

A Study on Health, Safety And Welfare Provisions Of Factories Act, 1948 In Tea Factories With Special Reference To Idukki District, Kerala, India

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Abstract- The facilities provided to factory workers are a major concern in today's business environment. The organizations should focus on proper compliance of health, safety, and welfare of workers to ensure growth in industrial activities. These provisions play a pivotal role in the workplace environment as workers' well-being is paramount in the smooth functioning and progress of any industrial set-up. The primary data is collected from 100 participants. The questionnaire survey method is used to collect the primary data. From the analysis, it is found that the majority of the respondents are satisfied with health, safety and welfare provisions practiced in tea factories in the Idukki district. After independence, the Government of India makes strict rules and regulations to safeguard the interest of the workers in the factories.

Keywords- Factories Act 1948, Health, Safety, Welfare, Workers.

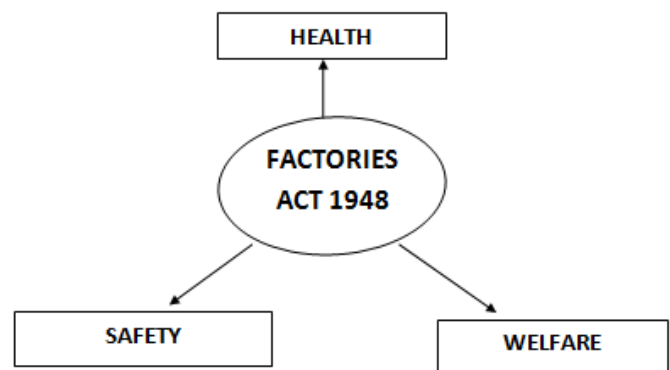
I. INTRODUCTION

Factories Act, 1948 was passed by the Government of India to ensure a fair deal to employees and employers regarding various aspects of health, safety and welfare measures at the workplace after Independence. The main objective of the Act is to ensure adequate safety measures but also to promote the health and welfare of the workers employed in factories as well as to prevent haphazard growth of factories. A large number of labour legislations have been enacted to promote the condition of labour, keeping in view the development of industry and national economy

In tea factories welfare, health and safety is a basic human right for every worker. This is because individuals spend more time in factories involved in work related activities. So it is mandatory to protect them from any kind of issues.

The provisions impose upon the occupiers or managers certain obligations

- To protect workers from accidents
- To secure them in employment, conditions conducive to their health, safety and welfare.



Statutory provisions concerning Health

Cleanliness : Every factory should be kept clean and free from effluvia and dirt arising from drain and privy refuse, dirt and such other nuisance. For this, the factory walls, partitions, ceilings, doors, windows, etc., should be whitewashed at least once in 14 months and painted and whitewashed once in 5 years. The door should be swept and cleaned, at least once in every week by washing using disinfectant aid or by similar other methods.

Disposal of wastes and effluents : Effective arrangement shall be made in very factory for the treatment of wastes and effluents due to the manufacturing process carried in the factory.

Ventilation and temperature : Effective and suitable provision shall be made in factory for securing and maintaining in every workroom. Adequate ventilation by the circulation of fresh air and such temperature will secure to workers with reasonable conditions of comfort and prevent injury to health. High temperatures can be reduced by methods like whitewashing, spraying or insulating and screening outside the walls .

Dust and Fume : Suitable measures should be taken to prevent or at any rate reduce the inhalation and accumulation of dust and fumes. Added to this is use of exhaust appliances near the point of origin of dust, fumes another impurity. Such points should be enclosed as far as possible.

Artificial humidification : Humidity means the presence of moisture in the air. In certain industries, higher degree of humidity is required for carrying out the manufacturing process. For this purpose, humidity of the air is artificially increased. This increase or decrease in humidity adversely affects the health of workers.

Overcrowding : There should not be overcrowding in any room of the factory which might cause injury to workers employed in factories. Minimum working space for each worker as 14.2 cubic meters of space per worker in every workroom.

Lighting: Sufficient and suitable lighting in every part of factory where workers are working is mandatory.

Drinking water : Factory should make effective arrangements for sufficient supply of drinking water for all workers in the factory. water should be free from impurities and should be supplied at suitable points convenient for all workers.

Statutory provisions concerning Safety

Fencing of Machinery: Machinery or their parts, while in use or in motion, shall be securely fenced by safeguards of substantial construction and shall be constantly maintained and kept in position, while the parts of machinery they are fencing are in motion or in use.

