

GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT

New Delhi, the 22nd September 2025

NOTIFICATION

G.S.R.(E).—The following draft rules, which the Central Government proposes to make in exercise of powers conferred by Sections 23 & 24 of the Occupational Safety, Health and Working Conditions Code, 2020 (37 of 2020) are hereby notified as required by sub-section (1) of Section 134, for information of all persons likely to be affected thereby and notice is hereby given that the said draft notification will be taken into consideration after the expiry of a period of 45 days from the date on which the copies of the Official Gazette in which this notification is published are made available to the public; Objections and suggestions, if any, may be addressed to Shri Ravishankar Nirala, Under Secretary to the Government of India, Ministry of Labour and Employment, Room No. 17, Shram Shakti Bhawan, Rafi Marg, New Delhi or by email (fasli@dglasli.nic.in and ravis.nirala@nic.in). The objections and suggestions should be sent in a proforma containing columns (i) specifying the name and address of the persons and organizations and column (ii) specifying the rule or sub-rule which is proposed to be modified and column (iii) specifying the revised rule or sub rule proposed to be submitted and the reasons therefore; Objections and suggestions, which may be received from any person or organization with respect to the said draft notification before expiry of a period of 45 days, specified above, will be considered by the Central Government.

Draft Rules prescribed under section 23 & 24 of the OSH&WC Code, 2020 for Mines Workers.

1. **Short title, extent and commencement:** (i) These rules may be called the Mines Worker Rules, 202... under Section-23 & 24 of the Occupational Safety, Health, And Working Conditions Code, 2020.
(ii) They extend to whole of India.
(iii) They shall come into force on the date of their publication in the Official Gazette on the date of commencement of the Occupational Safety, Health and Working Conditions Code, 2020.

2. Definition. - (1) In these rules, unless the context otherwise requires, -

(a) "Code" means the Occupational Safety, Health and Working Conditions Code, 2020;

(b) "Officer In charge Canteen" means the person (other than manager) appointed by the occupier, owner or agent for securing compliance with the provision in respect of canteens under the code.

(c) "Section" means the Section of the Code.

(d) "Annexure" means list annexed to these rules;

- (2) The words and expressions used in these Rules and are not defined herein, but are in the Code, shall have respectively meaning assigned to them in the Code.

3. Cleanliness and hygiene under clause (i) of sub-section (2) of section 23: The owner of every mine shall ensure that: -

- (1) All workplaces, workrooms, passageways, staircases, storerooms and service rooms are kept in sanitary and hygienic condition.
- (2) Surfaces of walls and ceilings, including windows and skylights, are always kept clean and maintained in a hygienic condition.
- (3) The floor of every workroom is maintained in a clean and, so far as possible, dry and non-slippery condition.
- (4) Where wet work processes are carried out—
 - (i) effective drainage is maintained;
 - (ii) false floors, platforms, mats or other dry standing places are provided; and
 - (iii) suitable anti-skid footwear for use while at work in such place are provided without expense to the employees.
- (5) Workplaces are cleaned as often as required by the nature of the work carried on.
- (6) As far as practicable, sweeping and cleaning are done—
 - (i) during intervals between work; and
 - (ii) in such a manner as to prevent the raising of dust.
- (7) Where, for technical reasons, cleaning must be carried out during working hours, appropriate means are used and precautions are taken to avoid contamination of the air with dust or other obnoxious substances.
- (8) Suitable arrangements for daily collection, storage, disposal or treatment of every type of waste are made under the effective supervision.

4. Ventilation, temperature and Humidity under clause (ii) of sub-section (2) of section 23: -

The owner of every belowground mine shall ensure that: -

- (1) Suitable atmospheric conditions are maintained in workplaces, by natural or artificial means, to avoid insufficient air supply, stagnant or vitiated air, harmful draughts, excessive heat or cold, sudden variations in temperature, and where practicable, having regard to the nature of the processes carried on, to avoid excessive humidity or dryness, and objectionable odours.
- (2) Steps are taken as are necessary to provide at all workplaces of the belowground mine, adequate ventilation to clear away smoke, fume, steam and dust, to dilute gases that are inflammable or noxious so as to render them harmless.
- (3) Adequate and sufficient measures are taken to protect the employees from exposing to extreme weather conditions by suitably changing the working hours, providing protective clothes or other suitable provisions, as necessary.
- (4) Where an adequate supply of fresh air cannot be obtained by natural ventilation, or where it is difficult to get the desired amount of air to the workrooms without creating uncomfortable draughts near the inlets, mechanical ventilation is provided.

