

A close-up photograph of a child's hands and legs as they work with a large, heavy-duty hammer on a pile of light-colored rocks. The child is wearing a blue shirt and grey shorts. The hammer has a wooden handle and a metal head. The scene is outdoors, with some blurred background elements.

Handbook on Child Labour



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1. Introduction:

Child labour is a complex issue that deprives children of their childhood, their potential and their dignity. Though undesirable, child labour persists in our country on account of socio-economic compulsions. On account of poverty, many parents send their children to work in order to supplement their income. The income derived from child labour, however meager, is sometimes necessary to sustain the family. On one hand, a certain amount of non-exploitative child labour persists in family enterprises at the same time there are other forms of child employment in hazardous trades, factories and other organized establishments which rob the young of their childhood and are banned under the law.

Not all work done by children can be classified as child labour that is to be targeted for elimination. Children's or adolescents' participation in work that does not affect their health and personal development or interfere with their schooling, is generally regarded as being something positive. This includes activities such as helping their parents around the home, assisting in a family business or earning pocket money outside school hours and during school holidays. These kinds of activities contribute to children's development and to the welfare of their families. They provide them with skills and experience, and help to prepare them to be productive members of society during their adult life.

2. Constitutional provisions

Constitution of India provides for protection and development of children and Article 15 (3) permits positive discrimination in favour of children by providing for the following:

"Nothing in this article shall prevent the State from making any special provision for women and children."

With regard to child labour, three specific Articles in the constitution are important to understand. Article 21A, which makes education free and compulsory between the ages of 6-14 years; Article 24 that prohibits employment of children in factories and mines and Article 39, which requires

the State to direct its policies to ensure the tender age of children is not abused. These Articles are given below.

Article 21A: The State shall provide free and compulsory education to all children of the age of six to fourteen years in such manner as the State may, by law, determine.

Article 24: No child below the age of fourteen years shall be employed to work in any factory or mine or engaged in any other hazardous employment.

Article 39 (e): that the health and strength of workers, men and women, and the tender age of children are not abused and that citizens are not forced by economic necessity to enter avocations unsuited to their age or strength;

Article 39 (f): that children are given opportunities and facilities to develop in a healthy manner and in conditions of freedom and dignity and that childhood and youth are protected against exploitation and against moral and material abandonment.

3. Definition of Child labour:

Child labour has been defined in W.P.(Crl.) No. 2069/2005 in the matter of Save the Childhood Foundation Vs. Union of India and Others. As "a system of employing or engaging a child to provide labour or service to any person, for any payment or benefit, paid to the child or to any other person exercising control over the said child".

According to ILO, the term "child labour" is often defined as work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. It refers to work that:

- ❖ is mentally, physically, socially or morally dangerous and harmful to children; and
- ❖ interferes with their schooling by:
 - ❖ depriving them of the opportunity to attend school;
 - ❖ obliging them to leave school prematurely; or
 - ❖ requiring them to attempt to combine school attendance with excessively long and heavy work.

4. Causes of Child Labour:

- Poverty- is one of the biggest factors in contributing to child labour, in fact it will be better expressed as that both these components “Poverty & Child Labour” fuel the prevalence of each other
- Difficult family situation also leads to child labour, for instance where the child has a single parent or parents are incapacitated due to illness
- Low level of education & ignorance among the family is also a reason which contributes to child labour. Parents are not educated and are ignorant enough to understand the value of education
- Social exclusion- this still happens in remote areas of our country where children from lower strata/caste are not allowed to enter schools and obtain education as they are not allowed to sit with the children from the upper caste
- Migration- children are not able to receive education if the families are low income and migrate often or seasonally for work. In these situations children are often left out of schools and are seen working alongside their parents. This is mostly prevalent in construction sites where parents reside in temporary shelters at worksites for the duration of the construction activity and then move to other location.
- Gender bias- In India this is another major factor contributing to child labour, where people think it is important to educate the male child as he will contribute to family in the coming years while the girl marries and goes out of the family and therefore is discriminated
- Dysfunctional families contribute to child labour. Families with instances of alcohol consumption, gambling and domestic violence often are not able to make their ends meet and hence children are required to work for additional income.

