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मेरी कलम से

भारतीय अर्थव्यवस्था के उदारीकरण और वैश्वीकरण के कारण
भारत में परिष्कृत तकनीक के आधुनिक औद्योगिक इकाइयाँ स्थापित
करने की पहल हुई है। तकनीक के ऐसे अंतर्वाह के साथ विभिन्न समस्याएं जुड़ी हैं,
जिससे आपाती घटनाओं की संभावना तथा कामगारों और आसपास के समुदायों को
सुरक्षा और स्वास्थ्य का जोखिम हो सकता है। इसके कारण नई नीति और कार्यक्रम
निर्धारित करना अपेक्षित है। कारखाना सलाह सेवा एवं श्रम संस्थान महानिदेशालय
(डीजीफासली) के माध्यम से श्रम और रोजगार मंत्रालय, भारत सरकार उद्योगों की
माँगों के अनुरूप लगातार नीतियों और कार्यक्रमों का निर्धारण करता है ताकि उससे
राष्ट्रीय सुरक्षा और स्वास्थ्य रोकथाम संस्कृति का सृजन और संपोषण हो सके।
इंडोश्न्यूज का यह लेख भारत में कार्यस्थल पर व्यावसायिक सुरक्षा और स्वास्थ्य से
संबंधित विद्यमान संवैधानिक ढाँचों और विशेषतः उत्पादन क्षेत्रों में सुधार के प्रावधानों
को उजागर करता है।

आशा है कि इस अंक का यह लेख व अन्य जानकारी सुरक्षा से संबंधित सभी के लिए
लाभदायक होगी।

FROM THE DESK

Liberalization & Globalisation of Indian economy has
initiated setting up of modern industrial units in India with
sophisticated technology. Such influx of technology
associates several problems, posing potential of
catastrophic incidents and risk to the safety and health of
workmen and surrounding communities. This necessitates
designing of newer policies and programmes. Government
of India, Ministry of Labour & Employment through
Directorate General Factory Advice Service & Labour
Institutes. (DGFASLI) is consistently trying to bring policies
& programme commensurate with the need of the industry
in order to create and maintain national preventive safety
and health culture. The article of this issue of
INDOSHNEWS highlights the existing statutory frame work
in India on Occupational Safety & Health at Workplaces &
provisions for improvement specifically in manufacturing
sector.

I hope that the article and other information in this issue will
help to all concerned.

Dr. M.Rajaram
Editor In-chief

STATUTORY FRAME WORK ON OCCUPATIONAL SAFETY & HEALTH IN INDIA

Dr. Brij Mohan

ABSTRACT

Safety, health and welfare of working population is the key for the sustainable development & economic prosperity of the country. The occupational injuries, diseases & death adversely affect the productivity as well as economic & social development. The Constitution of India under the Directive Principles of State Policy provides certain safeguards to workers & has specified provisions for ensuring occupational health and safety for workers. The Government of India has enacted a number of Safety and Health legislations to provide for Safety and Health of the workers. The paper highlights the existing statutory frame work in India on Occupational Safety & Health in Workplaces & provisions for improvement specifically in manufacturing sector along with the recent initiative taken by the government in this direction.

INTRODUCTION

Safety, health and welfare of working population is an integral part of the sustainable development & economic prosperity of the country. The occupational injuries, diseases & death result in negative effects on the productivity and on economic & social development. The statutory frame work intends to eliminate risks to health and safety so far as is reasonably practicable. The Constitution of India under the Directive Principles of State Policy provides certain safeguards to workers. The Constitution has specified provisions for ensuring occupational health and safety for workers in the form of three Articles i.e. 24, 39(e and f) and 42. Article 42 stipulates that the State shall make provision for securing just and humane conditions of work and for maternity relief.

India is a founder member of International Labour Organization. The principal means of action in ILO is the setting up the 'International Labour Standards' in the form of Conventions and Recommendations. Conventions are international treaties and are the instruments which create legally binding obligations on the countries ratifying them. As a part of global strategy International Labour Organization has adopted that priority should be given on occupational Safety & health in National agenda to ensure decent work for all.

On the basis of the Directive Principles and international instruments, the Government of India declares its policy, priorities, strategies and purposes through the exercise of its power and has enacted a number of Safety and Health legislations to provide for Safety and Health of the workers.

The paper highlights the existing statutory frame work in India on Occupational Safety & Health in Workplaces & provisions for improvement specifically in manufacturing sector.

NATIONAL POLICY ON OCCUPATIONAL SAFETY, HEALTH & ENVIRONMENT AT WORK PLACE

Without safe, clean environment and healthful working conditions, social justice and economic growth cannot be achieved. Therefore, Government of India has declared National Policy on Safety, Health and Environment at work place on 20th February 2009. The fundamental purpose of the National Policy is not only to the eliminate

the incidence of the work related injuries diseases, fatalities, disaster and loss of national assets and ensuring achievement of high level occupational safety and health through proactive approaches but also to enhance the well-being of the employee and society at large.

The national policy has drawn out a clear cut Action Programme for achieving the objectives and goals & it has outlined following key points for the improvement in safety, health and environment at workplace:

- Enforcement
- Development of National Standards
- Compliance
- Awareness
- Research and development
- Skills development
- Data collection
- Practical guidance
- Incentives

The government will review National Policy and the action programme at least once in 5 years or earlier if felt necessary to assess relevance of the National Goals and objectives.

NATIONAL LEGISLATIONS ON OCCUPATIONAL SAFETY AND HEALTH (OSH)

At present there are comprehensive safety and health statutes for regulating safety and health of persons at work in respect of five sectors – namely, factories, docks, mining off-shore and construction sectors and these statutes are highly sector-specific. The approach in these statutes is to lay down specific and detailed requirements to prevent risk of injuries in specific operations and circumstances.

This paper will mainly be focused on the statutory provisions as prescribed in the Factories Act 1948 for manufacturing sectors.

THE FACTORIES ACT, 1948

The Factories Act, 1948 is very comprehensive legislation dealing with the matters of safety, health and welfare of workers in factories. The Factories Act was enacted in India way back in 1881. Since then, a number of amendments have taken place. The last major amendment was done in the Factories Act in 1987. The

main provisions of the amended act are presented as follows:

The Act places duties on the occupier to ensure safety, health and welfare of workers at work. Some of the salient provisions of the Act include:-

1. Ventilation and temperature
2. Dust and fume
3. Artificial humidification
4. Over-crowding
5. Lighting
6. Work on or near machinery in Motion
7. Guarding of Machinery
8. Hoists and Lifts; Lifting Machines and Appliances
9. Revolving Machinery
10. Pressure Plant
11. Floors, stairs and means of access
12. Pits, sumps, openings in floors, etc
13. Floors, stairs and means of access
14. Excessive Weight
15. Protection of Eyes
16. Precautions against dangerous fumes, gases etc.
17. Explosive or inflammable dust, gas etc.
18. Precautions in case of fire
19. Safety of buildings and machinery
20. Facilities for storing and drying clothing
21. Facilities for sitting
22. First-aid appliances
23. Canteens etc

Any process or activity in relation to an industry which can cause material impairment to the health of the persons engaged in or connected therewith, or result in the pollution of the general environment is known as "Hazardous Process". The Act has given a list of 29 such industries (First Schedule under Section 2 cb) & has laid down specific requirement relating to hazardous processes. Some of these are given as follows along with some specific requirement

- (i) Declaration of Safety and Health Policy
- (ii) Appointment of Safety Officer
- (iii) Disclosure of Information
- (iv) Preparation of On-site Emergency Plan
- (v) Medical Examination and Surveillance
- (vi) Competent Supervision of Handling of Hazardous Substances
- (vii) Permissible limits of exposure of chemical and toxic substances
- (viii) Worker's participation in safety management (Constitution of Safety Committee)
- (ix) Rights of Workers to warn about imminent danger
- (x) Education and Training
- (xi) Notification of Accidents
- (xii) Notification of Occupational Diseases
- (xiii) Obligation of Workers

The Factories Act, 1948 also contain provisions relating to protection of women workers.

Some of these provisions are:

- (i) Prohibition on Employment of Women in Cleaning, Lubricating or Adjusting any Part of Prime-Mover in Motion,
- (ii) Prohibition on Employment of Women Near Cotton-Openers,

- (iii) Provision of Separate Washing Facilities,
- (iv) Provision of Crèches
- (v) Restriction on Employment of Women During 7 Pm To 6 Am; and
- (vi) Prohibition or Restriction on Employment of Women in Certain Dangerous Manufacturing Processes or Operations.

As per the allocation of business rules under the Constitution, LABOUR is in the concurrent list of subjects. It is dealt with by the Ministry of Labour & Employment at the Central and Departments of Labour under State Governments in respective States / Union Territories (UTs).

The Ministry performs the important function of piloting the bills through Parliament after inter-ministerial consultations and consultations with the State Governments and other organizations of employers and employees. Directorate General Factory Advice Service & Labour Institutes (DGFASLI) and Directorate General of Mine Safety (DGMS) assist the Ministry in the technical aspects of occupational safety and health in factories & docks and mines respectively.

ENFORCEMENT OF SAFETY AND HEALTH IN FACTORIES

The Factories Act, 1948 is applicable to the premises where

- (i) manufacturing process is carried on with the aid of power employing 10 or more persons;
- (ii) manufacturing process is carried on without the aid of power employing 20 or more persons;
- (iii) notified under Section 85 of the Factories Act, 1948.

The State Governments are empowered to make rules under the enabling provisions as well as general provision and are also empowered to appoint inspectors and the Chief Inspector. Thus, the State Inspectorates of Factories enforce the provisions under the Act and Rules through the Inspectors of Factories.

Directorate General Factory Advice Service & Labour institutes (DGFASLI) under Ministry of Labour & Employment frame the Model Rules in order to ensure the uniformity in States factories Rules notified by different States / UTs. Amendments to the Act are dealt with by DGFASLI by discussing them in the Conferences of Chief Inspectors of Factories of the States/UTs and communicating them to the State Government through MOL&E.

