

Table 11.1

EMPLOYMENT OF WOMEN – PROTECTIVE LEGAL PROVISIONS

Name of the Enactment	Protective Provisions
<p>1. The Beedi & Cigar Workers (Conditions of Employment) Act, 1966</p>	<p>14. Creches:-</p> <p>(1) In every industrial premise wherein more than thirty female employees are ordinarily employed, there shall be provided and maintained a suitable room or rooms for the use of children under the age of six years of such female employees.</p> <p>(2) Such rooms shall</p> <p>(a) provide adequate accommodation;</p> <p>(b) be adequately lighted and ventilated;</p> <p>(c) be maintained in a clean and sanitary condition;</p> <p>(d) be under the charge of women trained in the care of children and infants.</p> <p>(3) the State Government may make rules-</p> <p>(a) prescribing the location and the standard in respect of construction, accommodation, furniture and other equipment of rooms to be provided under this section.</p> <p>(b) requiring provision in any industrial premises to which this section applies, of additional facilities for the care of children belonging to female employees, including suitable provisions of facilities for washing and changing their clothes;</p> <p>(c) requiring the provision in any industrial premises for free milk or refreshment or both for such children;</p> <p>(d) Requiring that facilities shall be given in any industrial premises for the mothers of such children to feed them at necessary intervals.</p>

<p>2. The Plantation Labour Act, 1951</p>	<p>Provision of crèches in every plantation wherein fifty or more women workers (including women workers employed by any contractor) are employed or where the number of children of women workers (including women workers employed by any contractor) is twenty or more. Definition of family has been made</p> <p>Definition of family has been made gender neutral so as to remove distinction between the family of male and female workers for availing dependent benefits. Family also includes dependent widow sister of a female worker as well as male worker.</p> <p>To cover all aspects of safety and occupational health of workers, specifically women and adolescents working in plantations, a new chapter pertaining to the use of handling, storing or transporting chemicals, insecticides and toxic substances used in the plantations has been added.</p>
<p>3. The Contract Labour (Regulation & Abolition) Act, 1970</p>	<p>Provision of separate rest rooms or alternative accommodations for women employees in every place wherein contract labour is required to halt at night.</p> <p>Provision of separate reserved portion of dining hall and service counter.</p> <p>Provision of separate washing places and latrines for women to secure privacy.</p> <p>Provision of crèches where twenty or more women are ordinarily employed as contract labour.</p>

<p>4. The Inter State Migrant Workmen (Regulation of Employment & Conditions of Service) Act, 1979</p>	<p>Separate rest rooms for women in every place wherein migrant workmen are required to halt a night in connection with the working of the establishment and in which employment of migrant workmen is likely to continue for three months or more. Separate reserved portion of dining hall and service counter for women migrant workmen.</p> <p>Separate washing places and latrines for women migrant workmen to secure privacy.</p> <p>Creches where twenty or more women are ordinarily employed as migrant workmen</p>
<p>5. The Factories Act, 1948</p>	<p>Provision of crèches in every factory wherein more than thirty women workers are ordinarily employed.</p> <p>Employment of women in factory is prohibited except between the hours of 6.00 A.M. to 7.00 P.M. However, in exceptional circumstances, the State Government may, by notification, vary the limits, but no such variation shall authorize the employment of any woman between the hours of 10.00 P.M and 5.00 A.M.</p> <ul style="list-style-type: none"> • Employment of women is also prohibited/restricted in certain factories involving dangerous operations. • No women shall be allowed to clean, lubricate or adjust any part of prime mover while it is in motion. • No women shall be employed in any part of a factory for pressing cotton in which a cotton opener is at work.
<p>6. The Mines Act, 1952</p>	<ul style="list-style-type: none"> • The employment of women was fully restricted in underground mines and in above-ground and opencast mines it was restricted in between 7:00 pm and 6:00 am under Section 6(1) of the Mines Act, 1952.

- The Central Government relaxed these restrictions vide Gazette Notification No. SO 506(E), dated January 29, 2019 subject to ensuring the safety, security, and health of women.
- Further, the Directorate General of Mines Safety (DGMS) issued guidelines vide
- DGMS(Legis)/Circular No.02 on May 24,2019,for mine owners/ managements to frame Standard Operating Procedure (SOPs) for the employment of women in their respective mines.
- The relaxation granted by the Central Government has yielded positive outcomes, with a notable increase in women joining the mining industry. Employers have demonstrated increased motivation to hire a greater number of women employees.
- The employment of women in the mining industry has consistently risen from 2020 as given below:

Year	Above Ground and opencast (Between 7PM to 6AM)	Below Ground
2020	64	20
2021	71	25
2022	143	57
2023	237	102
2024	442	103

- Women in mining now hold diverse roles, like Mine Managers, Mining Engineers, Geologists, Maintenance Engineers, and Heavy Earth Moving Machinery operators, among others.
- Women miners are now actively taking part in mines rescue which is one of the toughest. Latest achievements in national and international arena reflect the same.

	<ul style="list-style-type: none"> • International: India's first all women underground mine rescue team participated in the prestigious XIII International Mines Rescue Competition held in Colombia organized by the National Mining Agency of Colombia under the guidance of the International Mines Rescue Body (IMRB.) The event featured over 26 teams globally. • India's seven-member all-women achieved a historic milestone by competing on the international stage. The team was placed second overall (Female Task Force) out of 21 teams from 8 countries. They were also placed second in First Aid/Mine rescue action in non-breathing atmosphere (Drill). • National: Hindustan Zinc Limited (HZL) formed India's first all-women mine rescue team, trained at Nagpur's Mines Rescue Station. • The participation of five all-women rescue teams at the 53rd All India Mines Rescue competition. • These achievements reflect the positive shift in societal attitudes towards women's roles in such critical sectors, and it is an encouraging sign of increased inclusivity and equal opportunity in the rescue and safety
<p>7. The Maternity Benefit Act, 1961</p>	<p>For benefits are available under following the Maternity Benefit Act 1961:-</p> <ul style="list-style-type: none"> • 26 Weeks of maternity leave out of which eight weeks before the expected date of delivery for upto 2 surviving children. For woman having two or more than two children and for adopting/ commissioning mothers, 12 weeks of paid maternity leave. • One month maternity leave to a woman worker suffering from illness arising out of pregnancy, delivery, premature birth of

	<p>child (miscarriage, medical termination of pregnancy or tubectomy operation).</p> <ul style="list-style-type: none"> • Two nursing breaks of 15 minutes until the child attains the age of 15 months. • Medical Bonus of Rs.3500/- if no prenatal confinement and post-natal care is provided by the employer free of charge. • Light works for 10 weeks. • Immunity from dismissal during absence of pregnancy. • No deduction of wages of woman entitled to maternity benefit. • Facility of work from home' • Facility of crèche if 50 or more employees are working in the establishment with daily four visits.
<p>8. The Equal Remuneration Act, 1976</p>	<ul style="list-style-type: none"> • Payment of equal remuneration to men and women workers for same or similar nature of work protected under the Act. • No discrimination is permissible in recruitment and service conditions except where employment of women is prohibited or restricted by or under any law.
<p>9. Employee's State Insurance Act 1948 read with The Employee's State Insurance (Central) Regulation, 1950</p>	<p>Section 46 of The ESI Act-1948 envisages the following major Social Security Benefits to the insured persons including insured women:</p> <ul style="list-style-type: none"> • Medical Benefit • Sickness, Extended sickness and enhanced sickness benefit • Maternity benefit

	<ol style="list-style-type: none"> I. 26 weeks of paid leave for up to 2 children. II. 12 weeks for more than 2 children and adopting and commissioning mother. III. 6 weeks for miscarriage. IV. Additional one month leave for sickness arising out of pregnancy. <ul style="list-style-type: none"> • Disablement benefits • Dependent benefits • Funeral benefits <p>ESIC also provides some other need-based benefits such as Unemployment Allowances under Atal Beemit Vyakti Kalyan Yojana and Rajeev Gandhi Shramik Kalyan Yojana to all eligible insured persons including insured women.</p> <p>Moreover, confinement expenses of ₹7500/- per case for two confinements only is payable to an insured woman and the wife of an insured person as medical bonus under rule 56A of the ESI (Central) Rules 1950 provided that the confinement occurs at a place where necessary medical facilities under the ESIS are not available.</p> <p>As per Section 73 of the ESI Act 1948, all employees including women employee are well protected from dismissal, discharge, reduction of wages or punishment during the period as specified under ESI(General) Regulation 1950 for the certified periods for maternity benefit and disablement benefit for temporary disablement or is under medical treatment for sickness or is absent from work as a</p>
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	<p>result of illness duly certified in accordance with the regulations to arise out of the pregnancy or confinement rendering the employee unfit for work.</p>
<p>10. The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996</p>	<p>Section 22(1)(g): Functions of the Board: The Board may make payment of maternity benefit to the female beneficiaries.</p> <p>Section 35 Creches</p> <ol style="list-style-type: none"> 1. In every place wherein, more than fifty female building workers are ordinarily employed, there shall be provided and maintained a suitable room or rooms for the use of children under the age of six years of such female workers. 2. Such rooms shall- <ol style="list-style-type: none"> a. provide adequate accommodation; b. be adequately lighted and ventilated; c. be maintained in a clean and sanitary condition d. be under the charge of women trained in the care of children and infants.
<p>11. The Industrial Employment (Standing Orders) Act, 1946</p>	<p>Rule 14 and 17 of the Industrial Employment (Standing Orders) Central Rules, 1946 under the Industrial Employment (Standing Orders) Act, 1946 list sexual harassment as Misconduct and provide for disciplinary action.</p>
<p>12. The Occupational Safety, Health and Working Conditions Code, 2020.</p>	<p>Section 24(3) - Welfare facilities in the establishment, etc.</p> <p>(3) The Central Government may make rules to provide for the facility of crèche having suitable room or rooms for the use of children under the age of six years of the employees at suitable location and distance either separately or along with common</p>

facilities in establishments wherein more than fifty workers are ordinarily employed.

Section 43 - Employment of women.43. Women shall be entitled to be employed in all establishments for all types of work under this Code and they may also be employed, with their consent before 6 a.m. and beyond 7 p.m. subject to such conditions relating to safety, holidays and working hours or any other condition to be observed by the employer as may be prescribed by the appropriate Government.

Section 44 -Adequate safety of employment of women in dangerous operation.

44. Where the appropriate Government considers that the employment of women is dangerous for their health and safety, in an establishment or class of establishments or in any particular hazardous or dangerous processes in such establishment or class of establishments, due to the operation carried out therein, such Government may in the prescribed manner, require the employer to provide adequate safeguards prior to the employment of women for such operation

Section 82 - Dangerous Operations- The appropriate Government may by rules make the provisions relating to any operations. factory or class or description of factories in which manufacturing process or operation is carried on which exposes any of the persons employed in it to a serious risk of bodily injury, poisoning or disease, for

(b) prohibiting or restricting the employment of pregnant women in the manufacturing process or operations.

Section 93(2)Safety - The State Government may prescribe for special safeguards for employment of women or adolescents in using or handling hazardous chemicals.

	<p>Section 135 - Power of State Government to make rules-</p> <p>(1) The State Government may, subject to the condition of previous publication and by notification, make rules for the carrying out the provisions of this Code.</p> <p>(2) In particular and without prejudice to the generality of the foregoing power, such rules may provide for all or any of the following matters, namely: -</p> <p>(u) for prohibiting or, restricting employment of women or adolescents under sub-section (2) of section 93</p> <p>Section 18 (2)(f) of the OSH & WC code, 2020</p> <p>Second schedule laid down under Section 18(2)(f) of the Occupational Safety, Health and Working Conditions Code, 2020 provides the following protection for women workers- Sl. No. 7-prohibition of employment of women, children and adolescent near cotton openers.</p>
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Chapter-12

CHILDREN AND WORK

INTRODUCTION

12.1 Our Constitution provides for protection of children from involvement in economic activities and avocations unsuited to their age and this is provided for in the Fundamental Rights (Article-24). Directive Principles of State Policy in the Constitution also strongly reiterate this commitment.

