

NPTEL ONLINE CERTIFICATION COURSES

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Business Law For Managers

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Module-5

Lecture 21 : Background, Concept and Salient Features of Factories Act

BUSINESS LAW FOR MANAGERS

Introduction

Great need for protective labour legislations to fight the conditions of workers (specially women & children) was felt as early as 1850.

With the industrial revolution, capital became an important factor of production with the technological advances; the employment in factories rose up tremendously. On the basis of recommendation of Royal commission on labour, the act was thoroughly revised and redrafted.

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KEY POINTS

- Backgrounds
- What is Factory, Objective of the Act, Applicability
- Who is an Worker, Who is Occupier ?
- Important terms and definitions



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Factories Act 1948:

Background

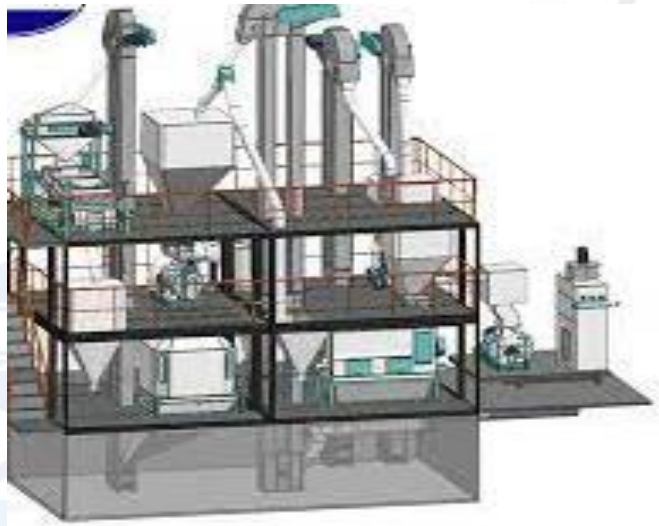
- The Factories Act, 1934 were subsequently amended in 1935, 1936, 1937, 1940, 1941, 1944, 1945, 1946, 1947 and major amendment in 1948.
- It provides safeguards to health, safety and welfare of the workers working inside of the factories.
- Issues taken into consideration include- working hours, minimum wages to work, leave with pay.
- It has provisions to protect the exploited workers to increase their working conditions in the factories.
- Also monitors the owners of the premises concerning factories and other working conditions of the workers.

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Factories Act 1948:

What is factory?

- A factory has been defined in the Factories Act as ‘a premises whereon 10 or more persons are engaged if power is used, or 20 or more persons are engaged if power is not used, in a manufacturing process.’



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Factories Act 1948:

What is Manufacturing process?

Here Manufacturing process means any process for-

- Making, altering, repairing, ornamenting, finishing, packing, oiling, washing, cleaning, breaking up, demolishing, or otherwise treating or adapting any article or substance with a view to its use, sale, transport, delivery or disposal; or
- Pumping oil, water, sewage or any other substance; or
- Generating, transforming or transmitting power; or
- Composing types for printing, printing by letter press, lithography, photogravure or other similar process or book binding
- Constructing, reconstructing, repairing, refitting, finishing or breaking up ships or vessels;
- Preserving or storing any article in cold storage.

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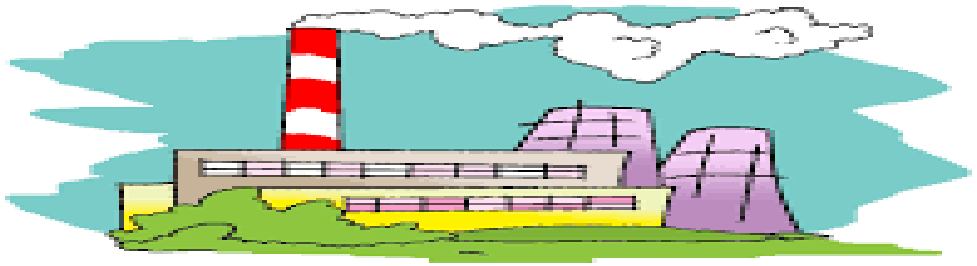
Factories Act 1948:

Objectives of the Act

- To prevent human beings from working long hours with bodily strain or manual labour.
- To provide the employees to work in healthy and hygienic conditions.
- To safeguard the workers from hazardous works and the prevention of accidents.
- To ensure annual leaves with wages.
- To protect women and children in the course of employment.

