

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 Ravi Kumar 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 and 24 of the OSH&WC Code, 2020 for plantation workers.

1. **Short title, extent and commencement** (i) These rules may be called the Plantation Workers Rules, 202... under Sections 23 and 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.

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 employer, 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;
- (e) "Negotiating Union or negotiating council" means negotiating union or negotiating council referred to in Section 14 of the Industrial Relations Code, 2020.

(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 employer of every plantation shall ensure that: -

- (i) All workplaces, passageways, storerooms and service rooms are kept in a hygienic condition.
- (ii) The floor and walls of every service room is maintained in a clean and, so far as possible, dry and non-slippery condition.
- (iii) Service rooms are cleaned as often as required by the nature of the work carried on.
- (vi) As far as practicable, sweeping and cleaning are done—
 - (a) during intervals between work; and
 - (b) in such a manner as to prevent the raising of dust.
- (vii) Where, for technical reasons, cleaning must be carried out during working hours, appropriate means should be used and precautions are taken to avoid contamination in air with pesticides, insecticides, chemicals and toxic substances.
- (viii) Suitable arrangements for daily collection, storage, disposal or treatment of waste are made under the effective supervision.

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

- (1) such steps are taken as may be necessary for minimizing the dust which may exist at plantation that are harmful to the employees.
- (2) Every employee who is engaged in handling, mixing, blending, spraying or applying

pesticides, insecticides, chemicals and toxic substances is provided with protective clothing and Personal Protective Equipment (PPE) free of charge.

- (3) The protective clothing is made of materials which prevent or resist the penetration of any form of pesticides, insecticides, chemicals and toxic formulation. The materials are washable so that the harmful elements are removed after each use; (i) Protective clothing consists of the following namely: —
- (a) protective outer garment with hat;
 - (b) rubber gloves or such other protective gloves extending up to the forearm, made of materials impenetrable to liquids;
 - (c) dust proof goggles;
 - (d) rubber boots;
 - (e) reusable cloth masks.
- (4) No employee is required or allowed to enter any workplace or confined space until all practicable measures have been taken to remove noxious smell from pesticides, insecticides, chemicals and toxic substances, which may be present so as to bring their levels within the permissible limits.

5. Potable drinking water - under clause (v) of sub-section (2) of section 23: - The employer of every plantation shall ensure that: -

- (i) Adequate supply of clean, wholesome and safe drinking water is provided for, and be readily accessible to, all employees at plantation.
- (ii) 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;
- (iii) Except where the water is delivered by a rising jet, the use of common drinking tumblers or cups are prohibited.
- (iv) Where water is unsafe for drinking purposes, it is to be so indicated in Hindi, English and local language understood by the majority of the employees,

7. Lighting (Illumination) - under clause (vii) of sub-section (2) of section 23- The employer of every plantation shall ensure that artificial lighting is provided or arranged when daylight fails or for areas where the daylight illumination is insufficient wherever required.

8. Latrine and urinal accommodation- under clause (viii) of sub-section (2) of section 23: The employer of every plantation shall ensure that: -

- (1) (i) In every plantation, sufficient latrine and urinal accommodation are provided at conveniently accessible places separately for the use of male, female, transgender and persons with disabilities.
- (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 and transgender employees are 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 persons 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.

9. Treatment of wastes and effluents- under clause (ix) of sub-section (2) of section 23: -

The employer of every plantation shall ensure that: -

(i) Effective arrangements are made for disposal of used packages of pesticides, insecticides, chemicals and toxic substances to prevent their re-use and to prevent environmental, water or air pollution;

(ii) Employees handling wastes are trained on the identified hazards and risks.

10. Washing facility - under clause (i) of sub-section (1) of section 24: - The employer of every plantation shall ensure that: -

(i) 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, person with disabilities employees, which are:

(a) within the plantation premises;

(b) Well ventilated;

(c) With proper drainage system;

(d) maintained in a sanitary and hygienic condition;

(e) capable of being secured from inside to secure privacy and have a proper door, fastenings;

(f) 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.

(2) The use of common towels is prohibited.

11. Bathing and Locker rooms - under clause (ii) of sub-section (1) of section 24: The employer of every plantation 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) within the plantation premises;
 - (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;
- (2) Properly demarcated with "For men only" or "For women only" or "For transgender persons only" or "For person with disabilities only", as the case may be, in Hindi, English and local language understood by the majority of the employees, are displayed outside
- (3) For those who are employed in handling pesticides, insecticides, chemicals and toxic substances and 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.

