I am happy to know that DGFASLI is bringing out a quarterly newsletter on Occupational Safety, Health and Conditions of Work "INDOSHNEWS".

This publication is being brought out at a specially relevant time, when hazards at the work place could rise, with the hectic pace of industrialisation. Commitment and involvement in creating safe and healthy conditions of work would naturally follow once awareness is created amongst the people. It is my sincere hope that "INDOSHNEWS", with its coverage of both national and international news in the areas of education, research, consultancy, success stories, etc., would be a significantly meaningful instrument for promotion of safety and health in work-place environment.

I send my greetings and good wishes on the occasion.
It has been a long felt need to have constant interaction with the enforcement agencies on one hand and key resource personnel from industries, institutions and NGOs on the other regarding the training, research and consultancy activities undertaken by this organisation for wider exchange of views and feedback. This Directorate under the Ministry of Labour, Government of India is developing a networking system known as ‘INDOSHNET’ in the country for sharing of current information on the Occupational Safety & Health with a view to pool our information resource for mutual benefit. The newsletter is aimed at achieving this concept of information sharing through conventional paper movement and our effort will be to reach policy makers, law enforcing agencies, key industrial resource personnel and safety and health specialists so that there is continuous exchange of views and ideas furthering efforts for improving working conditions and work environment.

The present issue focuses on Child Labour elimination in India. Safety and Health aspects of Child Labour deserve a greater attention in the elimination of Child Labour as most of the occupational disorders manifest their symptoms after prolonged exposure of the child by leaving child to be a patient before entering into adolescence. The Government of India is obliged to take all possible steps not only to prevent the exploitation of children but also to take necessary and adequate measures for their protection.

(S.K. SAXENA)
DIRECTOR GENERAL
Child Labour - A Crying Issue

Introduction:

The problem of child labour has been an issue of National importance these days and its roots could be traced to our culture and social values and even in our traditional society. The social beliefs and values which we had inherited have a bearing on child labour. The aforesaid Unkage has slowly turned out to be, in most cases, a case of exploitation and thus we have the child labour problem today. However, time has come for taking a fresh look at this issue and to adapt ourselves to the changing need of the society on a war footing. Since the problem of child labour has a linkage with the social values of the society any measure for elimination and protection should be compatible with this linkage.

The children are the assets of any nation and their proper upbringing and orientation may decide the future of the nation. No nation can afford to have a class of children who are deprived of their future and survive with crippled health for no fault of theirs. It is high time we should realise this issue and join hands with the Government in mitigating this perennial problem gripping our society.

Children are exploited and lured/compelled to take up jobs as they need to be paid a low wage and no other benefits. They are also exploited to long working hours, in-human working conditions, lack of health care facilities etc. These exploitations ultimately affect their tender health, growth and mental capabilities apart from general development. The children are most amenable to discipline, efficient and quick in repetitive jobs. They are also suited for those types of jobs which require their nimble fingers to achieve increased productivity. They are honest and sincere and can easily be humbled and therefore the exploitation continues.

Why children are taken to work

In most cases the probable reasons for child labour are poverty, cheapness, illiteracy, easy availability, economic compulsions, scarce schooling facility, casual nature of employment, social customs etc.

Indian Constitution and child labour

The framers of the Indian constitution had consciously incorporated provisions to secure and protect the tender age of the children in the following articles.

Article 15: prohibition of discrimination on grounds of religion, race, caste, sex or place of birth.

(3) Nothing in this article shall prevent the State from making any special provision for women and children.

Article 23: Prohibition of traffic in human beings and forced labour.
Traffic

In human beings and beggar and other similar forms of forced labour are prohibited and any contravention of this provision shall be an offence punishable in accordance with law.

Nothing in this article shall prevent the State from imposing compulsory service, for public purposes and in imposing such service the State shall not make any discrimination on grounds only of religion, race, caste or class or any of them.

Safety and Health aspects of child labour

Safety and Health aspects of child labour deserve a greater attention than any other single social aspect. A child is expected to get the necessary care from the parents, necessary education from schools, recreation from play and a heathy environment to live in so that the process of development of physical and mental health takes place in the right proportion and in the right direction at the right time. The period in which this development should take place. If instead, is not allowed, the growth will be affected, mental faculty cannot take shape, health may get crippled and so on. A good life is thereby retarded and is made inactive prematurely and the resulting sick persons become a liability to the society. A child turns out to be a patient before entering into adolescence and a good and prime life is thereby deprived. In this connection it is worth mentioning that the Government has already identified certain hazardous occupations and processes prohibiting the employment of the child labour especially considering the many occupational hazards involved in such occupations and processes. As most of the occupational disorders manifest into symptoms after an exposure of about 8-10 years, a child exposed to these hazards start showing up symptoms when he enters his adulthood. The remaining part of the life, which is supposed to be his productive and prime life, is deterorated, crippled and sometimes shortened. No country can dream of a better tomorrow where today’s children struggle for their survival.

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because of exposure to occupational hazards during their childhood. In the case of a factory worker, on the contrary, the occupational exposures show up symptoms normally at the fag end of productive life, in most cases, after superannuation. As such the issue of child labour is not only to be looked up on as a social evil but to be more of a safety and health problem of the nation. Therefore, it is imperative that all efforts should be aimed at saving the life of thousands of children engaged in various occupations and to ensure their life span from getting shortened. At the same time, the legitimate right of such children are to be protected as these children form the building blocks of tomorrow’s nation.