Constitutional Provisions:

Article 21 A

Right to Education

The State shall provide free and compulsory education to all children of the age of 6 to 14 years in such manner as the State, by law, may determine.

Article 24

Prohibition of employment of children in factories, etc.

No child below the age of 14 years shall be employed in work in any factory or mine or engaged in any other hazardous employment.

Article 39

The State shall, in particular, direct its policy towards securing:-The health and strength of workers, men and women, and the tender age of children are not abused and that citizens are not forced by economic necessity to enter avocations unsuited to their age or strength.

12.2 Constitutional and legislative provisions providing protection to children against employment has been elaborated in the National Child Labour Policy announced in 1987. The

policy addresses the complex issue of child labour in a comprehensive, holistic and integrated manner. The action plan under this policy is multi-pronged and mainly consists of:

- (i) A legislative action plan;
- (ii) Focuses on general development programmes for the benefit of the families of children; and
- (iii) Project-based action plan in areas of high concentration of child labour.

Legal Protection of Children at Work

12.3 The Child and Adolescent Labour (Prohibition & Regulation) Act, 1986 as amended in 2016 *inter-alia* covers complete prohibition on employment or work of children below 14 years of age in all occupations and processes; linking the age of the prohibition of employment with the age for free and compulsory education under Right to Education Act, 2009; prohibition on employment of adolescents (14 to 18 years of age) in hazardous occupations or processes and making stricter punishment for the employers contravening the provisions of the Act.

12.4 The Child Labour (Prohibition & Regulation) Amendment Rules, 2017, *inter-alia*, cover provision for prevention, rescue and rehabilitation and convergence, definition of "help" in the family enterprises owned by the family of the child and regulation of child artists to ensure their safety and security. The Rules also provides for District Nodal Officer (DNO) and Task Force under the chairmanship of District Magistrate to ensure that the provisions of the Act are properly enforced.

12.5 The Central Government is the “appropriate Government” in relation to establishments under the control of the Central Government or a railway administration or a major port or a mine or oilfield. In all other cases, the State Government is the “appropriate Government”. The State Action Plan issued by the Ministry enumerates the actions arisen on the part of State Governments /UTs after enactment of the Amendment Act.

12.6 The Schedule of hazardous occupations and processes of the Act is divided in two parts namely 'Part A' covering a list of hazardous occupations and processes in which adolescents are prohibited to work and children are prohibited to help in family or family enterprises and 'Part B' covering an additional list of occupations and processes where children are prohibited to help in family or family enterprises (in addition to 'Part A'). The revised schedule of the Act is at **Annexure 12.1**.

12.7 After making suitable amendment in the Child Labour (Prohibition & Regulation) Act 1986 in 2016, India ratified ILO conventions No.138 (minimum age of entry to employment) and 182 (worst form of child labour) on 13.06.2017. By ratifying these two core conventions, India join majority of the countries who have adopted the legislation to prohibit and place severe restrictions on the employment and work of children.

12.8 The Standard Operating Procedure (SOP) framed by the Ministry works as a ready reckoner for trainers, practitioners and monitoring agencies to ensure complete prohibition of child labour and protection of adolescents from hazardous labour ultimately leading to Child Labour Free India. The online portal PENCiL (Platform for Effective Enforcement for No Child Labour) developed by the Ministry of Labour & Employment provide for a mechanism for both enforcement of the

legislative provisions and effective implementation of the National Child Labour Project (NCLP). The Portal has components like Complaint Corner, Child Tracking System, and NCLP data. Now complaints of child labour can be registered electronically on the Portal to the concerned District Nodal Officers (DNOs) for taking prompt action.

12.9 The year-wise budget allocation and expenditure incurred under the scheme during last five years are as under:

(in crore)

Year	Budget Allocation (Final Grant)	Expenditure
2020-21	49.00	41.20
2021-22	20.00	18.45
2022-23	20.00	15.93
2023-24	10	0.6792
2024-25	0.00	0.00*

Note: The NCLP Scheme has been subsumed in the “Samagra Shiksha Abhiyan” Scheme implemented by Ministry of Education and there is no fund allocation now.

12.10 Coordination and Convergence among Agencies

- Coordination with Ministry of Women and Child Development – sharing of information from child helpline, surveys or portals of M/o WCD for identification of child labour.
- Coordination with Department of School Education & Literacy – At the school level reporting of children who have been consistently absent from school for 30 days and ensuring enrolment and retention of all children; and at the State and Central level inclusion of information

about child labour in the syllabus and education material is key in ensuring prevention of child labour.

- Coordination and convergence with local level skill development department can ensure skill training of young persons to protect them from being employed in hazardous labour.

Provision of Child & Adolescent Labour Rehabilitation Fund:

12.11 In order to give the statutory back up for the rehabilitation Fund, the Government has made a provision in the Child Labour (Prohibition & Regulation) Amendment Act, 2016 for constitution of Child & Adolescent Labour Rehabilitation Fund at district level to ensure that child and adolescent is not only rescued but his future is secured by the amount collected in fund for his welfare and education. The amount of fine realized from the employer of the child or adolescent shall be credited in the rehabilitation Fund and an amount of fifteen thousand will also be credited by the appropriate Government for each of the child and adolescents rescued from the work.

Annexure 12.1

“PART-A”

Hazardous occupations and processes in which adolescents are prohibited to work and children are prohibited to help

1. Mines and Collieries (underground and underwater) and related work in, -
 - i. Stone quarries;
 - ii. Brick kilns;
 - iii. Preparatory and incidental processes thereof including extraction, grinding, cutting, splitting, polishing, collection, cobbling of stones or lime or slate or

silica or mica or any other such element or mineral extracted from the earth; or

- iv. Open pit mines.
2. Inflammable substances and explosives such as -
 - i. Production, storage or sale of fire crackers;
 - ii. For manufacture, storage, sale, loading, unloading or transport of explosives as defined under the Explosives Act, 1884 (4 of 1884);
 - iii. Work relating to manufacturing, handling, grinding, glazing, cutting, polishing, welding, moulding, electroplating, or any other process involving inflammable substances;
 - iv. Waste management of inflammable substances, explosives and their by-products; or
 - v. Natural gas and other related products.

Hazardous processes (serial numbers (3) to (31) below are as specified in the First Schedule of the Factories Act, 1948 (63 of 1948))

3. Ferrous Metallurgical Industries
 - i. Integrated Iron and Steel;
 - ii. Ferro-alloys;
 - iii. Special Steels.
4. Non-ferrous Metallurgical Industries: Primary Metallurgical Industries, namely zinc, lead, copper, manganese and aluminum.
5. Foundries (ferrous and non-ferrous): Castings and forgings including cleaning

- or smoothening or roughening by sand and shot blasting.
6. Coal (including coke) Industries:
 - i. Coal, Lignite, Coke, similar other substance;
 - ii. Fuel Gases (including Coal Gas, Producer Gas, Water Gas).
 7. Power Generating Industries.
 8. Pulp and paper (including paper products) Industries.
 9. Fertilizer Industries:
 - i. Nitrogenous;
 - ii. Phosphatic;
 - iii. Mixed.
 10. Cement Industries: Portland cement (including slag cement, puzzolona cement and their products).
 11. Petroleum Industries:
 - i. Oil Refining;
 - ii. Lubricating Oils and Greases.
 12. Petro-chemical Industries.
 13. Drugs and Pharmaceutical Industries: Narcotics, Drugs and Pharmaceuticals.
 14. Fermentation Industries (Distilleries and Breweries).
 15. Rubber (Synthetic Industries).
 16. Paints and Pigment Industries.
 17. Leather Tanning Industries.
 18. Electro-plating Industries.
 19. Chemical Industries:
 - i. Coke Oven By-products and Coaltar Distillation products;
 - ii. Industrial Gases (nitrogen, oxygen, acetylene, argon, carbon dioxide, hydrogen, Sulphur dioxide, nitrous oxide, halogenated hydrocarbon, ozone, similar other gas);
 - iii. Industrial Carbon;
 - iv. Alkalies and Acids;
 - v. Chromates and dichromates;
 - vi. Lead and its compounds;
 - vii. Electro chemicals (metallic sodium, potassium and magnesium, chlorates, per chlorates and peroxides);
 - viii. Electro thermal produces (artificial abrasive, calcium carbide);
 - ix. Nitrogenous compounds (cyanides, cyanamides, and other nitrogenous compounds);
 - x. Phosphorus and its compounds;
 - xi. Halogens and Halogenated compounds (chlorine, fluorine, bromine and iodine);
 - xii. Explosives (including industrial explosives and detonators and fuses).
 20. Insecticides, Fungicides, Herbicides and other pesticides industries.
 21. Synthetic Resin and Plastics.
 22. Man-made Fiber (Cellulosic and non-cellulosic) industry.
 23. Manufacture and repair of electrical accumulators.
 24. Glass and Ceramics.
 25. Grinding or glazing of metals.
 26. Manufacture, handling and processing of asbestos and its products.

27. Extraction of oils and fats from vegetable and animal sources.
28. Manufacture, handling and use of benzene and substances containing benzene.
29. Manufacturing processes and operations involving carbon disulphide.
30. Dyes and dyestuff including their intermediates.
31. Highly flammable liquids and gases.
32. Process involving handling and processing of hazardous and toxic chemicals as specified in Part-II of the Schedule I to the Manufacture, Storage and Import of Hazardous Chemical Rules, 1989.
33. Work in slaughter houses and abattoirs including work with guillotines.
34. Work involving exposure to radioactive substances including electronic waste and incidental processes therein.
35. Ship breaking.
36. Salt Mining or Salt Pan Work.
37. Hazardous processes as specified in Schedule IX to the Building and Other Construction Workers' (Regulation of Employment and Conditions of Service) Central Rules, 1998.
38. Work in beedi-making or processing of tobacco including manufacturing, pasting and handling tobacco or any drugs or psychotropic substance or alcohol in any form in food processing and beverage industry and at bars, pubs, parties or other similar occasions that serve alcoholic substances.

“PART-B”

List of occupations and processes where children are prohibited to help in family or family enterprises (in addition to PART A)

Occupations

Any occupation concerned with -

1. Transport of passengers, goods or mails by railways;
2. Cinder picking, clearing of an ash pit or building operation in the railway premises;
3. Work in a catering establishment at a railway station, involving the movement of a vendor or any other employee of the establishment from one platform to another or into or out of a moving train;
4. Work relating to the construction of a railway station or with any other work where such work is done in close proximity to or between the railway tracks;
5. A port authority within the limits of any port;
6. Automobile workshops and garages;
7. Handloom and powerloom industry;
8. Plastic units and fiberglass workshops;
9. Domestic workers or servants;
10. Dhabas (roadside eateries), restaurants, hotels, motels, resorts;
11. Diving;
12. Circus;
13. Caring of Elephant;
14. Power driven bakery machine;
15. Shoe making.