OTHER APPLICABLE LEGISLATION

Besides Factories Act other statutes such as Static and Mobile Pressure Vessels (Unfired) Rules, 1985; Manufacture, Storage and Import of Hazardous Chemicals Rules (MSIHC), 1989; Indian Boilers Act, 1923 & Indian Boilers Regulations, Dangerous Machines (Regulations) Act, Indian Electricity Act, Indian Electricity Rules, Indian Explosives Act, The Petroleum Act are also applicable in manufacturing sector. The brief of Static and Mobile Pressure Vessels (Unfired) Rules, 1981 and Manufacture, Storage and Import of Hazardous Chemicals Rules (MSIHC), 1989 are presented below:

STATIC AND MOBILE PRESSURE VESSELS (UNFIRED) RULES, 1981

These (SMPV) Rules are notified under the Explosives Act, 1884. These rules regulate storage, handling and transport of compressed gases. These rules stipulate requirements regarding construction and fitments, periodic testing, location, fire protection, loading and unloading facilities, transfer operations etc. in respect of pressure vessels whose water capacity exceeds one thousand litres. These rules are enforced by the Chief Controller of Explosives under the Ministry of Industry and Commerce, Govt. of India (PESO).

MANUFACTURE, STORAGE AND IMPORT OF HAZARDOUS CHEMICALS RULES (MSIHC), 1989

MSIHC Rules are notified under the Environment (Protection) Act, 1986. These rules are aimed at regulating and handling of certain specified hazardous chemicals and prevention of accidents.

The rules stipulate requirements regarding notification of site, identification of major hazards, notification of major accident, preparation of safety report and on-site emergency plan; prevention and control of major accident, dissemination of information etc.

These rules are notified by the Ministry of Environment and Forests (MOEF) but enforced by the Inspectorates of Factories of respective States / UTs in the manufacturing sector.

CONCLUSION

In order to ensure safety & health at work place a national system in the form of policy, statutes and regulatory mechanism is existing. The compliance of the statutes can bring out changes in the condition of work and can ensure safety & health of the workmen. However, the States like Sikkim do not have State Factory Rules.

REFERENCES

1. The Factories Act, 1948
2. Model Rules under the Factories Act, 1948; (DGFASLI)
3. National Policy on OSHE at Workplace.

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SAFETY QUOTES

- Know safety - No injury, No safety - Know injury.
- Shortcuts cut life short.
- Don't be safety blinded, be safety minded.
- A good scare is often worth more than good advice.
- Life did not begin by accident. Don't let it end as one.

डीजीफासली की एक झलक

कारखाना सलाह सेवा और श्रम संस्थान महानिदेशालय (डीजीफासली) भारत सरकार के श्रम और रोजगार मंत्रालय का एक सम्बद्ध कार्यालय है। कारखानों और गोदियों में व्यावसायिक सुरक्षा और स्वास्थ्य से सम्बन्धित राष्ट्रीय नीतियां बनाने में एक तकनीकी पक्ष के रूप में मंत्रालय की सहायता करने के लिए तथा कार्यस्थल पर कामगारों की सुरक्षा, स्वास्थ्य, दक्षता और कल्याण संबंधी मामलों पर राज्य सरकारों और कारखानों को परामर्श देने के लिए भारत सरकार के श्रम मंत्रालय के अधीन डीजीफासली का गठन १९४५ में किया गया था। यह देश के प्रमुख पत्तनों पर सुरक्षा और स्वास्थ्य विधानों का प्रवर्तन भी करता है।

कारखाना सलाह सेवा और श्रम संस्थान महानिदेशालय (डीजीफासली) की संरचना में निम्नलिखित शामिल है:-

- मुंबई स्थित मुख्यालय
- मुंबई स्थित केंद्रीय श्रम संस्थान
- कोलकाता, चेन्नई, फरीदाबाद और कानपुर स्थित क्षेत्रीय श्रम संस्थान

डीजीफासली की संकल्पना:- सभी के लिए कारखानों और पत्तनों में कार्यस्थल पर सुरक्षा और स्वास्थ्य सुनिश्चित करने के लिए ज्ञान का सृजन, नीतियां बनाने, मानक और व्यवहार में उत्कृष्ट संगठन के रूप में स्थापित होना डीजीफासली की संकल्पना है।

डीजीफासली का उद्देश्य:- डीजीफासली का उद्देश्य भागीदारी, मार्गदर्शन, विशिष्ट क्षेत्रों में नियामक क्रियाकलापों के माध्यम से कारखानों और पत्तनों में सुरक्षित और स्वस्थ कार्यस्थल के लिए व्यावसायिक सुरक्षा और स्वास्थ्य में सुविज्ञता उपलब्ध कराना, और सूचनाओं का आदान-प्रदान करना डीजीफासली का उद्देश्य है।

डीजीफासली संगठन में मुंबई स्थित मुख्यालय, मुंबई स्थित केंद्रीय श्रम संस्थान, चेन्नई, कानपुर, कोलकाता और फरीदाबाद स्थित चार क्षेत्रीय श्रम संस्थान तथा मुंबई, जवाहर लाल नेहरू पोर्ट, कांडला, मार्मुगांव, न्यू मंगलोर, चेन्नई, तूतीकोरिन, कोच्चि, विशाखापट्टनम, कोलकाता और पारादीप स्थित ग्यारह गोदी सुरक्षा निरीक्षणालय हैं। डीजीफासली संगठन में लगभग १२९ अधिकारियों (इंजीनियर, फिजीशियन, औद्योगिक हाइजिनिस्ट, शरीर वैज्ञानिक, एर्गोनॉमिस्ट, औद्योगिक मनोचिकित्सक, कर्मशियल आर्टिस्ट आदि) और ८१ तकनीकी कर्मचारी सदस्यों का बहुआयामी दल है। डीजीफासली और केंद्रीय श्रम संस्थान, मुंबई में विभिन्न विशिष्ट प्रभाग/स्कंध सम्मिलित हैं। यह संगठन आगे, विकास और बढ़ती मांग को पूरा करने के लिए तत्पर है। विकासशील देश में जहां विभिन्न और जटिल प्रक्रिया उद्योग बड़ी संख्या में विद्यमान है वहां कामगारों की सुरक्षा और संरक्षण एक कठिन कार्य है। तकनीक, औद्योगिक समाज की साख और समर्पित कर्मचारियों की शक्ति से सज्जित संगठन आने वाले कल की चुनौतियों को पूरा करने में सक्षम है। यह कार्यस्थल को सुरक्षित बनाने के लक्ष्य के लिए कृतसंकल्प है।

वेबसाइट : www.dgfasli.nic.in देखें।

ONE DAY SEMINAR ON CHALLENGES & OPPORTUNITIES IN OCCUPATIONAL SAFETY, HEALTH & ENVIRONMENT AT WORKPLACE ORGANIZED BY INDIAN CHAMBER OF COMMERCE, KOLKATA IN COLLABORATION WITH DGFASLI, MUMBAI ON OCTOBER 25, 2011

On October 25th, 2011 a one day seminar on *Challenges & Opportunities in Occupational Safety, Health & Environment at Workplace* was organized by Indian Chamber of Commerce, Kolkata in collaboration with DGFASLI, Mumbai at ICC Auditorium. The objective of the programme was to enhance awareness in the field of OSHE at workplace.



Seated from left to right: Shri U. K. Das, Director (Safety), Regional Labour Institute, Kolkata; Shri Rajeev Singh, Director General, Indian Chamber of Commerce, Kolkata & Shri Indranil Sengupta, Addl. Secretary, Labour Department, Government of West Bengal.

Shri Indranil Sengupta, Addl. Secretary, Labour Department, Government of West Bengal, Shri U. K. Das, Director (Safety), Regional Labour Institute, Kolkata & Shri Rajeev Singh, Director General, Indian Chamber of Commerce, Kolkata graced the programme. Fifty six dignitaries & delegates from forty organizations participated.

Shri Rajeev Singh, Director General, ICC, Kolkata welcomed all dignitaries, participants and delegates for attending the seminar and Shri N. K. Chatterjee, Advisor – HR, ICC, Kolkata presented the programme perspective.

The programme was inaugurated by Shri Indranil Sengupta, Addl. Secretary, Labour Department, Government of West Bengal.

Shri U. K. Das, Director (Safety), RLI, Kolkata presented the importance of Occupational Safety, Health and Environment at Workplace for the employees and workers in light of National Policy on SHE at Workplace.

There were two technical sessions in which the following papers were presented by experts/professionals in the field of Occupational Safety & Health.

- Innovative SHE Policy, Planning, Operation, Standardization and Statutory Compliance to face the global challenges
- Hazard Identification and Risk Control – Imperative for growth and survival.

- Safety Management for Sustainable Industrial Development.
- Process Safety and Preventive Maintenance – Challenges for Survival.

Several suggestions from the participants were discussed for implementation. The session was concluded with vote of thanks by Shri N. K. Chatterjee, Advisor-HR, ICC, Kolkata.

ONE DAY SEMINAR ON OCCUPATIONAL SAFETY & HEALTH MANAGEMENT FOR SUSTAINABLE INDUSTRIAL DEVELOPMENT & ECONOMIC PROSPERITY CONDUCTED BY RLI, KANPUR IN COLLABORATION WITH LABOUR DEPARTMENT, GOVERNMENT OF SIKKIM ON OCTOBER 19, 2011 AT GANGTOK, SIKKIM

Regional Labour Institute, Kanpur organized a seminar on *Occupational Safety & Health Management for Sustainable Industrial Development & Economic Prosperity* in collaboration with Labour Department, Government of Sikkim on October 19th 2011 at Gangtok (Sikkim). The seminar intends to promote Occupational safety & health among the industries of the North Eastern Region State as per goals & objectives set in the National Policy on Safety, Health & Environment at Workplace and to provide an opportunity to the industries of the State of Sikkim to interact with Occupational Safety & Health Professionals to develop & review their system.



Inaugural session of the seminar, seated from left to right: Dr. Brij Mohan, Dy. Director (IH), Regional Labour Institute, Kanpur; Dr. Avneesh Singh, Director (Psychology), Regional Labour Institute Faridabad/ Kanpur; Hon'ble Minister Ms. Neeru Sewa, Commerce & Industries, Excise & Labour, Government of Sikkim; Shri C. T. Wangdi, Secretary Labour, Government of Sikkim and Shri D.S. Kunwar, Deputy Labour Commissioner, Labour Department, Sikkim.