The Child Labour Act and the Children at work.

The Child Labour Act was enacted by the Parliament in the year 1986 to prohibit the engagement of children in certain employment and to regulate the conditions of work in certain other occupations. The act defines ‘child’ and lays down requirements on health and safety, hours and period of work, weekly holidays, mechanism to settle disputes on age and includes a schedule Incorporating lists of occupations and processes where child labour is prohibited. Although the Act came into existence in 1986, the enforcement has been far below the expectations.

Statistics and child labour

From the available statistics on children published by Ministry of Labour, Government of India, it may be seen that all children employed in among industrial category in rural and urban concentrations, about 80% of the child labour are working in rural area and around 20% only are working in the urban area.

Further, it may be seen that a large proportion of the child labour are working in cultivation sector and also as agricultural labourers. The child workers employed in household sector are more in urban areas than in rural areas. Similarly the case of child labour employed in trade and commerce, transport, storage and communication sectors. From the above, it reveals that the problem of child labour has, to be looked at from a different angle so far as the measures for elimination/protection are concerned. As per the statistics, this being a problem more of a rural concentration, needs to be tackled through suitable agencies who have access to the rural child labour population. With regard to an estimate of child labour in selected cottage and small scale industries, it is seen that concentration of child labour is in occupations like carpet weaving, silk/zari embroidery, match and fire works, quarries, glass, bidi and handicrafts etc. From the above, it is clear that the children engaged in the aforesaid occupations may be exposed to various health hazards prevalent there. It is needless to say that most of the occupational diseases are ‘irreversible’ in nature and the tender age is more susceptible to these diseases than the adult age. The picture which arises from the above analysis further emphasise the urgent need for elimination of child labour in view of their exposures to safety and health problems.

The Child Labour and efforts by the government

The Government of India announced the
National Policy of Child Labour in the year 1987 and action plan envisaged under this policy comprises legislation action plan.

Focusing of development programmes for benefitting children wherever possible. A project based action plans in areas of high concentration of child labour engaged in wage/quasi-wage employment.

Under the above policy, a number of projects were launched by the Government of India to tackle the problem of child labour. Some of the important projects so far sanctioned for the benefit of child labours are in the following industries:

1) Match Industry in Sivakas, Tamil Nadu.
2) Precious Stone polishing industry in Jaipur, Rajasthan.
3) Glass Industry in Ferozabad, U.P.
4) Brassware Industry in Moradabad, U.P.
5) Handmade Carpet Industry in Mirzapur-Bhadohi, U.P.
6) Lockmaking Industry in Aligarh, U.P.
7) Tile Industry in Jagamapet, A.P.
8) Slate Industry in Markapur, A.P.
9) Slate Industry in Mandsaur, M.P.

In addition to the above, many other projects are also initiated by the Government in this regard. Many steps have been taken so that the provisions of the Child Labour Act are complied with in respect of children employed in dangerous occupations and processes. Another important area where action has been initiated is in creating awareness with regard to prohibition and abolition of child labour. In the recent past, Government of India had organised a workshop for elimination of child labour in hazardous occupations from 13-14 September, 1995 at New Delhi. The workshop deliberated on various issues involving elimination of child labour and drew up action plans in each suggested area. The important recommendations that emerged from the workshop through different working groups are being considered by the government in its effort in tackling the problem on priority. So far as the international cooperation is concerned, the Government of India has adopted the recommendations made by International Labour Organisation under its various child labour elimination schemes and projects. The government has also set up necessary mechanisms for continuous monitoring and evaluation of its projects, programmes and schemes.

Child Labour - DGAFSU Experiences

DGAFSU had conducted a few studies involving child labour engaged in hazardous operations viz., match factories in Sivakas, Slate pencil factories in Markapur (A.P) & Mandsaur (M.P), glass bangle factories in Ferozabad (U.P). Details of the studies conducted at Sivakas are given here as an example of the hazardous working conditions to which the children are exposed.

The studies indicate that the children are very often huddled into small rooms. The study team witnessed certain undesirable and unsafe practices such as closing the doors & windows in the work room where a fire could develop. The stated reason for the inhuman practice of keeping the doors and windows of the workshed closed was to prevent the children from getting distracted from their work. Since the waxed match sticks were being gathered, in the event of any fire, it's...
Cover Feature

Spread will be very rapid as the whole work place was found strewn with match sticks. The closing of windows and doors would also prevent the escape of children exposing them to serious dangers. The work postures of the children were not conducive. They were constantly squatting and bending on the floor to gather the matches for boxing them. The medical opinion indicates that the girl children might face problems during child birth when they grow up owing to the constant strain on the pelvic region.

Child Labour - DGFASU’s Action Proposals

DGFASU being a pioneer organisation working in the field of Safety & Health, has been aware of the problem of child labour and has a number of proposals in this regard. DGFASU considers the child labour more of a Safety & Health problem and has identified agencies whose services could be profitably utilized in the above proposals. The experience of DGFASU in propagating the concept of Safety & Health through its Mobile Safety Exhibition has been a successful venture in creating awareness amongst factory workers. This concept can be used by the district authorities and DGFASU will be able to provide the necessary guidelines in setting up the exhibition. This mobile exhibition can be taken to the rural areas and may also be used for organizing rural based awareness programmes through suitably designed publicity material.

