

Unit 2

STANDARDS AND REGULATIONS

Chapter 2.1

Indian Factories Act-1948- Health- Safety:

The Indian Factories Act of 1948 is a crucial piece of legislation that governs the working conditions in factories in India. The Act was enacted to ensure the welfare, health, and safety of workers employed in factories, and it provides comprehensive guidelines for the regulation of working hours, conditions of work, and employment in factories. Over the years, the Act has been amended to address emerging challenges and align with modern industrial practices. Here are some key features and provisions of the Factories Act, 1948:

1. Objectives:

- The primary objectives of the Factories Act, 1948, include ensuring the health, safety, and welfare of workers employed in factories and regulating the working conditions to prevent occupational hazards.

2. Applicability:

- The Act applies to factories employing ten or more workers if power is used, and twenty or more workers if power is not used, on any day of the preceding twelve months.

3. Key Provisions:

- **Working Hours:** The Act regulates the number of working hours, rest intervals, and overtime for workers.
- **Health and Safety:** It lays down provisions for cleanliness, ventilation, temperature, and other factors to ensure a healthy working environment. It also addresses the handling of hazardous processes and substances.
- **Welfare Facilities:** The Act mandates the provision of facilities such as canteens, restrooms, and first aid to ensure the well-being of workers.
- **Employment of Young Persons:** It contains provisions regarding the employment of young persons and prohibits the employment of children in certain processes.
- **Annual Leave with Wages:** Workers are entitled to annual leave with wages, and provisions are made for the calculation of leave and the timing of vacations.

- **Working of Adult Workers at Night:** Specific conditions and restrictions are placed on the employment of adult workers during night shifts.
- **Holidays:** The Act prescribes the number of paid holidays that workers are entitled to in a year.

4. Occupier and Manager Responsibilities:

- The Act defines the responsibilities of the occupier and the manager of a factory, making them accountable for compliance with the provisions of the Act.

5. Penalties:

- Penalties are specified for contraventions of the Act, including fines and imprisonment for certain offenses.

6. Inspections:

- Provisions are made for inspections by factory inspectors to ensure compliance with the Act.

7. Amendments:

- The Factories Act has undergone amendments over the years to address changing industrial scenarios and to enhance worker welfare and safety.