

Implementation of Factories Act 1948 at Gulbarga Division: Providing Amenities & Benefits

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Abstract - This study was done to know the amenities of factories act provided at gulbarga division & satisfaction level of the employees on the facilities provided by the companies and how the Health, Safety and Welfare measures boost the employees morale. Hence the study was made to know whether the Factories Acts are followed in the company for the welfare and benefits of the employees.

To increase the productivity level of employees the organization need to provide all safety and welfare measures. The growth and success of the organization depends on employees.

Many Indian companies maintain highest standards in Purity, Stability and International SHE requirements, namely, Safety, Health and Environmental protection in production and supply bulk drugs to even innovator companies. This speaks of the high quality standards maintained by large number of Indian companies.

The present study concludes that Majority of the respondents were found to be satisfied with the safety measures at GULBARGA DIVISION. This reveal that a majority of respondents are satisfied with the existing welfare measures. The management may take up steps to convert these into highly satisfactory. The few welfare measures which were dissatisfactory were rest room facilities and hygienic conditions in canteen. The management may concentrate on these areas to increase the satisfaction level of employees towards the welfare measures.

Keywords: Amenities & Benefits Under Factories Act, Infrastructure, Welfare, Health, Safety, Employee Satisfaction

I. OBJECTIVES OF THE STUDY

- To analyse the awareness of various facilities to the worker.
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- To know whether companies are providing all the benefits as per Factories Act and other welfare Acts to employees.

- To analyze the satisfaction level of employees towards Health and safety facilities.

II. SCOPE OF THE STUDY:

- The study has been conducted in the Gulbarga Division to bring out the solution for the problem faced by the employees in health, safety and welfare measures
- The study of Factories Act helps to know the whether the Factories Acts are followed in the Company and to find out need of health, safety and welfare measure programmes for employees in the organization. The satisfaction level of the employees towards the health, safety and welfare measure was also studied.
- The study helps to know whether company is providing all the benefits as per Factories Acts and other welfare acts to employees
- The study of Factories Act helps to know the satisfaction level of the employees towards health and safety facilities.
- It helps the organization to improve employees moral towards their job.
- To know the employees satisfaction level towards organization's adequate and suitable provision of welfare facilities such as housing and children's education facilities.
- Satisfying or fulfilling the safety and security needs of the workers, would give them a better motivation and more time to concentrate on job performance. A voluntary approach on the part of the management to offer welfare programmes which are over and above what is laid down by the law boost the morale of the employees and motivate them to perform better

III. METHODOLOGY ADOPTED:

In a view to precede the research in a systematic way the following research methodology has been used. Descriptive method is used for research design, Research approach was by survey method, Contact method was personal , The Sample size 200 respondents of various companies, The Sample units were the Employees. Both primary and secondary data collection was made. Primary data is

collected by structured survey. Secondary data is collected from different published sources like report, research papers, websites etc. Studies the survey of service quality in order to derive the level of customer satisfaction, responses are collected from the study area i.e. Gulbarga Division-Karnataka. Simple random samples technique is used.

IV. LITERATURE REVIEW:

Report of National Commission on Labour (2002), Government of India, made recommendations in the area of labour welfare measures which include social security, extending the application of the Provident Fund, gratuity and unemployment insurance etc. Shobha, Mishra & Manju Bhagat (2007), in their "Principles for Successful Implementation of Labour Welfare Activities", stated that labour absenteeism in Indian industries can be reduced to a great extent by provision of good housing, health and family care, canteen, educational and training facilities and provision of welfare activities. In their article they discuss labour welfare activities in an industrialized society has far reaching impact not only on the work force but also all the facets of human resources. Labour welfare includes all such activities, which not only secures existential necessities but also ensures improvement in spiritual and emotional quotient. It comprises of short term and long terms goal toward building a humane society. As labour welfare is a dynamic concept, changes in its principles activities and the rationale supporting them have not been static. They closely follow the stages of advancement of the industrialized society – from police Theory to Functional Theory.

