# Factories Act, 1948

This Chapter Includes

- Learning objective
- Object and scope of the Act
- Competent Person
- Prime mover
- Transmission Machinery
- Hazardous Process
- Factory
- Manufacturing Process
- What is not manufacturing process
- Statutory agencies and their powers
- Approval licensing and registration of factories
- Power of inspector
- Notice by Occupier
- General duties of the occupier and manufacturers
- Health, measures
- Safety measures
- Welfare measures
- Special Provision relating of Hazardous Processes
- Working hours of adults
- Annual Leave with wages
- Employment of young person and children
- Penalties and Procedures
- Compliances under the Act

## Marks of Objective Questions

![Marks of Objective Questions Chart]
Objective & Scope of Factories Act, 1948:
- An Act to consolidate and amend the laws regulating labour and factories.
- Applies to whole of India including Jammu & Kashmir.
- Objective of the Act is to ensure safety measures and promote health and welfare of factory workers.

What is Factory as per the Act:
- Factory includes any premises including the precincts thereof, whereon 10 or more workers are working for any of the day in the preceding 12 months to carry any manufacturing process with the aid of power OR 20 or more in case the manufacturing process is carried without power.
- Excludes mines, unit of armed forces, railway running shed, hotel, restaurants or eating places.
- Premises including precincts enlarges the scope.
- Factory includes all the length of railway line, company engaged in construction of railway line.
- Open land engaged in the conversion of sea water into crystals of salt will be regarded as Factory.
- Seasonal factories like sugarcane etc. will continue to remain as factory during the off-season.

What is manufacturing process as per the Act:
- The term manufacturing process means any process for:
  - Making, altering, repairing, oiling, ornamenting, fishing, packing, washing, cleaning, breaking, demolishing or otherwise treating any article with a view to use, for sale, disposal or delivery;
  - Generating, transforming, transmitting power
  - Pumping oil, water or sewage
  - Printing, composing types for printing or book binding
  - Repairing, constructing, fishing etc of vessels or ships
  - Preserving or storing in cold storage.
- Includes the following:
  - Laundry
  - Carpet beating
  - Process involved for pumping water
  - Stitching bags
  - Conversion of latex into rubber
  - Conversion of sea water into salt
Factories Act, 1948

→ Tracing & adapting on raw film
→ Packing & packaging into smaller units
→ Processes like moistening, stripping, breaking up, adaption & packing of tobacco for use in manufacture of cigarettes

• Excludes the following:
  → Transforming & transmitting electricity
  → Training Institute
  → Exhibition of film

What is worker as per Factories Act, 1948

As per Sec. 2(1) of Factories Act, 1948, the definition of worker has following ingredients:

• Person should be employed:
  → There should exist an employeremployee relationship
  → Employer not just to control what work to be done but also the manner in which the same shall be done.
  → Relationship of master and servant not necessary.
  → Piece rated workers who work on regular basis shall be treated as ‘workers’.
  → Partner or independent contractor cannot be regarded as worker.

• Employment to be direct or through some agency:
  → Employment should be directly by the management or through employment agency.
  → There should exist a privity of contract.

• Employment should be in some manufacturing process:
  → Includes in its purview people directly involved in manufacturing process but also incidental to manufacturing process.
  → Includes:
    • People working in canteen
    • Munim in a factory.

• Employment may be for remuneration or not
  → Includes
    • Apprentice
    • Honorary worker
    • Person employed on price work basis
    • Person employed for no wages.

Enforcement of Factories Act, 1948:

• State Govt is responsible for enforcement of the Act.
• State Govt carries administration of the Act through:
  → Inspecting Staff
  → Certifying Surgeons
7.4  

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→ Welfare Officers
→ Safety Officers

• Welfare officer to be appointed wherein 500 or more workers are employed
• Safety officer to be appointed wherein 1000 or more workers are employed

**Occupier & his Role under the Factories Act, 1948:**

• Occupier as per Section 2(n) means a person who has the ultimate control over the affairs of the factory.
• Occupier of the factory needs to give a notice to Chief Inspector:
  → 30 days before date of resumption of seasonal factories
  → 15 days before date of use of premises by occupier
• Where new manager is appointed, occupier to intimate within:
  → 7 days of appointment

• Contents of Notice:
  → Name & address of factory
  → Name & address of occupier
  → Name & address of owner
  → Name of manager
  → Address of communication
  → Number of Workers
  → Nature of manufacturing work
  → Total power installed

• Occupier should ensure worker’s:
  → Health
  → Safety and
  → Welfare
  → He should make a written statement of the policy adopted by him with respect to the aforesaid points (health, etc.) and even make the workers aware about the same.

• He shall provide:
  → Proper maintenance of the plants so as to ensure that they are safe.
  → Safety arrangement with regards to use, handling and transportation of substances.
  → Training and supervision.
  → Safe access to all places of work in the factory.
  → Adequate facilities and arrangements for welfare of the workers in the factory.

