



ASSE-India Newsletter



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ASSE India – Newsletter Committee
Sandip Mukherjee

Message from the President's Desk:

August 12, 2016



Dear Colleagues,
Greetings!

As I am approaching three decades of professional service in construction industry with over two and half decades in occupation safety and health (OSH), I tend to progressively realize the need to focus on continual competence development in the field of OSH for all of us.

Increasingly diverse workplace and social challenges, use of new technology, smart systems, complex contracting mechanisms, non-conventional HR practices including hiring of people etc. telling us the importance of improving and updating knowledge and skill in the vital areas of OSH and associated domains on a regular basis.

I hope we all are in readiness to respond to these challenges; we just need to scale-up our continual craving for learning and preparation for professional development to enable us to delivering our best as the safety professionals.

As we proceed, I am sure we will be able to meet and exceed expectations of our internal and external customers with more eager-to-learn safety professionals in the team. Let us make our journey forward a very cherishing and satisfying experience.

Please accept my heart-felt greetings on the occasion of 70th Independence Day as we all get ready to celebrate this special day in a befitting manner.

With best wishes and warm regards,

Krishna Nirmalya Sen

President, ASSE India Chapter

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Editor's Corner:

Dear Reader,

We are presenting the 30th Issue of ASSE India Chapter Newsletter.

At the verge of country's 70th Independence Day we thought to look back towards the progressive development of our labor laws. So I have tried to put together a brief overview of it's history and progression.

Recently we have received an encouraging message from our Global Regional Vice President Mr. Ashok Garlapati. I am sharing the message with all our Chapter members.

One of our active patron and committed SHE Professional has shares his thought through a touchy poem. Probably you will recapitulate some real example similar to this poem.

Also the brief on forthcoming important days in health and safety calendar for the month of September is furnished for ready reference along with the health tips and your favorite quiz.

Find the chapter news and information on forthcoming 2016 PDC of Region VI.

In the eve of forthcoming 70th Indian Independence Day, I would like to dedicate this issue for those noble souls; dedicating their lives for building this amazing Nation.

Do keep on sending interesting articles on OH&S for publication. Happy reading.

Warm Regards to all our Readers,

Jai Hind

Sandip Mukherjee,

Chair – Newsletter & Training (ASSE India Chapter)

Overview on Indian Labor Law of Independent India

Indian labor law refers to laws regulating labor in India. Traditionally, Indian governments at federal and state level have sought to ensure a high degree of protection for workers, but in practice, legislative rights only cover a minority of workers. India is a federal form of government and because labor is a subject in the concurrent list of the Indian Constitution, labor matters are in the jurisdiction of both central and state governments; both central and state governments have enacted laws on labor relations and employment issues.

History

Indian labor law is closely connected to the Indian independence movement, and the campaigns of passive resistance leading up to independence. While India was under colonial rule by the British Raj, labor rights, trade unions, and freedom of association were all suppressed. Workers who sought better conditions, and trade unions who campaigned through strike action were frequently, and violently suppressed. After independence was won in 1947, the Constitution of India of 1950 embedded a series of fundamental labor rights in the constitution, particularly the right to join and take action in a trade union, the principle of equality at work, and the aspiration of creating a living wage with decent working conditions.

Constitutional Rights

In the Constitution of India from 1950, articles 14-16, 19(1)(c), 23-24, 38, and 41-43A directly concern labor rights. Article 14 states everyone should be equal before the law; article 15 specifically says the state should not discriminate against citizens, and article 16 extends a right of "equality of opportunity" for employment or appointment under the state. Article 19(1)(c) gives everyone a specific right "to form associations or unions". Article 23 prohibits all trafficking and forced labor, while article 24 prohibits child labor less than 14 years old in a factory, mine or "any other hazardous employment".

Articles 38-39, and 41-43A, however, like all rights listed in Part IV of the Constitution are not enforceable by courts, rather than creating an aspirational "duty of the State to apply these principles in making laws". The original justification for leaving such principles unenforceable by the courts was that democratically accountable institutions ought to be left with discretion, given the demands they could create on the state for funding from general taxation, although such views have since become controversial. Article 38(1) says that in general the state should "strive to promote the welfare of the people" with a "social order in which justice, social, economic and political, shall inform all the institutions of national life. In article 38(2) it goes on to

say the state should "minimize the inequalities in income" " and based on all other statuses. Article 41 creates a "right to work", which the National Rural Employment Guarantee Act 2005 attempts to put into practice. Article 42 requires the state to "make provision for securing just and human conditions of work and for maternity relief". Article 43 says workers should have the right to a living wage and "conditions of work ensuring a decent standard of life". Article 43A, inserted by the Forty-second Amendment of the Constitution of India in 1976, creates a constitutional right to codetermination by requiring the state to legislate to "secure the participation of workers in the management of undertakings".

Contract and Rights

Scope of Protection

Indian labor law makes a distinction between people who work in "organized" sectors and people working in "unorganized sectors". The laws list the different industrial sectors to which various labor rights apply. People who do not fall within these sectors, the ordinary law of contract apply.

India's labor laws underwent a major update in the Industrial Disputes Act of 1947. Since then, an additional 45 national laws expand or intersect with the 1948 act, and another 200 state laws control the relationships between the worker and the company. These laws mandate all aspects of employer-employee interaction, such as companies must keep 6 attendance logs, 10 different accounts for overtime wages, and file 5 types of annual returns. The scope of labor laws extend from regulating the height of urinals in workers' washrooms to how often a work space must be lime-washed. Inspectors can examine workspace anytime and declare fines for violation of any labor laws and regulations.

Employment Contracts

Among the employment contracts that are regulated in India, the regulation involves significant government involvement which is rare in developed countries. The Industrial Employment (Standing Orders) Act 1946 requires that employers have terms including working hours, leave, productivity goals, dismissal procedures or worker classifications, approved by a government body.