5. Myths & Facts:

Myth- a child works to send money back home for supplementing the household income.

Fact- Under abject exploitation many a times the child is barely able to make his ends meet, let alone extending any help to parents whatsoever.

Myth¹- children work primarily because their parents are not alive

Fact- Only 3 out of 1000 child labourers are orphans.

Myth²- Every form of child labour is bad.

Fact- The type of work children can be involved in differs greatly, and not all work done by children has been targeted for elimination. For instance, if a child or teenager is involved in work that does not have a negative impact on their health or prevent them from attending school, it is generally considered acceptable. It is recognised that this type of work can be a positive influence on children by contributing to their personal development and the welfare of their families.

Myth- Most child labourers work in factories:

Fact- ILO global estimates show that 58.6% of child labourers aged between five and 17 work in the agricultural sector; 6.9% work in domestic work; 7.2% work in the industrial sector including mining, manufacturing and construction, and 25.4% work in services including retail trade, restaurants and transport.

“Often, most people hear about children working in sweatshops and factories, but in fact the majority of child labour occurs in agriculture, often in very poor subsistence farming areas,

Myth- Child labour only exists in poor countries:

Fact- Child labour is a global problem. The largest number of child labourers are found in Asia and the Pacific (77.7 million), while sub-Saharan Africa has the highest incidence of child labour, with 21% of children aged between five and 17 involved in the practice.

But beyond these regions, child labour is still an issue. “Of the 168 million children in child labour, 12 million are in upper or middle income countries,”

Myth- Child labour is a necessary evil for growing economies:

Fact- There is a school of thought that major economies were built partly on the exploitation of child labour, and that the availability of cheap labour is necessary for today's burgeoning economies. Domestic workers in private households, of which 10.5 million are children, play an important role in the smooth running of national economies, as do garment and factory workers.

1 All You Want to Know About Child Labour- In Conversation With Kailash Satyarthi.

2 <http://www.ilo.org/ipecc/Campaignandadvocacy/wdacl/lang--en/index.html>

But the ILO argues that growing economies require quality education and a skilled workforce to flourish. “If you look at a number of countries in Asia, South America and elsewhere, there are examples of economies that have expanded rapidly while making education and social protection schemes a priority. For many, investing in education has helped lead to economic growth

6. Data on Child labour:

According to the Census

| | |
|-------------|-----------------|
| 1971 | 10753985 |
| 1981 | 13640870 |
| 1991 | 11285349 |
| 2001 | 12666377 |
| 2011 | 4353247 |

7. Approach of the Government

In 1979, Government of India formed the first committee called Gurupadswamy Committee to study the issue of child labour and suggest measures to tackle it. The Committee examined the problem in detail and made some far-reaching recommendations. It observed that as long as poverty continues, it would be difficult to totally eliminate child labour and therefore, any attempt to abolish it through legal recourse would not be a practical solution. The Committee felt that in such circumstances, the only alternative would be to ban child labour in hazardous areas and to regulate the conditions of work in other areas.

Based on the recommendations of Gurupadaswamy Committee, the Child Labour (Prohibition & Regulation) Act was enacted in 1986. The Act prohibited employment of children in certain specified hazardous occupations and processes and regulated the working conditions in others. The list of hazardous occupations and processes was progressively expanded on the recommendation of Child Labour Technical Advisory Committee constituted under the Act.

In agreement with the above approach, a National Policy on Child Labour was formulated in 1987. The Policy sought to adopt a gradual & sequential approach with a focus on rehabilitation of children working in hazardous

occupations & processes in the first instance. An Action Plan was formulated for tackling this issue, which included: Legislative Action Plan for strict enforcement of Child Labour Act; focusing on general developmental programmes for benefiting child labour; and project based interventions to be initiated in areas of high concentration of child labour.

