

COMPLIANCE WITH FACTORIES ACT 1948: UNDERSTANDING CHAPTER 3



About Factories Act 1948

Factory Act is a central legislation which came into existence in 1881. The Act was amended in the year 1891, 1911, 1922, 1934, 1948, 1976 and 1987. It was extensively amended in the year 1948.

The Factory Act 1948 is more comprehensive than the previous act and focuses mainly on health, safety, welfare of the workers inside factories, working hours, minimum age to work, leave with pay etc.

The Court held in Ravi Shankar Sharma v. State of Rajasthan (1993) that the Factory Act is social legislation that covers the health, safety, welfare, and other aspects of factory workers.

Vision

01

The main provision of the act are safety, guarding of machines, health and cleanliness, drinking water, washing and latrine facilities, lunch rooms and rest rooms, sitting arrangements, first aid and dispensary facilities in factories employing more than 500 workmen, welfare officer where more than 500 workmen are employed

02

Creches where more than 50 women are employed and weekly hours 48 for adults and 27 for younger persons, regulations regarding young persons, rate of payment for overtime work, rest for half an hour after maximum of 5 hours of work, number of hours of work, and weekly holiday.

03

spittoon sand holidays with wages at the rate of one day for every 20 days worked



History of factories act 1948

The Factory Act, a century-old law, introduced modern industrialization to India, with the first cotton textile factory in Bombay established in 1854.

India faced issues with early employment, long hours, and hazardous conditions, leading to legislation for factories and industries. Protective labor legislation was recognized in 1850, but British government did little.

By 1870, numerous industries were established in Bombay, Nagpur, Kanpur, Madras, Bihar, Rishra, and Bengal, with iron and steel works, jute spinning mills, and 5000 power looms in operation.

The Bara Bazar organisation, founded in 1878 by Sasipad Bannerjee, aimed to improve the welfare of jute mill employees, and recorded strikes in 1877 at Nagpur Empress Mill.

During the 1870s, Bally paper mills were created at Hooghly and many other tanning and leather factories were established in Kanpur, resulting in the development of factory establishments in India.

The industrial revolution in England between 1760 and 1820 led to the development of mechanical innovations like the steam engine, enabling humans to drive powerful machines.

Chapter III of Section11 to 20 of the Factories Act, 1948, deals with the provisions relating to the health of the workers in a factory.

01	Cleanliness (sec.11)	04	Dust & Fumes (sec.14)	07	Lighting (sec.17)	10	Spittoons (sec.20)
02	Disposal of Wastes & Effluents (sec.12)	05	Artificial Humidification (sec. 15)	08	Drinking Water (sec.18)		
03	Ventilations & Temperature (sec.13)	06	Overcrowding (sec.16)	09	Latrines & Urinals (sec.19)		



Cleanliness (sec.11)

Accumulation of dirt shall be removed daily.

All doors, windows, other wooden or metallic frameworks, and shutters must be painted or varnished.

Once every three years and washed at least once every six months- they are painted with washable water paint and repainted with at least one coat.

once in the week- the floor of every workroom shall be cleaned

once in every period of 5 years-If the paint vanished it should be repainted or varnished

once in every 5 years-All inside walls, partitions, ceilings must be repainted or varnished

Every fourteen months smooth impervious surfaces should be cleaned. Otherwise, whitewashing or color washing is required.

once in every period of five years-all doors and window frames and other wooden or metallic framework and shutters shall be kept painted or varnished

The dates on which the processes required by clause (d) are carried out shall be entered in the prescribed register.



Disposal of Wastes & Effluents (sec.12)

Every factory must make effective arrangements to treat and dispose of waste and effluents generated during manufacturing processes.

sub-section (1) or requiring that the arrangements made in accordance with sub-section (1) shall be approved by such authority as may be prescribed.

The State Government may make rules prescribing the arrangements to be made under



Ventilations & Temperature (sec.13)

the Chief Inspector that excessively high temperatures in any factory can be reduced by the adoption of suitable measures,

The rules made under subsection (2) serve on the occupier a written order specifying the measures that, in his opinion, should be implemented and requiring them to be carried out by a specified date.

proper measuring instruments, at such places and in such position as may be specified, shall be provided and such records, as may be prescribed, shall be maintained.

adequate ventilation by the circulation of fresh air, and (b) such a temperature as will secure reasonable conditions of comfort for workers and prevent injury to health;

To protect workers from excessively high temperatures, take appropriate measures such as separating the process from the workroom, isolating hot parts, or other effective means.

