

FACTORIES ACT IN INDIA:

In India, the First factories Act was passed in 1881. This Act was basically designed to protect children and to provide few measures for health and safety of the workers.

This law was applicable to only those factories, which employed 100 or more workers.

In 1891 another Factories Act was passed which extended to the factories employee 50 or more workers.

OBJECTIVES:

The main objective of Factories Act, 1948 is to ensure adequate safety measures and to promote the health and safety and welfare of the workers employed in factories. The act also makes provisions regarding employment of women and young persons (including children & adolescents), annual leave with wages etc.

The Act extended to whole of India including Jammu & Kashmir and covers all manufacturing processes and establishments falling within the definitions of "factory" as defined u/s 2(m) of the act. Unless otherwise provided it is also applicable to factories belonging to Central/State Government (section 116)

FACTORIES ACT INCLUDES:

- *Health*
- *Safety*
- *Welfare*
- *Working Hours Of Adults*
- *Annual Leave With wages*

PROVISIONS REGARDING SAFETY:

- 1) *Fencing of Machinery*
- 2) *Work on or near Machinery in motion*
- 3) *Employment of Young Persons on Dangerous Machines*
- 4) *Striking Gear and Devices for cutting off power*
- 5) *Self Acting Machines*
- 6) *Casing of New Machinery*
- 7) *Prohibition of Employment of Women & Children near Cotton openers*
- 8) *Hoists, lifts, Lifting Machines and others*
- 9) *Revolving Machinery*
- 10) *Pressure Plant*

PROVISIONS REGARDING WELFARE OF WORKERS

- 1) *Washing Facilities*
- 2) *Facilities for Storing & Drying clothing*
- 3) *Facilities for Sitting*
- 4) *First Aid facilities*
- 5) *Canteens, Shelters, Rest Rooms & Lunch Rooms*
- 6) *Creches*
- 7) *Welfare Officers*

HAZARDOUS PROCESSES

Provisions regarding Hazardous Process were instructed in the Act under a new chapter by the Factories (Amendment) Act, 1987.

This Act instructed two new schedules:

- I. Listing the industries involving hazardous process*
- II. Relating to permissible levels of certain chemical substances in work environment*