Employment of young person's on dangerous machines: no young person shall be required or allowed to work at any machine which is dangerous.

Hoists and Lifts : It should be properly maintained and examined once in every 6 months. Every hoist-way and lifts shall be adequately protected by a proper enclosure tied with gates

Revolving machinery: Notice of maximum safe working speed of grindstone or abrasive wheel to be kept near machine. The occupier should ensure speed not exceed a particular limit.

Floor, stairs and means of access : All floors, steps, stairs passages and gangways shall be of sound construction and properly maintained and shall be kept free from obstruction

and substances likely to cause persons to slip and where it is necessary to ensure safety, steps, stairs passages and gangways shall be provided with substantial handrails

Safety of building and machinery: If any building or parts of building or machinery isn't always secure, it can cause dangerous situations among lot of workers. The inspector is liable for ensuring safe building and equipment.

Statutory provisions concerning Welfare

Washing facilities: In factory suitable facilities for washing should be given for both male and female workers and such facilities shall be conveniently accessible and shall be kept clean.

Canteens: Every factory where the number of workers exceeds 250, the State Government may direct the factory owners to provide and maintain a canteen for the workers.

Creches : Due to workforce diversity nowadays, women's participation is increasing in all the sectors especially the industrial sector. Where numbers of women workers exceed 30, then the factory should arrange a special room for the worker's kids who are below the age of 6 years. The room should be properly lighted and ventilated

First aid appliances: The factory should provide and maintain proper first-aid boxes at every workroom. Under this Act, the number of boxes should not be less than one for every 100 or 50 workers. Moreover, the first-aid boxes should have all the relevant contents according to the Act.

Facilities for sitting : There are various kinds of jobs in a factory. Some of them require the workers to stand for a longer period of time. The factory should provide suitable arrangements for sitting for the workers. This is important because whenever the worker gets some free time, he/she may be able to take some rest by sitting.

II. LITERATURE REVIEWS

Onam Jindal, Dr. Ranjit Singh, and Dr. Nigamananda Biswas(2018) Factories act, 1948, has a moderate level of implementation towards the welfare schemes and facilities as perceived by the labour. Labour welfare is an extension to the word welfare, which mainly aims at the well being of the labours.

Dr. Manirareba Olive Lyamukuru(2018) In this era employees welfare activities plays the main roles in the organization to motivate the workers. Employees are very

important in the organization to influence organizational effectively by stabilizing the employees turnover in the organization. Each and every employee thinks about health and safety inside and outside the workplace which pushes them to remain or to leave the company. Employees Welfare activities include anything that is done for the comfort and improvement of employees and is provided over and above the wages.

Dr. S. Rajarajeswari, Mrs. G. Vasuki(2017) The study also suggests some measures to improve the health and safety measures which can be beneficial for the management to prepare guidelines for an action plan to increase the level of satisfaction of the employees.

Swetha Kanyadhari, Sakriya Dharavath(2017) satisfaction levels of employees about Labour welfare, Health and Safety measures in the organization cover under study are satisfactory. The effectiveness of health, safety and welfare measures provided by the organization can provide better development to employee's status both socially and economically.

Sapna(2016), The study examines the awareness level of workers to health, safety & welfare provisions under Factories Act, 1948. workers possess awareness at the moderate level to the provisions under Factories Act mentioned in the study. Old age and highly experienced workers are more aware than the young and less experienced workers respectively. As the age and experience of workers increases, the awareness level of workers also increases. They are aware to the provisions of Factories Act with age and experience. It has been observed that female and married workers are more aware to the provisions under Factories Act as compared to the male and unmarried workers

Dr. Lla Arora, Dr. Shama Agarwal, Bhavnavarsehney(2015), labor health, safety and welfare are the measures of promoting the efficiency of labor. The different welfare measures provided by the employer will have immediate impact on the labor's health, physical and mental efficiency, morale and overall efficiency of the labor and thereby contributing to the higher production. Some of the facilities and which fall within the preview of labor welfare include adequate canteen facilities, housing facility, and recreational facilities, medical facilities and, transportation facilities for traveling from & to the place of work.

