certain Hazardous Chemicals and Pesticides in International Trade (1998):** Facilitates the exchange of information about hazardous chemicals and provides a framework for the international trade of certain hazardous substances by requiring exporting countries to obtain consent from importing countries.
- **Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal (1989):** Aims to reduce the movement of hazardous waste between nations, especially from developed to developing countries, and to ensure that hazardous waste is managed in an environmentally sound manner.
- **Minamata Convention on Mercury (2013):** Focuses on protecting human health and the environment from the adverse effects of mercury, including its use in mining, industrial processes, and consumer products.
- **Convention on the Prohibition of Chemical Weapons (CWC) (1992):** Prohibits the development, production, stockpiling, and use of chemical weapons and their precursors, promoting the destruction of existing chemical weapon stockpiles.

- **Hague Declaration on the Prevention of the Use of Chemical Weapons (1974):** Aims to ensure the prohibition of the use of chemical weapons in warfare and emphasizes the importance of international cooperation in chemical safety.
- **Vienna Convention for the Protection of the Ozone Layer (1985) and Montreal Protocol on Substances that Deplete the Ozone Layer (1987):** Aims to protect the ozone layer by phasing out the production and consumption of substances that contribute to ozone depletion.

Conclusion

The landscape of hazardous factories in India is complex but essential for economic growth. While significant progress has been made in ensuring safety through regulatory frameworks and technological advancements, ongoing vigilance is necessary. Future efforts should focus on enhancing compliance, improving emergency preparedness, and fostering collaboration among all stakeholders involved in industrial activities.

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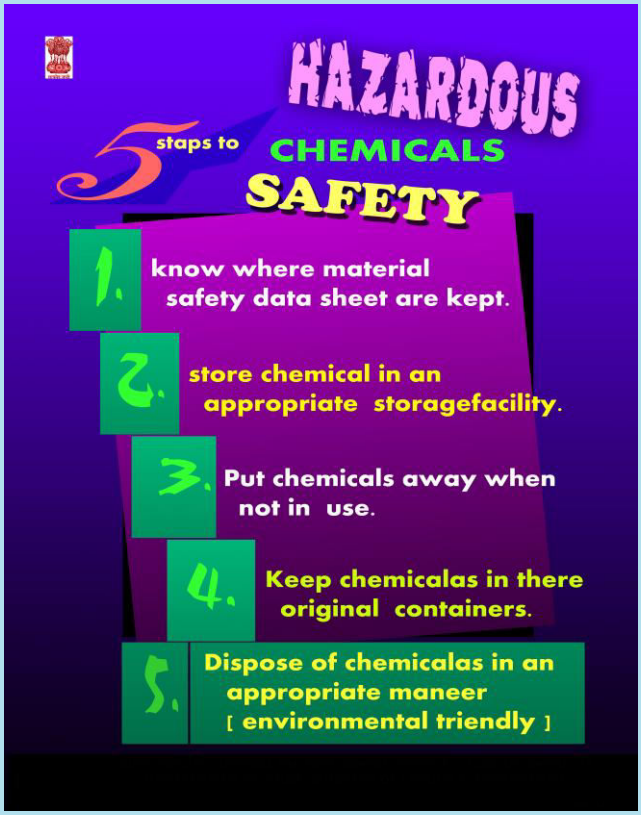


Amalgamation of the provisions of the Factories Act, 1948 into the Occupational Safety, Health and Working Conditions Code, 2020 - at a glance

Upendra Singh

The Factories Act, 1948

The Factories Act, 1948 consolidating and amending the law relating to labour in factories, was passed by the Constituent Assembly on August 28, 1948. The Act received the assent of the then Governor General of India on 23th September 1948 and came into force on the 1st day of April 1949 and extends to whole of India as of now. Since then, this Act has gone through minor amendments in the years 1949, 1950, 1954, 1956 &1976. Further, when this Act could not stand the test of time in the year of the 'Bhopal Gas Tragedy' in the Union Carbide plant in the year 1984, when thousands of innocent people died, and a very large number suffered serious injuries and lingering ailments, a Chapter IV-A relating to hazardous processes (Section 41-A to Section 41-H) was added in the Factories Act in 1987. The chronology of the coming of the Factories Act and subsequent developments are given here:

- The Factories Act,1881
- The Factories amendment Act,1891
- The Enactment of New Factories Act ,1911 (British India)
- The Factories Amendment Act,1922
- The Factories Act,1934
- The Factories Act,1948
- The Factories Act, 1948 was amended in 1949, 1950,1954,1956,1976.
- The Factories Act,1948 was amended in 1987

More than three decades passed since then, the Factories Act, 1948 has not been amended.

The Occupational Safety, Health and Working Conditions Code, 2020

The Second National Commission on Labour was constituted on 15th October 1999 and submitted its report on 29th June 2002 to the Government of India. The Commission set two tasks:

1. To suggest rationalisation of existing laws relating to labour in the organised sector, and
2. To suggest an umbrella legislation for ensuring a minimum level of protection to the workers in the unorganised sector.