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Factories Act 1948:



Importance

- The Factories in India is considered as the most important units in order to bring out economic development, also it is the duty of the state to safeguard every citizen of India with health and safety conditions which are a most important notable thing for the employees in factories.
- The factories act has been adopted to safeguard the interest of workers, protection and preventions in hazardous works, health and safety in the working zone.
- It is to stop their exploitation, demanding the employers and managers to protect every employee and protection of women and children.

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Factories Act 1948:

Salient Features

- To ensure the safety of the workers, the factories should be fully fenced and children should not be allowed to work in hazardous and confined areas. Also, the state government has to monitor every factory to ensure the safety measures are taken and followed as per the guidelines.
- For the welfare of the workers, there must be restrooms, lunch or tiffin rooms, first aid appliances, shelters, crèches to be provided. The facilities for washing to be provided and maintained properly for the interest and purpose of the workers.

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Factories Act 1948:

Salient Features



- It has been laid down that working hours of the workers should not exceed 48 hours per week and there must be a weekly holiday.
- The Act has laid down the provision that there must be prevention and precautions in every factory for the protection of the health of the workers.
- There must have facilities like restrooms, adequate lighting, ventilators, temperature to be provided. The workplace should be kept clean and hygiene.

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Factories Act 1948:

Salient Features



- The act has ensured that in case any person violates the provisions of this act, that can be treated as an offence and can be liable for punishment with imprisonment.

- The employees may also be liable for punishment in case they/he/she misuse any facility relating to health, safety and welfare granted for them/him/her.

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Factories Act 1948:

Who is an Worker ?

- **An Worker is**
  - A person employed in any manufacturing process or cleaning or any work incidental to manufacturing process.
  - A person employed, directly or by or through any agency with or without knowledge of the principal employer.
  - Whether for remuneration or not. Relationship of master & servant

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Factories Act 1948:

Who is an Occupier ?

The person who has ultimate control over the affairs of factory. It includes-

- **A Partner in case of firm and Director in case of a company.**
- **In case of Government Company, the occupier need not to be a Director. In that case person appointed to manage the affairs of the factory shall be treated as occupier.**

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Factories Act 1948:

Important Terms and Their Definitions

- **Adult :**

An 'Adult' means a person who has completed his eighteenth year of age.

- **Adolescent :**

An "Adolescent" means a person, who completes his fifteenth year of age but not his eighteenth year. Hence, he is someone who crosses the age of a child but is not an adult yet.

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Factories Act 1948:

Important Definitions

- **Child :**

A ‘child’ means a person who has not completed his 15th year of age.

- **Young Person:**

A person who is either a child or an adolescent.

- **Competent Person :**

A “competent person”, with any provision of this Act, means a person or an institution recognized as such by the Chief Inspector to carry out tests, examinations and inspections required to be done in a factory.

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Factories Act 1948:

Applicability

- The Act is applicable at any place wherein manufacturing process is carried on with or without the aid of power or is so ordinarily carried on, not with standing that:
  - The number of persons employed therein is less than ten, if working with the aid of power and less than twenty if working without the aid of power, or
  - The persons working therein are not employed by the owner thereof but are working with the permission of, or under agreement with, such owner

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CONCLUSION

In this lecture session , we have discussed on the backgrounds, concept of factory, objective of the factory act, applicability, concept of worker, and occupier with an aim to give an idea about all of these to the learners.

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Module-5

Lecture 22 : Health and Safety

BUSINESS LAW FOR MANAGERS

Introduction

All industries have different type of tools, equipment and machinery. There is always a risk of hazard while operating machines. They may be physical, biological, psychological, electrical, etc.

It is crucial for all employees to be aware of the risk of hazards associated with the industry they work in. Here we will discuss the health and safety issues of factories.

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KEY POINTS

- **Health Provisions**
- **Safety Provision**

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Factories Act 1948: Health Provisions

Cleanliness

- The working conditions should be clean and safe.
- Clean the floor at least once a week by washing, or by some effective method.
- Effective means of drainage shall be provided.
- White wash every 14 weeks
- Paint / varnish every 5 years



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Factories Act 1948: Health Provisions

Disposal of wastes and effluents

- A factory should follow the rules in order to have provision of proper arrangements for disposal wastes and effluents.