To create awareness, especially on Safety & Health aspects, the immediate agency available at the rural areas are the medical professionals at the primary health centres. A module for the ‘trainers, preferably for the district level medical officers, can be developed by DGFASU so that the medical professionals in PHCs may be in turn given suitable exposures. These awareness programme can be organised by PHCs for the benefit of parents, employers and for the general public in the locality. Similar or separate modules could be developed for district level officers for giving exposure to other non-medical personnel having access to child labour pockets. DGFASU has plans to include separate modules on child labour units in the routine training programmes targeted at Factory inspectors, Safety Officers, Trade Union /opinion leaders. These programmes are conducted at Labour Institutes and these modules are suitably dovetailed into the main programmes with the objective of providing exposure to the child labour problem.

With regard to developing publicity material and training aids, DGFASU has thestructural facility including a well equipped studio at Bombay. Films & video cassettes on child labour could be produced for use in the above programmes.

Conclusion:

The child labour problem being a rural area oriented issue, all the efforts in its elimination/prohibition need to be made through measures which can reach these areas and also to the concerned directly. Through the agencies identified, DGFASU will be able to contribute its might in tackling this cancerous problem and thereby help building up a nation of strong and healthy citizens.

January - March 1996  * Internews
Consultancy/Research Findings

ENVIRONMENTAL STUDY IN A TYRE & TUBEMANUFACTURING PLANT IN UTTAR PRADESH.

An environmental study in a tyre and tube plant in Uttar Pradesh was conducted by the Regional Labour Institute, Kanpur in the month of June, 1995. The study was conducted with the objective to assess the level of airborne contaminants in different work areas of the plant and to suggest the remedial measures wherever necessary to improve the environmental conditions. Noise levels were also measured in all the noisy areas of the plant.

Findings & Recommendations:

The concentrations of carbon dust in carbon feeding areas, zinc oxide dust, stearic acid dust and sulphur dust in chemical compounding area and talc dust near banbury and tube booking areas were found exceeding their respective Permissible level of exposures (PLE). However, concentration of other contaminants were found within limits. Noise levels in some of the areas, e.g., compressor house, tyre curing press areas, etc. were also found to exceed the PLE.

Thirteen recommendations had been made for improvement in environmental conditions, e.g., efficiency of dust control devices should be improved by regular maintenance, providing and ensuring use of proper personal protective equipments, e.g., respirators, ear plugs, etc. by workers for their protection, periodical medical examinations, training, etc.

ENVIRONMENTAL STUDY IN A FOUNDRY FORGE PLANT, IN UTTAR PRADESH:

An environmental study in a foundry forge plant in Uttar Pradesh was conducted by the Regional Labour Institute in August, 1995. The objective of the study was to assess the level of airborne contaminants in different work areas, to measure the sound levels at all noisy locations and to suggest remedial control measures wherever necessary to improve the environmental conditions.

Findings & Recommendations:

The concentration of some of the airborne contaminants, e.g., grinding dust, welding fumes, silica dust, wood dust, in some of the areas were found exceeding their respective PLES. However, concentration of phenol formaldehyde vapour and smoke were found within limits. Noise levels at certain areas, e.g., steel melting shop, steel foundry, forge shop, light foundry and in compressor house were found exceeding the PLE for 8-hours exposure.

Remedial measures had been suggested for improvement for dust control in work, environment, periodical medical examination of workers, use of personal protective equipments by workers, etc.
Consultancy/Research Findings

STUDY OF THE POLLUTANTS IN THE WORK ENVIRONMENT IN A FERTILIZER FACTORY IN ORISSA.

A study on pollutants in the work environment in a fertilizer unit in Orissa was taken up by Regional Labour Institute, Calcutta with the following objectives:

a) To evaluate the airborne concentration of the pollutants in the working atmosphere.

b) To suggest improvement wherever necessary.

Findings & Recommendations:

In the Di-ammonium phosphate manufacturing plant the concentration of ammonia was found higher than the permissible exposure level in some of the working locations. Concentration of ammonia for personal exposure was found within its permissible level. The area concentration as well as personal exposure of DAP dust in the bagging plant were found within its permissible level.

In other location the levels of pollutants were found within their respective limits.

To improve the working conditions various control measures which include mechanisation of the process, proper maintenance, ventilation, stoppage of leakage, regular monitoring of air-borne pollutants and education of workers were emphasised.

PREVALENCE OF ASBESTOSIS AND RELATED DISORDERS IN AN ASBESTOS FIBRE PROCESSING UNIT

In the year 1987 an occupational health study of 200 asbestos workers was conducted by the Regional Labour Institute, Calcutta. The report of the study was sent to the employer for implementation of control measures suggested. Necessary technical and medical measures were also enforced through the Chief Inspector of Factories, Government of West Bengal where the Asbestos Unit was located. The enforced measures were complied with by the employer.

Subsequently the workers were subjected to medical examination under Occupational Health Clinic at RLI, Calcutta. In the year 1994-95 and the results of the same were utilised for comparison of their present health status with that of the earlier one.