Second National Commission on Labour report (para 6.21):
"The Commission agrees with the study group and the large volume of opinion that the existing set of labour laws should be broadly grouped into four or five groups of laws pertaining to

(i) industrial relations,
(ii) wages,
(iii) social security,
(iv) safety and
(v) welfare and working conditions and so on.

The Commission is of the view that the coverage as well as the definition of the term 'worker' should be the same in all groups of laws, subject to the stipulation that social security benefits must be available to all employees including administrative, managerial, supervisory and others excluded from the category of workmen."

Based on the recommendation of the second National Commission on Labour, the Parliament has legislated four Labour Codes viz., the Code on Wages, 2019, the Code on Social Security, 2020, the Code on Industrial Relations, 2020 and the Occupational Safety, Health & Working Conditions Code, 2020.
The Occupational Safety, Health & Working Conditions (OSH&WC) Code, 2020 which got the assent of the President of India on 28-09-2020 and notified by the Government of India on 29th September, 2020 subsumes 13 labour laws as given below:

1) The Factories Act, 1948
2) The Plantations Labour Act, 1951
3) The Mines Act, 1952
4) The Working Journalist and other News Paper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955
5) The Working Journalist (Fixation of Rates of Wages) Act, 1958
6) The Motor Transport Workers Act, 1961
7) The Beedi and Cigar Workers (Conditions of Employment) Act, 1966
8) The Contract Labour (Regulation and Abolition) Act, 1970
9) The Sales Promotion Employees (Conditions of Service) Act, 1976
10) The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979
11) The Cine-Workers and Cinema Theatre Workers (Regulation of Employment) Act, 1981
12) The Dock Workers (Safety, Health and Welfare) Act, 1986

13) The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996

The Factories Act, 1948 provides for safety, health and welfare to workers working in factories registered under the Act. One Hundred & Twenty (120) sections of the Factories Act, 1948 have been subsumed in the Occupational Safety, Health & Working Conditions Code, 2020 by the process of simplification, amalgamation and rationalization. The Occupational Safety, Health & Working Conditions Code, 2020 consists of 143 sections regulating the occupational safety, health and working conditions of the persons employed in an establishment as defined under the Code.

Various sections (120) of the Factories Act, 1948 have been merged in different sections of the Occupational Safety, Health & Working Conditions Code, 2020. Each section of the Factories Act, 1948 and its position in specific section of the OSH & WC Code, 2020 has been tabulated and given below for the benefit of readers:

Corresponding sections of the Factories Act, 1948 & the OSH&WC Code, 2020

Sections under the Factories Act, 1948	Sections under the OSH&WC Code, 2020
CHAPTER I- PRELIMINARY	**CHAPTER I-PRELIMINARY**
1.Short title, extent and commencement	Section 1-Short title, commencement and application
2.Interpretation	Section 2-Definitions.
3. References to time of day.	
4. Power to declare different departments to be separate factories or two or more factories to be a single factory.	------
5. Power to exempt during public emergency.	Section 128- Power to exempt during public emergency
6. Approval, licensing and registration of factories.	Section 3-Registration of certain establishments Section 79- Approval and licensing of factories. Section 119- Common licence for contractor, factories and to industrial premises, etc.
7. Notice by occupier.	Section 5- Notice by employer of commencement and cessation of operation.
7A. General duties of the occupier.	Section 6- Duties of employer.
7B. General duties of manufacturers, etc., as regards articles and substances for use in factories.	Section 8- Duties of designers, manufacturers, importers or suppliers
CHAPTER II- THE INSPECTING STAFF	**CHAPTER IX- INSPECTOR-CUM-FACILITATORS AND OTHER AUTHORITY**
8. Inspectors.	Section 34- Appointment of Inspector-cum Facilitators
9. Powers of Inspectors.	Section 35- Powers of Inspector-cum-Facilitators Section 38- Special powers of Inspector-cum-Facilitator in respect of factory, mines, dock work and building or other construction work Section 39- Secrecy of Information by Chief Inspector-cum-Facilitator or Inspector-cum-Facilitator, etc. Section 40- Facilities to be afforded to Inspector-cum-Facilitator
10. Certifying surgeons.	Section 42- Medical officer.
CHAPTER III - HEALTH 11. Cleanliness. 12. Disposal of wastes and effluents. 13. Ventilation and temperature. 14. Dust and fume. 15. Artificial humidification. 16. Overcrowding. 17. Lighting. 18. Drinking water.	**CHAPTER V- HEALTH, SAFETY AND WORKING CONDITIONS** Section 23- Responsibility of employer for maintaining health, safety and working conditions.