12. Place of keeping clothing and drying wet clothing under clause (iii) of sub-section (1) of section 24: - The employer of every plantation shall ensure that: -

- (1) Suitable, separate and sufficient installations, as may be necessary owing to the nature of work, for male female, transgender and person with disabilities employees for keeping clothes not worn during working hours and drying them are available.
- (2) These installations are placed in rooms within plantation premises.
- (3) A changing room is provided with suitable facilities separately for male, female, transgender and persons with disabilities employees, as may be necessary owing to the nature of work, for drying wet clothes and for hanging clothing including, where necessary to avoid contamination with poisonous, infectious, irritating substances and are 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.

13. Facilities of canteen under clause (v) of sub-section (1) of section 24: The employer of every plantation shall ensure that: -

- (1) (i) At every plantation where in 100 or more workers including contract labourers are ordinarily employed, a canteen within the plantation premises, is provided and maintained to provide nutritious, wholesome and healthy food for the employees;
- (2) The employer of the plantation can also provide facility of canteen through common canteen in or adjacent to plantation premises;
- (3) The canteen is situated at appropriate distance from any latrine, urinal and place where insecticides, pesticides or other chemical substances are kept;
- (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 male female, transgender 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
 - (a) All equipment and utensils that come into contact with food are cleaned and maintained in hygienic condition;
 - (b) Furniture and other equipment are maintained in a clean and hygienic condition.
- (8) Storage, Preparation and Handling of food
 - (a) Each food handler is trained and instructed in food handling practices that prevent the contamination of food; and
 - (b) 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 is not 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. At least one woman worker is nominated in the canteen management committee wherever women workers are employed.

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

(vi) The canteen managing committee shall decide the operation of the canteen in consultation with the canteen manager.

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

The employer of every plantation shall ensure that: -

- (1) In every plantation or part thereof where employees are at work, first aid boxes in adequate numbers with necessary items are provided and maintained so as to be readily accessible during working hours.
- (2) Every first-aid box is kept under 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 plantation. At least one fully equipped first-aid box 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 plantation. The illustrative list of contents of every first-aid box annexed at **Annexure- I** and employer may add more items as per requirement.
- (3) Adequate number of the workers in a plantation are trained in first-aid procedures and refresher training to be imparted in every 3 years. Wherever woman workers are employed, adequate number of woman workers are 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 in the plantation for injury and illness surveillance and adequate and suitable arrangements are made available for speedy evacuation or referral of persons employed in the plantation 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 plantation 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 employer or his representative in the plantation.
- (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.

15. Welfare Officer - under clause (iv) of sub-section (2) of section 24: - The employer of every plantation shall ensure that: -

(1) Welfare Officers are appointed as prescribed below:

- (i) The employer of every plantation 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.
- (ii) In a plantation where both male and female workers are employed, the number of women welfare officers to be appointed are 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.
- (iii) 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.

(2) Qualifications: A person appointed as Welfare Officer has obtained a post graduate degree or post graduate 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 plantation.

(3) Intimation of appointment of Welfare Officers: The appointment is intimated by the employer electronically or otherwise to Inspector-cum-Facilitator, giving the details of qualifications, etc. of the officer appointed and the conditions of his service.

(4) Conditions of service of Welfare Officers:

(i) A Welfare Officer is given appropriate status corresponding to that of the other executives of the plantation 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 plantation:

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 employer.

(5) The duties of a Welfare Officer:

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

(ii) to bring to the notice of the plantation 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 plantation 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 plantation 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.

(vii) Welfare officers not to 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 plantation management.

16. Crèche Facility under sub-section (3) of section 24: - The employer of every plantation shall ensure that: -

- (1) In every plantation wherein more than 50 workers are ordinarily employed, a crèche facility is provided and maintained for the use of children under the age of six years of employees.
- (2) Mobile crèche will be provided, wherever required.
- (3) Each Crèche facility is free and accessible to all employees;
- (4) The Crèche is located within the plantation
- (5) The Crèche is not situated in close proximity to any part of the plantation where dust, pesticides, insecticides, chemicals and toxic substances are being used or odours are given off
- (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 kept out of children's reach.

- (21) Evacuation plan to be displayed 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 the Protection of Children from Sexual Offences (POCSO) Act, 2012
- (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.

18. Mock Drills

The employer of every plantation 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 Rules 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 Roller bandages of different sizes.
13. Suitable splints.
14. Resuscitation equipment such as ambu bag.
15. Tablets such as Disprin, Sorbitrate.
16. Anti-allergic cream/lotion, eye drops
17. Snake lancents;
18. Anti-Venom.
19. One copy of First-aid leaflet which includes emergency contact numbers of nearby hospitals.

Alok Chandra

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

Alok Chandra, Senior Labour & Employment Advisor

