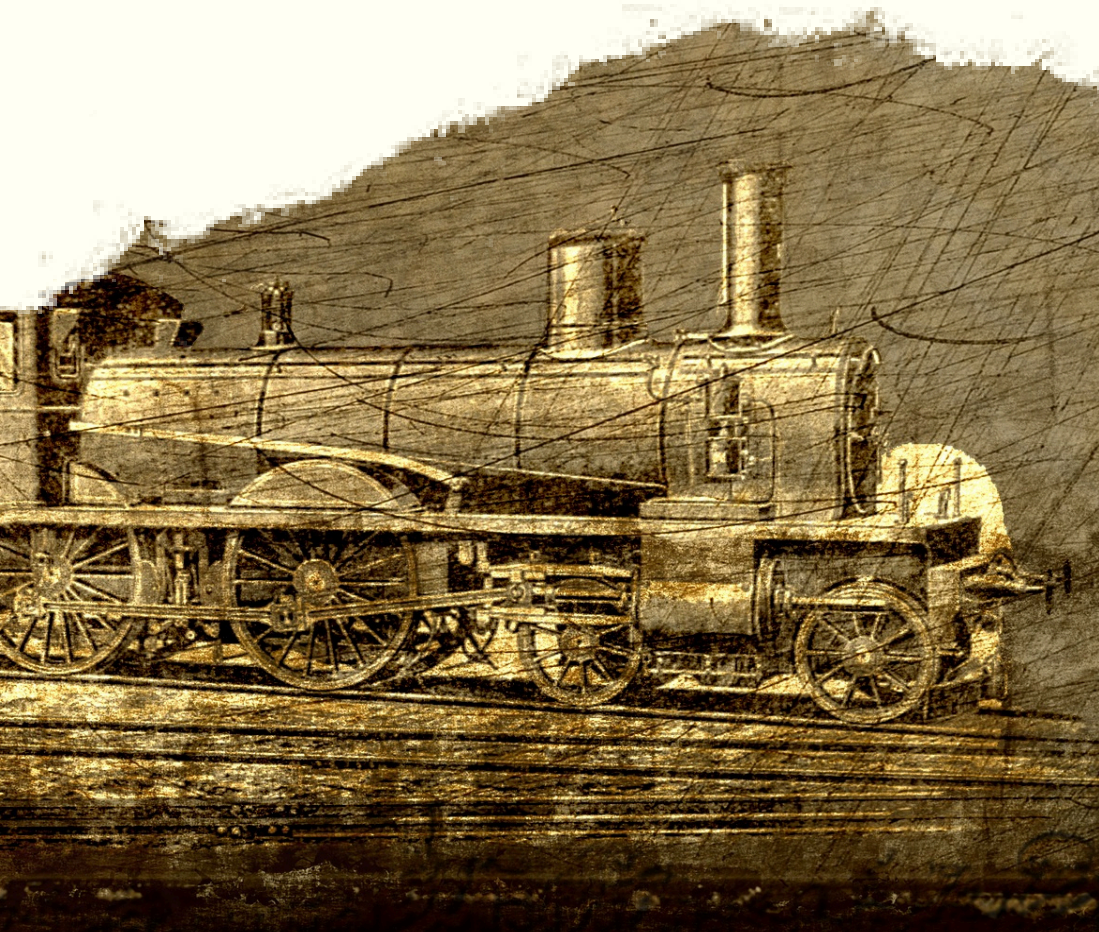




# FACTORY ACT 1948

for Competitive Exams

by [cracktarget.com](https://cracktarget.com)





# Factories Act, 1948

.....	Section	Content
1	Title and Introduction	<p><b>Overview:</b> The Factories Act, 1948, enacted on September 23, 1948, effective from April 1, 1949, safeguards worker rights, health, safety, and welfare in Indian factories. It applies to premises with 10+ workers (with power) or 20+ (without power) involved in manufacturing, excluding mines and railways. <b>Objectives:</b> Regulates working hours, ensures leave, safety, and prohibits child labor in hazardous settings. <b>Significance:</b> Addresses exploitation, inspired by ILO standards and British laws, amended in 1954, 1976, 1987 to adapt to industrial growth and incidents like Bhopal 1984.</p>
2	History and Background	<p><b>Colonial Roots:</b> Originated from 1854 cotton mills, with early laws in 1881 regulating child labor. <b>Evolution:</b> 1911 Act added adult protections; 1934 Act expanded health/safety. <b>Post-Independence:</b> 1948 Act replaced 1934, incorporating ILO conventions. <b>Key Amendments:</b> 1987 post-Bhopal for hazardous processes; 1949-1976 extended scope. Reflects shift from exploitation to welfare, balancing industrial growth and worker rights.</p>
3	Definitions and Scope	<p><b>Key Definitions (Section 2):</b> Factory (10+ with power, 20+ without); Manufacturing process (making, altering, power generation); Adult (18+), Adolescent (15-18), Child (&lt;15); Worker (includes contractors); Hazardous process (health/environment risks). <b>Scope:</b> Applies across India, state rules allowed (Section 5). <b>Compliance:</b> Licensing via Forms 1 and 2, occupier notifications (Sections 6-7). Ensures precise enforcement.</p>
4	Health Measures (Chapter III, Sections 11-20)	<p><b>Provisions:</b> Cleanliness (daily cleaning, periodic painting); Waste disposal (pollution prevention); Ventilation/temperature (fresh air, heat control); Dust/fumes (exhaust systems); Overcrowding (14.2 cubic meters/worker); Lighting (glare-free); Drinking water (wholesome, cooled); Latrines/urinals (clean, separate); Spittoons</p>

(hygiene). **Purpose:** Mitigates health risks, enforceable by inspectors.

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|----|--|---|
| 5  | Safety Measures<br>(Chapter IV, Sections 21-41)                                    | <b>Provisions:</b> Fencing machinery (Section 21); Restricting work near moving parts (Section 22); Training for young persons (Section 23); Safety devices for gears/machines (Sections 24-26); Hoists/lifts maintenance (Section 28); Hazardous processes (Sections 41A-41H, post-1987) with appraisals, disclosures; Safety officers (Section 40B). <b>Purpose:</b> Prevents accidents, enhances workplace safety.       |
| 6  | Welfare Measures<br>(Chapter V, Sections 42-50)                                    | <b>Provisions:</b> Washing facilities (Section 42, gender-specific); Clothing storage (Section 43); Sitting arrangements (Section 44); First-aid (Section 45, trained staff for 500+ workers); Canteens (Section 46, 250+ workers); Shelters/rest rooms (Section 47, 150+ workers); Creches (Section 48, 30+ women); Welfare officers (Section 49, 500+ workers). <b>Purpose:</b> Enhances worker well-being, productivity. |
| 7  | Working Hours,<br>Holidays, and Leave<br>(Chapter VI, Sections 51-66)              | <b>Provisions:</b> Weekly hours (48, Section 51); Daily hours (9, Section 54); Rest intervals (every 5 hours, Section 55); Weekly holidays (Section 52); Overtime (double wages, 50 hours/quarter, Section 59); No double employment (Section 60); Annual leave (after 240 days, Section 79). <b>Records:</b> Forms 17, 31. <b>Purpose:</b> Prevents fatigue, ensures fair compensation.                                    |
| 8  | Employment of Young<br>Persons and Women<br>(Chapters VII-VIII,<br>Sections 67-77) | <b>Provisions:</b> No child labor under 14 (Section 67); Adolescents need fitness certificates (Section 69); Children's hours (4.5 daily, no nights, Section 71); Women: No night shifts (Section 66, amended for equality), maternity benefits via other laws. <b>Records:</b> Forms 18/19. <b>Purpose:</b> Protects vulnerable groups.  |
| 9  | Penalties and<br>Procedures (Chapters<br>X-XI, Sections 92-106)                    | <b>Penalties (Section 92):</b> Up to 2 years imprisonment, Rs. 1 lakh fine; Enhanced for repeats/fatalities. <b>Defenses:</b> Occupiers can prove compliance (Section 101). <b>Enforcement:</b> Inspectors (Section 9) with entry/seizure powers; Certifying surgeons (Section 10). <b>Reports:</b> Accident Forms 25/26. <b>Purpose:</b> Ensures accountability, compliance.   |
| 10 | Amendments,<br>Conclusion, and<br>Importance                                       | <b>Amendments:</b> 1987 for hazardous processes, earlier in 1949-1976 for scope. <b>Conclusion:</b> Act ensures safe, equitable workplaces, improving labor standards. <b>Challenges:</b> Compliance in small factories. <b>Importance:</b> Cornerstone of worker protection, adaptable   |

to industrial growth, fosters social justice and sustainable development.