19. Latrines and urinals. **20. Spittoons.**	
CHAPTER IV- SAFETY **21. Fencing of machinery.** **22. Work on or near machinery in motion.** **23. Employment of young persons on dangerous machines.** **24. Striking gear and devices for cutting off power.** **25. Self-acting machines.** **26. Casing of new machinery.** **27. Prohibition of employment of women and children near cotton-openers.** **28. Hoists and lifts.** **29. Lifting machines, chains, ropes and lifting tackles.** **30. Revolving machinery.** **31. Pressure plant.** **32. Floors, stairs and means of access.** **33. Pits, sumps openings in floors, etc.** **34. Excessive weights.** **35. Protection of eyes.** **36. Precautions against dangerous fumes, gases, etc.** **36A. Precautions regarding the use of portable electric light.** **37. Explosive or inflammable dust, gas, etc.** **38. Precautions in case of fire.** **39. Power to require specifications of defective parts or tests of stability.** **40. Safety of buildings and machinery. 40A. Maintenance of buildings.** **40B. Safety officers.** **41. Power to make rules to supplement this Chapter.**	**CHAPTER IV -** **OCCUPATIONAL SAFETY AND HEALTH** Section 18- Occupational safety and Health standards. Section 22-Safety Committee and safety officers.
CHAPTER IVA- **PROVISIONS RELATING TO HAZARDOUS PROCESSES**	**CHAPTER XI-** **SPECIAL PROVISIONS FOR CONTRACT LABOUR AND INTER-STATE MIGRANT WORKER, ETC.** **PART VII-FACTORIES (Sections 79 to 91)**
41A. Constitution of Site Appraisal Committee.	Section 83- Constitution of site appraisal committee
41B. Compulsory disclosure of information by the occupier.	Section 84- Compulsory disclosure of information by occupier
41C. Specific responsibility of the occupier in relation to hazardous processes.	Section 85- Specific Responsibility of the occupier in relation to hazardous processes.
41D. Power of Central Government to appoint Inquiry Committee.	Section 86- National Board to inquire into certain situations.
41E. Emergency standards.	Section 87- Emergency standards.
41F. Permissible limits of exposure of chemical and toxic substances.	Section 88- Permissible limits of exposure of chemicals and toxic substances.
41G. Workers' participation in safety management.	Section 22- Safety Committee and safety officers.
41H. Right of workers to warn about imminent danger.	Section 89- Right of workers to warn about imminent danger.
CHAPTER V- **WELFARE**	**CHAPTER VI-** **WELFARE PROVISIONS**

42. Washing facilities. **43. Facilities for storing and drying clothing.** **44. Facilities for sitting.** **45. First-aid appliances.** **46. Canteens.** **47. Shelters, rest rooms and lunch rooms.** **48. Creches.** **49. Welfare officers.** **50. Power to make rules to supplement this Chapter.**	Section 24- Welfare facilities in the establishment, etc
CHAPTER VI – **WORKING HOURS OF ADULTS**	**CHAPTER VII-** **HOURS OF WORK AND ANNUAL LEAVE WITH WAGES**
51. Weekly hours.	Section 25- Daily and Weekly working hours, leave, etc.
52.Weekly holidays	Section 26- Weekly and Compensatory holidays.
53. Compensatory holidays.	Section 26- Weekly and Compensatory holidays.
54. Daily hours.	Section 25- Daily and Weekly working hours, leave, etc.
55. Intervals for rest.	Section 25- Daily and Weekly working hours, leave, etc
56. Spread over.	Section 25- Daily and Weekly working hours, leave, etc
57. Night shifts.	Section 28- Night shifts.
58. Prohibition of overlapping shifts.	Section 29- Prohibition of Overlapping shifts.
59. Extra wages for overtime.	Section 27- Extra wages for overtime
60. Restriction on double employment.	Section 30- Restriction on Double employment in factory and Mine
61. Notice of periods of work for adults.	Section 31- Notice of periods of work. Section 33- Maintenance of registers, records and filing of returns. **(Chapter VIII- Maintenance of Registers, Records and Returns)**
62. Register of adult workers.	
63. Hours of work to correspond with notice under section 61 and register under section 62.	
64. Power to make exempting rules.	Section 91-Power to make rules to exempt
65. Power to make exempting orders.	
66. Further restrictions on employment of women.	**Chapter X-** **Special Provision Relating to Employment of Women** Section 43- Employment of women. Section 44- Adequate safety of employment of women in dangerous operation.
CHAPTER VII – **EMPLOYMENT OF YOUNG PERSONS** **67. Prohibition of employment of young children.** **68. Non-adult workers to carry tokens.** **69. Certificates of fitness.** **70. Effect of certificate of fitness granted to adolescent.** **71. Working hours for children.** **72. Notice of periods of work for children.** **73. Register of child workers.** **74. Hours of work to correspond with notice under section 72 and register under section 73.** **75. Power to require medical examination.** **76. Power to make rules.** **77. Certain other provisions of law not barred.**	**Section 25(4) -** Notwithstanding anything contained in this section, the working hours of an adolescent worker shall be regulated in accordance with the provisions of the *Child and Adolescent Labour (Prohibition and Regulation) Act, 1986.*
CHAPTER VIII- **ANNUAL LEAVE WITH WAGES** **78. Application of Chapter.** **79. Annual leave with wages.** **80. Wages during leave period.**	**CHAPTER VII-** **HOURS OF WORK AND ANNUAL LEAVE WITH WAGES** Section 32- Annual leave with wages, etc.

