

The Factories Act, 1948

2. Let's take a look at some important definitions outlined within this Act:

- A **'factory'** refers to any premises, along with its surrounding area, where ten or more workers have been or are currently working and a manufacturing process is being carried out with the aid of power, or where twenty or more workers have been or are currently working and a manufacturing process is being carried out without the aid of power, within the past twelve months.
- The term **'manufacturing process'** refers to any procedure involving the making, altering, repairing, ornamenting, finishing, packing, oiling, washing, cleaning, breaking up, demolishing, or other treatment of an article or substance for purposes such as use, sale, transport, delivery, or disposal. This also encompasses processes such as pumping substances (e.g., oil, water, sewage), generating, transforming, or transmitting power, composing types for printing, printing, bookbinding, constructing, reconstructing, repairing, refitting, finishing, or breaking up ships or vessels, as well as preserving or storing articles in cold storage.
- The **'occupier'** of a factory is the person who has ultimate control over its affairs. In the case of a firm, any individual partner; in a company, any director; and in a factory owned or controlled by the government or a local authority, the person appointed by them to manage the factory is deemed to be the occupier.
- **"Adolescent"** means a person who has completed their fifteenth year of age but has not completed their eighteenth year of age.
- **"Adult"** means a person who has completed their eighteenth year of age.
- **"Child"** means a person who has not completed their fifteenth year of age.
- **"Young person"** means a person who is either a child or an adolescent.

6. Approval, licensing and registration of factories. The occupiers of factories must submit their factory plans to the Chief Inspector or the State Government in order to obtain license or written permission for the location, construction, or expansion of factories.

7. Notice by occupier. Before utilizing any premise as a factory, the occupier must notify the Chief Inspector at least fifteen days in advance, providing details such as the factory name and address, occupier's name and address, owner's information (if the building is on rent), nature of manufacturing processes, installed horsepower, manager's name, and number of workers likely to be employed. If a new manager has been appointed, a notice must be sent to the Inspector and Chief Inspector within seven days of the appointment.

7A. General duties of the occupier. Every occupier must prioritize the health, safety, and well-being of their workers in the workplace. They must make arrangements in the factory to ensure safety and minimize health risks associated with the use, handling, storage, and transport of articles and substances. Additionally, they must provide necessary information, instruction, training, and supervision to ensure the health and safety of all workers at work. They are required to create and regularly update a written statement outlining their health and safety policies and procedures and ensure that it is communicated to all workers.

7B. General duties of manufacturers, etc., as regards articles and substances for use in factories. Any person who involved in designing, manufacturing, importing, or supplying articles for use in any factory must ensure that the items are safe for workers. This involves designing and constructing them to minimize health risks, conducting necessary tests, and providing adequate information about their use and safety precautions.

Chapter III- Health

11. Cleanliness. Every factory must be clean and free from effluvia arising from drains or other sources. This includes daily cleaning of workroom floors, stairs, and passages, weekly washing of workroom floors, ensuring effective drainage for wet areas, repainting or revarnishing walls, ceilings, and partitions every five years (or three years for washable paint), cleaning them every fourteen months, and repainting or revarnishing doors, window frames, and other frameworks every five years.

12. Disposal of wastes and effluents. Occupier of the factory must make effective arrangements to treat and safely dispose of wastes and effluents from their manufacturing processes.

13. Ventilation and temperature. Every factory must have proper ventilation and maintain a suitable temperature in every workroom to ensure the well-being of workers and prevent health

issues. The construction of walls and roofs should facilitate temperature control, and efforts must be made to minimize excessive heat. If the nature of the work generates high temperatures, practical measures, such as isolating the process or insulating hot parts, must be taken to protect workers.

14. Dust and fume. In factories where manufacturing processes generate harmful dust, fumes, or impurities, it is essential to take necessary steps to protect workers from its affect. If required, exhaust systems should be deployed near the origin of these substances and enclosed whenever feasible. Furthermore, stationary internal combustion engines within factories should only operate if their exhaust is discharged into the open air. If any other internal combustion engine is utilized within an enclosed space, precautions must be implemented to prevent the accumulation of harmful fumes that could endanger workers in that area.

15. Artificial humidification. Occupiers must adhere to humidity standards, employ proper methods to increase humidity, ensure adequate ventilation, and cooling on the premises. In factories where humidity is artificially increased, water must be sourced from a public supply or to be effectively purified prior to use.