Findings & Recommendations:

It was seen that the prevalence of overall morbidity of asbestos workers over a period of 7 years had not materially changed. 2.2% prevalence of definite asbestosis was observed in non-smoking group only. whereas parenchymal and pleural abnormalities were more prevalent in non-smoking group (10.6% & 2.3% respectively) than the smoking group (6.8% & 0.7% respectively). Possible asbestosis was more prevalent in...
Consultancy/Research Findings

smokers (7.5%) than in non-smokers (6.1%). These observations were indicative of the fact that the radiological changes were present irrespective of smoking habits.

Though lung function (criteria of restrictive disorders) showed significant improvement rather than deterioration, when the prevalence of definite asbestosis was compared, it was found to be significantly high in the year 1995. This is possible as the clinical and radiological signs of asbestosis may not be parallel.

22% cases of definite asbestosis could be established among asbestos workers in the year 1995 indicating the progressive nature of the radiological lesions due to asbestos.

The most affected workmen belonged to the exposure group above 30 years among the non-smoking group. This was consistent with the earlier findings too.

Recommendations were made for immediate isolation of 22 affected workers from dusty areas and suitable pre-placement examination. Notification to the State Factory Inspectorate was also done for suitable enforcement. Stress was made for improvement of existing dust control measures and monthly medical supervision of exposed workers.

January - March 1996 & Indrakosha
**INDUSTRIAL MEDICINE**

**Postgraduate Certificate Course in Industrial Health**

The Postgraduate Certificate Course in Industrial Health is a very intensive and detailed programme consisting of lecture sessions, field visits, tutorials, panel discussions, laboratory exercises etc. and extensively practical oriented. This programme is exclusively designed for medical officers from the hazardous industries to enable them to establish and maintain the occupational health service centres in their factories and effectively provide medical surveillance to the workers and thereby control the incidence of work related diseases. This is mainly intended to fulfill the statutory requirements under the Indian Factories (Amendment) Act, 1987. On completion of the curriculum an examination is held and successful candidates are awarded a certificate of ‘ASSOCIATE FELLOW OF INDUSTRIAL HEALTH.’

**Contents:**

Occupational health disorders & occupational diseases • diagnosis and management; occupational health service at workplace; medical aspects of factories legislation; epidemiology; medical surveillance; toxicology; other related topics including accident prevention, ergonomics, industrial hygiene, etc.

**Eligibility:**

Degree in Medicine (M.B.B.S. degree or equivalent). Sponsored candidates with experience in industry are preferred.

**Duration:** 3 months (annual)

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**INDUSTRIAL SAFETY**

**Diploma Course in Industrial Safety**

Ensuring the safety and health of the industrial worker is the statutory responsibility of the occupier. It is also good business sense, since preventing accidents and health hazards reduces losses and improves productivity. The services of qualified safety professionals are essential to advise the management on these matters. Recognising the need for the appointment of qualified safety professionals, as safety officers, a statutory provision has been made in the safety legislations applicable to the factories and ports.

The Central Labour Institute in Bombay and the three Regional Labour Institutes in Calcutta, Kanpur and Madras have been conducting the one-year Diploma Course in Industrial Safety since 1974 and 1982 respectively. The course provides comprehensive education with an emphasis on academic as well as practical aspects of industrial safety and health.

The course is presented through lectures supplemented by discussions, case studies, laboratory exercises and study visits to factories and related institutes. The students also carry out project works.

**Contents**

The course designed in 1974 was redesigned in 1990 to suit the emerging needs of the factories undergoing both technological and management advancements.

The course now offered provides in-depth knowledge on industrial safety and health covering the areas of:
**Education**

Safety Management; Safety Engineering; Appraisal, Analysis, Inspection and Control Procedures related to industrial accidents; Safety and the Law; Occupational Hygiene and Health; Safety in Chemical Industry.

In addition to the above areas the course offers the following five elective subjects:


Diploma certificates to the successful candidates are awarded by the Board of Technical Examinations of the State concerned.

**Eligibility:**

The prescribed minimum qualification and experience for admission to the course are: a Diploma/Degree in Engineering with two years of experience or degree in Science (with Physics or Chemistry) with two years of experience. The experience on the shop floor, training, safety etc. in industry and docks are considered.

**Duration:** 1 year.
International Occupational Safety & Health Information Centre (CIS)

CIS (from the French name, Centre international d’information de sécurité et d’hygiène du travail) is the International Occupational Safety and Health Information Centre, a part of the International Labour Office, Geneva, Switzerland. The mission of CIS is to collect world literature that can contribute to the prevention of occupational hazards and to disseminate this information at an international level. CIS aims to be the most comprehensive and up-to-date information in the field of occupational safety and health. The work of CIS is supported by a worldwide safety and health information exchange network which includes over 86 affiliated National Centres and 23 CIS collaborating Centres. Central Labour Institute, Mumbai has been designated as the CIS National Centre for India.