Introduction and Overview



- 1. Introduction
- 2. Scope
- 3. Objectives
- 4. Significance
- 5. purpose

Introduction and Overview

Section	Content
Introduction	The Factories Act, 1948, enacted on September 23, 1948, and effective from April 1, 1949, is a cornerstone of India's labor legislation, designed to protect the health, safety, and welfare of workers in factories. Inspired by International Labour Organization (ILO) standards and British factory laws, it addresses exploitation, ensuring humane working conditions.
Scope	Applies to "factories" defined as premises with manufacturing processes employing 10 or more workers with power, or 20 or more without power, on any day in the preceding 12 months. Excludes mines, railways, and certain mobile units.
Objectives	Regulates working hours, mandates annual leave with wages, ensures occupational health and safety, prohibits child labor in hazardous settings, and requires hygiene and welfare facilities.
Significance	Post-independence, it reflects India's commitment to social justice, addressing early industrial issues like those in 1850s cotton mills and post-Bhopal (1984) safety needs. Amended in 1954, 1976, and 1987 to adapt to globalization and hazardous industries.



## Purpose

This guide explores the Act's history, provisions, and impact, serving students, employers, and policymakers in understanding its role in fostering equitable workplaces.

### Evolution of the Factories Act, 1948

**September 23, 1948**

Enactment of the Factories Act, 1948



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**April 1, 1949**

Effective date of the Factories Act, 1948

**1976**

Second amendment to the Factories Act



**1954**

First amendment to the Factories Act

**1987**

Post-Bhopal amendment for hazardous processes



History of Factories Act	<b>1.</b> History and Background	
	<div data-bbox="110 533 506 579"><h3>History and Background</h3></div> <div data-bbox="110 590 1521 884"><p>The Factories Act, 1948, didn't appear out of nowhere—it has deep roots in India's industrial past. During British rule, India saw its first factories, like the cotton textile mill set up in Bombay in 1854. By 1870, industries were booming in cities like Nagpur, Kanpur, and Madras. But this growth came with a dark side: workers faced long hours, low wages, and dangerous conditions, especially women and children. These harsh realities sparked the need for laws to protect workers.</p></div> <div data-bbox="110 905 1521 1199"><p>The journey to the 1948 Act began with early efforts. In 1872-73, <b>Major Moore's</b> report highlighted the need for factory regulations. This led to the first Factories Act in 1881 under <b>Lord Ripon</b>, which focused on limiting child labor and controlling women's working hours, inspired by Britain's 1937 Factory Act. In 1891, the law was tweaked to further restrict child labor. After World War I, the 1911 Act brought protections for adult workers, and the 1934 Act, based on the Royal Commission's suggestions, added stronger health and safety rules.</p></div> <div data-bbox="110 1220 1521 1514"><p>When India gained independence, the 1948 Act replaced the 1934 version to meet the needs of a new nation. It built on global standards from the International Labour Organization (ILO) and ideas from a 1942 conference with workers, employers, and the government. The Act was a big step toward ensuring worker welfare as India's industries grew. Over time, it was updated—1949, 1950, 1951, 1954, 1970, 1976, and notably in 1987 after the tragic Bhopal gas leak in 1984, which exposed the dangers of hazardous industries and pushed for stricter safety rules.</p></div> <div data-bbox="110 1535 1521 1661"><p>These changes show how the Act evolved from tackling colonial-era exploitation to promoting a fair, safe workplace in modern India. It balances the demands of industrial progress with the rights of workers, making it a key part of India's labor laws.</p></div>	



## Definitions and Scope

The Factories Act, 1948, starts with clear definitions in Section 2 to ensure everyone understands its rules and who they apply to. A "factory" is any place where a manufacturing process happens, employing 10 or more workers if using power, or 20 or more without power, on any day in the past year. This excludes mines, railways, and certain mobile units. A "manufacturing process" covers making, altering, repairing, or even generating power, with the definition expanded in 1976 to keep up with modern industries.

The Act defines people by age: an "adult" is 18 or older, an "adolescent" is 15 to 18, a "child" is under 15, and a "young person" is either a child or adolescent. A "worker" is anyone involved in the manufacturing process, directly or indirectly, even through contractors. The "occupier" is the person in charge of the factory, responsible for following the rules, while a "competent person" is someone certified to inspect equipment or processes. A "hazardous process" refers to activities that could harm workers' health or the environment, listed in the Act's First Schedule.

The Act applies across India, with state governments allowed to make specific rules or exemptions during emergencies (Section 5). To operate legally, factories must get licensed by submitting plans and paying fees (Section 6). Occupiers must notify authorities of any changes, like a new manager (Section 7). Compliance involves forms like Form 1 for building permissions and Form 2 for registration, ensuring factories meet standards from the start.

These definitions and rules are the foundation of the Act, making sure its protections are clear and enforceable, leaving no room for confusion or loopholes.

## Health Measures

Chapter III of the Factories Act, 1948 (Sections 11-20), is dedicated to ensuring the health of workers through stringent hygiene and environmental standards, addressing the risks posed by industrial settings. Section 11 mandates that factories maintain cleanliness by removing dirt and refuse daily, washing floors weekly, and repainting or whitewashing walls every three to five years, depending on state rules. Factories must also disinfect regularly to prevent disease spread. Section 12 requires effective waste and effluent disposal systems to avoid environmental pollution, ensuring compliance with local pollution control boards. Ventilation and temperature control (Section 13) are critical, requiring adequate fresh air circulation through windows or mechanical systems and insulation to prevent excessive heat, especially in industries like steel or glass manufacturing. To tackle harmful dust or fumes (Section 14), factories must install exhaust appliances, such as in chemical plants where toxic gases are a risk. In industries like textiles, artificial humidification (Section 15) must use purified water, with hygrometers to monitor humidity levels. Overcrowding is prohibited under Section 16, with a minimum of 14.2 cubic meters of

space per worker in factories built after 1948, ensuring comfort and reducing disease transmission. Lighting (Section 17) must be sufficient, both natural and artificial, to prevent eye strain or accidents, with specific standards to avoid glare. Section 18 mandates wholesome drinking water, with marked points at least 6 meters from latrines or washing areas, and cooling facilities in factories with over 250 workers. Latrines and urinals (Section 19) must be clean, separate for men and women, and accessible, with state-prescribed designs. Spittoons (Section 20) are required to maintain hygiene, with fines up to Rs. 5 for misuse. Inspectors, appointed under Section 8, conduct regular checks to enforce these provisions, ensuring factories prioritize workers' health and minimize risks from poor sanitation or environmental hazards.

## **Safety Measures**

Chapter IV (Sections 21-41) focuses on preventing accidents through robust safety protocols, addressing the dangers of machinery and hazardous processes. Section 21 requires secure fencing around dangerous machinery parts, such as flywheels or belts, to prevent contact injuries. Section 22 restricts cleaning or lubricating moving machinery to trained adult males, while Section 23 prohibits young persons from operating dangerous machines without training and supervision. Striking gears and cut-off devices (Section 24) must be installed to stop machines instantly in emergencies, and self-acting machines (Section 25) must have guards to prevent collisions. New machinery installed after 1948 (Section 26) requires safety casings, and Section 27 bans women and children from working near cotton openers due to high injury risks. Hoists and lifts (Section 28) must be made of sound materials, inspected every six months, and equipped with safety catches. Other lifting equipment, like cranes (Section 29), needs annual checks. Revolving machinery (Section 30) must display safe speed limits, while pressure plants (Section 31) require safety valves to prevent explosions. Floors, stairs, and pits (Sections 32-33) must be sturdy, with handrails and covers to avoid falls. Section 34 limits weights workers can carry, based on age and gender, to prevent strain injuries. Protective eyewear (Section 35) is mandatory in processes like grinding, and Section 36 requires precautions like breathing apparatus for workers entering confined spaces with harmful fumes. Fire safety (Section 38) mandates accessible escape routes, alarms, and firefighting equipment. Post-Bhopal 1987 amendments (Sections 41A-41H) introduced strict controls for hazardous processes, requiring site appraisal committees, compulsory safety disclosures, worker health monitoring, and emergency plans. Factories with over 1,000 workers must appoint qualified safety officers (Section 40B). These measures, enforced by inspectors, significantly reduce workplace accidents and protect workers in high-risk industries.



## **Welfare Measures**

Chapter V (Sections 42-50) ensures workers' well-being by mandating facilities that improve their quality of life. Section 42 requires factories to provide adequate washing facilities with soap and water, separated for men and women, especially in industries involving chemicals or dust. Section 43 mandates secure storage for workers' clothes and drying facilities for wet garments, common in rainy regions. Seating arrangements (Section 44) must be provided for workers who stand for long periods, such as in assembly lines, to reduce fatigue. First-aid appliances (Section 45) are compulsory in every factory, with trained staff required in those employing over 500 workers to handle emergencies like cuts or burns. Factories with over 250 workers must provide canteens (Section 46) with hygienic food at reasonable prices, managed by worker committees in some states. Shelters or rest rooms (Section 47) are required for factories with over 150 workers, offering a place to rest during breaks. For factories employing over 30 women, creches (Section 48) must be provided for children under 6, staffed by trained caretakers and equipped with milk, toys, and proper ventilation. Factories with over 500 workers must appoint welfare officers (Section 49) to oversee these facilities, liaise with workers, and address grievances. Section 50 allows state governments to prescribe additional welfare rules, such as recreational facilities or transport. These provisions, rooted in the Act's social justice goals, create a supportive environment, boosting morale and productivity while ensuring workers' dignity.

