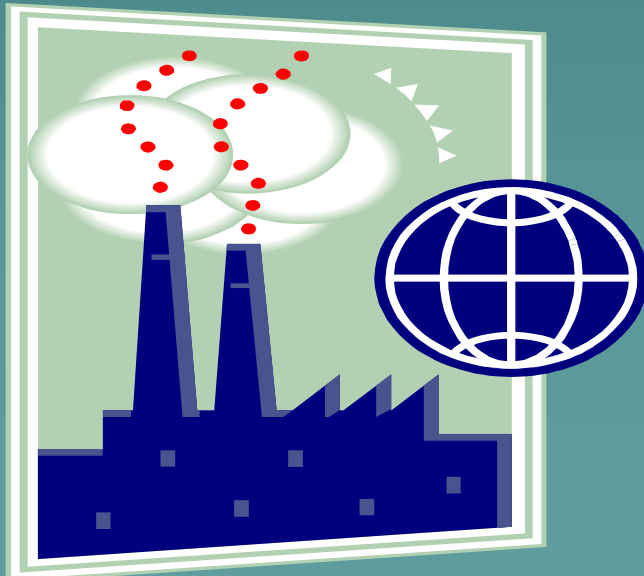


Factory Act 1948



Presented By-
STE/NBQ

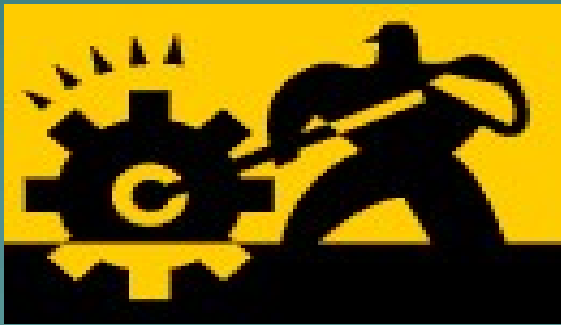
Cover under this Act

- ◆ Factory Act come into effect from 1.4.1949.
- ◆ Unless otherwise provided, this Act shall apply to factories belonging to Central or any Government.
- ◆ This act applies to all Railway workshops and production units but does not extend to Loco-sheds and C&W Depots.

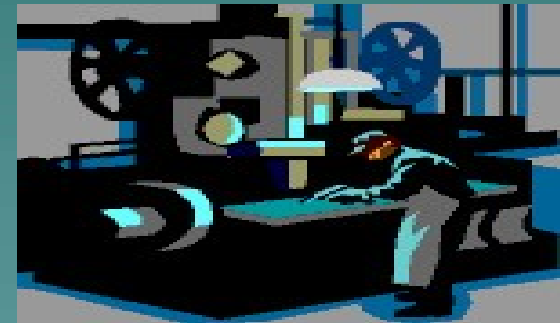
Factory

Factory under this Act. means

- ◆ Any premises whereon **10 or more** workers are working where a manufacturing process is being carried on **with** aid of power.



OR



- ◆ Any premises whereon **20 or more** workers are working where a manufacturing process is being carried on **without** aid of power.

Role of “Occupier”

- ❖ The person having ultimate control over affairs of the factory.
- ❖ For a factory owned by government, the person appointed to manage the affairs of the factory shall be deemed to be Occupier.
- ❖ Occupier is completely responsible for compliance of Factories Act.
- ❖ Occupier has to declare name of the **Manager** of the factory to **Factory Inspector**.
- ❖ The factory inspector only recognizes **“Occupier”** and **“Manager”** and nobody else.

Scope of Factories Act

- ◆ Any person found inside the factory premises when the work is going on, he shall be considered an employee of the factory for purpose of this Act.
- ◆ The management of the factory must pay attention to the provisions relating to Health, Safety, Welfare, Hours of work, Rest day etc.

Conditions of Employment-

- ◆ No adult worker shall be allowed to work in any factory for more than **48 hrs.** in any week.
- ◆ No worker should be allowed to work for more than **5 (five)** hrs. at a stretch without having a rest of at least **half an hour.** (It may be relaxed **upto 6 hrs.** with the permission of chief Inspector).
- ◆ Spread hour should not be exceed **10.5 hrs** and **10 days** at a stress without a rest.
- ◆ Children below **15 (fifteen)** years should not be employed in factory or workshop.
- ◆ No Children or Women worker shall be employed between **7 pm to 6 AM.**
- ◆ No worker should be required to work on a holiday unless he is given a rest **3 (three)** days before or after the holiday.

Health

- ◆ Precincts of the factory must be kept clean and free from dirt.
- ◆ Employer should ensure cleanliness, standard ventilations, reasonable temperature of work place, sufficient light, provision of drinking water, sufficient provision of latrines, urinals, spittoons and sanitary arrangement.
- ◆ In a Factory, where more than **250 workers** are employed, provision shall be made for cooling drinking water in hot weather.

Safety

- ◆ Provision of fencing should be provided on dangerous machines, safe working hoist, lift, cranes, precaution against dangerous fumes, explosives & inflammables gas.
- ◆ Protection against eyes, precaution against fire should be provided in any factory.
- ◆ Children & young Women should not be worked in dangerous machines.

Welfare

- ◆ Provision of washing facilities, sitting facilities, first-aid box in charge of a trained person one for every **150 workers**.
- ◆ Ambulance room containing prescribed equipments where more than **500 workers** are employed.
- ◆ Where more than **500 workers** are ordinarily employed, one Welfare officer shall be employed.
- ◆ Provision of canteen and cooling drinking water facilities shall be provided on 'no-profit, no-loss' basis if workers are **more than 250**.
- ◆ Where **more than 1000 workers** are working, Safety officer must be employed.
- ◆ For more than **30 women** workers, a Crèches to be there in charge of one trained women with toys for the use of children under age of **six (6)** years of such women.

Thanks