The Contract Labor (Regulation and Abolition) Act 1970 aims at regulating employment of contract labor so as to place it at par with labor employed directly. Women are now permitted to work night shifts too (10 pm to 6 am).

The Latin phrase 'dies non' is being widely used by disciplinary authorities in government and industries for denoting the 'unauthorized absence' to the delinquent employees. According to Shri R. P. Saxena, chief engineer, Indian Railways, dies-non is a period which neither counted in service nor considered as break in service. A person can be marked dies-non, if

- absent without proper permission
- when on duty left without proper permission
- while in office but refused to perform duties

In cases of such willful and unauthorized absence from work, the leave sanctioning authority may decide and order that the days on which the work is not performed be treated as dies non-on the principle of no work no pay. This will be without prejudice to any other action that the competent authority might take against the persons resorting to such practices. The principle of "no work no pay" is widely being used in the banking industry in India. All other manufacturing industries and large service establishments like railways, posts and telecommunications are also implementing it to minimize the incidences of unauthorized absence of workers. The term 'industry' infuses a contractual relationship between the employer and the employee for sale of products and services which are produced through their cooperative endeavor.

This contract together with the need to put in efforts in producing goods and services imposes duties (including ancillary duties) and obligations on the part of the employees to render services with the tools provided and in a place and time fixed by the employer. And in return, as a quid pro quo, the employer is enjoined to pay wages for work done and or for fulfilling the contract of employment. Duties generally, including ancillary duties, additional duties, normal duties, emergency duties, which have to be done by the employees and payment of wages therefor. Where the contract of employment is not fulfilled or work is not done as prescribed, the principle of 'no work no pay' is brought into play.

Wage Regulation

The Payment of Wages Act 1936 requires that employees receive wages, on time, and without any unauthorized deductions. Section 6 requires that people are paid in money rather than in kind. The law also provides the tax withholdings the employer must deduct and pay to the central or state government before distributing the wages.

The Minimum Wages Act 1948 sets wages for the different economic sectors that it states it will cover. It leaves a large number of workers unregulated. Central and state governments have discretion to set wages according to kind of work and location, and they range between as much as ₹ 143 to 1120 per day for work in the so-called central sphere. State governments have their own minimum wage schedules.

The Payment of Gratuity Act 1972 applies to establishments with 10 or more workers. Gratuity is payable to the employee if he or she resigns or retires. The Indian government mandates that this payment be at the rate of 15 days salary of the employee for each

completed year of service subject to a maximum of ₹ 1000000.

The Payment of Bonus Act 1965, which applies only to enterprises with over 20 people, requires bonuses are paid out of profits based on productivity. The minimum bonus is currently 8.33 per cent of salary.

Weekly Holidays Act 1942 Beedi and Cigar Workers Act 1967

Health and Safety

The Workmen's Compensation Act 1923 requires that compensation is paid if workers are injured in the course of employment for injuries, or benefits to dependents. The rates are low.

- Factories Act 1948, consolidated existing factory safety laws
- The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 that seeks to protect and provides a mechanism for women to report incidents of sexual harassment at their place of work.

Pensions and Insurance

The Employees' Provident Fund and Miscellaneous Provisions Act 1952 created the Employees' Provident Fund Organization of India. This functions as a pension fund for old age security for the organized workforce sector. For those workers, it creates Provident Fund to which employees and employers contribute equally, and the minimum contributions are 10-12 per cent of wages. On retirement, employees may draw their pension.

- Indira Gandhi National Old Age Pension Scheme
- National Pension Scheme
- Public Provident Fund (India)

The Employees' State Insurance provides health and social security insurance. This was created by the Employees' State Insurance Act 1948.

The Unorganized Workers' Social Security Act 2008 was passed to extend the coverage of life and disability benefits, health and maternity benefits, and old age protection for unorganized workers. "Unorganized" is defined as home-based workers, self-employed workers or daily-wage workers. The central government was meant to formulate the welfare system through rules produced by the National Social Security Board.

The Maternity Benefit Act 1961, creates rights to payments of maternity benefits for any woman employee who worked in any establishment for a period of at least 80 days during the 12 months immediately preceding the date of her expected delivery.

The Employees' Provident Funds and Miscellaneous Provisions Act, 1952, provides for compulsory contributory fund for the future of an employee after his/her retirement or for his/her dependents in case of

employee's early death. It extends to the whole of India except the State of Jammu and Kashmir and is applicable to:

- Every factory engaged in any industry specified in Schedule 1 in which 20 or more persons are employed.
- Every other establishment employing 20 or more persons or class of such establishments that the Central Govt. may notify.
- Any other establishment so notified by the Central Government even if employing less than 20 persons.

Workplace participation

Trade unions

Main article: Trade unions in India

Article 19(1)(c) of the Constitution of India gives everyone an enforceable right "to form associations or unions".

The Trade Unions Act 1926, amended in 2001, contains rules on governance and general rights of trade unions.

Management participation

It was the view of many in the Indian Independence Movement, including Mahatma Gandhi, that workers had as much of a right to participate in management of firms as shareholders or other property owners. Article 43A of the Constitution, inserted by the Forty-second Amendment of the Constitution of India in 1976, created a right to codetermination by requiring the state to legislate to "secure the participation of workers in the management of undertakings". However, like other rights in Part IV, this article is not directly enforceable but instead creates a duty upon state organs to implement its principles through legislation (and potentially through court cases). In 1978 the Sachar Report recommended legislation for inclusion of workers on boards; however this had not yet been implemented.

