



THIRUTHANGAL NADAR COLLEGE

(Belongs to the Chennaivazh Thiruthangal Hindu Nadar Uravinmurai Dharma Fund)

Selavayal, Chennai-51.

A Self-Financing Co-educational College of Arts & Science

Affiliated to the University of Madras

Accredited with 'B' Grade by NAAC

An ISO 9001: 2015 Certified Institution

NAME OF THE DEPARTMENT: B.COM (CORPORATE SECRETARYSHIP)

SUBJECT : INDUSTRIAL LAW

TOPIC : THE FACTORIES ACT 1948

STAFF NAME : Dr.M.SUJATHA

▶ THE FACTORIES ACT 1948

Dr.M.SUJATHA

THE FACTORIES ACT, 1948

- ❑ An Act to consolidate and amend the law regulating labor in factories.
- ❑ It extends to the whole of India.
- ❑ It shall come into force on the 1st day of April, 1949.

DEFINITIONS OF FACTORIES ACT 1948

- ❑ Adult (≥ 18)
- ❑ Adolescent (15 to 17)
- ❑ Child (≥ 14)
- ❑ Competent Person (person for the purposes of carrying out tests required in a factory)
- ❑ Young Person (child/adolescent)
- ❑ Prime Mover (engine/motor etc. for providing power)

CHAPTER 2

THE INSPECTING STAFF

- General duties of the Occupier General
- duties of the Manufacturers Inspectors
- & their powers Certifying Surgeons

CHAPTER 3 - HEALTH

- ▶ Cleanliness & Disposal of wastes & effluents Ventilation & Temperature
- ▶ Dust & Fume
- ▶ Artificial Humidification
- Overcrowding
- ▶ Lighting & Drinking Water Toilets & Spittoons

CHAPTER 4 SAFTEY

- ❑ Fencing of Machinery
- ❑ Guidelines on working near dangerous machines & employment
- ❑ Self-acting/revolving machines & Casing
- ❑ Hoists & Lifts
- ❑ Excessive Weights & Protection of Eyes
- ❑ Safety of buildings & machinery
- ❑ Precautions
- ❑ Power to supplement this chapter

CHAPTER 5 WELFARE

- ❑ Washing/Storing & facilities for drying clothing
- ❑ Sitting Facilities
- ❑ First-aid appliances & Canteens
- ❑ Shelters, Rest & Lunch Rooms
- ❑ Crèches
- ❑ Welfare Office
- ❑ Power to supplement this chapter

CHAPTER 6

WORKING HOURS OF ADULTS

- ❑ Daily/Weekly Hours
- ❑ Weekly & Compensatory Holidays
- ❑ Intervals for rest & Spread over
- ❑ Night shifts & Prohibition of overlapping shifts
- ❑ Extra wages for overtime
- ❑ No Double Employment
- ❑ Notice of periods of work for adults
- ❑ Register of Adult workers

CHAPTER 7

EMPLOYMENT OF YOUNG PERSONS

- ❑ Prohibition of employment of young children
- ❑ Non-adult workers to carry tokens
- ❑ Certificate of fitness
- ❑ Working hours for children
- ❑ Notice of periods of work for children
- ❑ Register of child workers
- ❑ Power to make rules

CHAPTER 8

ANNUAL LEAVE WITH WAGES

- ❑ Annual Leave with wages
- ❑ Wages during Leave period
- ❑ Payment in advance in certain cases
- ❑ Power to make rules
- ❑ Power to exempt factories

SPECIAL PROVISION

- ▶ Power to apply the act to certain premises Power to exempt public institutions Dangerous operations
- ▶ Notice of certain accidents Power to direct enquiry Power to take samples

CHAPTER 10

PENALTIES AND PROCEDURE

- ❑ Penalty for offences/obstructing inspector
- ❑ Offences by workers
- ❑ Penalty for using false fitness certificate
- ❑ Penalty for permitting double employment
- ❑ Power of court to make orders
- ❑ Exemption of occupier/manager in cases
- ❑ Onus as to age
- ❑ Cognizance of offences

CHAPTER 11

SUPPLEMENTAL

- ❑ Appeals
- ❑ Display & Service of Notices
- ❑ Returns
- ❑ Obligations of Workers
- ❑ Power to make rules
- ❑ No charge for facilities
- ❑ Application of Act to Govt. Factories
- ❑ Repeal & Savings

THANK YOU