Name-Ankit Groyal Roll No- 17103011 Subject- HRM

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The factories Act, 1948 of

Objective

factories act 1948, has been enacted to consolaidate 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 ordinary employeed. The act prescribes some standards with regard to safty, walfak and working hows of workers.

(1) Employee Health:—

Of is the 3rd chapter of the factories

act 1948. It has sections 11 to 20.

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

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

for their disposal.

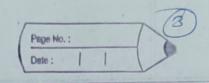
Effective and soitable provision should be made in every factory for securing and maintaining in every work room.

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

The state government directs the precribed test for determining the humidaly 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.

No room in any factory should lie overcrouded to an extent Injurious to the health of workers employed therein

In every past of the factory, these should be provided and maintained sufficient and



suitable lighting.

In every factory effective arrange ests

should be made to provide workers thekin

a sufficient supply of wholesome drinking water

Latrines 4 vinals (Secols)

In every factory, sufficient ledrine and brital accommodation should be provided, separatly for mate and female workers.

Every factory should be provided with sofficient number of spittoons

Employee safety:

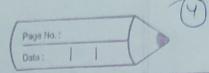
It is the 4th chapter of the act. 4 contains
sections from (21-41).

roperly funced.

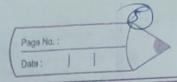
-(21) The machinery in every factory should be properly funced.

-(22) Only trained adolf make worker wearing light light fitting, should be allowed to work near

the machinery in motion.



- (23) No going person she	U be employed on
dargerow machinary, Un	less he is fully
instructed.	Was to a state of the
-(24) Suitable a mangerest sh	ould be made to
provide shiking gear	and devices for
cutting off power in co	ase of energency
(15) precautions should be take	en with regard to
call active was chirely	as A removed 1
self acting machines.	encour should be
(26) all machinary driven by	2. 1. 1. 1. 1
encased and effectively	grande.
(27) Women & Children should	not be employeed in
any part of factory for	pressing cotton in union
a cotton opener is at wo	K LNOOM G
(28) Hoists and lifts in a	factory should be
(29) Chairs, lopes shoold be per	of the competent person
(29) Chairs, loped shoold be per	riodically inspected by
the competent person.	
(30) In process of grinding, a	notice indicating max
safe working peripheral st	read of grad stone
or abrasive wheel should	be fixed
(31) The pressure inside an	nachine should not
exceed atmospheric pressure	e, effective measured should
be fallen.	and planes
(3) Floor, starp should be	properly maintained
(33) Pits, sumps opening in	Hoor should be fenced
	The same and the s
(34) No workman should be	enployed to lift
(34) No workman should be	

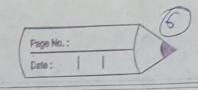


load so heavy as to be likly to cause him injury.

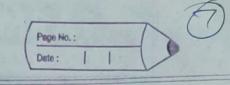
(35) Neccessary equipment should be provided to protect the eyo in eye related works.

(36) Pecausions for dangerow funes gates should be taken.

(37) Every exacticable in every dealed to the taken to (3) Every practicable masure should be taken to prevent any explosion in processes producing gas, dost june vapour. (39) meanies to prevent the outpreak of fix 4 its (39) The inspector can ask the manager of factory to turnish drawings, specifications ett. it call to be feels the conditions of building, unachinary dikely to cause danger to human life (40) The inspector can suggest suitable measures of steps when he feels the condition of machinary plant may likely to cause danger to homan life. 40%) Wherein 1000 or more workman are employed in a factory. He occupier should orppoint a safty officer to look after the safty as feets of (U) The state gout may make rules requiring the provision in any factory and nealures for securing safty of person employeed,



3 Employee welfare It is the I chapter of the act. It Contain total & sections (U2-49) (42) Adoquate and suitable washing facilities should be provided in every factory. (43) Provision should be made to provide suitable places for beeging clothing not won during working hours I for drying of wet dothing (44) Suitable arrangements for sitting should be provided and maintained for all axorbers obliged to work in a standing position, in order that they may take advantage of any opportunities . for sest. (45) First aid boxes with the prescribed contents should be provided and maintained so as to be readily accessible during all working every 150 workman. 46) The occupier should provide a conten for the use of workers in every factory, where no of workner is more than 250. 47 In the factory wherein more than 100 workers are employeed adaquate and suitable shelters or vest rooms and a soitable lunch room with provision for drinking water where worker can est the neals brought by them,



Should be provided and maintained.

(48) In every factory wherein more than 30 women workers are ordinarily employeed 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.