The Industrial Disputes Act 1947 section 3 created a right of participation in joint work councils to "provide measures for securing amity and good relations between the employer and workmen and, to that end to comment upon matters of their common interest or concern and endeavor to compose any material difference of opinion in respect of such matters". However, trade unions had not taken up these options on a large scale. In *National Textile Workers Union v Ramakrishnan* the Supreme Court, Bhagwati J giving the leading judgment, held that employees had a right to be heard in a winding up petition of a company because their interests were directly affected and their standing was not excluded by the wording of the Companies Act 1956 section 398.

Collective action

The Industrial Disputes Act 1947 regulates how employers may address industrial disputes such as lockouts, layoffs, retrenchment etc. It controls the lawful

processes for reconciliation, adjudication of labor disputes.

According to fundamental rules (FR 17A) of the civil service of India, a period of unauthorized absence- (i) in the case of employees working in industrial establishments, during a strike which has been declared illegal under the provisions of the Industrial Disputes Act, 1947, or any other law for the time being in force; (ii) in the case of other employees as a result of action in combination or in concerted manner, such as during a strike, without any authority from, or valid reason to the satisfaction of the competent authority; shall be deemed to cause an interruption or break in the service of the employee, unless otherwise decided by the competent authority for the purpose of leave travel concession, quasi-permanency and eligibility for appearing in departmental examinations, for which a minimum period of continuous service is required.

- Provisions of the Factories Act 1948

Equality

Main articles: Equality before the law and Discrimination law

Article 14 states everyone should be equal before the law; article 15 specifically says the state should not discriminate against citizens, and article 16 extends a right of "equality of opportunity" for employment or appointment under the state. Article 23 prohibits all trafficking and forced labor, while article 24 prohibits child labour under 14 years old in a factory, mine or "any other hazardous employment".

Sex discrimination

Article 39(d) of the Constitution provides that men and women should receive equal pay for equal work. In the Equal Remuneration Act 1976 implemented this principle in legislation.

- *Randhir Singh v Union of India* Supreme Court of India held that the principle of equal pay for equal work is a constitutional goal and therefore capable of enforcement through constitutional remedies under Article 32 of Constitution
- *State of AP v G Sreenivasa Rao*, equal pay for equal work does not mean that all the members of the same cadre must receive the same pay packet irrespective of their seniority, source of recruitment, educational qualifications and various other incidents of service.
- *State of MP v Pramod Baratiya*, comparisons should focus on similarity of skill, effort and responsibility when performed under similar conditions
- *Mackinnon Mackenzie & Co v Adurey D'Costa*, a broad approach is to be taken to decide whether duties to be performed are similar

Migrant workers

- Interstate Migrant Workmen Act 1979

Vulnerable groups

Bonded Labour System (Abolition) Act 1976, abolishes bonded labor, but estimates suggest that between 2 million and 5 million workers still remain in debt bondage in India.

- Domestic workers in India

Child labor in India is prohibited by the Constitution, article 24, in factories, mines and hazardous employment, and that under article 21 the state should provide free and compulsory education up to a child is aged 14. However, in practice, the laws are not enforced.

- Sumangali (child labor)
- Juvenile Justice (Care and Protection) of Children Act 2000
- Child Labor (Prohibition and Abolition) Act 1986

Dismissal regulation

See also: Unfair dismissal

Some of India's most controversial labor laws concern the procedures for dismissal contained in the Industrial Disputes Act 1947. A workman who has been employed for over a year can only be dismissed if permission is sought from and granted by the appropriate government office. Additionally, before dismissal, valid reasons must be given, and there is a wait of at least two months for government permission, before a lawful termination can take effect. Redundancy pay must be given, set at 15 days' average pay for each complete year of continuous service. An employee who has worked for 4 years in addition to various notices and due process, must be paid a minimum of the employee's wage equivalent to 60 days before retrenchment, if the government grants the employer a permission to lay off.

A permanent worker can be terminated only for proven misconduct or for habitual absence. The Industrial Disputes Act (1947) requires companies employing more than 100 workers to seek government approval before they can fire employees or close down. In practice, permissions for firing employees are seldom granted. Indian laws require a company to get permission for dismissing workers with plant closing, even if it is necessary for economic reasons. The government may grant or deny permission for closing, even if the company is losing money on the operation.

The dismissed worker has a right to appeal, even if the government has granted the dismissal application. Indian labor regulations provide for a number of appeal and adjudicating authorities – conciliation officers, conciliation boards, courts of inquiry, labor courts, industrial tribunals and the national industrial tribunal – under the Industrial Disputes Act. These involve complex

procedures. Beyond these labor appeal and adjudicating procedures, the case can proceed to respective State High Court or finally the Supreme Court of India.

- *Bharat Forge Co Ltd v Uttam Manohar Nakate* [2005] INSC 45, a worker found sleeping for the fourth time in 1983. Bharat Forge initiated disciplinary proceedings under the Industrial Employment Act (1946). After five months of proceedings, the worker was found guilty and dismissed. The worker appealed to the labor court, pleading that his dismissal was unfair under Indian Labor laws. The labor court sided with the worker, directed he be reinstated, with 50% back wages. The case went through several rounds of appeal and up through India's court system. After 22 years, the Supreme Court of India upheld his dismissal in 2005.

Unemployment

- National Rural Employment Guarantee Act 2005

The Industries (Regulation and Development) Act 1951 declared that manufacturing industries under its First Schedule were under common central government regulations in addition to whatever laws state government enact. It reserved over 600 products that can only be manufactured in small-scale enterprises, thereby regulating who can enter in these businesses, and above all placing a limit on the number of employees per company for the listed products. The list included all key technology and industrial products in the early 1950s, including products ranging from certain iron and steel products, fuel derivatives, motors, certain machinery, machine tools, to ceramics and scientific equipment.

State laws

Each state in India may have special labor regulations in certain circumstances.

Gujarat

In 2004 the State of Gujarat amended the Industrial Disputes Act to allow greater labor market flexibility in the Special Export Zones of Gujarat. The law allows companies within SEZs to lay off redundant workers, without seeking the permission of the government, by giving a formal notice and severance pay.

