

TABLE OF CONTENTS

S. NO	TITLE	PAGE NO
1	THE FACTORIES ACT, 1948	01
	I. Object and Scope of the Act	01
	II. Important Definitions	01
	III. Approval, Licensing and Registration of Factories	02
	IV. Measures to be Taken by Factories for Health, Safety and Welfare of Workers	02
	V. Working Hours of Adults	10
	VI. Additional Provisions Regulating Employment of Women in a Factory	11
	VII. Employment of Young Persons and Children	11
	VIII. Annual Leave with Wages	11
	IX. General Penalties for Offences	11
	Test Questions	12
2	THE PAYMENT OF WAGES ACT, 1936	15
	I. Object of the Act	15
	II. Scope & Applicability	15
	III. Meaning of Important Terms	16
	IV. Responsibility for Payment of Wages	16
	V. Fixation of Wage-periods	17
	VI. Time of Payment of Wages	17
	VII. Mode of Payment of Wages	18
	VIII. Deductions which May be Made from Wages	18
	IX. Fines	19
	X. Maintenance of Registers and Records	19
	XI. Inspectors	20
	XII. Penalty for Offences under the Act	20
	Test Questions	21

3	THE PAYMENT OF BONUS ACT, 1965	23
	I. Introduction	23
	II. Meaning of Employee	24
	III. Payment of Bonus Act not to Apply to Certain Classes of Employees	24
	IV. Eligibility for Bonus	24
	V. Disqualification for Bonus	25
	VI. Payment of Minimum Bonus	25
	VII. Payment of Maximum Bonus	25
	VIII. Determination of the Amount of Bonus to be Paid to the Employees	25
	IX. Set-On and Set-Off of Allocable Surplus	26
	X. Deduction of Certain Amounts from Bonus Payable	27
	XI. Time Limit for Payment	27
	XII. Recovery of Bonus Due from an Employer	27
	XIII. Maintenance of Registers, Records, etc	27
	XIV. Inspectors	27
	XV. Offences and Penalties	27
	Test Questions	27
4	THE INDUSTRIAL DISPUTES ACT, 1947	29
	I. Introduction	29
	II. Definitions of Industry and Dispute	29
	III. Dispute settlement authorities Under the Act	30
	IV. Strikes	34
	V. Lockout	35
	VI. Layoff	36
	VII. Retrenchment	37
	Test Questions	38