

MAIN OBJECTIVES OF THE INDIAN FACTORIES ACT, 1948

The **Factories Act, 1948** is one of the most important labor welfare legislations in India. It was enacted to regulate the **working conditions in factories**, ensure **safety, health, and welfare of workers**, and promote **efficient industrial operations**. The Act applies to all factories using power and employing **10 or more workers**, and to non-powered factories with **20 or more workers**.

1. TO ENSURE HEALTH AND HYGIENE OF WORKERS

The Act aims to maintain a clean and healthy working environment in factories.

Key provisions include:

- Cleanliness of the factory premises.
 - Proper ventilation and temperature control.
 - Adequate lighting, drinking water, and sanitation facilities.
 - Prevention of overcrowding.
- These measures protect workers from diseases and health hazards.
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2. TO ENSURE SAFETY OF WORKERS

The Act gives high importance to the **safety and protection** of workers from industrial accidents.

Key provisions include:

- Installation of safety guards on machinery.
 - Proper fencing of dangerous equipment.
 - Prohibition of young children and untrained workers from handling hazardous machines.
 - Appointment of safety officers in large factories.
- These provisions reduce the chances of workplace injuries and fatalities.
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3. TO PROVIDE WELFARE MEASURES

The Act ensures that workers are provided with basic **welfare facilities** for their comfort and well-being.

Provisions include:

- Availability of washing, canteen, and rest facilities.
- First aid appliances and medical care.
- Crèches for children of women workers.

- Sitting arrangements for workers required to stand for long hours.
Such facilities improve morale, efficiency, and overall productivity of the workforce.
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4. TO REGULATE WORKING HOURS AND CONDITIONS

The Act sets rules to prevent the exploitation of labor by fixing working hours.

Provisions include:

- Maximum working hours: 48 hours per week and 9 hours per day.
 - Compulsory weekly holidays.
 - Overtime wages for extra work.
 - Restriction on night shifts and hazardous work for women and young persons.
This ensures a proper work-life balance and safeguards workers' physical and mental health.
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5. TO PROTECT WOMEN AND CHILD LABOR

The Act provides special safeguards for **women and young workers**.

Key points:

- Prohibits employment of children below 14 years.
 - Restricts working hours for young persons.
 - Bans women from working in hazardous jobs or night shifts.
These measures promote social justice and protect vulnerable groups.
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6. TO ENSURE PROPER MANAGEMENT AND SUPERVISION

The Act assigns clear responsibilities to factory owners and managers.

Key provisions:

- Appointment of welfare officers and safety officers.
 - Maintenance of registers and records related to health and safety.
 - Periodic inspections by government officials.
This ensures that factories comply with the law and maintain proper standards.
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7. TO PROMOTE INDUSTRIAL EFFICIENCY AND WELFARE

By providing better health, safety, and welfare measures, the Act aims to create a **positive working environment**.

Healthy and motivated workers lead to **higher productivity, better industrial relations**, and reduced absenteeism.

CONCLUSION

In conclusion, the **Factories Act, 1948** plays a vital role in protecting the interests of factory workers and promoting industrial welfare. Its main objectives are to ensure **health, safety, welfare, and proper working conditions**. By implementing these provisions, the Act contributes to **industrial peace, efficiency, and national economic growth**.