

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@dgfasli.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 Building and Other Construction workers.

1. Short title, extent and commencement: (i) These rules may be called the Building and Other Construction Workers 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. - (i) 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 lists annexed to these rules;

(ii) The words and expressions used in these rules and are not defined therein, 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: Every employer of a building or other construction workers shall ensure that: -

- (1) Every building or other construction work site including its premises and surroundings are kept clean and maintained in hygienic and sanitary condition.
- (2) Place is provided for proper storage of materials and equipment.
- (3) Scrap, waste and debris are removed at appropriate intervals.
- (4) Loose materials which are not required for use is not placed or allowed to accumulate on the site so as to obstruct means of access to and egress from workplaces and passageways.
- (5) Workplaces and passageways that are slippery are cleaned up or strewn with sand, sawdust, ash or the like.
- (6) Where a floor is liable to become wet in the course of building and other construction works, effective drainage is maintained, kept in dry and non-slippery state and suitable anti-skid footwear free of charge be provided to employees.
- (7) Suitable arrangements for daily collection, storage, disposal or treatment of every type of waste are made under the effective supervision.

4. Ventilation and temperature and Humidity -Every employer of a building or other construction workers shall ensure that: -

- (1) Where an employee is likely to be exposed to any chemical, physical or biological hazard to such an extent as is liable to be dangerous to health, appropriate preventive measures are taken against such exposure.
- (2) The preventive measures referred to in paragraph 1 above are comprise of:
 - (i) the replacement of hazardous substances by harmless or less hazardous substances wherever possible; or
 - (ii) technical measures applied to the plant, machinery, equipment, or process; or
 - (iii) where it is not possible to comply with subparagraphs (i) or (ii) above, other effective measures, including the use of personal protective equipment and protective clothing are provided free of charge.
- (3) Where employees are required to enter any area in which a toxic or harmful substance may be present, or in which there may be an oxygen deficiency, or a flammable atmosphere, adequate measures are taken to guard against danger.
- (4) Whenever heat stress, cold or wet conditions are such that they can lead to impairment of health or extreme discomfort, preventive measures are taken, such as:
 - (i) proper design of the workload and workstation, with special regard to employees in cabins, and

command or driving operations;

- (ii) training, to enable detection of early signs of disorders;
- (iii) supply of protective equipment;
- (iv) routine medical surveillance;
- (v) provide protective clothing.

- (5) Necessary steps are taken to constantly provide at all work places of the building or other construction work site, adequate ventilation to clear away smoke and fume, steam and dust, to dilute gases that are inflammable or noxious so as to render them harmless, to provide air containing sufficient oxygen and to prevent such excessive rise of temperature or humidity which may be harmful to the health of the persons employed therein;
- (6) Where the nature of the work carried out in the building or other construction work site involves, or is likely to involve production of excessively high temperatures, adequate measures as are practicable are taken to protect the employees therefrom, by separating the process which produces such temperatures from the workplace, by insulating the hot parts or by other effective means.
- (7) Measurement of air quantity, temperature and humidity are regularly taken and brought up to date the entries at each air measurement station.

(8) Ventilation in tunneling has: -

- (i) Removal of the pollutants (exhaust gases of the vehicles, blasting fume, dust) and establishment and maintenance of a climatic state (temperature, humidity) in accordance with the required physical activities of the work force in the underground building or other construction work sites.
- (ii) Choice of the ventilation system for a specific site depending on the complexity of the project (tunnel length and diameter, single or double bore, cooling requirements, intermediate multifunction stations, etc.)
- (iii) natural or artificial ventilation be so designed as to introduce a sufficient quantity of fresh or purified air per person and per hour into an area, considering the nature and conditions of the work.
- (iv) appropriate measures are taken to ensure that in enclosed premises a suitable hygrometric level in the air is maintained.
- (v) The following instruments on the tunneling site: -
 - (a) Oxygen level measuring instrument,
 - (b) presence of flammable gases measuring instrument,
 - (c) temperature measuring instrument,
 - (d) dust concentration measuring instruments and
 - (e) toxic gas measuring instrument.
- (vi) The air supply intake points for all air compressors located at places where such intake air does not get contaminated with dust, fumes, vapor and exhaust gases or other contaminants.

