

Chapter V

WELFARE

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Rule 117. Washing facilities

1. There shall be provided and maintained in every factory for the use of employed persons adequate and suitable facilities for washing which shall include soap and nail brushes or other suitable means of cleaning and the facilities shall be conveniently accessible and shall be kept in a clean and orderly condition.
2. Without prejudice to the generality of the forgoing provisions, the washing facilities shall include-
 - a) a trough with taps or jets at intervals of not less than 60 centimeters; or
 - b) wash basins with taps attached thereto; or
 - c) taps on stand-pipes; or
 - d) showers controlled by taps; or
 - e) circular through of fountain type;

Provided that the Inspector may, having regard to the needs and habits of the workers, fix the proportion in which the aforementioned types of facilities shall, be installed.

3.
 - a) Every trough and basin shall have a smooth, impervious surface and shall be fitted with a waste-pipe end plug.
 - b) The floor or ground under and in the immediate vicinity of every through, tap, jet, wash-basin, stand-pipe and shower shall be so laid or finished as to provide a smooth impervious surface and shall be adequately drained.
4. For persons whose work involves contact with any injurious or noxious substance there shall be at least one tap for every fifteen persons, and for persons whose

work does not involve such contact the number of taps shall be as prescribed in the schedule annexed hereto.

Schedule

Number of Workers	Number of taps
Upto 20	1
21 to 35	2
36 to 50	3
51 to 150	4
151 to 200	5
Exceeding 200 but not exceeding 500	5 plus one tap for every 50 or fraction of 50.0 11 plus one tap for every 100 or fraction of 100

5. If female workers are employed, separate washing facilities shall be provided and so enclosed or screened that the interiors are not visible from any place where persons of the other sex work or pass. The entrance to such facilities shall bear conspicuous notice "For Women Only" in the language understood by the majority of the workers and shall also be indicated pictorially.
6. The water supply to the washing facilities shall be capable of yielding at least 27 liters a day for each person employed in the factory shall be from a source approved in writing by the Health Officer:
Provided that where the Chief Inspector is satisfied that such an yield is not practicable he may by certificate in writing permit the supply of a smaller quantity not being less than 5 liters per day for every person employed in the factory.

Rule 118. Facilities for keeping clothing

All classes of factories mentioned in the schedule annexed hereto shall provide facilities for keeping clothing not worn during working hours and for the drying of wet clothing. Such facilities shall include the provision of arrangements approved by the Chief Inspector of Factories.

SCHEDULE

Glass works.
Engineering workshops.
Iron and steel works.
Oil mills.
Chemical works.
Automobile workshops.
Dyeing works.
Tanneries.

Rule 119. First -Aid Appliances :

The first-aid boxes or cup-boards shall be distinctively marked with a red cross on white background and shall contain the following equipments -