- (5) At every workplace at the surface of the mines, the temperature suitable for the type of work performed is maintained in workplaces and the degree of humidity varied in accordance with the kind of work and the outside temperature and humidity.
- (6) Measurements of air quantity, temperature and humidity are regularly taken and brought up-to-date the entries at each air measurement station.

5. Precaution against dust, noxious gas, fumes, and other impurities under clause (iii) of sub-section (2) of section 23: The owner of every belowground mine shall ensure that:

- (1) such steps as may be necessary are taken for minimizing emissions of any gas, fume, vapor or dust which may enter the air at any workplace and for ensuring that the exposure of employees to respirable dust, gas, fume or vapor is limited to an extent that is reasonably practicable but, in any case, not exceeding the limits that are harmful to the health of employees.
- (2) No employee is required or allowed to enter any workplace or confined space until all practicable measures have been taken to remove any noxious gas, fume, vapors or dust, which may be present so as to bring their levels within the permissible limits.

6. Artificial Humidification under clause (iv) of sub section (2) of section 23: The owner of every belowground mine shall ensure that: -

- (1) In respect of any **belowground** mine or part thereof, tests for determining the relative humidity of the air is carried out and recorded and if humidity level of the air is found to be harmful to the health of employees, is artificially regulated in such a manner that humidification and temperature do not cause any discomfort to employees;
- (2) The water used for the purpose is taken from public supply or other source of drinking water or is purified before it is so used.
- (3) Instruments for measurement and recording of humidity and temperature at appropriate locations are provided and maintained by the owner.
- (4) Employees are trained to recognize symptoms which may lead to heat stress.

7. Potable drinking water under clause (v) of sub-section (2) of section 23: - The owner of every mine shall ensure that: -

- (1) Adequate supply of clean, wholesome and safe drinking water is provided for, and be readily accessible to, all employees in all workplaces.
- (2) Any supply of drinking water other than the piped supply is contained in suitable vessels clearly marked or displayed in Hindi, English and local language understood by the majority of the employees, to indicate that the water is safe for drinking and such supply is replenished daily and all necessary precautions are taken to preserve the water and vessels from contamination;
- (3) Except where the water is delivered by a rising jet, the use of common drinking tumblers or cups is prohibited.
- (4) Where water is unsafe for drinking purposes, is provided for use in industrial processes or other purposes, it is to be so indicated in Hindi, English and local language understood by the majority of the employees.

8. Overcrowding -under clause (vi) of sub-section (2) of section 23: - The owner of every mine shall ensure that: -

- (1) The floor space in any building and also where mining is being carried out is not crowded with machinery in a manner dangerous to employees, or be overcrowded with materials or products so as to constitute a menace to them.
- (2) Sufficient space is provided around the individual machines or process units to allow for normal operation, adjustments, ordinary repairs, for materials supplied, in process, or completed.
- (3) Adequate provisions are made to prevent overcrowding at any place where employees are required to work or assemble for any reason in the mine premises, including:
 - (i) Design and use of signs or symbols that indicate and illustrate overcrowding related hazards in all working areas specifying the number of employees allowed to work at such places at any one time;
 - (ii) Vehicle and pedestrian pathways are kept separated using barriers indicated by distinctive colors and
 - (iii) Deployment of vehicles are managed effectively and overcrowding is avoided.

9. Lighting (Illumination) - under clause (vii) of sub-section (2) of section 23- The owner of every mine shall ensure that: -

- (1) All places in the mines including all amenities for utility services where employees work or pass, or may have to work or pass in emergencies, are provided during time of use with adequate natural or artificial lighting, or both, suitable for the operations and the special type of work performed. Natural lighting is arranged wherever possible.
- (2) Artificial lighting is provided when daylight fails or for areas where the daylight illumination is insufficient.
- (3) At every work place where employees are exposed to risks in the event of failure of artificial lighting, are provided with automatic emergency lighting of sufficient intensity that has energy sources independent of the installations for the general lighting systems are functional.