The walls and roofs must be made of appropriate materials and designed to prevent temperatures from exceeding the bill as much as possible.



Dust & Fumes (sec.14)

Factory workers must be protected from harmful dust or fumes, and exhaust appliances should be applied to the source of the impurity, ensuring it is enclosed.

Injurious or offensive dust and fumes must be inhaled or accumulated.

Effective measures must be taken in any room where an internal combustion engine is operated to prevent fume accumulation that may harm workers.



prescribing
standards of
humidification

regulating the
methods used for
artificially
increasing the
humidity of the air

directing prescribed
tests for determining
the humidity of the
air to be correctly
carried out and
recorded

prescribing methods
to be adopted for
securing adequate
ventilation and
cooling of the air in
the workrooms

Factories with
artificially increased
humidity must obtain
water from public
sources or be
purified before use.

An Inspector can order a
factory manager to purify
water used for increasing
humidity, specifying
necessary measures and
requiring them to be
implemented by a
specified date.

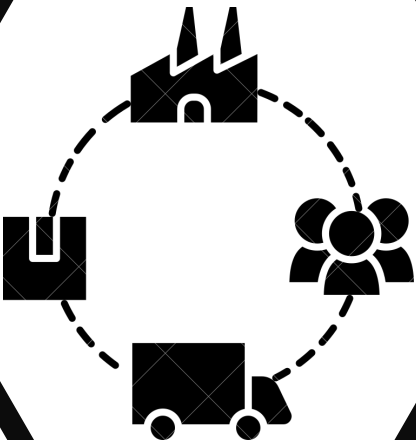
Artificial Humidification (sec. 15)



Overcrowding (sec.16)

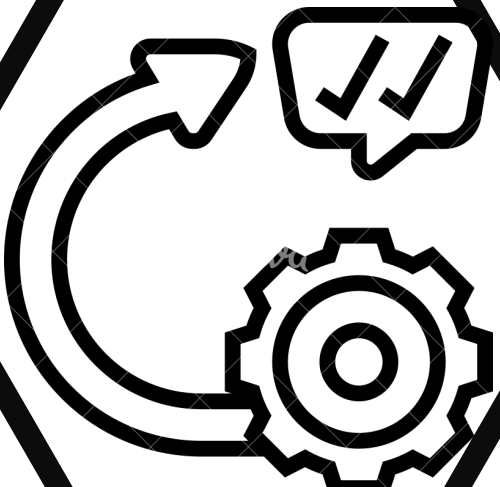
No room in any factory shall be overcrowded to an extent injurious to the health of the workers employed therein

The Chief Inspector may order a notice in each factory workroom outlining the maximum number of workers permitted in the room.



The Chief Inspector may exempt a workroom from provisions of this section, subject to conditions, if compliance is unnecessary for worker health.

A factory must have at least 1 room for every worker, with no space exceeding 3 meters above the floor level, in its existing workroom on the commencement of this Act or a factory built after.



Lighting (sec.17)

A factory must ensure adequate and suitable lighting, whether natural or artificial, is provided and maintained in every area where workers work or pass.

In every factory effective provision shall, so far as is practicable

The room in every factory must have clean, glazed windows and skylights for lighting, free from obstruction, as per rules under sub-section (3) of section 13.

glare, either directly from a source of light or by reflection from a smooth or polished surface

the formation of shadows to such an extent as to cause eye-strain or the risk of accident to any worker.

The State Government may prescribe standards of sufficient and suitable lighting for factories or for any class or description of factories or for any manufacturing process.



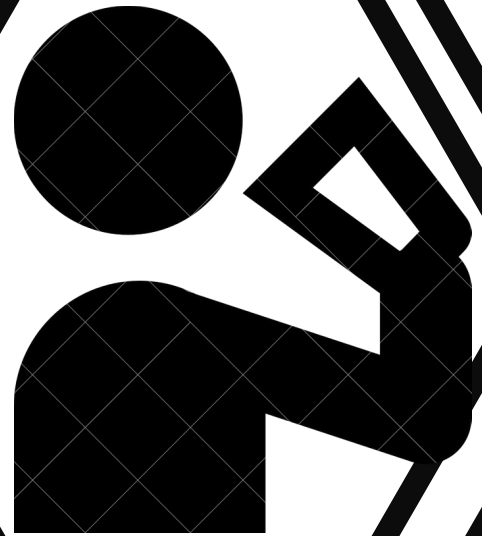
Drinking Water (sec.18)

Factory workers must be provided with a sufficient supply of clean drinking water at convenient points in the workplace.