81. Payment in advance in certain cases. **82. Mode of recovery of unpaid wages.** **83. Power to make rules.** **84.Power to exempt factories**	
CHAPTER IX - SPECIAL PROVISIONS	
85. Power to apply the Act to certain premises.	Section 81- Power to apply Code to certain premises
86. Power to exempt public institutions.	Section 129-Power to exempt public institution
87. Dangerous operations.	Section 82- Dangerous operations.
87A. Power to prohibit employment on account of serious hazard.	Section 38(1) (A)-Special powers of Inspector-cum-Facilitator in respect of factory
88. Notice of certain accidents.	Section 10- Notice of certain accident.
88A. Notice of certain dangerous occurrences.	Section 11- Notice of Certain dangerous occurrences.
89. Notice of certain diseases.	Section 12- Notice of certain diseases.
90. Power to direct enquiry into cases of accident or disease.	Section 121- Power of Appropriate Government to direct inquiry in certain cases
91. Power to take samples.	Section 35- Powers of Inspector-cum-Facilitators
91A. Safety and occupational health surveys.	Section 20- Safety and occupational health surveys
CHAPTER X – **PENALTIES AND PROCEDURE**	
93. Liability of owner of premises in certain circumstances.	Section 80- Liability of owner of premises in certain circumstances.
92. General penalty for offences. **94. Enhanced penalty after previous conviction.** **95. Penalty for obstructing Inspector.** **96. Penalty for wrongfully disclosing results of analysis under section 91.** **96A. Penalty for contravention of the provisions of sections 41B, 41C and 41H.** **97. Offences by workers.** **98. Penalty for using false certificate of fitness.** **99. Penalty for permitting double employment of child.**	**Chapter XII-** **Offences and penalties** Section 94 to Section 107
100. [Repealed.]	----
101. Exemption of occupier or manager from liability in certain cases.	Section 108-Exemption of owner, agent or manager of mine or occupier of factory from liability in certain cases.
102. Power of Court to make orders.	Section 113-Power of court to make orders.
103. Presumption as to employment.	-----
104. Onus as to age.	Section 117- Onus as to age.
104A. Onus of proving limits of what is practicable, etc.	Section 118- Onus of proving limits of what is practicable, etc.
105. Cognizance of offences.	Section 110-Limitation of prosecution and cognizance of offences.
106. Limitation of prosecutions.	
106A. Jurisdiction of a court for entertaining proceedings, etc., for offence.	Section 112- Jurisdiction of court for Entertaining proceedings, etc., for offence.
CHAPTER XI - SUPPLEMENTAL	
107. Appeals.	Section 38(1) A-(c)
108. Display of notices.	**------**

109.Service of notices	**-------**
110. Returns.	Section 33- Maintenance of registers, records and filing of returns.
111. Obligations of workers.	Section 13-Duties of Employee Section 15-Duty not to interfere with or misuse things
111A. Right of workers, etc.	Section 14- Rights of Employee
112. General power to make rules.	Section 133- Power of Appropriate Government to make rules. Section 135- Power of State Government to make rules
113. Powers of Centre to give directions.	Section 123- Powers of Central Government to give directions
114. No charge for facilities and conveniences.	-----
115. Publication of rules.	-----
116. Application of Act to Government factories.	-----
117. Protection to persons acting under this Act.	Section 126- Protection of action taken in good faith.
118. Restrictions on disclosure of information.	Section 124- General restriction on disclosure of information
118A. Restriction on disclosure of information.	
119. Act to have effect notwithstanding anything contained in Act 37 of 1970.	----
120. Repeal and savings.	Section 143- Repeal and Savings.
The First Schedule. (List of Industries involving hazardous processes-29)	The First Schedule (**List of Industries involving hazardous processes - 40)** [See section 2(za)]
The Second Schedule.	The Second Schedule **(List of matters**) [See section 18(2)(f)]
The Third Schedule. (List of Notifiable Diseases-29)	The Third Schedule **(List of Notifiable Diseases-29)** [See section 12(1)]

References:

1. Internet-https://en.wikipedia.org/wiki/National_Commission_on_Labour
2. The Occupational Safety ,Health & Working Conditions Code,2020 notified by Government of India on 29-09-2020.
3. Report of the 2nd National Commission on Labour (NCL)

Upendra Singh
Deputy Director(ST/P)
CLI, Mumbai.

One-Day Regional Conference (Western States/UTs) for enhancing Occupational Safety & Health at CLI, DGFASLI Mumbai on 10th December, 2024.