**Working hours as per Factories Act, 1948:**

• Adult worker to work for **48 hours** a week.
• Cannot be made to work for more than **9 hours a day**.
• In case of work exceeding 9 hours, overtime at twice the normal rate needs to be
Factories Act, 1948

- Needs to be given at least half an hour break after continuous 5 hours of work.
- There shall be one holiday every week.
- No adult worker shall work for consecutively 10 days.
- Child who has not completed 14 years of age shall not be employed in factory.
- Where a worker has worked for 240 days, adult worker shall be entitled to leave for 20 days.

**CS Executive Programme (Module II)**

**OBJECTIVE QUESTIONS**

2008 - Dec [7] (c) Choose the most appropriate answer from the given options in respect of the following:

(v) A premises including precincts thereof is a 'factory' within the meaning of the Factories Act, 1948 wherein a manufacturing process is being carried on with the aid of power and where the number of workers working is -

(a) 10 or more workers
(b) 20 or more workers
(c) 15 or more workers
(d) 50 or more workers

Answer:

(a) 10 or more workers

2009 - June [7] (b) Re-write the following sentences after filling-in the blank spaces with appropriate word(s)/figures (s):

(iii) A factory is required to appoint a welfare officer where workers are ordinarily employed.

Answer:

A factory is required to appoint a welfare officer where greater than 500 workers are ordinarily employed.

2009 - Dec [7] (c) Choose the most appropriate answer from the given options in respect of the following:

(i) The occupier of a factory is required to appoint a Welfare Officer where:

(a) 250 workers are employed
(b) 100 workers are employed
(c) 200 workers are employed
(d) 500 or more workers are employed.
(ii) Out of the following which is not a manufacturing process:
(a) Finished goods and packing thereof
(b) The making of bidis
(c) Stitching old gunny bags and making them fit for use
(d) Pumping of water from a tubewell.

Answer:
(i) (d) 500 or more workers are employed
(ii) (a) Finished goods and packing thereof.

2010 - June [7] (c) Choose the most appropriate answer from the given options in respect of the following:
(ii) The occupier of a factory is required to send a written notice to the Chief Inspector of Factories at least:
(a) 7 Days before he begins to occupy or use the premises as a factory
(b) 15 Days before he begins to occupy or use the premises as a factory
(c) 21 Days before he begins to occupy or use the premises as a factory
(d) 10 Days before he begins to occupy or use the premises as a factory.

Answer:
(ii) (b) 15 Days before he begins to occupy or use the premises as a factory.

2010 - Dec [7] (c) Choose the most appropriate answer from the given options in respect of the following:
(ii) When a new manager is appointed for a factory, the occupier shall send to the Inspector of Factories a notice in writing within:
(a) 7 Days
(b) 15 Days
(c) 30 Days
(d) 45 Days.

Answer:
(a) 7 Days

2011 - June [7] (b) Re-write the following sentences after filling-in the blank spaces with appropriate word(s)/figure(s):
(iv) An adolescent worker shall be allowed to work only for ________ hours in a week.
Answer:
48
2012 - June [7] (b) Re-write the following sentences after filling-in the blank spaces with appropriate word(s)/figure(s):
(iii) Adolescent means a person who has completed _____ of age but not completed his 18th year. (1 mark)
Answer:
15th year
2012 - Dec [7] (b) Re-write the following sentences after filling-in the blank spaces with appropriate word(s)/figure(s):
(v) There must be more than__________workers in a factory for the mandatory appointment of a safety officer. (1 mark)
Answer:
One thousand
2014 - Dec [35] As per the Factories Act, 1948 any engine, motor or other appliance which generates or otherwise provides power is defined as —
(a) Prime mover (b) Power
(c) Transmission machinery (d) Machinery. (1 mark)
Answer:
(a) Prime mover
2014 - Dec [37] A premises including precincts thereof is a ‘factory’ within the meaning of the Factories Act, 1948 whereon _______ 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 whereon _______ are working, or were working on a day of the preceding twelve months, and in any part of which a manufacturing process is being carried on without the aid of power, or is ordinarily so carried on.
(a) 10 or more workers; 20 or more workers
(b) 20 or more workers; 10 or more workers
(c) 10 or more workers; 100 or more workers
(d) 15 or more workers; 20 or more workers. (1 mark)
Answer:
(a) 10 or more workers; 20 or more workers
2014 - Dec [38] As per the Factories Act, 1948 ‘adolescent’ means a person who has completed —
(a) 18th year but not completed 21st year
(b) 15th year but not completed 18th year
(c) 16th year but not completed 18th year
(d) 15th year but not completed 21st year.  

Answer:
(b) 15th year but not completed 18th year

2014 - Dec [39] As per section 16 of the Factories Act, 1948 the minimum space to be allocated to each worker employed in the factory is —
(a) 12.2 cubic metres  (b) 13.2 cubic metres
(c) 14.2 cubic metres  (d) 15.2 cubic metres.  

Answer:
(c) 14.2 cubic metres

2014 - Dec [41] As per section 90 of the Factories Act, 1948 the State Government may, if it considers it expedient to do so, appoint a competent person to inquire into the causes of any accident occurring in a factory or into any case where a disease specified in _______ has been, or is suspected to have been contracted in the factory.

(a) First schedule and second schedule  
(b) Second schedule and sixth schedule  
(c) Third schedule  
(d) Fifth schedule.  

