

**RULES FOR THE PROTECTION OF HEALTH AND SANITARY ARRANGEMENTS FOR  
WORKERS EMPLOYED BY THE HARYANA PUBLIC WORKS  
DEPARTMENT OR ITS CONTRACTORS**

The contractor shall at his own expenses provide or arrange for the provision of foot wears for any labour doing cement mixing work (the contractor has undertaken to execute under this contract) to the satisfaction of the Engineer-in-Charge and on his failure to do so, Government shall be entitled to provide the same and recover the cost thereof from the contractor.

The contractor shall submit by the 4th and 19th of every month to the Executive Engineer a true statement showing in respect of the second half of the proceeding month and the first half of the current month, respectively (i) the number of labourers employed by him on the work (ii) their working hours (iii) the wages paid to them (iv) the accident that occurred during the said fortnight showing the circumstances under they happened and the extent of damage and injury caused by them and (v) the number of female workers who have been allowed Maternity benefit to clause 19-F and the amount paid to them failing which the contractor shall be liable to pay to Government a sum not exceeding Rs. 50/- for each default or materially incorrect statement. The decision of the Executive Engineer shall be final in deducting from any bill due to the contractor the amount levied as fine.

Maternity benefit for female workers employed by the contractor, leave and pay during leave shall be regulated as follows :-

1. **Leave :-** (i) In case of delivery/maternity leave not exceeding 8 weeks (4weeks upto and including the day of delivery and 4 weeks following that day. (ii) In case of miscarriage: Upto 3 weeks from the date of miscarriage.
2. **Pay :-** (i) In case of delivery, leave pay during maternity leave will be at the rate of the women's average daily earning calculated on the total wages earned on the day when full time work was done during a period of 3 months immediately preceding the date of which she gives notice that she expects to be confined or at the rate Rs. 12/- per day which ever is greater.  
(ii) In case of miscarriage : Leave pay at the rate of average daily earning calculated on the total wages earned on the days when full time work was done during a period of 3 months immediately preceding the date of such miscarriage.  
(iii) Conditions for the grant of maternity leave :- No Maternity leave benefit shall be admissible to a women unless she produces a certificate of confinement and expected delivery with in 4 weeks preceding the date on which she proceeds on leave.

**FIRST AID :-** (a) At every work place, there shall be maintained in readily accessible place first aid appliances including an adequate supply of sterilized dressing and cotton wools. The appliances shall be kept in good order and in large work places it shall be placed under the charge of a responsible person who shall be readily available during the working hours.

(b) At large work places, where hospital facilities are not available within easy distance of the work, first aid post shall be established and be run by a trained compounder.

(c) Where large work places are remote from regular hospital an indoor ward shall be provided with one bed for every 250 employees.

(d) Where large work places are situated in cities, towns or in their suburbs and no beds are considered necessary owing to proximity of city or town hospitals a suitable transport shall be provided to facilitate removal of urgent cases to these hospital.

At other works places some conveyance facilities such as car shall be kept readily available to take injured or persons suddenly taken seriously ill to the nearest hospital.

#### **SCALE OF ACCOMODATION IN LATRINES URINALE**

There shall be provided within the precinct of every work place, latrines and Urinals in an accessible place and the accommodation separately for each of them shall not be less than the following scale :-

	No of Sheds.
(a) Where the numbers of persons does not exceed 50.	2
(b) Where the numbers of persons exceeding 50 but does not exceed 100.	3
(c) For every additional 100.	3 per 100

In particulars cases the Executive Engineer shall have the powers to vary the scale where necessary.

#### **LATRINES AND URINALS FOR WOMEN**

If women employed, separate latrines and urinals screened from these for men and marked in vernacular in conspicuous letters "For women only" shall be provided on the scale laid in rules. Similarly, those for men shall be marked "FOR MEN ONLY". A latrine for each sex. There shall be adequate supply of water close to the latrines.

#### **LATRINES AND URINAL**

Except in work places provided with flush latrines concerned with a water borne sewerages system all latrines shall be provided with receptacles or dry earth system which shall be in working order and kept in a strictly sanitary conditions. The receptacles shall be tarred inside and out side at least once a year.

The inside walls shall be constructed of masonry or some suitable heat resisting non absorbent material and shall be cement washed inside and outside at least once a year. The dates of cement shall be noted in register maintained for this purpose and kept available for inspection.

