

# Awareness of Workers' to Health, Safety and Welfare Provision under Factories Act, 1948

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**Abstract:** *The study examined the awareness level of workers to health .safety and welfare provision under the factories Act 1948. Exclamatory come descriptive research design has been used in present study. The population of interest lower class employees working in industrial sector and northern India are Punjab, Haryana and NCR . Questionnaires survey method is used to collect the primary data T-text and another one next have been used to computer the next level of the workers on the basis of age, experience, gender and maternal status it has been observed that workers are aware about factories are at moderate level awareness level of worker to factories would increase with age and experience, while female workers and married worker are more aware to the provision of factories Act as compared to other male and unmarried workers respectively.*

**Keywords:** Age, Awareness, Experience, Factories Act, Gender, Marital status,workers

## I. INTRODUCTION

Government of India has passed factories Act ,1948 to ensure a fair deal to employees and employers regarding various aspects of health and safety measures at the workplace of the Independence . The regulation in working condition was done by the state government in India in 1881. It was the time when first factories act passed. Afterward amendment were turned under this act 1911,1922,1923,1926,1931,1935 ,1940,1945 and in 1946. In 1947 .Government of India introduced a bill, which became law after certain modification first April 1948 the main objective of this act is to protect workers employed in the organization against industrial and occupational hazard. This act is applied to factories all over India include the state of Jammu and Kashmir. It provide minimums statutory welfare administered for the workers which will improve their working condition . It came into force on the 1 s day of April 1949 .

Factories Act 1949 Enacted to regulate the provision on the basis minimum requirement for health .safety and welfare of the workers as well as regulating the annual leave with wages, holidays .employment and young person and women dangerous the machines etc .Mainly health safety and welfare economic development of the nation's gone are those | days of ill treat of labour and the proclamations of the right of labour They should be kept satisfied to work for the organization and ultimately the nation as a whole . Hence employers have started expanding welfare activities for their employees .If all those amenities are provided to the workers in a fair manner ,then they will be motivated and do more work at the workplace .It will lead to more proficiently and productively of the organization. All the provision under factories act 1948 are very important for the workers.

## II. REVIEW OF LITERATURE

Upadhyaya (2006) examine awareness and implementation of the statutory and non statutory labour welfare measure in garments and history industry falling under the jurisdiction limits of the local office of the description the date of the factories in Noida ,Uttar Pradesh. The study was confirmed only the industrial unit from government and history industry registered under factories act 1948. The awareness level of the workers regarding canteen .lunchroom, restroom, shelter room, creche facilities was very low but high for the educational facility . The study observed that lack of job security really use the chances of unionization of the workers and the pieces rated employees were not getting some benefit like payment and overtime .casual leaves, annual leaves, earned leave etc .

Murty and abhinav (2010) studied relationship between canteen facility and healthy physical work environment of the industrial units at coastal district in Andhra Pradesh .A sample of 290 responded it was the taken for the study, the

finding of the study relevant that the bigger organization in the public and private sector were providing clean and hygienic food items to their workers at minimum prices . overwhelmingly proportion of the respondent were frequent visitor to the canteen. Those studies suggest that management of public and private sector units should provide clean and hygienic food items for minimum price.

Garg and Jain (2013 a) valuated awareness and satisfactory level among workers regarding welfare measure or at cotton textile industry in Punjab.

A sample of 250 workers were selected from textile mills . The study observed a strong relationship between gender and awareness level of workers regarding welfare measures, positive association is found between experience and level of satisfaction of the employees regarding welfare facilities majority of the respondent were moderately aware and highly satisfied with welfare measure provided by the company . Female workers were less aware about the stationaries welfare measure The study suggests that improvement is required in the field of the Guinness handling produce. Management should formulated a problem solving committee for better solution of the welfare problem of the workers so that they can do work effectively and efficiently.

Garg and Jane( 2013 b) studied awareness implementation and level of satisfaction regarding welfare provision at cotton textile industry in Punjab a sample of 250 preprocessed dent was selected for the study .The result relevant the majority of the respondent aware of the welfare major overwhelming promotion of the response was having average level of satisfaction with the implementation of employee state insurance (ESI )welfare provision .The study suggests that management should manipulate a problem solving committee for conducting hiring for the workers so that it was solved their problem. Organizations should differentiate and satisfying how factors for this satisfying one of taking effective steps to improve the labour welfare facilities which in turn would increase the efficiently of the worker.