Answer:
(c) Third schedule

2014 - Dec [42] Under section 40B of the Factories Act, 1948 in every factory, wherein _______ or more workers are ordinarily employed, or wherein, in the opinion of the State Government, any manufacturing process or operation is carried on, where process or operation involves any risk of bodily injury, poisoning or disease, or any other hazard to health, to the persons employed in the factory, the occupier shall, if so required by the State Government by notification in the Official Gazette, employ such number of _______ as may be specified in that notification.

(a) One thousand; safety officers  
(b) Five hundred; health officers  
(c) Four hundred; welfare officers  
(d) Two hundred; inspection officers.  

Answer:
(a) One thousand; safety officers

2014 - Dec [43] As per section 53 of the Factories Act, 1948 where, as a result of the passing of an order or the making of a rule under the provisions of this Act exempting a factory or the workers therein from the provisions of weekly holidays, a worker deprived of any of the weekly holidays for which provision is made, he shall be allowed, within the month in which the holidays were due to him or within the two months...
immediately following that month, ______ of equal number to the holidays so lost.
(a) Earned leave (b) Restricted holidays
(c) Compensatory holidays (d) Accumulated leave. (1 mark)
**Answer:**
(c) Compensatory holidays

2014 - Dec [45] As per section 48 of the Factories Act, 1948 in every factory wherein more than _______ women workers are ordinarily employed, the facility of suitable room or rooms should be provided and maintained for the use of children under the age of _______ of such women.
(a) 30; six years (b) 50; five years
(c) 75; seven years (d) 100; five years. (1 mark)
**Answer:**
(a) 30; six years

2014 - Dec [49] The ‘occupier’ of a factory under the Factories Act, 1948 is required to appoint a Welfare Officer where number of workers employed are —
(a) 200 (b) 300
(c) 400 (d) 500 or more. (1 mark)
**Answer:**
(d) 500 or more.

2015 - June [1] Under the Factories Act, 1948, usually the term ‘precincts’ is known as —
(a) A space enclosed by walls (b) Part of factory
(c) Subsidiary of factory (d) Walls of the factory. (1 mark)

2015 - June [10] Which of the following is empowered under section 41D of the Factories Act, 1948 to appoint an Inquiry Committee in the event of the occurrence of an extraordinary situation involving a factory engaged in a hazardous process, to inquire into the standards of health and safety observed in the factory with a view to finding out the causes of any failure or neglect in the adoption of any measures or standards prescribed for the health and safety of the workers employed in the factory —
(a) Central Government (b) State Government
(c) Occupier of the factory (d) Inspector of the factory. (1 mark)

2015 - June [17] Any unpaid wages due to the workers under the Chapter VII (annual leave with wages) of the Factories Act, 1948 can be recovered as delayed wages under the provisions of the —
(a) Minimum Wages Act, 1948
(b) Payment of Wages Act, 1936  
(c) Equal Remuneration Act, 1976  
(d) Payment of Bonus Act, 1965. (1 mark)

2015 - June [23] Under section 55 of the Factories Act, 1948, an adult worker shall not work continuously for more than five hours unless he has had a rest interval of at least ___.

(a) One hour  
(b) 45 minutes  
(c) Half an hour  
(d) Two hours. (1 mark)

2015 - June [33] According to section 66 of the Factories Act, 1948 a woman shall not be allowed to work in any factory except between the hours of —

(a) 6 A.M. and 7 P.M.  
(b) 6 A.M. and 9 P.M.  
(c) 8 A.M. and 9 P.M.  
(d) 8 A.M. and 8 P.M. (1 mark)

2015 - June [41] Section 36A of the Factories Act, 1948 provides that in any factory no portable electric light or any other electric appliance of voltage exceeding __________ shall be permitted for use inside any chamber, tank, vat, pit, pipe, flue or other confined space unless adequate safety devices are provided.

(a) 42 Volts  
(b) 24 Volts  
(c) 50 Volts  
(d) 100 Volts. (1 mark)

2015 - June [66] Section 28 of the Factories Act, 1948 provides that in a factory, every hoist and lift shall be properly maintained and thoroughly examined by a competent person at least once in every period of —

(a) Three months  
(b) Six months  
(c) Nine months  
(d) Twelve months. (1 mark)

Multiple Choice Questions

1. Factories Act was enacted in the year:
   (a) 1950  
   (b) 1948
2. Which of the following is not an objective of Factories Act:
   (a) Protect interest of workers in factories
   (b) Secure good working conditions
   (c) Regulate the contract labourers
   (d) Provide for adequate safety measures of factory workers
   Answer: 

3. ________ or more workers carrying manufacturing process with aid of power constitutes Factory as per Factories Act, 1948:
   (a) 10
   (b) 20
   (c) 100
   (d) 7
   Answer: 

4. Adult as per Factories Act, 1948 means, a person who has completed:
   (a) 21 years
   (b) 18 years
   (c) 15 years
   (d) 16 years
   Answer: 

5. Adolescent as per Factories Act, 1948 means, a person who has completed ______ but not completed ______ years:
   (a) 21 years; 25 years
   (b) 18 years; 21 years
   (c) 15 years; 18 years
   (d) 16 years; 18 years
   Answer: 