- a) For factories in which the number of persons employed does not exceed ten or (in the case of factories in which mechanical power is not used) does not exceed fifty persons, each first aid box or cup-board shall contain the following equipment:-
1. Six small size sterilized dressings in separate sealed packets.
 2. Six medium size sterilized dressings in separate sealed packets.
 3. Six large size sterilized dressings in separate sealed packets.
 4. Six large size sterilized burn dressings in separate sealed packets.
 5. One (60 ml) bottle of 1% cetrimide solution or equivalent antiseptic solution.
 6. One (60 ml) bottle of mercurochrome solution (2%) in water.
 7. One (30 ml) bottle of liquid ammonia aromatics having the dose and mode of administration indicated on the label.
 8. One (60 ml) bottle of tincture of iodine (5%)
 9. One pair of surgical scissors (blunt ended)
 10. One roll of adhesive plaster (7.5 cm × 1 metre)
 11. Six pieces of sterilized eye pads in separate sealed packets
 12. Two strips containing 20 tablets of paracetamol (500 mg) or any other substitute.
 13. One Undyne eye wash (100 ml) for eye washing or polythene wash bottles with sterile distilled water 500 ml.
 14. A M B U Bag - 1
 15. Rubber air-ways - 2
 16. Splints of suitable sizes
 17. One tube of iodoform (topical) ointment.
 18. One (30 ml) dark coloured bottle containing potassium permanganate crystals.
 19. One cotton wool rolls (100 gm)
 20. Tourniquet.
 21. Safety Pins -1 dozen
 22. Roller bandages 910 cm wide) -12
 23. Triangular bandages -1
 24. Kidney trays (stainless steel)
 25. Artery forceps - 1 pair
 26. Dressing forceps - 1 pair
 27. Antiseptic soap cake (with case) - 1
 28. Torch-light with dry cells - 1
 29. Copy of the First aid leaflet issued by the DGFASLI, Govt. of India, Bombay (properly laminated).
- b) For factories in which mechanical power is used and in which the number of persons employed exceeds ten but does not exceed fifty, each first aid box or cupboard shall contain the following equipment:-
1. Six small size sterilized dressings in separate sealed packets.
 2. Six medium size sterilized dressing in separate sealed packets.
 3. Six large size sterilized dressing in separate sealed packets.
 4. Six large size sterilized burn dressings in separate sealed packets.
 5. One (120 ml) bottle of 1% cetrimide solution or equivalent antiseptic solution.
 6. One (120 ml) bottle of mercurochrome solution 2% in water.
 7. One (60 ml) bottle of liquid ammonia, aromaticus having the dose and mode of administration indicated on the label.

8. One (120 ml) bottle containing tincture of iodine (5%) .
9. One pair of surgical scissors (blunt ended).
10. One roll of adhesive plaster (7.5 × 1 metre).
11. Six pieces of sterilized eye pads in separate sealed packets.
12. Two strips containing 20 tablets of paracetamol (500 mg) or any other substitute.
13. Undyne eye wash (100 ml) for eye washing or polythene wash bottle with sterile distilled water 500 ml.
14. A M B U bag - 1
15. Rubber air-ways - 2
16. Splints of suitable sizes.
17. One tube of iodoform (topical) ointment
18. One (30 ml) dark coloured bottle containing potassium permanganate Crystals.
19. Cotton wool rolls (100 gm) each -2
20. Tourniquet -1
21. Safety pins -1 dozen
22. Roller bandages (10 cm wide) - 12
23. Triangular bandages - 1
24. Kidney trays (stainless steel) - 1
25. Artery forceps - 1 pair
26. Dressing forceps - 1 pair
27. Antiseptic soap cake (with case) - 1
28. Torch light with dry cells - 1
29. Copy of the first aid leaflet issued by DGFASLI, Govt. of India, Bombay (properly laminated)

c) For factories employing more than fifty persons, each first aid box or cupboard shall contain the following equipments:-

1. Twelve small size sterilized dressings in separate sealed packets.
2. Twelve medium size sterilized dressings in separate sealed packets.
3. Twelve large size sterilized dressings in separate sealed packets.
4. Twelve large size sterilized burn dressings in separate sealed packets.
5. Two (120 ml) bottle of 1% cetrimide solution or equivalent antiseptic solution.
6. One (120 ml) bottle of liquor ammonia aromaticus having the dose and mode of administration indicated on the label.
7. One (120 ml) bottle of mercurochrome solution 2% in water.
8. One (120 ml) bottle containing tincture of iodine (5%)
9. Two pairs of surgical scissors (blunt ended)
10. Two rolls of adhesive plaster (7.5 cm × 1)
11. Twelve pieces of sterilized eye pads in separate sealed packets.
12. Four strips containing 40 tabs of paracetamol (500 mg) or any other substance.
13. One Undyne eye wash (100 ml) for eye washing or polythene wash bottles with sterile distilled water 500 ml.
14. A M B U bag - 1
15. Rubber air-ways - 4
16. Splints of suitable sizes
17. Two tubes of Iodoform (topical) ointment
18. One (30 ml) dark coloured bottle containing potassium permanganate crystals.
19. Two cotton wool rolls (100 gm) each.