## Working Hours, Holidays, and Leave

Chapter VI (Sections 51-66) regulates work schedules to prevent overwork and ensure adequate rest, critical for worker health and efficiency. Section 51 caps adult working hours at 48 per week, while Section 54 limits daily work to 9 hours. The total spread of work, including breaks, cannot exceed 10.5 hours per day (Section 56), ensuring workers aren't overstretched. Section 55 mandates a rest interval of at least 30 minutes after every 5 hours of work, allowing time for meals or rest. Weekly holidays, typically on Sundays, are guaranteed under Section 52, with compensatory holidays if workers are required to work on that day. Overtime work (Section 59) is permitted but limited to 50 hours per quarter, with wages paid at twice the normal rate to compensate for extra effort. Double employment (Section 60), where a worker holds multiple jobs simultaneously, is strictly prohibited to prevent exhaustion and ensure focus. After 240 days of continuous service in a year, workers earn annual leave with wages (Section 79), calculated at one day for every 20 days worked for adults and one for every 15 days for children. Factories must maintain detailed records, including Form 17 for adult workers' hours and Form 31 for muster rolls, to ensure compliance. These rules, enforced by inspectors, protect workers from fatigue, promote work-life balance, and guarantee fair compensation for additional work.



## Employment of Young Persons and Women

Chapters VII and VIII (Sections 67-77) focus on protecting vulnerable groups—children, adolescents, and women—by setting strict employment rules. Section 67 prohibits children under 14 from working in factories, aligning with India's commitment to eliminate child labor. Adolescents aged 15-18 (Section 69) can work only if certified fit by a qualified surgeon, with certificates renewed annually and recorded in Form 19. Children's working hours (Section 71) are limited to 4.5 hours daily, and they are barred from night shifts (7 PM to 6 AM) to protect their health and education. Registers like Form 18 track young workers' details. For women, Section 66 originally restricted night shifts, but amendments in some states allow flexibility for equality, provided safety measures like transport are ensured; maternity benefits are governed by the Maternity Benefit Act, 1961, offering paid leave and medical care. These provisions safeguard young workers and women from exploitation, ensure their physical and mental well-being, and promote fair treatment in line with modern labor standards.

## Penalties and Procedures

Chapters X and XI (Sections 92-106) ensure compliance through strict penalties and robust enforcement mechanisms. General violations under Section 92 carry penalties of up to 2 years imprisonment, a fine of up to Rs. 1 lakh, or both. For serious offenses, such as those causing death or repeat violations, penalties increase to 7 years imprisonment and fines up to Rs. 2 lakh. Occupiers can avoid liability under Section 101 by proving they took all reasonable precautions and the violation was due to someone else's actions. Inspectors, appointed under Section 8, have extensive powers (Section 9) to enter factories, inspect machinery, examine records, take samples, and seize evidence to ensure compliance. Certifying surgeons (Section 10) conduct medical examinations for young workers or those in hazardous processes, ensuring fitness for work. Factories must report accidents (fatal or serious) within 12 hours using Form 25, and dangerous occurrences (like explosions) via Form 26, enabling swift investigations. These enforcement mechanisms, backed by state-appointed chief inspectors, hold factories accountable, deter violations, and protect workers' rights.

## Amendments, Conclusion, and Importance

The Factories Act, 1948, has evolved through multiple amendments to address changing industrial needs. Key updates in 1949, 1950, 1951, and 1954 extended coverage to smaller factories and Jammu and Kashmir, while the 1970 and 1976 amendments refined definitions and welfare provisions. The 1987 amendment, prompted by the 1984 Bhopal gas tragedy, introduced Sections 41A-41H, mandating stringent controls for hazardous industries, including site appraisals, safety audits, and worker health monitoring. In conclusion, the Act remains a cornerstone of India's labor framework, ensuring safe, equitable workplaces by regulating health, safety, welfare, and working conditions. It has significantly reduced exploitation, improved labor standards, and aligned with global norms like those of the ILO. However, challenges persist, such as inconsistent enforcement in small or unregistered factories and the need for modernization to address gig and informal economies. As India's industrial landscape grows, the Act's adaptability—through regular updates and state-specific rules—ensures its relevance. It promotes social justice, protects millions of workers, and supports sustainable development, balancing economic progress with human dignity in an ever-evolving industrial era.



## **100 Multiple Choice Questions on the Factories Act, 1948**

**Question 1:** Under the Factories Act, 1948, what is the minimum number of workers required for a premises to be classified as a factory when manufacturing is carried out with the aid of power?

- A) 5
- B) 10
- C) 15
- D) 20

**Question 2:** The Factories Act, 1948, was enacted on which date?

- A) April 1, 1949
- B) September 23, 1948
- C) August 15, 1947
- D) January 26, 1950

**Question 3:** Which amendment to the Factories Act, 1948, was prompted by the Bhopal gas tragedy and introduced stricter controls on hazardous processes?

- A) 1954 Amendment
- B) 1976 Amendment
- C) 1987 Amendment
- D) 1970 Amendment

**Question 4:** In the context of the Factories Act, 1948, who is defined as an "adolescent"?

- A) A person under 15 years
- B) A person between 15 and 18 years
- C) A person over 18 years
- D) A person under 14 years

**Question 5:** According to Section 2(m) of the Factories Act, 1948, which of the following is NOT included in the definition of a "manufacturing process"?

- A) Making or altering an article
- B) Generating power
- C) Transporting goods within the premises
- D) Repairing or ornamenting an article

**Question 6:** Under Section 5 of the Factories Act, 1948, state governments can exempt factories from provisions during public emergencies for a maximum period of:

- A) 1 month
- B) 3 months
- C) 6 months
- D) 12 months

**Question 7:** What is the minimum cubic space per worker required in factories built after 1948 to prevent overcrowding, as per Section 16?

- A) 9.9 cubic meters

- B) 14.2 cubic meters
- C) 10 cubic meters
- D) 12 cubic meters

**Question 8:** Section 11 of the Factories Act, 1948, requires factories to maintain cleanliness by repainting or whitewashing walls at least once every:

- A) 6 months
- B) 12 months
- C) 3 years
- D) 5 years

**Question 9:** For factories employing over 250 workers, which health measure under Section 18 mandates cooling facilities for drinking water?

- A) Ventilation systems
- B) Waste disposal
- C) Drinking water provisions
- D) Lighting arrangements

**Question 10:** Under Section 21, which machinery parts must be securely fenced to ensure safety?

- A) Only electrical panels
- B) Dangerous parts like flywheels or belts
- C) All non-moving parts
- D) Storage racks

**Question 11:** Section 23 prohibits young persons from operating dangerous machines without:

- A) A fitness certificate
- B) Proper training and supervision
- C) Parental consent
- D) Overtime pay

**Question 12:** The 1987 Amendment added Sections 41A-41H, which require what for factories involved in hazardous processes?

- A) Annual leave extensions
- B) Site appraisal committees and safety disclosures
- C) Increased weekly holidays
- D) Mandatory canteens for all

**Question 13:** Factories with over 1,000 workers must appoint how many safety officers under Section 40B?

- A) At least one
- B) None required
- C) At least two
- D) As prescribed by state rules

**Question 14:** Under Section 42, washing facilities in factories must be separated for:

- A) Workers and managers
- B) Men and women

- C) Adults and adolescents
- D) Hazardous and non-hazardous areas

**Question 15:** Creches are mandatory under Section 48 for factories employing more than how many women?

- A) 10
- B) 20
- C) 30
- D) 50

**Question 16:** Welfare officers are required under Section 49 in factories employing over:

- A) 250 workers
- B) 500 workers
- C) 150 workers
- D) 1,000 workers

**Question 17:** The maximum weekly working hours for adult workers under Section 51 is:

- A) 40 hours
- B) 48 hours
- C) 50 hours
- D) 60 hours

**Question 18:** Overtime wages under Section 59 must be paid at:

- A) Normal rate
- B) 1.5 times the normal rate
- C) Twice the normal rate
- D) Thrice the normal rate