10. Latrine and urinal accommodation- under clause (viii) of sub-section (2) of section 23:

The owner of every mine shall ensure that: -

- (1)
 - (i) In every workplace of mine, sufficient latrine and urinal accommodation is provided at conveniently accessible places separately for the use of male, female, transgender and persons with disabilities employees.
 - (ii) Such accommodation is sufficiently lighted and ventilated and maintained in a clean and sanitary condition at all times.
- (2)
 - (i) Floor of the latrine, urinal and the sanitary blocks are maintained in non-slippery condition.
 - (ii) the internal walls of the latrines, urinals and the sanitary blocks are laid in glazed tiles. Alternatively, internal walls of the latrines and urinals are finished in such a manner to provide a smooth, polished and impervious surface to facilitate cleanliness and hygiene;
 - (iii) Sanitary pans of latrines and urinals are kept washed and cleaned at all times.
- (3) At least one separate latrine accommodation, for every 25 male and 15 female employees, and at least

one separate latrine accommodation each for person with disabilities employees and for transgender employees is provided and at least one urinal for every 15 males employed at the same time. Sufficient water supply is provided in every latrine and urinal accommodation.

- (4) Washbasin facility with tap water is made available.
- (5) Sanitary napkins in sufficient quantity are provided and maintained in the women's toilets for their use and the same are to be replenished on a daily basis.
- (6) Disposable bins with lids are provided within the women's toilets for the collection of the used sanitary napkins. The used napkins are safely disposed off. Disposable bins with lids shall also be provided within the toilets for men, transgender and person with disabilities.
- (7) Every latrine is kept under cover and so partitioned off as to secure privacy, and to have a proper door, fastenings and exhaust.
- (8) Where male, female, transgender and person with disabilities employees are employed, outside each latrine block a notice "For men only" or "For women only" or "For transgender persons only" or "For persons with disabilities only", as the case may be, in Hindi, English and local language understood by the majority of the employees, are displayed.
- (9) Waste or sullage water from latrines and urinals is treated and safely disposed of.
- (10) Water taps in latrines-
 - (i) where piped water supply is available, water taps are to be provided in or near such latrine accommodation; and
 - (ii) if piped water supply is not available, water is provided by the means of tap or otherwise so as to be conveniently accessible in or near the latrine and urinals.

11. Treatment of waste and effluents under clause (ix) of sub-section (2) of section 23: The owner of every mine shall ensure that: -

- (1) Proper arrangements for discharging liquid effluents and gaseous emission, and disposal of solid waste generated in the mine are made.
- (2) Effective arrangements are made for the treatment of wastes and effluents by ensuring compliance with the safety and health requirements.
- (3) Hazards and risks with the handling, storage and processing of wastes and effluents are identified and appropriate preventive and control measures are implemented.
- (4) Appropriate personal protective equipment (PPE) based on risk assessment of handling the waste and effluents are provided, free of charge; and
- (5) Employees handling the wastes and effluents are trained on the identified hazards and risks.

12. Washing facility - under clause (i) of sub-section (1) of section- 24: The owner of every mine shall ensure that: -

(1) Suitable and sufficient washing facilities at easily accessible places are provided with regular and adequate supply of water including soap, towels separately for male and female, transgender and person with disabilities employees, which are:

- (i) Separated from the workplaces;
- (ii) Well ventilated;
- (iii) With proper drainage system;

- (iv) Maintained in a sanitary and hygienic condition;
 - (v) Capable of being secured from inside to secure privacy and have a proper door, fastenings;
 - (vi) Appropriately demarcated with "For men only" or "For women only" or "for transgender persons only" as the case may be, in Hindi, English and local language understood by the majority of the employees, are displayed outside
- (2) The use of common towels shall be prohibited.