CIS can offer you rapid access to comprehensive information on occupational safety and health through:

- ILO CIS Bulletin ‘Safety and Health at Work’
- Annual and 5-year indexes
- The CIS Thesaurus
- The list of periodicals abstracted by CIS
- Microfiches on original documents abstracted in CIS DOC (CISIO)

Excerpt from CIS Doc

Abstract:

A high incidence of phosphorus poisoning was reported in Japan in 1883 among children making lucifer matches in Osaka and Tokushima. Twenty-two cases of phosphorus necrosis (phossy jaw) treated in the Osaka Red Cross Hospital were reported in 1919. The Japanese Government prohibited the use of yellow phosphorus in match manufacturing in 1921. However, cases of phossy jaw still occurred in phosphoric acid, phosphoric acid fertiliser and yellow phosphorus plants. These cases seem to have been due to exposure suffered before 1974; a survey at a phosphoric acid plant in 1954 found concentrations of phosphorus in the air of 0.82 and 0.58 mg/m³ at the measuring points. Seven cases of phossy jaw were found at the plant during 1963-1966. The ages of the victims at diagnosis ranged from 28 to 53 years and the duration of work before the diagnosis ranged from 1 year and 11 months to 10 years.

For details write to CIS National Centre for India, Central Labour Institute, Sion, Mumbai • 22

History of occupational health in Osaka in relation to phosphorus poisoning.

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industries
Datasheet

MATERIAL SAFETY DATA SHEET (MSDS)

Important Information:

Product Name: Potassium Chlorate
Common Synonyms: Chloric Acid, Potassium Salt, Berthollet Salt, Chlorate of Potash.
Chemical Family: Potassium Compounds.
Formula: KClO3

Danger:

Causes irritation, strong oxidiser, contact with combustible materials, flammable materials, or powdered metals can cause fire or explosion. May cause shock-sensitive mixtures. Clothing contaminated with chlorate or its solutions is dangerously flammable. Remove clothing and keep wet until washed thoroughly with water. Keep away from fire. Spillage may cause fire. Do not get on floor. Keep from contact with clothing and other combustible materials. Do not store near combustible materials. Avoid contact with eyes, skin, clothing. Keep in tightly closed container. Wash thoroughly after handling. In case of fire, keep away from fire-exposed containers cool.

Emergency and first aid procedures:

Ingestion: If swallowed and the person is conscious, immediately give large amounts of water. Get medical attention.

Inhalation: Call a physician. If inhaled, remove to fresh air; if not breathing, give artificial respiration. If breathing is difficult, give oxygen.

Skin contact: In case of contact, flush skin with water.

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

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**Steps to be taken in the event of a spill or discharge**

Wear self-contained breathing apparatus and full protective clothing. Keep combustibles (wood, paper oil, etc.) away from spilled material. With clean shovel, carefully place material into clean, dry container and cover; remove from area. Flush spill area with water.

**Disposal procedure**

Dispose in accordance with all applicable federal, state and local environmental regulations.

Note: The above details constitute part information of MSDS taken from Canadian Centre for Occupational Health and Safety. For complete MSDS write to MIS Division, Central Labour Institute, Sion, Mumbai-22. MSDS on about 90,000 chemicals/materials are available with Central Labour Institute. Computer print outs will be supplied on nominal charge basis.
The Library-cum-Information Centre of Central Labour Institute has unique and rare collection of different kind of publications in the field of Occupational Safety, Health & Management. It also has a good collection of different standards, codes, regulations and publications on allied subjects. In the current year the centre is subscribing to 34 Indian & foreign journals besides receiving complimentary copies of different periodicals from all over the world. The centre provides facilities for study, and research and at the same time supplies authentic and up-to-date information on Occupational Safety, Health & Management. It also extends reading facilities to students, scholars attending different training programmes & courses conducted by CU. From January '95 till date a number of publications in the field of OSH have been added to Library. Some of them are:

1. **PATTY’S INDUSTRIAL HYGIENE AND TOXICOLOGY VOL III PART A: THEORY AND RATIONALE OF INDUSTRIAL HYGIENE PRACTICE : THE WORK ENVIRONMENT**
   By Robert L Harris, Lewis J Crailley & Lester V. Crailley.
   Publishers: John Wiley & Sons Inc.

While reflecting on the changing face of Industrial hygiene in the 90’s this volume examines the foundations of Industrial hygiene. The articles are contributed by the world’s leading specialists in Industrial hygiene. This edition contains entirely new chapters on the occupational hazards of archaeology, professional liability and risk analysis in Industrial hygiene.

2. **EFFECTIVE HUMAN RELATION IN ORGANIZATIONS**
   Publisher: Houghton Mifflin Company, Boston.

The book reviews major trends in human relations that developed in the past decade. The material is presented in a non-technical, interesting and readable style. It provides valuable insights regarding ways that organizations can maintain proper balance between concern for production and people throughout the decade ahead. It includes a large number of real world examples obtained from a wide range of government agencies, non-profit institutions and progressive companies.

3. **YOUR GUIDE TO HEALTH**
   By Clifford R. Anderson
   Publisher: Orient Watchman Publishing House

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Today there is a mass of health industries and ports. The studio has been informed on how to maintain set up a view of producing these films good health. In this book the author has presented the study in a simple readable style in our country. The been produced till now: book discusses body, mind and soul as a unit and highlights the fact that physical health depends to a very great degree upon mental and spiritual health.

The five films as given below have been produced till now:

1. 'DGFAU In the service of the Nation'.
   - This film is of 10 mn. duration and prospective audience are personnel engaged in industries and ports for promoting safety & health.

2. 'Container Handling: Do it safe way (Motivational)'.
   - This film is of 9 min. duration and prospective audience are dock workers engaged in loading and unloading of containers.