West Bengal

The West Bengal government revised its labor laws making it virtually impossible to shut down a loss-making factory. The West Bengal law applies to all companies within the state that employ 50 or more employees.

Criticisms and reforms

Many observers have argued that India's labor laws should be reformed. The laws have constrained the growth of the formal manufacturing sector. According to a World Bank report in 2008, heavy reform would be desirable. The executive summary stated,

India's labor regulations - among the most restrictive and complex in the world - have constrained the growth of the formal manufacturing sector where these laws have their widest application. Better designed labor regulations can attract more labor-intensive investment and create jobs for India's unemployed millions and those trapped in poor quality jobs. Given the country's momentum of growth, the window of opportunity must not be lost for improving the job prospects for the 80 million new entrants who are expected to join the work force over the next decade.

Ex-Prime Minister Manmohan Singh had said that new labor laws are needed.

In Uttam Nakate case, the Bombay High Court held that dismissing an employee for repeated sleeping on the factory floor was illegal - a decision which was overturned by the Supreme Court of India. Moreover, it took two decades to complete the legal process. In 2008, the World Bank criticized the complexity, lack of modernization and flexibility in Indian regulations.

Source: <https://en.wikipedia.org>

Message from ASSE Global Region Vice President

Congratulations 🎉

Welcome to Chapter Year 2016-17!!!



Dear Global Region Chapters / Section members,

It gives me immense pleasure to welcome you all for the ASSE chapter year 2016-17 through this first quarter message. As we are beginning of the chapter year 2016-17, I would like to update all Global Region Chapters with an important tool developed recently by ASSE- the Chapter Operations Management Tool (CMOT). This tool assists with Chapter planning and evaluates its performance. The three main purposes of this tool are Chapter planning, as a feedback mechanism and for chapter recognition program. Every Chapter is encouraged to use the tool year-round for both planning, tracking purposes and submit the COMT by end of the chapter year. The Tool can be accessed easily from ASSE office central (www.asse.org/oc) including several training videos for all chapter leadership positions.

Based on the COMT reports submitted during the chapter year 2015-16 by Global Region Chapters, they have been categorized as below. I take this opportunity to congratulate all 2015-16 Chapter leaders for successfully achieving their goals and meeting the needs of their chapter members.

Platinum Chapter 🏆	Gold Chapter 🏆	Silver Chapter 🏆	Bronze Chapter 🏆
Kuwait Chapter	Nigeria Chapter, Egypt Chapter	India Chapter, Telangana Chapter	Maharashtra Chapter

During Safety 2016 at Atlanta, we had 1st Global Region Caucus Meeting attended by several of its Chapter leaders including ASSE Ambassadors. Several ideas were provided to enhance networking among Global Region Chapters as well as providing professional development opportunities for global ASSE members. In line with this, ASSE is now conducting Train the Trainer program at Dubai and Kuwait during November'16 and request you to use this opportunity in bringing ASSE educational programs for global HSE professionals.

I request all chapter Presidents to provide all your Chapter updates for Global Region e-bulletin, Global Region Website (<http://global.asse.org/>), Global Region Facebook Account and of course on Global Region Whatsapp Group.

Happy Networking.....

/- SD Date: 30th July 2016
(Ashok Garlapati, CSP,QEP,CMIOSH)
ASSE Global Region Vice President

Important days in Safety, Health and Environmental Calendar of Sept, 2016

International Day of Charity 09 Sept 2016

The **International Day of Charity** is observed annually on **5 September**. It was declared by the United Nations General Assembly in 2012. The prime purpose of the International Day of Charity is to raise awareness and provide a common platform for charity related activities all over the world for individuals, charitable, philanthropic and volunteer organizations for their own purposes on the local, national, regional and international level.

History

The International Day of Charity was conceived as a Hungarian civil society initiative supported by the Hungarian Parliament and Government in 2011, to enhance visibility, organize special events, and in this way to increase solidarity, social responsibility and public support for charity.

September 5 was chosen in order to commemorate the anniversary of the passing away of Mother Teresa of Calcutta, who received the Nobel Peace Prize in 1979 "for work undertaken in the struggle to overcome poverty and distress, which also constitute a threat to peace."

On 17 December 2012, in response to a proposal by Hungary, the United Nations General Assembly adopted a resolution by consensus to designate 5 September as the International Day of Charity. The resolution was co-sponsored by 44 UN Member States (Albania, Angola, Australia, Belarus, Bosnia and Herzegovina, Bulgaria, Cambodia, Chile, Croatia, Dominican Republic, Eritrea, Estonia, Georgia, Greece, Guatemala, Honduras,

Hungary, India, Ireland, Israel, Italy, Jordan, Kazakhstan, Kyrgyzstan, Latvia, Lebanon, Lithuania, Luxembourg, Macedonia, Madagascar, Malta, Montenegro, Pakistan, Poland, Republic of Cyprus, Republic of Korea, Romania, Serbia, Singapore, Slovakia, Slovenia, Thailand, Turkey, Ukraine)^[6] representing all five Regional Groups of the United Nations.

In its resolution, the General Assembly invited Member States, organizations of the United Nations system and other international and regional organizations, stakeholders, as well as NGOs of the civil society, to commemorate the International Day of Charity in an appropriate manner, by encouraging charity, including through education and public awareness-raising activities.