13. Bathing and Locker rooms under clause (ii) of sub-section (1) of section 24: The owner of every mine shall ensure that: -

- (1) Suitable, separate and sufficient bathing places and locker facility, as may be necessary owing to the nature of work, at easily accessible places with regular and adequate supply of water including soap and towels for male, female, transgender and persons with disabilities separately, are provided which are :
 - (i) Separated from the workplaces;
 - (ii) Well ventilated;
 - (iii) With proper drainage system;
 - (iv) Maintained in a sanitary and hygienic condition;
 - (v) Capable of being secured from inside to secure privacy and have a proper door, fastenings;
 - (vi) Properly demarcated with "For men only" or "For women only" or "For transgender persons only" as the case may be, in Hindi, English and local language understood by the majority of the employees, are displayed outside
- (2) Suitable, separate locker facilities, as may be necessary owing to the nature of work, at easily accessible places for storing clothing that are worn during working hours and for special clothing which is worn by any employee at work but is not taken home, for male, female, transgender and persons with disabilities.

14. Keeping of cloth not worn during working hour under clause (iii) of sub-section (1) of section 24:- The owner of every mine shall ensure that:-

- (1) Suitable, separate and sufficient installations, as may be necessary owing to the nature of work, for male, female, transgender and persons with disabilities for keeping clothes not worn during working hours and drying them are available.
- (2) These installations are placed in rooms separate from the workrooms.
- (3) A separate facility for changing clothes is made available for male, female, transgender and persons with disabilities, as may be necessary owing to the nature of work, whose working clothes are exposed to contamination with poisonous, infectious, irritating or radioactive substances and are also provided with well separated facilities for street and working clothes.
- (4) When employees are engaged in processes of such a nature that their working clothes are liable to become wet or have to be washed between shifts, suitable arrangements are made to ensure that dry clothes are always available to each employee on his return to work.
- (5) These facilities are to be provided with—
 - (i) individual lockers of adequate size and with adequate ventilation,
 - (ii) benches or other suitable seating arrangements.

15. Sitting arrangement under clause (iv) of sub-section (1) of section 24: The owner of every mine shall ensure that reasonable arrangements for sitting without detriment to their work are made to employees

obliged to work in standing position. Adequate and comfortable seating facilities are provided for this purpose.

16. Facilities of canteen under clause (v) of sub-section (1) of section 24:

The owner of every mine shall ensure that: -

- (1) At every mine where in 100 or more workers including contract labourers are ordinarily employed, a canteen in or adjacent to the precincts of the mine, is provided and maintained to provide nutritious, wholesome and healthy food for the employees;
- (2) The owner of the mine can also provide facility of canteen through common canteen adjacent to mine premises;
- (3) The canteen is situated at appropriate distance from any latrine, urinal and process area to avoid dust, smoke or obnoxious fumes;
- (4) The canteen is constructed to accommodate at least a dining hall, kitchen, store room, pantry and washing places separately for employees and for utensils.
- (5) Canteen has separate doors for entry and exit.
- (6) Dining Hall
 - (i) The dining hall is separated from any place where a hazardous substance may contaminate food, dishes or utensils;
 - (ii) The dining hall is furnished with a sitting arrangement to accommodate sufficient number of employees normally using at any one time;
 - (iii) A portion of the dining hall and service counter is partitioned off and reserved for women employees and persons with disabilities employees; and
 - (iv) Washing places for male, female, transgender and persons with disabilities employees are separate and screened to secure privacy.
- (7) Equipment
 - (i) All equipment and utensils that come into contact with food are cleaned and maintained in hygienic condition;
 - (ii) Furniture and other equipment are maintained in a clean and hygienic condition.
- (8) Storage, Preparation and Handling of food
 - (i) Each food handler is trained and instructed in food handling practices that prevent the contamination of food; and
 - (ii) No person who is suffering from a communicable disease is allowed to work as a food handler.
- (9) Food waste and garbage are removed from the food preparation area or dining hall, stored in covered containers and disposed of periodically.
- (10) Food, drink and other items are sold on a no profit no loss basis wherein the rates are fixed by canteen management committee; and
- (11) The charges per portion of food items, beverages and any other items served in the canteen are displayed in the canteen.
- (12) Canteen Management Committee
 - (i) A Canteen Managing Committee is constituted to carry out the following functions:

- a. the quality and the quantity of food stuffs to be served in the canteen;
- b. the arrangements of the menu;
- c. the timings of meals in the canteen; and
- d. any other relevant matter

Provided that where the canteen is managed by a co-operative society registered under the Multi State Co-operative Societies Act, 2002 it shall not be necessary to appoint a Canteen Managing Committee.