Processes

1. Carpet-weaving including preparatory and incidental process thereof;
2. Cement manufacture, including bagging of cement;
3. Cloth printing, dyeing and weaving including processes, preparatory and incidental thereto;
4. Shellac manufacture;
5. Soap manufacture;
6. Wool-cleaning;
7. Building and construction industry including processing and polishing of granite stones; hauling and stacking materials; carpentry; masonry;
8. Manufacture of slate pencils (including packing);
9. Manufacture of products from agate;
10. Cashew and cashew nut descaling and processing;
11. Metal cleaning, photo engraving and soldering processes in electronic industries;
12. Aggarbatti manufacturing;
13. Automobile repairs and maintenance including processes incidental thereto namely, welding, lathe work, dent beating and painting;
14. Roof tiles units;
15. Cotton ginning and processing and production of hosiery goods;
16. Detergent manufacturing;
17. Fabrication workshops (ferrous and non-ferrous);
18. Gem cutting and polishing;
19. Handling of chromite and manganese ores;
20. Jute textile manufacture and coir making;
21. Lime kilns and manufacture of lime;
22. Lock making;
23. Manufacturing processes having exposure to lead such as primary and secondary smelting, welding and cutting of lead-painted metal constructions, welding of galvanized or zinc silicate, polyvinyl chloride, mixing (by hand) of crystal glass mass, sanding or scraping of lead paint, burning of lead in enameling workshops, lead mining, plumbing, cable making, wire patenting, lead casting, type founding in printing shops. shot making and lead glass blowing;
24. Manufacture of cement pipes, cement products and other related work;
25. Manufacture of glass, glass ware including bangles, florescent tubes, bulbs and other similar glass products;
26. Manufacturing or handling of pesticides and insecticides;
27. Manufacturing or processing and handling of corrosive and toxic substances;
28. Manufacturing of burning coal and coal briquettes;
29. Manufacturing of sports goods involving exposure to synthetic materials, chemicals and leather;
30. Oil expelling and refinery;
31. Paper making;
32. Potteries and ceramic industry;

33. Polishing, molding, cutting, welding and manufacturing of brass goods in all forms;
34. Processes in agriculture where tractors, threshing and harvesting machines are used and chaff cutting;
35. Saw mill – all processes;
36. Sericulture processing;
37. Skinning, dyeing and processes for manufacturing of leather and leather products;
38. Tyre making, repairing, re-treading and graphite beneficiation;
39. Utensils making, polishing and metal buffing;
40. Zari' making and processes involving the use of *zari* (all processes);
41. Graphite powdering and incidental processing;
42. Grinding or glazing of metals;
43. Diamond cutting and polishing;
44. Rag picking and scavenging;
45. Mechanized fishing;
46. Food processing;
47. Beverage industry;
48. Cultivating, sorting, drying and packaging in spice industry;
49. Timber handling and loading;
50. Mechanical lumbering;
51. Warehousing;
52. Massage parlours, gymnasiums, or other recreational centers, or in medical facilities;
53. Operations involving the following dangerous machines:-
 - (a) Hoists and lifts;
 - (b) Lifting machines, chains, ropes and lifting tackles;
 - (c) Revolving machinery;
 - (d) Power presses;
 - (e) Machine tools used in the metal trades;
54. Composing types for printing, printing by letter press, lithography, photogravure or other similar process or book-binding, as specified in sub-clause (iv) of clause (k) of section 2 of the Factories Act, 1948.”

Chapter-13

OCCUPATIONAL SAFETY & HEALTH

Directorate General Factory Advice Service & Labour Institutes (DGFASLI)

13.1 The Directorate General Factory Advice Service & Labour Institutes (DGFASLI), Mumbai is an attached office of the Ministry of Labour & Employment. It functions as a technical arm of the Ministry in regard to matters concerned with safety, health and welfare of workers in factories and ports. It assists the Central Government in formulation/review of policies and legislations on Occupational Safety and Health in factories and ports, maintains liaison with Factory Inspectorates of States and Union Territories in regard to the implementation and enforcement of provisions of the Factories Act, 1948; renders advice on technical matters, enforces the Dock Workers (Safety Health & Welfare) Act, 1986; undertakes research in industrial safety, occupational health, industrial hygiene etc.; and provides training, mainly, in the field of industrial safety and health including one-year Diploma Course in Industrial Safety, three-months Certificate Course in Industrial Health (Associate Fellow of Industrial Health-AFIH), four-weeks Specialized Certificate Course in Safety and Health for Supervisory Personnel working in Hazardous Process Industries etc.

The DGFASLI organisation comprises of the headquarters, five Labour Institutes and 11 Inspectorates of Dock Safety in Major Ports. The Headquarters in Mumbai has four divisions/cells, namely, Factory Advice Service Division, Dock Safety Division, Awards Cell, and Construction Advisory Service Division.

The Central Labour Institute in Mumbai started

working from 1959 and was shifted to its present premises in February 1966. Over the years, the Institute has grown and assumed the status of a major National Resource Centre with the following divisions:

- Industrial Safety
- Industrial Hygiene
- Industrial Medicine
- Work Environmental Engineering
- Staff Training and Productivity
- Major Accident Hazards Control

The different divisions at the Institute undertake activities such as organizing training programmes, seminars and workshops, rendering services, such as, technical advice, safety audits, testing and issuance of performance reports for personal protective equipment, carrying out studies and surveys etc.

The Regional Labour Institutes (RLIs) in Chennai, Faridabad, Kanpur, Kolkata, and Shillong serve the respective regions of the country they are located in each of these institutes has the following divisions/ sections:

- Industrial Safety
- Industrial Hygiene
- Industrial Medicine

The Inspectorates of Dock Safety are established at 11 major ports of India viz. Kolkata, Mumbai, Chennai, Visakhapatnam, Paradip, Kandla, Mormugao, Tuticorin, Cochin, New Mangalore and Jawaharlal Nehru Port.

ACTIVITIES OF THE ORGANISATION

I. SAFETY AND HEALTH IN FACTORIES

The Factories Act, 1948 is the principal legislation for regulating various aspects relating to Safety, Health and Welfare of workers employed in factories. This Act is a Central Enactment, which aims at protecting workers employed in factories from industrial and occupational hazards. The State Governments and Union Territory Administration frame their Rules under the Act and enforce provisions of the Act and respective rules through their Factory Inspectorates/Directorates. Uniformity in the application of the provisions of the Act in various States and Union Territories is achieved by circulating the Model Rules prepared by DGFASLI, which are incorporated by them in their State Factories Rules with necessary modifications to suit local needs. In the task of framing the Model Rules, the DGFASLI, on behalf of the Ministry of Labour and Employment, enlists the cooperation and consultation of the State Governments by convening annually a Conference of Chief Inspectors of Factories (CIF) of the States and UTs. The Conference discusses matters relating to the administration of the Act as well as proposed amendments. Besides, the Conference also serves as a forum for discussion on the latest development in the field of Occupational Safety and Health

II. INSPECTORATE OF DOCK SAFETY

The Dock Workers (Safety, Health and Welfare) Act, 1986 came into force on 14th April, 1987. The Dock Workers (Safety, Health and Welfare) Rules, 1989 and Regulations, 1990 were framed under this Act. The Act and Regulations cover the safety, health & welfare aspects of dock worker engaged in loading, unloading & transportation of cargo, including the work incidental to dock work. In addition, the Manufacture, Storage and Import of Hazardous

Chemicals Rules, 1989 framed under the Environment (Protection) Act, 1986 are also enforced by DGFASLI in the major ports of India through the Inspectorates of Dock Safety.

Administration of the Act and the Regulations in major ports is carried out by the Ministry of Labour & Employment, through DGFASLI, Mumbai. The Director General is the Chief Inspector of Dock Safety appointed under the Act. 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 main function of the Inspectorates is to ensure the compliance with the provisions under the statutes. The statutory responsibilities of Inspector include inspection of ships, tankers, loose-gears, container-handling equipment, docks, container-yard and terminal, hazardous installations and isolated storages, tanks; carrying out the investigation of accidents (fatal and serious) and dangerous occurrences; prosecution of employers, attending to complaints, providing advisory services and conducting safety promotional activities like training programmes, workshops, celebration of safety week etc. The Inspectorate also prosecutes the agency responsible for violation of any provision of the Act and Regulations framed there under.

The details of the enforcement activities (various inspections, investigations, prosecutions, promotional activities, etc.) carried out by the Dock Safety Inspectorates at all major ports for the administration and enforcement of the Dock Safety statutes is given in **Annexure-I**.

III. TRAINING PROGRAMMES

DGFASLI regularly conducts a number of training programmes of varying duration for the awareness and effective compliance of

standards/measures to ensure Safety and Health at workplace. Through its Central/ Regional Labour Institutes, the DGFASLI conducts the following programmes:

- Advance Diploma in Industrial Safety (ADIS), a one-year diploma course conducted at CLI Mumbai, RLI Chennai, RLI Faridabad, RLI Kanpur and RLI Kolkata, wherein candidates from various private and government organisations participate to become qualified Safety Officers as required under section 40 (B) of the Factories Act, 1948 and Rules made there under.
- Associate Fellow of Industrial Health (AFIH), a three-month certificate course for qualified medical practitioners to be engaged as Factory Medical Officers in Occupational Health Centres in the Factories.
- 4-week Specialized Certificate Course for Supervisors employed in Hazardous Process industries under section 41C (b) of the Factories Act, 1948.
- 10-day Basic Course for newly recruited Inspectors of factories.
- 5-day Refresher Course for Senior Inspectors of factories.
- 15-day full time certificate course on Safety in Working at Height & Scaffolding.
- 15-day full time certificate course on Safety in Excavation and Tunneling.
- 15-day full time certificate course on Safety in Material Handling and Lifting Operations
- Long duration training programme (3 or more days duration)
- Short duration training programme (1 day duration)
- Seminar/ Workshop

- In-plant training programmes for the industries
- Appreciation programme, visit to the OSH exhibition centres, visit to labs etc.
- Talks, online programmes etc. for industry personnel

The details of the training programmes conducted during Jan 2024 to Nov 2024 are given in **Annexure-II**.

IV. STUDIES AND SURVEYS

Studies and Surveys are conducted by DGFASLI, in its efforts towards helping the Central Government to ascertain the status of working conditions, safety and health in factories and docks, and to formulate the appropriate standards for inclusion in statutes. Unit level consultancy studies are carried out at the request of the management and reports are submitted for implementation of the recommendations for further improvements in factories concerned

V. INDUSTRIAL SAFETY, HEALTH & WELFARE CENTRE

Industrial Safety, Health and Welfare Centre of the Central Labour Institute and Regional Labour Institutes promote the hazard communication through display of panels, models, charts, graphs, write-ups etc. which is visited by workers, executives from industry and delegates from other countries.

VI. TESTING OF PERSONAL PROTECTIVE EQUIPMENT

The Industrial Hygiene Division at CLI, Mumbai is concerned with the improvement of Industrial Work Environment. The division comprises Industrial Hygiene Laboratory (IHL), Respiratory Equipment Testing Laboratory (RETL) and Non-Respiratory Equipment Testing Laboratory (NRETL). The RETL and NRETL labs carry out

testing of indigenous Personal Protective Equipment (PPE) as per the standards set by the Bureau of Indian Standards (BIS).

- **Respiratory Personal Protective Equipment Testing:** The laboratories for respiratory personal protective equipment testing at Central Labour Institute, Mumbai tests the performance and efficiency of indigenous respiratory PPE such as Dust Masks, Canisters/ Cartridge Gas Respirators, SCBA Air Quality equipment, etc. as per relevant BIS standards.
- **Non-Respiratory Personal Protective Equipment Testing:** The laboratories for non-respiratory personal protective equipment testing at Central Labour Institute, Mumbai carries out testing of indigenous non-respiratory PPE such as Safety Helmets, Safety Shoes, Safety Goggles, Safety Belts and Welding Glasses etc. as per relevant BIS standards.

The details of Personal Protective Equipment tested by DGFASLI during the Jan 2024 to Nov 2024 are given in **Annexure-III**.

VII. REPRESENTATION ON BIS COMMITTEES

Officers of DGFASLI are represented on several BIS Committees/Sub-committees dealing with Safety and Health matter and they offer comments on draft standards.