**Question 19:** Annual leave with wages under Section 79 is earned after how many days of continuous service?

- A) 180 days
- B) 240 days
- C) 365 days
- D) 200 days

**Question 20:** Children under what age are prohibited from working in factories under Section 67?

- A) 12
- B) 14
- C) 15
- D) 18

**Question 21:** Adolescents require a fitness certificate under Section 69, which must be renewed:

- A) Every 6 months
- B) Annually
- C) Every 2 years
- D) Once only

**Question 22:** Women's night shifts are restricted under Section 66, but amendments allow flexibility with:

- A) No conditions
- B) Safety measures like transport
- C) Only in non-hazardous factories
- D) Parental approval

**Question 23:** General violations under Section 92 can lead to imprisonment up to:

- A) 6 months
- B) 1 year
- C) 2 years
- D) 5 years

**Question 24:** Inspectors under Section 9 have the power to:

- A) Hire workers
- B) Enter factories and seize evidence
- C) Set wages
- D) Approve products

**Question 25:** Accident reports for fatal incidents must be submitted within how many hours under the Act?

- A) 24 hours
- B) 12 hours
- C) 48 hours
- D) 72 hours

**Question 26:** The first Factories Act in India was enacted in:

- A) 1881
- B) 1911
- C) 1934
- D) 1948

**Question 27:** The 1934 Act was based on recommendations from:

- A) ILO Conference
- B) Royal Commission
- C) Plenary Tripartite Conference
- D) Major Moore's Report

**Question 28:** "Occupier" under Section 2(n) means the person with:

- A) Financial control
- B) Ultimate control over factory affairs
- C) Daily supervision
- D) Ownership only

**Question 29:** Section 12 deals with:

- A) Ventilation
- B) Waste disposal
- C) Lighting
- D) Overcrowding



**Question 30:** Artificial humidification under Section 15 requires:

- A) Purified water
- B) Daily temperature checks
- C) Worker consent
- D) Annual audits

**Question 31:** Self-acting machines under Section 25 must have:

- A) Automatic shutdown
- B) Guards to prevent collisions
- C) Speed indicators
- D) Manual overrides

**Question 32:** Pressure plants under Section 31 require:

- A) Safety valves
- B) Daily cleaning
- C) Worker training
- D) Fencing

**Question 33:** First-aid staff training is required in factories with over:

- A) 150 workers
- B) 250 workers
- C) 500 workers
- D) 1,000 workers

**Question 34:** Rest intervals under Section 55 must be at least:

- A) 15 minutes
- B) 30 minutes
- C) 45 minutes
- D) 60 minutes

**Question 35:** Double employment is prohibited under:

- A) Section 52
- B) Section 59
- C) Section 60
- D) Section 79

**Question 36:** Children's daily working hours are limited to:

- A) 4 hours
- B) 4.5 hours
- C) 5 hours
- D) 6 hours

**Question 37:** Certifying surgeons conduct exams under:

- A) Section 8
- B) Section 9
- C) Section 10
- D) Section 11

**Question 38:** Enhanced penalties for fatal accidents can include fines up to:

- A) Rs. 50,000

- B) Rs. 1 lakh
- C) Rs. 2 lakh
- D) Rs. 5 lakh

**Question 39:** The Act extends to the whole of India except:

- A) Jammu and Kashmir before 1954
- B) Mines and railways
- C) Agricultural fields
- D) Offices

**Question 40:** Form 2 is used for:

- A) Accident reporting
- B) Factory registration
- C) Leave records
- D) Child registration

**Question 41:** Hazardous processes are listed in:

- A) First Schedule
- B) Second Schedule
- C) Third Schedule
- D) Fourth Schedule

**Question 42:** Section 36 requires precautions for:

- A) Overcrowding
- B) Confined spaces with fumes
- C) Lighting glare
- D) Waste effluents

**Question 43:** Canteens are managed by:

- A) Occupiers only
- B) Worker committees in some states
- C) Government officials
- D) External vendors

**Question 44:** Overtime limit per quarter is:

- A) 40 hours
- B) 50 hours
- C) 75 hours
- D) 100 hours

**Question 45:** Annual leave for children is one day per:

- A) 15 days worked
- B) 20 days worked
- C) 30 days worked
- D) 10 days worked

**Question 46:** Night shifts for children are from:

- A) 6 PM to 7 AM
- B) 7 PM to 6 AM

- C) 8 PM to 5 AM
- D) 10 PM to 6 AM

**Question 47:** Defenses for occupiers are under:

- A) Section 92
- B) Section 101
- C) Section 106
- D) Section 41H

**Question 48:** The Act was influenced by:

- A) British Factory Act, 1937
- B) US Labor Laws
- C) French Codes
- D) Russian Standards

**Question 49:** "Competent person" is defined for:

- A) Inspections and certifications
- B) Welfare management
- C) Wage calculations
- D) Leave approvals

**Question 50:** Section 20 imposes fines for misuse of:

- A) Drinking water
- B) Spittoons
- C) Latrines
- D) Canteens

**Question 51:** Hoists and lifts must be inspected every:

- A) 3 months
- B) 6 months
- C) 12 months
- D) 24 months

**Question 52:** Eye protection is mandatory under Section 35 in processes like:

- A) Grinding
- B) Cleaning
- C) Packaging
- D) Storing

**Question 53:** Shelters or rest rooms for over:

- A) 100 workers
- B) 150 workers
- C) 200 workers
- D) 250 workers

**Question 54:** Weekly holiday substitutes must be given within:

- A) 1 month
- B) 2 months

- C) 3 months
- D) The same week

**Question 55:** Form 31 is for:

- A) Muster rolls
- B) Fitness certificates
- C) Accident reports
- D) Leave applications

**Question 56:** Women maternity benefits are under:

- A) Factories Act, Section 66
- B) Maternity Benefit Act, 1961
- C) Section 48
- D) Section 79

**Question 57:** Chief inspectors are appointed by:

- A) Central Government
- B) State Governments
- C) Occupiers
- D) ILO

**Question 58:** The 1976 Amendment expanded:

- A) Definitions of manufacturing process
- B) Child labor bans
- C) Overtime limits
- D) Penalty amounts

**Question 59:** "Young person" includes:

- A) Adults under 21
- B) Children and adolescents
- C) Only adolescents
- D) Workers under 25

**Question 60:** Section 14 requires exhaust systems for:

- A) Dust and fumes
- B) Temperature control
- C) Lighting
- D) Noise

**Question 61:** Fire escape routes under Section 38 must be:

- A) Locked during work
- B) Accessible and marked
- C) Optional in small factories
- D) Only for hazardous areas

**Question 62:** Clothing drying facilities under Section 43 are for:

- A) Wet garments
- B) All clothes



- C) Uniforms only
- D) Hazardous materials

**Question 63:** Daily work spread cannot exceed:

- A) 9 hours
- B) 10.5 hours
- C) 12 hours
- D) 8 hours

**Question 64:** Registers for young workers are in:

- A) Form 18/19
- B) Form 25/26
- C) Form 1/2
- D) Form 17/31

**Question 65:** Penalties for repeat offenses can go up to:

- A) 3 years imprisonment
- B) 7 years imprisonment
- C) 10 years
- D) Life imprisonment

**Question 66:** The Act consolidates laws from:

- A) Pre-1947 era
- B) Post-1950
- C) International treaties only
- D) State rules

**Question 67:** Minimum lighting standards prevent:

- A) Glare and eye strain
- B) Overheating
- C) Fumes
- D) Waste accumulation

**Question 68:** Lifting weights limits under Section 34 are based on:

- A) Age and gender
- B) Experience
- C) Factory type
- D) Shift timing

**Question 69:** Creches must have:

- A) Trained caretakers and milk
- B) Only toys
- C) Educational programs
- D) Medical staff

**Question 70:** Compensatory holidays for missed weekly holidays must be:

- A) Paid extra
- B) Within the month

- C) Optional
- D) Accumulated

**Question 71:** Adolescents' fitness certificates are recorded in:

- A) Form 19
- B) Form 18
- C) Form 17
- D) Form 31

**Question 72:** Dangerous occurrences reports use:

- A) Form 25
- B) Form 26
- C) Form 2
- D) Form 1

**Question 73:** The 1954 Amendment extended the Act to:

- A) Jammu and Kashmir
- B) Mines
- C) Railways
- D) Offices

**Question 74:** "Power" in definitions includes:

- A) Only electricity
- B) Any form of energy
- C) Manual power
- D) Solar only

**Question 75:** Section 19 requires latrines to be:

- A) At least 6 meters from water sources
- B) Separate and clean
- C) Shared with offices
- D) Optional in small factories

**Question 76:** Revolving machinery must display:

- A) Safe speed limits
- B) Manufacturing date
- C) Weight
- D) Cost

**Question 77:** Welfare officers oversee:

- A) Grievances and facilities
- B) Production
- C) Sales
- D) Accounts

**Question 78:** Rest intervals after every:

- A) 4 hours
- B) 5 hours

- C) 6 hours
- D) 8 hours

**Question 79:** No child work between:

- A) 7 PM to 6 AM
- B) 6 PM to 7 AM
- C) 8 PM to 5 AM
- D) 10 PM to 4 AM

**Question 80:** Occupiers' liability defenses require proving:

- A) Reasonable precautions
- B) No knowledge
- C) Worker fault
- D) Government approval