(ii) The Canteen Managing Committee consists of an equal number of representative of employees and employer;

(iii) the representatives of employer are nominated by the employer and

(iv) the representatives of worker are nominated by negotiating union or negotiating council as the case may be and where there is no negotiating union or negotiating council the employees will choose amongst themselves the worker representatives of the canteen committee.

(v) The tenure of the committee shall be determined mutually. One-third of the committee members of employees and owner shall be rotated every two years.

(vi) The canteen managing committee decides on the running of the canteen in consultation with the canteen manager.

17. Medical Examination under clause (vi) of sub-section (1) of section 24:

The owner of every mine shall ensure that: -

- (1) Medical examination of every employee employed or to be employed in a mine including contract labour is done before commencement of their employment and subsequently every year.
- (2) The contract labour is provided with the medical facilities at par with regular employees.
- (3) If as a result of any medical examination under these rules, an employee is found to have contracted any disease specified in Third Schedule under section 12 (1) of the Code, the provisions of section 12 of the said code shall be applicable in respect of that employee and compensation shall be paid as per the provisions of the Code on Social Security, 2020.
- (4) In the event of any dispute under the provisions of clause (3), the matter may be referred to the appellate medical board constituted under these Rules.

18. First Aid and Medical Appliances - under clause (vii) of sub-section (1) of section 24:

The owner of every mine shall ensure that: -

- (1) In every mine or part thereof where employees are at work, first aid boxes or cup-boards in adequate numbers with necessary items are provided and maintained so as to be readily accessible during working hours.
- (2) Every first-aid box or cupboard is kept in the charge of a worker or supervisor who holds a certificate in first-aid treatment and who is always readily available during the working hours of the mine or part thereof. The illustrative list of contents of each first-aid box or cup-board is annexed at **Annexure-I** and owner may add more items as per requirement.
- (3) Adequate and suitable arrangements are made for the training of the workers and supervisors in first-aid procedures.

- (4) (i) Every case of injury or illness during the course of work is reported to the supervisor at the mine for injury and illness surveillance.
- (ii) Adequate and suitable arrangements are made available for speedy evacuation or referral of persons employed at the mine who while on duty suffers from serious bodily injury or illness of a serious nature or as the nature of injury and illness as decided by the first aider, from the mine or part thereof to the nearest dispensary or hospital.
- (5) Every employee receiving an injury during the course of work shall report the same to the worker or supervisor who holds a certificate in first-aid treatment and who shall make arrangements for rendering first-aid to the injured as may be required. Where the employee receiving an injury is not in a position to report the same to the worker or supervisor who holds a certificate in first-aid treatment, it shall be the duty of the person who first comes to know of it to report the same to the worker or supervisor.
- (6) If in the opinion of the supervisor, the injury is of such a nature so as to require immediate medical attention by the qualified medical practitioner, he shall arrange for the qualified medical practitioner to be called or bring it to the notice of the owner or his representative at the mine.
- (7) It shall be the duty of the owner or his representative to ensure that adequate and suitable arrangements are made available for speedy transportation of that employee to nearest dispensary/ hospitals preferably by means of a proper ambulance van.

19. Ambulance Room - under clause (i) of sub-section (2) of section 24: The owner of every mine shall ensure that: -

- (1) At every mine employing more than 500 workers on any one day of the preceding calendar year, a suitable Ambulance room or dispensary is provided round the clock or during working hours as the case may be and is maintained in good order. The owner of the mines may also tie up with hospitals for emergency services.
- (2) The ambulance room would mean a place conveniently located in or nearby mines premises and have adequate space and arrangements to cope up with any medical emergency and contains at least the equipment as mentioned in illustrative list given in **Annexure- II**. The owner may add more items as per requirement.
- (3) Ambulance Room is under the charge of a full time qualified medical practitioner appointed directly by the owner and is assisted by adequate number of paramedical staffs (at least one nurse and one General Duty Assistant-Healthcare/Nursing Assistant).
- (4) The medical practitioner required to be appointed under sub-rule (3) has a medical qualification included in the I or II schedule or part II of the Third schedule of the Indian Medical Council Act of 1956 (Persons possessing qualifications included in part II of Third schedule should also fulfil the condition specified in section 13(3) of the Act or as per the National Medical Commission (NMC) Act 2019 or Diploma/Degree in Industrial/Occupational Health or equivalent.
- (5) Qualified Nurse required to be appointed under sub-rule (3) has qualification registered under State Nursing Council and completed training in Basic Life Support (BLS) along with experience in emergency of not less than 6 months duration from a multispecialty hospital.
- (6) Ambulance Room is having adequate space for privacy and examination of the patient.
- (7) Ambulance Room is provided with Emergency Lighting Supply and a suitable communication medium

preferably handheld device.