VIII. ACTIVITIES AND FUTURE PLANS

a. Activities carried out during 1st January, 2024 to 30th November, 2024

1. Conducting Consultancy/Study/Survey/Audit

DGFASLI conducted a number of Study, Survey and Audits in the field of

Occupational Safety and Health during the period Jan 2024 to Nov 2024 in various parts of the country. The details of these activities conducted by DGFASLI are given in **Annexure-IV**.

2. Conducting seminars in collaboration with DGUV Germany

DGFASLI has conducted a number of seminars in collaboration with German Social Accident Insurance (DGUV), a leading body in the field of Occupational Safety and Health in Germany to promote Occupational Safety and Health and enhance workplace safety. These seminars aim to foster knowledge exchange and cooperation in the areas of safety management, industrial hygiene, risk assessment, and the development of safe work practices. By leveraging the expertise of DGUV, an organization renowned for its rigorous research, safety standards, and successful implementation of OSH practices in Germany, DGFASLI has been able to offer valuable training and insights in the field of Occupational Safety and Health.

4. Conference of Chief Inspectors of Factories

The 58th National Conference of Chief Inspectors of Factories (CIF) was organised by DGFASLI in collaboration with Government of Odisha on 12th February, 2024 in Bhubaneswar, Odisha. The conference was attended by Ms. Arti Ahuja, the then Secretary, Ministry of Labour of Employment, Government of India and Shri R.S. Gopalan, Commissioner cum Secretary, Labour and ESI Department, Govt. of Odisha, Ms Anu Garg, Development Commissioner, Odisha.

5. **Conducting heat wave awareness programmes**

DGFASLI organized a number of heat wave awareness programmes at workplaces, factories, construction sites, etc. to prevent heat-related illnesses, such as heat exhaustion and heat stroke, by educating workers and supervisors on recognizing symptoms, staying hydrated, and implementing safe work practices. These programmes promote a culture of safety, encouraging workers to report symptoms early and adjust work routines during high heat, which helps maintain productivity and reduces health risks.

6. **Established Regional Labour Institute, Shillong**

The Regional Labour Institute, Shillong has been established with the objective of providing technical services for improvement of Safety, health and well-being of workers employed in factories & other industries. This institute will cater to the needs of the industries and promote occupational safety, health and work environment in the North Eastern states of Sikkim, Arunachal Pradesh, Assam, Meghalaya, Nagaland, Manipur, Mizoram, and Tripura.

7. DGFASLI has signed a number of MoUs with private institutions to collaborate on training initiatives in the field of Occupational Safety and Health, facilitate knowledge exchange, and develop specialized training programs for both employers and employees in diverse industries, and Capacity Building of Trainers and Safety Professionals.

8. DGFASLI also maintains statistics related to administration of the Factories Act, 1948 and Rules framed there under; and

administration of Dock Workers (Safety, Health & Welfare) Act, 1986 and the Regulations, 1990 framed there under. This information is collected by DGFASLI from all the States/UT having factories registered under the Factories Act, 1948. This information base is used in planning and implementation of national policies concerning Occupational Safety and Health as well as preparing replies to various parliament questions related to administration of the aforesaid Acts and Regulations. This information along with other information pertaining to DGFASLI and all the Labour Institutes has been published in the annual report of DGFASLI known as the Standard Reference Note and the same is published on the website of DGFASLI.

9. During the period January 2024 to November 2024 several training programmes on Occupational Safety and Health were conducted by DGFASLI. The details of these training programmes are mentioned in **Annexure-II**.

10. Enforcement activities (various inspections, investigations, prosecutions, promotional activities, etc.) were carried out by the Dock Safety Inspectorates at all major ports for the administration and enforcement of the Dock Safety statutes. The details of these activities are mentioned in **Annexure-I**.

11. DGFASLI organized a series of events such as the *Swachhata Abhiyaan* and *Hindi Pakhwada* across its various offices and institutions ie DGFASLI (Headquarters), Central Labour Institute at Mumbai, Regional Labour Institutes at Chennai, Faridabad, Kanpur, Kolkata, and Shillong and IDS offices. The *Swachhata Abhiyaan* aimed to engage

staff and stakeholders in activities that promote hygiene, and sustainability. The *Hindi Pakhwada* aimed at promoting the use of **Hindi** as the official language. During this period, various activities were organized to encourage staff to communicate in Hindi, especially in official documentation, correspondence, and communication with stakeholders.

Mining Sector, Labour Safety and Occupational Health

DIRECTORATE GENERAL OF MINES SAFETY (DGMS)

13.2 The Directorate General of Mines Safety (DGMS) is the Indian Government regulatory body and is a sub-ordinate office to the Union Ministry of Labour & Employment. The headquarters of DGMS is located at Dhanbad, Jharkhand State.

It administers Safety, Welfare and Health of workers employed in mines in India and functions as a technical supplement to the Ministry in this area. Safety, Welfare and Health of workers employed in mines are the concern of Central Government (Entry 55 – Union List – Article 246) under the Constitution of India. These are regulated by the Mines Act, 1952 and the Rules and Regulations framed thereunder. Apart from administering the Mines Act and Subordinate Legislation thereunder, DGMS also administers some other allied legislation in the mining sector. DGMS is headed by the Chief Inspector of Mines (also designated as Director General of Mines Safety).

13.3 To take care of the enhanced targets, mechanization of mining activities has taken place. Large-scale mechanization led to higher risk to health and safety of the persons deployed in mines. Accordingly, the role of the **Directorate-General of Mines Safety (DGMS)** has also broadened.

13.4 The Mines Act, 1952, Subordinate Legislation made thereunder and other allied legislations administered by the Directorate are as follows:

The Mines Act, 1952

- The Coal Mines Regulations, 2017
- The Metalliferous Mines Regulations, 1961.
- The Oil Mines Regulations, 2017.
- The Mines Rules, 1955.
- The Mines Vocational Training Rules, 1966.
- The Mines Rescue Rules, 1985.
- The Mines Crèche Rules, 1966.
- The Coal Mines Pit Head Bath Rules, 1959.

The Electricity Act, 2003

- Part of the Central Electricity Authority (Measure relating to Safety and electric Supply) Regulation, 2023, applicable to mines, framed under the ELECTRICITY ACT, 2003.

Allied Legislation

- The Factories Act, 1948: Chapters III & IV
- The Manufacture, Storage & Import of Hazardous Chemicals Rules, 1989 under The Environmental Protection Act, 1986
- The Coal Mines (Conservation & Development) Act, 1974

ROLE AND FUNCTION OF DGMS

Vision of DGMS

13.5 To attain risk and hazard free conditions of work and welfare of persons employed in mines.

Mission of DGMS

13.6 To identify and reduce risk of accidents and occupational diseases in and around the mine by:

- Development of suitable legislation, Rules, Regulations, standards and guidelines
- Adequate measures to ensure compliance and
- Awareness initiatives to inculcate safety and health culture amongst work-persons and stakeholders

The main functions of DGMS include:

1. Inspection of mines.
2. Investigation into –
 - a. Accidents
 - b. dangerous occurrences - emergency response
 - c. complaints & other matters.
3. Grant of:
 - a. statutory permission, exemptions & relaxations
 - b. approval of mine safety equipment, material & appliances.
4. Maintaining information/ reports regarding accidents, enquiries related to accidents (as per rules/ regulation) etc. for future planning.
5. Based on the above, reports are submitted to various Parliament Committees as per requirements.
6. Interactions for development of safety equipment, material and safe work practices through workshop etc.
7. To compile, process and maintain the data related to accidents statistics pertaining to Mines (Coal & Non-Coal)
8. Publication: To bring out the following publications periodically:
 - a. Statistics of Mines in India, Volume – I (Coal)-(Yearly)
 - b. Statistics of Mines in India, Volume – II (Non-Coal)-(Yearly)
 - c. Monthly Review of Accident (on the DGMS web-site) (Monthly)
 - d. DGMS Standard Note – Yearly
 - e. DGMS Bulletin - Quarterly
9. Dissemination of mines accident and safety related data to other organisations viz. CSO, IBM, Labour Bureau, State Governments, Ministry of Coal etc.
10. Assistance towards development of Safety Legislation & Standards
11. Safety Information Dissemination.
12. Conducting examinations for grant of competency certificates to ensure that only competent persons are appointed as mine Managers, Surveyors, Overman, Foreman, etc. (under the Coal Mines Regulation, 2017 and the Metalliferous Mines Regulation, 1961).
13. Safety promotional initiatives including:
 - a. Organisation of –
 - National Conference on Safety in Mines
 - Mines Safety Awards to the mines practicing best safety standard
 - Safety Weeks & Campaigns
 - b. Promoting –
 - safety education and awareness programmes

- workers' participation in safety management through
 - workmen's inspector
 - safety committee
 - tripartite reviews

ORGANISATION SET-UP

13.7 This is a subordinate office under the Ministry of Labour and Employment with its Headquarters at Dhanbad (Jharkhand). It is headed by the Director General of Mines Safety. At Head Quarters, Director General is assisted by specialist officers of Mining, Electrical and Mechanical Engineering, Statistics, Occupational Health, Law, Survey, Administration and Accounts disciplines. The Head Quarter also has a Technical Library and S&T Laboratory as a back-up support to the Organization. Field Organization has a two-tier network. DGMS has eight zonal offices across the country; each zone is under the charge of Deputy Director-General. There are three to four Regional offices under each Zonal office. Each Region is under the charge of Director of Mines safety. There are in all 38 such Regional Offices. Besides having inspecting officers of Mining cadre in each zone, there are officers of Electrical and Mechanical Engineering and Occupational Health disciplines.

CIRCULARS

13.8 The DGMS issues circulars to the mining industry on occupational safety and health matters, which may have wide implications. Technical Circulars, Approval Circulars, General Circulars, General Instruction, Technical Instructions, Legislative Circular and Legislative instructions are issued as per requirement.

In the year 2024 Nil (0) technical instruction; Nil (0) general instruction were issued.

In the year, 2024 Six (06) technical circulars were issued; the details of which are given hereunder:

S No	Subject	Issue No. & date
1	Heat wave in summer and precautions against occurrence of accidents/incidents due to exposure to high temperature	DGMS(Tech) Circular (OH)/01 dated 19.04.2024
2	Precautions against danger of inundation in mines	DGMS/SOMA(Tech) Circular N. 02 dated 22.05.2024
3	Ensuring safety in opencast coal mines: preventing accidents involving wheeled trackless transportation machinery	DGMS/ / (Tech) SOMA /Circular N. 03 dated 21.08.2024
4	Acceptance of digital radiography in statutory medical examination of mine employee conducted under Mines Rule 29F of 1955	DGMS/OH/(Tech) Circular N. 04 dated 21.08.2024
5	Guidelines for determining adequacy of electrical supervisors and electricians on duty in every mine or oilfields while electricity is being used. - [sub regulation (1) and (3) or regulation (117) of CEAR-2023]	DGMS Circular No. 5 dated 23.08.2024

6	Training syllabus for Electrical Engineers, Electrical supervisors and Electricians who have been engaged for operation and maintenance of electrical installations in mines and oilfields. [Regulation (118) of CEAR – 2023]	DGMS Circular No. 6 dated 23.08.2024
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Further, one Legislative circular was issued on DGMS (Legis.) (Exam) Circular No. 01 dated 23.07.2024 on Issue of Statutory Certificate on Exemption basis and examination basis under the Coal Mines Regulations, 2017, the Metalliferous Mines Regulation, 1961 and the Mines Act, 1952 through online/digital mode

STANDARD SETTING

13.9 Based on past experiences/experience of countries abroad, following developmental initiatives are undertaken by DGMS,

- Amendment of Safety Laws,
- Issue of guidelines for safer operations in identified thrust areas through circulars and
- Issue of technical instructions to DGMS officers for their guidance.

