

INDIAN FACTORIES ACT ,1948

MODULE 4

INTRODUCTION

- The **Factories Act, 1948** is a social legislation which has been enacted for occupational safety, health and welfare of workers at work places. The objective of the **Act** is to regulate the conditions of work in **manufacturing** establishments coming within the **definition** of the term '**factory**' as used in the **Act**.
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PROVISIONS

- **The Factories Act, 1948 contains the following provisions relating to Labour Welfare:**
- (1) Washing Facilities: ADVERTISEMENTS: ...
- (2) Facilities for storing and drying clothing: ...
- (3) Facilities for sitting: ...
- (4) First aid appliances: ...
- (5) Canteens: ...
- (6) Shelters, rest rooms and lunch rooms: ...
- (7) Creches: ...
- (8) Welfare officers:
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TWO MAIN OBJECTIVES

- The main **objectives** of the Indian **Factories Act, 1948** are
- 1. To regulate the working conditions in **factories**,
- To regulate health, safety welfare, and annual leave and enact special provision in respect of young persons, women and children who work in the **factories**.
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OTHER NAME OF FACTORY ACT

- The **Factories Act**, 1948 (**Act** No. 63 of 1948), as amended by the **Factories (Amendment) Act**, 1987 (**Act** 20 of 1987), served to assist in formulating national policies in India with respect to occupational safety and health in **factories** and docks in India.

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WHO INTRODUCED?

- In March 1841 **Fox Maule** introduced a Factory Bill and a separate Silk Factory Bill. The Factory Bill provided that children were now not to work more than seven hours a day; if working before noon they couldn't work after one p.m. The education clauses of the 1839 Bill were retained.

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WHAT WAS THE FIRST FACTORY ACT?

- In 1833 the Government passed a **Factory Act** to improve conditions for children working in **factories**. Young children were working very long hours in workplaces where conditions were often terrible. The basic **act** was as follows: no child workers under nine years of age.
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WHAT DO YOU MEAN BY FACTORY ACT?

- The **Factories Act 1948** was an [Act of Parliament](#) passed in the [United Kingdom](#) by the Labour government of [Clement Attlee](#). It was passed with the intention of safeguarding the health of workers. It extended the age limits for the medical examination of persons entering factory employment, while also including male workers in the regulations for providing seats and issuing extensive new building regulations.
- Under the legislation, young persons under the age of eighteen became subject to medical examination not only on entry to the place of work, but annually thereafter. Certificates of fitness were also made a requirement for young people employed in the loading, unloading and [coaling of ships](#) and other kinds of work in ships on harbour or wet dock, engineering construction and building operations as well as for factory employees.

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OTHER OBJECTIVES

- **Objective of Factories Act ,1948**

The main objectives of the Indian Factories Act, 1948 are to regulate the working conditions in factories, to regulate health, safety welfare, and annual leave and enact special provision in respect of young persons, women and children who work in the factories.

1.Working Hours:

According to the provision of working hours of adults, no adult worker shall be required or allowed to work in a factory for more than 48 hours in a week. There should be a weekly holiday.

2.Health:

For protecting the health of workers, the Act lays down that every factory shall be kept clean and all necessary precautions shall be taken in this regard. The factories should have proper drainage system, adequate lighting, ventilation, temperature etc.

OTHER OBJECTIVES

- **3.Safety:**

In order to provide safety to the workers, the Act provides that the machinery should be fenced, no young person shall work at any dangerous machine, in confined spaces, there should be provision for manâholes of adequate size so that in case of emergency the workers can escape.

4. Welfare:

For the welfare of the workers, the Act provides that in every factory adequate and suitable facilities for washing should be provided and maintained for the use of workers.

PENALTIES

- **5. Penalties:-**

The provisions of The Factories Act, 1948, or any rules made under the Act, or any order given in writing under the Act is violated, it is treated as an offence. The following penalties can be imposed:-

- (a) Imprisonment for a term which may extend to one year;
- (b) Fine which may extend to one lakh rupees; or
- (c) Both fine and imprisonment.

APPLICABILITY

- **Applicability of Factories Act, 1948**

The Act is applicable to any factory whereon ten 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 with the aid of power, or is ordinarily so carried on, or 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 this does not include a mine, or a mobile unit belonging to the armed forces of the union, a railway running shed or a hotel, restaurant or eating place.

IMPORTANCE

- **Importance of Factories Act, 1948**

The Factories Act, 1948 is a beneficial legislation. The aim and object of the Act is essentially to safeguard the interests of workers, stop their exploitation and take care of their safety, hygiene and welfare at their places of work. It casts various obligations, duties and responsibilities on the occupier of a factory and also on the factory manager. Amendments to the Act and court decisions have further extended the nature and scope of the concept of occupier, especially vis-a-vis hazardous processes in factories.

SALIENT FEATURES

- **Salient features of the Act**
- Working hours of the workers should not exceed 48 hours per week and there must be a weekly holiday.
- To ensure the safety of the workers, the factories should be fully fenced and children should not be allowed to work in hazardous and confined areas. Also, the state government has to monitor every factory to ensure the safety measures.
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CONCLUSION

- The Factories Act plays an important role in the industrial sector, it gives a wide range of benefits to the workers in the factory and industry. It relatively increased their working conditions, health, safety and welfare. Workers are considered as backbone of indian economy. Moreover act bring awareness to the workers for safeguard of their interest.