Dr.R.Alamelu, Rajani Kumari(2015),health, safety and welfare activities in are urgently needed because working condition is not satisfactory in Indian industries. The workers are poor and illiterate. They are generally blamed for being

irresponsible and lazy. Labor safety and welfare activities are vital for enhancing their working condition and their living standards. In modern society, economic development of laborer plays a important role in production. By uplifting labor, the economic development of the country increases markedly which in turn increase the national productivity. The Health & safety program has played a vital role in order to prevent the risk of work related incident. Health & Safety law require employers to look after the health, safety and welfare of their employees at work place

Neeraj Kumari, Rajnish Ratna (2014)The study highlights that provisions of the Factories Act are an important indicator of how efficient the companies are towards contributing to the growth of the manufacturing sector and abiding by the law. Therefore organizations should emphasize on creating and maintaining a lawful environment by following the provisions of the various acts formed by the Indian Government.

Meera Singh(2014) The report is an overview of the past, present and future of the Impact of provisions health & safety provisions of Factories Act, 1948 for protection of Labour Rights

III. RESEARCH METHODOLOGY

Primary data- The data is collected from tea factory in Idukki District

Secondary data- Secondary data is data gathered from studies, surveys that have been run by other people or for other research

IV. OBJECTIVES OF THE STUDY

- To gain an understanding of Factories act
- To understand the health, safety and welfare provisions provided in tea factories.
- To study the effectiveness of health, safety and welfare provisions in tea factories.

V. RESEARCH DESIGN

The research design used in this study is descriptive research. Two sources of data have been used for conducting the study. Survey method was used to collect the primary data. Secondary Data: Secondary data was collected through journals, internet, research papers etc. Five point Linker Scale was used to develop the questionnaire. It consists of 5 response choices i.e. strongly Agree- 1, Agree - 2, Neutral-3, Disagree - 4 and Strongly Disagree - 5.

SAMPLING METHOD

The sampling method used in the survey was Convenience Sampling method.

SAMPLE SIZE:

The sample size used in this survey was 100. A total of 150 questionnaires were distributed among labors out of which 100 responses came back.

DATA ANALYSIS AND INTERPRETATIONS

Labours have received proper benefits of health, safety and welfare provisions as per factories act 1948

Table 1

S.NO	Particulars	No of Labours	Percentage
1	Yes	72	72
2	No	28	28
	Total	100	

Interpretation

From the data analysis noted in Table 1, it can be interpreted that more than half of the labours are satisfied because they have received proper benefits of health, safety and welfare provisions as per factories act 1948.

Correlation Table 1

		Health	Safety	Welfare
Health	Pearson Correlation	1	.681**	.425**
	Sig. (2-tailed)		.000	.000
	N	100	100	100
Safety	Pearson Correlation	.681**	1	.546**
	Sig. (2-tailed)	.000		.000
	N	100	100	100
Welfare	Pearson Correlation	.425**	.546**	1
	Sig. (2-tailed)	.000	.000	
	N	100	100	100

** . Correlation is significant at the 0.01 level (2-tailed).

Interpretation

From the correlation analysis, it can be inferred that the correlation between health, Safety and Welfare is significant. Thus the hypothesis, there is positive correlation, when there is a positive impact of Health, Safety and Welfare is higher in tea factories. All tea factories in Idukki district are very effective in terms of Health, Welfare and Safety.

		Cleanliness	Employment of young person's on dangerous machines	First aid appliances
Cleanliness	Pearson Correlation	1	.477**	.080
	Sig. (2-tailed)		.000	.442
	N	100	100	100
Employment of young person's on dangerous machines	Pearson Correlation	.477**	1	.235*
	Sig. (2-tailed)	.000		.023
	N	100	100	100
First aid appliances	Pearson Correlation	.080	.235*	1
	Sig. (2-tailed)	.442	.023	
	N	100	100	100

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

VI. FINDINGS

The company has fulfilled all the statutory norms, such as health, safety and welfare applicable to the tea factory as per the Factories Act. The employees are satisfied with health provisions in the work place. The employees are satisfied with all the safety provisions.

VII. CONCLUSION

Today in India, personnel welfare activities performs an important role in the organization to persuade the workers. Employees are very significant in the organization to steer organization effectively by stabilizing the employees turnover in the organization. Each and every employee thinks about health and safety inside and outside the workplace which pushes them to remain or to leave the company.

The study highlights that provisions of the Factories Act are vital indicator of how efficient the companies are towards contributing to the expansion of the industry abiding by the law. Therefore organizations should emphasize on creating and maintaining a lawful environment by following the provisions of the various acts formed by the Indian Government. Also it is observed & evaluated through a proper analysis of the questionnaire that the companies are abiding by the provisions of the Factories act.

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