

## **FACTORY INSPECTORATE - THE PONDICHERRY FACTORIES (WELFARE OFFICERS) RULES, 1965**

In the subsequent year's major industries employing a work force more than 500 workers were established operating in the Union Territory of Puducherry. Hence, to look after the welfare of the workers more effectively, the Puducherry Factories (Welfare Officers ) Rules, 1965, was framed. This made the occupier to appoint welfare officers in their units to achieve the objectives of the rules.

As per this rule any factory employing more than 500 workers has to appoint a welfare officer under Rule 3, of the Puducherry Factories (Welfare Officers ) Rules, 1965.

For appointing a welfare officer, the required qualifications, their working condition and the duties have been elaborately defined in the rule. Care has been taken to see that, welfare officers are to look after the welfare of the workers alone and they are not supposed to deal with disciplinary cases or appear on behalf of the management against workers.

### **INDUSTRIAL HYGIENE AND OCCUPATIONAL HEALTH UNIT**

In factories where in hazardous process as defined under section 2(cb) of the Factories Act, 1948, is being carried on the nature of process is such that the worker is exposed to certain type of hazardous. To protect the health of the workers, the work environment has to be maintained in a safe condition.

Rule 114A prescribes the permissible levels of certain chemical substances in work environment.

For monitoring the work environment and suggesting corrective measures a separate wing namely, Industrial Hygiene and Occupational Health Unit, under the aegis of the Medical Inspector of Factories was established during the 5th Plan. The Scheme is intended to protect the safety and Health of Industrial Workers who are exposed to hazardous operation and person in the present context of Industrial Expansion. This wing, has Superintendent, Lab Assistants and supporting staff. The wing monitors the work environment of hazardous process to assess the Threshold Limit Values (TLV) and if found to be higher than the permissible limits, corrective measures are advised and the managements are made to comply. This Inspectorate goes to the extent of ordering stoppage of operation in case where violations are not rectified within the prescribed period, as per the provisions of the Factories Act, 1948.

The Medical Inspector of Factories is conducting periodical medical examination of workers in factories.

As per rule 105 of the Puducherry Factories Rules, 1964, the fee per worker for medical examination by the certifying surgeon is Rs. 25/-

For the safety of the workers in the Union Territory of Puducherry, the International Labour Organization, supplied the required equipment and know how for conducting air sampling. Further this administration purchased additional equipment to supplement.

To cope up with the latest developments, the staff of this wing is periodically deputed to DGFASLI for further training. To take the health care to the work place, a health unit van with all necessary equipments has been proposed. Then the workers will be examined by the Industrial Hygiene Unit on the spot itself.

As of now, the Industrial Hygiene Wing, located in Puducherry, is periodically visiting the outlying regions of Karaikal, Mahe and Yanam for carrying out the medical examinations of the workers and conducting environmental survey. Considering the growth of industries in Karaikal region, a separate hygiene wing, with a well equipped laboratory will be set up in Karaikal in the coming years in the Office of the Inspector of Factories, Karaikal.