- (8) Ambulance Room is provided with drenching shower points with drainage sloping away from the showers. Water supply to drenching shower should be secured to ensure the continuous water supply.

20. Shelter/ Rest Room under clause (iii) of sub-section (2) of section 24: The owner of every mine shall ensure that: -

- (1) In every mine, wherein more than 50 workers are ordinarily employed, sufficient and suitable rest room and lunchroom, with provision for drinking water and washing facilities, where employees can eat their meals are provided.
- (2) These facilities are provided separately and maintained for male, female, and transgender persons.
- (3) Provided that any canteen maintained in accordance with the provisions under rule 16 shall be regarded as compliance of this rule.
- (4) The shelters or rest rooms and lunch rooms conforms to the following:
 - (i) Such rooms are sufficiently lighted and ventilated and maintained in a clean and hygienic condition at all times.
 - (ii) All the walls and roof are of suitable heat resisting materials;
 - (iii) The roof of such room is at suitable height from the floor level and there is sufficient floor area for employee employed at any given time;
 - (iv) Every room is sufficiently furnished with suitable seating and eating arrangement.

21. Welfare Officer under clause (iv) of sub-section (2) of section 24: - The owner of every mine shall ensure that: -

- (1) The owner of every mine employing between two hundred and fifty and five hundred workers appoints at least one welfare officer, and where the number of workers exceeds five hundred, an additional welfare officer for every additional five hundred workers or fraction thereof over five hundred is appointed.
- (2) In a mine where both male and female workers are employed, the number of women welfare officers to be appointed shall be in proportion to the women workers employed and where the number of women employed is more than one hundred and the total number of women workers does not exceed one thousand, an additional woman welfare officer is appointed.
- (3) Where there is more than one welfare officer appointed, one of them is designated as the Chief Welfare Officer and the others as welfare officers.
- (4) Qualifications

A person appointed as Welfare Officer has obtained a post graduate degree or diploma in social work or human resources management or labour welfare from any institution recognised by the Central or State Government in this behalf, and has knowledge of the language spoken by the majority of the workers in the mine.

- (5) Intimation of appointment of Welfare Officers. -

The appointment is intimated by the owner electronically or otherwise to Inspector-cum-Facilitator, giving the details of qualifications, etc. of the officer appointed and the conditions of his service.

- (6) Conditions of service of Welfare Officers. -

(i) A Welfare Officer is given appropriate status corresponding to that of the other executives of the mine and he is appointed on an executive / officer pay scale.

(ii) The conditions of service of a Welfare Officer are the same as that of other members of the executives/officer of corresponding status in the mine;

Provided that, in the case of discharge or dismissal, the Welfare Officer will have a right of appeal to the Chief Inspector-cum-Facilitator, whose decision thereon is final and binding upon the owner.

(7) The duties of a Welfare Officer:

(i) to establish contacts and hold consultations with a view to maintaining harmonious relations between the mine management and workers;

(ii) to bring to the notice of the mine management the grievances of workers with a view to securing expeditious redressal and to act as a liaison officer between the management and workers;

(iii) to study and understand the point of view of workers in order to help the mine management to shape and formulate labour policies and to interpret these policies to the workers in a language they can understand;

(iv) to advise on compliances, obligations, statutory or otherwise, concerning regulation of working hours, maternity benefit, medical care, compensation for injuries and sickness and other welfare measures and social Security benefits;

(v) to advise on provision of welfare facilities, such as housing facilities, foodstuffs, social and recreational facilities, sanitation, advice on individual personnel problems and education of children; and

(vi) to advise the mine management on training of new recruits, apprentices, workers on transfer and promotion, instructors and supervisors, supervision and control of notice board and information bulletins to further education of workers and to encourage their attendance at technical institutes.