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Measures to prevent dust and fumes

- Effective measures should be taken to prevent inhalation or accumulation of dust & fume. If necessary, exhaust appliance can be used to the point of origin of the dust, fume and other impurity.

Factories Act 1948: Health Provisions

Drinking water facility



There should be drinking water (wholesome water)

Drinking points to be marked as drinking water.

They should be at least 6 meters away from wash room/urinal/ latrine/spittoons.

If >250 workers are working, then have cool water facility also

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Factories Act 1948: Health Provisions

Latrine and Urinal facilities

There should be separate latrine and urinals for male and female.

Proper cleaning should be done at regular interval

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Arrangement of Spittoons

No person shall spit within the premises of a factory except in the Spittoons provided for the purpose . There should have sufficient number of spittoons.

Factories Act 1948: Health Provisions

Lighting

- Sufficient & suitable lighting in every part of factory is necessary.
- There should natural lighting as far as possible.
- All glazed windows and skylights used for the lighting of the workroom shall be kept clean.
- Formation of shadows to such an extent as to cause eye-strain or the risk of accident to any worker shall be prevented

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Factories Act 1948: Health Provisions

Overcrowding

As per provision of the act a notice shall be displayed in the premises specifying the maximum number of workers, which can be employed in any work room. Also, specified space for workers should be ensured at factory premises.

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Factories Act 1948: Health Provisions

Artificial Humidification

Factories in which the humidity of the air is artificially increased (like in textile units), should be kept within its limit.

The water used for artificial humidification to be clean

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Factories Act 1948: Health Provisions

Ventilation and Temperature

Appropriate level of ventilation temperature and humidity must be maintained in each factory premises.

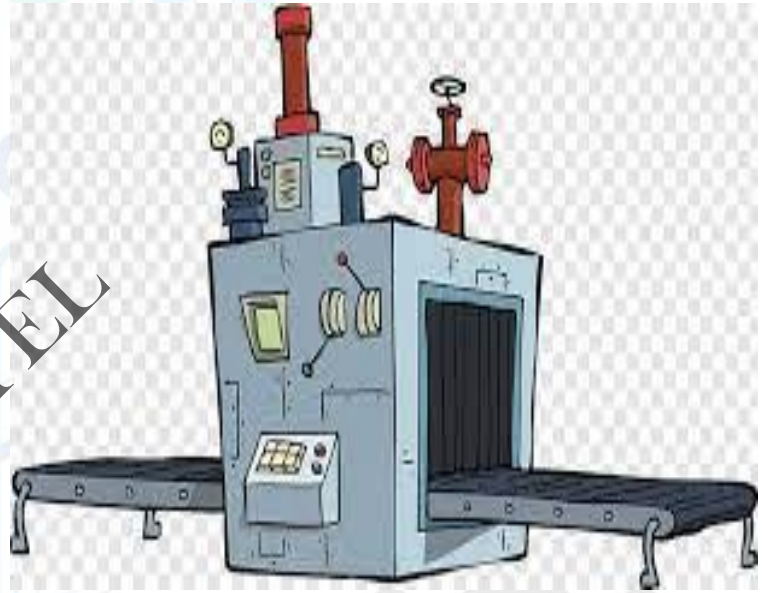
Making necessary provisions for reducing excess heat.

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Factories Act 1948: Safety of the Workers

Machines in Motions

- Examination of machinery in motion can only be done by a specially trained adult male worker wearing tight fitting clothing.
- No women or child should be allowed to work.



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Factories Act 1948: Safety of the Workers

Restriction of Employing Young Persons

No young person within age of 14 to 18 years should be allowed to work on machines having risk to dangerous effect.