20. Tourniquet	- 2
21. Safety pins	- 2 dozens
22. Roller bandages (10 cm wide)	- 24
23. Traingular bandages	- 2
24. Kidney trays (stainless steel)	- 2
25. Artery forceps	- 2
26. Dressing forceps	- 1 pair
27. Antiseptic soap cake with case	- 2
28. Torch light with dry cells	- 1
29. Copy of the first-aid leaflet issued by the DGFASLI, Govt. of India, Bombay (properly laminated).	

Rule 120. Notice regarding first-aid.

A notice containing the names of the persons working within the precincts of the factory who are trained in first-aid treatment and who are in charge of the first-aid boxes or cupboards shall be posted in every factory at a conspicuous place and near each such box or cupboard. The notice shall also indicate workroom where the said person shall be available. The name of the nearest hospital and its telephone number shall also be mentioned prominently in the same notice.

Rule 121. Ambulance Room.

1. Every ambulance room shall be under the charge of at least one whole-time qualified medical practitioner (hereinafter referred to as medical officer) assisted by at least one qualified nurse or dresser-cum-compounder and one nursing attendant in each shift. Provided that where a factory works in more than one shift the Chief Inspector, if he is satisfied that on account of the size of the factory, nature of hazards or frequency of accidents, it is not necessary to employ a whole-time medical officer for each shift separately, may, with the previous approval of the State Government, grant exemption from the provisions of this sub-rule and permit employment of only one whole-time medical officer for more than one or all shifts, subject to the conditions that-
 - a) there shall be no relaxation in respect of nursing staff; and
 - b) the medical officer is readily available on call during the working hours of the factory.
2. There shall be displayed in the ambulance room a notice giving the name, address and telephone number of the medical practitioner in charge. The name of the nearest hospital and its telephone number shall also be mentioned prominently in the said notice.
3. No medical officer shall be required or permitted to do any work which is inconsistent with or detrimental to the responsibility under this rule.
4. The ambulance room shall be separate from the rest of the factory and shall be used only for the purpose of first-aid treatment and rest. It shall have floor area of at least 24 square metres and smooth, hard and impervious walls and floors, and shall be adequately ventilated and lighted by both natural and artificial means. There shall be attached to it at least one latrine and urinal of sanitary type. An adequate supply of wholesome drinking water shall be laid on and the room shall contain at least-
 - i) A glazed sink with hot and cold water always available.
 - ii) A table with a smooth top at least 180 cm × 105 cm.
 - iii) Means for sterilizing instruments
 - iv) A touch

- v) Two stretchers
- vi) Two buckets or containers with close fitting lids
- vii) Two rubber hot water bags
- viii) A Kettle and spirit stove or other suitable means of boiling water
- ix) Twelve plain wooden splints 900 mm × 100 mm × 6 mm
- x) Twelve plain wooden splints 350 mm × 75 mm × 6 mm
- xi) Six plain wooden splints 250 mm × 50 mm × 12 mm
- xii) Six woollen blankets.
- xiii) Three pairs artery forceps
- xiv) One bottle of spiritus ammoniac aromaticus (120 ml).
- xv) Smelling salts (60 gm)
- xvi) Two medium size sponges
- xvii) Six hand towels
- xviii) Four “kidney” trays
- xix) Four cakes of toilet, preferably antiseptic soap.
- xx) Two glass tumblers and two wine glasses.
- xxi) Two clinical thermometers
- xxii) Two tea spoons
- xxiii) Two graduated (120ml) measuring glasses
- xxiv) Two mini measuring glasses
- xxv) One wash bottle (1000 cc) for washing eyes
- xxvi) One bottle (one litre) carbolic lotion 1 in 20
- xxvii) Three chairs
- xxviii) One screen
- xxix) One electric hand torch
- xxx) Four first-aid boxes or cupboards stocked to the standards prescribed under (c) of rule 01
- xxxi) An adequate supply of anti-tetanus toxoid
- xxxii) Injections - morphia, pethidine, atropine, adrenaline, coramine, novacan (6 each)
- xxxiii) Coramine liquid (60 ml).
- xxxiv) Tablets- antihistaminic, antispasmodic (25 each).
- xxxv) Syringes with needles - 2 cc, 5 cc, 10 cc and 50 cc
- xxxvi) Three surgical scissors
- xxxvii) Two needle holders, big and small
- xxxviii) Suturing needles and materials
- xxxix) Three dissecting forceps
 - xl) Three dressing forceps
 - xli) Three scalpels
 - xl ii) One stethoscope
- xl iii) Rubber bandage - pressure bandage.
- xl iv) Oxygen cylinder with necessary attachments.