Following this Plan, in 1988, the National Child Labour Project (NCLP) Scheme was launched in 9 districts of high child labour. The Scheme provides for running of special schools for child labour withdrawn from work. In the special schools, these children are provided formal/non-formal education along with vocational training, a stipend, supplementary nutrition and regular health check-up.

In December, 1992, Government of India ratified the UN Convention on the Rights of the Child however, Article 32 of the Convention that relates to child labour was ratified by stating that

“it is not practical immediately to prescribe minimum ages for admission to each and every area of employment in India - the Government of India shall take measures to progressively implement the provisions of Article 32”

In 2016, Government of India amended the Child Labour (Prohibition and Regulation) Act, 1986 due to following reasons:

- ❖ To remove the contradiction of child labour law with the Right to Education Act, according to which elementary education is free for every child in a neighborhood school. The contradiction existed as the child labour law allowed children upto 14 years of age to work in non-hazardous occupations and processes and on the other hand, RTE made education free and compulsory.
- ❖ Need to ratify ILO Convention 138 that relates to keeping the minimum age of entry to work at 15 years keeping in view the diverse stages of socio-economic development of the country.
- ❖ Need to ratify ILO Convention 182 that relates to prohibition and elimination of the worst forms of child labour as a matter of urgency.

The Child and Adolescent Labour (Prohibition & Regulation) Act -1986

Who is a child?

Child

(Person who has not completed 14 years of age or as specified in RTE whichever is more)

A child cannot work in any occupation or process

But can Help his family or family enterprise-

- Except non hazardous occupations or processes mentioned in the schedule
- Where his family is the occupier
- After his school hours & during vacations
- But not between 7:00 pm & 8:00 am

Helping the family must not-

- Effect the child's Right to education
- His attendance at school
- Homework or any extra-curricular activity assigned by school

The child cannot -

- Be engaged continuously without rest
- Help for more than 3 hours in a day
- Used as substitute for an adult
- Help at any stage of production, supply or retail chain that is remunerative for the child or his family or family enterprise.

Family here means-

- Mother & father of the child
- Real brother and sister of the child
- Brother or sister through lawful adoption by the parents of the child
- Real brother and sister of the parents of child

Can work as an artist in audio visual entertainment industry including –

- Advertisements
- Films, Television , internet , radio , reality shows, Quiz, talent shows
- Participation as anchor
- Other sports activities

Artist means – a child who performs or practices any work a hobby or profession directly involving him as –

- An actor
- Singer
- Sports person
- Any other such activities
- Except circus

Conditions for the child to perform as an artist

- Should not effect school education
- Cannot work for more than 5 hours in a day
- Not more than 3 hours without rest

Mandatory Procedures for media/production houses-

- any producer of any audio –visual media production or any commercial event involving the participation of a child requires obtaining written permission from the District Magistrate of the district where the activity is to be performed

Following Details to be provided to the DM

- list of child participants
- consent of parents
- name of the individual from the production or event responsible for the safety and security of the child
- an undertaking in Form C valid for six months this clearly states the provisions for education, safety, security and reporting of child abuse

The production/ media house will ensure-

- facilities for physical and mental health of the child
- timely nutritional diet of the child
- safe, clean shelter with sufficient provisions for daily necessities
- compliance to all laws applicable for the protection of children including their right to education, care and protection against sexual offences
- appropriate facilities for education of the child to be arranged so as to ensure that there is no discontinuity from school
- one responsible person be appointed for maximum of five children to ensure the protection, care and best interest of each child
- at least twenty percent of the income earned by the child to be directly deposited in a fixed deposit account in a nationalized bank in the name of the child which will be credited to the child on attaining majority
- No child shall be made to participate in any audio visual and sports activity against his will and consent.

Who is an adolescent?

