



*Factories
Act 1948*

Factories Act' 1948

An Act to regulate health, Safety,
Welfare and conditions of work
for workers in a factory.

Extends to
whole of India.

Came in-force w.e.f.
1.4.49



THE FACTORIES ACT 1948

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CHAPTER-1

- ❖ **Section-2 Definitions** **(k) Manufacturing Process**
(l) Worker
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(n) Occupier
(ca) Competent Person
- ❖ **Section-4 Power to declare different department to be Separate factories or two or more factories to be a single factory.**
- ❖ **Section-6 Approval, licensing and Registration of Factories.**
- ❖ **Section-7 Notice by the Occupier.**
- ❖ **Section-7A General duties of the Occupier.**



2 (m)- Factory

Any premises including the precincts thereof-

- (I) whereon ten or more workers are working, or were working on any day of preceding twelve months, and in any part of which a manufacturing process is being carried on with the aid of power, or is ordinarily so carried on, or**
- (II) whereon twenty or more workers are working, or were working on any day of the preceding twelve months and in any part of which a manufacturing process is being carried on without the aid of power or is ordinarily so carried on.**

But does not include-

- (i) a mine subject to the operation of (the Mines Act,1952), or**
- (ii) a mobile unit belonging to the armed forces of the Union, or**
 - a railway running shed, or**
 - a hotel, restaurant or eating place**



Definitions of Age of Workers

ADULT

- +18 yrs

CHILD

- +14-15 yrs

ADOLESCENT

- +15-18 yrs

Young persons

- Either child or adolescent.



2 (k)-Manufacturing process

- ❖ “Manufacturing Process” means process for-
 1. making, altering, repairing, ornamenting, finishing, packing, oiling, washing, cleaning, breaking up, or otherwise treating or adapting any article or substance with a view to its USE, SALE, TRANSPORT, DELIVERY OR DISPOSAL or
 2. pumping oil, water sewage or any other substances
 3. generating, transforming or transmitting of power
 4. composing types of printing by letter press, lithography, photographs or other similar process or book binding,
 5. constructing, reconstructing, repairing, refitting, finishing or breaking up ships or vessels
 6. preserving or storing any article in cold storage



2 (I)- Worker

Means a person (employed, directly or by or through any agency including a contractor, with or without the knowledge of the principal employer, whether for remuneration or not) in any manufacturing process or in cleaning any part of machinery or premises used for a manufacturing process or in any other kind of work incidental to, or connected with, the manufacturing process or the subject of the manufacturing process (but does not include any member of the armed forces of the union)



2 (n)-Occupier

Means the person who has ultimate control over the affairs of the factory, Provided that-

- (i) in case of a firm or other association of individuals, any one of the individual partner or members thereof shall be deemed to be the occupier;**
- (ii) in case of a company, any one of the directors shall be deemed to be the occupier;**
- (iii) in case of any factory owned or controlled by the Central Government or any State Government, or any local authority, the person or persons appointed to manage the affairs of the factory by the Central Government or State Government or the local authority, as the case may be, shall be deemed to be the occupier.**



2 (ca) Competent Person

In relation to any provision of the Factories Act 1948, ‘Competent Person’ means;

a person or an institution recognized as such by the Chief Inspector for the purpose of carrying out tests, examination and inspections required to be done in a factory under the provision of this Act having regard to-

(i) the qualification and experience of the persons and facilities available at his disposal; or

(ii) the qualification and experience of the persons employed in such institution and facilities available therein;

with regard to the conduct of such tests, examinations and inspections, and more than one person or institution can be recognized as a competent person in relation to a factory;



(cb) Hazardous process (1987 Amend)

Any process or activity in relation to an industry specified in First schedule, where unless special care is taken, raw materials, intermediate, finished or bye products, wastes or effluents would cause material impairment to the health of persons engaged or connected therewith or result in pollution of the general environment.