5. The occupier of every factory to which these rules apply shall for the purpose of removing serious cases of accident or sickness, provide in the premises and maintain in good condition a suitable conveyance unless he has made arrangements for obtaining such a conveyance from a hospital.
6. The Chief Inspector of Factories may, by an order in writing, exempt any factory from the requirements of this rule, subject to such conditions as he may specify in that order, if a hospital, ambulance room or dispensary is maintained at or within 200 metres of the precincts of the factory and such arrangements are made as to

ensure the immediate treatment of all injuries sustained by workers within the factory and for providing rest to the workers so injured.

Explanation.- For the purpose of this rule, “qualified medical practitioner” means a person holding a qualification granted by an authority specified in the schedule to the Indian Medical Degrees Act, 1916, or in the schedules to the Indian Medical Council Act, 1956.

Rule 122. Canteens –

1. The Occupier of every factory wherein more than 250 workers are ordinarily employed and which is specified by the State Government by a notification in this behalf shall provide, in or near the factory, an adequate canteen according to the standards prescribed in the Rules. The canteen shall be available for the use of the workers, within six months from the date of such notification:
Provided that the State Government may for sufficient reasons, from time to time by an order in writing, extend the said period in respect of any specified factory.
2. The manager of a factory shall submit for the approval of the Chief Inspector plans and site plan, in duplicate, of the building to be constructed or adapted for use as a canteen.
3. The canteen building shall be situated not less than 15 metres from the latrine, urinal, boiler house, coal stacks, ash dumps and any other source of dust, smoke or obnoxious fumes:

Provided that the Chief Inspector may in any particular factory relax the provisions of this sub-rule to such extent as may be reasonable in the circumstances and may require measures to be adopted to secure the essential purpose of this sub-rule.

4. The canteen building shall be constructed in accordance with the plans approved by the Chief Inspector and shall accommodate at least a dining hall, kitchen, store room, pantry and washing places separately for workers and for utensils.
5. In a canteen the floor and inside walls up to a height of 120 centimetres from the floor shall be made of smooth and impervious material; the remaining portion of the inside walls shall be made smooth by cement plaster or in any other manner approved by the Chief Inspector.
6. The doors and windows of canteen building shall be of fly-proof construction and shall allow adequate ventilation.
7. The canteen shall be sufficiently lighted at all times when any person has access to it.
 - a) In every canteen-
 - i) all inside walls of rooms and all ceilings and passages and staircases shall be lime-washed or colour-washed at least one in each year or painted once in three years dating from the period when last lime-washed, colour washed or painted, as the case may be;
 - ii) all wood work shall be varnished or painted once in three years dating from the period when last varnished or painted;
 - iii) all internal structural iron or steel work shall be varnished or painted once in three years dating from the period when last varnished or painted;

Provided that inside walls of the kitchen shall be lime washed once every four months.

- b) Records of dates on which lime-washing, colour-washing, varnishing or painting is carried out shall be maintained in the prescribed Register in **Form 9**.
9. Precincts of the canteen shall be maintained in a clean and sanitary condition. Waste water shall be carried away in suitable covered drains and shall not be

allowed to accumulate so as to cause a nuisance. Suitable arrangements shall be made for the collection and disposal of garbage.