Adolescent
(Person who has
completed 14 years but
not completed 18

Adolescents cannot work in hazardous occupations and processes

Their work has to be regulated under certain conditions-

Hours of Work –

- Can only work for maximum 6 hours in a day , this includes the rest interval
- Cannot work for more than 3 hours at a stretch
- Should be given one hour rest interval after every three hours of work
- Cannot work between 7:00 pm and 8:00 am
- Cannot work overtime
- Cannot work in two Organisations on the same day

Weekly Holiday

- To be provided at least one holiday per week
- The specified holiday cannot be changed by the employer more than once in three months
- Information of the holiday must be specified by the employer in a notice permanently exhibited at a visible place in the establishment.

Notice to inspector³

Responsible person from the establishment where adolescents are working should provide details of these adolescents to the inspector, within 30 days of the joining of adolescent. This should include-

- Name of establishment
- Name of the person managing the adolescent
- Communication address of the establishment
- Nature of occupation

Maintenance of Register

Register to be maintained with the following information of every adolescent working at the establishment

- Name & Date of Birth
- Hours & Period of work
- Nature of work
- Other particulars

Health & Safety provisions to be maintained in establishments where adolescents are working

³ Inspector-

8. Dispute related to age verification of the Child /adolescent:

- Documents to determine the age of the adolescent/Child are-
 - (i) Aadhar card of the adolescent
 - (ii) Date of birth certificate from school
 - (iii) Matriculation or equivalent certificate from the concerned examination Board
 - (iv) The birth certificate issued by the corporation or municipal authority or panchayat
- If the above documents are missing then the age shall be determined through an ossification test or any other latest medical age determination test by the prescribed medical authority .
- The age certificate provided by the prescribed medical authority will be treated as a conclusive evidence for determining the age of the child.
- The medical authorities can grant certificate of age for adolescents in employment or seeking employment.
- No charge should be taken by the concerned authority in order to provide certificate of age.
- Order for ossification test can be given by appropriate authority not below the rank of Additional Labour Commissioner.
- Test should be completed within 15 days of the order issued.

9. Role of Technical Advisory Committee

- Advise the govt. for addition of occupations and processes to the Schedule
- Has 10 members including the chairman
- Has the power to regulate its own procedure

10. Role of the District Magistrate

- Specifies the nodal officers, who shall exercise all or any of the powers and perform all or any of the duties of the District Magistrate
- Assign powers and duties to nodal officers as he thinks fit within the limits of his jurisdiction.
- Preside over as chairperson of the Task Force formed at the district level.
- The district magistrate shall ensure that the children and adolescents who are employed in contravention of the provisions of the act are rescued and rehabilitated.

11. Offences under the Act:

| Offence | Imprisonment | Fine |
|--|-------------------------|------------------|
| Section 14 (1) -Employing or permitting a child to work * Parents or guardians exempted unless they permit child to work for commercial purposes | 6 Months to Two years | 20,000 to 50,000 |
| Section 14 (1A) -Employing or permitting an adolescent to work * Parents or guardians exempted unless they permit adolescent to work in hazardous occupation or process | 6 months to two years | 20,000 to 50,000 |
| Section 14(1B) Parents or guardians of child and adolescent in case of first offence | None | None |
| Repeat offender in case of both child and adolescent | one year to three years | |
| Parent or guardian as repeat offender | none | Maximum 10,000 |
| All offences committed by employer are cognizable | | |

12. Child and Adolescent Rehabilitation Fund:

- The State Government will constitute a fund in every district or club two or more districts together. The fine realized from the employer of the child or adolescent will be credited in this fund.
- Any amount recovered as fine or for composition of offences in pursuance of an order or judgment of a Court in favour of a child or adolescent for the contravention of the provisions of the Act, shall also be deposited in the Fund.
- The state government will credit Rs.15000 in the fund for each child or adolescent for whom fine is credited.
- The government can decide upon how the money credited in the fund has to be invested. The interest accrued on the invested amount must be paid to the child/adolescent.

