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# EVERYDAY GUIDE TO FACTORY MANAEMGENT



H. L. KUMAR

M.B.I.M. (London) Advocate

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**EVERYDAY GUIDE  
TO  
FACTORY MANAGEMENT**

Other authoritative works on

**LABOUR LAWS & LABOUR  
MANAGEMENT**

*by*

**H. L. Kumar (Advocate)**

(Published by Metropolitan Book Co. Private Ltd.)

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## PREFACE TO THE SECOND EDITION

The present edition has been thoroughly revised. The basic structure and the scheme of the book remains the same. However, the important provisions of the latest amendments have been incorporated whereas some material having become redundant has been deleted to make the book more useful for the readers to find out apt provisions without any loss of time. The author has been deeply encouraged by response to the first edition and is confident that this edition will be found still more useful by the readers. The time consumed in preparing the second edition has not been lesser than that required for writing a new book. The author takes an opportunity to thank all those who have rendered valuable assistance and cooperation in the completion of the revised edition. The author is equally grateful to the enlightened readers who have given valuable suggestions in improving the first edition.

H. L. KUMAR

June 1, 1982



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## I. FACTORY AND ITS REGISTRATION

India is advancing on the road to industrialisation. The enormous expansion in employment that has taken place is largely due to rapid development of industrial structure. A necessary concomitant of industrial and social progress of our country has been a series of labour legislation which govern industrial establishments in regard to their setting up, working hours, health safety welfare, service conditions, social security and other matters arising out of 'employer employee' relationship.

The beginning of modern legislation lies in factory legislation. The rapid industrialisation and urbanisation without any planning resulted in insanitary and crowded living. The quest for making quick profits, unmindful of its social consequences caused the hours of work to be excessive even the children of tender ages were required to work more than 12 hours a day which has necessitated passing of Factories Act aiming at protecting human beings from being subjected to unduly long hours of bodily strain or manual labour. The Act provides that employees should work in healthy and sanitary conditions so far as the manufacturing process will allow and that precautions should be taken for their safety and for the prevention of accidents.

It is, therefore, important to consider some of the definitions including that of factory under Factories Act, 1948.

### 1. Definition of Factory

The Factories Act defines a "factory" as any premises including the precincts thereof—

- (i) whereon ten or more workers are working or were working on any day of the preceding twelve months, and in any part of which a manufacturing process is being carried on with the aid of power, or is ordinarily so carried on, or