A. Sabarirajan, T. Meharajan, B.Arun (2001) analyzed the study on employee welfare in Textile industry. The study shows that 15% of the employees are employees are satisfied with their welfare measures. 39 % of the employees is average with their welfare measures. 16% of them are in highly dissatisfied level. This study throws light on the impact of welfare measures on QWL among the employees of textile mills in Salam district." While describing the Welfare in Indian INDUSTRIAL SECTOR, A.J.Todd (1933) was analyzed that the labour welfare is the voluntary efforts of the employers to establish, within the existing industrial system, working and sometimes living and cultural conditions of the employees beyond what is required by law, the custom of the industry and the conditions of the market.

V. V. Giri National Labour Institute(1999-2000), a fully funded autonomous body of the Ministry of Labour, it was conducted action-oriented research and provides training to grass root level workers in the trade union movement, both in the urban and rural areas, and also to officers dealing with industrial relations, personal management, labour welfare, etc

In the view of K.K. Chaudhuri, in his "Human Resources: A Relook to the Workplace", states that HR policies are being made flexible. From leaves to compensations, perks to office facilities, many companies are willing to customize policies to suit different employee segments. Conventions and Recommendations of ILO (1949) sets

forth a fundamental principle at its 26th conference held in Philadelphia recommended some of the measures in the area of welfare measures which includes adequate protection for life and health of workers in all occupations, provision for child welfare and maternity protection, provision of adequate nutrition, housing and facilities for recreation and culture, the assurance of equality of educational and vocational opportunity etc.

Kwong-leung Tang and Chau-kiu Cheung (2007) studies that employs survey data from 1240 welfare recipients in Hong Kong to investigate the effectiveness of various measures for raising the recipients, work motivation and diminishing their welfare dependency. The measures examined include the Intensive Employment Assistance Project (IEAP), Community Work (CW) Program and Disregarded Earnings (DE) arrangements. Findings reveal the effectiveness of these three measures. Particularly, help received from various services of the IEAP was the principal factor in the effectiveness of the IEAP and the IEAP was effective for welfare recipients who were older or less skilled. The findings thus offer support to the generality of the claim about the effectiveness of welfare-to-work programs.

V. THEORETICAL BACKGROUND OF THE STUDY IMPLEMENTATION OF VARIOUS WELFARE PROVISIONS UNDER FACTORY ACT 1948:

The welfare provisions under the factory act 1948 is intended for benefit and welfare of the workers. It aims to protecting the workers employed in factories and for ensuring their welfare at the place of work by implementing the various provisions under the Act. In this part we evaluate and assess of the implementation of various provisions in so it is compulsory requirement of factory act 1948.

Introduction to factories act, 1948

The first factories Act in India was passed in 1881. It was designed primarily to protect children and to provide for some health and safety measures. It was followed by new factory act in 1891 and 1934.

The objective of passing the factory act, 1948 was to consolidate and amend the law regulate labour in factories. The factory act, 1948 is a piece of legislation covering all the aspects regarding factories namely: approval licensing and registration of factories, the inspecting authorities, health, safety, welfare, working hours, employment of workers-adult and young children, annual leave and penalties, etc.

The provision of this act are applicable to all factories including factories belonging to due to central any state government unless otherwise excluded, and the benefit of the act are available to persons who may be covered within the meaning of the term "worker" as contained in the act. It would, therefore be described to discuss the meaning and definition of the term "factory" and "worker".

Meaning of factory:

Whereon 10 or more workers are working on any day of the preceding 12 months, and in any part of which a manufacturing process is being carried on with the aid of power, is ordinarily so carried on.

Meaning of worker;

The factories act, 1948, under its section 2 (1) defines worker to mean a person employed, directly or by or through any agency including a contractor with or without the knowledge of the principal.

INFRASTRUCTURAL FACILITIES:

The infrastructure in such a way that it helps employees to interact and makes production process easy. They should include the facilities of

a) Canteen:

The Company should have a canteen which provides food to employees and visitors. The canteen's main objective is to provide a food which is hygienic and contains nutrition elements.

b) Health center:

Health care centre is necessary, which acts as a first aid to any minor hazardous accidents.

c) Safety:

The Companies must mainly focus on safety of employees, it provides Respirator mask, Gloves, Shoes.

d) Security:

The company with 24/7 strict security, there is a single entrance so that security guards can easily keep track of all the employees and visitors. They must maintainance of entry and exit record of employees.

e) Rest-Rooms:

The Company should provide rest rooms for employees for relaxing which are located little away from production dept to avoid pollution.