The seminar was inaugurated by Ms Neeru Sewa, Hon'ble Minister of Commerce & Industries, Excise & Labour, Government of Sikkim. While addressing the inaugural session Hon'ble Minister discussed that Occupational Safety Management System is widely recognised as an effective tool for conserving resources and sustainable industrial development & urged the industries of Sikkim to create safe & healthy environment as envisaged in the National Policy on Safety, Health and Environment at the Workplace which Government of India has declared in 2009. She also mentioned in her speech

about India and European Union 'Joint Action Plan to have a policy dialogue and cooperation in the fields of employment and social policy.

She appreciated the initiative of the Regional Labour Institute, Kanpur to organize this seminar in the State of Sikkim & expressed that the initiative will prove to be a turning point in the State & provide momentum to the activities of safety & health efforts.

The inaugural session was presided over by Shri C. T. Wangdi, Secretary Labour, Government of Sikkim. Shri Wangdi in his presidential address presented the industrial scenario of the State of Sikkim & shared his personal experience with the delegates. He emphasised the intrinsic value of the subject of the seminar and advocated to adopt safety measures in industries for the protection of the health & well being of the workers. Shri D.S. Kunwar, Deputy Labour Commissioner, Government of Sikkim also graced the inaugural function.

Dr. Avneesh Singh, Director (Psychology), Regional Labour Institute, Faridabad delivered the welcome address and appraised the need of occupational safety & health measures for economic prosperity of the State.

Dr. Brij Mohan, Deputy Director (Industrial Hygiene) Regional Labour Institute, Kanpur extended vote of thanks to the invitees, delegates and all those who supported and cooperated in organising the seminar.

The seminar was split into three technical sessions.
 Technical session I: *National Policy & Statutory Framework on OSH.*
 Technical session II: *Occupational safety & Health Management on Sustainable Industrial Development.*
 Technical session III: *Health protection through Sound Occupational Hygiene & Health Practises.*

The first technical session on *National Policy & Statutory Framework on OSH in India* was chaired by Shri.C.T.Wangdi, Secretary, Labour Department, Government of Sikkim and following two papers were presented.

- i. *National Policy on Safety, Health & Environment at Work places and*
- ii. *Statutory Framework on OSH in India.*

The second technical session was chaired by Shri P.B. Pal, Director (IH) Central Labour Institute, Mumbai and the paper presented was on *Safety Management System for Sustainable Industrial Development.*

The third technical session on *Health Protection through Sound Occupational Hygiene & Health Practice* was chaired by Dr. Avneesh Singh, Director (Psychology), Regional Labour Institute, Faridabad and following technical papers were presented.

- i. *Accident Prevention & Role of Industrial Management.*
- ii. *Industrial Hygiene Practices for the Improvement of Work Environment.*
- iii. *Occupational Health Surveillance in Industries.*

After each presentation, delegates interacted with safety & health professionals on different aspects of OSH management, hygiene & health practices & policy /statutory frame work through question & answer session. The seminar was the first ever event on Occupational Safety & Health Management in the State of Sikkim and succeeded to propagate the message among the industries and state government functionaries. It was attended by sixty two delegates from seventeen stakeholders. The Seminar concluded with the National Anthem by the house.

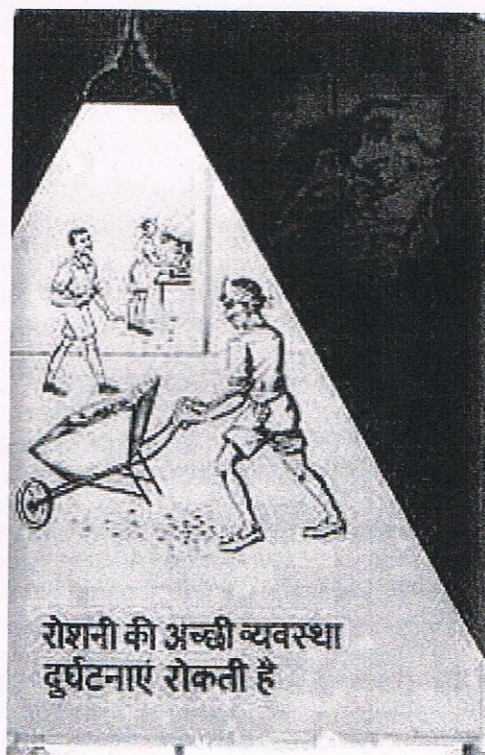
CIS: INTERNATIONAL OCCUPATIONAL SAFETY AND HEALTH INFORMATION CENTRE

CIS (from the French name, Centre International d'information de securite et d'hygiene du travail) i.e. International Occupational Safety and Health Information Centre, is a part of the International Labour Office, Geneva, Switzerland.

The mission of CIS is to collect world literature that can contribute to the prevention of occupational hazards and to disseminate this information at an international level. CIS imparts to its users the most comprehensive and up-to-date information in the field of Occupational Safety and Health. The work of CIS is supported by a worldwide Safety and Health information exchange network, which includes over 91 Centres.

Central Labour Institute, Mumbai has been designated as the CIS National Centre of India. CIS can offer you rapid access to comprehensive information on occupational safety and health through its abstracts on latest OSH publications, the CIS Thesaurus and ILO Bulletin 'Safety and health at Work'.

SAFETY POSTER



INSTITUTE NEWS

CENTRAL LABOUR INSTITUTE: MUMBAI

During the quarter from October 2011 to December 2011, Central Labour Institute carried out several activities of which important ones are given below.



Studies

Safety Audit at a Aluminium Smelter Plant in Odisha (Bairwa, B.L., Staff Training/Productivity Division, Bhandari, H.M., Safety Division, Central Labour Institute, Mumbai)

Safety Audit at a Alumina Refinery in Odisha (Bharathi, S., Barahate, M.T., Safety Division, Central Labour Institute, Mumbai)

Safety Audit at Port Facilities in Andhra Pradesh (Vishwanathan, H., Bairwa, B.L., Staff Training/Productivity Division, Central Labour Institute, Mumbai)

Safety Audit at a Captive Power Plant in Odisha (Bairwa, B.L., Staff Training/Productivity Division, Sharma, S.C., Safety Division, Central Labour Institute, Mumbai)

Assessment of Airborne Chemical Contaminants in Work Environment in Unit I of a Compressors Manufacturing Factory in Maharashtra (Mandre, M.K., Industrial Hygiene Division, Central Labour Institute, Mumbai)

Assessment of Airborne Chemical Contaminants in Work Environment in Unit II of a Compressors Manufacturing Factory in Maharashtra (Mandre, M.K., Industrial Hygiene Division, Central Labour Institute, Mumbai)

Assessment of Airborne Chemical Contaminants in Work Environment in Unit III of a Compressors Manufacturing Factory in Maharashtra (Mandre, M.K., Industrial Hygiene Division, Central Labour Institute, Mumbai)

Assessment of Airborne Chemical Contaminants in Work Environment in Unit IV of a Compressors Manufacturing Factory in Maharashtra (Mandre, M.K., Industrial Hygiene Division, Central Labour Institute, Mumbai)

Assessment of Quality of Compressed Breathing Air in Marine Safety Industry in Maharashtra (A. Sree Ramulu, Industrial Hygiene Division, Central Labour Institute, Mumbai)

Assessment of Airborne Contaminants in the Work zone of Ordnance Factory in Maharashtra (Mandre, M.K., Industrial Hygiene Division, Central Labour Institute, Mumbai)

Noise Dosimetry and Noise Study at Cigarette Manufacturing Company in Maharashtra (Subhash Chandra, Markar, V.M., Environmental Engineering Division, Central Labour Institute, Mumbai)

Illumination Level Measurement Study at a Refinery in Kerala (Subhash Chandra, Bhave, R.P., Markar, V.M., Environmental Engineering Division, Central Labour Institute, Mumbai)

Ventilation and Heat Stress study at a Refinery in Kerala (Subhash Chandra, Bhave, R.P., Markar, V.M., Environmental Engineering Division, Central Labour Institute, Mumbai)

Noise Study at a Refinery in Kerala (Subhash Chandra, Bhave, R.P., Markar, V.M., Environmental Engineering Division, Central Labour Institute, Mumbai)

Noise study at a Refinery in Maharashtra (Subhash Chandra, Markar, V.M., Environmental Engineering Division, Central Labour Institute, Mumbai)

Training Programme

The Safety Division conducted a refresher course for *Senior Inspectors of Factories* from November 08 to 18, 2011. Eight participants attended the course.

The Safety Division conducted a three day collaborative training programme with *NSC Maharashtra Chapter* from November 23 to 25, 2011. Twenty six participants attended the programme.

The Safety Division conducted a four day specialized training programme on *Industrial Safety Management* for Group 'A' Officers of Indian Ordnance Factories from December 13 to 16, 2011. Nineteen participants attended the programme.

The Environmental Engineering Division conducted a three-day training programme on *Impact of Environmental Pollutants and Their Control at Workplace* from November 21 to 23, 2011. The programme was attended by fourteen participants from four organizations.

The Environmental Engineering Division conducted a three-day training programme on *Control of Industrial Noise* from November 28 to 30, 2011. The programme was attended by twelve participants from three organizations.

Workshops/Seminars/Conference

The Industrial Hygiene Division conducted a three day workshop on *Selection & Quality Assurance of Effective Use of PPE* from October 03 to 05, 2011. The training workshop was attended by eight participants from four organizations.

The Industrial Hygiene Division conducted a three day training workshop on *Monitoring of work Environment and its Control in Industry* from December 07 to 09 2011. The training workshop was attended by sixteen participants of five organizations.

REGIONAL LABOUR INSTITUTE, KANPUR

During the quarter from October 2011 to December 2011, Regional Labour Institute carried out studies, training programmes etc. which are described here.

**Studies**

Occupational Health Study at a Thermal Power Station in Uttar Pradesh (Bhattacharya, C., Industrial Medical Division, Regional Labour Institute, Kanpur)

HAZOP Study at a Textile Industry in Rajasthan (Dr. Brij Mohan, Industrial Hygiene, Chakraborty, A.K., Safety Division, Regional Labour Institute, Kanpur)

Safety Audit at a Distillery in Uttar Pradesh (Dr. Brij Mohan, Industrial Hygiene, Chakraborty, A.K., Safety Division, Regional Labour Institute, Kanpur)

Training Programmes

The Institute conducted one-month certificate course in *Safety and Health for Supervisory Personnel Working in Hazardous Process Industries* from November 01 to 30, 2011. Six participants representing five organizations attended the course.

