

Chapter Factories Act : →

## Important sections :

## Definitions

- Hazardous Process → Sec. 2 (cb)
- Manufacturing Process → Sec. 2 (k)
- factory → Sec. 2 (m)
- Occupier → Sec. 2 (n)

## Duties of Occupier / Manufacturer

- Notice by Occupier (Sec. 7)
- General Duties of Occupier (Sec. 7A)
- General Duties of Manufacturer (Sec. 7B)

## Measures to be taken by factories for

Health, Safety & Welfare of workers

Chapter IIIChapter IVChapter V

Spiral

### Chapter III - Health :

- 1.) Cleanliness → Sec. 11
- 2.) Disposal of wastes & effluents → Sec. 12
- 3.) Overcrowding → Sec. 16
- 4.) Lightening → Sec. 17
- 5.) Drinking water → Sec. 18

### Chapter IV - Safety :

- 1.) Fencing of Machinery → Sec. 21
- 2.) Protection of Eyes → Sec. 35
- 3.) Precautions against dangerous fumes, gases, etc. → Sec. 36
- 4.) Explosive or Inflammable dust, gas, etc. → Sec. 37
- 5.) Precaution in case of fire → Sec. 38
- 6.) Safety of Buildings & Machinery → Sec. 40
- 7.) Maintenance of Buildings → Sec. 40A
- 8.) Safety Officers → Sec. 40B

Date 3

## Chapter - V - Welfare: →

- 1) washing facilities — Sec. 42
- 2) facilities for storing & Drying clothing — Sec. 43
- 3) facilities for sitting — Sec. 44
- 4) first aid appliances — Sec. 45
- 5) Canteens — Sec. 46
- 6) Shelters, Rest-Rooms & Lunch-Rooms  
↳ Sec. 47
- 7) Urines — Sec. 48

Date..... (4)

# Contract Labour (Regulation & Abolition) Act, 1970.

## Important Sections :

### Definitions

- Contract labour → sec. 2 (1) (b)
- Contractor → sec. 2 (1) (c)

### Advisory Boards →

- Central Advisory Board → Sec. 3
- State Advisory Board → Sec. 4

### Welfare & Health of Contract Labour →

- Canteens → Sec. 16
- Rest Room → Sec. 17
- Other facilities → Sec. 18
- First Aid facilities → Sec. 19

Date... 5

## Penalties & Procedures →

- Obstructions → Sec. 22
- Contravention of provisions regarding employment → Sec. 23

Date..... (6)

## Child & Adolescent Labour (Prohibition & Regulation) Act, 1986

Sec. 3 : Prohibition of Employment of children in any Occupation & Process.

Sec. 3A : Prohibition of Employment of adolescents in hazardous Occupations & Process.

Sec. 7 : Hours & period of work

Sec. 8 : Weekly Holidays

## Industrial Disputes Act, 1947 :

### Important sections :

- Industrial Dispute — Sec. 2 (k)
- Workman — Sec. 2 (s)
- Strike — Sec. 2 (q)
- Lock Out — Sec. 2 (l)
- Lay off — Sec. 2 (kkk)
- Retrenchment — Sec. 2 (oo)
- Public Utility Services — Sec. 2 (n)

### Authorities Under the Act & their Duties :

- |   |                       |         |
|---|-----------------------|---------|
| → | works Committee       | Sec. 3  |
| → | Conciliation officers | Sec. 4  |
| → | Board of Conciliation | Sec. 5  |
| → | Court of Inquiry      | Sec. 6  |
| → | Labour Tribunals      | Sec. 7  |
| → | Industrial Tribunals  | Sec. 7A |
| → | National Tribunals.   | Sec. 7B |