16. Overcrowding. Occupiers must ensure that factory rooms do not become excessively crowded, which can pose risks to the health of workers. Each workroom in factories must provide a minimum space of 14.2 cubic meters.

17. Lighting. Occupiers must ensure proper lighting, whether natural or artificial, in all factory areas used by workers and keep windows and skylights clean and unobstructed. Additionally, they must prevent direct glare and reflections, as well as the formation of shadows, to reduce eye strain and minimize accident risks for workers.

18. Drinking water. In every factory, there must be proper arrangements for clean drinking water for all workers. Drinking water areas must be clearly labeled in a language understood by most workers. These areas must not be within six meters of places like washing areas, bathrooms, or open drains, unless approved by the Chief Inspector. Additionally, factories with over 250 workers must provide cool drinking water during hot weather using effective distribution methods.

19. Latrines and urinals. Factories must provide adequate and easily accessible latrine and urinal facilities for workers, separately for male and female. These facilities must be well-lit, ventilated, and kept clean. Latrines and urinals should not directly connect to work areas, unless approved in writing by the Chief Inspector and sweepers must be employed to maintain cleanliness.

For factories employing over 250 workers must provide sanitary latrine and urinal facilities to the workers. The floors and internal walls of these facilities must be covered with glazed tiles or a smooth, polished, waterproof surface up to a height of 90 centimeters.

20. Spittoons. Occupier must ensure optimal cleanliness and hygiene within the factory premises by providing an adequate number of conveniently located spittoons. All individuals are required to utilize these designated spittoons for spitting and maintain a clean and healthy environment. A notice detailing the rules regarding the same and penalties for breaking the rules must be displayed.

Chapter IV- Safety

21. Fencing of machinery. In every factory, it is necessary to ensure that all moving parts of prime movers and connected flywheels, regardless of whether they are within or outside the engine house, the headrace and tailrace of water-wheels and water turbines, any protruding part of a stock-bar on a lathe, and machinery and equipment in the factory are either in a safe position or constructed in a way that eliminates potential harm to employees. This involves securely fencing off every part of electric generators, motors, rotary converters, transmission machinery, and any other machinery deemed hazardous with substantial safeguards. These safeguards must be consistently maintained and kept in place while the machinery is in operation.

22. Work on or near machinery in motion. In any factory, when it is necessary to examine machinery while it is in motion, only a trained adult male worker attired in appropriate clothing provided by the occupier and whose name is recorded in a register and has a certificate of appointment, can do so. This worker can only handle a belt at a moving pulley if:

- He must not handle a belt on a moving pulley unless the belt is no wider than fifteen centimeters and the pulley is primarily for driving, not just a flywheel.
- The belt joint must be properly secured, the belt and pulley must be in good condition, and there must be adequate space between the pulley and any fixed structure.
- The worker must have secure footing and, if necessary, a secure handhold.
- Any ladder used must be properly secured, either fixed or held by another person.
- Additionally, all set screws, bolts, keys on moving shafts, and toothed/friction gearing must be fenced off to prevent workers from contacting them.

Importantly, women and young person are prohibited from cleaning, lubricating, or adjusting any part of a machine while it is in motion. They should not perform the tasks that puts them at risk of injury from moving parts of the machine or nearby machinery.

23. Employment of young persons on dangerous machines. No young person is required or allowed to work at any machinery unless they have been fully instructed about the associated hazards and the necessary precautions to take. They must also have received adequate training in operating the machinery or be under the supervision of an individual who possesses comprehensive knowledge and experience with the machinery.

24. Striking gear and devices for cutting off power. Every factory must have appropriate equipment to move driving belts between fast and loose pulleys in the transmission machinery. This equipment must be constructed, placed, and used to prevent the belt from slipping back on the fast pulley and must be properly maintained. Additionally, driving belts must not be left on moving shafts when not in use.

In every factory suitable devices for cutting off power in emergencies from running machinery must be provided and maintained in every workroom.

25. Self-acting machines. In factories, self-acting machines must not go within 45 centimeters of any definite structure apart from the machine part, whether people pass through that place, for work or other purposes.

26. Casing of new machinery. In factories with power-driven machinery, it must be ensured that:

- All set screws, bolts, or keys on rotating shafts, spindles, or wheels are guarded to prevent accidents.
- Encase all spur, worm, and other toothed or friction gearing that doesn't need frequent adjustments while in motion.

27. Prohibition of employment of women and children near cotton-openers. Women or children must not be employed in any part of a factory where a cotton opener is in operation for pressing cotton.