The Institute conducted a five day training programme on *Refresher training for the Inspectors of Factories on Safety & Health in process Industries* from December 19 to 23, 2011. Eleven participants representing six organizations attended the programme.

The Institute conducted a one-day in-plant training programme on *Safety, Health & Environment at Workplace for Executives* on October 20, 2011 at Gangtok, Sikkim. The programme was attended by twenty five participants from ten industrial organizations.

The Institute conducted a one-day in-plant training programme on *Safety Awareness for Effective Supervisory Development for Supervisors* on October 20, 2011 at Gangtok, Sikkim. Thirty supervisors from eleven organisations attended the programme.

Workshops/Seminars/Conference

The Institute organized a seminar on *Occupational Safety & Health Management for Sustainable Industrial Development & Economic Prosperity* in collaboration with Labour Department, Government of Sikkim on October 19, 2011 at Gangtok, Sikkim. Sixty two participants representing seventeen organizations attended the seminar.

Paper/Presentations/Talks

Dr. Avneesh Singh, Director (Psychology), presented a paper on *National Policy on Safety, Health & Environment at Work places* at a seminar on *Occupational Safety & Health Management for Sustainable Industrial Development & Economic Prosperity* conducted by the Institute in collaboration with Labour Department, Government of Sikkim on October 19, 2011 at Gangtok, Sikkim. Sixty two participants representing seventeen organizations attended the seminar.

Dr. Brij Mohan, Deputy Director (Industrial Hygiene) presented a paper on *Statutory frame work on occupational Safety & Health in India* at a seminar on *Occupational Safety & Health Management for Sustainable Industrial Development & Economic Prosperity* conducted by the Institute in collaboration with Labour Department, Government of Sikkim on October 19, 2011 at Gangtok, Sikkim. Sixty two participants representing seventeen organizations attended the seminar.

Shri A.K. Chakraborty, Assistant Director (Safety), presented a paper on *Accident Prevention & role of Industrial Management* at a seminar on *Occupational Safety & Health Management for Sustainable Industrial Development & Economic Prosperity* conducted by the Institute in collaboration with Labour Department, Government of Sikkim on October 19, 2011 at Gangtok, Sikkim. Sixty two participants representing seventeen organizations attended the seminar.

REGIONAL LABOUR INSTITUTE, CHENNAI

During the quarter from October 2011 to December 2011, Regional Labour Institute carried out following technical activities.

**Studies**

Hazard Identification & Risk Analysis Study at a Zinc Manufacturing Plant in Kerala (Elangovan, R.K., Safety Division; Dhende, K.N., Rengaraj, C., Industrial Hygiene Division, Regional Labour Institute, Chennai)

Training Programme

The Institute conducted a three-day training programme on *Safety Audit* from October 12 to 14, 2011. The programme was attended by twenty five participants comprising executives and supervisors.

The Institute conducted a two-day training programme on *Occupational Safety and Health in Construction Industries* on December 8 and 9, 2011. The programme

was attended by twenty five participants comprising of executives and supervisors.

The Institute conducted a two-day training programme on *Dispersion Modelling* on December 14 and 15, 2011. The programme was attended by fifteen participants comprising of executives and supervisors.

The Institute conducted a one-day in-Plant training programme on *Safety and Health* at M/s.Teems Transmission Lines Academy, Chennai on December 27, 2011. The programme was attended by eighteen participants comprising of executives and supervisors.

Paper/Presentations/Talks

Dr.R.K.Elangovan, Director (Safety), delivered a talk on *National Policy on Safety, Health and Environment at Workplace and Emerging Trends in Industrial Safety Engineering* in the National Level Workshop on *Emerging Trends in Industrial Safety Engineering (ETISE-11)* held at Kalasalingam University, Virudhunagar on October 14, 2011.

Dr.R.K.Elangovan, Director (Safety), delivered a talk on *National Policy on Safety, Health and Environment at Workplace and Occupational Health* in the Inaugural Function of the meeting on *Early Warning and Health Advisory Services (EWHAS)* organized by DOC Medical Services Pvt. Ltd., Chennai on October 21, 2011.

Dr.R.K.Elangovan, Director (Safety), delivered a talk on *National Policy on SHE at workplace & Factories Act, 1948, with State Rule* on November 22, 2011 in the training programme on Statutes (Factories Act & Rules) organized by Cholamandalam MS Risk Services, Chennai.

Dr.R.K.Elangovan, Director (Safety), delivered a talk on *Emerging Trends in Occupational Safety and Health* in the 16th Regional Conclave on *Empowering Growth of SMEs* on 26.11.2011 organised by Madras Management Association at Salem, Tamil Nadu.

Dr.R.K.Elangovan, Director (Safety), delivered a talk on *Industrial Siting in Multi-Hazardprone Areas* on December 02, 2011 in a Training programme on *Industrial and Chemical Disasters* organized by the Anna Institute of Management, Chennai.

Dr.R.K.Elangovan, Director (Safety), presented a paper on *Prediction, Prevention and Control of Human Errors for Improving Safety in Industries* in the 34th International Conference of Safety in Mines Research Institutes organized by the Department of Mining Engineering, IIT, Kharagpur in New Delhi from December 7 to 10, 2011.

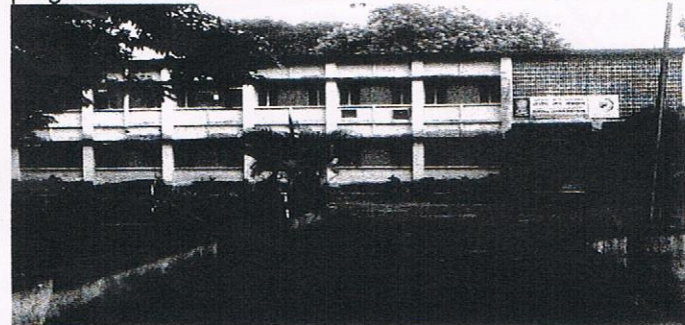
Dr.R.K.Elangovan, Director (Safety) delivered a presentation at *National Workshop on Construction Safety* on December 12 to 13, 2011 organised by Kerala State Productivity Council Kalamassery in association with DGFASLI in Thiruvananthapuram.

Dr.R.K.Elangovan, Director (Safety) presented a paper on *Ergonomics on Construction and other Building Works* in

the *International Conference on Ergonomics and Human Factors* organized by IIT Madras from December 15 to 17, 2011.

REGIONAL LABOUR INSTITUTE, KOLKATA

During the quarter from October 2011 to December 2011, Regional Labour Institute carried out studies, training programmes etc. which are described here.



Training programmes

The institute conducted a five-day training programme on *Occupational Health & Environment Medicine for medical & non-medical executives* from October 17 to 21, 2011. Sixteen candidates from thirteen organisations attended the programme.

The institute conducted one-day awareness programme on *Occupational Safety & Health for Supervisor & Workers under Tribal Special Plan* at NTPC, West Bengal on October 21, 2011. Twenty three candidates attended the programme.

The institute conducted a five-day training programme on *Industrial Safety* for students of Post Graduate Diploma in HRD & Labour Welfare of State Labour Institute, Govt. of West Bengal, Kolkata from October 31 to November 03, 2011 and November 04 to 11, 2011 in two groups respectively. Twenty five students in each group attended the programme.

The institute conducted a three-day training on *Workers Development Programme for Workers and Para-Medical Staff* from November 14 to 16, 2011. Seventeen candidates from five organisations attended the programme.

Paper/Presentations/Talks

Dr. S. N. Banerjee, Deputy Director (Industrial Hygiene), delivered a talk on *Industrial Hygiene in the Prevention of Occupational Exposure* at the one day awareness programme on *Occupational Safety & Health for Supervisor & Workers under Tribal Special Plan* at NTPC, Farakka, West Bengal on October 21, 2011. Twenty three candidates attended the programme.

Shri S. Dutta Chowdhury, Assistant Director (Safety), delivered a talk on *Safety, Health and Environment Management & Factories Act* at the one-day awareness programme on *Occupational Safety & Health for Supervisor & Workers under Tribal Special Plan* at NTPC, Farakka, West Bengal on October 21, 2011. Twenty three candidates attended the programme.

Shri S. Kumar, Technical Assistant (Safety), delivered talk on *Accident Prevention & Use of PPE* at the one day

awareness programme on *Occupational Safety & Health for Supervisor & Workers under Tribal Special Plan* at NTPC, Farakka, West Bengal on October 21, 2011. Twenty three candidates attended the programme.

Dr. S. K. Haldar, Deputy Director (Industrial Medicine), presented a paper on *Occupational Health Surveillance* in the seminar on *Occupational Safety & Health Management for Sustainable Industrial Development* organized by Regional Labour Institute, Kanpur in collaboration with Labour Department, Govt. of Sikkim on October 19, 2011 at Gangtok.

Shri H. Chattopadhyay, Deputy Director (Safety), presented a paper on *Safety Management System for Sustainable Industrial Development* in the seminar on *Occupational Safety & Health Management for Sustainable Industrial Development & Economic Prosperity* organized by Regional Labour Institute, Kanpur in collaboration with Labour Department, Govt. of Sikkim on October 19, 2011 at Gangtok.

Shri U. K. Das, Director (Safety), delivered a talk on *Principles of Accident Prevention* at the *Workshop on Management of Safety and Health at Workplace* organized by National Safety Council, West Bengal Chapter on November 24, 2011.

Shri H. Chattopadhyay, Deputy Director (Safety), delivered talk on *Causes of Major Industrial Accidents* at the *Workshop on Management Safety and health at Workplace* organized by National Safety Council, West Bengal Chapter on November 25, 2011.

Shri U. K. Das, Director (Safety), delivered a talk on *Innovative SHE Policy, Planning, Operation, Standardization and Statutory Compliance* to face the global challenges in the seminar on *Challenges & Opportunities in Occupational Safety, Health & Environment at Workplace* organized by Indian Chamber of Commerce, Kolkata in collaboration with DGFASLI, Mumbai on November 25, 2011.

