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Assignment-2

The Factories Act, 1948 :-

Objective:-

Factories act 1948, has been enacted to consolidate and amend the law regulating the workers working in the factories. It extends to whole of India & applies to every factory wherein 20 or more workers are ordinarily employed. The act prescribed some standards with regard to safety, welfare and working hours of workers.

① Employee Health:-

It is the 3rd chapter of the factories act 1948. It has sections 11 to 20.

- Cleanliness (Sec-11)

Every factory should be kept clean and free from effluvia from any drain, privy.

- Disposal of wastes and effluents (Sec-12)

Effective arrangements should be made in every factory for the treatment and effluents due to the manufacturing process carried on therein, so as to render them innocuous and

for their disposal.

- Ventilation and temperature (Sec-13)

Effective and suitable provisions should be made in every factory for securing and maintaining in every workroom.

- Dust and fume (Sec-14):-

Effective measures should be taken to prevent inhalation of dust and fume that may produce in the course of manufacturing.

- Artificial humidification (Sec-15)

The state government directs the prescribed test for determining the humidity of the air to be correctly carried out and recorded and prescribing methods to be adopted for securing adequate ventilation and cooling of the air.

- Overcrowding (Sec-16)

No room in any factory should lie overcrowded to an extent injurious to the health of workers employed therein.

- Lighting (Sec-17):-

In every part of the factory, there should be provided and maintained sufficient and

suitable lighting.

- Drinking water (Sec 18)

In every factory effective arrangements should be made to provide workers therein a sufficient supply of wholesome drinking water.

- Latrines & Urinals (Sec 19)

In every factory, sufficient latrine and urinal accommodation should be provided, separately for male and female workers.

- Spittoons (Sec 20)

Every factory should be provided with sufficient number of spittoons.

② Employee safety

It is the 4th chapter of the act. & contains sections from (21-41).

- (21) The machinery in every factory should be properly fenced.

- (22) Only trained adult male worker, wearing tight fitting, should be allowed to work near the machinery in motion.

- (23) No young person shall be employed on dangerous machinery, unless he is fully instructed.
- (24) Suitable arrangements should be made to provide striking gear and devices for cutting off power in case of emergency.
- (25) precautions should be taken with regard to self acting machines.
- (26) all machinery driven by power should be encased and effectively guarded.
- (27) Women & children should not be employed in any part of factory for pressing cotton in which a cotton opener is at work.
- (28) Hoists and lifts in a factory should be periodically inspected by the competent person.
- (29) Chains, ropes should be periodically inspected by the competent person.
- (30) In process of grinding, a notice indicating max safe working peripheral speed of grind stone or abrasive wheel should be fixed.
- (31) The pressure inside a machine ~~should not~~ exceed atmospheric pressure, effective measures should be taken.
- (32) Floor, stairs should be properly maintained.
- (33) Pits, sumps opening in floor should be fenced or covered.
- (34) No workman should be employed to lift

load so heavy as to be likely to cause him injury.

- (35) Necessary equipment should be provided to protect the eyes in eye-^{risk} related works.
- (36) Precautions for dangerous fumes, gases should be taken.
- (37) Every practicable measure should be taken to prevent any explosion in processes producing gas, dust, fume vapour.
- (38) Measures to prevent the outbreak of fire & its spread.
- (39) The inspector can ask the manager of factory to furnish drawings, specifications etc. if he feels the condition of building, machinery likely to cause danger to human life.
- (40) The inspector can suggest suitable measures of steps when he feels the condition of machinery plant may likely to cause danger to human life.
- (40B) wherein 10 or more workmen are employed in a factory, the occupier should appoint a safety officer to look after the safety aspects of factory.
- (41) The state govt. may make rules requiring the provision in any factory and measures for securing safety of person employed.

③ Employee welfare

It is the V chapter of the act. It contain total 9 sections (42-49)

- (42) Adequate and suitable 'washing facilities' should be provided in every factory.
- (43) provision should be made to provide suitable places for keeping clothing not worn during working hours & for drying of wet clothing
- (44) Suitable arrangements for sitting should be provided and maintained for all workers obliged to work in a standing position, in order that they may take advantage of any opportunities for rest.
- (45) First aid boxes with the prescribed contents should be provided and maintained so as to be readily accessible during all working hours at the rate of at least one box for every 150 workman.
- (46) The occupier should provide a canteen for the use of workers in every factory, where no. of workmen is more than 250.
- (47) In the factory wherein more than 100 workers are employed adequate and suitable shelters or rest rooms and a suitable lunch room with provision for drinking water, where workers can eat the meals brought by them,

should be provided and maintained.

(48) In every factory wherein more than 30 women workers are ordinarily employed there should be provided and maintained a suitable room for the use of children under the age of six years of such women.

(49) In every factory wherein more than 500 or more workers are employed, the occupier should employ in the factory such number of welfare officer as may be prescribed.