First commemoration by the United Nations

On 5 September 2013, the Permanent Mission of Hungary to the United Nations, in cooperation with the United Nations Development Program, the United Nations Foundation and with the support of the United Nations Department of Information, marked the first commemoration of the International Day of Charity at the United Nations Headquarters in New York.^[8] The commemoration started with keynote speeches by Assistant Secretary-General Robert C. Orr, Kathy Calvin, President and CEO of the UN Foundation and Hugh Evans, CEO of the Global Poverty Project. Two panel discussions moderated by Matthew Bishop from *The Economist* and Ruma Bose, author of *Mother Teresa CEO*, explored the role of charity in poverty alleviation and in promoting access to clean water and sanitation. Speakers represented leading organizations in the field of philanthropy, including charity: water, Water Aid, The Resource Alliance, the Foundation Center and The Coca-Cola Foundation. Discussions focused on lessons learned and the role of the non-profit sector in the implementation of the Post-2015 Development Agenda.^[9] The Secretary-General sent a written message on the occasion of the International Day of Charity.

Source: <https://en.wikipedia.org>

International Literacy Day 08 Sept 2016

This year marks the 50th anniversary of International Literacy Day and UNESCO is celebrating it under the banner "Reading the Past, Writing the Future". International Literacy Day 2016 celebrates and honors the past five decades of national and international engagement, efforts and progress made to increase literacy rates around the world. It also addresses current challenges and looks to innovative solutions to further boost literacy in the future.

Fifty years ago, UNESCO officially proclaimed 8 September International Literacy Day to actively mobilize the international community and to promote literacy as

an instrument to empower individuals, communities and societies.

Now International Literacy Day is celebrated worldwide, bringing together governments, multi- and bilateral organizations, NGOs, private sectors, communities, teachers, learners and experts in the field. On this day also International Literacy Prizes are awarded to people with outstanding solutions that can drive literacy towards achieving the 2030 Education Agenda. This year the focus is on innovation.

This is the first year of implementation of the 2030 Agenda for Sustainable Development. In this context the vision of literacy is aligned with lifelong learning opportunities with special focus on youth and adults. Literacy is a part of Sustainable Development Goal 4, which aims to "ensure inclusive and equitable quality education and promote lifelong learning opportunities for all". The target is that by 2030 all youth and a substantial proportion of adults, both men and women, achieve literacy and numeracy (SDG Target 4.6).

The International Literacy Day will be celebrated all around the world. The main global celebration of the day will take place at UNESCO Headquarters, Paris in the form of a two-day conference on 8 - 9 September, the highlight of which will be the awarding of the Literacy Prizes. At the same time the Global Alliance for Literacy (GAL) will be launched, a new and ambitious initiative to make all major stakeholders pull together to promote literacy as a foundation for lifelong learning.

"The world has changed since 1966 – but our determination to provide every woman and man with the skills, capacities and opportunities to become everything they wish, in dignity and respect, remains as firm as ever. Literacy is a foundation to build a more sustainable future for all".

UNESCO Director-General

Source: <http://www.unesco.org>

World Suicide Prevention Day 10 Sept. 2016

The World Health Organization estimates that over 800,000 people die by suicide each year – that's one person every 40 seconds. Up to 25 times as many again make a suicide attempt. The tragic ripple effect means that there are many, many more people who have been bereaved by suicide or have been close to someone who has tried to take his or her own life. And this is happening in spite of the fact that suicide is preventable. 'Connect, communicate, care' is the theme of the 2016 World Suicide Prevention Day. These three words are at the heart of suicide prevention.

Connect

Fostering connections with those who have lost a loved one to suicide or have been suicidal themselves is crucial to furthering suicide prevention efforts. Although every

individual suicide is different, there are some common lessons to be learned. Those who have been on the brink of suicide themselves can help us understand the complex interplay of events and circumstances that led them to that point, and what saved them or helped them to choose a more life-affirming course of action. Those who have lost someone to suicide, or supported someone who was suicidal, can provide insights into how they moved forwards on their journey. The sheer numbers of people who have been affected by suicide would make this a formidable network.

Of course, these connections should be two-way. There will often be times when those who have been bereaved by suicide, and those who might be feeling suicidal themselves, need support. Keeping an eye out for them and checking that they are okay could make all the difference. Social connectedness reduces the risk of suicide, so being there for someone who has become disconnected can be a life-saving act. Connecting them with formal and informal supports may also help to prevent suicide. Individuals, organizations and communities all have a responsibility here.

Communicate

Open communication is vital if we are to combat suicide. In many communities, suicide is shrouded in silence or spoken of only in hushed tones. We need to discuss suicide as we would any other public health issue if we are to dispel myths about it and reduce the stigma surrounding it. This is not to say that we shouldn't exercise necessary caution; we don't want to normalize suicide either. Careful, considered messages about suicide and its prevention are warranted, as is an awareness of how different groups of individuals may receive and interpret this information.

Equipping people to communicate effectively with those who might be vulnerable to suicide is an important part of any suicide prevention strategy. Broaching the subject of suicide is difficult, and these sorts of conversations are often avoided. There are some simple tips that can help, however. Most of these relate to showing compassion and empathy, and listening in a non-judgmental way. People who have come through an episode of extreme suicidal thinking often say that sensitively-managed conversations with others helped them on their course to recovery.

The media also have an important role to play in suicide prevention. Some types of reporting on suicide (e.g., prominent and/or explicit stories) have been shown to be associated with 'spikes' in suicide rates, but others (e.g., those that describe mastery of suicidal crises) have been shown to have a protective effect. Media recommendations have been developed by the International Association for Suicide Prevention and the World Health Organization to assist journalists in getting stories right.

Care

All the connecting and communicating in the world will have no effect without the final ingredient – care. We need to make sure that policy-makers and planners care enough about suicide prevention to make it a priority, and to fund it at a level that is commensurate with its significance as a public health problem.

We need to make sure that clinicians and other service providers care enough about it to make suicide prevention their core business. And we need to make sure that communities care enough about it to be able to identify and support those who may be at heightened risk.

Most of all, we need to ensure that we are caring ourselves. We need to look out for others who may be struggling, and let them tell their story in their own way and at their own pace. Those who have been affected by suicide have much to teach us in this regard.