**Question 81:** Major Moore's report was in:

- A) 1872-73
- B) 1881
- C) 1911
- D) 1934

**Question 82:** "Worker" includes:

- A) Only permanent employees
- B) Contractors and indirect workers
- C) Managers
- D) Owners

**Question 83:** Hygrometers are for:

- A) Humidity monitoring
- B) Temperature
- C) Lighting
- D) Dust levels

**Question 84:** Pits and sumps must be:

- A) Covered or fenced
- B) Open for ventilation
- C) Filled daily
- D) Ignored in small areas

**Question 85:** Sitting arrangements for:

- A) Standing workers
- B) All workers
- C) Women only
- D) Children

**Question 86:** Overtime quarterly limit applies to:

- A) Adults only
- B) All workers

- C) Adolescents
- D) Women

**Question 87:** Annual leave calculation for adults:

- A) 1 day per 20 days
- B) 1 day per 15 days
- C) 1 day per 30 days
- D) Fixed 15 days

**Question 88:** Women night shift amendments for:

- A) Equality with safety
- B) Ban extension
- C) Reduction in hours
- D) Extra pay only

**Question 89:** Seizure powers for inspectors under:

- A) Section 9
- B) Section 10
- C) Section 92
- D) Section 101

**Question 90:** Post-independence, the Act incorporated:

- A) ILO conventions
- B) US standards
- C) EU rules
- D) Asian labor codes

**Question 91:** Spittoons fine up to:

- A) Rs. 5
- B) Rs. 50
- C) Rs. 100
- D) Rs. 500

**Question 92:** Lifting equipment annual checks under:

- A) Section 28
- B) Section 29
- C) Section 30
- D) Section 31

**Question 93:** State governments prescribe rules under:

- A) Section 50
- B) Section 5
- C) Section 6
- D) Section 7

**Question 94:** Work spread includes:

- A) Breaks
- B) Only working hours



- C) Travel time
- D) Overtime only

**Question 95:** Form 25 for:

- A) Fatal accidents
- B) Registration
- C) Leave
- D) Welfare

**Question 96:** Enhanced penalties for death:

- A) 7 years and Rs. 2 lakh
- B) 2 years and Rs. 1 lakh
- C) 5 years and Rs. 5 lakh
- D) 10 years and Rs. 10 lakh

**Question 97:** First cotton mill in:

- A) 1854, Bombay
- B) 1870, Kanpur
- C) 1881, Madras
- D) 1911, Nagpur

**Question 98:** "Hazardous process" risks:

- A) Health or environment
- B) Only financial
- C) Production delays
- D) Wage disputes

**Question 99:** Emergency plans for hazardous processes under:

- A) Section 41B
- B) Section 41H
- C) Section 40B
- D) Section 38

**Question 100:** The Act's adaptability ensures:

- A) Sustainable development
- B) Profit maximization
- C) Government control
- D) Worker unions

Answer Key:

Q. No.	Ans	Q. No.	Ans	Q. No.	Ans	Q. No.	Ans	Q. No.	Ans	Q. No.	Ans	Q. No.	Ans	Q. No.	Ans	Q. No.	Ans	Q. No.	Ans
1	B	11	B	21	B	31	B	41	A	51	B	61	B	71	A	81	A	91	A
2	B	12	B	22	B	32	A	42	B	52	A	62	A	72	B	82	B	92	B
3	C	13	D	23	C	33	C	43	B	53	B	63	B	73	A	83	A	93	A
4	B	14	B	24	B	34	B	44	B	54	C	64	A	74	B	84	A	94	A
5	C	15	C	25	B	35	C	45	A	55	A	65	B	75	B	85	A	95	A
6	B	16	B	26	A	36	B	46	B	56	B	66	A	76	A	86	A	96	A
7	B	17	B	27	B	37	C	47	B	57	B	67	A	77	A	87	A	97	A
8	D	18	C	28	B	38	C	48	A	58	A	68	A	78	B	88	A	98	A
9	C	19	B	29	B	39	B	49	A	59	B	69	A	79	A	89	A	99	B
10	B	20	B	30	A	40	B	50	B	60	A	70	B	80	A	90	A	100	A

## Explanations

**Question 1 Explanation:** According to Section 2(m) of the Factories Act, 1948, a factory is defined as any premises, including its precincts, where ten or more workers are employed on any day of the preceding twelve months, and a manufacturing process is carried out with the aid of power. This threshold ensures that establishments engaging in systematic industrial activities are regulated to protect workers' health, safety, and welfare. For manufacturing processes without the aid of power, the minimum number of workers required is twenty, creating a clear distinction based on the use of mechanical or electrical energy. The definition encompasses not just the core production area but also ancillary spaces like storage or repair sections involved in the process. Options A, C, and D are incorrect because A and C fall below the required threshold for power-aided factories, while D applies only to non-power-aided premises, emphasizing the Act's focus on risk levels associated with powered machinery.

**Question 2 Explanation:** The Factories Act, 1948, was officially enacted by the Indian Parliament on September 23, 1948, marking a significant post-independence effort to consolidate labor laws and address worker exploitation in industrial settings. Although enacted in 1948, the Act came into full effect on April 1, 1949, allowing time for administrative preparations and notifications. This legislation built on earlier colonial-era laws, incorporating international standards from the ILO to promote humane working conditions. The enactment date reflects India's commitment to social justice immediately after gaining independence, distinguishing it from unrelated national milestones like Independence Day or Republic Day. Option A represents the effective date rather than enactment, while C and D refer to August 15, 1947 (Independence Day) and January 26, 1950 (Republic Day), which are not connected to this specific labor law.

**Question 3 Explanation:** The 1987 Amendment to the Factories Act, 1948, was introduced following the catastrophic Bhopal gas tragedy in 1984, which exposed severe gaps in handling hazardous industrial processes and resulted in thousands of deaths and injuries. This amendment added Sections 41A to 41H, mandating site appraisal committees, compulsory disclosure of safety information by occupiers, and regular health monitoring for workers in hazardous factories. It emphasized emergency planning, safety audits, and the appointment of safety officers in large factories to prevent similar disasters. Earlier amendments, such as those in 1954 (extending scope to Jammu and Kashmir) and 1976 (expanding definitions), focused on broader applicability and procedural refinements rather than hazardous process controls. The 1970 Amendment dealt with minor adjustments, making Option C the correct choice as it directly addressed chemical and environmental risks highlighted by Bhopal.

**Question 4 Explanation:** Under Section 2 of the Factories Act, 1948, an "adolescent" is defined as a person who has completed their fifteenth year but has not yet completed their eighteenth year, bridging the gap between child and adult workers. This age category receives special protections, such as requiring fitness certificates and restrictions on hazardous work, to account for their developing physical and mental capabilities. Adolescents are treated as "young persons" alongside children, prohibiting them from certain dangerous machines without training. Option A refers to the definition of a "child" (under 15 years), Option C to an "adult" (18 years or older), and Option D to ages below the child threshold, which are outright banned from factory employment. The precise age brackets ensure graduated protections, aligning with international labor standards to prevent exploitation of vulnerable youth.

**Question 5 Explanation:** Section 2(k) of the Factories Act, 1948, defines "manufacturing process" broadly to include making, altering, repairing, ornamenting, finishing, packing, or otherwise treating any article or substance with a view to its use, sale, transport, delivery, or disposal, as well as generating, transforming, or transmitting power. This expansive definition covers activities like pumping oil, water treatment, or even printing, ensuring comprehensive regulation of industrial operations. However, mere transportation of goods within the premises, without any transformation or value addition, is not considered a manufacturing process, as it does not involve the core elements of production or alteration. Options A, B, and D fall within the definition, but C is excluded to avoid overextending the Act to non-industrial logistics. The distinction helps in determining the Act's applicability, focusing on processes that pose health and safety risks to workers.

**Question 6 Explanation:** Section 5 of the Factories Act, 1948, empowers state governments to exempt any factory or class of factories from all or some provisions during a public emergency, defined as a grave threat to India's security by war, external aggression, or internal disturbance. Such exemptions are limited to a maximum period of three months, providing temporary flexibility for critical operations without permanent deregulation. This provision balances urgent national needs with worker protections, requiring the emergency to be officially notified in the Official Gazette. Longer periods like 6 or 12 months are not allowed to prevent abuse, while shorter ones like 1 month are not mandated as the minimum. The clause underscores the Act's adaptability in crises, but with safeguards to restore normal regulations promptly.