6. Child as per Factories Act, 1948 means, a person who has not completed:
   (a) 21 years
   (b) 18 years
   (c) 15 years
   (d) 16 years
   Answer: 

7. First Schedule can be amended by notification in Official Gazette by:
   (a) State Govt.
   (b) Central Govt.
   (c) Collector
   (d) President
   Answer: 

8. Which of the following does not constitute a Factory as per the Act?
   (a) Mine
   (b) Mobile Unit of Armed Forces
   (c) Hotel
   (d) All of the above
   Answer: 

9. Which of the following are essential elements of a factory?
   (a) There must be premises
   (b) There must be manufacturing process carried on at the premises
   (c) 10 or more workers carrying out manufacturing process with aid of power
   (d) All of the above
   Answer: 

10. Which of the following constitutes Manufacturing process as per Factories Act, 1948?
    (a) Making or producing the article
    (b) Generating & transmitting power
    (c) Cold storage
    (d) All of the above
11. Which of the following does not constitute Manufacturing process as per Factories Act, 1948?
   (a) Laundry & carpet beating
   (b) Stitching old gunny bags
   (c) Imparting training
   (d) Bidi making
   Answer: 

12. Which of the following does not constitute Manufacturing process as per Factories Act, 1948?
   (a) Receiving news on reel in a teleprinter
   (b) Exhibition of film process
   (c) Finished goods & packing thereof
   (d) All of the above
   Answer: 

13. Worker for the purpose of Factories Act, 1948 means a person employed directly or by or through any agency, but does not include:
   (a) Member of the Armed Forces of the Union
   (b) Person earning more than ₹ 6,500
   (c) Person earning less than ₹ 6,500
   (d) Govt. officials
   Answer: 

14. Whether Piece-rate workers can be workers within the definition of ‘worker’ as per Factories Act:
   (a) Yes
   (b) No
   (c) Partially
   (d) Never
   Answer: 

15. Which of the following is a worker as per Factories Act?
   (a) Contractor
   (b) Partner
   (c) Independent agent
   (d) Piece rated workers
   Answer: 

16. Which of the following is not a worker as per Factories Act?
   (a) Munim
17. Which of the following shall be considered as worker for the purpose of Factories Act?
   (a) Person receiving remuneration
   (b) Person receiving no wages
   (c) Apprentice
   (d) All of the above
   Answer: 

18. ____ shall be deemed as an Occupier in case of a Company?
   (a) Company Secretary
   (b) Manager
   (c) Director
   (d) None of the above
   Answer: 

19. Following cannot be regarded as Occupier of a factory?
   (a) Employee
   (b) Director
   (c) Partner
   (d) Owner
   Answer: 

20. Who is empowered to make rules in relation to Factories Act?
   (a) Union Govt.
   (b) State Govt.
   (c) Collector
   (d) None of the above
   Answer: 

21. State Governments carry out the administration of the Act through:
   (a) Inspecting Staff
   (b) Certifying Surgeons
   (c) Welfare & Safety Officers
   (d) All of the above
   Answer: 

22. ______ shall be an Inspector for the purpose of Factories Act?
   (a) District Magistrate
   (b) Collector
   (c) Chief Minister
   (d) Prime Minister
   Answer: 

23. The powers of the inspector does not include:
   (a) He can enter any place
   (b) He can make examination of the premises
   (c) Arrest the occupier
   (d) Take possession of any such article or substance which is hazardous
   Answer: 

24. What is the minimum number of workers required in a factory for the mandatory appointment of a Welfare Officer?
   (a) 100 or more
   (b) 500 or more
   (c) Less than 750
   (d) 1,000 or more
   Answer: 

25. What is the minimum number of workers required in a factory for the mandatory appointment of a Safety Officer?
   (a) 100 or more
   (b) 500 or more
   (c) Less than 750
   (d) 1,000 or more
26. If an application is made for the approval of site for construction or extension of the factory, submitted by registered post to the State Government or the Chief Inspector and if no reply is received, the application stands automatically approved within:
(a) 1 month
(b) 2 months
(c) 3 months
(d) 6 months
Answer: 

27. Appeal against refusal to grant permission by State Government or Chief Inspector can be made within:
(a) 7 days
(b) 30 days
(c) 3 months
(d) 1 year
Answer: 

28. An occupier is to send a written notice, containing prescribed particulars, to the Chief Inspector at least before he begins to occupy or use a premises as a factory:
(a) 7 days
(b) 15 days
(c) 20 days
(d) 30 days
Answer: 

29. Whenever a new manager is appointed, the occupier shall send notice to the Inspector within:
(a) 7 days
(b) 30 days
(c) 3 months
(d) 1 year
Answer: 

30. The duties of an Occupier shall include:
(a) Provision and maintenance of plant and systems of work
(b) Ensuring safety and absence of risks to health
(c) Training and supervision
(d) All of the above
Answer: 

31. To which authority can appeals be made if the Chief Inspector does not grant
license to a factory?
(a) State Government
(b) Central Government
(c) State Licensing Appellate
(d) Factories Commissioner
Answer: 

32. The floor should be thoroughly cleaned by washing with disinfectant _________ as per provisions of Factories Act.
(a) Every day
(b) Twice a day
(c) Once in a week
(d) None of the above
Answer: 

