



279. What are the roles and responsibilities of a Manager under The Factories Act, 1948?

Under *The Factories Act, 1948*, the Manager plays a crucial role in ensuring compliance with the Act's provisions, maintaining workplace safety, and overseeing worker welfare. The Manager is responsible for a range of duties, including maintaining registers, enforcing safety regulations, and ensuring adherence to prescribed working hours.

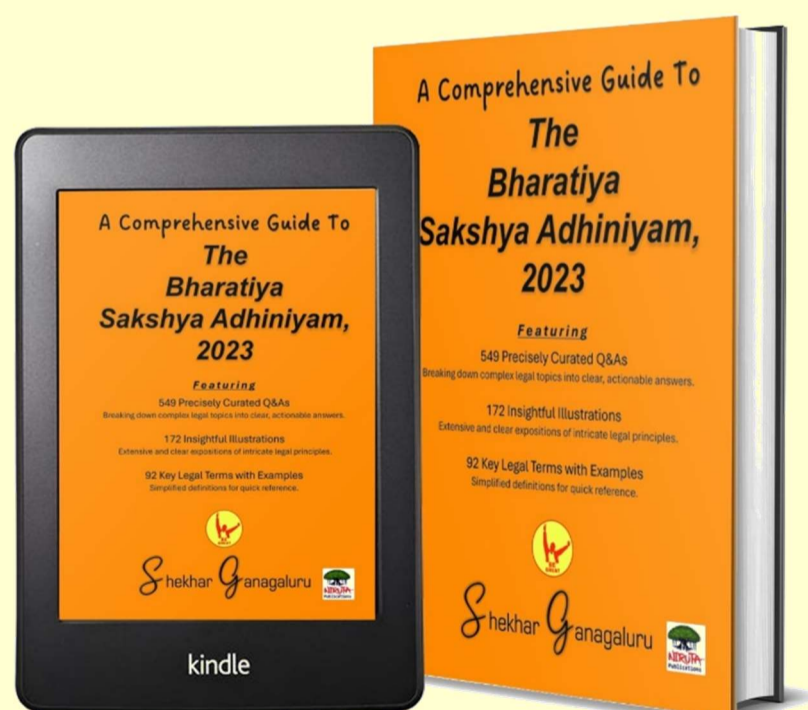
A detailed breakdown of the Manager's responsibilities is provided in the table below:

Section Reference	Role/Responsibility	Description
Section 7(4)	General Responsibility	Ensuring compliance with all provisions of the Act and rules made thereunder.
Section 7(4)	Notification of Manager Appointment	The occupier must notify the Inspector and Chief Inspector within seven days of a new manager's appointment.
Section 7(5)	Acting as Manager in Absence	If no manager is designated or present, the occupier is deemed to be the manager.
Sections 40, 40A, 40B	Maintenance of Safety Standards	Ensuring safety of buildings, machinery, and workers.
Section 62	Register of Adult Workers	Maintaining an updated register of adult workers, available for inspection.
Sections 61-63	Ensuring Working Hours Compliance	Ensuring that workers are not required to work beyond prescribed hours.
Section 61	Observing Notice Period Requirements	Displaying and maintaining correct working hours notice.
Sections 41C, 41G	Worker Safety Compliance	Enforcing workplace safety rules and ensuring compliance with hazardous process regulations.
Section 91A	Occupational Health Compliance	Implementing occupational health surveys and medical checks where required.
Section 92	Liability in Case of Violations	If found guilty of violations, the manager can be fined or imprisoned.
Section 41C	Handling of Hazardous Processes	Ensuring proper handling, storage, and transportation of hazardous substances.
Section 41G	Workers' Participation in Safety	Encouraging safety committee participation where hazardous processes are involved.

Disclaimer: This document is for educational purposes only and does not constitute legal advice.

Sections 66-69	Compliance with Labour Laws	Ensuring compliance with laws related to employment conditions of young persons and women.
Section 38	Fire Safety & Emergency Preparedness	Ensuring compliance with fire safety measures and emergency response protocols.
Sections 42-50	Ensuring Welfare of Workers	Providing welfare facilities such as drinking water, canteens, restrooms, and first aid.
Section 7A	Training and Awareness	Conducting worker training for safety and health measures.
Sections 88, 89	Accident and Disease Reporting	Ensuring accidents and occupational diseases are reported to authorities.
Section 111	Ensuring Fair Treatment	Protecting workers from unfair treatment, ensuring proper working conditions.
Section 60	Restrictions on Double Employment	Ensuring no worker is employed in multiple shifts across different factories.
Sections 101-107	Participation in Legal Proceedings	Responding to legal cases and orders issued by inspectors or courts.
Sections 40, 40A, 40B	Implementation of Orders from Inspectors	Acting upon orders from factory inspectors regarding safety and operations.

In conclusion, the Manager's role under *The Factories Act, 1948* is vital in maintaining a safe and legally compliant work environment. Failure to comply with these responsibilities can lead to penalties, fines, or legal consequences. Therefore, it is essential for the Manager to stay updated with all relevant legal obligations and safety requirements.



Scan and Book Your Copy Today!

Disclaimer: This document is for educational purposes only and does not constitute legal advice.

Shekhar Ganagaluru, MSW, LLB, Dip. T&D

HR & IR Specialist | Published Author | Storyteller | Mentor | Trainer | Community Outreach Coordinator | Workplace Safety & Motivation Strategist
begreatseries@gmail.com or Follow on LinkedIn | Mobile: 96327 11228