Health of employees:

Cleanness: - Every factory shall be kept clean by daily sweeping or washing the floors and work rooms and by using disinfectant where necessary.

Disposal of wastes and effluents: - effective arrangements shall be made for the disposal of waste and for making them innocuous.

Ventilation and temperature: - effective arrangements shall be made for ventilation and temperature so as to provide comfort to the workers and prevent injury to their health.

Dust and fume: - effective measures shall be taken to prevent the inhalation and accumulation of dust and fumes or other impurities at the work place.

Artificial humidification: - the state government shall make rules prescribing standard of humidification and methods to be adopted for this purpose.

Overcrowding: - there shall be in every work room of factory existence on the date of commencement of this act at least 9.9 cubic meters and of a factory built after the commencement of this act at least 4.2 cubic meters of space for every employee.

Lighting: - the state government may prescribe standards of sufficient and suitable lighting.

Drinking water: - there shall be effective arrangements for wholesome drinking water for workers at convenient points.

Latrine and urinals: - there shall be sufficient number of latrine and urinals, clean, well ventilated, conveniently situated and built according to prescribed standards separately for male and female workers.

Spittoons: - there shall be sufficient number of spittoons placed at convenient place in the factory

EMPLOYEE WELFARE

Employee welfare means "The efforts to make life worth living for workmen"

Definition:

"Employee welfare is a comprehensive term including various service, facilities and amenities provided to employees for their betterment".

According to the labour investigation committee (1946), employee welfare means "anything done for intellectual physical, moral and economic betterment of workers, whether by employers by government or by other agencies, over and above what is laid on by law or what is normally expected on the part of the contracted benefits for which workers may have been gained"

Welfare:

Adequate facilities for washing, sitting, storing, clothes when not worn during working hours, If worker has to work in standing position, sitting arrangement to take short rests should be provided and maintained.

Welfare of employees

Chapter V of the factories act contains provisions about the welfare of employees these are as follows:

Washing Facilities [Section 42]: There shall be separate and adequately screened washing facility for the use of male and female employees.

Facilities for Storing and Drying Clothing [Section 43]: There shall be suitable place provided for the clothing not worn during working hours and for the drying of the wet clothes.

Facilities for Sitting [Section 44]: There shall be suitable arrangement for all workers to sit for taking rest if they are obliged to work in a standing position.

First-Aid Appliances [Section 45]: There shall in every factory be provided and maintained so as to be readily accessible during all working hours first-aid boxes or cupboards equipped with the prescribed contents.

Canteens [Section 46]: The state government may make rules requiring that in any specified factory employing more than 250 employees a canteen shall be provided and maintained by the occupier for the use of employees.

Shelters, Rest Rooms and Lunch Rooms [Section 47]: The shelters or rest rooms or lunch rooms to be provided are required to be sufficiently lighted and ventilated and required to be maintained in a cool and clean condition.

Creches [Section 48]: In every factory wherein more than 30 women workers are ordinarily employed suitable room or rooms are required to be provided and maintained for the use of children under the age of six years of such women workers.

Welfare Officers [Section 49]: In every factory wherein five hundred or more workers are ordinarily employed is under statutory duty to employ in factory such number of welfare officers as may be prescribed.

EMPLOYEE SAFETY

The factory act 1948 has prescribed safety provisions contained in section 21-41. They are obligatory. A „resume“ of the provisions are given below.

Definitions

The state of being certain that adverse effects will not be caused by some agent under defined conditions

Safety of employees

Fencing of machinery [section 21]: all machinery should be properly fenced to protect workers when machinery is in motion.

Casting of New Machinery [Section 26]: In all machinery driven by power, every set screw, bold of key, revolving shaft, spindle wheel shall be sunk or encased or securely guarded to prevent any danger.

Prohibition of Employment of Women and Children near Cotton Openers [Section 27]: No women or child shall be employed in any part of a factory for pressing cotton when cotton opener is at work.

Hoists and lifts [section 28]: it should be good in condition and tested periodically.

Revolving Machinery [Section 30]: In every room where grinding work is going on, a notice indicating the maximum safe working peripherals speed of the machine shall be fixed near it.

Pressure plant [section 31]: it should be checked as per rules.

Floor stairs and other means of access [section 32]: These should be of sound construction and free from obstruction.

