

## CHAPTER-4

### HOURS OF WORK

4.1 Section 51 of the Factories Act, 1948 prescribes that no adult worker shall be required or allowed to work in a factory for more than forty-eight hours in any week. Further, Section 54 stipulates that subject to the provision of Section 51 no adult worker shall be required or allowed to work in a factory for more than nine hours in any day. However, there is a provision to this section which states that subject to the prior approval of the Chief Inspector, the daily maximum hours specified in Section 54 may be exceeded in order to facilitate the change of shifts.

4.2 Section 52 of the Act states that no adult worker shall be required or allowed to work in a factory on the first day of the week i.e. weekly holiday. Section 53 of the Act, further, states that if the worker is deprived of any of the weekly holidays for which provision is made in Section 52, he shall be allowed, with in the month in which the holidays were due to him or with in the two months immediately following that month, compensatory holidays of equal number to the holidays so lost. Section 55 of the Act lays down that the periods of work of adult workers in a factory each day shall be so fixed that no worker shall work for more than 5 hours before he has had an interval for rest of at least half an hour. The Chief Inspector of Factories can exempt any factory from this provision so however that the total number of hours worked by a worker without an interval does not exceed six.

4.3 Section 56 of the Act stipulates that the period of work of an adult worker in a factory shall be so arranged that, inclusive of his intervals for rest under Section 55, it shall not spread over more than ten and half hours on any day. The Chief Inspector, may, however, increase the spread over upto twelve hours on specific grounds.

4.4 The reports received from various States/Union Territories on the working of the Factories Act, 1948 highlight satisfactory compliance with the provisions relating to hours of work.

4.5 Details pertaining to specified normal weekly hours for adult men and adult women workers by States and Industries have been given in Tables 3.1 to 3.4. Normal weekly hours of work of majority of adult men and adult women workers in the factories submitting returns ranged between 45-48 hours. The following Table presents the percentage distribution of adult workers by normal weekly hours of work.

**TABLE 4 (i)**  
**Percentage Distribution of Adult Workers in Factories Submitting Returns by Normal Weekly Hours of Work during the year 2004**

Category of Workers	Normal Hours of Work per Week			
	Upto 42 hours	Above 42 and upto 45 hours	Above 45 and upto 48 hours	Above 48 hours
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Men	2.47	4.62	68.24	24.67
Women	4.40	3.65	59.67	32.28