Sec-7A General Duties of the Occupier

- 1. Every Occupier shall ensure, so far as reasonably practicable the health, safety and welfare of all the workers while they are at work.**
- 2. Matter to which such duty extends shall include:-**
 - (a) Provision and maintenance of plant and system of work that are safe and without risk to the health,**
 - (b) Use, handling, storage and transport of article and substances,**
 - (c) provision of information, instruction, training and supervision**
 - (d) maintenance of all place of work, means of access are safe and without risk to the health,**
 - (e) provision and maintenance or monitoring such working environment in the factory for the workers that is safe and without risk to the health of the workers**



Sec 7B (1987 Amend)

General duties of manufacturers etc, as regards articles and substances for use in factories:-

Every person who designs manufactures, imports, or supplies any article for use in any factory shall ensure the article designed and constructed is safe and without risks to health of workers, when properly used

Where article designed or manufactured outside India, obligatory or part of Importer to see, article confirms to Indian standards. If outside country standards higher, the article confirms such higher standards



THE JHARKHAND FACTORIES RULES 1950

CHAPTER-1

- ❖ Rule -(3)
- ❖ Rule -(3A)
- ❖ Rule -(4)
- ❖ Rule -(5)
- ❖ Rule -(6)
- ❖ Rule -(7)
- ❖ Rule -(8)
- ❖ Rule -(9)
- ❖ Rule -(11)
- ❖ Rule -(12A)
- ❖ Approval of plans
- ❖ Certificate of stability
- ❖ Registration and grant of license
- ❖ Grant of license
- ❖ Amendment of license
- ❖ Renewal of license
- ❖ Transfer of license
- ❖ Loss of license
- ❖ Submission of application for Registration, Grant or Amendment or Renewal or Transfer of license
- ❖ Notice of change of Manager

CHAPTER-III

HEALTH

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- ❖ SECTION-13
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- ❖ SECTION-15
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- ❖ SECTION-17
- ❖ SECTION-18
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- ❖ CLEANLINESS
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- ❖ DUST AND FUMES
- ❖ ARTIFICIAL HUMIDIFICATION
- ❖ OVERCROWDING
- ❖ LIGHTING
- ❖ DRINKING WATER
- ❖ LATRINES AND URINALS
- ❖ SPITTONS

CLEANLINESS (SEC.11)

- ❖ (a)Dirt and refuses shall be removed daily;
- ❖ (b)Floor of every room shall be cleaned at least once in every week by effective method;
- ❖ (c) Effective means of drainage shall be provided and maintained wherever necessary;
- (d)All inside walls and partitions, all ceilings or top of rooms or passage and staircases shall be
 - (i) where they are painted or varnished, be re-painted or re-varnished at least once in every 5 yrs
 - (ia) Where they are painted with washable water paint, be re-painted with at least one coat of such paint at least once in every period of three yrs and washed at least once in every period of six months;
 - (ii) where they are painted or varnished or where they have smooth impervious surface, be cleaned at least once in every period of 14 months by such methods as may be prescribed;
 - (iii) In any other case, be kept white washed or colourwashed, and the whitewashing or colourwashing shall be carried out at least every period of 14 months.
 - (dd) all doors window frames and other wooden or metallic framework and shutters shall be kept painted or varnished at least once in period of 5 yrs;
 - (e) the dates on which the processes required by clause (d) are carried out shall be entered in the prescribed register (Form no.7) (Rule-15)



DISPOSAL OF WASTE AND EFFLUENTS (SEC:12/RULE:16)

- ❖ Effective arrangement shall be made for treatment for waste and effluents
- ❖ Complete details of arrangements for the treatment and disposal must be approved by Chief Inspector of Factories.



VENTILATION AND TEMPERATURE (SEC:13/RULE:18-20)

- ❖ Adequate ventilation by circulation of fresh air by means of openings in walls or roof and by means of mechanical circulation.
- ❖ Walls and roofs shall be of such material and so designed that temp. shall not exceeded but kept as low as practicable.
- ❖ Height of the room from floor to roof or ceiling to be increased to a height of 16 feet.