Rule 123. Dining Hall –

1. The dining hall shall accommodate at a time at least 30 percent of the workers working at a time.
Provided that , in any particular factory or in any particular class of factories the State Government may, by a notification in this behalf, alter the percentage of workers to be accommodated.
2. The floor area of the dining hall, excluding the area occupied by the service counter and any furniture except tables and chairs, shall be not less than one square metre per dinner to be accommodated as prescribed in sub-rule (1).
Provided that in the case of factories in existence at the date of the commencement of the Act, where it is impracticable, owing to the lack of space, to provide one square metre of floor area for each person, such reduced floor area per person shall be provided as may be approved in writing by the Chief Inspector.
3. A portion of the dining hall and service counter shall be partitioned off and reserved for women-workers, in proportion to their number. Washing place for women shall be separate and screened to secure privacy.
4. Sufficient tables, stools, chairs or benches shall be available for the number of dinners to be accommodated as prescribed in sub-rule (1).

Rule 124. Equipment

1. There shall be provided and maintained sufficient utensils, crockery, cutlery, furniture and any other equipment necessary for the efficient running of the canteen suitable clean clothes for the employees serving in the canteen shall also be provided and maintained.
2. The furniture, utensils and other equipment shall be maintained in a clean and hygienic condition. A service counter, if provided, shall have a top of smooth and impervious material. Suitable facilities including and adequate supply of hot water shall be provided for the cleaning of utensils and equipment.

Rule 125. Prices to be charged. –

1. Food, drink and other items served in the canteen shall be sold on a non-profit basis and the prices charged shall be subject to the approval of the Canteen Managing Committee:
Provided that where a canteen is managed by workers Co-operative society, the prices to be charged may include a margin of profit upto a maximum of 5 per cent of its working capital.
2. In computing the prices referred to in sub-rule (1) the following items of expenditure shall not be taken into consideration, but will be borne by the occupier:-
 - a) the rent for the land and building;
 - b) the depreciation and maintenance charges of the building and equipment provided for the canteen;
 - c) the cost of purchase, repairs and replacement of equipment including furniture, crockery, cutlery and utensils.
 - d) the water charges and expenses for providing lighting and ventilation;
 - e) the interest on the amount spent on the provision and maintenance of the building, furniture and equipment provided for the canteen.
 - f) the cost of fuel required for cooking or heating foodstuffs or water; and

- g) the wages of the employees serving in the canteen and the cost of uniform, if any, provided to them.
- 3. The charges per portion of foodstuffs, beverages and any other items served in the canteen shall be conspicuously displayed in the canteen.

Rule 126. Accounts

- 1. All books of account, registers and any other documents used in connection with the running of the canteen shall be produced on demand to an Inspector.
- 2. The accounts pertaining to the canteen shall be audited, once every twelve months, by registered accountants and auditors. The balance sheet prepared by the said auditors shall be submitted to the Canteen Managing Committee not later than two months after the closing of the audited accounts:
Provided that the accounts pertaining to the canteen is a Government Factory having its own accounts department, may be audited in such department.
Provided further that where the canteen is managed by a cooperative society registered under the Co-operative Societies Act, the accounts pertaining to such canteen may be audited in accordance with the provisions of the Co-operative Societies Act.

Rule 127. Managing Committee –

- 1. The manager shall appoint a Canteen Managing Committee which shall be consulted from time to time as to -
 - a) the quality and quantity of food stuffs to be served in the canteen;
 - b) the arrangement of the menus
 - c) the times of meals in the canteen; and
 - d) any other matter as may be directed by the Committee;
 Provided that where the canteen is managed by a co-operative society registered under the Co-operative Societies Act, it shall not be necessary to appoint a Canteen Managing Committee.
- 2. The Canteen Managing Committee shall consist of an equal number of persons nominated by the occupier and elected by the workers. The number of elected workers shall be in the proportion of 1 for every 1000 workers employed in the factory, provided that in no case shall there be more than 5 or less than 2 workers on the Committee.
- 3. The manager shall determine and supervise the procedure for elections to the Canteen Managing Committee.
- 4. A Canteen Managing Committee shall be dissolved by the manager two years after the last election, no account being taken of a bye-election.