CIF/DISH officers and DGFASLI officers in the conference

One-Day Regional Conference (Western States/UTs) for enhancing Occupational Safety & Health at CLI, DGFASLI Mumbai was held on 10th December 2024. The Conference was attended by DISH, Gujarat, Addl. Director, DISH Maharashtra, Inspector of Factories, CIF, Goa. Besides, officers of Joint Director & Deputy Director Levels from states of Gujarat and Maharashtra and all the technical officers of CLI, DGFASLI Mumbai. The Conference deliberated on Occupational Safety and Health (OSH) status in western region, devising a collaborative mechanism for outreach of Training Programmes and development of action plan for improving OSH status in western region. The events of the conference have been coordinated by CLI,Mumbai.

Two-day 'National Conference on Safety, Health, and Wellbeing of Workers in Tea Industries' at Indian Institute of Technology (IIT) Guwahati on 21st & 22nd November, 2024

Dignitaries in the conference

The institute organized two-day 'National Conference on Safety, Health, and Wellbeing of Workers in Tea Industries' at Indian Institute of Technology (IIT) Guwahati on 21st & 22nd November, 2024. Sri Sanjoy Kishan, Hon'ble Minister for Labour Welfare and Tea Tribe, Government of Assam, inaugurated the Conference in the presence of Shri Kalyan B. Chakabarti, Additional Chief Secretary, Government of Assam; Shri Alok Mishra,IIS, Joint Secretary, MoLE & DG, DGFASLI and Shri. Satoshi Sasaki, Deputy Director, International Labour Organization. The Conference was organized by the Regional Labour Institute Shillong, DGFASLI in collaboration with the Labour Department Assam, the International Labour Organization and the Indian Institute of Technology, Guwahati. The Conference aims to determine the ways to improve OSH status of workers employed in Tea Industries and their reach to facilities under various schemes.

Delegates attending the conference

The conference received participation from representatives of Labour Unions, Employees, Tea Board of India, Officials from Labour Departments of Tea producing States, Tea Associations, Safety Appliances Manufacturing Association and NGO.On the second day of 'National Conference on Safety, Health, and Wellbeing of Workers in Tea Industries, labour related issues in Tea Industries were discussed in panels comprising of Officers of various departments and representative of Employers & Workers. As part of the Conference, an 'Action Plan for 2025' is proposed to be finalized.

Risk Assessment study of the Compressor Air Quality in Portable and Fixed Gas Detection Monitors manufacturing Industry in Maharashtra (Dr. Mishra Saket Bihari, Satpute, P.G., Central Labour Institute, Mumbai)

The risk assessment study was conducted for Compressor Air in Portable and Fixed Gas Detection Monitors manufacturing Industry. The objective of the study was to quantify the concentration of Carbon dioxide, Carbon monoxide, Oxygen, oil mist and odour of the compressor air using sophisticated equipment and to recommend necessary measures to control the concentration of breathing air quality within the prescribed limit as mentioned in Indian standard 9623:2008. Observations and Recommendations have been submitted to management for further improvement.

Work Environment and Air Monitoring Study at a Automobile Industry in Maharashtra (Dr. Mishra Saket Bihari, Dr. Paine, Samir Kumar, Central Labour Institute, Mumbai)

Work Environment and Air Monitoring Study at a Automobile Industry was conducted for the assessment of work environment and related health hazards. Study involved a comprehensive evaluation of air quality in various work zones within the manufacturing facility, focusing on exposure to hazardous airborne contaminants such as dust, fumes, gases, and vapors. The objective was to determine the concentration levels of contaminants in the air wrt their PLE's. Personal sampling and area air sampling was done using advanced sophisticated equipment. Certain recommendations have been submitted to the company for further improvement of Work environment

Safety Audit at a detergent cake and detergent powder manufacturing unit at Kampur in Uttar Pradesh (Saxena, D. K. and Varadharajan, N. Regional Labour Institute, Kanpur)

The Safety Audit was carried out at a detergent cake and detergent powder manufacturing unit at Kanpur in Uttar Pradesh. In order to conduct the safety audit the Checklist as per IS – 14489:2018 was used as a tool to collect information about the conditions of the existing safety management system. The audit revealed the gaps in the system like storing the chemical used for fragrance. Personal Protective Equipment and machineries used by the workers in the process were supplied and maintained in good condition. Fire Prevention and Protection in the factory were found satisfactory. The recommendations based on site tour, records study, check-list data, multi-level discussion with factory functionaries were made to have remedial measures for the deviations found in the elements of safety audit namely Safety, Health and Environment Policy, Safety Committee formation, Accident Reporting Investigation & Analysis, Safe Operating Procedure etc. Furthermore, the precautions to be followed during loading/unloading of chemical, improvements in safety education & training, Safety Communication/Motivation/Promotion, Emergency Preparedness Plans, Electrical Safety, Noise & Vibration, Ventilation, Chemical Hazard, Materials Safety Data Sheets (MSDS), Waste Disposal System, First Aid & Occupational Health Centre, Housekeeping were suggested.