5. Precaution against dust, noxious gas, fumes and other impurities under clause (iii) of sub-section (2) of section 23: - Every employer of a building or other construction workers shall ensure that: -

- (1) Such steps as may be necessary for minimizing of 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 bring the levels of noxious gas, fume, vapour or dust, which may be present, within the permissible limits.

6. Potable drinking water under clause (v) of sub-section (2) of section 23: - Every employer of a building or other construction workers shall ensure that: -

- (1) In respect of any building or other construction work site or part thereof, water is provided and maintained for drinking purpose is sufficient for employees at all times and be clean, safe and wholesome.
- (2) Drinking water for common use is stored only in closed containers from which the water is dispensed through taps.
- (3) If drinking water has to be transported to the worksite, the transport tanks, storage tanks and dispensing container are cleaned and disinfected at regular intervals.
- (4) Water that is unfit to drink is conspicuously indicated by notices prohibiting employees from drinking it.
- (5) A supply of drinking water is never connected to a supply of water that is unfit to drink.
- (6) 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;
- (7) except where the water is delivered by a rising jet, the use of common drinking tumblers or cups is prohibited.
- (8) Where water unsafe for drinking purposes, is provided for use in construction processes or other purposes, it is to be so indicated in Hindi, English and local language understood by the majority of the employees.

7. Overcrowding under clause (vi) of sub-section (2) of section 23: Every employer of a building or other construction workers shall ensure that at any building or other construction work site or part thereof adequate provisions are made, to prevent overcrowding at any place where employees are required to work or assemble for any reason in the building or other construction work site premises, which include:

- (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 colours and
- (iii) Deployment of vehicles are managed effectively and overcrowding is avoided.

8. Lighting (Illumination) under clause (vii) of sub-section (2) of section 23- Every employer of a building or other construction workers shall ensure that: -

- (i) Close to every workplace of building or other construction work site including all amenities for utility services, adequate and suitable lighting, including portable lighting where appropriate, is provided at every workplace and any other place on the construction site where an employee may have to pass.
- (ii) Where natural lighting is not adequate to ensure safe working conditions, adequate and suitable lighting, including portable lighting where appropriate, is provided at every workplace and any other place on the construction site where an employee may have to pass.
- (iii) Artificial lighting, as far as practicable does not produce glare or disturbing shadows.
- (iv) Where necessary to prevent danger, lamps are protected by suitable guards against accidental breakage.
- (v) The cables of portable electrical lighting equipment are of adequate size and characteristics for the power requirements and of adequate mechanical strength to withstand severe conditions in construction operations.

9. Latrine and urinal under clause (viii) of sub-section (2) of section 23: - Every employer of a building or other construction workers shall ensure that: -

- (1) (i) In every workplace of building or other construction work site, sufficient latrine and urinal accommodation is provided at conveniently accessible places separately for the use of male, female, transgender and person 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 persons 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.

10. Treatment of waste and effluents under clause (ix) of sub-section (2) of section 23 - Every employer of a building or other construction workers shall ensure that: -

- (1) Proper arrangements are made for discharging liquid effluents and gaseous emission, and for disposal of solid waste generated on the building or construction worksite.
- (2) Effective arrangements are made in every building or construction worksite 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.

11. Washing facility under clause (i) of sub-section (1) of section 24: - Every employer of a building or other construction workers shall ensure that: -

- (1) Where employees are exposed to skin contamination by poisonous, infectious, or irritating substances, or oil, grease or dust, sufficient number of appropriate washing facilities or shower-baths supplied with hot and cold water.
- (2) Washing facilities are not used for any other purpose.
- (3) 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, transgenders and persons 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", "For transgender persons only" and "For persons with disability" as the case may be, in Hindi, English and local language understood by the majority of the employees, are displayed outside.
- (4) The use of common towels is prohibited.

12. Provisions of bathing places and locker rooms under clause (ii) of sub-section (1) of section 24: –
Every employer of a building or other construction workers 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", "For transgender persons only" and "For persons with disability" 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.