(b) Welfare officers shall not deal with disciplinary cases or appear on behalf of the management against workers or appear before a conciliation officer or tribunal on behalf of the mine management.

22. Crèche Facility under sub-section (3) of section 24:-

The owner of every mine shall ensure that: -

- (1) In every mine wherein more than 50 more are ordinarily employed, a crèches facility is provided and maintained for the use of children under the age of six years of employees
- (2) Mobile crèche is provided, wherever required.
- (3) Each Crèche facility is free and accessible to all employees;
- (4) The Crèche is located within the workplace as much as possible, or in a nearby accessible location;
- (5) The Crèche is not situated in close proximity to any part of the building and construction worksite where obnoxious fumes, dust or odours are given off or in which excessively noisy processes are carried on;
- (6) There is in or adjoining the crèche a suitable washroom for the washing of the children and their clothing;
- (7) The Crèche is maintained in a clean, hygienic and sanitary condition;
- (8) Personal cleanliness of the child is maintained.

- (9) The Crèche is under the charge preferably woman for the care of children and infants;
- (10) Police verifications of in charge of creche, support staff and guard are mandatory.
- (11) The person in charge of the crèche should have and maintain information about the child's identity, residential address etc.
- (12) Details of the person who is picking up and dropping the child to the creche should be available with the caretaker and the child should be handed over to that person only. In case any other person picks up or drops the child, then his/her identity with the authorization from parents would be necessary.
- (13) Attendance of all children is taken in the morning on the child's arrival as well as at the time when child is picked up.
- (14) Sufficient supply of clean clothes, soaps and clean towels is available for each child while the child is in the Crèche;
- (15) The Crèche is furnished with a suitable number of resting arrangements;
- (16) Sufficient supply of nutritious, wholesome and healthy food to all children as per their dietary requirements is provided;
- (17) All sharp objects like scissors, knives, blades, pins etc. are always kept away from the children.
- (18) Chemicals such as detergents, cleaning agents, phenyl etc. are kept out of the child's reach.
- (19) The Crèche is provided with non-combustible covered receptacles for the disposal of waste food or other waste material;
- (20) All electrical switches/plugs are out of children's reach.
- (21) Planning of evacuation plan and display of the same at the crèche.
- (22) No child is left alone at any point in the crèche, even during breaks.
- (23) Any kind of verbal or physical abuse is strictly prohibited.
- (24) Any kind of sexual abuse and sexual exploitation to be strictly dealt under POCSO Act.
- (25) Through the supervisor, that no persons, known or unknown be allowed inside the crèche at any point of time, during the functioning hours of the crèche. For example, civil work should preferably be done preferably during weekend/holidays only.
- (26) The Crèche has CCTV monitoring during the working hours.
- (27) Important and emergency contact numbers (helplines like 112, 1098, fire services, child protection officer, nearest police station etc.) are displayed within the creche premises for easy access and reference.
- (28) Required Medical support system / staff is made available on call.

Section 24 (2) (vii): Any other matter which may be prescribed.

23. Residential facilities for workers including contract labours. –

The owner of every mine shall provide and maintain at every mine suitable residential facility, including quarters and dormitories, at least 500 meters away from the active working area of opencast workings, Pits, shafts, dump yards, stock piles, unstable workings, wells and other installations in oil mines for workers including contract labour.

24. Mock Drills

The owner of every mine shall ensure quarterly conduct of Mock drills to check emergency preparedness to deal with various emergencies.