Shri H. Chattopadhyay, Deputy Director (Safety), delivered a talk on *Safety, Management for Sustainable Industrial Development* in the seminar on *Challenges & Opportunities in Occupational Safety, Health & Environment at Workplace* organized by Indian Chamber of Commerce, Kolkata in collaboration with DGFASLI, Mumbai on November 25, 2011.

Dr. S. N. Banerjee, Deputy Director (Industrial Hygiene), delivered a talk on *The Saviour* at the *Workshop on Management Safety and health at Workplace* organized by National Safety Council, West Bengal Chapter on November 25, 2011.

Shri H. Chattopadhyay, Deputy Director (Safety), delivered a talk on *Handling of Project Cargo and Containers* in a training programme organized by M/s. T. P. Roy Chowdhury & Company Pvt. Ltd., Kolkata.

Shri U. K. Das, Director (Safety), delivered a talk on *Hazard Identification and Control* in a training programme

organized by M/s. T. P. Roy Chowdhury & Company Pvt. Ltd., Kolkata.

FILM ARCHIVE ON OCCUPATIONAL SAFETY, HEALTH & ENVIRONMENT AT CENTRAL LABOUR INSTITUTE, MUMBAI

The Government of India declared the National Policy on Safety, Health and Environment at Workplace on 28th February 2009. One of the goals of the National policy is to build and sustain preventive safety and health culture in the country in order to eliminate the hazards at workplace and to enhance the well being of employees in all the sectors of economic activities in our country. To attain this goal, one of the steps taken by Directorate General Factory Advice Service & Labour Institutes (DGFASLI) is to develop a **Film Archive on Occupational Safety, Health and Environment at Central Labour Institute in Mumbai.**

All the Film Producers, Organisations, Industries, Industrial Association, Trade unions, Professional bodies, Government and Non-Government organisations, Educational Institutes etc. are invited to enlist their films on Occupational Safety, Health & Environment (OSHE) in CD, DVD format etc. with the Film Archive for preparing a directory of OSHE films.

Interested Agencies/Individuals may please fill-up the proforma and send to:

**The Director General,
DGFASLI
Central Labour Institute,
N.S.Mankiker Marg, Sion, Mumbai 400022
or E-mail at editorindosh10@gmail.com.**

The proforma may be downloaded from DGFASLI website at www.dgfasli.nic.in.

QUOTABLE QUOTES

- Accidents hurt - safety doesn't.
- Alert today. Alive tomorrow.
- An accident can ruin your career.
- Be alert—accidents hurt.
- Be alert, be aware, be alive.
- Check yourself before you wreck yourself.
- Protect your back; use a jack.
- Work safely today and every day.
- An ounce of prevention is worth a pound of cure.
- Safety is a state of mind - Accidents are an absence of mind.

Safety Audit at a Aluminium Smelter Plant in Odisha (Bairwa, B.L., Staff Training/Productivity Division, Bhandari, H.M., Safety Division, Central Labour Institute, Mumbai)

The Safety Audit was conducted in the Smelter plant, with the objective of determining the effectiveness of plant safety and loss prevention programmes, study of existing OSH programmes and to assess the extent to which existing OSH system is conforming with the legal requirements. Central Labour Institute conducted the audit as per the BIS standard codes of practices on Occupational Safety and Health (OSH) audit systems (BIS-14489: 1998). The scope of the audit is limited to the manufacturing process, various operations and the safety of the plant and equipment factory by considering various elements of safety audit. The audit team made site visit of different departments, sections and facilities in the plant and made critical observations from SHE perspective with a view to identify and assess the hazard potentials in the plant. Deviations and deficiencies from the perspective of safe working conditions and practices in the plant and equipment were observed during the visits. The audit team made questionnaire for collecting information / data, conducted site visit, examined records / documents and OSH procedure being followed. At the end of the audit, the deficiency and deviation noted during the audit were also discussed with the management for immediate rectification wherever possible. The salient findings of the audit are Wider distribution of safety policy, Bringing effectiveness in the functioning of safety committee, Training of Safety Committee members for effective participation, Enhancement of OSH budget, Maintenance of accident and dangerous occurrence data, Appropriate evaluation of training programme, Making audio metric booth sound proof, Maintaining positive pressure in control room, Detection mechanism for Gas leakage, Installation of roof extractor / ventilator in anode and potline area, Safe handling of Gas cylinders, Periodical hazard identification studies, Strengthening of work permit/SOP, Administrative improvement in waste disposal, Effective inspection and maintenance of ladders, Hazardous area classification, Provision of sprinkler system, Better earthing system, Proper insulation of pipe line etc. The audit has strengthened the existing safety and loss prevention programmes to enhance operational safety practices and policies.

Safety Audit at a Alumina Refinery in Odisha (Bharathi, S., Barahate, M.T., Safety Division, Central Labour Institute, Mumbai)

The Safety Audit was conducted in the Alumina Refinery, with the objective to assess the management involvement and commitment towards promotion of safety and health system. The standard methodology broadly in line with BIS 14489 was followed in conducting the audit. Many documents, records and registers were made available to the audit team and used while conducting the audit. Interaction with management cadre and non management cadre, worker representatives and contract workers were also made to assess the level of their awareness about OSH systems and preparedness to meet any plant emergencies. The audit team made site visit of different departments, sections and facilities in the plant and made critical observations from SHE perspective with a view to

identify and assess the hazard potentials in the plant. Deviations and deficiencies from the perspective of safe working conditions and practices in the plant and equipment were observed during the visits. The audit team collected information / data through site visit / questionnaire / examining records / documents and OSH procedure being followed. At the end of the audit, the deficiency and deviation noted during the audit were also discussed with the management for immediate rectification wherever possible. The salient features of the audit are revision of safety policy due to expansion project, periodical updating of the knowledge of key personnel, conducting of statutorily required training programmes, reviewing of standard operating procedures (sop), review of safety inspection proforma, elimination of root causes/unsafe act/unsafe conditions, identification of appropriate hazard identification technique (equipment wise), regular visits by officer-incharge of ohc to the refinery, proper handling of gas cylinders, management of static electricity/lightning arrestor, hazards arising out of lizards, cockroach, etc., control of noise levels, identification of critical instruments, conducting drill for abnormal operations, conducting mass balance to determine escape of materials. This audit provided the auditee factory with an opportunity to assess its OSH system and facilitated areas for improvement to meet regulatory and non-regulatory requirements. This audit also enhanced the engineering confidence of employees and expected to result in substantial reduction of unsafe act/unsafe conditions and near miss apart from increased total loss control measures.

Safety Audit at Port Facilities in Andhra Pradesh (Vishwanathan, H., Bairwa, B.L., Staff Training/Productivity Division, Central Labour Institute, Mumbai)

In order to determine the effectiveness of existing OSH programmes and for ensuring whether the existing OSH system is conforming to the legislative requirements a safety audit was conducted. Accordingly this Institute conducted the safety audit of port facilities broadly in line with BIS 14489. The audit team made site inspection of different department/sections and various other facilities available in the plant. Critical observations were made from SHE perspective with a view to identify and assess the hazard potential in the plant and its preparedness to meet the requirement. The audit also was aimed to identify deviation and deficiencies from the perspective of safe working conditions and practices. Salient features of the recommendations made are: To create better awareness of safety policy among contract workers, strengthen safety organisation, effective functioning of safety committee and training of its members, specific budget allocation for OSH, management of near miss and investigation system to ascertain the trend and for elimination, proper maintenance of statutory registers, training need identification, pre and post evaluation of training programmes, emphasis on "On the Job" learning activity, special attention for house-keeping, further improvement on safe operating procedures, strengthening of work permit management system, improve management of portable fire extinguishers, conducting of rehearsal for on-site emergency plan to test the efficacy and effectiveness in meeting the emergencies etc., are

ABSTRACTS

few important suggestions made in the safety audit. The audit provided an opportunity to further enhance the OSH awareness among its employees and to sustain existing awareness in the plant. The audit also facilitated for examining and evaluating the OSH system by the management themselves and for early correction of deficiencies and deviation.

Safety Audit at a Captive Power Plant in Odisha (Bairwa, B.L., Staff Training/Productivity Division, Sharma, S.C., Safety Division, Central Labour Institute, Mumbai)

The Safety Audit was conducted in the Captive Power Plant with the objective of determining the effectiveness of plant safety and loss prevention programmes, study of existing OSH programmes and to assess the extent to which existing OSH system is conforming with the legal requirements. Central Labour Institute conducted the audit broadly in line with BIS 14489. The audit team made questionnaire for collecting information data, conducted site visit, examined records / documents and OSH procedure being followed. At the end of the audit, the deficiency and deviation noted during the audit were also discussed with the management for immediate rectification wherever possible. The salient findings of the audit are: Reviewing of plant safety inspection procedures, publicizing the safety policy among the employees for effective compliance, revamping of accident recording and investigation system, effective evaluation of safety training programmes, improvement of housekeeping practices, installation of smoke detectors at vulnerable locations, practicing hazard identification techniques, enhanced preventive measures for the areas where corrosive / toxic and other chemicals are stored. The importance of hazard communication, maintenance of mock drill records, use of safe practices, etc. were some of the other findings of the audit. The audit has resulted into both direct and indirect OSH benefits for the workers and expected to sustain the safety awareness which is presently prevailing in the plant. This audit also enhanced the engineering confidence of employees and expected to result in substantial reduction of unsafe act / unsafe conditions and near miss apart from increased control measures to reduce accidents.

Assessment of Airborne Chemical Contaminants in Work Environment in Unit I of a Compressors Manufacturing Factory in Maharashtra (Mandre, M.K., Industrial Hygiene Division, Central Labour Institute, Mumbai)

The factory is manufacturing compressors for cooling and refrigeration. The study was carried out at different locations / units to find out the concentration of welding fumes, carbon monoxide, oxides of Nitrogen and Solvent Vapour, etc... The level of airborne concentration of Carbon Monoxide and Oxides of Nitrogen and Solvent Vapour were found well within their PLE. Concentration of Welding Fumes was found exceeding its PLE. Local exhaust system installed at Prototype Laboratory for welding operations should be in working condition. Periodical training and education should be imparted to all the employees regarding the use and maintenance of dust respirator and other PPEs. Regular maintenance of the supervision in all shops should be done.

