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Registered No.
PY/44/2018-20
WPP No. TN/PMG(CCR)/
WPP-88/2018-20
Dated : 21-9-2020
Price : ₹ 2-00

புதுச்சேரி மாநில அரசிதழ்

La Gazette de L'État de Poudouchéry

The Gazette of Puducherry

PART - II

சிறப்பு வெளியீடு	EXTRAORDINAIRE	EXTRAORDINARY
அதிகாரம் பெற்ற வெளியீடு	Publiée par Autorité	Published by Authority
விலை : ₹ 2-00	Prix : ₹ 2-00	Price : ₹ 2-00
எண் } புதுச்சேரி	தங்கடகீழமை 2020 ஞ	செப்டம்பர் 21 ௨
No. } 46 Poudouchéry	Lundi 21	Septembre 2020
No. } Puducherry	Monday 21st	September 2020
(30 Bhadra 1942)		

GOVERNMENT OF PUDUCHERRY

LABOUR DEPARTMENT

(G.O. Ms. No. 07/2020/Lab., Puducherry, dated 18th September 2020)

NOTIFICATION

In exercise of the powers conferred under section 112 of the Factories Act, 1948 (Central Act No. 63 of 1948), the Lieutenant-Governor, Puducherry hereby makes amendment to the Puducherry Factories Rules, 1964, the draft of the same which were issued in the Labour Department's Notification under G.O. Ms. No. 08/2019/Lab., Puducherry dated 8th August 2019 as required under sub-section (1) of section 115 of the said Act. And after examining the objections and suggestions with regard to the draft rules received from the petitioner associations, the Government have decided to confirm the said rules, namely:—

1. *Short title, extent and commencement.*— (1) These rules may be called the “Puducherry Factories (Amendment) Rules, 2019”;

(2) These rules shall extend to the whole of the Union territory of Puducherry;

(3) They shall come into force on and from the date of their publication in the Official Gazette.

2. *Amendment of rule 42.*—In the Puducherry Factories Rules, 1964 (hereinafter referred to as the said rules), in rule 42, after the sub-clause (b), the following sub-clauses (c) and (d) shall be inserted,

‘(c) Sanitary Napkins of adequate quantity conforming to Indian Standards shall be provided and maintained in the women’s toilets for their use, and the same be replenished on daily basis

(d) Disposable bins with lids shall be provided within the women’s toilets for the collection of the used napkins. The used napkins shall be disposed off as per the procedure approved by the Inspector’

3. *Amendment of rule 65J.*— In the said rules, for the rule 65J, the following shall be substituted, namely,

"Rule 65J. Personal Protective Equipments:

(1) All workers should be mandatorily provided with Personal Protective Equipments (PPE) as required under the relevant provisions of the Act or the Rules and such Personal Protective Equipments shall conform to the prescribed National Standard. The occupiers shall require the workers to use such Personal Protective Equipments and the same shall be maintained in proper working conditions by the occupier. No charge whatsoever shall be charged by the occupier from the workers for provisions of such Personal Protective Equipments.

(2) Without prejudice to the generality of the provisions of sub-rule (1), various types of PPEs to which this rule shall extend for use in factories shall be as prescribed below.

(i) *Safety Helmet.*—All workers who are likely to be exposed to any hazard which may cause head injury shall be provided with safety helmets conforming to prescribed National

Standards. All the workers shall be adequately trained on proper use of such Personal Protective Equipments. When work at height is being carried out such safety helmet shall be provided with a nape strap. No safety helmet which has resisted an impact shall be reused. Periodic cleaning and visual inspection to check any deformation in size or shape shall be carried out.

(ii) *Protective Footwear.*— Protective footwear should be provided to workers who are exposed to hazards which are likely to cause injury to them by way of materials being dropped on their feet or nail or other sharp objects penetrating their sole. The type and nature of foot wear to be used at workplaces shall be decided by the occupier based on the nature of work being carried at such work places. Proper disinfection shall be carried out to prevent contagious fungal infection of the skin that causes scaling, flaking and itching of the affected areas. Proper medical care shall be carried out to prevent workers from suffering from ingrown nails, metatarsalgia, heel spur, hammer toes and nerve damage after wearing safety shoe.

(iii) *Safety Goggles and Spectacles.*—The prescribed National Standard shall be applicable for eye-protection intended for use in industrial undertakings to provide protection for the eyes of the workers against hazards such as flying particles and fragments, splashing materials and molten metal's harmful dust, gases or vapours, aerosols and radiations which are likely to impair vision or damage the eyes. Additional eye protection over their prescription lenses shall be used ensuring that the protective eyewear does not disturb the proper positioning of the prescription lenses.

(iv) *Equipment for eye and face protection during welding.*— Prescribed National Standard shall be followed for the requirements of goggles, hand shield and helmet intended to protect an operator above the shoulder from harmful radiation, spark and particles of hot metal during welding, cutting and similar operations employing a gas flame or electric arc.

(v) *Gloves and Protective Clothing.*— Suitable gloves, leather gauntlets and mittens conforming to prescribed National Standard shall be used for protection of hands of the workers from getting injured. Such protective gloves shall be provided where the hands are exposed to hazards such as those from skin absorption of harmful substances; severe cuts or lacerations; severe abrasions; punctures; chemical burns; thermal burns; and harmful temperature extremes.

Suitable protective clothing as per prescribed National Standard available for apron (Rubberized, acid and alkali resistant) shall be used for protection of workers who are likely to be exposed to any hazard which may cause injury to their skin.

(vi) *Ear protection when exposed to noise.*— Protection against the effects of noise exposure shall be provided when the sound levels exceed the prescribed standards. The prescribed National Standard shall be followed while selection of suitable ear protection. Periodic disinfection of reusable ear protectors shall be carried out to eliminate hearing loss caused by infection, discharge, pain, *etc.*, in the ear.

(vii) *Respiratory Protection.*— Respiratory protective equipment based on the nature of hazard as per the prescribed National Standard shall be provided by the occupier of the factory to the workers for their respiratory protection against dust, fumes, gases, particulates, *etc.* Clinical examination and appropriate medical tests shall be undertaken to avoid irritant dermatitis, nose bridge sores, *etc.*, because of prolong use of respiratory personal protective equipment.

(viii) *Other Protective Equipment.*— Appropriate personal protective equipment based on the nature of hazards as per the prescribed National Standard shall be provided by the Occupier to the workers. These shall include the following:—

- (a) Safety harnesses with independently secured lifelines where protection against falls cannot be provided by other appropriate means.

- (b) Life vests and life preservers where there is a danger of falling into water.
 - (c) Distinguishing clothing or reflective devices or otherwise conspicuously visible material when there is regular exposure to danger from moving vehicles.
- (3) The Inspector may, having regard to the nature of the hazards involved in work and process being carried out, order the occupier or the Manager in writing to supply to the workers exposed to particular hazard any personal protective equipment conforming to prescribed National Standard as may be found necessary”.

(By order of the Lieutenant-Governor)

E. VALLAVAN, I.A.S.,
Secretary to Government (Labour).