Rule 128. Annual Medical Examination

- 1. Annual medical examination for fitness of each member of the canteen staff who handles foodstuffs shall be carried out by the factory medical officer or the Certifying Surgeon, which should include the following -
 - a) routine blood examination at intervals of not more than twelve months.
 - b) routine and bacteriological testing of faeces and urine for germs of dysentery and typhoid fever at intervals of not more than six months; and
 - c) any other examination including chest x-ray that may be considered necessary by the factory medical officer or the Certifying Surgeon.

2. Any person who in the opinion of the factory medical officer or the Certifying Surgeon is unsuitable for employment on account of possible risk to the health of others, shall not be employed as canteen staff.
3. The fee for such routine clinical examination of each member of the canteen staff by the certifying surgeons shall be Rs. 25 (twenty five) only which fee is exclusive of any charges incurred for conducting any kind of Laboratory tests etc.
4. Such charges shall be paid by the occupier into the local treasury and receipt attached with the application.

Rule 129. shelters, rest rooms and lunch rooms –

1. The shelters or rest rooms and lunch rooms shall conform to the following standards:
 - a) the building shall be soundly constructed and all the walls and roof shall be of suitable heat resisting materials and shall be water proof. The floor and walls to a height of 90 centimeters shall be so laid or finished as to provide a smooth, hard and impervious surface;
 - b) the height of every room in the building shall be not less than 3.65 meters from floor level to the lowest part of the roof and there shall be at least 1.12 square meters of floor area for every person employed;
 Provided that workers who habitually go home for their meals during the rest periods may be excluded in calculating the number of workers to be accommodated.
 Provided further that, in the case of rooms in buildings in existence at the date of coming into force of this rule which have been or are intended to be adapted for use as shelters, rest rooms or lunch rooms, as the case may be, the Chief Inspector may approve the rooms having such reduced height as may in his opinion be reasonable in the circumstances of the case on such conditions as may be deemed expedient.
 - c) effected and suitable provision shall be made in every room for securing and maintaining adequate ventilation by the circulation of fresh air and there shall also be provided and maintained sufficient and suitable natural or artificial lighting;
 - d) Every room shall be adequately furnished with chairs or benches with back-rest;
 - e) sweepers shall be employed whose primary duty is to keep the rooms, building and precincts thereof in a clean and tidy condition; and
 - f) suitable provision shall be made in every room for supply of drinking water and facilities for washing.
- 1) The lunch rooms shall:
 - a) comply with the requirements laid down in clauses (a) to (f) of sub rule (1) ; and
 - b) be provided with adequate number of table with impervious tops for the use of workers for taking food.

Rule 130. Creches

- a) The crèches shall conform to the following standards and the (Occupier or Manager of the factory) shall submit for approval of the Chief Inspector of Factories, detailed plans in triplicate of the building to be constructed or adapted.
- b) The crèche shall be conveniently accessible to the mothers of the children accommodated therein and so far as is reasonably practicable it shall not be situated in the close proximity to any part of the factory where obnoxious fumes,

dust or odours are given off or in which excessively noisy processes are carried on.

- c) The building in which the crèche is situated shall be soundly constructed and all the walls and roof shall be of suitable heat-resisting materials and shall be water-proof. The floor and internal walls of the crèche to a height of 1.2 metres all-round shall be so laid or finished as to provide a smooth impervious surface.
- d) The height of the rooms in the building shall be not less than 3.7 metres from the floor to the lowest part of the roof and there shall be not less than 2 square metres or floor area for each child to be accommodated. Provided that in the case of rooms in buildings in existence at the date of the coming into force of this rule which have been or are intended to be adapted for use as a crèche, the Chief Inspector may approve the rooms having such reduced height as may in his opinion be reasonable in the circumstances of the case on such conditions as may be deemed expedient.
- e) Effective and suitable provision shall be made in every part of the crèche for securing and maintaining adequate ventilation by the circulation of fresh air.
- f) The crèche shall be adequately furnished and equipped and in particular there shall be one suitable cot or cradle with the necessary bedding for each child (provided that for children over two years of age it will be sufficient if suitable bedding is made available) at least one chair or equivalent seating accommodation for the use of each mother while she is feeding or attending to her child and sufficient supply of suitable toys for the older children.
- g) A suitably fenced and shady open air playground shall be provided for the older children.