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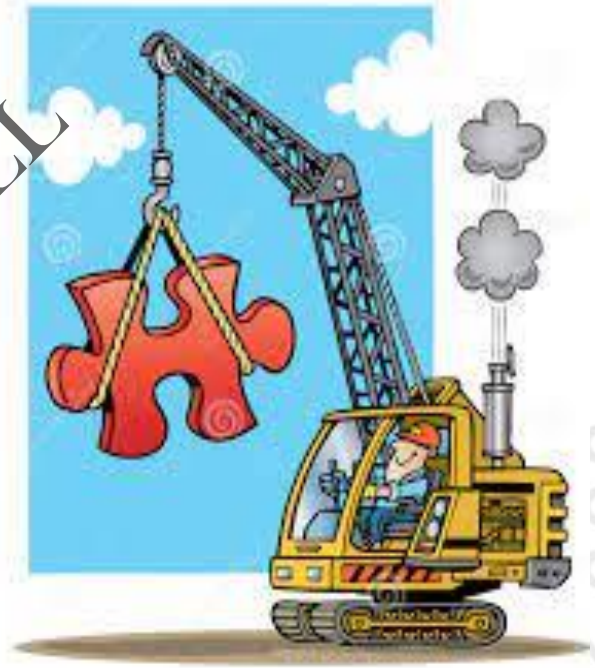
Fencing of Machinery

Every dangerous parts must be securely fenced for which State government may by making rules, prescribe further precautions.

Factories Act 1948: Safety of the Workers

Lifting machines, chains, ropes and lifting tackles

- Cranes & lifting machines, etc. to be of good construction & to be examined once in every 12 month.
- Cranes and lifting machines not to be loaded beyond safe working load. Cranes not to be approached within 6 metres of a place where any person is employed or working

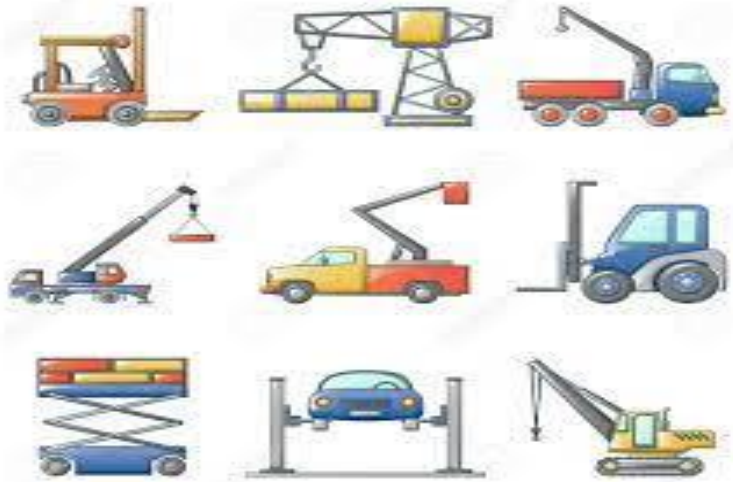


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Factories Act 1948: Safety of the Workers

Hoists and Lifts

- Every hoist and lift should be in good condition, and properly checked.
- The maximum load it can carry – must be clearly mentioned.
- The gates should be locked by interlocking / safe method (it should not open in between).
- It is to be properly examined in every 6 months



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Factories Act 1948: Safety of the Workers

Protection of eyes

Arrangement should be made to provide goggles if workers have to work on something stretching to the eyes



Dangerous fumes

There should have prohibition to employ workers in places where dangerous gas / fume is present

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Factories Act 1948: Safety of the Workers

Floors, Stairs, etc

All floors, steps, stairs, passages & gangways should be of sound construction & properly mentioned

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Pits, Sumps, Openings in floors, etc

Pits, sumps etc. should be securely covered or fenced

Factories Act 1948: Safety of the Workers

Excessive Weights

No person should be employed to hold more weight than the person can hold.

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Cotton Openers

No women and children are allowed to work on cotton openers

Factories Act 1948: Safety of the Workers

Portable Electric Lights

It should not be above 24 volts



Precaution in case of fire

There should be separate exit for cases of fire. There should be facilities for extinguishing fire

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Factories Act 1948: Safety of the Workers

Role of Inspector

The Inspector should perform such roles as specified in the Act. He may call for details regarding building, machines, etc.

Appointment of Safety Officer

There are specific provisions for appointing a separate Safety Officer for the factory having thousand or more workers

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CONCLUSION

In this lecture session various health provisions and provisions for safety measures of the workers have been discussed in details. Learners may learn all about these which they may apply in their professional practices.