#### **DISPOSAL OF EXCRETA**

Unless otherwise arranged for by the local sanitary authority arrangements for proper disposal and sanitary of excreta by incineration at the work place shall be made by means of a suitable incineration approved by the Asstt. Director of Public Health or Municipal Medical Officer of Health, as the case may be in whose jurisdiction the work place is situated, alternately excertara may be disposed of by putting layer of night soil at the bottom of pucca tank prepared for the purpose and covering it with 9 inches layers of earth for a fortnight when it will turn into a manner.

#### **CRECHE :-**

At every work place there shall be provided free of cost two suitable sheds one man and the other for the use of labour. The height of the shelter shall not be less than eleven feet from the floor level to the lowest part of the roof.

#### **PROVISION OF SHELTER DURING REST**

At every work place at which 50 or more women workers are ordinary employed there shall be provided two huts for use of children under the age of six years belonging to such women. One hut shall be used for infants "Games and to play" and the other as their bed room. The hut shall not be constructed on a lower standard than the following:-

- (i) Thatched roofs.
- (ii) Mud floors and wall
- (iii) Plants spread over mud floor and covered with matting.

The huts be provided with suitable and sufficient opening for light and ventilations. There shall be adequate provision of sweepers to keep the place clean. There shall be two day in attendance sanitary utensil shall be restricted to children, their attendants and mothers of the children.

#### **CANTEEN :**

A cooked food canteen on a moderate scale shall be provided for the benefit of workers where ever it is considered expedient.

#### **GENERAL RULES AS TO SCAFFOLDS :**

- (i) Suitable Scaffolds shall be provided for all workmen for all works that can not be safely done from a ladder or by other means.
- (ii) A scaffolds shall not be constructed taken down or substantially altered except.
  - (a) Under the supervision of a competent and responsible person, and.
  - (b) As far as possible by competent workers possessing adequate experience in this kind of work.
- (c) All scaffolds and appliances connected there with and all ladder shall :-
  - (1) Be of sound material.
  - (2) Be of adequate strength having regard to lods and strains to which they will be subjected and.
  - (3) Be maintained in proper condition.
  - (4) Scaffolds shall not be over loaded and so far as practicable the load shall be evenly distributed.
  - (5) Scaffolds shall be so constructed that no part there of can be displaced on normal use.
  - (6) Before installing, lifting gear on scaffold special precautions shall be taken to ensure the strength and stability of the scaffolds.
  - (7) Scaffolds shall be periodically inspected by the competent person.
  - (8) Before allowing a scaffold to be used by the workmen, every care shall be taken to see whether the scaffolds have been created by his workmen or not and steps taken to ensure that it complies fully with the requirements of the articles.
- (9) Working platform gangways and stairways shall :-
  - (a) Be so constructed that no part of the road is covered.
  - (b) Be so constructed and maintained, having regard to the prevailing condition as to reduce as far as practicable.
  - (c) Be kept free from any unnecessary obstruction :-

- (d) In case of working platforms gangways place and stairway at a height exceeding that to be prescribed by a national laws and regulations :-
  - (i) Every working platform and every gangway shall be closely boarded unless other adequate measures are taken to ensure safety.
  - (ii) Every working platform and every gangway shall have adequate width, and.
  - (iii) Every working platform gangway working place and stairway shall be suitably fenced.

Every opening in the floor of a building or in working platforms shall except for the time and to the extent required to allow the access of persons or the transport or shifting of material be provided with suitable means to prevent the fall of persons or materials.

When person are employed on a roof where there is a danger of falling from a height exceeding that to be prescribed by national laws or regulations suitable precautions shall all be taken to prevent the fall of persons or materials.

Suitable precaution shall be taken to prevent persons being struck by articles which might fall from scaffolds or other working places.

- (i) Soft means of access shall be provided to all working platforms and other working places.
- (ii) Every place where work is carried on the means of approach there shall be adequately lighted.
- (iii) Every ladder shall be security fixed of such length as to provide secure and held and foot hold at every position at which it is used.
- (iv) Adequate precautions shall be taken to prevent danger from electrical equipment.
- (v) No materials on the site shall be so stacked or placed as to cause danger to any person.

#### **GENERAL RULES AS TO SAFETY EQUIPMENT AND FIRST AID**

1. All necessary personal safety equipment shall be kept and available for the use of the person employed on the site is maintained in condition suitable for immediate use.
2. The worker shall be requiring using the equipment thus provided and the employee shall take adequate steps to ensure proper use of the equipment by those concerned.

Adequate provision shall be made for prompt first aid treatment of all injuries likely to be sustained during the course of the work.