**Question 7 Explanation:** Section 16 of the Factories Act, 1948, addresses overcrowding by mandating a minimum of 14.2 cubic meters of space per worker in factories constructed after the Act's commencement, calculated excluding space above 4.2 meters from the floor. This standard aims to ensure adequate air circulation, reduce fatigue, and minimize the spread of diseases in enclosed industrial environments. For pre-1948 factories, the requirement is 9.9 cubic meters, reflecting a phased improvement in working conditions. State governments can prescribe higher standards or exemptions for specific processes, but the baseline prevents health hazards from cramped spaces. Other options like 9.9, 10, or 12 cubic meters are either outdated or incorrect, emphasizing the Act's focus on modern factories built post-1948.

**Question 8 Explanation:** Section 11 of the Factories Act, 1948, requires factories to maintain cleanliness through measures like daily sweeping, weekly floor washing, and repainting or varnishing walls at least once every five years, with whitewashing every 14 months for washable surfaces. These intervals ensure a hygienic environment, preventing accumulation of dirt, refuse, or fumes that could harm workers' health. State governments can modify these timelines based on factory type, but the baseline promotes regular maintenance to avoid occupational illnesses. Disinfection is also mandated where processes generate harmful substances, adding layers of protection. Option D is correct for repainting, while shorter periods apply to other cleaning tasks, highlighting the Act's tiered approach to hygiene.

**Question 9 Explanation:** Section 18 of the Factories Act, 1948, mandates the provision of wholesome drinking water at convenient points, with cooling facilities required in factories employing over 250 workers to combat heat stress in hot climates or processes. Water sources must be marked, kept clean, and located away from latrines or urinals to prevent contamination. This provision is part of broader health measures, ensuring hydration as a fundamental welfare right. In larger factories, additional features like fountains may be prescribed by state rules. Other options like ventilation (Section 13) or lighting (Section 17) are separate health requirements, making C the precise match for drinking water cooling.

**Question 10 Explanation:** Section 21 of the Factories Act, 1948, requires secure fencing around dangerous machinery parts, such as flywheels, belts, or gears, to prevent accidental contact and injuries during operation. This safety measure is mandatory for all prime movers, transmission machinery, and other hazardous components, with designs approved by inspectors. The fencing must be constantly maintained and not removed while parts are in motion, emphasizing proactive accident prevention. Examples include guards on lathes or presses, tailored to the machinery's risks. Other options like electrical panels (covered under general safety) or non-moving parts are not the primary focus, underscoring the Act's emphasis on dynamic hazards.

**Question 11 Explanation:** Section 23 of the Factories Act, 1948, prohibits young persons from working on dangerous machines unless they have received sufficient training and are under adequate supervision by experienced adults. This provision protects adolescents and children from high-risk operations, requiring certification of their competency before assignment. Training must cover machine-specific hazards, emergency stops, and safe practices, with records maintained for inspections. Fitness certificates under Section 69 are for general employment of adolescents, but Section 23 adds machine-specific



safeguards. Parental consent or overtime pay are not substitutes for training, highlighting the Act's priority on skill-building to reduce accidents among vulnerable workers.

**Question 12 Explanation:** The 1987 Amendment to the Factories Act, 1948, introduced Sections 41A-41H, requiring site appraisal committees for hazardous factories, compulsory disclosure of safety policies by occupiers, and detailed information on risks and emergency measures. These changes were driven by the Bhopal disaster, mandating health surveillance, safety committees, and on-site emergency plans. Disclosures must include material safety data sheets and worker training on hazards. Annual leave or canteens are unrelated welfare provisions, while weekly holidays are in Chapter VI. The amendment's focus on transparency and prevention transformed hazardous process management, influencing subsequent labor codes.

**Question 13 Explanation:** Section 40B of the Factories Act, 1948, requires the appointment of safety officers in factories employing 1,000 or more workers or those involved in hazardous processes, with the number and qualifications prescribed by state rules rather than a fixed count. This ensures dedicated personnel for safety audits, training, and compliance monitoring. State governments can extend this to smaller factories based on risk levels. A fixed number like one or two is not mandated centrally, allowing flexibility. The provision, added by the 1987 Amendment, underscores the Act's adaptive approach to industrial safety.

**Question 14 Explanation:** Section 42 of the Factories Act, 1948, mandates adequate washing facilities with soap and water, separated for men and women to maintain privacy and hygiene, especially in dusty or chemical-exposed industries. Facilities must be conveniently located and kept clean, with state-prescribed standards for numbers and design. This gender separation aligns with welfare goals, preventing discomfort or health issues. Separations for workers/managers or adults/adolescents are not required, focusing instead on equity. The provision enhances overall worker dignity, complementing other amenities like restrooms.

**Question 15 Explanation:** Section 48 of the Factories Act, 1948, requires creches for children under six years in factories employing more than 30 women, staffed by trained caretakers and equipped with milk, toys, and ventilation. This supports working mothers, ensuring child safety during shifts. Creches must be clean and away from hazardous areas, with state rules specifying details. Lower thresholds like 10 or 20 do not trigger this, while 50 is above the minimum. The measure promotes gender inclusion in the workforce, reducing absenteeism.

**Question 16 Explanation:** Section 49 of the Factories Act, 1948, mandates the appointment of welfare officers in factories employing over 500 workers to oversee amenities, handle grievances, and promote worker well-being. Officers must be qualified in social work or labor laws, acting as liaisons between management and employees. State governments prescribe their number and duties, ensuring effective implementation of welfare provisions. Thresholds like 250 or 150 apply to canteens or restrooms, not officers. This role, introduced for large-scale industries, fosters harmonious labor relations.

**Question 17 Explanation:** Section 51 of the Factories Act, 1948, limits adult workers' weekly hours to 48, preventing excessive fatigue and health risks in industrial settings.

This cap includes all shifts, with exemptions possible for urgent repairs under state rules. The provision aligns with ILO standards, balancing productivity and rest. Higher limits like 50 or 60 are not standard, though overtime can extend beyond with double pay. The rule applies uniformly, with records maintained for inspections.

**Question 18 Explanation:** Section 59 of the Factories Act, 1948, requires overtime wages at twice the ordinary rate for work exceeding nine daily or 48 weekly hours, including basic wages and allowances but excluding bonuses. "Ordinary rate of wages" is defined precisely to ensure fair compensation. Overtime is capped at 50 hours per quarter, with state exemptions possible. Normal or 1.5 times rates are insufficient, while thrice is excessive. This double pay incentivizes limited overtime, protecting worker health.

**Question 19 Explanation:** Section 79 of the Factories Act, 1948, entitles workers to annual leave with wages after 240 days of continuous service in a calendar year, calculated at one day per 20 days worked for adults. Leave can be accumulated up to 30 days, with encashment for unused portions. This provision ensures rest and recovery, with advance wage payment required. Figures like 180 or 200 days are below the threshold, while 365 is a full year. The rule promotes work-life balance, applicable to all eligible workers.

**Question 20 Explanation:** Section 67 of the Factories Act, 1948, prohibits the employment of children under 14 years in any factory, aligning with constitutional rights against child labor. This ban is absolute, with penalties for violations to protect education and development. Ages 12 or 15 are not the cutoff, as 15 marks the start of adolescence. The provision, rooted in ILO conventions, includes record-keeping to verify ages. Enforcement involves inspectors and certifying surgeons for compliance.

**Question 21 Explanation:** Section 69 of the Factories Act, 1948, requires adolescents to obtain a fitness certificate from a certifying surgeon, renewable annually to confirm their suitability for factory work. Certificates must be carried or displayed, with revocations possible if health deteriorates. This annual renewal ensures ongoing monitoring of physical fitness. Six-month or two-year intervals are not specified, while once-only is inadequate. The measure safeguards young workers from overexertion.

**Question 22 Explanation:** Section 66 of the Factories Act, 1948, originally restricted women's night shifts, but amendments in various states allow them with safety measures like secure transport, lighting, and CCTV to promote gender equality. These conditions prevent harassment and ensure well-being. No conditions or parental approval are not required, while hazardous factory limits persist. The flexibility reflects evolving societal norms, balanced with protections. State governments grant exemptions case-by-case.

**Question 23 Explanation:** Section 92 of the Factories Act, 1948, prescribes general penalties for violations, including imprisonment up to two years, a fine up to Rs. 1 lakh, or both, for offenses not otherwise specified. This applies to contraventions like unsafe conditions or excessive hours. Harsher terms apply to fatal accidents or repeats. Shorter terms like 6 months or 1 year are for minor offenses, while 5 years is excessive. Penalties deter non-compliance, with courts determining based on severity.

**Question 24 Explanation:** Section 9 of the Factories Act, 1948, grants inspectors powers to enter factories, examine premises, machinery, and records, inquire into accidents, and

seize evidence for investigations. This ensures enforcement of all provisions. Inspectors cannot hire workers or set wages, focusing on compliance. Powers include sampling substances and photographing hazards. The role supports proactive monitoring, with reports to chief inspectors.