Assessment of Airborne Chemical Contaminants in Work Environment in Unit II of a Compressors Manufacturing Factory in Maharashtra (Mandre, M.K., Industrial Hygiene Division, Central Labour Institute, Mumbai)

The factory is manufacturing compressors for cooling and refrigeration. The study was carried out at different locations to find out the Airborne concentration of particulate matter, welding fumes, Iron Dust, Sodium Hydroxide, carbon monoxide, oxides of nitrogen, solvent vapour etc. All the concentrations were found well within their PLE. Except Airborne concentration of Oil mist which was exceeded its PLE at Broaching Oil Operation. It is recommended that the workers should be used safety hand-gloves and safety goggles while handling the oil. The housekeeping should be improved and local exhaust system should be installed in plant. Periodical training and education should be imparted to all the employees regarding the use and maintenance of dust respirator and other PPEs. Regular maintenance of the supervision in all shops should be done.

Assessment of Airborne Chemical Contaminants in Work Environment in Unit III of a Compressors Manufacturing Factory in Maharashtra (Mandre, M.K., Industrial Hygiene Division, Central Labour Institute, Mumbai)

The factory is manufacturing compressors for cooling and refrigeration. The study was carried out at different locations to find out the level of airborne concentration of Xylene vapour, oil mist, particulate matter, welding fumes, carbon monoxide, Iron dust, ethyl acetate, Toluene, etc., All contaminants were found well within their PLE, except Xylene vapour concentration exceeded its PLE at Emerson Paint shop -1 & paint booth. It is recommended that the periodical training and education should be imparted to all the employees regarding the use and maintenance of dust respirator and other PPEs. Regular maintenance of the supervision in all shops should be done. Fresh air circulation system should be installed in the shell shop, while brazing operation. Solvent vapour organic cartridge respirator should be used while collecting the batch sample in the paint shop. Ear plug/muff plug should be used while carrying out teardown analysis.

Assessment of Airborne Chemical Contaminants in Work Environment in Unit IV of a Compressors Manufacturing Factory in Maharashtra (Mandre, M.K., Industrial Hygiene Division, Central Labour Institute, Mumbai)

The factory is manufacturing compressors for cooling and refrigeration. The study was carried out at different locations to evaluate airborne concentration like Oil mist, particulate matter, Iron dust, welding fumes oxides of nitrogen, carbon monoxide, Ethanol, etc. in the workplace environment. All the contaminants were found within their PLE except Carbon Monoxide exceeded its PLE. It is recommended that the periodical training and education should be imparted to all the employees regarding the use and maintenance of dust respirator and other PPEs. Regular maintenance of the supervision in all shops should be done. Fresh air circulation system near LPG Furnace should be installed.

Assessment of Quality of Compressed Breathing Air in Marine Safety Industry in Maharashtra (A. Sree Ramulu, Industrial Hygiene Division, Central Labour Institute, Mumbai)

It is a marine safety equipment manufacturing unit. The one of their activities is to fill the compressed air in cylinders for SCBA. The quality of air is tested for contamination of carbon monoxide, Carbon Dioxide, Oil Mist, Humidity, etc. on the basis of test report It is found that the quality of compressed breathing air is well within the permissible exposure limits of the above contaminants. Hence the compressed air is recommended for filling the cylinders for SCBA.

Assessment of Airborne Contaminants in the Work zone of Ordnance Factory in Maharashtra (Mandre, M.K., Industrial Hygiene Division, Central Labour Institute, Mumbai)

This unit is manufacturing defense goods. Work environment study was conducted to monitor of airborne chemical contaminants such as Aluminum Dust, Oil Mist, Sulphuric Acid, iron oxides, carbon black, sodium Hydroxide, Ethyl Acetate, Toluene, Xylene, welding fumes etc., in shell forge shop, shell machine shop, Electro Deposition shop, cartridge case shop, Aluminum Foundry. The level of above contaminants was found well within PLE limits. However, it is recommended that the forging operation should be carried under the exhaust system. Housekeeping in the cartridge case shop and aluminum case area needs to be improved. Safety goggles & ear plug should be used while carrying out shot blasting operation.

Hazard Identification & Risk Analysis Study at a Zinc Plant in Kerala (Elangovan, R.K., Safety Division; Dhende, K.N., Rengaraj, C., Industrial Hygiene Division, Regional Labour Institute, Chennai)

A hazard identification and risk analysis study was conducted as per IS 15656:2006 Code of Practice on Hazard Identification and Risk Analysis. An opening meeting was conducted at the beginning of the Study. At the end of the Study, a closing meeting was also conducted and the findings were finalized in the closing meeting. The HIRA Study covered the plant hazards by following checklist method, HAZOP Study for the LPG handling systems and Risk Analysis for LPG Storage facility. The major findings of the study include safe access, static electricity protection, improved electrical safety, use of MSDS, pipeline safety, colour coding, relevance of SOPs and SMPs, chemical safety, safety communication and safety in material handling.

Noise Dosimetry and Noise Study at a Cigarette Manufacturing Company in Maharashtra (Subhash Chandra, Markar, V.M., Environmental Engineering Division, Central Labour Institute, Mumbai)

The industry is a Cigarette manufacturing company. The objective of the study was to identify the noise prone area, machinery, equipment and to suggest the ways to control the noise level within permissible limit for eliminating the occupational disease, high blood pressure, hearing loss, short temper, etc. among the workers. The device used during the study was the sound level meter with octave filter for sound frequency analysis. The study

reveals that most of the area the noise level within prescribed permissible limit values. The report contains the recommendations for minimizing noise level exposure and means of the engineering control and use of PPE with a view to protect all concerned Workers/Technicians/Engineers who are working on the shop floor. Noise Dosimetry can monitor sound level without recording them but store the measurements for separate evaluation. Related to the criterion level, a Dose reading of 100% is the maximum allowable exposure to accumulated noise. A TWA of 90 dB is the equivalent of 100% dose. The dose will double (halve) every time the TWA increases (decreases) by the Exchange Rate. As per OSHA -5 exchange rates are considered. The team observed that the noise level in respect of personal dose, TWA and intensity within prescribed limit.

Illumination Level Measurement Study at a Refinery in Kerala (Subhash Chandra, Bhawe, R.P., Markar, V.M., Environmental Engineering Division, Central Labour Institute, Mumbai)

The industry is a petroleum refining and petrochemicals manufacturing industry spread in a huge area. The study conducted on selected locations. The objectives of the study were to identify the areas of weak or fault illumination and to suggest the way and means to improve the illumination. The study was done by using the Digital Light Meter. The observations were taken during night. The results observed were compared with the lighting standards under National Building Code, Factory Act 1948 and Kerala Factory Rules. It was noted that the general illumination levels were found less than their prescribed limit during night time in most of the locations. The suggestions included lowering height of the lamps, increasing the numbers of luminaries and cleaning the glass covers and reflectors. We have suggested 14 recommendations in report.

Ventilation and Heat Stress study at a Refinery in Kerala (Subhash Chandra, Bhawe, R.P., Markar, V.M., Environmental Engineering Division, Central Labour Institute, Mumbai)

The industry is a petroleum refining and petrochemicals manufacturing industry spread in a huge area. The study conducted on selected locations. The objective of the study was to assessment of the level of Ventilation and Heat stress at different locations in the main maintenance work shop of the refinery and to suggest the ways and means to improve the ventilation and control heat stress imposed on the workmen. The equipment used during the collection of data was Quest Temp Area Heat Stress Monitor. The factory is engaged in refining crude petroleum and manufacture of different ranges of consumable petroleum products like LPG, Petrol, Kerosene, Diesel, A Fuel and Lubricants. The observations have collected from different selected locations. The results observed were compared with the Factories Act, 1948 and Kerala Factory Rules 1957. It was noted that the general ventilation and thermal climatic conditions were slightly beyond the permissible limit value at few locations. Suitable recommendations were given in the report wherever it was found necessary. The suggestions included the provision of louvers,

ABSTRACTS

exhaust fans, wall mounted air circulators etc. The report contains nine recommendations.

Noise Study at a Refinery in Kerala (Subhash Chandra, Bhawe, R.P., Markar, V.M., Environmental Engineering Division, Central Labour Institute, Mumbai)

The industry is a petroleum refining and petrochemicals manufacturing industry. The objective of the study was to identify the noise prone areas, machinery, equipment and to suggest the ways to control the noise level with in permissible limit for eliminating the occupational disease like high blood pressure, hearing loss etc. among the workers. The equipment used during the study was the sound level meter with octave filter for Sound frequency analysis. The study reveals that barring few locations, the noise level was found within prescribed permissible limit values. The report contains the recommendations for minimizing Noise level exposure and means of the engineering control and use of PPE with a view to protect all concerned Engineers/Workers/Technicians/who are working on the shop floor.

Noise study at a Refinery in Maharashtra (Subhash Chandra, Markar, V.M., Environmental Engineering Division, Central Labour Institute, Mumbai)

The industry is a petroleum refining and petrochemicals manufacturing industry. The study was carried out at noise prone areas. The objectives of the study was to identify the noise prone area, machinery, equipment and to suggest the ways to control the noise level to permissible limit for eliminating the occupational disease like shivering legs, high blood pressure, hearing loss etc. among the workers. The devise used for recording sounds of various frequencies during the study was the sound level meter with octave filter for sound frequency analysis. The observation were recorded at nineteen different locations The study reveals that noise level near the selected locations was exceeding prescribed permissible limit values. The report contains the recommendations for minimizing noise level exposure and means of the engineering control and effective use of PPE with a view to protect all workers / Technicians/ Engineers who are working near the noise prone area

Occupational Health Study at a Thermal Power Station in Uttar Pradesh (Bhattacharya, C., Industrial Medical Division, Regional Labour Institute, Kanpur)

The study was conducted in a Thermal Power generation unit. The parameters covered by the study was Section wise identification of occupational health hazards, Examination of records of Periodic Medical Examination of contractual labourers, Evaluation of the quality of the occupational health service, section wise randomly selected contractual workers were examined physically & radiological/pathological/laboratory investigation were done. The recommendations are the Annual health checkup of Contractual workers should be properly done & it should be supplemented by required radiological / pathological tests as per requirement. Required Health register should be maintained. The reports of periodic medical examination should be thoroughly analyzed with respect to previous reports, Introduction of Pre-retirement / termination medical examination. Arrangement of

training for the MO engaged in performing periodical medical examination of the contractual workers. Arrangements for refresher training for first aiders should be made and awareness training among the workers to enhance uses of PPEs should be conducted.