Source: <http://www.iasp.info>

International Day of Democracy 15 Sept. 2016

The International Day of Democracy provides an opportunity to review the state of democracy in the world. Democracy is as much a process as a goal, and only with the full participation of and support by the international community, national governing bodies, civil society and individuals, can the ideal of democracy be made into a reality to be enjoyed by everyone, everywhere.

The values of freedom, respect for human rights and the principle of holding periodic and genuine elections by universal suffrage are essential elements of democracy. In turn, democracy provides the natural environment for the protection and effective realization of human rights. These values are embodied in the Universal Declaration of Human Rights and further developed in the International Covenant on Civil and Political Rights which enshrines a host of political rights and civil liberties underpinning meaningful democracies.

The link between democracy and human rights is captured in article 21(3) of the Universal Declaration of Human Rights, which states:

“The will of the people shall be the basis of the authority of government; this will be expressed in periodic and genuine elections which shall be by universal and equal suffrage and shall be held by secret vote or by equivalent free voting procedures.”

The rights enshrined in the International Covenant on Economic, Social and Cultural Rights and subsequent human rights instruments covering group rights (e.g. indigenous peoples, minorities, people with disabilities) are equally essential for democracy as they ensure an equitable distribution of wealth, and equality and equity in respect of access to civil and political rights.

Source: <http://www.un.org>

International Day for the Prevention of the Ozone Layer 16 Sept 2016

The United Nations' (UN) International Day for the Preservation of the Ozone Layer is celebrated on September 16 every year. This event commemorates the date of the signing of the Montreal Protocol on Substances that Deplete the Ozone Layer in 1987.

What do people do?

On this day primary and secondary school educators throughout the world organize classroom activities that focus on topics related to the ozone layer, climate change and ozone depletion. Some teachers use educational packages from the UN Environment Program (UNEP) that have been specifically tailored to address topics about the Earth's ozone layer.

Other activities that are organized by different community groups, individuals, schools and local organizations across the world include: the promotion of ozone-friendly products; special programs and events on saving the ozone layer; the distribution of the UNEP's public awareness posters to be used for events centered on the International Day for the Preservation of the Ozone Layer; and the distribution of awards to those who worked hard to protect the Earth's ozone layer.

Background

In 1987 representatives from 24 countries met in Montreal and announced to the world that it was time to stop destroying the ozone layer. In so doing, these countries committed themselves, via the Montreal Protocol on Substances that Deplete the Ozone Layer, to rid the world of substances that threaten the ozone layer.

On December 19, 1994, the UN General Assembly proclaimed September 16 to be the International Day for the Preservation of the Ozone Layer, commemorating the date when the Montreal Protocol on Substances that Deplete the Ozone Layer was signed in 1987. The day was first celebrated on September 16, 1995.

Symbols

Many promotional items used for the day feature images of the Sun, sky, or earth's natural environment to represent the ozone's importance in protecting the environment. Selected winning paintings from the 1998 Children's Painting Competition, which was part of UNEP's public awareness campaign at the time, have since been reproduced on posters, calendars, publications, and other material.

Source: <http://www.timeanddate.com>

International Day of Peace 21 Sept 2016

The United Nations' (UN) International Day of Peace is celebrated on September 21 each year to recognize the

efforts of those who have worked hard to end conflict and promote peace. The International Day of Peace is also a day of ceasefire – personal or political.

What do people do?

On the International Day of Peace, also known as Peace Day, people around the world take part in various activities and organize events centered on the theme "peace". Events vary from private gatherings to public concerts and forums involving large audiences. Activities include:

- Interfaith peace ceremonies.
- A toast for peace.
- A peace choir.
- Lighting candles.
- Peace prayers.
- A peace convoy of vehicles.
- Tree planting for peace.
- Art exhibitions promoting peace.
- Picnics for peace.
- Peace walks.

Organizations such as Roots & Shoots, an international environmental and humanitarian program for youth, show their support for the event on an annual basis. Young people involved in Roots & Shoots may engage in activities such as crafting giant peace dove puppets from re-used materials and flying the doves in their communities. People from diverse religious and spiritual backgrounds also commit to organizing an International Day of Peace Vigil. Some groups observe a minute of silence at noon in every time zone across the world on Peace Day.

Background

A UN resolution established the International Day of Peace in 1981 to coincide with the opening of the UN General Assembly. The first Peace Day was celebrated in 1982 and was held on the third Tuesday of September each year until 2002, when September 21 became the permanent date for the International Day of Peace. The assembly decided in 2001 that the International Day of Peace should be annually observed on September 21 starting from 2002. By setting a fixed date for the International Day of Peace, the assembly declared that the day should be observed as a day of global ceasefire and non-violence.

By creating the International Day of Peace, the UN devoted itself to worldwide peace and encouraged people to work in cooperation for this goal. Since its inception, Peace Day has marked personal and planetary progress toward peace. It has grown to include millions of people worldwide and many events are organized each year to commemorate and celebrate this day.

Symbols

The peace dove flying with an olive branch in its beak is one of the most commonly featured symbols for the day.

In Judaism, Christianity, and Islam a white dove is generally a sign for peace. The dove can also represent “hope for peace” or a peace offering from one person to another, hence the phrase “to extend an olive branch”. Often, the dove is represented as still in flight to remind people of its role as messenger.

Source: <http://www.timeanddate.com>

World Rabies Day 28 Sept 2016

Many people around the world observe World Rabies Day (WRD), which raises awareness about the impact of rabies and how the disease can be prevented. It is held on September 28 each year. is an annual event on April 7 to draw attention to particular priorities in global health.

What do people do?

Many communities and organizations around the world, including the World Health Organization (WHO), which is the UN’s directing and coordinating authority for health, and the Global Alliance for Rabies Control (GARC), actively promote various activities and events that center on World Rabies Day.