33. White wash or colour wash should be carried at least once in every period of :
(a) 14 months
(b) 12 months
(c) 36 months
(d) None of the above
Answer: 

34. All doors, windows and other framework which are of wooden or metallic shall be painted or varnished in:
(a) 1 year
(b) 3 years
(c) 5 years
(d) 10 years
Answer: 

35. _________is empowered to direct any factory to adopt such methods which will reduce the excessively high temperature:
(a) Occupier
(b) Chief Inspector
(c) Magistrate
(d) Collector
Answer: 

36. Will actual injury to health necessary, if the dust or fume by reason of manufacturing process is given off in such quantity that it is injurious or offensive:
(a) Yes, actual injury is required
(b) No, actual injury is not required
(c) Partial or total disablement is required
(d) Admission to hospital is required
Answer: 

37. Minimum working space for each worker __________ space per worker in every workroom:
   (a) 4.2 cubic meters
   (b) 14.2 cubic meters
   (c) 24.2 cubic meters
   (d) 44.2 cubic meters
Answer: 

38. Notice by Chief Inspector specifying the maximum number of workers employed in a room needs to be posted in:
   (a) English
   (b) Local language understood by the majority of the workers
   (c) Both (a) & (b)
   (d) None of the above
Answer: 

39. Drinking water should not be situated within _____ of any washing place, urinals, spittoon, open drain carrying sullage or effluent or any other source of contamination.
   (a) 1 meter
   (b) 6 meter
   (c) 20 meter
   (d) 100 meter
Answer: 

40. The floors, walls, sanitary pan, etc., of latrines and urinals shall be washed and cleaned with suitable detergents and/or disinfectants:
   (a) Every day
   (b) Twice a day
   (c) Once in a week
   (d) None of the above
Answer: 

41. No traverse part of self-acting machine in any factory and no material carried thereon shall be allowed to run on its outward or inward traverse within a distance of _______ cm from any fixed structure which is not part of the machines.
   (a) 20
   (b) 45
   (c) 50
   (d) 100
42. Punishment for non compliance with safeguards for casing of new machinery of dangerous nature, may extend to:
(a) 6 months or with ₹ 5,000 or with both
(b) 3 months or with ₹ 500 or with both
(c) 1 month or with ₹ 500 or with both
(d) ₹ 5,000

Answer:

43. Section 27 of Factories Act, 1948 provides for prohibition of employment of woman and children near _______.
(a) Any plant & machinery
(b) Cotton openers
(c) Both of the above
(d) None of the above

Answer:

44. Hoists & lifts be properly maintained and thoroughly examined by a competent person
(a) Once in 3 months
(b) Once in 6 months
(c) Once in a year
(d) Once in 2 years

Answer:

45. Lifting machines, chains, ropes and lifting tackles be properly maintained and thoroughly examined by a competent person
(a) Once in 3 months
(b) Once in 6 months
(c) Once in 12 months
(d) Once in 36 months

Answer:

46. ______ may make rules prescribing the maximum weights which may be lifted, carried or moved by adult men, adult women, adolescents and children employed in factories
(a) Inspector
(b) State Government
(c) Central Government
(d) President

Answer:
47. No portable electric light or any other electric appliance of voltage exceeding _____ shall be permitted for use inside any chamber, tank, vat, pit, pipe, flue or other confined space.
   (a) 12 volts
   (b) 24 volts
   (c) 240 volts
   (d) 480 volts

Answer: 

48. At least one first-aid box or cupboard be required for every
   (a) 100 workers
   (b) 150 workers
   (c) 250 workers
   (d) 500 workers

Answer: 

49. An ambulance room should be provided and maintained by every such factory for every
   (a) 100 workers
   (b) 150 workers
   (c) 250 workers
   (d) 500 workers

Answer: 

50. Occupier should make adequate and suitable arrangements for shelters or rest rooms and lunch-room with provision of drinking water for every
   (a) 100 workers
   (b) 150 workers
   (c) 250 workers
   (d) 500 workers

Answer: 

51. Suitable room or rooms should be provided and maintained by the occupier for the use of children under the age of six years for every
   (a) 10 women workers
   (b) 30 women workers
   (c) 50 women workers
   (d) 500 women workers

Answer: 

52. Where _____ workers are ordinarily employed, effective arrangements should be made for cooling drinking water during hot weather.
   (a) 100
(b) 200
(c) 250
(d) 500
Answer:

53. Employees working in canteens in industrial establishments run by Managing Committee are not employees of
(a) Managing Committee
(b) Occupier
(c) Both of the above
(d) None of the above
Answer:

54. Which of the following provisions do not come under the 'Welfare Chapter' in the Factories Act, 1948?
(a) Washing facilities
(b) Drinking water
(c) Facilities for sitting
(d) First-aid appliances
Answer:

55. Which of the following committee shall be responsible for hazardous substances:
(a) Managing Committee
(b) Site Appraisal Committee
(c) Welfare Committee
(d) Audit Committee
Answer:

56. Who shall be Chairman of Site Appraisal Committees
(a) Chief Inspector of the State
(b) Central Board
(c) Chief Minister
(d) Company Secretary
Answer:

