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Md.Anwarul Habib

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Ans. to the Ques. No. 1Hazard:

A hazard is a potential source of harm. Substances, events or circumstances can constitute hazards when their nature would allow them, even just theoretically, to cause damage to life, property or any other interest of value.

It is a very common ~~word~~ and familiar word, ~~word~~

Development of various hazards is gradual and is being evolved with new dimension and shape with the scientific developments and achievements in different arena of business. Basically, hazards weighted prior importance with the advent of industrialization.

The first change, for hundreds of FOI

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years in the nature of industrial hazard came with the introduction of steam powered machinery. Labor came electricity, the use of which gave rise to yet other types of hazards that ends with sudden death, injury or property damage.

The pattern of risk has also changed, when gas & liquid hydrocarbon join with coal as fuel. The continual spread of mechanization and the ever increasing variety of industrial chemicals in use have added yet further problems of hazards. More recent hazards are those deriving from ionizing radiation and atomic power.

During and after the seventies of the last century, there has been a substantial change in the industrial process, because of some ~~technical~~ technological advancements. Most of the process industries are being designed with severe operational parameters to have better yield, quality product and easy process.

This concept added some more to the flocks of hazard. New hazards are cropping up with every change in situation.

If we again look back to the definition of hazard, we can present a more comprehensive definition of it may be as "A hazard

is any real potential condition or act that could cause damage to property or harm to environment or may disrupt ^{to} process operation or commence injury death/prolong sickness to person but has not yet done so."

Accidents are end-results of hazard.

Potential hazards are to be investigated, identified and eliminated or reduced to safe level to avoid accidents. Accidents causes consequential health, life, environment and/or property damage.

Categories of Hazard:

Hazards in the working situation may be categorized in the following manner.

- (i) Physical Hazards
- (ii) Chemical Hazards
- (iii) Biological Hazards
- (iv) Psychological Hazards
- (v) Human factor, failure Hazards.

Before elaborating the steps to control these hazards in a safe way, let us see the individual kinds of hazards that are described to some extents:

① Physical Hazards -

Hazards due to agents/items present at the working place.

Example of agents : ~~etc~~

⇒ Equipment

⇒ Machines

⇒ Electricity

⇒ Extreme Heat or cold

⇒ Humidity

⇒ Noise

⇒ Vibration, Moving objects

⇒ Place and position of works etc.

⊗ Chemical Hazards -

Raw materials, Products, Chemicals, catalyst Agents etc - possess some dangerous characteristics such as explosion, radiation, toxicity, corrosion, poisoning, oxidization, irritation, some carcinogenic etc which are responsible for chemical hazards. Example of agents : 106

Acids, bases, dyes, paints, moist, solvents, cotton dusts, gasoline vapour, welding fumes, H_2S , SO_2 ~~etc~~ chlorine, chromium, lead etc.

④ Biological Hazards -

Micro-organisms and their metabolic products are the cause of biological hazards.

④ \Rightarrow Hydrogen Sulfide gas can form from some micro-organisms that are found in waste water drums mixes with sulfur content.

Certain dose of it is seriously toxic and may cause death.

\Rightarrow Hazards those spreads from animals or animal products are also of biological category.

Examples: Anthrax (Bacteria),
 Tuberculosis (Mycobacterium), HIV,
 Hepatitis B (Virus), Aspergillus (Fungi),
 Bird flu etc.

④ Psychosocial Hazards -

Working relationship or situational factors that create psychological/mental pressure in the employee.

- Mental stress
- Monotony of work
- Fatigue
- Brain fog.

④ Human Factors Failure Hazards -

Outcome from human faults and lagging. Unsafe work practice,

Ergonomics factors, lack of communication, poor training, improper manning, accident proneness etc.

Controlling Hazards -

Hazard control is a continuous process in industries. This starts with the design phase, continues during the operation and ends with the close down of the industry. Here, ~~is~~ we will be ~~dis~~ discussing a very basic and primary concept of hazard control ~~is~~ ~~dis~~ will be discussed.

Steps of hazard control are -

② Hazard Identification - A group of experienced and expert

people will create a team and make an audit to identify the ~~hazards~~ hazards those pose in working place.

⇒ Hazard Inventory - That team of experts will make a list of hazards that are previously identified.

⇒ Hazard Ranking - This step is to rank hazards based on its severity and potentiality of merit. This should be ranked in descending order based on the basis of level of the risk they pose.

⇒ Assessing probability of occurrence.

Hazards should be listed and further ranked based on the probability of their occurrences also.

⇒ Hazard Rank Assessment: Hazard ranks must be assessed over a period of time to observe any differences.

⇒ Hazard Control.— Attempt should be made to eliminate hazards or look for alternative method which may replace major hazards by a less severe hazard. Since, these ~~can~~ may not be possible to eliminate, but should be made to controls.

Ans. to the Ques. No. 63Acceptance :

Acceptance of a proposal means unconditional agreement to all the terms of that proposal. Acceptance may often be oral or in writing, but in some cases an offeree may accept an offer by doing something.

Types of valid acceptance :

According to the 'Contract Act 1872', Acceptance can come in one of three types :

(i) Express - A direct and absolute outward manifestation of the agreement, such as - I accept your offer.

(ii) Implied - The acts of the parties show that the offer has been accepted, such as when both parties to a contract begin to perform the terms of the contract.

(iii) Conditional - Acceptance is conditional on the happening of something, such as - I accept your offer so long as you trim ~~my~~ my tree in the next days. By its terms, a conditional acceptance is a counter offer.