Pits and openings in floors [section 33]: Every fixed vessel, sump and tank or opening in the floor, which may be a source or danger shall be securely fenced or covered.

Excessive Weights [Section 34]: No person shall be employed in any factory to lift, carry or move any load so heavy that will cause injury to him.

Protection of eyes [section 35-36]: safety appliance for eyes, dangers dust, gas and fumes should be provided.

Precautions in Case of Fire [Section 38]: Alarm in case of fire and that too clearly audible. Exit door to escape in case of fire shall be provided.

Safety of Buildings and Machinery [Section 40]: If the inspector is satisfied that the building or machinery poses a danger to the human life, then he may ask the occupier or manager to repair it suitably.

VI. ANALYSIS AND INTERPRETATION:

TABLE No. 1

Responses towards the job, roles and responsibilities as well as workload, assigned by company.

| Particulars | No. of Respondents | percentage |
|------------------|--------------------|------------|
| Highly satisfied | 24 | 12% |
| Satisfied | 120 | 60% |
| Neutral | 40 | 20% |
| Dissatisfied | 16 | 8% |
| Total | 200 | 100% |

Source: : Primary Data

The responses are collected regarding the satisfaction level of the employees. From the above table it is found that 12% of respondents are highly satisfied, 60% of respondents are satisfied, 20% of respondents are neutral and 8% of respondents dissatisfied. It is clear that many employees are satisfied with their job, roles and responsibilities as well as workload assigned by the company. But some of the employees are not satisfied.

TABLE 2:

Satisfaction level towards health & safety of workers provided by company.

| Particulars | No. of respondents | Percentage |
|-------------|--------------------|------------|
| Yes | 176 | 88% |
| No | 24 | 12% |
| Total | 200 | 100% |

Source: : Primary Data

Table no. 2 presents the that 88% of respondents are satisfied, 12% of respondents are dissatisfied. Hence, it shows that most of the respondents satisfied with health and safety measures which are providing by the organizations (i.e. drinking water, medical facilities, first aid appliances, Cleanliness, Fencing of machinery.. etc.)

TABLE No. 3

Satisfaction level towards safe drinking water and hygienic conditions, Canteen food, hospital or medical facility provided by the company.

| Particulars | No. of respondents | Percentage |
|------------------|--------------------|------------|
| Highly satisfied | 28 | 14% |
| Satisfied | 116 | 58% |
| Neutral | 56 | 28% |
| Dissatisfied | 0 | 0% |
| Total | 200 | 100% |

Source: : Primary Data

From the above table it is found that 14% of respondents are highly satisfied, 58% of respondents are satisfied, 28% of respondents are neutral and 0% of respondents dissatisfied. It is clear that many employees are satisfied safe drinking water and hygienic conditions, Canteen food, hospital or medical facility providing by the company. This shows the company maintains all health and safety measures for their employees and are ready to take immediate action if any accident happens.

TABLE No. 4

Satisfaction towards safety training programmes conducted for the employees.

| Particulars | No. of respondents | Percentage |
|-------------|--------------------|------------|
| Yes | 188 | 94% |
| No | 12 | 6% |
| Total | 200 | 100% |

Source: : Primary Data

From the above table it is found that 94% of respondents are satisfied towards safety training programs conducted by company, but 6% of respondents are not satisfied. Hence, it is clear that many employees are satisfied with the safety training programs

conducted for them and which helps in reducing industry accidents.

TABLE No. 5
Responses towards working environment of the company.

| Particulars | No. of respondents | Percentage |
|-------------|--------------------|------------|
| Excellent | 16 | 8% |
| Good | 112 | 56% |
| Average | 48 | 24% |
| Poor | 24 | 12% |
| Total | 200 | 100% |

Source: : Primary Data

From the above table it is found that 8% of respondents are rated excellent, 56% of respondents are rated good, 24% of respondents are rated average and 12% of respondents are rated poor. It is clear from the above data that many employees are satisfied with the working environment of the company which shows the company is maintaining good environment for their employees.