3. 'Safe use of Chlorine'.
   - This film is of 14 min. duration. This is an educational film to be used by the trainers for workers as well as supervisor with personnel.

4. 'Major Accident Hazard Control System in India'
   - This film is of 15 min. duration and prospective audience are managers and supervisory personnel of 'MAHCA Installations.

5. 'Safety In container handling' (Loading & Unloading) (Instructional)
   - This film is of 13 min. duration. It is meant for dock workers engaged in loading and unloading.

Publishers: The American Occupational Therapy Association Inc.

This book is designed to help therapists predict the rehabilitation potential for patients who have a cognitive disability. Case studies written by therapists working in a variety of treatment settings with personnel. Various patient populations are discussed. Case studies have been used to illustrate the application of knowledge in a variety of age groups, diagnostic categories, socio-economic condition and cultures. Some relationships with the social and health care services are identified along with needs for further research.

FILMS

An Audio Visual Studio under the communication division has been set up to produce video films on Safety & Health concerning Industrial workers working in the factories.
1. **GINNING FACTORIES ACT REPEALED**

The Union Government has **repealed** the Ginning and Pressing Factories Act, 1928 on the ground that it is no longer relevant after the reforms.

With this, another obstacle hampering the interest of the Cotton and Ginning units has been removed. The units will no longer have to go in for compulsory registration. Moreover, they will be able to bargain and obtain better prices for cotton supplied to textile mills. Under its liberal Industrial policy, the Government dispensed with the need for a licence under the Industries (Development and Regulation) Act, 1951 for all textile and powerloom units. It has, however, retained locational restrictions.

Recently, a committee constituted ten years ago to ensure that nylon yarn prices (NYP) did not pierce the ceiling, was abolished. The decision was taken since the NYP prices had been ruling below the ceiling. The Ginning and Pressing Factories Act has been abrogated on the basis of the recommendations of a high powered working group. The report said a ginning or a pressing unit which made the qualifications of a small scale unit and wanted to be registered as such, should be allowed to do so. Further, market forces should be allowed to determine ginning and pressing rates once the Act was revoked. The report said quality standards for cotton ginning and pressing should be prescribed by a technical committee comprising representatives of the textile commission, Northern India Textile Research Association, Ahmedabad Textile Research Association and 7 East India Cotton Association.

(Source B.S dt. 27.9.1995)

2. **CHILD LABOUR ERADICATION SCHEME**

The Union Government has selected seven revenue districts in Andhra Pradesh, Bihar, Karnataka, Orissa and Tamil Nadu to implement the Special Child Labour Eradication Programme, under the National Child Labour Programme. The Tiruchirapalli District Collector, Mr. Rajeev Ranjan, told newsmen here on Tuesday that the seven districts are Tiruchirapalli (Tamil Nadu), Warangal (Andhra Pradesh), Dumka (Bihar), Guibarga (Karnataka) and Sonepur, Jharsuguda and Nuapada in Orissa.

He said the Centre had approved a Rs. 53.40 lakhs to implement the project in Tiruchirapalli District. The administrations would set up 30 special schools with an intake of 50 children rescued from various industrial units. Mr. Ranjan said an estimated 4334 child labourers were engaged in textile, tannery, gemcutting, leather, stone crushing and bead industries in various parts of the district.

(Source • Indian Express dt. 11.10.1995)
1. MANUAL ON MANAGEMENT OF CHEMICALS AT WORK ENVIRONMENT

Industrial activities involving hazardous chemicals have the potential to cause occupational diseases, injuries and pollution of the environment if effective measures in the use of these chemicals at workplaces are not observed. This manual has been designed in such a way that it would be of value to all those engaged in promoting or practising the safe use of chemicals at work. The practical guidance on the safety precautions to be followed when using and handling chemicals at workplace is emphasised throughout the manual. The manual covers topics such as safety & health provisions in the Factories Act amended in 1987 and ILO Convention on Chemical Safety, Health hazards due to chemical exposure, classification, labelling and packaging of hazardous chemicals, monitoring in the workplace, personal protective equipment, management of chemical safety, a guide to safe use of benzene and teaching techniques.

2. TRAINING MANUAL ON BASIC COURSE FOR INSPECTORS OF FACTORIES

The advancement in technology and increased use of hazardous chemicals in industries have made it necessary for OSH institutions to formulate training modules for the safety personnel, which will help them to combat the safety problems in industries. In this manual, the topics covered are accident prevention, Factories Act, 1948, Manufacture, Storage and Import of Hazardous Chemicals Rules, 1989 - An overview, techniques of hazard analysis, motivation for safety, health hazards in industry and their control, bulk storage of hazardous chemicals, safety audit, machine guarding, noise pollution & control, industrial ventilation, ergonomics, accident reporting & investigation, training in safety and health and personal protective equipment.

3. PARTICIPATIVE APPROACH FOR SAFETY AND HEALTH

This booklet comprises write-ups for the training programme. The topics covered are: participative management - a conceptual framework, safety committee: a participative approach, organising for safety & health at work, effective communication in a participative forum for health and safety, participative safety forum - how to make it more effective.
## TRAINING PROGRAMMES

JANUARY - JUNE 1996

CENTRAL LABOUR INSTITUTE, SION, MUMBAI-400 022.