**Question 25 Explanation:** The Factories Act, 1948, requires reporting of fatal accidents within 12 hours to the inspector and authorities, using prescribed forms for immediate investigation. This timeline allows swift response to prevent recurrence. Non-fatal serious injuries have longer reporting periods like 48 hours. Delays like 24 or 72 hours are incorrect for fatalities. Reporting includes details of the incident, aiding in safety improvements.

**Question 26 Explanation:** The first Factories Act in India was enacted in 1881 under British rule, focusing on child labor restrictions in cotton mills, inspired by UK laws. It limited children's hours and banned under-7s. Subsequent acts in 1891, 1911, and 1934 expanded protections. The 1948 Act consolidated these post-independence. Later dates refer to amendments, not the original.

**Question 27 Explanation:** The 1934 Factories Act was based on the Royal Commission's recommendations from 1929-31, which investigated industrial conditions and suggested comprehensive health and safety reforms. This included adult protections and machinery safeguards. The ILO conference influenced the 1948 Act, while Major Moore's report led to 1881. The Plenary Tripartite was for 1942 discussions. The commission's input shaped modern labor standards.

**Question 28 Explanation:** Section 2(n) defines "occupier" as the person with ultimate control over the factory's affairs, including directors in companies, making them liable for compliance. This extends beyond ownership to managerial responsibility. Financial control or daily supervision alone is insufficient. The definition ensures accountability at the top level. Partners or managers may be deemed occupiers if designated.

**Question 29 Explanation:** Section 12 of the Factories Act, 1948, requires effective arrangements for disposing of wastes and effluents to prevent pollution and health hazards. This includes treatment systems compliant with environmental laws. Ventilation is under Section 13, lighting under 17, overcrowding under 16. State governments can prescribe methods. The provision protects both workers and the surrounding community.

**Question 30 Explanation:** Section 15 of the Factories Act, 1948, regulates artificial humidification in industries like textiles, requiring the use of purified water to avoid contamination. Hygrometers must monitor levels, with standards prescribed by states. Temperature checks are daily, but not the core requirement. Audits or consent are secondary. This prevents respiratory issues from impure humidity.

**Question 31 Explanation:** Section 25 of the Factories Act, 1948, mandates guards on self-acting machines to prevent workers from being trapped between traversing and fixed parts, ensuring a minimum distance. Automatic shutdowns or speed indicators are for other machinery. Manual overrides are not specified. The rule applies to machines like looms, reducing collision risks. Inspections verify compliance.

**Question 32 Explanation:** Section 31 of the Factories Act, 1948, requires pressure plants to have safety valves, pressure gauges, and regular testing to prevent explosions. Daily cleaning or fencing is not primary. Worker training is complementary. The provision covers boilers and vessels under pressure. State rules detail examination intervals.

**Question 33 Explanation:** Section 45 of the Factories Act, 1948, requires trained first-aid staff in factories with over 500 workers, alongside equipped boxes in all factories. Smaller thresholds like 150 or 250 apply to other welfare. Training includes emergency response certification. This ensures immediate care for injuries. Ambulances may be needed in hazardous setups.

**Question 34 Explanation:** Section 55 of the Factories Act, 1948, mandates a rest interval of at least 30 minutes after every five hours of continuous work, allowing meal breaks. Shorter or longer durations are not standard. Exemptions possible for continuous processes. The rule prevents fatigue, with timing flexible. Records note intervals.

**Question 35 Explanation:** Section 60 of the Factories Act, 1948, prohibits double employment, barring workers from jobs in multiple factories on the same day to avoid overwork. This is distinct from weekly holidays (52) or overtime (59). Leave is under 79. The ban ensures focus and safety. Violations attract penalties.

**Question 36 Explanation:** Section 71 of the Factories Act, 1948, limits children's daily working hours to 4.5, with no two periods exceeding this without rest. Shorter or longer are incorrect. No night work allowed. This protects development. Certificates verify compliance.

**Question 37 Explanation:** Section 10 of the Factories Act, 1948, appoints certifying surgeons for medical exams of young or hazardous workers, ensuring fitness. Section 8 is for inspectors, 9 for powers, 11 for cleanliness. Surgeons are independent. Exams include age verification. Reports aid enforcement.

**Question 38 Explanation:** Under Section 92 of the Factories Act, 1948, enhanced penalties for violations causing fatalities can include fines up to Rs. 2 lakh, with imprisonment. General fines are Rs. 1 lakh. Higher like Rs. 5 lakh are post-amendment in codes. The escalation deters negligence. Courts assess based on impact.

**Question 39 Explanation:** The Factories Act, 1948, excludes mines (governed by Mines Act) and railways (Railway Act) from its definition under Section 2(m). Jammu and Kashmir was included in 1954. Agricultural fields or offices are not factories. The exclusion focuses on manufacturing. Mobile units may be exempt.

**Question 40 Explanation:** Form 2 under the Factories Act, 1948, is used for factory registration and licensing, submitted with fees and plans. Accident reports are Form 25, leave Form 15, child Form 18. The form details occupier and processes. Approval by chief inspector. Renewal periodic.

**Question 41 Explanation:** Hazardous processes are listed in the First Schedule of the Factories Act, 1948, including chemical, mining, and metal industries. Other schedules cover permissible levels or diseases. The list guides strict controls under Chapter IVA. Amendments added more processes. Compliance involves safety committees.



**Question 42 Explanation:** Section 36 of the Factories Act, 1948, requires precautions like breathing apparatus for workers entering confined spaces with dangerous fumes or gases. Overcrowding is 16, lighting 17, waste 12. Ventilation and testing mandatory. This prevents asphyxiation. Training and permits needed.

**Question 43 Explanation:** Section 46 of the Factories Act, 1948, requires canteens in factories over 250 workers, often managed by worker committees in some states for transparency. Occupiers oversee, not government or vendors. Committees consult on menus. Hygienic standards enforced. This boosts morale.

**Question 44 Explanation:** Section 59 of the Factories Act, 1948, limits overtime to 50 hours per quarter, with double pay. Higher like 75 or 100 are not standard, though some amendments increased. The cap prevents burnout. Records track usage. Exemptions for seasonal industries.

**Question 45 Explanation:** Section 79 of the Factories Act, 1948, grants children one day of annual leave per 15 days worked, more generous than adults' 20 days. This after 240 service days. Accumulation allowed. The ratio supports youth recovery. Calculations exclude lay-offs.

**Question 46 Explanation:** Section 71 of the Factories Act, 1948, defines night shifts for children as 7 PM to 6 AM, prohibiting work during this period. Other timings like 6 PM-7 AM are incorrect. The ban protects sleep and education. Shifts cannot overlap nights. Enforcement strict.

**Question 47 Explanation:** Section 101 of the Factories Act, 1948, provides defenses for occupiers, allowing them to prove diligence and shift blame to actual culprits. Section 92 is penalties, 106 cognizance, 41H hazardous. Proof requires evidence. This balances liability. Courts evaluate claims.

**Question 48 Explanation:** The Factories Act, 1948, was influenced by the British Factory Act of 1937, adopting similar health and safety frameworks post-colonial inquiries. US, French, or Russian standards were not primary. The influence shaped definitions and provisions. ILO conventions also integrated. This ensured global alignment.

**Question 49 Explanation:** Section 2(ca) defines "competent person" as qualified for inspections, examinations, and certifications of machinery or processes. Not for welfare or wages. Qualifications include engineering degrees. Certification by authorities. This ensures reliable safety assessments.

**Question 50 Explanation:** Section 20 of the Factories Act, 1948, requires spittoons and imposes fines up to Rs. 5 for misuse, promoting hygiene. Drinking water or latrines have separate rules. Placement convenient. Cleanliness mandatory. The fine deters unhygienic behavior.

**Question 51 Explanation:** Section 28 of the Factories Act, 1948, requires hoists and lifts to be inspected every six months by competent persons, ensuring sound construction. Three or 12 months are incorrect. Reports maintained. Safety catches mandatory. This prevents falls.



**Question 52 Explanation:** Section 35 of the Factories Act, 1948, mandates eye protection in processes like grinding or welding involving flying particles or glare. Not for cleaning or storing. Goggles or screens provided free. Training on usage. Non-compliance penalized.

**Question 53 Explanation:** Section 47 of the Factories Act, 1948, requires shelters or rest rooms in factories over 150 workers for breaks. 100 or 250 are for other facilities. Clean and ventilated. Lunch areas separate. This aids relaxation.

**Question 54 Explanation:** Section 52 of the Factories Act, 1948, allows compensatory holidays for missed weekly ones within three months, not the same week or accumulated. Paid as normal. Notice to inspector. This maintains rest cycles. Flexibility for operations.

**Question 55 Explanation:** Form 31 under the Factories Act, 1948, is for muster rolls, recording attendance and hours. Fitness is Form 19, accidents 25. Daily maintenance required. Available to inspectors. Ensures compliance tracking.