28. Hoists and lifts. In every factory, hoists and lifts must be well-built, made of sound materials, and adequately strong. They must be properly maintained and examined by a competent person in every six months, and a register must be kept containing the particulars of every such examination.

Furthermore, every hoist way and lift way must be sufficiently protected by an enclosure fitted with gates. Additionally, there should be a clearly marked maximum safe working load displayed, and loads exceeding this limit are prohibited.

29. Lifting machines, chains, ropes and lifting tackles. In any factory the following provisions must be complied in respect with lifting machine (excluding hoists and lifts) and all associated chains, ropes, and lifting equipment used for raising or lowering people, goods, or materials:

- All components of each lifting machine, along with associated chains, ropes, or lifting equipment, including both fixed and movable parts, must be well-constructed, made from robust materials, adequately sturdy, and free from defects. They must undergo regular maintenance and be thoroughly inspected by a competent individual at least once every twelve months. Furthermore, a register must be maintained, containing the required details of each examination.
- Do not overload lifting machines, chains, ropes, or lifting gear beyond their safe working load, except during testing. The safe working load must be clearly marked along with an identification mark and recorded in a register. If marking isn't feasible, a table displaying safe working loads for all lifting equipment in use must be prominently displayed.
- When individuals are employed or working near the wheel track of a traveling crane, where they could be liable to be struck by the crane, precautions must be taken to ensure the crane stays at least six meters away from them.

30. Revolving machinery. In every factory in which the process of grinding is carried on, each machine in use must have a notice showing the maximum safe speed for every grindstone or abrasive wheel, the shaft or spindle speed, and the pulley diameter needed for safe operation. Additionally, precautions must be taken to prevent the safe speed of any rotating vessel, cage, basket, flywheel, pulley, disc, or similar device from being exceeded.

31. Pressure plant. If any factory operates machinery or any its parts at pressure higher than atmospheric pressure, it must ensure that they do not surpass their safe working pressure.

32. Floors, stairs and means of access. In every factory occupier must;

- Ensure all floors, steps, stairs, passages, and gangways are well-made, properly maintained, and free from obstructions and slippery substances. Where it is necessary for safety, provide substantial handrails.

- Provide and maintain safe means of access to every place where any person may need to work at any time.
- When any person has to work at a height where they could fall, take reasonable steps to ensure the safety of such person by fencing or installing suitable barriers.

33. Pits, sumps openings in floors, etc. Every potentially hazardous fixed vessel, sump, tank, pit, or ground opening in a factory must be securely covered or fenced to prevent accidents.

34. Excessive weights. No person can be employed in any factory handling loads so heavy that could potentially injure them.

In this regard, State Governments establish rules specifying the maximum weights allowed for lifting, carrying, or moving loads by different categories of workers in factories or specific processes.

35. Protection of eyes. In any factory where manufacturing processes may pose a risk to the eyes due to particles, fragments, or excessive light, suitable goggles or effective screens must be provided to protect workers.

36. Precautions against dangerous fumes, gases, etc. No person is required or allowed to enter any chamber, tank, vat, pit, pipe, flue or other confined space in a factory where there's a risk of gas, fumes, vapors, or dust causing harm without proper exit access like a manhole. Before entering any confined space, all possible steps must be taken to eliminate or reduce the presence of harmful substances to safe levels. This includes obtaining written certification from a competent person confirming the safety of the space after testing, or wearing appropriate breathing equipment and being connected to a safety rope held by someone outside the confined space.

36A. Precautions regarding the use of portable electric light. In factories, only portable electric lights or appliances with a voltage of 24 volts or less are allowed inside enclosed spaces like chambers, tanks, vats, pits, pipes, flues, etc., unless there are proper safety measures in place. If there's a risk of flammable gas, fumes, or dust in such spaces, only flame-proof lights are permitted to be used.

37. Explosive or inflammable dust, gas, etc. In any factory where manufacturing processes create explosive dust, gas, fumes, or vapors, practical steps must be taken to prevent explosions by:

- Fully enclosing the equipment used in the process;

- Removing or preventing the buildup of such materials;
- Excluding or fully enclosing all potential ignition sources.

In factories where machinery produces dust, gas, fumes, or vapors that could explode if ignited, and if the machinery is not built to handle such explosions, steps must be taken to limit the explosion's impact. This can be done by adding chokes, baffles, vents, or other effective devices to the machinery.