57. Which of the following shall not be a member of Site Appraisal Committees:
(a) Representative of the Department of Environment in the State.
(b) A representative of the Meteorological Department of the Government of India.
(c) A representative of the Ministry of Corporate Affairs (MCA).
(d) A representative of the Town Planning Department of the State Government.
58. Site Appraisal Committee shall examine an application for the establishment of a factory involving hazardous process and make its recommendation to the State Government within:
   (a) 30 days
   (b) 60 days
   (c) 90 days
   (d) 120 days

Answer: _______

59. The occupier shall, at the time of registering the factory involving a hazardous process, lay down a detailed policy with respect to the health and safety of the workers employed therein and intimate such policy to:
   (a) Collector
   (b) Magistrate
   (c) Chief Inspector
   (d) Commissioner

Answer: _______

60. If the Occupier proposes to engage in a hazardous process at any time, the same needs to be intimated within:
   (a) 30 days
   (b) 60 days
   (c) 90 days
   (d) 120 days

Answer: _______

61. Who has the Power to appoint Inquiry Committee:
   (a) Central Government
   (b) State Government
   (c) President
   (d) Collector

Answer: _______

62. Inquiry Committee shall consist of a Chairman & _____ members:
   (a) 1 member
   (b) 2 members
   (c) 5 members
   (d) 10 members

Answer: _______

63. Recommendations of the Inquiry Committee shall be _____ in nature:
   (a) Mandatory
64. The maximum permissible threshold limits of exposure of chemical and toxic substances in manufacturing processes (whether hazardous or otherwise) in any factory shall be of the value indicated in:
(a) First Schedule
(b) Second Schedule
(c) Third Schedule
(d) Fourth Schedule
Answer: 

65. Safety Committee in every factory shall be set up where a hazardous process takes place, or where hazardous substances are used or handled, set up a consisting ________:
(a) 100% employer representatives
(b) 100% employee representatives
(c) 25% workers & 75% management representatives
(d) 50% workers & 50% management representatives
Answer: 

66. An adult worker shall be allowed to work only for _____ hours in any Week as per Factories Act.
(a) 36 hours
(b) 48 hours
(c) 50 hours
(d) 52 hours
Answer: 

67. Section 52 provides that there shall be holiday for the whole day in __________.
(a) A week
(b) 10 days
(c) 14 days
(d) None of the above
Answer: 

68. No adult worker shall work for more than _____days consecutively without a holiday for the whole day.
(a) A week
(b) 10 days
(c) 14 days
(d) None of the above
69. Compensatory holidays should be allowed either in the same month in which the holidays became due or within next ____ month.
   (a) 1
   (b) 2
   (c) 3
   (d) 4

Answer: 

70. An adult worker, whether male or female shall not be required or allowed to work in a factory for more than ______ in any day.
   (a) 8 hours
   (b) 9 hours
   (c) 10 hours
   (d) 12 hours

Answer: 

71. The daily maximum hours of work specified in Factories Act can be exceeded to facilitate the change of shift and the previous approval of ______ is obtained.
   (a) Collector
   (b) Magistrate
   (c) Chief Inspector
   (d) Commissioner

Answer: 

72. No adult worker shall work continuously for more than ____ hours unless a rest interval of at least half an hour is given to him.
   (a) 5
   (b) 6
   (c) 8
   (d) 9

Answer: 

73. The State Government or subject to the control of the State Government the Chief Inspector may provide for work continuously for more than ____ hours unless a rest interval of at least half an hour is given.
   (a) 5
   (b) 6
   (c) 8
   (d) 9
74. The daily working hours should be adjusted in such a manner, that inclusive of rest interval, they are not spread over more than ____ hours on any day.
   (a) 9 hours
   (b) 9-1/2 hours
   (c) 10 hours
   (d) 10-1/2 hours
   Answer: _______

75. The limit of spread over may be extended upto ____ hours by the Chief Inspector for reasons to be specified in writing.
   (a) 10 hours
   (b) 10-1/2 hours
   (c) 11 hours
   (d) 12 hours
   Answer: _______

76. Where a worker works in a factory for more than 9 hours in any day or more than 48 hours in any week, he shall be entitled to wages at the rate of _____ times his ordinary rate of wages:
   (a) 1.5
   (b) 1.75
   (c) 2
   (d) 2.5
   Answer: _______

77. Which of the following shall not be considered as ordinary rate of wages
   (a) Basic wages
   (b) Allowances which include the cash equivalent
   (c) House rent allowance
   (d) Concessional sale to workers
   Answer: _______

78. The register of adult workers to contain:
   (a) The name of worker
   (b) The nature of his work
   (c) The group in which he is included
   (d) All of the above
   Answer: _______

79. Inspection of the register of Adult workers can be made by:
   (a) Collector
(b) Magistrate
(c) Chief Inspector
(d) Commissioner

Answer:  

80. If the name of any person is entered in the register of adult workers, it is evidence that the person is employed in the factory.

(a) Conclusive
(b) Optional
(c) Might
(d) Never

Answer:  

81. The liability to maintain register of adult workers has been imposed on the ___ of the factory.

(a) Manager
(b) Occupier
(c) Director
(d) Company Secretary

Answer:  

82. Where a worker is merely present during the rest period as notified or is found working during that period, what is the punishment prescribed in the Act?