HAZOP Study at a Textile Industry in Rajasthan (Dr. Brij Mohan, Industrial Hygiene, Chakraborty, A.K., Safety Division, Regional Labour Institute, Kanpur)

The industry is manufacturing tyre cord yarn in Carbon disulphide Plant. The objective of the study was to identify the hazards and operability problems in Carbon Di Sulphide plant arising out of deviations in process variables and conditions affecting the process and to suggest the control measures to render the system safe and free from operational problems.

Safety Audit at a Distillery in Uttar Pradesh (Dr. Brij Mohan, Industrial Hygiene, Chakraborty, A.K., Safety Division, Regional Labour Institute, Kanpur)

The audit was conducted in a Distillery manufacturing Rectified Spirit, Extra Neutral Alcohol & High Quality Liquor. The objective of the study was to systematic, critical appraisal of all potential hazards involving plant personnel, storage, operation and maintenance to evaluate Safety & Health performance of the plant. Several suggestions were suggested for improvement.

इन्डोश्न्यूज़ में प्रकाशन के लिए लेख संबंधी

इन्डोश्न्यूज़ एक त्रैमासिक समाचार पत्र है जो व्यावसायिक सुरक्षा और स्वास्थ्य के क्षेत्र में अनुसंधान, ध्यान और सर्वेक्षण के माध्यम से उपलब्ध जानकारी तथा तत्संबंधी विचार विनिमय में अत्यंत सहायक है। कारखाना सलाह सेवा एवं श्रम संस्थान उन व्यक्तियों, उद्योगों, औद्योगिक संगठनों, मज़दूर संघों और व्यावसायिक निकायों से लेख आमंत्रित करता है जिनके पास व्यावसायिक सुरक्षा एवं स्वास्थ्य संबंधी जानकारी है तथा जो उसे स्वेच्छा से दूसरों में बाँटना चाहते हैं।

1. प्रकाशन के लिए पांडुलिपि की दो प्रतियां 'डबल स्पेस' में ए-४ आकार के कागज़ पर एक ओर टाइप किए गए लेख जो ३ या ४ पृष्ठ से अधिक न हों, मुख्य संपादक के पास भेजी जानी चाहिए। कोई फ़ोटो छापा नहीं जाएगा।
2. प्रकाशन के लिए स्वीकृत पांडुलिपियों में प्रकाशन की दृष्टि से आवश्यक संपादकीय परिवर्तन करने का अधिकार प्रकाशक का है। प्रकाशक बिना कोई कारण बताए लेख का प्रकाशन नहीं भी कर सकता है।
3. लेखक अपने लेख में दिए गए आँकड़े तथा संदर्भ स्वयं सुनिश्चित करने में सावधानी बरतें।

The Library & Information Centre of Central Labour Institute has unique collection of Material Safety Data Sheet of about 1,20,000 chemicals/materials taken from Canadian Centre for Occupational Health & Safety. MSDS provides extensive coverage over safety perspective with detailed evaluation of health, fire and reactivity hazards. It also provides precaution as well as recommendation on handling, storage, personal protective equipment, accidental release etc. A brief Material Safety Data Sheet on few points for 2,4,6-Trinitrophenol is given below.

PRODUCT NAME(S)

2,4,6-Trinitrophenol; Picronic Acid; Melinite

HAZARDS IDENTIFICATION

Warning! Flammable solid. Causes irritation. Keep wet. Explosive if dry. Harmful if absorbed through skin.

TARGET ORGAN(S): Kidneys, liver, blood, eyes, skin.

POTENTIAL HEALTH EFFECTS

Inhalation: Irritation of upper respiratory tract.

Ingestion: Headache, nausea, vomiting, gastrointestinal irritation, convulsions, unconsciousness.

Skin Contact: Irritation, prolonged contact may cause dermatitis.

Eye Contact: Irritation.

Chronic Exposure: Damage to liver, kidneys, and blood.

Aggravation of Pre-existing Conditions: No information found.

FIRST AID MEASURES

Inhalation: If inhaled, remove to fresh air. If not breathing, give artificial respiration. If breathing is difficult, give oxygen. Prompt action is essential.

Ingestion: Induce vomiting immediately as directed by medical personnel. Never give anything by mouth to an unconscious person. Get medical attention.

Skin Contact: In case of contact, immediately flush skin with plenty of water for at least 15 minutes.

Eye Contact: in case of eye contact, immediately flush with plenty of water for at least 15 minutes.

FIRE FIGHTING MEASURES

Flash point: 150C (302F) CC

Autoignition temperature: 300C (572F)

Explosion: Can react violently with shock, friction or heat. Dry material is an explosive.

Fire Extinguishing Media: Water spray.

Special Information: Firefighters should wear proper protective equipment and self-contained breathing apparatus with full facepiece operated in positive pressure mode. Move exposed containers from fire area if it can be done without risk. Use water to keep fire-exposed containers cool. Flush area with water until cool so reignition will not occur.

ACCIDENTAL RELEASE MEASURES

Wear suitable protective clothing. Shut off ignition sources; no flares, smoking, or flames in area. Moisten material with water and place it into loosely-covered plastic or fiberboard containers for later disposal.

HANDLING AND STORAGE

Keep container tightly closed. Store in cool, dry, well-ventilated area away from heat, sparks, or flame. Isolate from incompatible materials. This product contains at least 10% water - If the water content decreases below this level, Picric Acid becomes an explosive. Avoid conditions that could lead to loss of water. Containers of this material may be hazardous when empty since they retain product residues (dust, solids); observe all warnings and precautions listed for the product.

EXPOSURE CONTROL/PERSONAL PROTECTION

Airborne Exposure Limits:

-OSHA Permissible Exposure Limit (PEL): 0.1 mg/m³ (TWA) The PEL listed denotes PEL (skin).

-ACGIH Threshold Limit Value (TLV): 0.1 mg/m³ (TWA) The TLV listed denotes TLV (skin)., 0.3 mg/m³ (STEL)

Ventilation System: A system of local and/or general exhaust is recommended to keep employee exposures below the Airborne.

EXPOSURE LIMITS

Local exhaust ventilation is generally preferred because it can control the emissions of the contaminant at its source, preventing dispersion of it into the general work area. Please refer to the ACGIH document, "Industrial Ventilation, A Manual of Recommended Practices", most recent edition, for details.

Personal Respirators (NIOSH Approved): For conditions of use where exposure to the substance is apparent, consult an industrial hygienist. For emergencies, or instances where the exposure levels are not known, use a full-facepiece positive-pressure, air-supplied respirator. WARNING: Air purifying respirators do not protect workers in oxygen-deficient atmospheres.

Skin Protection: Wear impervious protective clothing, including boots, gloves, lab coat, apron or coveralls, as appropriate, to prevent skin contact.

Eye Protection: Use chemical safety goggles and/or full face shield where dusting or splashing of solutions is possible. Maintain eye wash fountain and quick-drench facilities in work area.

STABILITY AND REACTIVITY

Stability: Unstable.

Hazardous Decomposition Products: Oxides of nitrogen, carbon monoxide, carbon dioxide.

Hazardous Polymerization: Will not occur.

Incompatibilities: Most common metals, strong bases, ammonia, strong reducing agents, strong oxidizing agents, concrete, plaster.

Conditions to Avoid: Heat, flame, other sources of ignition, shock, dryness.

NOTE

The above details constitute part information of MSDS taken from Canadian Centre for Occupational Health and Safety. For complete MSDS write to MIS division, Central Labour Institute, Sion, Mumbai- 400 022. MSDS on about 1,20,000 chemicals/materials are available with Central Labour Institute. Computer printout will be supplied on nominal charge.

Ph. No.:- 022-24092203, Fax. No.:- 022-24071986

TRAINING CALENDAR FOR THE YEAR 2012: DGFASLI

TRAINING CALENDAR FOR THE YEAR 2012: DGFASLI

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S.No	Title of the Programme	Period	Co-ordinator (Technical)/ Ext. No.
1.	Collaborative Training Programme with NSC-Maharashtra Chapter on Industrial Safety	February 08-10	Milind Barhate, Ext.239
2.	Fitness in Industry to improve Safety, Health & Productivity at Work	February 14-16	Subhash Chandra, Ext. 299
3.	Workshop on Selection and Quality Assurance for Effective Use of PPE	February 22-24	Mrs. M.K. Mandre, Ext. 302
4.	Workshop on Hazards & Operability (HAZOP) Study	February 22-24	SC.Sharma, Ext.257
5.	Workshop on Internal Safety Audit for Factory Managers/Plant Engineers/Safety Officers	March 05-07	S. Bharathi, Ext.233
6.	Workshop on Industrial Ventilation	March 19-21	Subhash Chandra, Ext. 299
7.	Effective Participative skills for safety committee members	April 03-05	R.N.Meena, Ext. 293
8.	Workshop on Industrial Noise	April 23-25	Subhash Chandra, Ext. 299
9.	Basic Course for Inspectors of Factories	April 9 - 27	S. Bharathi, Ext.233
10.	Workshop on Dispersion Modeling and Impact Assessment of Major Toxic & Flammable Releases	April 11-13	S.C.Sharma, Ext. 257
11.	Safety, Health and Environment Management in Chemical Industry	April 24-26	A.Sree Ramulu, Ext. 260
12.	Safe Handling of Chemicals for Safety Committee Members	May 16-18	S.C.Sharma, Ext. 257
13.	Heat Stress & Ventilation - Its Evaluation & Management for Ensuring Safety, Health & productivity at Work	May 21-23	Subhash Chandra, Ext. 299
14.	Effective Supervision for Results in SHE at Work	June 19-21	R.N.Meena, Ext. 293
15.	Impact of Environmental Pollutants & their Control at Workplace	June 26-28	Subhash Chandra, Ext. 299