Dust and Fumes

(Sec:14)

- ❖ Effective measures shall be taken to prevent inhalation and accumulation of dust & fume in work place,
- ❖ If required exhaust appliances to be applied as near as possible to the point of origin of dust & fumes and such point shall be enclosed.
- ❖ No internal combustion engine shall be operated in any room unless effective measures have been taken to prevent accumulation of fume.



OVERCROWDING (SEC:16)

- ❖ **9.9 CUBIC METERS OF SPACE FOR EVERY WORKER FOR EXISTING FACTORIES.**
- ❖ **14.2 CUBIC METERS OF SPACE FOR EVERY WORKER FOR FACTORIES BUILT AFTER COMMENCEMENT OF THE ACT.**
- ❖ **NO ACCOUNT SHALL BE TAKEN OF ANY SPACE WHICH IS MORE THAN 4.2 METERS ABOVE THE FLOOR.**



LIGHTING (SEC.17/RULE-31,32,33)

- ❖ **SUFFICIENT AND SUITABLE NATURAL AND ARTIFICIAL LIGHT,**
- ❖ **3 FEET CANDLE AT A LEVEL OF 3 FEET ABOVE FLOOR**
- ❖ **EFFECTIVE PROVISIONS SHALL BE MADE TO PREVENT GLARE AND FORMATION OF SHADOWS TO SUCH EXTENT AS TO CAUSE EYE STRAIN OR RISK OF ACCIDENT.**



DRINKING WATER (SEC. 18/RULE-36-41)

- ❖ QUANTITY ONE GALLON PER WORKER
- ❖ SOURCE OF SUPPLY SHOULD BE APPROVED BY HEALTH OFFICER
- ❖ IF WELL AND RESERVOIR IS USED IT MUST BE STERILISED ONCE IN A WEEK
- ❖ REPORT FROM HEALTH OFFICER
- ❖ COOLING OF WATER WHERE IN MORE THAN 250 WORKERS ARE ORDINARILY EMPLOYED.



LATRINES AND URINALS (SEC.19/RULE-42-51)

- ❖ **LATRINE:** - UP TO 100W- 25/1
 ABOVE 100W- 50/1
- ❖ **SEPARATE LATRINE FOR FEMALE WORKERS**
- ❖ **CLEANLINESS OF LATRINES**
- ❖ **SIGN BOARD TO BE DISPLAYED**
- ❖ **URINALS:** - UP TO 500W- 50/1
 ABOVE 500W- 100/1
- ❖ **WHITE WASHED OR COLOUR WASHED ONCE IN FOUR MONTHS.**



SPITTOONS (SEC. 20)

- ❖ Provided and maintained in clean and hygienic condition sufficient nos. of spittoons,
- ❖ No person shall be allowed to spit within the premises except in the spittoons provided,
- ❖ Punishable with fine.

CHAPTER-IV

SAFETY

- ❖ SECTION-21
- ❖ SECTION-22
- ❖ SECTION-28
- ❖ SECTION-29
- ❖ SECTION-31
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- ❖ SECTION-36
- ❖ SECTION-38
- ❖ SECTION-40B
- ❖ FENCING OF MACHINERY
- ❖ WORK ON OR NEAR MACHINERY IN MOTION
- ❖ HOISTS AND LIFTS
- ❖ LIFTING MACHINES, CHAINS, ROPES AND LIFTING TACKLES
- ❖ PRESSURE PLANT
- ❖ FLOOR, STAIR AND MEANS OF ACCESS
- ❖ PITS, SUMPS, OPENING IN FLOORS
- ❖ PROTECTION OF EYES
- ❖ PRECAUTION AGAINST DANGEROUS FUMES, GASES
- ❖ PRECAUTION IN CASE OF FIRE
- ❖ SAFETY OFFICERS



FENCING OF MACHINERY

SEC-21

- ❖ Every moving part, fly wheel,
- ❖ Every part of transmission machinery,
- ❖ Every dangerous part of any other machinery
- ❖ SHOULD BE:-
 - * Securely fenced by safe guards
 - * Shall be constantly maintained and kept in position while the part of machinery is in motion



