

FACTORIES ACT

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FACTORIES ACT 1948

- ▶ Given effect from 1.04.1949
- ▶ Occupier has to fulfill his obligations in connection with health, welfare, safety, hours of employment, leave overtime, rest for workers working in a factory.
- ▶ Applies to all railway workshops and production units but does not extend to loco sheds and C&W depots.

FACTORY

- ▶ Is a place where manufacturing operation are carried out with or without power, whereon 10 or more workers are working on any day of the preceding 12 months and in any part of which a manufacturing process is being carried out with the aid of power or 20 or more workers are working without the aid of power.

OCCUPIER

- ▶ Occupier means th person, who has the ultimate control over the affairs of factory and in case where such affairs are entrusted to a manager such manager shall be deemed to be the occupier of the factory.

WORKER

- ▶ Worker is a person employed in a factory either for wages or otherwise, who is engaged for manufacturing operations, or any kind of work incidental to or connected with manufacturing process. Children below the age of 15 years should not be employed in a factory or workshop

MANUFACTURING OPERATION

- ▶ Manufacturing operation/process means any process for making, altering, repairing, ornamenting, finishing, packing, oiling, washing, cleaning, breaking up etc

INSPECTOR OF FACTORIES

- ▶ Inspections are made by inspectors appointed by the state government by a notification in the official gazette. All facilities may be afforded to the inspector by the management of factory for examination of premises, plants, machineries, prescribed registers and any documents in connection with factory and record statement of any person and management of the factory.

Factories Act – Main provisions

- ▶ HEALTH: employer should ensure cleanliness, standard of ventilation, reasonable temperature, sufficient light, arrangement of drinking water, sufficient provision of latrines, urinals, spittoons and sanitary arrangements etc.

Factories Act – Main provisions

- ▶ SAFETY: management should ensure all devices of safety such as fencing of machineries, safe working hoists, lifts, cranes, prohibition of lifting, moving and carrying excessive weights, precautions against dangerous fumes and explosive and inflammable gas, protection of eyes, precaution in case of fire. Young women and children shall not work on dangerous machinery.

Factories Act – Main provisions

- ▶ WELFARE: includes provision of washing facilities, sitting facilities, first aid box for every 150 workers, ambulance room containing prescribed equipment where more than 500 workers are employed, one welfare officer for more than 500 workers, provision of canteen if workers are more than 250

Factories Act – Main provisions

- ▶ Hours Of Work: 48 hours in a week, 9 hours in a day, period of work shall not exceed 5 hours at a time, an interval of half an hour shall be given. The spread over including rest period shall not be more than 10.5 hours in a day. Overtime shall be paid twice the ordinary rate and not more than 60 hours in a quarter. No woman worker should work between 7 PM to 6 AM.

Factories Act – Main provisions

- ▶ Rest Day: if a worker works continuously for 6 days, he shall be entitled for one day rest and if rest cannot be given then 11th day must be granted rest. Rest can be granted either three days in advance or three days later. Normally rest should fall on Sunday.

THANK YOU