COMPETENCY TEST

13.10 To ensure that only competent persons are appointed as mine Managers, Surveyors, Overman, Foreman, etc. the DGMS on behalf of the Board of Mining Examinations constituted under the Coal Mines Regulation, 2017 and the Metalliferous Mines Regulation, 1961, conducts

examinations and issues certificates of competency.

13.11 Further we have replaced offline issuance of statutory certificate with online generation of statutory certificate of competency on examination basis from CBT-2023 onwards and also receipt of online applications and issuance of online certificates on exemption basis started from 21st September, 2023.

13.12 The details of applications received and competency certificates issued during the period from 01.01.2024 to 31.12.2024 have been given in Table 13.7. Further the projection or estimate for the period January, 2025 to March, 2025 shall be tentatively 5200 nos of applications shall be received through online mode and subsequently tentatively 5200 nos of certificates shall be issued through online mode.

APPROVAL OF MINES SAFETY EQUIPMENTS

13.13 Approval is granted by Chief Inspector of Mines (Also designated as Director General of Mines Safety) to various equipment for use in mines to fulfil the statutory obligation enshrined under different provisions of Coal Mines Regulation, 2017, Metalliferous Mines Regulations, 1961, Oil Mines Regulations, 2017, Central Electricity Authority Regulations, 2010 and Mines Rescue Rules, 1985. The procedure of approval includes scrutiny of the applications mainly to find out the quality control system adopted by the manufacturers and their capacity to manufacture equipment/material etc., which will be capable of working safely under the hostile environment of the mines and remain operative during prolong use under adverse condition. The equipment also needs to conform to the relevant Indian Standards and in case, there is no Indian Standard, the standards of the country of origin (ISO/EN/DIN, etc.). The application should also include test certificates

from approved laboratory as per the relevant standard. After the documents are scrutinized and found in order, field trial approval is granted to check the pit worthiness of the equipment in various mines. After the equipment are successfully tried in the field, the performance report from the concerned mine management is obtained. If the above reports are found satisfactory regular approval is granted for a specific period.

13.14 Mining is a hazardous occupation. Therefore, equipment, machinery, apparatus, appliances and other materials used in mines are required to be safe, robust, reliable and capable of working safely under hostile environment. The equipment needs to remain safe for prolonged usage even in adverse condition.

13.15 The objective of granting approval to various equipment for use in mines is to primarily fulfil the statutory obligation enshrined under different provisions of Coal Mines Regulations, 2017, Metalliferous Mines Regulations, 1961, Oil Mines Regulations, 2017, Central Electricity Authority (Measure relating to Safety and Electric Supply) Regulation, 2010 and Mines Rescue Rules, 1985 besides statutory notification under these regulations issued by the Competent Authority from time to time.

13.16 The equipment/machinery/appliances and materials requiring approval can be categorized into:-

- Personal protective equipment.
- Environmental monitoring instruments and devices.
- Machinery and other equipment for carrying out mining operations and
- Safety materials for use in underground mines.

13.17 The table below shows particulars of items approved during 01.01.2024 to 30.11.2024.

Items	Number of regular approval/approval extension granted	Number of field trial approvals / Field trail approvals extension granted	Total No of approvals granted
Self-Rescuer	00	00	00
Exploder	01	01	02
Breathing Apparatus	02	00	02
Cap Lamp	03	00	03
Gas Detector	02	01	03
Detonators	03	00	03
Explosives	00	00	00
Total	11	02	13

13.18 The details of field study and scientific study performed by DGMS are given below:

S.No	Activity	Dec-24*	CY-2024
1	Airborne Dust Survey	00	02 (02 Mines)
2	Noise Survey	00	00
3	Illumination Survey	02	06 (05 Mines)
4	Blast Induced Ground Vibrations Monitoring (PPV)	00	00
5	AMP Digitalization of Plans	55	800
6	Library Digitalization	CIM Report	02
		Hindi Rules Book	Completed
7	Approval/Renewal/Field Trial of Equipment Report	1	02 (2 Extension, 03 Recorded)
8	Mine Field Survey Work	02	08 Mines
9	AMP/ Discontinuance/ Closed Received from Mines	Nil	04 Mines

* Month Dec-24 is projection numbers.

13.19 The details of Approval/Field Trial Approval for use of Mechanical Equipment etc. in mines were granted during 01.01.2024 to 31.12.2024 are given below:

Sl. No.	Type of approval	No. of approvals granted
1.	Field trial approval/ extension	06
2.	Regular approval/ renewal	19
Total no. of approval granted		25

The projected estimates for the period January 2025 to March 2025 is given below:

Sl. No.	Type of approval	No. of approvals granted
1.	Expected Field trial approval/ extension	01
2.	Expected Regular approval/ renewal	04
Total no. of expected approval		05

13.20 The details of approvals for use of Electrical Equipment etc. in mines were granted during 01.01.2024 to 31.12.2024 which is given below:

Sl. No.	Type of approval	No. of approval granted
1.	No. of Field trial approvals/extensions granted	23
2.	No. of Regular approvals granted	26
3.	No. of renewal approvals granted	61

Standardization of mining equipment, apparatus and test procedure by BIS.

STATISTICS DIVISION, DGMS

13.21 DGMS has a computerized management information management system which is maintained by Statistics Division. It is also maintaining online software for National Safety Awards (Mines) since 2017. The Division after receipt of various mines safety related data (in the form of returns & reports) scrutinizes processes and compiles the same for finalization of award winning mines.

VISION: To complement and supplement in the direction of ensuring nationally acceptable and internationally competitive standards of health, safety and welfare for employees of the mines of India.

13.22 The Statistics Division maintains various computerized data base of information and statistics regarding the various activities of mines safety. The database maintenance and the processing of data are done on the software platform developed by the Division.

MAJOR ACHIEVEMENTS

13.23 ONLINE SYSTEMS

- Online inspection of mines through Shram-Suvidha portal. Risk based generation of random inspections.
- Online receipt, dealing and grant of Permission/Exemption/ Relaxation through web application module.
- Online receipt, dealing and grant of Approvals of safety equipment through web application module.
- Online statistical module for filing of online Annual returns by mine managements and computation of statistical data.
- Online Accident & Statistical module for submission of intimation of accidents and dangerous occurrences by mine

managements and computation of statistical data.

- Computer-based examination system has now been implemented for all Certificate of Competency examination.

13.24 LEGISLATIVE REFORMS

- The Coal Mines Regulations, 1957 is comprehensively amended as Coal Mines Regulations 2017. Similarly, the Oil Mines Regulations, 1984 is amended as the Oil Mines Regulations, 2017 to incorporate the changes in Occupational Safety and health of mine workers in line with the technological advancements in mining industry.
- The restriction on the employment of women in mines was relaxed vide Gazette Notification No. SO 506(E) dated 29.01.2019.

13.25 TRANSFORMATION TO CBT BASED STATUTORY EXAMINATIONS

- The Bye laws for conduct of examination under the Coal Mines Regulations 2017 & the Metalliferous Mines Regulations, 1961 have been comprehensively amended and notified in the Gazette of India vide Notification Nos. G.S.R. 555(E), G.S.R. 556(E), G.S.R. 557(E), G.S.R. 558(E) and G.S.R. 559(E) Dhanbad, dated the 11th August, 2021 & vide Notification Nos. G.S.R. 560(E), G.S.R. 561(E), G.S.R. 562(E), G.S.R. 563(E), G.S.R. 564(E), G.S.R. 565(E) and G.S.R. 566(E) Dhanbad, dated the 11th August, 2021, respectively.
- The examination for grant of Manager's Certificate of Competency under the Coal Mines Regulations, 2017 & the Metalliferous Mines Regulations 1961 is now Computer Based Test (CBT) only

and no oral examination for these certificates.

- The examinations for grant of Overman's, Foreman's, Surveyor's, Sirdar's, Mining Mate's, Blaster's and Gas Testing competency certificates shall also be Computer Based Test (CBT) only and no oral examination for these certificates.
- For persons holding degree or diploma in mining engineering, the requirement for gas testing examination has been removed and the certificate shall be granted on exemption basis only.
- The statutory certificates for the candidates on examination basis under the MMR 1961 and the CMR 2017 and Mines Act 1952 are being issued online which is directly sent to the candidates through secured email. The candidates can get the status of their application on real time basis.
- Verification of original documents have now been eased for candidates through online verification at 24 DGMS Verification centres across India for certificates issued under the CMR,2017, the MMR,1961 and the Mines Act,1952 on examination and on exemption basis. Online certificate will be issued to the candidates to be declared successful in CBT -2023 such candidate will get their digitally signed online certificate sent through secured mail to the candidates. Thus, receiving of offline documents have been removed. Further the candidate may track their status of application on real time basis. This facilitated transparency, ease and comfort for the candidates.
- Certificates on exemption basis is being already issued online from November,2023

2011	65	533	598	44	82	126
2012	79	536	615	36	45	81
2013	77	456	533	58	52	110
2014	59	379	438	39	44	83
2015	54	302	356	45	35	80
2016	67	269	336	39	37	76
2017	56	266	322	42	22	64
2018	49	265	314	45	26	70
2019	51	193	244	45	58	103
2020	48	117	165	40	24	64
2021	43	186	229	33	45	78
2022	24	181	205	40	48	88
2023	38	117	155	28	35	63
2024	38	106	144	32	31	63

*Data for 2024 is provisional

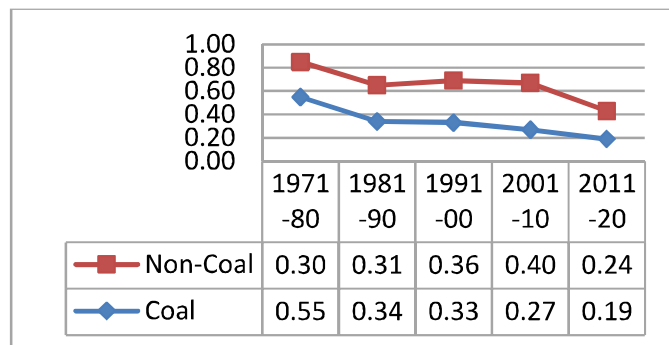
13.31 Table 13.5A shows the trend of accidents and resultant casualties in mines from 2001 to 2024. The mines are classified into coal and non-

coal mines. Accidents have been classified into fatal and serious accidents.

Accidents and resultant casualties in mines										
Year	Coal					Non-Coal				
	Fatal Accident			Serious Accident		Fatal Accident			Serious Accident	
	Acc	Killed	Inj	Acc	Inj	Acc	Killed	Inj	Acc	Inj
2001	105	141	14	667	706	71	81	8	199	200
2002	81	97	15	629	650	52	64	3	205	206
2003	83	113	12	563	578	52	62	16	168	169
2004	87	96	14	962	977	57	64	9	188	194
2005	96	117	19	1106	1119	48	52	4	108	109
2006	78	137	15	861	876	58	71	9	78	79
2007	76	78	77	923	940	56	64	13	79	92
2008	80	93	16	686	693	54	73	35	83	85
2009	83	93	14	636	646	36	44	3	94	101
2010	97	118	23	480	488	54	91	5	61	63
2011	65	67	10	533	546	44	50	9	82	84
2012	79	83	6	536	542	36	38	5	45	45

- Legislative Circulars- DGMS (Legis) (Exam) Circular No. 01 of 2021, in this regard have been issued for wider dissemination of information about the reforms made.
- FIRST-AID: DGMS (Tech) (OH) Circular No. 01 of 2021, Dhanbad dated 06.08.2021 regarding “Standards for conduct of First-Aid Training and issue of First-Aid Certificates” have been issued for wider dissemination of information about the reforms made.

accidents and fatality rates per thousand persons employed at 10 yearly averages since 1971-80 to 2011-20 are indicated below:



13.26 DGMS conducts technical inspections and enquiries of the mines pertaining to safety as per established standards. The database related to all these is also maintained and the figures for various years are reflected in Table 13.6.