Pandey and Agrawal (2013) studies health and safety provision with the respect of factories act ,1948 .At the Godavari power and Ispat Limited of Silatara Raipur (GPIL). A sample of 50 respondent was selected for the study. Majority of the respondent was satisfied with the health and safety provision of the factory act 1948 . The study suggests that health and safety standards of the organization should be improved by adding some more value added services like advancement of safety provision. Monthly and quarterly health checkup camps should be scheduled by the Organization.

### III. OBJECTIVE OF THE STUDY

- To assess awareness of workers regarding Factories Act:
- To examine awareness of workers on the basis of the age regarding Factories Act.
- To examine awareness of workers on the basis of experience regarding Factories Act
- To examine awareness of worker awareness of workers on the basis of gender regarding Factories Act.
- To examine awareness of workers' on the basis of marital status regarding Factories Act.

### HYPOTHESES

Ha1 =There is significant difference in awareness level of workers on the basis of age regarding Factories Act.

Ha2 = there is significant difference awareness level of workers on the basis of experience regarding Factories Act.

Ha3 = Any significant difference in awareness level of workers on the basis of gender regarding Factories Act.

Ha4 = there is significant difference in awareness level of workers on the basis of marital status regarding Factories Act

### IV. RESEARCH METHODOLOGY

Exclamatory cum descriptive research design has been used in present study . The population of the insert is present study In workers of the industrial sector in Northern Indian (Haryana Punjab and NCR), satisfied random sampling has been used in the study as the population divided on the basis of four demographics variables that is age, experience, gender and marital status The study is based on primary data which has been collected through questionnaires filled in by 750 workers. Responses have been evaluated on five points linked scales" poor first belonged likert scale belongs average -2 , average -3,good -4and outstanding -5. statement including the analysis have been show in app

Source: primary

Mean standard deviation percentage descriptive statics and ANONA haS been used to analyze the collected data with the help of SPSS version 18 conjunct applock alpha coefficient relatability has been used to check the internal consistency of the data collected for this study ANOVA has been performed on the questions on the survey regarding responded awareness regulating factors act applicable in the industry text and ANOVA text have been used to compare the awareness of workers on the basis of age experience gender marital status. Regarding various amenities under securities act table one shows the sample descriptions of the respondent on the basis of age experience, gender, marital status, regarding various amenities under sectors act table one shows the sample descriptions of the respondents.

Table 1: Sample Description

Demographics variable	Category	N=750	Percentage	Cumulative percentage
Age	Below 25 years	324	43.2	43.2
	25-35 years	258	34.4	77.6
Experience	Less than 5	324	43.2	43.2
	5-10	222	29.6	72.8
	More than 10	204	27.2	100
Gender	Male	678	90.4	90.4
	Female	72	9.6	100
Marital status	Unmarried	447	59.6	59.6
	Married	303	40.4	100

**V. DATA ANALYSIS**

**Awareness of work goes regarding Factories Act**

The overall awareness of workers regarding factories that has been determined with the help of descriptive statistics (table 2))

Table 2: means and standard deviations of factories Act

Variable	Mean	Description	Standard deviations
Overall F	3.15	Moderate	1.04
F1	3.11	Moderate	1.43
F2	3.18	Moderate	1.33
3	3.10	Moderate	1.33
F4	3.21	Moderate	1.33
F5	3.20	Moderate	1.33

**VI. DISCUSSION**

When the compression is made on the basis of age responding it is absorbed at workers in under level age group above 0(35 years) are more aware provision the factories act as compared to the workers on the other age group workers in

the middle age group 25 to 35 years are more aware than the workers in the lower age group below. 25 years workers in the upper age group are more conscious to the facilitate provide because they are at highest risk with age it has been analyzed that highly experienced workers are more aware toward the provision of factories act under study as compared to the workers having less experience where respect of to the awareness level of workers on the basis of gender female workers are more aware as compared to the male workers due to the responsibility of them in relation to awareness level of workers regarding provision, under factories act unmarried workers are less aware than the unmarried workers regarding provision under factories act mentioned in the study performance of employee depend upon the awareness of workers regarding provision under factories act moral health and well being if they have good awareness of facilities come under factories act then they will do work more effectively and efficiently.

### **VII. CONCLUSION**

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