13. Keeping of cloth not worn during working hour - under clause (iii) of sub-section (1) of section-24: -
Every employer of a building or other construction workers shall ensure that: -

- (1) Suitable, separate and sufficient installations for male, female, transgender persons and persons with disability 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 changing room is provided with suitable facilities for drying wet clothes and for hanging clothing including, where necessary to avoid contamination with poisonous, infectious, irritating or radioactive substances and are also provided suitable lockers for separating working clothes from street 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.

14. Provision of Canteens under clause (v) of sub-section (1) of section 24:- Every employer of a building or other construction workers shall ensure that:-

- (1) At every building or construction work site where in 100 or more workers including contract labourers are ordinarily employed, a canteen in or adjacent to the precincts of the building and construction worksite, is provided and maintained to provide nutritious, wholesome and healthy food for the employees;
- (2) The employer of building or other construction workers can also provide facility of canteen through common canteen in or adjacent to construction 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, transgenders 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. 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 employer shall be rotated every two years and

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

15. First-aid boxes and medical appliances under clause (vii) of sub-section (1) of section 24: - Every employer of a building or other construction workers shall ensure that: -

- (1) In every building or construction work 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) In each shift, 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 be readily available during the working hours of the building or other construction worksite or part thereof.

At least one fully equipped first-aid box or cupboard in every department or section is available and maintained properly all the time during working hours.

The number of first aid boxes has to increase if the number of employees is more than 200 employees in department or section. The illustrative list of contents of every first-aid box or cupboard is annexed at Annexure- I and employer may add more items as per requirement.

- (3) At least 33 percent of the workers on a building and construction worksite are trained in first-aid procedures and refresher training to be imparted in every 3 years. Wherever woman workers are employed, at least one-woman worker is trained. First Aid training is conducted by the trainer having medical qualification included in the Schedule- I or Schedule- II or Part- II of the Schedule- III of the Indian Medical Council Act of 1956. The person possessing qualifications included in Part II of Schedule- III of the Indian Medical Council Act of 1956 should also fulfil the condition specified in section 13(3) of the Indian Medical Council Act 1956 or as per the Chapter- VI of National Medical Commission (NMC) Act 2019, or diploma or degree in Industrial Health, Public Health, Emergency Medicine or equivalent.
- (4) Every case of injury or illness during the course of work is reported to the supervisor on the building and construction worksite for injury and illness surveillance and adequate and suitable arrangements are made available for speedy evacuation or referral of persons employed on the building and construction worksite 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 building and construction worksite 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 who holds a certificate in first-aid treatment.

- (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 has to arrange for the qualified medical practitioner to be called or bring it to the notice of the employer or his representative on the building and construction worksite.
- (7) It is the duty of the employer 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.

16. Ambulance Room under clause (i) of sub-section (2) of section 24 - Every employer of a building or other construction workers shall ensure that: -

- (1) At every construction and work site employing more than 500 workers on any one day of the preceding calendar year, a suitable ambulance room or dispensary round the clock or during working hours, as the case may be is provided and maintained in good order. The employer of a building or other construction worker may also tie up with hospitals for emergency services.
- (2) The ambulance room would mean a place conveniently located in or nearby building or construction premises have adequate space and arrangements to cope up with medical emergency and contains at least the equipment as mentioned in Annexure- II and employer may add more items as required.
- (3) Ambulance Room is under the charge of a full time qualified medical practitioner appointed directly by the employer 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) shall have 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 a minimum of two rooms. One of the rooms is used for sitting of staff and storage of medicines. The other room is used as emergency cum dressing room/observation room for sick.
- (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.

17. Living accommodation under (v) & (vi) of sub-sections (2) of section 24: - Every employer of a building or other construction workers shall ensure that suitable living accommodation are made available for the workers at construction sites remote from their homes, where adequate transportation between the site and their homes or other suitable living accommodation is not available.

18. Crèche Facility under sub-section (3) of section 24: - Every employer of a building or other construction workers shall ensure that: -

- (1) In every building or construction worksite wherein more than 50 workers 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.

19. Mock Drills under section 24 (2) (vii)

The employer of every building and construction worksite shall ensure quarterly conduct of Mock drills to check emergency preparedness to deal with various emergencies.