**Question 56 Explanation:** Maternity benefits for women are governed by the separate Maternity Benefit Act, 1961, providing paid leave, not under Factories Act Section 66 or 48. Creches are welfare. The 1961 Act integrates with factory rules. Benefits include medical bonus. Coordination ensures coverage.

**Question 57 Explanation:** Section 8 of the Factories Act, 1948, empowers state governments to appoint chief inspectors for oversight. Central is not involved. Independence required. They coordinate enforcement. Qualifications prescribed.

**Question 58 Explanation:** The 1976 Amendment to the Factories Act, 1948, expanded the "manufacturing process" definition to include more activities like power generation. Child bans or overtime were other changes. The expansion broadened applicability. Substitutions in sections like 2(k). This adapted to modern industries.

**Question 59 Explanation:** Section 2(p) defines "young person" as a child or adolescent, under 18 years. Not adults under 21 or workers under 25. This category gets special protections. Distinction from adults critical. Provisions like hours apply differently.

**Question 60 Explanation:** Section 14 of the Factories Act, 1948, requires exhaust appliances for dust and fumes to prevent inhalation hazards. Temperature is 13, lighting 17, noise separate. Systems must be effective. Maintenance regular. Health monitoring follows.

**Question 61 Explanation:** Section 38 of the Factories Act, 1948, mandates accessible, marked fire escape routes, not locked or optional. Equipment like extinguishers required. Drills prescribed. All factories comply. This saves lives in emergencies.

**Question 62 Explanation:** Section 43 of the Factories Act, 1948, provides facilities for storing and drying wet garments, especially in rainy areas. Not all clothes or uniforms only. Secure and ventilated. Prevents discomfort. Complementary to washing.

**Question 63 Explanation:** Section 56 of the Factories Act, 1948, limits daily work spread, including breaks, to 10.5 hours. Not 9 or 12. Extendable to 12 by inspector. This includes intervals. Prevents long shifts.

**Question 64 Explanation:** Forms 18 and 19 under the Factories Act, 1948, register young workers and their fitness certificates. 25/26 for accidents, 1/2 licensing, 17/31 adults. Details include age, work. Maintained for inspections. Ensures age compliance.

**Question 65 Explanation:** Section 92 of the Factories Act, 1948, allows up to 7 years imprisonment for repeat offenses or those causing serious harm. Not 3 or 10. Fines accompany. Escalation from general 2 years. Deters chronic violators.

**Question 66 Explanation:** The Factories Act, 1948, consolidates and amends pre-1947 colonial laws like 1934 and 1911 Acts. Not post-1950 or international only. This unified regulations. Influences from commissions. State rules supplement.

**Question 67 Explanation:** Section 17 of the Factories Act, 1948, requires sufficient lighting to prevent glare and eye strain, both natural and artificial. Not overheating or fumes. Standards prescribed. Maintenance ensures safety. Glare shadows avoided.

**Question 68 Explanation:** Section 34 of the Factories Act, 1948, limits excessive weights based on age and gender, with maxima like 55 kg for adult males. Not experience or shift. Prevents injuries. Charts provided. Enforcement by inspectors.

**Question 69 Explanation:** Section 48 requires creches with trained caretakers, milk, toys, and ventilation for children's well-being. Not just toys or education. Medical oversight possible. Cleanliness mandatory. Supports women workers.

**Question 70 Explanation:** Section 52 mandates compensatory holidays within the month for missed weekly ones, not optional or accumulated. Paid normally. Notice required. This ensures weekly rest. Flexibility limited.

**Question 71 Explanation:** Form 19 records adolescents' fitness certificates under Section 69. Form 18 for children. Annual renewal. Details health status. Kept on premises.

**Question 72 Explanation:** Form 26 reports dangerous occurrences like explosions, distinct from accidents (Form 25). Immediate submission. Details cause. Aids investigations. Prevention follows.

**Question 73 Explanation:** The 1954 Amendment extended the Act to Jammu and Kashmir post-accession. Not mines or offices. Integration with India. Scope widened. Other territories followed.

**Question 74 Explanation:** Section 2(l) defines "power" as any form of energy like electrical or mechanical, not just electricity. Manual excluded. This affects factory classification. Solar or steam included. Broad interpretation.

**Question 75 Explanation:** Section 19 requires separate, clean latrines, not shared or optional. Away from water (6 meters under rules). Gender-specific. Maintenance daily. Hygiene focus.

**Question 76 Explanation:** Section 30 mandates displaying safe speed limits on revolving machinery to prevent over-speeding. Not date or weight. Indicators fixed. Inspections check. Safety enhanced.

**Question 77 Explanation:** Section 49 welfare officers handle grievances, facilities, and liaison, not production or accounts. Qualified socially. Promote harmony. Reports to management. Essential in large factories.

**Question 78 Explanation:** Section 55 requires rest after every 5 hours, not 4 or 6. At least 30 minutes. Exemptions limited. Prevents exhaustion. Timing flexible.

**Question 79 Explanation:** Section 71 bans child work from 7 PM to 6 AM, protecting rest. Other timings incorrect. Shifts adjusted. Strict enforcement. Health priority.

**Question 80 Explanation:** Section 101 allows occupiers to defend by proving reasonable precautions and identifying culprits. Not no knowledge or fault. Evidence required. Courts decide. Balances responsibility.

**Question 81 Explanation:** Major Moore's report in 1872-73 highlighted factory conditions, leading to 1881 Act. Not later dates. Investigated child labor. Influenced regulations. Colonial response.

**Question 82 Explanation:** Section 2(l) includes contractors and indirect workers as "workers," not just permanent. Managers excluded. Broad coverage. Remuneration irrelevant. Protects all involved.

**Question 83 Explanation:** Hygrometers monitor humidity under Section 15 for artificial humidification. Not temperature or dust. Readings recorded. Standards maintained. Prevents excess moisture.

**Question 84 Explanation:** Section 33 requires pits and sumps to be covered or fenced to prevent falls. Not open or filled. Securely done. Drained if needed. Safety priority.

**Question 85 Explanation:** Section 44 provides sitting for workers standing long periods, reducing strain. Not all or women only. Suitable seats. Ergonomic. Health benefit.

**Question 86 Explanation:** Overtime limits under Section 59 apply to adults, with adolescents restricted further. Not all or women specifically. Caps quarterly. Pay double. Fatigue control.

**Question 87 Explanation:** Section 79 calculates adult annual leave as 1 day per 20 worked, after 240 days. Not 15 or 30. Accumulation 30 days. Encashment possible. Fair rest.

**Question 88 Explanation:** Amendments to Section 66 allow women's night shifts for equality, with safety like transport. Not ban extension. Pay not primary. State approvals. Inclusion promoted.

**Question 89 Explanation:** Section 9 grants inspectors seizure powers for evidence. Not Section 10 or 92. Entry anytime. Samples taken. Compliance ensured.

**Question 90 Explanation:** Post-independence, the 1948 Act incorporated ILO conventions on hours, safety, and child labor. Not US or EU. Global standards adapted. Tripartite influence. Worker rights enhanced.

**Question 91 Explanation:** Section 20 fines spittoon misuse up to Rs. 5, minor deterrent. Not higher. Hygiene enforced. Spittoons provided. Cleaned regularly.

**Question 92 Explanation:** Section 29 requires annual checks for lifting equipment like cranes. Section 28 for hoists. Competent persons. Reports kept. Safety valves included.

**Question 93 Explanation:** Section 50 empowers state governments to prescribe additional welfare rules beyond basics. Section 5 emergencies, 6 licensing. Flexibility given. Implementation varies.

**Question 94 Explanation:** Work spread under Section 56 includes breaks, totaling 10.5 hours. Not just working or travel. Limits exhaustion. Inspector approval for extension.

**Question 95 Explanation:** Form 25 reports fatal or serious accidents. Not registration or leave. Details submitted promptly. Investigation follows. Prevention measures.

**Question 96 Explanation:** Enhanced penalties for death-causing violations include 7 years imprisonment and Rs. 2 lakh fine. Not lower or higher. Section 92 specifies. Deterrence strong.

**Question 97 Explanation:** The first cotton mill was established in 1854 in Bombay, sparking industrial growth and labor issues. Not later dates. Led to regulations. Expansion to other cities. Historical milestone.

**Question 98 Explanation:** "Hazardous process" under Section 2(cb) risks health or environment, listed in First Schedule. Not financial or production. Controls stringent. Disclosures required.

**Question 99 Explanation:** Section 41H mandates emergency plans for hazardous processes, including drills and information. Not 41B disclosure. On-site plans. Worker involvement.

**Question 100 Explanation:** The Factories Act's adaptability through amendments ensures sustainable development, balancing growth with worker rights. Not profit or control. Justice promoted. Ongoing relevance. Social equity focus.



# FACTORY ACT 1948

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