(a) Fine of ₹ 1000
(b) Fine of ₹ 500
(c) Imprisonment of 1 month
(d) No fine

Answer:  

83. Women workers shall not be employed except between the hours

(a) 5 a.m. and 8 p.m.
(b) 5 a.m. and 9 p.m.
(c) 6 a.m. and 7 p.m.
(d) 6 a.m. and 9 p.m.

Answer:  

84. The State Government may by a notification in the Official Gazette, vary these limits to the extent that no woman shall be employed between:

(a) 5 a.m. and 8 p.m.
(b) 5 a.m. and 10 p.m.
(c) 6 a.m. and 7 p.m.
(d) 6 a.m. and 9 p.m.
85. For women workers, there shall be no change of shifts except after:
   (a) Weekly holiday
   (b) Any other holiday
   (c) Both of the above
   (d) None of the above
   Answer: 

86. A child who has not completed __________ of age, shall not be employed in any factory.
   (a) 12 years
   (b) 14 years
   (c) 15 years
   (d) 18 years
   Answer: 

87. Children completing their fourteenth year or an adolescent, shall be required to provide:
   (a) Certificate of practice
   (b) Certificate of education
   (c) Certificate of fitness
   (d) Certificate of experience
   Answer: 

88. The certificate of fitness to be given by:
   (a) Certifying Surgeon
   (b) Company Secretary
   (c) Occupier
   (d) None of the above
   Answer: 

89. To get certificate of fitness, an application to a Certifying Surgeon has to made by:
   (a) Young person himself
   (b) Parent or guardian
   (c) Manager of the factory
   (d) All of the above
   Answer: 

90. The certificate of fitness is valid for a period of:
   (a) 12 months
   (b) 3 years
   (c) Lifetime
   (d) None of the above
91. Where an adolescent has not been granted certificate of fitness, he shall notwithstanding his age, be deemed to be _____ for all the purposes of Factories Act?
(a) Adult
(b) Adolescent
(c) Child
(d) Occupier

Answer: 

92. Penalty for using false certificate of fitness is:
(a) Fine of ₹ 500
(b) Fine of ₹ 5,000
(c) Imprisonment of 2 months or ₹ 1,000 or both
(d) No fine

Answer: 

93. What is the penalty payable by parents/guardian for permitting double employment of a child?
(a) ₹ 500
(b) ₹ 1,000
(c) ₹ 2,000
(d) ₹ 3,000

Answer: 

94. What is the maximum number of hours that a child can be employed for as per the Factories Act, 1948?
(a) 3½ hours in any day
(b) 4½ hours in any day
(c) 5½ hours in any day
(d) 6½ hours in any day

Answer: 

95. Where a worker has worked for a minimum period of 240 days or more in a factory during any calendar year, an adult is entitled to leave with wages on the following basis:
(a) One day for every 10 days of work
(b) One day for every 15 days of work
(c) One day for every 20 days of work
(d) One day for every 30 days of work

Answer: 
96. Where a worker has worked for a minimum period of 240 days or more in a factory during any calendar year, a child is entitled to leave with wages on the following basis:
   (a) One day for every 10 days of work
   (b) One day for every 15 days of work
   (c) One day for every 20 days of work
   (d) One day for every 30 days of work
   Answer: 

97. If any worker does not avail any earned leave entitled to him during the calendar year, it can be carried forward to the next calendar year subject to the maximum of ____ days for an adult worker.
   (a) 15
   (b) 30
   (c) 40
   (d) 60
   Answer: 

98. If any worker does not avail any earned leave entitled to him during the calendar year, it can be carried forward to the next calendar year subject to the maximum of ____ days for a child worker.
   (a) 15
   (b) 30
   (c) 40
   (d) 60
   Answer: 

99. In case a worker is employed in a public utility service, the application for leave with wages shall be made at least _____ in advance.
   (a) 30 days
   (b) 15 days
   (c) 7 days
   (d) 1 day
   Answer: 

100. The annual leave with wages cannot be availed for more than ____ times during any year.
    (a) 2
    (b) 3
    (c) 5
    (d) 7
101. Application to avail annual leave with wages for illness purposes can be made at least _____ in advance.
   (a) 30 days
   (b) 15 days
   (c) 1 day
   (d) None of the above

102. Wages during the leave period shall not include:
   (a) Dearness Allowance
   (b) Cash equivalent
   (c) Bonus
   (d) All of the above

103. An adult worker has been allowed leave for not less than ____ days, wages due for the leave period should be paid in advance.
   (a) 4
   (b) 5
   (c) 6
   (d) 7

104. A child worker has been allowed leave for not less than ____ days, wages due for the leave period should be paid in advance.
   (a) 4
   (b) 5
   (c) 6
   (d) 7

105. What is the penalty if there is any contravention of any of the provisions of Factories Act?
   (a) ₹ 50,000 or 6 months imprisonment or both
   (b) ₹ 50,000 or 1 year imprisonment or both
   (c) ₹ 50,000 or 2 years imprisonment or both
   (d) ₹ 1,00,000 or 2 years imprisonment or both