13.27 Table 13.7 reflects the number of applications received for various managers and other employees of mines and accordingly certificates of competency are issued.

ACCIDENT TRENDS

13.28 The accident trends in terms of fatal

13.29 The long-term trend of fatality rate and decadal trend is presented through the above chart. The chart above outlines the trend in fatality rates per 1000 persons employed in coal and non-coal mines on a ten yearly average basis. The trend shows a steady decline over the years.

13.30 Table 13.2 shows the trend of accidents in mines from 2001 to 2024. Accidents have been classified into coal and non-coal mines. Accidents are further classified into fatal and serious accidents.

Year	Table 13.2 Trend of Accidents in Mines					
	Number of Accidents in Coal Mines			Number of Accidents in Non-Coal Mines		
	Fatal	Serious	Total	Fatal	Serious	Total
2001	105	667	772	71	199	270
2002	81	629	710	52	205	257
2003	83	563	646	52	168	220
2004	87	962	1049	57	188	245
2005	96	1106	1202	48	108	156
2006	78	861	939	58	78	136
2007	76	923	999	56	79	135
2008	80	686	766	54	83	137
2009	83	636	719	36	94	130
2010	97	480	577	54	61	115

2013	77	82	11	456	457	58	74	15	52	53
2014	59	62	3	379	391	39	45	10	44	50
2015	54	55	9	302	307	45	48	13	35	38
2016	67	94	7	269	272	39	50	10	37	38
2017	56	61	0	266	272	42	63	11	22	28
2018	49	62	11	265	268	45	51	12	26	26
2019	51	56	6	193	198	45	54	10	58	60
2020	48	53	18	117	120	40	50	8	24	25
2021	43	51	2	186	191	33	50	6	45	46
2022	24	28	3	181	187	40	54	13	48	52
2023	38	41	6	117	124	28	33	7	35	36
2024*	38	48	3	106	107	32	39	21	31	36

* Data of 2024 is provisional.

13.32 Table 13.5B shows the trend in fatal accidents and fatality rates per 1000 persons employed (ten yearly average). The table shows

the average accident, accident rate, average killed and death rate.

Table No. 13.5B								
Trend in Fatal Accidents and Fatality Rates per 1000 Persons Employed (Ten Yearly Average)								
Year	Coal Mines				Non coal Mines			
	Avg. Acc	Acc. Rate	Avg. Killed	Death Rate	Avg. Acc	Acc. Rate	Avg. Killed	Death Rate
1951-60	222	0.61	295	0.82	64	0.27	81	0.34
1961-70	202	0.48	260	0.62	72	0.28	85	0.33
1971-80	187	0.40	264	0.55	66	0.27	74	0.30
1981-90	162	0.30	185	0.34	65	0.27	73	0.31
1991-2000	140	0.27	170	0.33	65	0.31	77	0.36
2001-2010	87	0.22	108	0.27	54	0.32	67	0.40
2011-2020	61	0.17	68	0.19	44	0.20	53	0.24

13.33 Table 13.6 shows the number of inspections, enquiry, notices issued, prohibitory orders, prosecution launched, circulars issues,

permissions dealt and approvals dealt in mines from 2021 to 2024.

Table 13.6					
Sr.No.	Parameter	2021	2022	2023	2024*
1.	No. of Inspections	3460	8310	9008	7886
2.	No. of Enquiries	1083	1400	1284	1445
3.	No. of Notices Issued	111	127	233	241

4.	No. of Prohibitory orders issued	76	216	330	338
5.	No. of prosecutions launched	34	24	36	29
6.	No. of circulars issued	2	2	2	7
7.	No. of permissions dealt	4222	5309	6855	7603
8.	No. of approvals dealt	322	313	278	308

* Data pertaining to the year 2024 is provisional.

Table No.13.7					
Applications received & Certificates of Competency issued during 1st January, 2024 to 31 st December, 2024					
Sl.No	Category of Certificates of Competency	Coal Mines Regulations, 2017		Metalliferous Mines Regulations, 1961	
		Application Received	Certificates issued	Application Received	Certificates issued
1	Manager	59	562	53	367
2	Online Manager	2216	1307	1266	797
3	Surveyor	Nil	15	Nil	14
4	Online Surveyor	155	129	87	62
5	Overman/Foreman	Nil	960	03	203
6	Online	3368	2809	1216	752
7	Sirdar/ Mate	Nil	07	40	87
8	Online Sirdar/ Mate	53	43	253	174
9	Blaster	NA	NA	20	23
10	Online Blaster	NA	NA	42	30
10	Winding Engine Driver	10	2	78	35
11	Gas Testing	04	08	Remarks: GT is being issued both under the CMR, 2017 & MMR, 1961	
12	Online Gas Testing	3351	3344		

E-Governance in DGMS

13.34 E-Governance is understood as the use of Information and Communication Technology (ICT) at all the level of the Government in order to provide services to the citizens, interaction with business enterprises and communication and exchange of information between different agencies of the Government in a speedy, convenient efficient and transparent manner.

13.35 DGMS has started e-governance, utilizing IT in accordance with the recommendations of the

Central Cabinet. In order to achieve this goal, an e-Governance Road map has been made, which has suggested implementing it in a phased manner giving importance on the establishment of formal organizational structure and project management structure.

DGMS has taken many IT initiatives which including the following:

- a. The website of DGMS has been redesigned and customized for providing better user interface and transparency for different stakeholders.

- b. DGMS website was undergone Security audit successfully on 28.02.2023 and STQC website quality certification was issued on 13.07.2023 which is valid upto 12.07.2026.
- c. In line with the Digital India initiative, software modules namely “Approval System”, Permission/Exemption/Relaxation |System” have been developed and made live for use by the user industry. As on 31.12.2024 total of 32807 applications for Permission/ Exemption/ Relaxation has been received online and 31807 has been dealt accordingly. During the calendar year total of 7876 applications for Permission/ Exemption/ Relaxation has been received online and 7973 (including those received in 2023) has been dealt accordingly. As on 31.12.2023 total of 1778 applications for Approvals have been received online and 1699 has been dealt accordingly. During the calendar year total of 337 applications for Approvals have been received online and 325 has been dealt accordingly.
- d. “Accidents & Statistics System” software module has been developed and made live on 01.08.2020. This system has enabled online, sending of accident intimation by the mine user, filing of accident inquiry reports by the inspecting officers of DGMS, follow up of the accident reports, finalization of action and dissemination of the relevant information and alerts to the mining industry for improving safety standards. Additionally, the system provides platform for online filing of statistical details by the mine users. As on 31.12.2024, total of 460 fatal accidents, 851 serious accidents and 184 dangerous occurrences have been reported on the web portal.
- e. Module for online logging of daily activity by the officers has been developed to

generate details of inspection, inquiry, follow up actions, promotional initiatives taken up on daily basis. This will facilitate online generation and reporting of monthly summary work by the officers and real time updating of dash board on the DGMS web site.

- f. For online generation for inspection, the modalities for “Risk-based inspection System” for coal mines have been developed and incorporated in the Shram Suvidha portal.
- g. The digitization of old records including mines plans has been going in view of Digital India and secured record keeping. This will ensure secured record keeping and easy and timely access.

RECENT INITIATIVES IN DGMS:

13.36 Reforms in Statutory Examination for issuing Competency Certificate:

- i. Oral Examination was completely eliminated from all forms of statutory examinations under CMR, 2017 and MMR, 1961 from the year 2021.
- ii. The Computer Based Test (CBT) -2022 for Sirdar's, Mate's, Blaster's and Gas Testing Certificate of Competency Examinations were conducted in English, Hindi, Bengali, Oriya, Tamil and Telugu Languages to ease the candidates appearing from different mining areas.
- iii. Computer-based examination system (CBT) has now been implemented for all Certificate of Competency examination and exemption cases are also being dealt through web application module.

13.37 Online Transfer portal for DGMS officers: Online portal for Annual General Transfer of Group A officers has been made functional since September 2022.

13.38 Labour Conference and Meetings: The 49th meeting of the Standing Committee on Safety in Coal Mines, was organised on 17.12.2024 Hon'ble Union Minister of Coal & Mines, Shri G. Kishan Reddy launched the National Coal Mines Safety Report Portal to enhance transparency & real-time monitoring of safety in coal mines. With a robust safety audit module, the portal ensures better tracking, risk mitigation, & adoption of best safety practices with the vision of Zero Harm Potential in coal mining operations.

13.39 Reorganisation of DGMS: The DGMS was reorganised into 8 Zones and 38 Regions (in place of 29 Regions & 2 sub-regions) vide gazette Notification No. Part II- Section 3-Sub-section(i): GSR.300(E) dated 17th April 2023 and G.S.R.342(E), dated 02.05.2023.

13.40 In order to ensure capacity building of officers of DGMS, was sent to attend trainings at various institutions during 2024-25 like VVG NLI NOIDA, ISTM Delhi, IIT (ISM) Dhanbad, ITC-ILO New Delhi, ONGC IPSHEM Goa, GeM Training M/s AJNIFM Faridabad, M/s LBSNAA Mussoorie and other institutions.

1. iGot Karmayogi(Online):

- i. **480** officers/ officials have been completed the 06 mandatory courses in iGot Karmayogi online portal.
 - ii. **225** officers/ officials have been completed the 4 Hrs National Learning Week Compliance in online portal. **250 officers/ officials have been planned the Cyber security on line raining modules in iGot Portal.**
2. Safety and health awareness programs conducted by DGMS: To make the mine workers more aware about the dangers of airborne dust diseases and ways to protect from such diseases by suppressing the

dust at its source using wet drilling and dust extraction and preventing devices, use of dust masks and other personal protective equipment (PPEs), DGMS organized Health awareness programmes, Health Check-up camps. DGMS organized 45 specialised safety and awareness programs and 23 Nos. of Health awareness and check-up camps across India, covering coal and non-coal sectors. Key areas covered: Dust Suppression & Traffic Rules and Safe Explosives Handling, Heat Wave Protection, Silicosis Awareness and occupational Health check-up.

13.41 Special Campaign 4.0: This program was carried out at different offices of DGMS from 2nd October 2022 to 31st October 2022. Under this program a total space of about 1218 Sq.ft. was freed up by disposal of scrap material and an amount of Rs. 27000/- was earned. Also in the program a total of 5995 files were reviewed and 1577 files were weed out.

13.42 Swachhata Hi Seva (SHS) campaign was celebrated from 14th September to 1st October 2024. DGMS Headquarters, Zonal, and regional offices organized the campaign in a holistic way. Swatch Bharat Diwas was celebrated on 02.10.2024.

13.43 Activities undertaken during the Swachhata Hi Seva 2024 campaign held between 14th September to 1st October, 2024 Event wise report:

Sl.no.	Event undertaken	Total
1	Public awareness on Swatch Bharat	04
2	Mass cleaning drives	33
3	Competitions on swacthh Bharat	06
4	Marathon on swatch Bharat	01

5	Plantation drives	09
6	Pledges on Swatch Bharat	01
7	Preventive health checkups and social security coverage for Safaikarmis	03
8	Waste to art	01
	Total	58

OCCUPATIONAL HEALTH CONDITIONS

13.44 Mine workings and its environment are considered to be the sources of certain health hazards leading to airborne dust diseases like asbestosis, coal worker's pneumoconiosis, silicosis etc. These diseases are preventable but once contracted; they are not curable.

It is therefore, essential to prevent such diseases by controlling dust at the working places and conducting airborne dust surveys in mines at regular interval.