WORK ON OR NEAR MACHINERY IN MOTION

SEC-22/RULE 59A

- ❖ **Specially trained adult male worker**
- ❖ **Wearing tight fitting and clothing**
- ❖ **Whose name has been recorded in register in form no. 32.**

Employment of Young persons on Dangerous Machines (Sec.23)

- ❖ No young person shall be required or allowed to work on a dangerous machine unless:-
- ❖ He has been fully instructed as to the dangers arising in connection with the machine
- ❖ He has received sufficient training in work at the machine
- ❖ Under adequate supervision by a person having thorough knowledge and experience of the machine



HOIST AND LIFTS

SECTION- 28

- ❖ Of good mechanical construction, sound material and adequate strength;
- ❖ Properly maintained;
- ❖ Thoroughly examined by a competent person at least once in a period of six months;
- ❖ Register should be kept containing prescribed particulars of every such examination;
- ❖ Maximum safe work load should be marked;
- ❖ Provision of additional rope or chain.



LIFTING MACHINING, CHAINS, ROPES AND LIFTING TACKLES

SEC-29/RULE-56A, 56B

- ❖ All parts should be:-
- ❖ Of good construction, adequate strength and free from defects;
- ❖ Properly maintained;
- ❖ Thoroughly examined by a competent person once in a year;
- ❖ Should not be used for the first time without test
- ❖ Safe work load should be marked
- ❖ Table of safe working load of all lifting tackles should be kept in store
- ❖ Register should be maintained with distinctive number.



SAFETY COMMITTEE

Rule 62C

- ❖ **250 or more workers are ordinarily employed, or**
- ❖ **Hazardous Process, or**
- ❖ **Dangerous Process or Operation**



Representation of Safety Committee

- ❖ **Chairman- A sr. official who by his position in the organization can contribute efficiently to the function of the committee.**
- ❖ **Secretary- Safety Officer**
- ❖ **Representation from Production, Maintenance and Purchase department.**



Other important provisions of Safety Committee

- ❖ **Tenure of Safety Committee will be Two years**
- ❖ **Committee shall meet at least once in three months.**
- ❖ **Minutes shall be recorded and produced to the Inspector on demand**
- ❖ **Workers representatives shall be elected by the workers**
- ❖ **Owing to the size or for effective functioning of the committee, if required , Sub-committee can be formed.**



Rights of the Safety Committee

(Rule 62C, sub rule 6)

- ❖ Ask for necessary information concerning with health and safety of the workers,
- ❖ Seek any relevant information concerning health and safety of workers.



Function and Duties of the Safety Committee(Rule 62C sub rule7)

- ❖ Assisting and co-operating with management in aims and objectives in the health and safety policy of the occupier,
- ❖ Creating safety awareness amongst all workers,
- ❖ Undertaking educational training and promotional activities,
- ❖ Carrying out health and safety surveys
- ❖ Looking in to complain and imminent danger

Constitution of Site Appraisal Committees**41. A****State Govt. to appoint to grant permission for hazardous process factories****1. CIF- Chairman.****2. Representative from Central & State Water & Air Pollution Control Boards (4).****3. Representative of Deptt. of environment of State.****4. Representative-Meteorological Govt. of India.****5. An expert from occupational health.****6. A representative Town Planning Deptt. State Govt. not more than 5 members co-opted by State Govt.****7. A scientist with specialized knowledge of hazardous process.****8. Representative of local authority in whose jurisdiction factory established.****9. Not more than three persons deemed fit by State Govt./ Examine &**



VI. Welfare :

- 42. Washing facilities.**
- 43. Facilities for storing and drying clothing.**
- 44. Facilities for sitting.**
- 45. First Aid Appliances. 500 or more workers- Ambulance Room.**
- 46. Canteens- 250 + workers = Subsidised canteen.**
- 47. Shelters, rest rooms and lunch Rooms- for workers.**
- 48. Creches – Where 30 + women workers employed.**
- 49. Welfare Officer- Where 500 + workers**



VI. Working Hrs.

51. Weekly- Not more than 48 Hrs

54. Daily – Not more than 9 Hrs

52. Weekly Holidays- 1st day of week.

53. Compensatory Holidays- in exempted factories.

59.Extra wages for overtime: double the rate for more than 9 hrs work a day or 48 hrs in a week.