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E-mail Address: rli_kanpur@vsnl.net, rlikanpur@hotmail.com

S.No	Title of the Programme	Period	Coordinator
1.	Workshop on Safety Engineering & Management	January, 17-19	G.S. Pandey
2.	Seminar on Role of Safety Professionals for implementation of National policy on Safety, Health & environment at Workplaces	February 15	Dr. Brij Mohan
3.	Advanced Training Programme on Occupational Health for Plant Medical Officers	March 19-23	Dr.Champak Bhattacharya
4.	Management of Industrial Safety, Health & Environment in Industries	March 12-16	G.S. Pandey
5.	Training Prog. on Prevention & Control of Fire In Industries	April 11-13	Karunesh Shrivastava
6.	Training Prog. on Safety & Health in Sugar Industries	April 25-27	Dr. Brij Mohan
7.	Orientation Prog. on Occupational Health for Non Medical Executives	June 27-29	Dr.Champak Bhattacharya

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Telephone: 91-44-22350737, 25220888, Fax: 91-44-22355690, E-mail Address: rlichennai113@yahoo.co.in

S.No	Title of the Programme	Period	Coordinator
1.	National Seminar on Challenges and Strategies in the Effective Implementation of National Policy on Safety, Health and Environment at Work Place.	January 20	Dr.R.K.Elangovan
2.	Management of Hazardous Substances	February 01 - 03	Dr. S.B. Mishra
3.	One Month Certificate Course for Competent Supervisors in Hazardous Process Industries	February 01 - 29	Dr. S.B. Mishra
4.	Effective Participation of Safety Committee Members	March 13 - 14	K.Balasubramanian
5.	Lifting Machinery and Lifting Tackles	May 22 - 23	K.Balasubramanian

TRAINING CALENDAR FOR THE YEAR 2012: DGFASLI

REGIONAL LABOUR INSTITUTE LAKE TOWN, KOLKATA - 700 089 Telephone: 91-033-25343254, 25342732 Fax: 91-033-25348182, E-mail Address: regi_876109@bsnl.in			
S.No	Title of the Programme	Period	Coordinator
1.	Awareness Development programme on Environment at Workplace in Factories, Ports and Construction Industries.	February 02 – 03	Dr. S. N. Banerjee
2.	Safety & Health Awareness programme for Members of Safety Committee	February 20 – 24	Shri S.Dutta Chowdhury
3.	Refresher Course on Occupational Health for Plant Medical Officers	March 26 - 30	Dr. S. K. Haldar
4.	Management of Physical Hazards and Hazardous Wastes in Industries	April 23 - 27	Dr. S. N. Banerjee
5.	Safety in Construction Industry	May 07 – 11	Shri U. K. Das
6.	Safety, Health & Environment at Workplace	May 21-25	Shri H. Chattopadhyay
7.	Safety and Fire Fighting Management in Industries	June 18 – 22	Shri U. K. Das
REGIONAL LABOUR INSTITUTE SECTOR 47, FARIDABAD (HARYANA) – 121 003 Telephone: 0129-246800-299 Fax: 0129-2737064, E-mail Address: rlifaridabad@yahoo.co.in			
S.No	Title of the Programme	Period	Coordinator
1.	Occupational Stress Management	January 17-19	S.M. Chaugule
2.	Chemical Safety at Workplace	February 15-17	M.R. Rajput
3.	Management of Safety Health and Environment at Workplace	April 21-24	S.K. Dwivedi
4.	Environmental Hazards and their Management at Work Place.	May 23-25	S.M. Chaugule

- Training programme brochures will be mailed sufficiently in advance, specifying the dates of commencement of course, its venue etc., to the organisations as per mailing list available.
- Course-coordinator may be contacted for details such as training programme dates, venue, programme contents, level of participants, course fee and its payment etc.
- Admission to the course will be restricted to 20 participants on First-Come-First-Served basis. Participants are not allowed to attend the training course without written confirmation by the course-coordinator.
- Limited Hostel Accommodation on sharing and chargeable basis will be available on 'First-Come-First-Served' basis.

DGFASLI AT A GLANCE

The Directorate General Factory Advice Service & Labour Institutes (DGFASLI) is an attached office of the Ministry of Labour & Employment Government of India. DGFASLI organization was set up in 1945 under the Ministry of Labour, Government of India to serve as a technical arm to assist the Ministry in formulating national policies on occupational safety and health in factories and docks and to advise State Governments and factories on matters concerning safety, health, efficiency and well-being of the persons at workplace. It also enforces safety and health statutes in major ports of the country.

The Directorate General Factory Advice Service & Labour Institutes (DGFASLI) comprises:

- Headquarters situated in Mumbai
- Central Labour Institute in Mumbai
- Regional Labour Institutes in Kolkata, Chennai, Faridabad and Kanpur

Vision of DGFASLI: DGFASLI envisions emerging as an organization of excellence in creating knowledge, formulating policies, standards and practices to ensure safe and healthy workplaces for all in factories and ports.

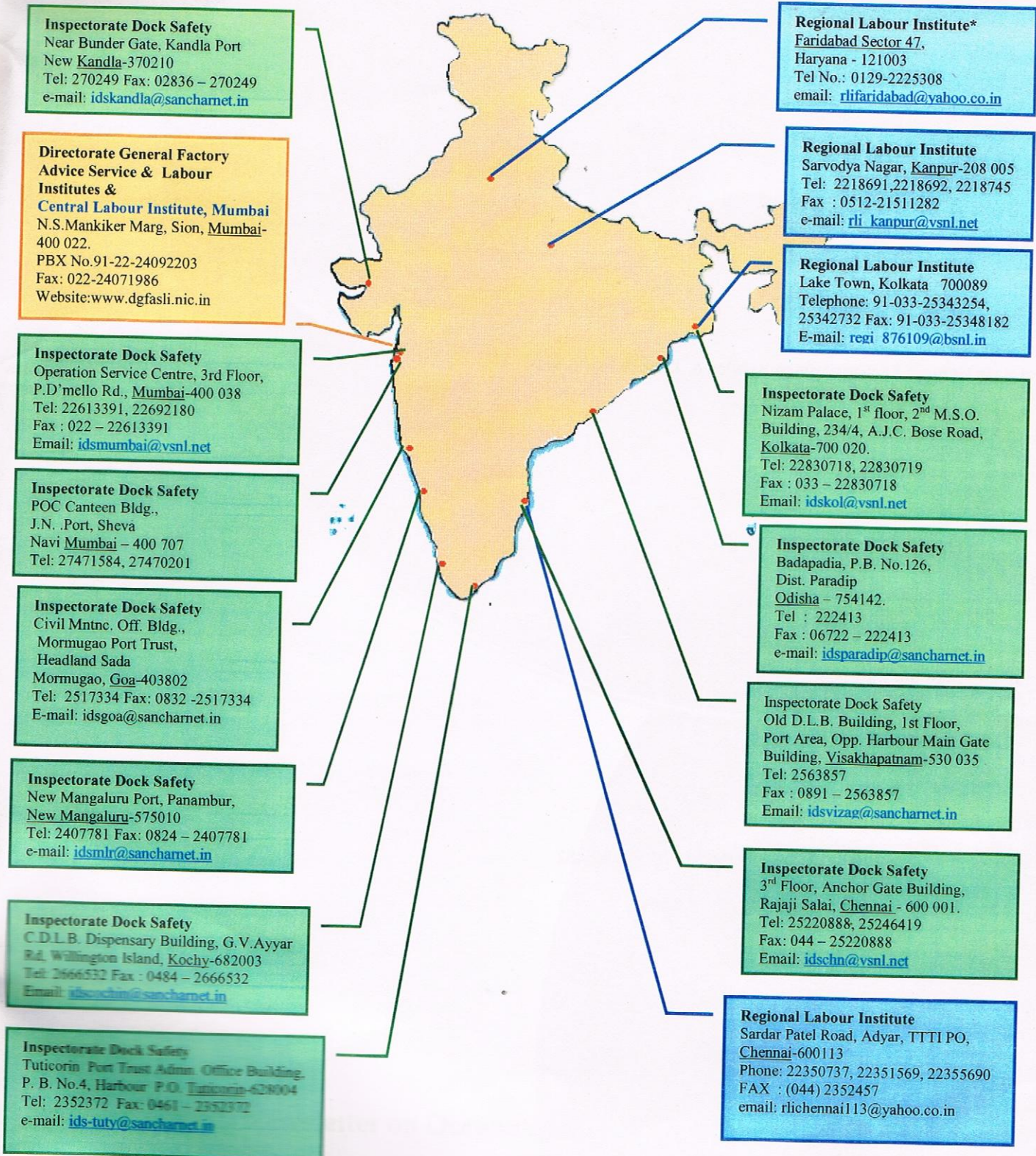
Mission of DGFASLI: The mission of DGFASLI is to render its expertise in occupational safety and health for evolving safe and healthy workplaces in factories and ports through a process of partnership, guidance, regulatory activities in specific sector and information sharing.

DGFASLI organization comprises of its Headquarters situated in Mumbai, Central Labour Institute (CLI) in Mumbai, four Regional Labour Institutes (RLI) in Chennai, Faridabad, Kanpur & Kolkata and eleven Inspectorate of Dock Safety (IDS) offices located at different ports situated all over the country.

DGFASLI organization consists of a multidisciplinary team of around 129 officers (engineers, physicians, industrial hygienists, physiologists, ergonomists, industrial psychologists, commercial artists etc. and 81 technical staff members. Various specialty divisions/cells under DGFASLI office and Central Labour Institutes in Mumbai include a) Factory Advice Service b) Dock Safety c) Construction Safety d) Awards e) Statistics f) Industrial Safety g) Industrial Hygiene h) Industrial Medicine i) Industrial Physiology & Ergonomics j) Staff Training, Productivity & Small Scale k) Industrial Psychology l) Major Hazards Chemical Safety m) Management Information Services n) Environmental Engineering and o) Communication Division. Armed with the technology, good will of the industrial society and the strength of the dedicated staff, the organization is well prepared to meet the challenges of tomorrow.

Visit us at: www.dgfasli.nic.in

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