Many government agencies and disease control centers that support World Rabies Day produce media kits, including posters, pamphlets, and press releases, to increase awareness about rabies and preventing the disease. Symposiums are also held on or around this time of the year to remember researchers who were pioneers in finding a rabies vaccination. Some associations and clinics offer free pet vaccinations and some organizations host competitions, such as t-shirt design contests to promote the event’s message.

Background

Rabies is widely distributed across the globe. More than 55,000 people die of rabies each year. About 95 percent of human deaths occur in Asia and Africa, according to WHO. Most human deaths follow a bite from an infected dog. About 30 to 60 percent of dog bite victims are children under the age of 15. There are safe and effective vaccines available for people who have been bitten by an animal that might have the disease, but usage in developing countries is low due to the high cost.

World Rabies Day, which is founded by the Centers for Disease Control and Prevention (CDC) and GARC, aims to unite relevant partners to address rabies prevention and control. With the initial goal of engaging 55,000 people to take action, one for each person who dies each year from rabies, the inaugural campaign saw nearly 400,000 people from at least 74 countries participating on September 8, 2007. The event was held again in 2008, but on September 28 instead of September 8, and September 28 has been used as the date to promote the event from that year onwards.

More than 393,000 people participated and rabies education messages reached more than 50 million

people on World Rabies Day in 2008. The result of this event was that there were enough funds to start grass-roots education and control projects in five countries. Various partners, including WHO and the United States Centers for Disease Control and Prevention, support World Rabies Day, which highlights the impact of human and animal rabies and promotes how to prevent and stop the disease by combating it in animals.

Symbols

The World Rabies Day logo features a globe in blue and green, and the green shapes in the globe are that of a bat (left), human (center), and dog or canine figure (right). The words “World Rabies Day” and the event’s date (month, day and year), typed in black, circle the outer part of the globe. These elements are kept within a black ring, completing the logo.

Theme

The theme for 2016 is Rabies: **Educate. Vaccinate. Eliminate** which emphasizes the two crucial actions that communities can do to prevent rabies. It also reflects the global target to eliminate all human deaths from dog-mediated rabies by 2030.

Source: <http://www.timeanddate.com>

World Heart Day 29 Sept 2016

The World Heart Foundation organizes World Heart Day, an international campaign held on September 29 to inform people about cardiovascular diseases, which are the biggest cause of death. The day promotes preventative measures to reduce the risk of cardiovascular diseases.

What happens on World Heart Day?

Governments and non-government organizations celebrate and promote World Heart Day with activities such as fun runs, public talks, concerts, and sporting events. The World Heart Federation organizes awareness events in more than 100 countries. They include:

- Health checks.
- Sports events, including walks, runs and fitness sessions.
- Public talks and science forums
- Stage shows and concerts.
- Exhibitions.

These activities are done in partnership with organizations such as the World Health Organization (WHO), which is the UN’s directing and coordinating authority for health.

About World Heart Day

Cardiovascular diseases are the number one cause of death worldwide and this is projected to remain so, according to WHO. About 17.5 million people died from cardiovascular disease in 2005, representing 30 percent of all global deaths. Risk factors that may lead to heart disease and stroke include:

- Raised blood pressure, cholesterol and glucose levels.
- Smoking.
- Inadequate intake of fruit and vegetables.
- Obesity.

World Heart Day was created to inform people around the globe that heart disease and stroke are the world's leading cause of death. Together with organizations such as WHO, the World Heart Federation spreads the news that at least 80 percent of premature deaths from heart disease and stroke could be avoided if the main risk factors – which are tobacco, unhealthy diet and physical inactivity – are controlled. World Heart Day started in 1999 and is held on the last Sunday of September every year.

Source: <http://www.timeanddate.com>

MISPERCEPTION

I am a Construction Engineer not a casual fool,
I see lot unusual around, but never lose my cool.

I have a colleague "Safety Engineer", quite colorful is his fame,
Who detects unsafe acts of others and remembers everyone's name!

When he comes to works-site, workmen rush to him,
But when I visit for progress chase, their faces turn grim.
Priority for productivity keeps me always tense
But the Safety man talks always free, using "common sense"

Common sense is not always common, who doesn't know!
How can Safety be a priority, if progress has to grow!
To my belief, "Talk" of Safety not a bad piece, mostly all "bosses" have
learnt

When I would become a boss as well, surely I would also chant.

My seniors have rarely bothered "that element", but they have mostly
come-up well,

Why now in performance appraisal, "HSE" is accommodated to dwell
Construction being a risky business, how can everything be Safe!
Let me deal with "risks" boldly, my friend, I am smart and brave

Every time I meet my "Boss", he bothers me for "progress" score
Safety is never a priority to him, why to think for any more.
I plan for "work" only, Safety to me an unproductive game,
For incidents & injuries at site, Safety people only to blame.

My salary or "bonus" are never affected, nor do I receive any threat
I am branded a "Leading" Engineer, who told "Safety"- a Great!
Today or tomorrow, I would be the "Boss", never that Safety Engineer,
Field execution shall dominate forever, "Safety" never a pioneer.

Thus an Engineer, remained on field, lost all opportune to manage a
site

An experienced Manager came & flourished there, making progress &
Safety unites.

Safety never an enemy to none, Safety a sense within,
Progress to have flawless run, Safety has to be "supreme"

By: **Bhaskar Chakraborty (Area HSE Manager PX4 &
Project HSE Training Manager)**

J3 Project, **Reliance Industries Ltd, Jamnagar**

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Health Tips



Tips to Prevent Dengue Fever

Incidence of dengue is increasing day by day. Dengue fever is a viral disease which not only found in rainy seasons but can also found in any season. It is the vector borne disease transmitted by the bite of Aedes mosquito. It takes around 3-14 days for symptoms to appear.