Safety Audit at a detergent cake and detergent powder manufacturing unitat Janshi in Uttar Pradesh (Varadharajan, N. and Lama, Aditya. Regional Labour Institute, Kanpur)

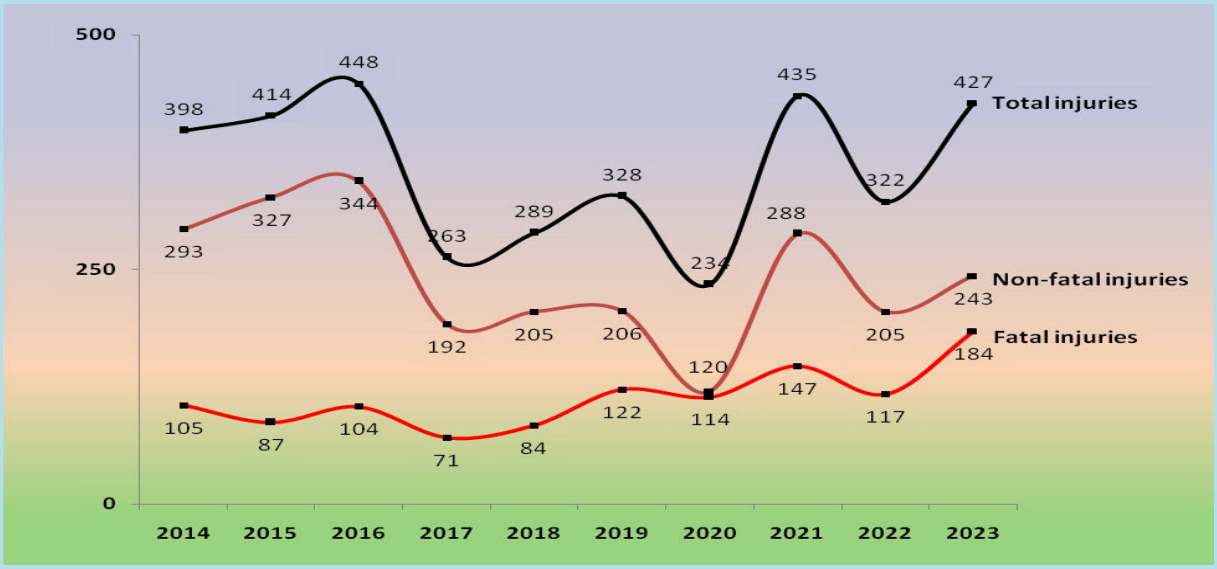
The Safety Audit was carried out at a detergent cake and detergent powder manufacturing unit at Janshi in Uttar Pradesh. For carrying out the audit a Checklist as per BIS – 14489:2018 was used to collect information about the safe working system/conditions existing in the factory. Safety audit revealed that few safety audit elements namely Safety Inspection, Personal Protective Equipment and machineries used for manufacturing soap & detergent were found available. Fire Prevention and Protection in the factory were found in place and regular mock drills are being conducted. The recommendations based on site tour, study of records, check-list data, multi-level discussion with factory functionaries were made to have remedial measures for the deviations found in the elements of safety audit namely Safety, Health and Environment Policy, Safety Committee formation. Suggestions on accident reporting, investigation & analysis, Safe Operating Procedure, Work Permit System, Management of change, Safety Education & Training, Safety Communication/ Motivation/ Promotion, Emergency Preparedness Plans, Electrical Safety, Noise & Vibration, Ventilation, Chemical Hazard, Materials Safety Data Sheets (MSDS), Waste Disposal System, First Aid & Occupational Health Centre, Housekeeping were suggested.

Risk Assessment study at a detergent cake & detergent powder manufacturing factory at Janshi in Uttar Pradesh (Varadharajan, N. and Lama, Aditya. Regional Labour Institute, Kanpur)

The risk assessment study was carried out at a detergent cake and detergent powder manufacturing unit in Jhansi, Uttar Pradesh. The scope of this risk assessment study 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 by observations and documenting. The 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 were done. A comparison of estimated risks against existing criteria to determine its significance and whether they are acceptable or require further action was given in a risk matrix form. The recommendations for actions to mitigate and control identified risks which include safety measures, training, and other interventions like re-training the manpower are being suggested. A comprehensive report that includes all findings, analyses, and recommendations to be used for decision-making purposes is being prepared along with suggestions to monitor and review processes to ensure the effectiveness of implemented controls and to update the risk assessment.