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Module-5

Lecture 23 : Labour Welfare

BUSINESS LAW FOR MANAGERS

Introduction

The term labour welfare includes the facilities provided to the workers in and outside factory premises such as canteens, rest and recreation facilities, housing, and all other services that contribute to the wellbeing to the workers.

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KEY POINTS

- Welfare provisions
- Labour Welfare Officer
- Employer Obligations

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Factories Act 1948: Welfare Provisions



Washing facilities

The Factories Act provides that -

- **There should have adequate and suitable facilities for washing, for the use of workers in the factories. The workers who live in crowded areas have inadequate facilities for washing at their homes, and bathing facilities add to their comfort, health and efficiency.**
- **There should have separate and adequately screened washing facilities for the use of male and female workers.**
- **Such facilities being conveniently accessible, and being kept clean**

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Factories Act 1948: Welfare Provisions

Facilities for storing and drying clothes



- The act have made provision that a suitable place for keeping clothes not worn during working hours shall be provided in every factory. Facilities shall also be provided for the drying of wet clothes

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Factories Act 1948: Welfare Provisions

Sitting facilities



For workers who are to work in a standing position, suitable arrangement for sitting shall be provided in the factories.

This is to enable workers to take advantage of any opportunity for rest which may occur in the course of their work

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Factories Act 1948: Welfare Provisions

First aid facilities

- The provisions of the act include- first-aid boxes or cupboards equipped with the required contents should be provided for workers in every factory. This should be readily accessible to them during all working hours.
- The number of such first aid boxes shall not be less than one for every 150 workers employed in the factory.
- Such first-aid box shall be kept in the charge of a responsible person who is trained in first-aid treatment and who shall be available during the working hours of the factory.
- In factories employing more than 500 workers, there shall be an ambulance room. It should contain the prescribed equipment, and be in the charge of such medical and nursing staff as may be prescribed

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Factories Act 1948: Welfare Provisions

Canteen facilities

This act has provisions that in factories employing more than 250 workers, there shall be a canteen for the use of workers. The government may prescribe the rules in respect of the following:

- Food stuff to be served in the canteen;
- Charges to be made;
- Constitution of a managing committee for the canteen; and
- Representation of the workers in the management of the canteen.

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Factories Act 1948: Welfare Provisions

Lunch rooms, rest rooms and shelters

It has been articulated that adequate and suitable shelters, rest rooms, and lunch rooms with drinking water facility shall be made in factories employing 150 workers or more. Workers can eat meals brought by them in such rooms.

Rest and lunch rooms shall be sufficiently lighted and ventilated. It shall be maintained in cool and clean conditions

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Factories Act 1948: Welfare Provisions

Creche facilities

- In every factory, where more than 50 women workers are employed, provision shall be made for suitable and adequate room for the use of such women having children under the age of six years. Such a room shall be adequately lighted and ventilated.

- It shall be maintained in clean and sanitary conditions under the charge of a woman trained in the care of children and infants

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Factories Act 1948: Welfare Provisions

Employing Labour Welfare Officer

Employment of welfare officers with prescribed qualification to look into the implementation of various facilities provided for. Such a provision exists in every factory employing more than 500 workers

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Factories Act 1948: Welfare Provisions

Duties of Labour Welfare Officer

- The Factories Act of 1948, has specified the following duties of welfare officers:
  1. Supervision
  2. Advice
  3. Liaison
  4. Counselling



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Factories Act 1948: Welfare Provisions

Duties of Labour Welfare Officer : Supervision

Matters to be supervised by the Labour welfare officer includes-

- **Safety,**
- **Health and welfare programmes like housing,**
- **Recreation and sanitation services, as provided under the law.**
- **Working of joint committees;**
- **Grant of leave with wages as provided; and**
- **Redress of workers' grievances**

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Factories Act 1948: Welfare Provisions

Duties of Labour Welfare Officer: Advice

Labour Welfare officer can advise to management in the matters relating to the following:

- **Formulating welfare policies;**
- **Apprenticeship training programs;**
- **Complying with statutory obligations to workers**
- **Developing fringe benefits;**
- **Workers' education**