The other precautions that are being taken include medical examinations and re-examination of mine workers to diagnose and detect the airborne dust diseases in its initial stages so that preventive, rehabilitative measures and medical cares are taken.

NOTIFIED DISEASES [Section 25 & 26]

13.45 Under section 25 of the Mines Act, 1952, Pneumoconiosis, Asbestosis, Silicosis, Manganese Poisoning of nervous type and Cancer of lung or stomach or the pleura and peritoneum i.e. mesothelioma were already notified as disease connected with mining operations.

13.46 In addition to the aforesaid diseases the three more additional diseases i.e. Noise Induced Hearing Loss, Contact Dermatitis caused by direct contact with chemical and Pathological manifestations due to radium or radioactive

substances have been notified as diseases related to mining vide Gazette Notification No.S.O.399 E dated 21st February, 2011.

13.47 Airborne dust concentration i.e. threshold permissible limit for asbestos fibre has been reduced from 2 fibre per millilitre to 1 fibre per millilitre. Cases of CWP, Silicosis & NIHL reported by Mine Management to DGMS are given below:

Year	Coal Workers' Pneumoconiosis	Silicosis	Noise Induced Hearing Loss
2008	1	3	-
2009	0	0	-
2010	1	0	-
2011	5	1	0
2012	5	0	2
2013	0	4	0
2014	1	1	0
2015	0	0	8
2016	2	0	0
2017	3	0	1
2018	2	5	2
2019	0	0	0
2020	0	0	0
2021	3	0	0
2022	2	0	0
2023	1	0	0
2024 (up to 31 August)	2	0	0

13.48 Occupational Health Survey in the stone mines have been conducted by National Institute of Miners' Health (NIMH), Nagpur in collaboration with DGMS under the project 'Multi Centric Study of Dust Related Disease in Stone Mines and Development of Sustainable Preventive Programme' in the Financial 2015-2016, 2016-2017 & 2017- 2018 to detect cases of silicosis. During the project 2537 persons have been examined, 136 cases of silicosis have

been detected and notified to DGMS by NIMH which are as given below:

Year of	No. of Silicosis
2017	105
2018	31

13.49 Occupational health surveys have been carried out in various states in the year 2017, 2018, 2019, 2020, 2021, 2022, 2023 and 2024 by DGMS with the help of State Government Authorities & other mine management in the stone mines & other metal mines to detect cases of silicosis. During the survey, 13296 persons have been examined and 286 cases of silicosis have been detected which are as given below:

Year of Detection	No. of Silicosis cases
2017	157
2018	54
2019	51
2020	0
2021	6
2022	16
2023	0
2024	2

PROMOTIONAL INITIATIVES

Women Empowerment/ Naari Shakti

13.50 The employment of women, in underground and between 7:00 pm and 6:00 am in above-ground and opencast mines, was restricted under Section 46(1) of the Mines Act, 1952.

The Central Government relaxed these restrictions vide Gazette Notification No. SO 506(E), dated January 29, 2019 subject to ensuring the safety, security, and health of women.

In this regard, the Directorate General of Mines Safety (DGMS) issued guidelines vide DGMS(Legis)/Circular No.02 on May 24, 2019,

for framing SOPs to be adopted by mine owners/managements during the employment of women in their respective mines.

The relaxation granted by the Central Government has yielded positive outcomes, with a notable increase in women joining the mining industry. Employers have demonstrated increased motivation to hire a greater number of women employees.

Women in mining now hold diverse roles, like Mine Managers, Mining Engineers, Geologists, Maintenance Engineers, and Heavy Earth Moving Machinery operators, among others.

The first-ever women's mines rescue brigade has been constituted in the Indian mining history at M/s Hindustan Zinc Limited after getting the required training at Mines Rescue Station, Nagpur, who participated in Zonal and All India Mines Rescue competitions.

Under the guidance of the DGMS India's first all-women underground mine rescue team participated in the prestigious XIII International Mine Rescue Competition held in Colombia, Organized by the National Mining Agency of Colombia under the guidance of the International Mines Rescue Body (IMRB), the event featured over 23 teams globally.

India's seven-member all-women rescue team from Hindustan Zinc achieved a historic milestone by competing on the international stage.

The team placed second overall (Female Task Force) out of 23 teams from 7 countries. They also placed second in First Aid/ Mine rescue action in non-breathing atmosphere (Drill)

These achievements reflect the positive shift in societal attitudes towards women's roles in such critical sectors, and it is an encouraging sign of increased inclusivity and equal opportunity in the rescue and safety sectors.

13.51 Quality Policy: QMS ISO 9001:2015 Certification: DGMS achieved ISO 9001:2015 certification in May 2024, reflecting its commitment to quality, regulatory compliance, and stakeholder satisfaction.

13.52 DGMS actively uses social media platforms like X (496.7K followers) and YouTube (127 videos, 96,540 views). Safety alerts and updated information are shared regularly,

enhancing transparency and awareness.

Institution of Mines Safety Awards (MSA): The DGMS instituted Mines Safety Awards this year in collaboration with the All-India Mines Safety Association (AIMSA). The first Mines Safety Awards, 2024, held at the Biswa Bangla Convention Centre, Kolkata, recognized excellence in mining safety.

Annexure-I**Activities carried out by Inspectorate of Dock Safety (Jan 2024 – Nov, 2024)**

1. Inspections by Inspectorates of Dock Safety	
Title	Achievement
i. Ship Inspection	381
ii. Dock Inspection	521
iii. Gear Inspection	524
iv. Hazardous installations	63
v. Inland Container Depot	7
vi. Other Visits	520
Total	2016

2. Reportable Accidents in Ports	
Total Accidents	20
Fatal Accidents	14

3. Progress in disposal of prosecution cases	
Filed during the year	20
Decided during the year	16

4. Progress in inquiries into fatal accidents	
Initiated during the year	9
Concluded during the year	21

Training programmes conducted by DGFASLI (Jan, 2024 - Nov, 2024)

Training programmes		Nos.
1. Advance Diploma in Industrial Safety (ADIS)	Programmes	5
	Participants	216
2. Associate Fellow of Industrial Health (AFIH)	Programmes	10
	Participants	399
3. 4-weeks Specialized Certificate Course for Supervisors employed in Hazardous Process Industries	Programmes	2
	Participants	14
4. Short Duration (1 day) Training Programme	Programmes	21
	Participants	230
5. Long Duration (3 or more days) Training Programme	Programmes	69
	Participants	1038
6. Seminar/Workshop	Programmes	14
	Participants	479
7. In-plant Training Programme	Programmes	44
	Participants	1561
8. Appreciation Programme	Programmes	78
	Participants	2169

No. of Personal Protective Equipment tested by DGFASLI (Jan, 2024 - Nov, 2024)

Sl.	Month	No. of Personal Protective equipment tested (Respiratory and Non-Respiratory)
1.	January, 2024	16
2.	February, 2024	35
3.	March, 2024	10
4.	April, 2024	22
5.	May, 2024	25
6.	June, 2024	45
7.	July, 2024	28
8.	August, 2024	15
9.	September, 2024	16
10.	October, 2024	6
11.	November, 2024	19
Total		237

Consultancy/Studies/Survey/Audit conducted by DGFASLI (Jan, 2024 - Nov, 2024)

Sl.	Title
1.	Safety Audit at M/s. NTPC Mouda, Nagpur
2.	Safety Audit at M/s Elring Klinger Automotive Pvt. (L) Pune
3.	Safety Audit at M/s. Manali Petrochemicals Limited, Manali, Chennai
4.	Safety Audit at DRCTPP (HPGCL), Yamunanagar, Haryana
5.	Safety Audit at New Mangalore Port Authority, Mangalore
6.	Safety Audit at Jindal Power Ltd., Tamnagar, Chattisgarh
7.	Safety Audit at Hindalco Industries Ltd., Jharkhand
8.	Safety Audit at RSPL, Raipur, Chattisgarh
9.	Risk Assessment Study at RSPL, Raipur, Chattisgarh
10.	HAZOP Study at Neyveli Lignite Corporation (NLC), Neyveli, T.N
11.	Safety Audit at Namaste India Foods Pvt. Ltd., Kanpur
12.	Risk Assessment Study at Detergent Powder Manufacturing Unit-4, Pithampur Industrial Area, MP
13.	Safety Audit at Chennai Port Authority, Chennai, TN
14.	Work Environment Monitoring Study at Pyrotek (I) Pvt. Ltd, Pune, Maharashtra
15.	Safety Audit at M/s RSPL Bhognipur, Kanpur
16.	Study/Survey of Inspection of Compressor Air Quality at M/s. Joseph Lesili Dynamiks Manufacturing Pvt Ltd, Vasai(E), Palghar, Maharashtra
17.	Industrial Hygiene Study at India Yamaha Motor Pvt. Ltd., Surajpur, Uttar Pradesh
18.	Safety Audit at Grasim industries Ltd, Ganjam, Odisha

Chapter-14

DATTOPANT THENGADI NATIONAL BOARD FOR WORKERS EDUCATION AND DEVELOPMENT

14.1 The Dattopant Thengadi National Board for Workers Education and Development established in 1958, is a tripartite body which implements the Workers Education scheme at National, Regional and unit/village level. The Board undertakes training programmes, which cover workers from both organised and unorganised sectors.

14.2 The main objective of the Board's training programmes is to build capacities among all sections of the working population through its unique education and training curriculum. Supervisory and Managerial cadres are also being covered in specially designed training programmes under organised sector.

Workers Education

14.3 Dattopant Thengadi National Board for Workers Education and Development (erstwhile, Central Board for workers Education), Ministry of Labour & Employment, Government of India, was established in 1958 to implement Workers Education Scheme at National, Regional, and Village Levels

- The Board is tripartite-plus in character and consists of representatives from Central Organisations of Workers/Employers, Central/State Governments and Educational Institutions.
- Awareness is created among the working class about their rights and obligations for their effective participation in socio-economic development of the country.
- Board organizes different types of training programmes for the workers in organised, unorganised and informal sectors as indicated in (**Annexure -1**).

- Board's programmes reflect the new orientation, direction and dimensions for meeting the wider educational needs and aspirations of the worker, trade unions and managements, keeping in view the changed scenario.

STRUCTURE

14.4 The Board is headed by Minister of Labour and Employment as the President of the Board. Secretary (Labour & Employment) is the Ex-officio Member and Vice President of the Board. The Board comprises of representatives of Organizations of Workers, Organizations of Employers, representatives of State Governments and Educational Bodies. The affairs of the Board are managed by Governing Body elected from amongst the members of the Board. The Governing Body is headed by the Chairperson, nominated by the Government of India. The Chief Executive of the Board is the Director General, who is assisted by an Additional Director, Financial Adviser, Deputy Directors, Regional Directors and Subordinate Staff etc. The Board operates through 50 Regional Directorates. The apex Training and Research institute of the Board, Indian Institute of Workers Education (IIWE) is situated in Mumbai.

14.5 Tripartite Regional Advisory Committees constituted for each Regional Directorate review the progress of the scheme and recommend measures for effective implementation of Workers Education Programmes in that respective region.

14.6 Training Programmes on Organized Sector -

In Organized Sector, Board conducts training

programmes at three levels. ie National level, Regional Level and Unit Level.

Organized Sector programmes are conducted for the workers working in Govt Sector/Offices, Public Sector (PSU), and Private Sectors. Also includes the members of various Trade unions and workers from different establishments, sponsored by the trade unions.

Details of training programmes conducted by the Regional Directorates during the period April, 2024 to December 2024, which includes organized sector and unorganized sector programmes as indicated in the (**Annexure-2**).

14.7 Programmes for Unorganized workers:

Initially the Board concentrated its activities in the organized sector. The Board shifted its emphasis to unorganized/rural sector since 1977–1978 on the recommendations of Workers Education Review Committee. Initially started with 7 pilot projects, the unorganized/rural workers education programmes have now become a regular and continuing programme. Since April 2024 onward Board has taken new initiative to outcome based programme.