13. Role of Inspector:

The Central Government appoints inspectors to -

- Conduct inspections from time to time as specified by the central government.
- Report the Central Government quarterly regarding the inspection made by him for the purposes of securing the compliance with the provisions of the Act and the action taken by him for such purposes.
- Conduct periodical inspections of places where employment of children is prohibited and hazardous occupations and processes are carried out

14. Special Task Force:

Task Force has to be formed in a district which consists of -

- Inspector appointed under section 17
- Superintendent of Police
- Additional District Magistrate
- Nodal officer appointed by the District magistrate
- Assistant Labour Commissioner (Central)

- Two representatives each from a voluntary organisation involved in rescue and rehabilitation of employed children in the district on rotation basis for a period of two years;
- A representative of the District Legal Services Authority to be nominated by the District Judge
- A member of the District Anti-trafficking Unit;
- Chairperson of the Child Welfare Committee of the District;
- Child Labour Protection Officer in the District under the Integrated Child Protection Scheme of the Ministry of the Government of India dealing with women and child development;

The task force shall meet at least once every month and make a comprehensive action plan for conducting rescue operation taking into account- point of raid, confidentiality of plan, and protection of victims & witnesses and provide interim relief in accordance with the rescue and repatriation issued by the Central Government.

15. Payment of amount to rescued child/adolescent from Child and Adolescent Labour Rehabilitation Fund-

- The amount credited, deposited or invested in the Child Adolescent Labour Rehabilitation Fund and the interest accrued on it, shall be paid to the child or adolescent in whose favor such amount is credited.
- The Inspector or the nodal officer having jurisdiction shall ensure that an account of such child or adolescent is opened in a nationalized bank and inform the bank in which the amount of the Fund is deposited
- The interest accrued on the proportionate amount of the Fund in favour of the child or adolescent shall be biannually transferred to the account of the child or adolescent, by the bank or officer responsible to invest the amount.

When the concerned child or adolescent completes the age of eighteen years, then, within a period of three months, the total amount credited, deposited or invested in favour of the child along with interest accrued shall be transferred to the bank account of child or adolescent.

What is Hazardous Work?

- (1) Mines
- (2) Inflammable Substances or Explosives
- (3) Hazardous Process

Explanation.- For the purposes of this Schedule, “hazardous process” has the meaning assigned to it in clause (cb) of the Factories Act, 1948 (63 of 1948)

“PART A”

Hazardous occupations and processes in which adolescents are prohibited to work and children are prohibited to help

- (1) Mines and Collieries (underground and underwater) and related work in,
 - Stone quarries
 - Brick kilns
 - Preparatory and incidental processes thereof including extraction, grinding, cutting, splitting, polishing, collection, cobbling of stones or lime or slate or silica or mica or any other such element.
 - A Mineral extracted from the earth.
 - Open Pit Mines.
- (2) Inflammable substances and explosives such as –
 - Production, storage or sale of fire crackers.
 - For manufacture, storage, sale, loading, unloading or transport of explosives as defined under the Explosives Act, 1884 (4 of 1884).
 - Work relating to manufacturing, handling, grinding, glazing, cutting, polishing, welding, moulding, electro-plating, or any other process involving inflammable substances.
 - Waste management of inflammable substances, explosives and their by-products.
 - Natural gas and other related products.

Hazardous processes(serial numbers(3) to (31) below are as specified in the First Schedule of the Factories Act, 1948 (63 of 1948))

(3) Ferrous Metallurgical Industries

- (i) Integrated Iron and Steel;
- (ii) Ferro-alloys;
- (iii) Special Steels.

(4) Non-ferrous Metallurgical Industries:Primary Metallurgical Industries, namely zinc, lead, copper, manganese and aluminium.

(5) Foundries (ferrous and non-ferrous):Castings and forgings including cleaning or smoothening or roughening by sand and shot blasting.

