

GOVERNMENT OF MEGHALAYA
LABOUR DEPARTMENT

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NOTIFICATION

Dated Shillong, the 12th September, 2019

No. LBG. 77/2002/Pt/20 : The Draft of the Meghalaya Factories (Amendment) Rules, 2019 which the Government of Meghalaya proposes to make, in exercise of the powers conferred under Section 112 of the Factories Act 1948, to further amend the Meghalaya Factories Rules, 1980 is hereby published, as required under Sub-Section (2) of Section 115 of the aforesaid Act, for general information.

Comments, objections or suggestions, if any, may be submitted by any person likely to be affected thereby, within the period of 45 (forty five) days from the date of publication of this Notification in the official gazette. Only those comments, objections or suggestions received within the stipulated period will be considered by Government.

1. Short title and commencement.- (i) These rules may be called the “Meghalaya Factories (Amendment) Rules, 2019.

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

2. Amendment to Rule 45. - (i) In sub-rule (b) of Rule 45 of the principal rules for the figure “10” appeared in between the word “every” and “thereafter” shall be substituted by the figure “50”.

(ii) After sub rule (b) the following new sub-rules (c) and sub-rules (d) shall be added:-

“(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 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 to Rules 78C. - For Rule 78C of the principal rules the following new rule shall be substituted, namely

“**78C**”. - **Personal Protective Equipment.** - (1) All workers should be mandatorily provided with Personal Protective Equipments (PPEs) as required under any of the provisions of the Act or the Rules and such PPEs shall conform to the relevant **National Standard**. The occupiers shall require the workers to use such PPEs and the same shall be maintained in proper working conditions by the occupier. No charge what so ever shall be charged by the occupier from the workers for provision of such Personal Protective Equipment.

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

¹Inserted as per Ministry’s letter No.S-17012/01/17-ISH-II dated 15.1.2019

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(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 relevant National Standards. All the workers shall be adequately trained on proper use of such PPEs. 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 footwear to be used at workplaces shall be decided by the occupier based on 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 relevant 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. - Relevant National Standard shall be followed for 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 relevant National Standard shall be used for protection of hand 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 relevant 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 relevant 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 hazards as per the relevant 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 tested shall be undertaken to avoid Irritant dermatitis, noses 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 relevant 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 vehicle.

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 relevant National Standard as may be found necessary.

4. Deletion of Rule 78D. - Rule 78D of the Principal Rule shall now stand deleted.

Sd/-
D.P. Wahlang, IAS,
Principal Secretary to the Govt. of Meghalaya,
Labour Department.

Memo. No. LBG.77/2002/Pt/20-A

Dated Shillong, the 12th September, 2019

Copy to :-

1. The P.S. to the Hon'ble Chief Minister for favour of kind information of the Hon'ble Chief Minister.
2. The P.S. to the Hon'ble Deputy Chief Minister, i/c Labour Department, for favour of kind information of the Hon'ble Deputy Chief Minister
3. The P.S. to all the Ministers for favour of kind information
4. The P.S. to the Chief Secretary for favour of kind information of the Chief Secretary.
5. The Additional Chief Secretary to the Government of Meghalaya, Finance for favour of information.
6. The P.S. to the Additional Chief Secretary/Principal & Secretary/Commissioner & Secretary/ Secretary of all Departments.
7. The P.S. to the Principal Secretary to the Government of Meghalaya, Labour Department for kind information of the Principal Secretary.
8. The Secretary to the Government of Meghalaya, Law (B) Department for favour of information.
9. Cabinet Affairs Department for information.
- ✓ 10. The Chief Inspector of Boilers & Factories, Meghalaya Shillong.
11. The Director of Printing & Stationery for publication in the Meghalaya Gazette.

By order, etc



Under Secretary to the Govt. of Meghalaya
Labour Department