

# Factory Act 1948

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**Abstract:** *The 1948 Factories Act establishes the safety requirements for factory workers. It is used in factories that produce items, such as those that weave fabric, knit hosiery and other knitwear, make clothes and shoes, dye and finish fabrics, make footwear, etc.*

*The 1948 Factories Act governs the hours of labor for all employees. The Act states that a workweek cannot consist of more than sixty hours.*

*This Act's goals are to control factory hours and working time in order to prevent overwork and excessive fatigue among employees. The protection of workers' health and safety is another of the Act's primary goals.*

**Keywords:** 1948 Factories Act

## I. INTRODUCTION

In order to safeguard the welfare of factory workers, the Factories Act of 1948 was passed, which regulated employment and working conditions as well as environmental standards, among other welfare needs of particular businesses. The Factory Act is social legislation that addresses the health, safety, welfare, and other issues pertaining to factory workers, the Court ruled in *Ravi Shankar Sharma v. State of Rajasthan* (1993).

The Factories Act gives owners instructions as well as safety precautions and requirements for operating machinery, all of which must be strictly followed. The Factories Act was created in response to the exploitation and exploitation of factory workers who were paid poor salaries.

### OBJECTIVES:

All factories are required by the Act to maintain a hygienic environment and to implement all necessary safety measures to protect the workers' health.

**Safety:** According to the Act, all machinery must be appropriately caged; no young adult is allowed to operate on any dangerous machinery in a confined space; and suitable manholes must be installed so that workers can escape in an emergency.

**Welfare:** The Act mandates that all factories supply and maintain adequate and proper worker washing facilities. Along with seating areas, first aid supplies, shelters, lavatories, and lunch rooms, there must be drying and storage areas.

**Working hours:** All workers are subject to the Act's defined working hours, which prohibit adult workers from working in a workplace for longer than 48-hour workweek. Weekly vacation days must be provided.

**Penalties:** The Act also outlines certain guidelines established in accordance with its requirements, as well as written directives that are broken.

### DISSCUSSION:

There are various section in welfare measures and health as follow:

#### WALFARE:

Washing facilities {section 42)

Facilities for storing and drying clothing (Section 43)

Facilities for sitting (Section 44)

First aid appliance (Section 45)

Canteen (Section 46)

Shelters, restrooms and lunch rooms (Section 47)

Creches (Section 48)

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**HEALTH:-**

- Cleanliness (Section 11)
- Disposal of wastes and effluents (Section 12)
- Ventilation and temperature (Section 13)
- Dust and fume (Section 14)
- Overcrowding (Section 16)
- Lighting (Section 17)
- Drinking (Section 18)
- Latrines and urinals (Section 19)

**Spittoons (Section 20)**

ADVANTAGES OF FACTORIES ACT: • Preschools or childcare facilities must be established if thirty or more women are employed.

- Standards for safety.
- Hours of work.
- Give wages:
  - The rate of wages payable is doubled for overtime compensation.
  - The overall amount of overtime in a section should not exceed 50 hours, and overtime should not exceed 60 hours per week. Reports on overtime are required.

IMPOTANCES OF FACTORIES ACT 1948: The Factories Act, 1881 was first enacted in India to address a number of recommendations pertaining to worker safety and well-being as well as child protection.

The Act is flawless in every way and complies with a number of international convention standards, including the Periodic Examination of Young People and the Code of Industrial Hygiene

**II. CONCLUSION**

Factory workers have benefited greatly from the present Factories Act of 1948, which has been in effect for a long time. It has greatly enhanced the employment, personal, hygienic, and working conditions. To maintain the Factories Act 1948 current and more useful, the government is currently considering proposing certain major revisions.

Given that they form the backbone of the industrial sector, factory managers have a significant responsibility to ensure the health, safety, and welfare of workers. To safeguard their interests, the employee and his agent must inform oneself of the numerous sections of the Factories Act 1948 and remind the noncompliant employer of his legal duties.

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