Whenever a part of plant or machinery in a factory contains pressurized explosive or flammable gas or vapor, the following rules must be adhered to before accessing the part:

- Before loosening any joint or opening cover connected to the part, any gas or vapor flow must be stopped using a stop-valve or similar means.
- Prior to removing any fastening mentioned above, efforts must be made to reduce the gas or vapor pressure in the part or pipe to atmospheric levels.
- After loosening or removing any fastening, measures must be taken to prevent explosive or flammable gas or vapor from entering the part or pipe until the fastening is securely replaced.

38. Precautions in case of fire. In every factory, all possible steps must be taken to prevent fires and their spread both inside and outside the premises. Additionally, safe escape routes must be provided and maintained for everyone in the event of a fire, along with the necessary fire extinguishing equipment and facilities.

Effective measures must be implemented to ensure that all workers in every factory are familiar with the means of escape in case of fire and have received adequate training in the procedures to be followed in such situations.

40B. Safety Officers. In factories with one thousand or more workers, the occupier must employ a Safety Officer to ensure compliance with occupational health and safety guidelines, advice on safety topics, conduct risk assessments, and enforce preventative measures to create a safe workplace.

Chapter IVA- Provisions Relating to Hazardous Processes

41B. Compulsory disclosure of information by the occupier. The occupier of any factory dealing with hazardous processes must share all information about the risks, including health hazards and how to address them, with workers, the Chief Inspector, the local authority where the factory is located, and the nearby general public. The provided information must include accurate details regarding the quantity, specifications, and other characteristics of the wastes, as well as the manner of their disposal.

Furthermore, the occupier of a factory involving hazardous processes must develop a detailed health and safety policy for its workers and share it with the Chief Inspector and local authority during registration. Any changes to this policy must also be communicated to them thereafter.

Additionally, every occupier must create an on-site emergency plan and disaster control measures for their factory with the Chief Inspector's approval. They must also inform workers and general public living nearby about safety procedures in case of an accident.

41C. Specific responsibility of the occupier in relation to hazardous processes. The occupier of the factory must maintain accurate health and medical records for workers exposed to any chemical, toxic, or other hazardous substances that are manufactured, stored, handled, or transported by the workers. They must appoint qualified individuals to oversee the safe handling of hazardous substances and provide all necessary facilities at the workplace to protect the workers. Additionally, the occupier must ensure that every worker undergoes medical examinations:

- Before being assigned to a job involving handling or working with hazardous substances.
- While continuing in such a job and after ceasing to work in such a job, at intervals not exceeding twelve months.

In essence, this section ensure that factories maintain worker health records, appoint competent supervisors for hazardous materials, and conduct regular medical check-ups for workers handling such substances.

41G. Workers' participation in safety management. In factories where hazardous processes take place or hazardous substances are used, the occupier must establish a Safety Committee consisting of an equal number of worker and management representatives. The purpose is to promote cooperation in maintaining workplace safety and health, and to periodically review the measures taken for this purpose.

The tenure of the Committee is to be two years, and the Committee can meet as often as necessary, but at least once every quarter.

Chapter V- Welfare

42. Washing facilities. Every factory must provide and maintain proper washing facilities for its workers. These facilities must be separate, well-screened, and easily accessible for both male and female workers, ensuring cleanliness and hygiene.

43. Facilities for storing and drying clothing. Every factory must provide suitable places for keeping clothing not worn during working hours and for the drying of wet clothing.

44. Facilities for sitting. In every factory, suitable seating arrangements must be provided and maintained for all workers required to stand, so they can sit and take rest when opportunities arise during their work.

45. First-aid appliances. In every factory, easily accessible first-aid boxes or cupboards must be available during all working hours, containing the required supplies. There should be at least one such first-aid box for every 150 workers, and this box must be kept under the charge of a person certified in first-aid treatment recognized by the State Government.

Additionally, in every factory where more than five hundred workers are employed, there must be provided and maintained an ambulance room. It must be staffed by medical and nursing personnel, and always be readily available.

46. Canteens. In any factory where more than two hundred and fifty workers are employed, the occupier must provide and maintain a canteen for the use of workers. Additionally, a managing committee must be constituted for the canteen and ensuring representation of the workers in its management.

47. Shelters, rest rooms and lunch rooms. Factories employing more than one hundred and fifty workers must provide and maintain adequate and suitable shelters/restrooms, and lunchrooms for the use of workers. These spaces must be well-lit, ventilated, cool, and clean, and must have drinking water facilities.