106. What is the minimum penalty if there is any contravention of any of the provisions of Factories Act by a person who has already been convicted?
   (a) ₹ 1,00,000 or 2 years imprisonment or both
107. What is the minimum penalty if there is any contravention of the provisions of
Factories Act which has resulted in an accident causing death?
(a) ₹ 5,000
(b) ₹ 25,000
(c) ₹ 50,000
(d) ₹ 1,00,000
Answer: 

108. What is the penalty if there is any contravention of the provisions of Factories Act
which has resulted in an accident causing serious bodily injury?
(a) ₹ 5,000  
(b) ₹ 25,000  
(c) ₹ 50,000  
(d) ₹ 1,00,000
Answer: 

109. What is the penalty for obstructing Inspector under the Factories Act?
(a) ₹ 5,000 or 6 months imprisonment or both
(b) ₹ 10,000 or 6 months imprisonment or both
(c) ₹ 50,000 or 6 months imprisonment or both
(d) ₹ 1,00,000 or 6 months imprisonment or both
Answer: 

110. What is the penalty for using false certificate of fitness under the Factories Act?
(a) ₹ 1,000 or 2 months imprisonment or both
(b) ₹ 10,000 or 6 months imprisonment or both
(c) ₹ 50,000 or 6 months imprisonment or both
(d) ₹ 1,00,000 or 6 months imprisonment or both
Answer: 

111. Who shall be responsible for the provision and maintenance of common facilities
in any premises where separate building are being leased out by the owner to
different occupiers for use as separate factories?
(a) Owner of the premises
(b) Owner of separate factories
(c) Both of the above
(d) None of the above
112. What does the Schedule III of Factories Act, 1948 contain?
   (a) Provisions of Factories Act
   (b) List of specified industries
   (c) List of Hazardous industries
   (d) List of notified diseases

Answer: (c) List of Hazardous industries

113. In case of seasonal factories, occupier needs to give notice of resumption of activities to Chief Inspector before:
   (a) 7 days
   (b) 14 days
   (c) 21 days
   (d) 30 days

Answer: (b) 14 days

114. The notice sent by the occupier to the Chief Inspector has the following contents other than:
   (a) Name & address of factory & occupier
   (b) Total rated horse power installed
   (c) Profitability of last 2 years
   (d) Number of workers

Answer: (d) Number of workers

115. Whether seasonal factories will be considered a factory as per Factories Act, 1948 during the off season?
   (a) Yes
   (b) No
   (c) Partially
   (d) Never

Answer: (b) No

116. Cutting of woods or converting woods into planks constitute manufacturing activity:
   (a) Yes
   (b) No
   (c) Partially
   (d) Never

Answer: (a) Yes

117. As per the Factories Act, 1948, all workers are employees but all employees may not be worker
   (a) Yes
(b) No
(c) Partially
(d) Nearly

<table>
<thead>
<tr>
<th>Answer</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
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<tr>
<td>2</td>
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| 103    |
| 104    |
| 105    |
| 106    |
| 107    |
| 108    |
### Recent Case Laws

<table>
<thead>
<tr>
<th>Case Law</th>
<th>Decision</th>
</tr>
</thead>
<tbody>
<tr>
<td>1  Ravi Shankar Sharma Vs State of Rajasthan</td>
<td>Factories Act is social legislation and provides for health, safety, welfare and other aspects of the workers in the factories.</td>
</tr>
<tr>
<td>2  Ardeshir H Bhiwandiwala Vs State of Bombay</td>
<td>Open land engaged in the conversion of sea water into crystals of salt will fall within the purview of premises &amp; hence be regarded as Factory.</td>
</tr>
<tr>
<td>3  Employers Association of Northern India Vs Secretary for Labour, UP Govt</td>
<td>Seasonal factories like sugarcane etc will not cease to be factory during the off-season.</td>
</tr>
<tr>
<td>4  VP Gopala Rao Vs Public Prosecutor</td>
<td>Processes like moistening, stripping, breaking up, adaption &amp; packing of tobacco for use in manufacture of cigarettes amounts to manufacturing.</td>
</tr>
<tr>
<td>5  Bharti Udyog Vs. Regional Director ESI Corpn.</td>
<td>Cutting of woods or converting of woods into plank constitute manufacturing process</td>
</tr>
<tr>
<td>6  Workmen of Delhi Electric Supply undertaking Vs Management of DSEU</td>
<td>Transforming &amp; transmitting electricity by zonal &amp; sub stations does not constitutes manufacturing.</td>
</tr>
<tr>
<td>No.</td>
<td>Case</td>
</tr>
<tr>
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</tr>
<tr>
<td>7</td>
<td>Chintaman Rao Vs State of MP</td>
</tr>
<tr>
<td>8</td>
<td>Birdi Chand Sharma Vs Nagpur</td>
</tr>
<tr>
<td>9</td>
<td>Shinde Vs Bombay Telephones</td>
</tr>
<tr>
<td>10</td>
<td>IOC Vs CIF</td>
</tr>
<tr>
<td>11</td>
<td>Seshadrinatha Sarma Vs Madras H.C.</td>
</tr>
<tr>
<td>12</td>
<td>Alkali Metals Vs ESI Corp.</td>
</tr>
</tbody>
</table>