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Factories Act 1948: Welfare Provisions

Duties of Labour Welfare Officer: Liaison

- Liaison with workers so that they may Resolve disputes, if any
- Interpret company policies correctly
- Liaison with management so that they may have chance to appreciate the worker's view
- Liaison with the factory inspector, medical officers, and other inspectors with a view to securing a proper enforcement of the various provisions

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Factories Act 1948: Welfare Provisions

Duties of Labour Welfare Officer: Liaison

- Liaison with the community based agencies with a view to make use of community services.
- Liaison with the state labour commissioner for the administration of welfare decisions on

  (i) welfare policy,

  (ii) organization of welfare, and

  (iii) assessment of effectiveness

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Factories Act 1948: Welfare Provisions

Duties of Labour Welfare Officer : Counselling

In the present day situation of the world of ever increasing complexity and the stress in the lives, especially in the workplaces of the employees, employee counseling has been emerged as the effective tool to address the issues like stress, depression, suffering from too much anxiety arising out of various workplace related issues.

In the factory life, the importance of having a stress-free motivated workforce has been realized to a large extent.

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Factories Act 1948: Welfare Provisions

Welfare facilities outside the factory premises

In addition to providing welfare facilities in the factory premises, workers are also provided certain benefits and facilities outside the factory. These include:

- maternity benefits;
- gratuity, pension and provident fund benefits;
- medical benefits;
- educational facilities;

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Factories Act 1948: Welfare Provisions

Welfare facilities outside the factory premises

- housing facilities;
- recreational facilities including sports and cultural activities;
- library and reading rooms;
- holiday home and leave travel facilities;
- consumers' cooperative stores and fair price shops;
- vocational training; and
- transportation facility to and from the place of work.

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- Neral, Apoorva. (2013). Welfare measures under the factories act: A Critical Appraisal, *Research Journal of Humanities and Social Sciences,* Vol. 4 Issue. 1, Hidayatullah National Law University, Raipur
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CONCLUSION

This part of lecture has covered three important issues including welfare provisions for workers, appointing Labour Welfare Officer and employer obligations. Learning of all these issues may help learners to build up their knowledge and ability to understand the welfare issues of factories.

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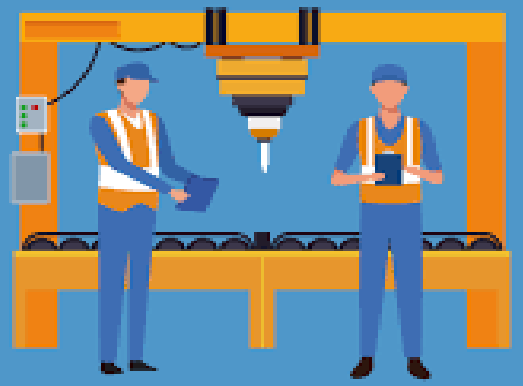
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Module-5

Lecture 24 : Working Hours

BUSINESS LAW FOR MANAGERS

Introduction

Working Hours is nothing but the hours for which the worker or employee under a job. It can be on a daily basis, weekly basis or monthly basis.

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KEY POINTS

- Daily and weekly working hours
- Interval for rest
- Night shifts
- Weekly holidays
- Prohibition of overlapping of shifts
- Restriction on employment of women

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Factories Act 1948: Working Hours

Daily working hours



Subject to the provisions no adult worker shall be required or allowed to work in a factory for more than nine hours in any day (Including break hours):

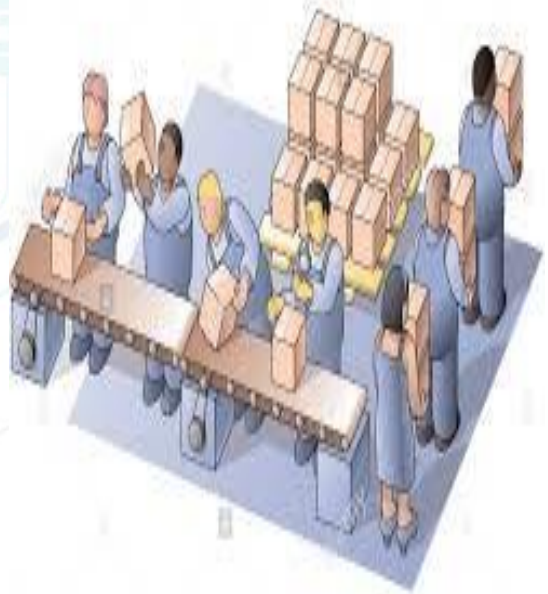
Provided that, subject to the previous approval of the Chief Inspector, the daily maximum working hours specified in this section may be exceeded in order to facilitate the change of shifts