Provided that the Chief Inspector of Factories may by order in writing exempt any factory from compliance with this sub-rule if he is satisfied that there is not sufficient space available for the provision of such a playground.

Rule 131. Wash room

There shall be in or adjoining the crèche a suitable wash room for the washing of the children and their clothing. The wash room shall conform to the following standards:-

- a) The floor and internal walls of the room to a height of 91.4 centimetres shall be so laid or finished as to provide a smooth impervious surface. The room shall be adequately lighted and ventilated and the floor shall be effectively drained and maintained in a clean and tidy condition.
- b) There shall be at least one basin or similar vessel for every four children accommodated in the crèche at any one time together with a supply of water provided, if practicable, through taps from a source approved by the Health Officer. Such source shall be capable of yielding for each child a supply of at least 23 litres of water a day.
- c) An adequate supply of clean clothes, soap and clean towels shall be made available for each child while it is in the crèche.
- d) Adjoining the washing room referred to above, a septic type latrine shall be provided for the sole use of the children in the crèche. The design of this latrine and the scale of accommodation to be provided shall be determined by the Health Officer. The crèche latrine shall always be kept clean and in a sanitary condition by a sweeper specially employed for the purpose.

Rule 132. Supply of Milk & Refreshment

At least 250 ml of clean pure milk shall be available for each child on every day it is accommodated in the crèche and the mother of such a child shall be allowed in the course of her daily work two intervals of atleast 15 minutes duration each (other than intervals for rest under section 55) to feed the child. For children above two years of age there shall be provided in addition an adequate supply of wholesome refreshment. In case of any dispute regarding wholesome refreshment (item quantity, quality etc) the decision of the Chief Inspector is final.

Rule 133. Creche staff and clothes for crèche staff:

- 1) For each crèche there shall be appointed women in-charge and female attendant at the rate of one attendant for every thirty children or as part thereof exceeding ten to help the women-in-charge.
- 2) the crèche staff shall be provided with suitable clean clothes for use while on duty.

Rule 134. Qualification of women-in-charge:

The women-in-charge shall be either a qualified nurse or midwife.

Provided that the occupier may appoint nurse as midwife who is not qualified if the Chief Inspector in consultation with the Director of Health Services that the nurse or midwife is suitable for appointment.

Rule 135. Exemption from the provision of creche:

1. The provision of section 48 and rules 135-139 shall not apply to any factory which works for less than 190 days in a calendar year or to a factory wherein the number of married women or widows employed does not exceed 15 or the total number of children below the age of 6 years of all the women workers in the factory does not exceed 4, subject to the condition that the alternative arrangements as hereinafter mentioned in sub-rule(2), are provided in the factory.
2. The alternative arrangements required to be provided under sub-rule (1) shall be as follows, namely;-
 - a) A crèche-room which has an area of not less than 10 square metres shall be constructed or adapted for use in accordance with the plans approved by the Chief Inspector.
 - b) The crèche-room shall have suitable wash place for washing of the children and their clothes and adequate supply of clean water, soap and, towels shall always be provided and maintained.
 - c) The crèche-room shall be provided with suitable bedding for the use of the children.
 - d) At least one female attendant shall be employed to lookafter the children in the crèche-room. The female attendant shall be provided with clean clothes for use while on duty.
3. The mother of each child in the crèche-room shall be allowed two intervals of not less than 15 minutes each (such intervals being other than those allowed under section 55) during her working hours to feed the child.
4. The exemption granted under this rule may at any time be withdrawn by the Chief Inspector if he finds, after such enquiry as he may deem fit, that the factory has committed a breach of this rule.