48. Crèches. Factories employing more than thirty women workers must provide and maintain

suitable room or rooms for the use of children under the age of six years of such women. These rooms must offer adequate accommodation, be well lighted and ventilated, kept clean and hygienic, and supervised by trained women in childcare.

49. Welfare officers. In every factory where five hundred or more workers are employed, the occupier must employ a welfare officer in the factory.

Chapter VI- Working Hours of Adults

51. Weekly hours. No adult worker is required or allowed to work in a factory for more than forty-eight hours in any week.

52. Weekly holidays. No adult worker is required or allowed to work in a factory on the weekly holiday (Sunday) unless they have had or will have a holiday for a full day on one of the three days immediately before or after the weekly holiday. Additionally, the manager of the factory must deliver a notice to the office of the Inspector before the weekly holiday or the substituted day, whichever is earlier, indicating their intention to require the worker to work on the weekly holiday and specifying the substituted day. Furthermore, the manager must display a notice to that effect in the factory.

The manager must ensure that no worker works for more than ten consecutive days without a full day's holiday. Workers must be provided a full day's holiday within a ten-day period under any circumstance.

53. Compensatory holidays. Where, as a result of an order or rule passed under this Act exempting a factory or its workers from the weekly holiday, a worker is deprived of any weekly holidays, he must be granted compensatory holidays of an equal number to the holidays lost within the month the holidays were due or within the two months immediately following that month.

54. Daily hours. No adult worker is required or allowed to work in a factory for more than nine hours in any day.

55. Intervals for rest. The work periods of adult workers in a factory each day must be fixed so that no period exceeds five hours and no worker works for more than five hours before having an interval for rest of at least half an hour.

56. Spread over. The hours of work for an adult worker, including rest intervals, must not spread over more than ten and half hours in any day.

57. Night shifts. Where a worker in a factory works on a shift which extends beyond midnight, a full day holiday for him means a continuous 24-hour period starting when their shift ends. The following day is considered another 24-hour period beginning when their shift ends, and the hours he has worked after midnight is to be counted in the previous day.

58. Prohibition of overlapping shifts. Work in any factory must not operate using a shift system where more than one relay of workers is engaged in the same type of work at the same time.

59. Extra wages for overtime. If a worker works for nine hours in any day or for more than forty-eight hours in any week, he must be paid wages at the rate of twice his ordinary rate of wages for overtime. Additionally, a register must be maintained for the purpose of recording the details of overtime.

60. Restriction on double employment. No adult worker is required or allowed to work in any factory on any day on which he has already been working in any other factory.

61. Notice of periods of work for adults. In every factory, there must be a clear notice displayed and kept up-to-date, indicating the work hours for adult workers for each day. Any proposed change in the work system at any factory that requires a modification to the notice must be communicated to the Inspector in duplicate before the change is made. Furthermore, no such modification can take place until a week has passed since the last change, unless authorized by the Inspector beforehand.

62. Register of adult workers. The manager of every factory must maintain a register of adult workers, which must be available at all times in the factory for inspection, showing: The name of each adult worker in the factory; The nature of their work; The group, if any, in which they are included; Where their group works on shifts, the relay to which they are allotted; and other relevant details.

No adult worker is to be required or allowed to work in any factory unless their name and other particulars have been entered in the register of adult workers.

66. Further restrictions on employment of women. No woman is required or allowed to work in any factory except between the hours of 6 A.M. and 7 P.M. However, the State Government, by notification in the Official Gazette, may vary the limits laid down in respect of any factory, but no such variation is authorize the employment of any woman between the hours of 10 P.M. and 5 A.M. Additionally, there must be no change of shifts except after a weekly holiday or any other holiday.

Chapter VII- Employment of Young Persons

67. Prohibition of employment of young children. Children under the age of fourteen are not required or allowed to work in factories.

68. Non-adult workers to carry tokens. A child under fourteen years of age or an adolescent is not required or allowed to work in any factory unless they possess a fitness certificate. This certificate must be issued to them under the custody of the manager, and they must carry a token referring to the certificate while working.

69. Certificates of fitness. A certifying surgeon can assess the fitness of a young person for employment as a factory worker upon receipt of an application submitted by the person or their parent, accompanied by a document signed by the factory manager.