ANNEXURE- I

LIST OF CONTENTS OF FIRST AID BOX

as provided under Rule 17(2):-

1. Appropriate number of small, medium and large sized sterilized dressings pads
2. Appropriate number of large size sterilized burn dressings pads
3. Appropriate number of packets of sterilized cotton
4. Sufficient quantity of Cetrimide solution (1%-3%) or a suitable antiseptic solution (10% Povidone Iodine)
5. Pair of scissors, Tweezers, Tourniquet and disposable gloves
6. Adequate adhesive Tapes and adhesive Bandage Tape of different sizes.
7. Adequate Elastic crepe bandages of different sizes.
8. Sterilized eye pads.
9. Strips containing analgesic (Paracetamol-650 mg) and Antacid and adequate number of ORS Sachets.
10. Pain relief / analgesic spray
11. Polythene wash bottles (Normal Saline or Distilled Water)
12. Adequate Rolier bandages of different sizes.
13. Suitable splints.
14. Resuscitation equipment such as ambu bag.
15. Tablets such as Disprin, Sorbitrate.
16. Anti-allergic medicine, eye drops
17. Snake Bite Lancet
18. One copy of First-aid leaflet which includes emergency contact numbers of nearby hospitals.

LIST OF EQUIPMENTS FOR AMBULANCE ROOM

as provided under Rule 18 (2) :-

1. Glazed sink with hot and cold-water supply
2. Table with Chairs, Refrigerator
3. Suitable solution or Equipment for medical instruments sterilization
4. Patient Examination table or couch with pillow, Washable Rubber Sheets, Blankets, Towels
5. Appropriate number of medium size sponge forceps
6. Kidney tray
7. Antiseptic soaps
8. Clinical thermometers
9. Hand torch
10. Adequate number of tetanus toxoid injection
11. Tablets – Antihistaminic, Antispasmodic, Antipyretic (Paracetamol), Antacid, Antiemetics
12. Tablets-Isosorbide Dinitrate (5 mg), Aspirin (75mg) + Atorvastatin (20mg) + Clopidogrel (75mg)
13. ORS Sachets
14. Injection: Atropine, Adrenalin, Hydrocortisone, Furosemide, local anaesthetics
15. Disposable Syringes with needles of different sizes and needle holder
16. Suturing needles and materials
17. Pair of dissecting forceps
18. Pair of dressing forceps
19. Pair of artery forceps
20. Surgical scissors
21. Scalpel
22. Stethoscope
23. Rubber bandage – pressure bandage
24. Oxygen cylinder/Oxygen Concentrator with necessary attachments
25. One Blood Pressure apparatus
26. Appropriate number of Normal Saline Bottle, Ringer Lactate Solution, 5% Dextrose Solution,

25% Dextrose Solution.

27. Green (18G), Pink (20G) and Blue (22G) Intravenous (IV) Cannula and suitable fixator
28. Disposable Intra venous Infusion Set
29. Intravenous Infusion Stand
30. Blood Glucose Monitoring Kit
31. Biomedical Waste Management Bins as per statutory requirement
32. Adequate number of Plain wooden splints of appropriate sizes or any other suitable splints
33. Wheelchair
34. Scoop stretcher
35. Adequate small, medium and large sterilized dressings
36. Adequate sterilized burn dressings
37. Adequate packets of sterilized cotton
38. Antiseptic solution like Cetrimide (1%-3%) or Povidone Iodine (10%) solution
39. Roll of adhesive bandages and adhesive Tapes of different sizes.
40. Elastic crepe bandages of different sizes.
41. Adequate Pieces of sterilized eye pad.
42. Adequate roller bandages of different sizes.
43. Tourniquet
44. Disposable gloves
45. Tweezers
46. Pulse Oximeter.
47. Suitable Suction unit with equipment
48. Resuscitation equipment such as Automated External Defibrillator and ambu bag.
49. Any other equipment recommended by the Building or Other Construction Worksite Medical Officer according to the specific need.

Alok Chandra

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Alok Chandra, Senior Labour & Employment Advisor