<table>
<thead>
<tr>
<th>Course Title</th>
<th>Date</th>
<th>Level</th>
<th>Venue</th>
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<tbody>
<tr>
<td>Three Months Post Graduate Certificate Course in Industrial Health (AFIH)</td>
<td>1st Jan - 31st Mar, 1996</td>
<td>Medical Doctor</td>
<td>C.L.I., Mumbai. (Indl. Medicine Divn.)</td>
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<tr>
<td>Special Post Graduate Course on Occupational &amp; Environmental Medicine</td>
<td>22nd Jan - 2nd Feb, 1996</td>
<td>Medical Doctor</td>
<td>C.L.I., Mumbai. (Indl. Medicine Divn.)</td>
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<td>Evaluation &amp; Control of Hazards in Fertilizer Industry</td>
<td>8th Jan - 12th Jan, 1996</td>
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<td>C.L.I., Mumbai. (Indl. Hygiene Divn.)</td>
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# Announcements

<table>
<thead>
<tr>
<th>Course Title</th>
<th>Date</th>
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<tr>
<td>Training of Trainers for Safety &amp; Health in Industry.</td>
<td>19th Feb - 23rd Feb 1996</td>
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<td>C.L.I., Mumbai (Staff. Trg. Divn.)</td>
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<td>Wage &amp; Salary Administration</td>
<td>18th Feb - 22nd Feb. 1996</td>
<td>Manager Sr. Trade Union officials</td>
<td>C.L.I., Mumbai (Productivity Divn.)</td>
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<td>Trg. Prog. for C.I.S.</td>
<td>12th Feb. - 14th Feb. 1996</td>
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<td>Management of Safety, health and environment at workplace.</td>
<td>25th Feb. - 29th Feb. 1996</td>
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<td>Diploma Course in Industrial Safety 199596</td>
<td>1st Mar. - 29th Mar. 1996</td>
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<td>Approaches to QWL</td>
<td>18th Mar. - 22nd Mar. 1996</td>
<td>C.L.I., Mumbai (Productivity Divn.)</td>
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<td>Supervisory Development</td>
<td>15th Apr. - 19th Apr. 15%</td>
<td>C.L.I., Mumbai (Staff Divn.)</td>
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<td>Industrial Safety &amp; Health (Hindi)</td>
<td>15th Apr. - 19th Apr. 1996</td>
<td>C.L.I., Mumbai (Safety Divn.)</td>
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<td>Participative Approach for Safety &amp; Health</td>
<td>22nd Apr. - 26th Apr. 1996</td>
<td>C.L.I., Mumbai (Psy. Divn.)</td>
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<td>TQM &amp; ISO-9000</td>
<td>22nd Apr. - 26th Apr. 1996</td>
<td>C.L.I., Mumbai (Productivity Divn.)</td>
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<tr>
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January - March 1996 & Indorenews

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## TRAINING PROGRAMMES
### JANUARY - JUNE 1996

**REGIONAL LABOUR INSTITUTE, LAKE TOWN, CALCUTTA-700 089.**

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<tr>
<th>Course Title</th>
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<th>Level</th>
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<tr>
<td>Safety Engineering and Management.</td>
<td>2nd week of Feb. 1996</td>
<td>-DO-</td>
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<tr>
<td><strong>Chemical Safety for worker members of Safety Committee</strong></td>
<td>3rd week of Feb. 1996</td>
<td>-DO-</td>
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<tr>
<td>Advanced Action oriented prog. on Safety, Productivity and a better place to work</td>
<td>3rd week of Feb. 1996</td>
<td>-DO-</td>
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<td>Worker Development Programme.</td>
<td>4th week of Feb. 1996</td>
<td>-DO-</td>
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<td>Training Programme on Chemical Safety for Worker Members of the Safety Committee</td>
<td>13th - 15th Feb. 1996</td>
<td>Worker</td>
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<td>Safety Engineering and Management</td>
<td>11th - 15th Mar. 1996</td>
<td>Middle Management Personnel</td>
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<tr>
<td>Appreciation Course in industrial Hygiene</td>
<td>22nd - 26th Apr. 1996</td>
<td>Junior/Senior Executives</td>
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<td><strong>Train-the-Trainer Workshop on Safety in the use of chemicals</strong></td>
<td>13th - 17th May 1996</td>
<td>Training Officers/Safety Officers</td>
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**January - March 1996 & Indorehun**
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<tr>
<td>Safety, Health and Environment at Workplace</td>
<td>3rd week of May 1996</td>
<td>Middle Management Personnel</td>
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<tr>
<td>Training Programme on Safety Audit</td>
<td>2nd week of June</td>
<td>Jr./Sr. Executives including Safety Officers</td>
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<tr>
<td>Safety, Health and Environment at Workplace</td>
<td>4th week of June</td>
<td>Jr./Sr. Executives</td>
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<tr>
<td>Improvement of working conditions and productivity in small &amp; medium scale industries</td>
<td>15th-25th Jan. 1996</td>
<td>-DO-</td>
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<tr>
<td>Hazard and Openability (Hazop)</td>
<td>7th-9th Feb. 1996</td>
<td>-DO-</td>
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<td>Safety in Chemical Industry</td>
<td>21st-23rd Feb. 1996</td>
<td>-DO-</td>
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<td>Identification Analysis, Assessment and Control of major accident hazards in chemical industries</td>
<td>1st week of March 1996</td>
<td>-DO-</td>
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<td>Management of Hazardous Substances</td>
<td>12th &amp; 16th Feb. 1996</td>
<td>Managers</td>
<td>-DO-</td>
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<td>Workshop on Improvement of Working Conditions and Productivity in Small &amp; Medium Scale Enterprises</td>
<td>27th &amp; 1st Mar. 1996</td>
<td>Small Scale Entrepreneurs</td>
<td>Palakkad</td>
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<td>Hazard and Openability Study (HAZOP)</td>
<td>5th &amp; 7th Mar. 1996</td>
<td>Senior Managers</td>
<td>R.L.I. Madras</td>
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<td>Specialised Course in Chemical Safety</td>
<td>20th &amp; 24th May 1996</td>
<td>Safety Professionals</td>
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<td>Industrial Safety &amp; Hygiene</td>
<td>8th - 12th Jan. 1996</td>
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<td>R.L.I. Kanpur</td>
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<td>Safety &amp; Law</td>
<td>12th - 16th Feb. 1996</td>
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<td>Executive Excellence</td>
<td>1st - 15th Mar. 1996</td>
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<td>Training Programme on Industrial Safety &amp; Hygiene</td>
<td>8th - 12th Jan. 1996</td>
<td>Middle Management</td>
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<td>Training Programme on Safety &amp; Law</td>
<td>12th - 16th Jan. 1996</td>
<td>Executives</td>
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<td>Training Programme on Industrial Ergonomics for Augmenting Safety, Health &amp; Productivity at Work</td>
<td>18th - 22nd Mar. 1996</td>
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<td>Training Programme on Assessment of Hazards in the Working Environment of Industries</td>
<td>22nd - 26th Apr. 1996</td>
<td>-DO-</td>
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<td>Training Programme on Testing &amp; Examination of Lifting Machines Tackles and Pressure Vessels</td>
<td>6th - 10th May, 1996</td>
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<td>Training Programme on Team Building for Health Safety &amp; Welfare</td>
<td>10th - 14th June, 1996</td>
<td>-DO-</td>
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Announcements