Following the assessment, if the certifying surgeon finds that the young person has reached the age of fifteen and is fit for full-day work in a factory, he/she can issue a fitness certificate. This certificate remains valid for 12 months and is renewable thereafter. The responsibility for paying all fees related to this certification process lies with the employer, and these fees cannot be charged to the young person or his parents.

70. Effect of certificate of fitness granted to adolescent. An adolescent who has been issued a certificate of fitness to work in a factory as an adult, and who carries a token referencing the certificate while at work in a factory, is to be considered an adult for all purposes outlined in Chapters VI and VIII.

An adolescent, whether female or male, who has not reached the age of seventeen but has been granted a certificate of fitness to work in a factory as an adult, is not permitted to work in any factory except between of 6 A.M. to 7 P.M.

71. Working hours for children. A child who has completed his fourteenth year but not yet reached his fifteenth year and has obtained a certificate of fitness must not be employed or permitted to work in any factory for more than four and a half hours in any day.

Furthermore, they must not be employed or permitted to work during the night. For the purpose of this regulation, “night” means a period of at least twelve consecutive hours, including the interval between 10 P.M. and 6 A.M. on the other hand, no female child is to be required or allowed to work in any factory except between 8 A.M. and 7 P.M.

The working period for all children employed in a factory must be limited to two shifts which must not overlap or spread over more than five hours each. Each child must be employed in only one shift, which cannot be changed more frequently than once in a thirty-day period without prior written permission from the Chief Inspector.

72. Notice of periods of work for children. In every factory where children are employed, a notice outlining the work periods applicable to children must be prominently displayed and diligently maintained. This notice should clearly indicate, for each day, the specific time frames within which children may be required or permitted to work. These work periods must be predetermined in line with the procedures established for adult workers.

73. Register of child workers. The manager of every factory where children are employed must maintain a register of child workers. No child worker is required or allowed to work in any factory unless their name and other relevant particulars have been entered into the register of child workers. Therefore, it is essential to maintain a register for the same purpose. This register should be available to the Inspector at all times. The register must include the following details: the name of each child worker in the factory, the nature of their work, the group they belong to (if any), the shift schedule of their group (if any), the relay they are assigned to, and the number of their certificate of fitness.

74. Hours of work to correspond with notice under section 72 and register under section 73. No child worker can be employed in any factory except in accordance with the posted notice of work periods for children within the factory and the entries made beforehand against their name in the register of child workers for that factory.

Chapter VIII- Annual Leave with Wages

79. Annual leave with wages. Every worker who has worked for a period of 240 days or more in a factory is entitled to leave with wages for a number of days calculated as follows:

In the case of an adult worker, they must be paid one day of leave for every twenty days of work; and in the case of child they must be paid one day of leave for every fifteen days of work. These leave days must be exclusive of all holidays, whether occurring during, or at either end of the period of leave. If a worker does not take the whole leave allowed to him within any twelve-month period, any unused leave can be carried over to the following twelve-month period.

If the employment of a worker who is entitled to leave is terminated by the employer before the worker has taken the entire leave to which he is entitled, the employer must pay him the amount payable in respect of the leave not taken, and such payment must be made before the expiry of the second working day after termination.

80. Wages during leave period. A worker is entitled to wages during leave based on the daily average of their total full-time earnings in the month preceding their leave. Here calculation of wages includes dearness allowance and the cash equivalent of advantages from concessional sales of food grains and other articles, but overtime and bonuses are excluded from this calculation. If a worker did not work during the calendar month before their leave, their wages will be calculated based on the daily average of their total full-time earnings from the last calendar month in which they actually worked. On the other hand, registers must be maintained in a factory for the purpose of securing details of wages during the leave period.

Chapter IX- Special Provisions

88. Notice of certain accidents. If an accident occurs in a factory causing loss of life or serious injury, as a result of which the injured person is unable to work for a period of forty-eight hours or more, the manager must report the accident to the authority through a notice within 24 hours.

88A. Notice of certain dangerous occurrences. If any dangerous occurrence takes place in a factory, regardless of whether it causes bodily injury or disability, the factory manager must send notice to the appropriate authorities.

89. Notice of certain diseases. If any person employed in the factory is affected by a disease listed in the Third Schedule, the manager of the factory must notify the same to the chief inspector.

Chapter X- Penalties and Procedure

93. Liability of owner of premises in certain circumstances. Where separate buildings within any premises are leased to different occupiers for use as separate factories, the owner of the premises is responsible for providing and maintaining common facilities and services, including approach roads, drainage, water supply, lighting, and sanitation.