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Factories Act 1948: Working Hours

Weekly working hours

As per provision in this act, no adult worker shall be required or allowed to work in a factory for more than forty-eight hours (48 hours) in any week.



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Factories Act 1948: Working Hours

Notice for periods of work for adults

Period of work shall be displayed and correctly maintained in every factory, showing clearly for every day the periods during which adult workers may be required to work.

The managers of the factory shall fix those periods for such workers, in general.

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Factories Act 1948: Working Hours

Interval for rest

The periods of work of adult workers in a factory each day shall be so fixed that no period shall exceed five hours and that no worker shall work for more than five hours before he has had an interval for rest of at least half an hour.

The State Government or, subject to the control of the State Government, the Chief Inspector, may, by written order and for the reasons specified therein, exempt any factory from the provisions, so however that the total number of hours worked by a worker without an interval does not exceed six.

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Factories Act 1948: Working Hours

Night shifts

Night shifts. Where a worker in a factory works on a shift which extends beyond midnight,-- (a) for the purposes of sections 52 and 53, a holiday for a whole day shall mean in his case a period of twenty- four consecutive hours beginning when his shift ends; (b) the following day for him shall be deemed to be the period of twenty-four hours beginning when such shift ends, and the hours he has worked after midnight shall be counted in the previous day.

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Factories Act 1948: Working Hours

Weekly holidays

1. No adult worker shall be required or allowed to work in a factory on the first day of the week (hereinafter referred to as the said day), unless–

(a) he has or will have a holiday for a whole day on one of the three days immediately before or after the said day, and

(b) the manager of the factory has, before the said day or the substituted day under clause (a), whichever is earlier,

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Factories Act 1948: Working Hours

Weekly holidays

2. Notices given may be cancelled by a notice delivered at the office of the Inspector and a notice displayed in the factory not later than the day before the said day or the holiday to be cancelled, whichever is earlier.

3. Where, in accordance with the provisions of sub-section (1), any worker works on the said day and has had a holiday on one of the three days immediately before it, that said day shall, for the purpose of calculating his weekly hours of work, be included in the preceding week

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Factories Act 1948: Working Hours

Prohibition of overlapping shifts

Work shall not be carried on in any factory by means of a system of shifts so arranged that more than one relay of workers is engaged in work of the same kind at the same time.

The State Government or subject to the control of the State Government, the Chief Inspector, may, by written order and for the reasons specified therein, exempt on such conditions as may be deemed expedient, any factory or class or description of factories or any department or section of a factory or any category or description of workers therein from the provisions.

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Factories Act 1948: Working Hours

Extra wage for overtime

Where a worker works in a factory for more than nine hours in any day or for more than forty- eight hours in any week, he shall, in respect of overtime work, be entitled to wages at the rate of twice his ordinary rate of wages.



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Factories Act 1948: Working Hours

Compensatory holidays

- 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 section 52, a worker is 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, compensatory holidays of equal number of the holidays so lost

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Factories Act 1948: Working Hours

Register of adult workers

- The manager of every factory shall maintain a register of adult workers, to be available to the Inspector at all times during working hours, or when any work is being carried on in the factory, showing—

  (a) the name of each adult worker in the factory;

  (b) the nature of his work;

  (c) the group, if any, in which he is included;

  (d) where his group works on shifts, the relay to which he is allotted;

  (e) such other particulars as may be prescribed.

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Factories Act 1948: Working Hours

Restriction on employment of women

The provisions of this Chapter shall, in their application to women in factories, be supplemented by the following further restrictions:

- no woman shall be required or allowed to work in any factory except between the hours of 6 A.M. and 7 P.M.
- the State Government may, by notification in the Official Gazette, in respect of any factory or group or class or description of factories, vary the limits as laid down but, so that no such variation shall authorize the employment of any woman between the hours of 10 P.M. and 5 A.M

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CONCLUSION

The lecture session has covered the issues like daily and weekly working hours, interval for rest, night shifts, weekly holidays, prohibition of overlapping of shifts, restriction on employment of women. These will serve the learning interest of the learners.