These programmes are conducted with a view to :

- To promote critical awareness of problems, privileges and obligations as workers and citizens;
- To enhance self-confidence and build up scientific attitude;
- To educate them to develop their organizations through which they can fulfil socio–economic functions and responsibilities in rural economy and strengthen democratic, secular and socialist fibre of rural society;
- To educate them in protecting and promoting their individual and social

interest;

- To motivate for family welfare planning and to combat social evils.
- To register workers under various Govt. Schemes.
- To improve upon their employability through targeted skilling rogrammes.

Performance

During the period from April, 2024 to December 2024 the Board has conducted **7359** programmes and trained **458024** workers from various sectors. Details are at (**Annexure 1**).

14.8 MAJOR ACHIEVEMENTS

Awareness Generation and Registration Camp (ACRC)

The objective of the programme is to make the workers in un-organised sector aware about various welfare schemes of the Government. The aim of the programme is to derive maximum benefit from the schemes and also advise to registered workers on e-Shram Portal, PMSYM, BOCW, and other State Govt and Central Govt. Welfare Schemes. From April 2024 to December 2024, 1757 number of ACRC programmes were conducted in which 134948 participants have participated.

Shramik Choupal Programmes

The aim of the programme is to derive maximum benefit from the schemes and also advise to registered workers on e-Shram Portal, PMSYM, BOCW, Sambal Yojana and other State Govt and Central Govt. Schemes.

During the year from April 2024 to December 2024, total 4976 number of Shramik Choupal Programmes been conducted and 307661 participants were trained in Boards training programmes.

GRANTS-IN-AID SCHEME

The Grants-in-Aid Scheme of the Board was introduced in the year 1960. The Rules and Procedure of the Grants-in-Aid Scheme have been simplified accordingly to needs of the Trade Union.

Dattopant Thengadi National Board for Workers Education & Development through its Grants-in-Aid Scheme extends financial assistance to Trade Union Organizations and Educational Institutions etc. to conduct Workers Education Programmes for their own workers.

USE OF HINDI

Hindi Diwas was celebrated on 14th September, 2024. Hindi fortnight was celebrated from 15.9.2024 to 29.9.2024 in the Head office, New Delhi. 50 Regional Directorates of the Board had also celebrated Hindi Diwas and observed Hindi Fortnight. All the officers and staff members had participated enthusiastically in these programmes.

OBSERVANCE/CELEBRATION OF VARIOUS DAYS

The Head Office, New Delhi and Regional Offices of Dattopant Thengadi National Board for Workers Education and Development (erstwhile CBWE) and IIWE, Mumbai, observed the following days to mark the occasions :-

- Anti-Terrorism Day on 21st May
- Independence Day on 15th August
- Sadbhavana Day on 20th August
- Workers Education Day on 16th September
- Constitutional Day on 26th November
- Vigilance Awareness Week from 28th Oct 2024 to 3rd Nov 2024
- Swatch Bharat Abhiyaan, Campaign 4.0

- Yoga Day on 21st June

14.9 NEW INITIATIVES

- The Board is working on re-orientation of its programmes and objectives and to come up with new initiatives with tangible benefits to the targeted group.
- The Board is planning to design customized training programmes on the basis of occupations available in E-Shram and in consultation with NSDC.
- The Board is striving to make linkages with EPFO, ESIC, e-Shram, PYSYM, NCS, etc to design the training programmes/activities accordingly to address the needs of the target group.
- Employability and Proficiency Enhancement Programme (EPEP) MoU is signed between DTNBWED and NAREDCO. Objectives of the MoU are intended to catalyze, enhance and expand the employability of the construction workers as a mandated welfare activity. Job Roles covered are Shuttering Carpenters, Bar Benders, Assistant Masons. Total 09 Pilot Programs were conducted in Delhi NCR in which 252 workers attended. Programme is now rolled out in 10 states i.e. Maharashtra, Odisha, Uttar Pradesh, Haryana, Delhi, Bihar, Punjab, Gujarat Karnataka and Assam
- MoU has been signed between Milkfed, Punjab and DTNBWED in the year 2024-25 for conducting MTP-(SGF) programme on Employee of different units of Punjab State Cooperative Milk producers federation ltd.
- MoU with Tata Steel Technical Service Limited (TSTSL) and Tata Steel support Service Ltd (TSSSL) with DTNBWED for conducting 20 MTP (SGF) programme in the financial year 2024-25 for 500

employees of different units of Tata Steel located at six different locations in India on

the topic “Behaviour Based Safety”.

Annexure-1

COURSES ORGANISED UNDER WORKERS EDUCATION AS PER ANNUAL REPORT 2024-25 (upto 31.12.24)

Sr. No.	Name of Programme	No. of Programmes	Total Male	Total Female	Grand Total
Organized Sector					
1	Capacity Building Programme for Office Bearers of TUs (02 Modules)	14	307	52	359
2	Grant in Aid (02 Modules)	0	0	0	0
3	Grant in Aid (06 Module)	2	79	1	80
4	Modular Training Programme (MTP) 02 Modules	111	2352	259	2611
5	Programme on OSH (Organised Sector)	5	88	99	187
6	SGF Modular Training Programme 01 Module	64	1179	80	1259
7	SGF Modular Training Programme 02 Modules	287	5238	487	5725
8	SGF Modular Training Programme 04 Modules	8	140	14	154
	Total	491	9383	992	10375
Unorganized Sector					
1	Awareness Generation and Registration Camp (ACRC)	1759	58884	76230	135114
2	Employability and Proficiency Enhancement Programme (EPEP)	30	856	87	943
3	Programme on OSH (Unorganised Sector)	30	133	721	854
4	Shramik Chaupal	4977	152300	155439	307739
5	Sponsored Short Term Training Programme (SSTTP) (01 day)	75	1582	1661	3243
	Total	6871	213755	234138	447893
	Grand Total	7362	223138	235130	458268

Annexure-2

TRAINING PROGRAMMES OF THE BOARD

Sr. No.	COURSE TITLE	TARGET GROUP	BOARD OUTLINE OF SUBJECTS COVERED
A	ORGANISED SECTOR		
1	Capacity Building Programme-4 Modules	Office bearers of Trade Unions	To Organize a series of programs as per theme based structured Module for- (i) Trade union consciousness; (ii) The purposes, functions and administration of trade unions; (iii) The conduct of Industrial relations and knowledge of the industry; (iv) The development of a mature individual and his role as a citizen (v) The Labour Codes
2	Board provides assistance for conducting trainings in tune with objectives of Workers Education through Trade Unions for Capacity Building of Trade Unions-6 Modules Grants-in-Aid	For office bearer of Trade Unions	The Legal framework and labour codes, management of attitudes, habits, ways of thinking, leadership, The trends indicating the way our society appears
3	Modular Training Programme for - Self		At Industry Premises or in-house training based on Pre structured Modules (on the basis of Training Need Identification or various inputs)

	Generation of Funds 2 Modules/4 Modules/6 Modules	Workers and employees of the industry/establishment/offices	<p>Contents: Labour Codes, topics related on Applied Industrial Psychology / HR / Organizational Development / Industrial Domain and Trade Union Management & Administration -</p> <p>MTP-SGF programmes are conducted to earn revenue for strengthening of Workers Education Framework in the country under Organized Sector.</p>
B	UNORGANISED SECTOR		
1	Training of Trainers (TOT) Programmes: 03 Days	Perspective RV / Facilitators / Representatives of Collaborating Agency	To develop a pool of trainers / Rural Volunteers and Facilitators which will be helpful for the Board for conducting programs effectively in unorganized and rural sectors.
2	Awareness cum Registration camp (ACRC)	ñ Unorganized & Rural workers, Self Employed, Unemployed Youth	<p>Conducted with an objective to make the workers in un-organised sector aware about various welfare schemes of the Government.</p> <p>Participants are also motivated to register themselves under various such schemes.</p> <ul style="list-style-type: none"> ñ Programmes were conducted in 65 Aspirational Blocks in 23 States. ñ Workers were mostly, registered under the schemes namely e-Shram, PMSYM, ABHA, NCS, Adhar Card, Voter Card etc. ñ Programme are conducted at village, block, panchayat, colonies etc. with the help of NGOs, Trade Unions etc.

			Each programme is conducted at a place for 03 days with the expenditure pattern as approved in 185 th Governing Body meeting held on 26.06.2024.
3	Sponsored Short Term Training Programme (SSTTP) - 01 day Theme Based	Unorganized & Rural workers, Self Employed, Unemployed Youth, Workers in Industrial Estates etc.	
4	Shramik Chaupal	These programmes are organized at labour chowks, worker clusters and construction sites for U/O Workers.	Awareness about and linkage with Govt. Welfare Schemes related labour and other initiatives of Government.
5	Skill Boot Training Programme (SBTP) for Recognition of Prior Learning (RPL) in collaboration with National Skill Development Corporation (NSDC) 03 days (01 day by DTNBWED and 2nd & 3rd by NSDC)	Unorganized & rural workers having certain skills.	01 Day training will be given on Foundational skills by DTNBWED as Project Implementing Agency (PIA) and 2 nd & 3 rd day will be engaged by NSDC for skill development activities under RPL.
6	Employability and Proficiency Enhancement Programme (EPEP)	construction workers as a mandated welfare activity	Programmes are of 05 days duration conducted at construction sites. Last days is engaged for assessment of the participants. Job Roles covered are Shuttering Carpenters, Bar Benders, Assistant Masons etc

Chapter-15

PROGRAMMES

15.1 The Ministry is implementing many schemes for improving life and dignity of labour force both in Organized and Unorganized Sectors during the FY 2024-25. Main emphasis of programmes / schemes is on e-Shram portal [National Database of Unorganized Workers (NDUW)], abolition and rehabilitation of Bonded Labourers, Labour Welfare, Occupational Safety & Health (OSH) and Employment Generation. The important schemes under Social Security for workers are: Employees' Pension Scheme (EPS), 1995, Social Security for Tea Plantation Workers in Assam, Pradhan Mantri Shram Yogi Maandhan (PMSYM) for Unorganized Workers and National Pension Scheme (NPS) for Traders and Self Employed Persons. In addition, e-Shram portal, National Career Service (NCS), National Career Service Centres (NCSC) for SC / ST] and Labour Welfare Scheme (LWS) for

Beedi, Cine and Non-Coal Mine workers are also other major schemes.

15.2 Monitoring & Evaluation Unit (MEU) in Ministry of Labour & Employment deals with the monitoring of expenditure of schemes under Development Action Plan for Scheduled Castes (DAPSC) [erstwhile Scheduled Caste Sub-Plan (SCSP)], Development Action Plan for Scheduled Tribes (DAPST) [erstwhile Tribal Sub-Plan (TSP) / Scheduled Tribe Component (STC)] and North Eastern Region (NER) component.

15.3 The Ministry of Finance provided an financial outlay of Rs. 21705.57 Crore for Central Sector (CS) schemes of Ministry of Labour & Employment during the Financial Year 2024-25. The schemes-wise financial outlays are given in **Table 15.1**

Table: 15.1
Ministry of Labour & Employment: Financial Outlay of Schemes for FY 2024-25

(Rs. in Crore)

Sl. No	Name of Schemes	Total Financial Outlay 2024-25	Allocation for DAPSC 2024-25	Allocation for DAPST 2024-25
1	Labour and Employment Statistical System (LESS)	50.00	8.30	5.70
2	Labour Welfare Scheme (LWS)	50.68	8.42	4.35
3	Employee's Pension Scheme (EPS), 1995	10950.00	1817.70	941.70
4	Social Security for Tea Plantation Workers in Assam	66.20	1.22	0.35