(6) Coal (including coke) Industries:

- (i) Coal, Lignite, Coke, similar other substance;
- (ii) Fuel Cases (including Coal Gas, Producer Gas, Water Gas).

(7) Power Generating Industries.

(8) Pulp and paper (including paper products) Industries.

(9) Fertilizer Industries:

- (i) Nitrogenous;
- (ii) Phosphatic; (iii) Mixed.

(10) Cement Industries:Portland Cement (including slag cement, puzzolona cement and their products).

(11) Petroleum Industries:

- (i) Oil Refining;
- (ii) Lubricating Oils and Greases.

(12) Petro-chemical Industries.

(13) Drugs and Pharmaceutical Industries:Narcotics, Drugs and Pharmaceuticals.

(14) Fermentation Industries (Distilleries and Breweries).

- (15) Rubber (Synthetic Industries).
- (16) Paints and Pigment Industries.
- (17) Leather Tanning Industries.
- (18) Electro-plating Industries.
- (19) Chemical Industries:
 - (i) Coke Oven By-products and Coaltar Distillation products;
 - (ii) Industrial Gases (nitrogen, oxygen, acetylene, argon, carbon dioxide, hydrogen, sulphur dioxide, nitrous oxide, halogenated hydrocarbon, ozone, similar other gas);
 - (iii) Industrial Carbon; (iv) Alkalies and Acids;
 - (v) Chromates and dichromates;
 - (vi) Lead and its compounds;
 - (vii) Electro chemicals (metallic sodium, potassium and magnesium, chlorates, per chlorates and peroxides);
 - (viii) Electro thermal produces (artificial abrasive, calcium carbide);
 - (ix) Nitrogenous compounds (cyanides, cyanamides, and other nitrogenous compounds);
 - (x) Phosphorus and its compounds;
 - (xi) Halogens and Halogenated compounds (chlorine, fluorine, bromine and iodine);
 - (xii) Explosives (including industrial explosives and detonators and fuses).
- (20) Insecticides, Fungicides, Herbicides and other pesticides industries.
- (21) Synthetic Resin and Plastics.
- (22) Man-made Fiber (Cellulosic and non-cellulosic) industry.
- (23) Manufacture and repair of electrical accumulators.
- (24) Glass and Ceramics.
- (25) Grinding or glazing of metals.
- (26) Manufacture, handling and processing of asbestos and its products.
- (27) Extraction of oils and fats from vegetable and animal sources.

- (28) Manufacture, handling and use of benzene and substances containing benzene.
- (29) Manufacturing processes and operations involving carbon disulphide.
- (30) Dyes and dyestuff including their intermediates.
- (31) Highly flammable liquids and gases.
- (32) Process involving handling and processing of hazardous and toxic chemicals as specified in Part-II of the Schedule I to the Manufacture, Storage and Import of Hazardous Chemical Rules, 1989.
- (33) Work in slaughter houses and abattoirs including work with guillotines.
- (34) Work involving exposure to radioactive substances including electronic waste and incidental processes therein.
- (35) Ship breaking.
- (36) Salt Mining or Salt Pan Work.
- (37) Hazardous processes as specified in Schedule IX to the Building and Other Construction Workers' (Regulation of Employment and Conditions of Service) Central Rules, 1998.
- (38) Work in beedi-making or processing of tobacco including manufacturing, pasting and handling tobacco or any drugs or psychotropic substance or alcohol in any form in food processing and beverage industry and at bars, pubs, parties or other similar occasions that serve alcoholic

PART B

List of occupations and processes where children are prohibited to help in family or family enterprises (in addition to PART A)

Occupations

Any occupation concerned with —

1. transport of passengers, goods or mails by railways;
2. cinder picking, clearing of an ash pit or building operation in the railway premises;
3. work in a catering establishment at a railway station, involving the movement of a vendor or any other employee of the establishment from one platform to another or into or out of a moving train;
4. work relating to the construction of a railway station or with any other work where such work is done in close proximity to or between the railway tracks;
5. a port authority within the limits of any port;
6. automobile workshops and garages;
7. handloom and powerloom industry;
8. plastic units and fiberglass workshops;
9. domestic workers or servants;
10. dhabas (roadside eateries), restaurants, hotels, motels, resorts;
11. diving;
12. circus;
13. caring of Elephant;
14. power driven bakery machine;
15. shoe making.