Typical symptoms of dengue include mild to high fever, severe body ache, headaches and even rashes on skin. Dengue hemorrhagic fever which includes abdominal pain, vomiting, bleeding is potentially lethal complication, affecting mainly children.

So, it is always better to take precautions than treatments. Let's have a look on Top 10 Tips to Prevent Dengue:

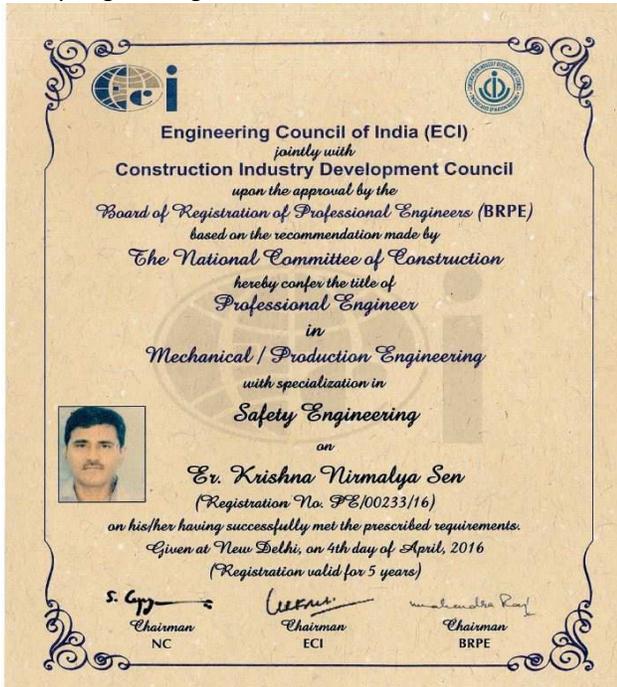
- Keep water vessels clean and covered.
- Do not keep tray under air conditioners as it can increase nest of mosquitoes.
- Water in flower vases should be changed daily.
- Always use mosquito repellants.
- Wash unused utensils at least once in week and keep them dry.
- Remove water collected in plates under potted plants.
- Clean your walls, edges of the house in the kitchen, comfort room, bathrooms at least once a month.
- Check canal and scupper drains where stagnant water builds up.
- Make sure to clean pot plates regularly as they are prone to attract mosquitoes.
- Always use mosquito net at home so that you will be protected from mosquito bites.
- Wear protective cloths like full pant, full sleeves shirts so that it will keep you away from mosquito bites.
- Apply mosquito repellents on your skin which are generally in lotion form and safe to use too
- A natural method to keep mosquitoes at bay is to plant TULSI near your window. The plant has properties that do not allow mosquitoes to breed.
- Using camphor as a repellent also works wonders. Light camphor in a room and close all the doors and windows. Leave it this way for about fifteen to twenty minutes to have a mosquito free environment.



Source: <http://www.justforhearts.org>

Good News

Mr. K.N.Sen (President, ASSE India Chapter) have recently been conferred with "Professional Engineer" title by Engineering Council of India with specialization in Safety Engineering.



The team India Chapter is proud of this achievement and wish lot more similar achievements in future endeavor!!!

The Proud Moment

Mr Harswardhan Jagam represented ASSE INDIA CHAPTER IN THE HOUSE OF DELEGATES



INFORMATION on FORTHCOMING PDC

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- Workplace Safety Communication
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Hindustan, Hamara Desh, Bharat, Mera Watan ... many names and expressions are used for our country. But it is a binding spirit 'INDIA' which unites all of us across diverse land of culture, ethnicity, religion and regions.

India is celebrating its 70th Independence Day this year. **Wishing you all a Happy Independence Day.**

On 15 August 1947, Jawaharlal Nehru, the first Prime Minister of India, unfurled the Indian national flag at Red Fort, in Delhi and addressed the nation. This tradition still carries on.

It has been 69 years since India gained her freedom. It was not easy to come by. The history of our independence struggle is a long and chequered one. It took a seemingly endless struggle, blood, sweat, endurance and sacrifice of many known as well as millions of faceless Indians who fought unitedly to liberate our nation. The Mutiny of 1857, which began with a revolt of the military soldiers at Meerut, soon became widespread and posed a grave challenge to the British rule. Though the British succeeded in containing it, it was certainly a popular revolt in which the Indian rulers, the masses and the militia participated so enthusiastically that it came to be regarded as the First War for India's Independence.

We have come a long way as an independent republic. Today, we are one of the largest democracies and also fastest-growing economy in the world. This gives each one of us immense opportunities to grow in all quarters and make our country a better place, on this planet.

Jai Hind!

HSE Quiz

1. All of the following are real domain name except –

- | | |
|------------------|---------------------|
| A .edu and .net | B .pro and .org |
| C .free and .bus | D .museum and .name |

2. Which of the following irritants is not considered a primary irritant?

- | | |
|-------|-------|
| A HCL | B NO2 |
| C SO2 | D NH3 |

3. Common law requires employers to:

- | | |
|---|--|
| A Provide a hazard free workplace | B Provide workers' compensation insurance |
| C Compensate employees for workplace injuries | D Provide a workplace that reasonably safe |

4. The cornerstone of the OSHA process safety standard is the:

- | | |
|---------------------------|---------------------------|
| A Process Hazard Analysis | B Process Safety Analysis |
| C Chemical Hazard Review | D Process Hazard Review |

5. At ambient pressure the lowest Oxygen concentration permitted by OSHA is:

- | | |
|---------|---------|
| A 18% | B 18.5% |
| C 19.5% | D 20.5% |

Watch out the next issue for correct answer

Answers from last issue's (July / 2016) Quiz: 1 (A); 2 (B); 3 (A); 4 (B); 5 (D)

You are welcome to send your inputs to: Sandip Mukherjee; e-mail:
newsletter@india.asse.org; Phone: +91 9829600067

Selected articles shall be published in next publication

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