LIST OF CONTENTS OF FIRST AID BOX as provided under Rule 18(2) :-

- (i) **Wound Care:**
 - Sterile adhesive bandages in various sizes (e.g., small, medium, large)
 - Sterile gauze pads and dressings with advanced wound-healing properties
 - Transparent film dressings for covering and protecting wounds
 - Antiseptic wipes or solution for wound cleaning
 - Skin closure strips for small cuts and lacerations
 - Disposable gloves (latex-free or nitrile)
 - Scissors with rounded tips
- (ii) **CPR and Resuscitation:**
 - Pocket mask or face shield with one-way valve for administering CPR safely
 - Disposable resuscitation bag-valve-mask device with PEEP valve (positive end-expiratory pressure)
- (iii) **Medications and Ointments:**
 - Antiseptic ointment with broad-spectrum antimicrobial properties
 - Hydrocortisone cream for insect bites and skin irritations
 - Pain relievers (e.g., acetaminophen, ibuprofen) with appropriate dosages
 - Antihistamines for allergic reactions, available in various formulations (tablets, liquid, etc.)
 - Aspirin for suspected cardiac events
 - Sugar sachets
- (iv) **Bandages and Dressings:**
 - Elastic bandages with self-adhesive properties and Ice pack box with ice bags for sprains and strains
 - Non-stick wound dressings or pads with enhanced absorbency
 - Burn Care:
 - Hydrogel burn dressings for immediate cooling and pain relief
 - Sterile burn sheets with hydrogel coating
 - Burn gel or spray with a soothing effect
- (v) **Equipment and Tools:**
 - Digital thermometer for accurate temperature readings
 - Suction apparatus, Stiff neck collar, Airway, Artificial manual breathing unit bag, Finger probe pulse oximeter
 - Snake bite lancet
- (vi) **High-quality flashlight with adjustable brightness.**

LIST OF EQUIPMENTS FOR AMBULANCE ROOM as provided under Rule 19(2) :-**(i) Advanced Medical Equipment:**

- Portable oxygen cylinder with a regulator and various oxygen delivery devices (nasal cannula, mask)
- Nebulizer for administering respiratory medication efficiently
- Suction device for airway management and clearing secretions
- Automated External Defibrillator (AED) with the latest technology and features
- Blood pressure monitor for accurate blood pressure readings
- Glucometer with test strips for blood glucose level assessment

(ii) Sanitation and Hygiene:

- Hand sanitizers with at least 60% alcohol content
- No-touch waste disposal containers for biohazardous waste
- Disposable wipes for cleaning surfaces and equipment

(iii) Patient Transport:

- Electric or hydraulic adjustable examination table with padding and safety features for patient comfort and ease of assessment.
- Portable patient transfer chair or stretcher with locking wheels for safe and efficient patient transport within the facility.
- Plastic covers for any amputated parts with ice packs.

(iv) Hygiene and Wound Care:

- Glazed sink with infrared sensor for hands-free operation, equipped with an integrated soap dispenser and paper towel dispenser.
- Antimicrobial soap with moisturizing properties for effective handwashing
- Disposable nail brushes with biodegradable bristles for personnel hand hygiene.

(v) Wound Dressings and Supplies:

- Advanced wound dressings with hydrogel or silver-based technology for better wound healing and infection prevention.
- Sterile silicone dressings with adhesive properties that do not damage the skin during removal.
- Non-adhesive wound contact layers to minimize pain during dressing changes.
- Transparent film dressings with enhanced breathability for covering and monitoring wounds.
- Sterile foam dressings for exuding wounds with high absorption capacity.
- Nasal suction bulb

(vi) Antiseptic Solutions:

- Sterile saline solution or wound wash for gentle wound irrigation.
- Sterile wound cleansing wipes with skin-friendly antiseptic properties.

(vii) Patient Comfort and Warmth:

- Soft fleece blankets with moisture-wicking and thermal-regulating properties for patient comfort and warmth.

- Reusable instant heat packs with advanced heat-retaining materials for on-demand warmth.
- (viii) **Splints and Support:**
- Malleable, vacuum-formed, or inflatable splints with adjustable properties for better immobilization and support.
 - Elastic cohesive bandages with self-adhesive properties for secure and comfortable support.
 - Triangular bandages
- (ix) **Emergency Equipment:**
- Pressure bandage for controlling severe bleeding effectively.
- (x) **Temperature Assessment:**
- Non-contact infrared thermometers for quick and hygienic temperature assessment.
- (xi) **Medications and Administration Equipment:**
- Emergency medications and equipment as prescribed by a qualified medical practitioner.
- (xii) **Emergency Medications:**
- Adequate supply of anti-tetanus serum and other emergency medications as prescribed by a qualified medical practitioner.
- (xiii) **Medical Appliances:**
- One Stethoscope and one Automated blood pressure monitor with digital display and adjustable cuffs for accurate readings.
 - One Electro Cardio Graph machine
 - One each of Suction apparatus, Stiff neck collar, Airway, Artificial manual breathing unit bag, Finger probe pulse oximeter.

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F. No. S.65025/01/2020-ISH-II

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