Processs

1. Carpet-weaving including preparatory and incidental process thereof;
2. Cement manufacture, including bagging of cement;
3. Cloth printing, dyeing and weaving including processes, preparatory and incidental thereto;
4. Shellac manufacture;
5. Soap manufacture;
6. Wool-cleaning;
7. Building and construction industry including processing and polishing of granite stones; hauling and stacking materials; carpentry; masonry;
8. Manufacture of slate pencils (including packing);
9. Manufacture of products from agate;
10. Cashew and cashew nut descaling and processing;
11. Metal cleaning, photo engraving and soldering processes in electronic industries;
12. Aggarbatti manufacturing;
13. Automobile repairs and maintenance including processes incidental thereto namely, welding, lathe work, dent beating and painting;
14. Roof tiles units;
15. Cotton ginning and processing and production of hosiery goods;
16. Detergent manufacturing;
17. Fabrication workshops (ferrous and non-ferrous);
18. Gem cutting and polishing;
19. Handling of chromite and manganese ores;
20. Jute textile manufacture and coir making;
21. Lime kilns and manufacture of lime;
22. Lock making;

23. Manufacturing processes having exposure to lead such as primary and secondary smelting, welding and cutting of lead-painted metal constructions, welding of galvanized or zinc silicate, polyvinyl chloride, mixing (by hand) of crystal glass mass, sanding or scraping of lead paint, burning of lead in enamelling workshops, lead mining, plumbing, cable making, wire patenting, lead casting, type founding in printing shops. shot making and lead glass blowing;
24. Manufacture of cement pipes, cement products and other related work;
25. Manufacture of glass, glass ware including bangles, fluorescent tubes, bulbs and other similar glass products;
26. Manufacturing or handling of pesticides and insecticides;
27. Manufacturing or processing and handling of corrosive and toxic substances;
28. Manufacturing of burning coal and coal briquettes;
29. Manufacturing of sports goods involving exposure to synthetic materials, chemicals and leather;
30. Oil expelling and refinery;
31. Paper making;
32. Potteries and ceramic industry;
33. Polishing, moulding, cutting, welding and manufacturing of brass goods in all forms;
34. Processes in agriculture where tractors, threshing and harvesting machines are used and chaff cutting;
35. Saw mill – all processes;
36. Sericulture processing;
37. Skinning, dyeing and processes for manufacturing of leather and leather products;
38. Tyre making, repairing, re-treading and graphite beneficiation;
39. Utensils making, polishing and metal buffing;
40. 'Zari' making and processes involving the use of zari (all processes);
41. Graphite powdering and incidental processing;

- 42. Grinding or glazing of metals;
- 43. Diamond cutting and polishing;
- 44. Rag picking and scavenging;
- 45. Mechanized fishing;
- 46. Food processing;
- 47. Beverage industry;
- 48. Cultivating, sorting, drying and packaging in spice industry;
- 49. Timber handling and loading;
- 50. Mechanical lumbering;
- 51. Warehousing;
- 52. Massage parlours, gymnasiums, or other recreational centres, or in medical facilities;
- 53. Operations involving the following dangerous machines:-
 - (a) hoists and lifts;
 - (b) lifting machines, chains, ropes and lifting tackles;
 - (c) revolving machinery;
 - (d) power presses;
 - (e) machine tools used in the metal trades;
- 54. Composing types for printing, printing by letter press, lithography, photogravure or other similar process or book-binding, as specified in sub-clause (iv) of clause (k) of section 2 of the Factories Act, 1948."



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