Trend Analysis:
Fatalities (fatal injuries) and Non-fatal injuries reported during last 10 years in the factories registered under the Factories Act, 1948 in Tamil Nadu (2014-2023)

Year	Fatal injuries	Non-fatal injuries	Total injuries
2014	105	293	398
2015	87	327	414
2016	104	344	448
2017	71	192	263
2018	84	205	289
2019	122	206	328
2020	114	120	234
2021	147	288	435
2022	117	205	322
2023	184	243	427



Observation and Analysis

The above table shows fatal injuries (fatalities) and non fatal injuries reported during 2014 to 2023 in the factories registered under the Factories Act, 1948 in the state of Tamil Nadu. The key observations are as follows:

1. **Trends in Fatal Injuries**

- The number of fatal injuries fluctuated significantly over the years, ranging from a low of 71 (2017) to a peak of 184 (2023).

- There was a notable dip in fatal injuries from 2015 to 2018, but a subsequent rise from 2019 onwards.
- The highest number of fatalities during the last 10 years was recorded in 2023 (184 fatalities), indicating a worsening trend in workplace safety in recent years.
-

2. **Trends in Non-Fatal Injuries**
   - Non-fatal injuries peaked in 2016 (344 cases) but saw a significant drop in 2017 (192 cases), indicating possible improvements in workplace safety or underreporting.
   - A sharp decline in 2020 (120 cases) could be attributed to COVID-19-related economic shutdowns, reduced workforce presence, or reporting inconsistencies.
   - Post-pandemic recovery (2021) saw an increase in non-fatal injuries (288 cases), which later fluctuated but did not return to pre-2019 levels.
   -

3. **Total Injuries and Observations**
   - A significant drop in total injuries was observed in 2017 (263 cases), suggesting a possible intervention in workplace safety policies or a reporting anomaly.
   - The lowest total injuries occurred in 2020 (234 cases), likely due to COVID-19 disruptions, lockdowns, and reduced industrial activity.
   - 2023 recorded 427 total injuries, the second highest after 2016 (448 cases), raising concerns about workplace safety deterioration in recent years.
   - The total number of non-fatal injuries in the last five years has decreased compared to the previous five years. However, the number of fatal injuries has increased by more than 50%, which is a cause for concern.

Possible Implications

The data suggests a fluctuating trend in workplace injuries, with a recent rise in fatal cases underscoring the need for strengthened safety measures, especially in high-risk sectors. The decline in non-fatal injuries post-2016 may indicate improved safety practices, reporting changes, or reduced workforce activity during the pandemic. The post-2020 increase in total injuries highlights the importance of proactive risk management as industries resume full operations. Strengthening OSH compliance, enhancing safety training, and leveraging technology-driven interventions will be key to sustaining a safer work environment and promoting a culture of prevention.

OSH Data of registered factories (2013-2022)

Year	No. of Registered Factories	Total 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%)	1189 (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	329317 (2.41%)	17767088 (2.02%)	1014 (-4.16%)	1053 (6.58%)	2983 (6.42%)	4036 (6.46%)

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 (-32.33%)	127.28 (-33.44%)	133.60 (-33.39%)	3.50 (-9.33%)	70.44 (-10.75%)	73.94 (-10.68%)
2015	6.76 (6.96%)	123.71 (-2.8%)	130.47 (-2.34%)	3.18 (-9.14%)	58.14 (-17.47%)	61.32 (-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 percentage change as compared to the previous year.
(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, 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 insights are drawn 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 a few 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 in 2020 (634) i.e. about 54%, 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 2022. There is a sharp decline from 2013 (26,852) to 2021 (2,803), with the most significant decline in 2016 i.e. about 73.51%. 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 12.2 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.

OSH Statistics 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 October, 2024 to December, 2024

Activity	Total
Total number of Ship Inspected	109
Total number of Gear Inspected	149
Total number of Dock/Shed/Yard/ Warehouse/Go-down/storage yard, etc. Inspected	148
Total number of other visits carried out	167
Total number of Hazardous Installations Inspected	09
Total number of reportable Fatal Accidents as per dock safety statutes	04
Total number of reportable Non-Fatal Accidents as per dock safety statutes	02
Total number of reportable Accidents as per dock safety statutes	06

Central Labour Institute, Mumbai			
JANUARY 2025			
1	Management of workplace health hazards in industries	15-17 January, 2025	IH Division, Email: drrpb@dgfasli.nic.in
2	Emergency Preparedness in Factories	20–22 January, 2025	MAHCA Division Email: sm@dgfasli.nic.in
3	Testing of Pressure Plants for aspiring or approved Competent Persons	22-24 January, 2025	FAS Division Email: fas@dgfasli.nic.in
4	Behaviour Based Safety – A proactive approach to injury Prevention	27-29 January, 2025	ST& Division Email: cli-training@dgfasli.nic.in
FEBRUARY 2025			
5	Safety in MAH factories.	17-19 February, 2025	IH Division Email: drrpb@dgfasli.nic.in
6	Integration of Occupational Health and Safety and Productivity at workplace	19-21 February, 2025	ST&P Division Email: cli-training@dgfasli.nic.in
MARCH 2025			
7	Artificial Intelligence integrated OSH initiatives for enhanced Productivity at workplace	12-14 March, 2025	ST&PDivision Email: cli-training@dgfasli.nic.in
8	Application of ILO International Classification of Radiographs in diagnosis of Pneumoconiosis	17-19 March, 2025	IM Division Email: ss@dgfasli.nic.in
9	Safety in MAH factories	19-2 March, 2025	MAHCA Division Email: sm@dgfasli.nic.in