62. Register for Adult workers.



64. Power to make exempting Rules

Urgent repair - Daily – Not more than 10 Hrs

Preparatory work - Spread over- Not > 12 Hrs

Intermittent work - weekly – Not > 60 Hrs

Technical reasons - OT- maximum 50 Hrs/qtr

65. Power to make exempting orders.

Urgent repair - Daily –Not more than 12 Hrs

Preparatory work - Spread over- Not more than 13 Hrs

Intermittent work - weekly – Not more than 60 Hrs

Technical reasons - OT- maximum 75 Hrs/qtr

Restrictions on employment of women – not allowed except between 6:00 AM & 7:00 PM.



Factories Act, 1948 Ist Schedule[See section 2(cb)]

Hazardous Process induction

<p>1. Ferrous metallurgical Industries -- Integrated Iron & Steel -- Ferro-alloys --Special Steels</p>	<p>2. Non-ferrous metallurgical Industries - Primary Metallurgical Industries, namely, zinc, lead, copper manganese and aluminum</p>	<p>3. Foundries (ferrous and non-ferrous) - Castings & forgings including cleaning or smoothing/roughening by sand & shot blasting.</p>
<p>4. Coal (including coke) industries. - Coal, Lignite, Coke, etc. - Fuel Gases (including Coal gas, Producer gas, Water gas</p>	<p>5. Power Generating Industries 6. Pulp & paper industries 7. Fertilizer Industries - Nitrogenous - Phosphate - Mixed</p>	<p>8. Cement Industries 9. Petroleum Industries - Oil Refining -Lubricating Oils & Greases -10. Petro-chemical Industries</p>

Hazardous Process induction

<p>11. Drugs and Pharmaceutical Industries 12. Fermentation Industries 13. Rubber Industries 14. Paints & Pigment Industries</p>	<p>15. Leather Tanning Industries 16. Electro-plating Industries 17. Chemical Industries 18. Insecticides, Fungicides, herbicides & other Pesticides Industries</p>	<p>19. Synthetic Resin and Plastics 20. Man-made Fibre 21. Manufacture & repair of electrical accumulators 22. Glass & Ceramics</p>
<p>23. Grinding or glazing of metals 24. Manufacture, handling and processing of asbestos and its products</p>	<p>25. Extraction of oils and fats from vegetable and animal sources 26. Manufacture, handling and use of benzene and substances containing Benzene</p>	<p>27. Manufacturing processes and operations involving carbon disulphide 28. Dyes and Dyestuff including their intermediates 29. Highly flammable liquids and gases. TATA INGENIERIES LIMITED</p>



Factories Act, 1948 IIIrd Schedule

(see section 89 & 90)

List of Notifiable diseases -29

1. Lead poisoning
2. Lead tetra-ethyl poisoning
3. Phosphorous poisoning
4. Mercury poisoning
5. Manganese poisoning
6. Arsenic poisoning
7. Poisoning by nitrous fumes.
8. Carbon bi-sulphide poisoning
9. Benzene poisoning
10. Chrome ulceration
11. Anthrax.
12. Silicosis.
13. Poisoning by halogens
13. Pathological manifestation due to :-
radium or other radioactive substances.
X-rays.

14. Primary epitheliomatous cancer of the skin.
15. Toxic anemia.
16. Toxic jaundice due to poisonous substances.
17. Oil acne or dermatitis
18. Byssinosis.
19. Asbestosis.
20. Occupational or contact dermatitis
21. Noise induced hearing loss
22. Beryllium poisoning.
23. Carbon monoxide.
24. Coal miners' pneumoconiosis.
25. Phosgene poisoning.
26. Occupational cancer.
27. Isocyanates poisoning.
28. Toxic nephritis.



Thank You

TATA PIGMENTS LIMITED