INDOSHNET

Government of India, Ministry of Labour is developing a national network on occupational safety and health information system known as "INDOSHNET". Directorate General Factory Advice Service & Labour Institutes (DGFASU), an attached office of the Ministry of Labour, will act as nodal agency facilitator of the network system. The objective of the network is reinforcement and sharing of national occupational safety & health (OS & H) information on no-profit and no-loss-basis with a view to pool our information resources for mutual benefit. The sharing of information will not confine to the national level but also include international sources. The communication of information will be through Email (NICNET) as well as postal/courier service. We invite industrial organisations, institutions, industries associations, trade unions, professional bodies and non-governmental organisations having information on OS & H and willing to share the same with others at the national and international level to participate as member in the network interested agencies may please write with a brief profile of their organisation and information capabilities clearly indicating type of OS & H information required and the information available that can be shared with others to Shri S.K. Saxena, Director General, Directorate General Factory Advice Service & Labour Institutes, N.S. Mankar Marg, Sion, Mumbai - 400 022 within 30 days of the publication date of this announcement.

Note: Those who responded to our earlier communication have been enrolled and need not write again.

January - March 1996 - Indoshnet
GOVT. OF INDIA, MINISTRY OF LABOUR
DIRECTORATE GENERAL FACTORY ADVICE SERVICE & LABOUR INSTITUTES

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

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

- Headquarters situated in Mumbai
- Central Labour Institute, Mumbai
- Regional Labour Institutes at Madras, Kanpur, Calcutta and Faridabad*.

The Central Labour Institute at Mumbai functions as a socioeconomic laboratory and is a national institute dealing with the scientific study of all aspects of industrial development relating to the human factor.

Over the past 25 years the Central Labour Institute has constantly grown not only in size but also in statute and has earned national and international recognition. It has been recognised by the International Labour Organisation as a centre of excellence in training on Occupational Safety and Health in the Asian and Pacific regions. It also functions as a National Centre for C.I.S. (International Occupational Safety and Health Information Centre) and the Centre for National Safety and Health Hazard Alert System. At the national level, apart from providing research and training support to the government and functioning as a technical arm of the Ministry of Labour, the Institute provides comprehensive and multi-disciplinary services to the industrial Port sector through studies, technical advice, training, and dissemination of information. It also runs National Referral Diagnostic Centre for early detection of occupational disorders and thereby controls and prevents them. It has a modern Audio Visual Studio fully equipped with sophisticated video production equipment to produce quality U-matic video on Safety and Health. The Regional Labour Institutes are a scaled-down version of Central Labour Institute and cater to the needs of their respective regions.

The organisation is poised to grow further, and meet the increased demands on it. In a developing country with a large number of industries having diverse and complex nature, the task of protecting safety and health of the employees is an uphill task. Armed with the technology, goodwill of the industrial society and the strength of the dedicated staff, the organisation is well prepared to meet the challenges of tomorrow. It is committed to the goal of making the workplace safer.

*Being setup
DIRECTORATE GENERAL
FACTORY ADVICE SERVICE & LABOUR INSTITUTES
ESTABLISHMENTS IN INDIA

DGFASLI Headquarters
Central Labour Institute
Regional Labour Institute
Inspectorates Dock Safety