Rules of valid acceptance :

(i) Acceptance must be absolute and unqualified : According to section 7 of the 'Contract Act' 1872, "In order to convert a proposal into a promise the acceptance must be absolute and ~~or~~ unqualified"

(ii) The acceptance must be unconditional.

All of the terms of the offers must be accepted. An acceptance must be unconditional, if it has variation, then it is no acceptance.

(iii) Acceptance might be conditional.

Example : I accept your offer so long as you trim my tree

in the next two days.

(iv) Merely inquiries do not count as

rejection: In some situations, what may seem to be a counter offer may not be actually deemed as such, it all depends upon how they are worded.

(v) The acceptance must be

expressed in some usual and reasonable manner: Section 7(2)

of the Act says, in order to convert a proposal into a promise, the acceptance must be expressed in some usual and reasonable manner.

(vi) Acceptance offer may become a terms of the agreement if it is accepted :

When a proposal is not accepted without any condition or is accepted with some conditions, then the party ~~to~~ to whom the proposal is made is said to make a new one (counter offer).

(vii) The acceptance must be communicated to the offeror :

The acceptance must be communicated. Depending of the construction of the conduct - acceptance may not have to come until notification of the performance of the conditions.

(vii) Silence can never amount to an acceptance : The acceptance is ~~only~~ complete only when it is communicated to the offeror.

(viii) The postal rule -

Section (4) :- The communication of an acceptance is complete, as against the proposer, when it is put in a course of transmission to him, so as to be out of the power of the acceptor.

(ix) Modern methods of

communications : Answer machine methods would be down to interpretation by the court.

(vvi) The mode of acceptance.

(vvi) Time of acceptance

(viii) Before offer.

(viv) The acceptance must be made when the offer is force.

Ans. to the Ques. No. 6.

Anti-Articles of Association:

The articles of association contain rules, regulations and bye-laws regarding the internal management of companies.

Articles of association form a document that specifies the regulations for a company's operations and defines company's purpose. The document lays out how tasks are to be accomplished within the organization, including the process for appointing directors and the handling of financial records.

Memorandum of association :

Memorandum of association is the most important document of a company. It states the object for which the company is formed. It contains the rights, privileges and powers of the company. It is treated as the constitution of the company. It determines the relationship between the company and the outsiders.

Formation of a company :

⇒ Essential steps of formation of a company :

Before a company can be formed the following steps must be taken :

1. The memorandum and articles must be prepared. These two documents must be filled when application is made for the reg. and incorporation of the company.
2. If it is proposed to have a paid up capital or more than Rs 3 crores, ~~saction~~ sanction of the ~~as~~ central government must be obtained under the capital issues Act 1956.
3. If the company to be formed intends to participate in an industry which is included in the schedule annexed to the industries Act 1951, a license must be obtained under the act. [21]

4. Company must be registered in accordance with the provisions of the ~~com~~ companies Act 1956.

In case of public company, below cases ~~most~~^{are} required:

5. The prospectus ~~or~~ must be issued and registered with the registrar.

6. Minimum subscriptions must be ~~raise~~ raised and allotment of shares must be made.

⇒ Registration and Incorporation:

1. Memorandum of Association, prepared in accordance with the provisions of the company Act and signed by at least 7 persons (public company) or 2 persons (private company).

2. The articles of association, in case of unlimiteade companies, companies limited by guarantee and private companies limited by shares.

3. A declaration by any of the following persons, ~~or~~ an attorney, a pleader, a chartered accountant, or a person named in the articles

as directors.

4. A duly signed list of persons have consented to be directors of the company, their consent in writing and signed agreement with every such director to take the number of shares required to qualify as director.

5. The reg. fees of a company is fixed on a graditude scale on the amount of ~~the~~ nominal capital or the number of members.

Ans. to the Ques. No. 2

Cleanliness : Cleanliness can be said as a state of being free of dirt and germs. Although it is impossible for one to get rid of the germs entirely regardless of all the techniques, as millions of germs roam about in the air.

A clean workplace can be said as a place where there is an all-round protection ~~from~~ ^{from} ~~of~~ germs to ~~not~~ health. It is not a place which looks clean by a place which actually germs free for the employee, employer and customers.

Employee Welfare: Employee welfare is a term which includes the perks and benefits provided to the employees of the organization apart from their regular salary or remuneration, the main motive of serving employees benefits services is to improve or enhance the employees well-being.

I will ensure employee welfare according to the Labour Law Act 2006, Bangladesh by following each and every steps from the act and ensuring

the actual benefits and other advantages of the employees.

According to the Act, I will follow the below steps and rules to ensure employee welfare;

④ First Aid Appliances - According

to the Act, I will try to:

- Implement enough first aid resources ~~and such~~ that are accessible during all working hours.
- Number of first aid boxes will not be less than one for every 150 ~~emp~~ workers.

④ Maintenance of safety record book :

I will try to establish a safety record book and safety board.

⑤ Working Facilities :

I shall provide adequate amount of washing and bathing facilities to the use of the workers.

⑥ Providing Canteens -

I shall establish enough number of canteens with fresh and healthy food items for the workers.

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- ⑤ Shelters - I shall provide a suitable room for every ~~the~~ ~~ten~~ group of workers.
- ⑥ Rooms for children - Rooms for the children of the workers ~~are~~ must be provided by me.
- ⑦ Recreational and Educational Facilities in the workplace :
- ⑧ Housing Facilities in Remote areas of the country if my company is established there.
- ⑨ Facilities of daily necessities must be filled for the workers.