Drinking water points in factories must be legibly marked in a language understood by workers and not within 6 meters of any source of contamination unless approved in writing.

In factories with over 250,000 workers, effective measures must be taken to provide cool drinking water during hot weather and ensure its distribution.

The State Government can establish rules for factories to ensure compliance with provisions and conduct examinations by prescribed authorities for the supply and distribution of drinking water.



Latrines & Urinals (sec.19)

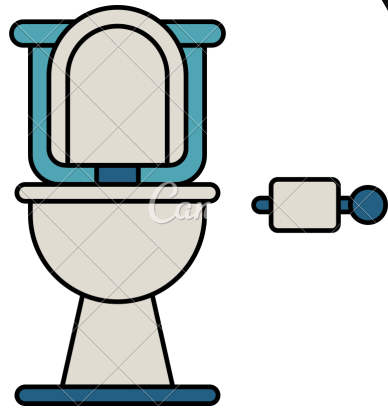
Workers must have convenient, accessible latrine and urinal accommodations, with separate enclosed spaces for male and female workers at the factory

For factories employing over 250 workers, latrines and urinals must be of prescribed sanitary types, with floors and walls covered in glazed tiles or other polished surfaces.

Accommodations must be well-lit, ventilated, and clean, with exceptions for work rooms. Sweepers are employed to maintain cleanliness in latrines, urinals, and washing areas.

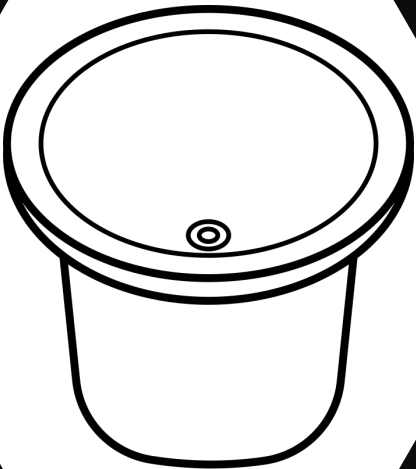
Sub-section (1) mandates thorough washing and cleaning of floors, walls, blocks, latrines, and urinals every seven days using appropriate detergents or disinfectants.

The State Government can allocate latrines and urinals in factories based on the number of workers, and may also mandate sanitation measures for workers' health.



Spittoons (sec.20)

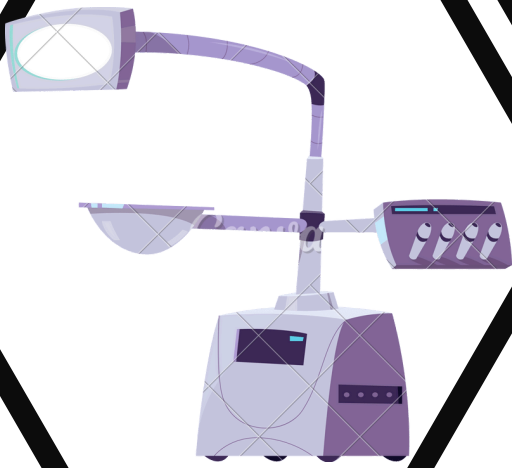
Factory facilities must have adequate spittoons in convenient locations, maintained in a clean and hygienic condition.



A factory prohibits spitting within its premises, except in designated spittoons, and a notice outlining this provision and the penalty for violation must be prominently displayed.

Whoever spits in contravention of sub-section (3) shall be punishable with fine not exceeding five rupees.

The State Government can establish rules for the type, number, and location of spittoons in factories, as well as their maintenance in a clean and hygienic condition.



Conclusion

Understanding the provisions for welfare amenities for workers.

Exploring the requirements for canteen facilities, restrooms, and first aid provisions.

Examining the regulations related to working hours and overtime.

Understanding the provisions for weekly hours, rest intervals, and compensatory offs

Understanding the provisions for annual leave and holidays for factory workers.

Exploring the regulations related to earned leave and public holidays.

Thank You

Thank you a bunch for giving me the opportunity
to learn about the factories act 1948-
Regards Praiselin R