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Business Law For Managers

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Module-5

Lecture 25 : Duties of Inspecting Officials

BUSINESS LAW FOR MANAGERS

➢ **Introduction**

As per provisions of the Act, the state government may, by notification, appoint Chief Inspectors, joint Inspectors, Dy chief Inspectors and Inspectors with prescribed duties and qualifications. It has been articulated that every Inspector is deemed to be a public servant within the meaning of Indian Penal Code (IPC)

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KEY POINTS

- General duty of occupier
- General duties of manufacturers
- Inspectors
- Certifying Surgeons



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Factories Act 1948: Duties of Inspecting Officials

General Duty of the Occupier

- Occupier shall ensure, the health, safety and welfare of all workers while they are at work in the factory.
- Every occupier shall prepare and revise, a written statement of his general policy with respect to the health and safety of the workers.
- Bring such statement and any revision thereof to the notice of all the workers

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Factories Act 1948: Duties of Inspecting Officials

General Duty of the Manufacturer

Every person who designs, manufactures, imports or supplies any article for use in any factory shall

- **ensure, that the article is designed and constructed as to be safe and without risks to the health of the workers.**
- **carry out or arrange for the carrying out of tests and examination**
- **take such steps as may be necessary to ensure that adequate information will be available**

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Factories Act 1948: Duties of Inspecting Officials

General Duty of the Manufacturer

- carry out or arrange for the carrying out of necessary research with a view of the discovery
- to take the steps to ensure that the article will be safe and without risks to the health of the workers



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Factories Act 1948: Duties of Inspecting Officials

Power of Inspector

- Enter factory premises for investigation
- Examine the premises, plants, machinery, article or substance
- Inquire into any accident or dangerous occurrence
- Require the production of any prescribed register or any other document
- Seize, or take copies of, any register, record or other document necessary in respect of any offence under this act, believe, has been committed

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Factories Act 1948: Duties of Inspecting Officials

Power of Inspector

- Direct the occupier that any premises, any part or anything lying shall be left disturbed for so long for the purpose of examination
- Take measurements and photographs and make such recordings as will be considered necessary for the purpose of any examination
- Exercise such other powers as may be prescribed
- No person shall be compelled under this section to answer any question or give any evidence tending to incriminate himself

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Factories Act 1948: Duties of Inspecting Officials

Certifying Surgeon

State Government may appoint qualified medical practitioners to be certifying surgeons. Duties of surgeons may be as follows:

a) the examination and certification of young persons under this Act which is likely to cause injury to their health;

b) the examination of persons engaged in factories in such dangerous occupations or processes



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Factories Act 1948: Duties of Inspecting Officials

Certifying Surgeon

c) Exercising medical supervision of the factories where

(i) cases of illness have occurred which are due to the nature of the manufacturing process or

(ii) due to manufacturing process there is a likelihood of injury to the health of workers or

(iii) young persons are employed in any work which is likely to cause injury to their health

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Factories Act 1948: Duties of Inspecting Officials

Obligations of workers

1. No worker in a factory-

(a) shall willfully interfere with or misuse any appliance, convenience or other thing provided in a factory for the purposes of securing the health, safety or welfare of the workers therein;

(b) shall willfully and without reasonable cause do anything likely to endanger himself or others; and

(c) shall willfully neglect to make use of any appliance or other thing provided in the factory for the purposes of securing the health or safety of the workers therein.

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Factories Act 1948: Duties of Inspecting Officials

Obligations of workers

2. If any worker contravenes any of the provisions of this section he shall be punishable with imprisonment for a term which may extend to three months, or with fine which may extend to one hundred rupees, or with both.

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CONCLUSION

This part of lecture includes the issues like General duty of occupier, general duties of manufacturers, inspectors and certifying surgeons who are basically the inspecting officials of factories. Learning all about their duties and functions will help to gather knowledge and apply the same to practice.

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THANK YOU !