Regional Labour Institute, Chennai			
Sl.	**Title of the Programme**	**Period**	**Course Coordinator**
JANUARY 2025			
10	Role, Responsibility, Functioning and structure of Safety Committee.	8-10 January, 2025	Safety Division Email: rlichennai@dgfasli.nic.in & akd@dgfasli.nic.in
11	Management of Chemical Hazards at Workplaces	18-20 January, 2025	IH Division Email :rlichennai@dgfasli.nic.in & nitin.gedam@dgfasli.nic.in
FEBRUARY 2025			
12	Emergency Preparedness and First Aid in Industries	5-7 February, 2025	IM Division Email :rlichennai@dgfasli.nic.in & anjanikumar@dgfasli.nic.in
13	Emergency Action Plans and their Preparedness	12-14 February, 2025	Safety Division Email r:lichennai@dgfasli.nic.in & nmm@dgfasli.nic.in

MARCH 2025			
14	Role and Responsibility of Safety Officer	5-7 March, 2025	Safety Division Email: rlichennai@dgfasli.nic.in & akd@dgfasli.nic.in
15	Occupational Diseases and their Notification	11-13 March, 2025	IM Division Email: rlichennai@dgfasli.nic.in & anjanikumar@dgfasli.nic.in

Regional Labour Institute, Faridabad			
Sl. No.	**Title of the Programme**	**Period**	**Course Coordinator**
JANUARY 2025			
16	Workshop for HAZOP	8-10 January, 2025	Safety Division Email: rlifaridabad@dgfasli.nic.in
FEBRUARY 2025			
17	Role, Responsibility, Functioning and Structure of Safety Committee at the workplace	5-7 February, 2025	Safety Division. : Email: rlifaridabad@dgfasli.nic.in
MARCH 2025			
18	Improving Occupational Safety and Health in MSMEs sectors	4-6 March, 2025	Safety Division Email: rlifaridabad@dgfasli.nic.in

Regional Labour Institute, Kanpur			
Sl. No.	**Title of the Programme**	**Period**	**Course Coordinator**
JANUARY 2025			
19	Introduction to BOCW (RE&CS) Act, 1996 for Construction Supervisors"	29- 31 January, 2025	Safety Division E-Mail: dks@dgfasli.nic.in
FEBRUARY 2025			
20	Safe use of Lifting Appliance and Lifting Gear in Industries, Ports and Construction sites.	5 -7 February, 2025	Safety Division E-Mail: dks@dgfasli.nic.in
MARCH 2025			
21	Safety in MAH factories.	18- 20 March, 2025	IH Division E-Mail: d.acharekar@dgfasli.nic.in
22	Associate Fellow of Industrial Health (AFIH).	24 March - 23 June,2025	IM Division E-Mail: arkasau@dgfasli.nic.in

Regional Labour Institute Kolkata			
Sl.No.	**Title of the Programme**	**Period**	**Course Coordinator**
JANUARY 2025			
23	Three months Associate Fellow of Industrial Health (AFIH)course	1January- 31 March, 2025	IM Division, Email: rli.kolkata@dgfasli.nic.in
24	Identifications, Evaluations & control of Occupational Hazards Monitoring &Control in Industries, Ports, Docks &Construction Industries.	8-10 January, 2025	IH Division Email: rli.kolkata@dgfasli.nic.in
25	Safety in Handling and storage of material	21-23 January, 2025	Safety Division Email :rli.kolkata@dgfasli.nic.in & gs@dgfasli.nic.in
FEBRUARY 2025			
26	Accident Causation, Prevention and Investigation	25-27 February, 2025	Safety Division Email: rli.kolkata@dgfasli.nic.in & mb@dgfasli.nic.in
MARCH, 2025			
27	OSH management at construction sites	11-13 March, 2025	Safety Division Email: rli.kolkata@dgfasli.nic.in & gs@dgfasli.nic.in
28	Occupational health and safety audit	25- 27 March, 2025	Safety Division Email: rli.kolkata@dgfasli.nic.in & hmb@dgfasli.nic.in

Regional Labour Institute Shillong			
Sl.No	**Title of the Programme**	**Period**	**Course Coordinator**
JANUARY, 2025			
29	One Month Certificate course for Supervisors under Section 41C (b) of the Factories Act, 1948.	1-30 January, 2025	RLI Shillong Email :rli-hillong@dgfasli.nic.in
MARCH, 2025			
30.	Three months Associate Fellow of Industrial Health (AFIH) course	March- May,2025	RLI Shillong Email: rli-hillong@dgfasli.nic.in

For the above mentioned programmes contact the respective Institute

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

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