Date... 8

Voluntary Reference of Disputes to Arbitration ——— Sec. 10 A

Strikes & lock-outs ———→

→ General prohibition of strikes & lock outs → Sec. 23

→ Prohibition of strikes & lockouts in public utility service → Sec. 22

→ Illegal strikes & lock outs → Sec. 24

Date..... 9

## Industrial Employment (Standing Orders) Act, 1946

### Important Sections →

Submission of Draft Standing Orders by employers to Certifying Officer → Sec. 3

Conditions for certification of Standing Orders → Sec. 4

Procedure to be followed by Certifying Officer regarding Certification of Standing Order → Sec. 5

Date of operation of Standing Orders → Sec. 7

Posting of Standing Orders → Sec. 9

Payment of Subsistence Allowance → Sec. 10A

Date... 16

## Payment of Wages Act, 1936

Responsibility for payment of wages → Sec. 3

Fixation of wage period → Sec. 4

Time Payment of wages → Sec. 5

Wages to be paid in current coin or currency notes or by cheque or crediting in Bank Account → Sec. 6

Deductions from wages of an employee → Sec. 7

Fines → Sec. 8

## Minimum Wages Act, 1948

Sec. 3 → Fixing of min. Rates of wages

Sec. 4 → Min. Rate of wages

Sec. 5 → Procedure for fixing & revising minimum wages.

Sec. 11 → Minimum wage → whether to be paid in cash or kind.

Sec. 13 → Fixing hours for a normal working day.

Sec. 14 → Payment of overtime.

Sec. 15 → wages of a worker who works less than normal working day.

## Payment of Bonus Act, 1965.

- Calculation of Amount Payable as Bonus →
  - Computation of Gross Profit — Sec. 4
  - Deductions from Gross Profit — Sec. 6
  - Calculation of Direct tax payable by employer — Sec. 7
  - Computation of available surplus — Sec. 5.
- Eligibility for Bonus — Sec. 8
- Disqualification for Bonus — Sec. 9
- Payment of Minimum Bonus — Sec. 10
- Maximum Bonus — Sec. 11
- Computation of No. of Working Days — Sec. 13
- Set on & set off of allocable surplus — Sec. 15
- Adjustment of Customary Bonus — Sec. 17
- Act not to Apply to certain classes of Employers → Sec. 3 & 2. Spiral

Date... (13)

## Equal Remuneration Act, 1976 :

Sec. 4 : Duty of employer to pay equal remuneration to men & women workers for same work or work of a similar nature

Sec. 5 : Discrimination not to be made while recruiting men & women.

Sec. ~~6~~ 7 : Authorities for hearing & deciding claims & complaints.

Date... (14)

## Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013.

- Sexual Harassment — Sec. 2(m)
- workplace — Sec. 2(o)
- Complaint of Sexual Harassment — Sec. 9
- Conciliation — Sec. 10
- Inquiry into Complaint — Sec. 11
- Action during pendency of inquiry → Sec. 12
- Inquiry Report — Sec. 13
- Punishment for false or malicious Complaint & false evidence → Sec. 14
- Determining of Compensation → Sec. 15
- Prohibition of Publication or making known Contents of Complaint & inquiry proceedings → Sec. 16
- Duties of Employer → Sec. 19

Date. 15

## Employee's State Insurance Act, 1948

- Employee State Insurance Corporation establishment → Sec. 3
- Creation of ESI Fund → Sec. 26
- Purposes for which ESI fund may be expended → Sec. 28
- Benefits of ESI Act → Sec. 46
- Constitution of E.I. Court → Sec. 74

Date..... (16)

## Employees Provident Funds & Misc. Provision Act, 1952.

- Employees Provident Fund Scheme → Sec. 5A
- Employees' Pension Scheme → Sec. 6A
- Employees Deposit - Linked Insurance Scheme → Sec. 6C

Date... (17)

## Maternity Benefit Act, 1961

- Employment of or work by women prohibited during certain periods  
↳ Sec. 4
- Notice of claim for maternity benefit → Sec. 6
- Penalty for contravention of Act by employer  
↳ Sec. 21

Date.....

18

## Payment of Gratuity Act, 1972.

→ when is Gratuity Payable → Sec. 4

→ Recovery of Gratuity → Sec. 8