(i.e.. Ventilation and temperature, Dust and fume, lighting etc)

TABLE No. 6
Responses towards wages and bonus.

| Particulars | No. of respondents | Percentage |
|------------------|--------------------|------------|
| Highly satisfied | 40 | 20% |
| Satisfied | 80 | 40% |
| Neutral | 60 | 30% |
| Dissatisfied | 20 | 10% |
| Total | 200 | 100% |

Source: : Primary Data

From the above table it is found that 20% of respondents are highly satisfied, 40% of respondents are satisfied, 30% of respondents are neutral and 10% of respondents dissatisfied. And it makes clear that many employees are satisfied with the wages and bonus provided by the company and which also helps the company to motivate their employees for more hard work to get more production.

TABLE No. 7
Opinion on rest room, lunch room and Creches provided by company.

| Particulars | No. of respondents | Percentage |
|-------------|--------------------|------------|
| Excellent | 20 | 10% |
| Good | 100 | 50% |
| Average | 32 | 16% |
| Poor | 48 | 24% |
| Total | 200 | 100% |

Source: : Primary Data

From the above table it is found that 10% of respondents are rated excellent, 50% of respondents are rated good, 16% of respondents are rated average and 24% of respondents are rated poor. Hence it is found that many employees are satisfied with the rest room, crèches and lunch room. But some of the employees are not satisfied with the rest room, according to them rest room are not cleanly maintained.

TABLE No. 8
Satisfaction towards safety announcement, fencing of machinery or safety guards at work place.

| Particulars | No. of respondents | Percentage |
|-------------|--------------------|------------|
| Yes | 200 | 100% |
| No | 0 | 0% |
| Total | 200 | 100% |

Source: : Primary Data

The above table exhibits the account of respondents with 100% of respondents are satisfied towards safety announcement, fencing of machinery or safety guards at work place, dissatisfaction of employees is 0%. It is clear that all employees are satisfied with the safety announcement, fencing of machinery or safety guards at work place, which helps in avoiding the accidents at the work place and which shows that the company maintains all the safety measures for their employees

TABLE No. 9
Satisfaction towards overall health and other benefits provided by organization.

| Particulars | No. of respondents | Percentage |
|------------------|--------------------|------------|
| Highly satisfied | 28 | 14% |
| Satisfied | 112 | 56% |
| Neutral | 60 | 30% |
| Dissatisfied | 0 | 0% |
| Total | 200 | 100% |

Source: : Primary Data

From the above table it is found that 14% of respondents are highly satisfied, 56% of respondents are satisfied, 30% of respondents are neutral and 0% of respondents dissatisfied. So most of the employees are satisfied with the overall health and other benefits provided by the organization which also shows that the organization is maintaining all health, safety and welfare measures.

➤ Results obtained by taking question 2 & 4 and applying CHI-SQUARE TEST

The organization look after the health and safety of workers?

| Particulars | No. of respondents | Percentage |
|-------------|--------------------|------------|
| Yes | 176 | 88% |
| No | 24 | 12% |
| Total | 200 | 100% |

The organization provide safety training programme and has it helped in reducing industry accidents?

| Particulars | No. of respondents | Percentage |
|-------------|--------------------|------------|
| Yes | 188 | 94% |
| No | 12 | 6% |
| Total | 200 | 100% |

Satisfaction of employees towards Health, safety and safety training programmes provided by the company

| | Yes | No | Total |
|--------------------------------------|-----|----|-------|
| Health and safety of workers | 176 | 24 | 200 |
| Employees Safety training programmes | 188 | 12 | 200 |

Hypothesis:

H0: $\mu \neq u$: There is no significant relationship between the employees health, safety and safety training programmes provided by the company

H1: $\mu = u$: There is a significant relationship between the employees health, safety and safety training programmes provided by the company

| Degree of Freedom | Calculated value (Chi Square) | Tabular value at 5% level of significance | H0: null Hypothesis Accepted/Rejected |
|-------------------|-------------------------------|---|---------------------------------------|
| 1 | 1.098 | 3.841 | Accepted |

Interpretation

If the calculated chi-square value is less than critical value chi-square test is accepted the Null hypothesis rejected the H1 alternative hypothesis.

If the calculated value of chi-square is more than critical value chi-square rejected the null hypothesis.

Results obtained by taking question 2, 4 and applying CHI-SQUARE TEST

Hypothesis:

H0: $\mu \neq u$: There is no significant relationship between the employees health, safety and safety training programmes provided by the company

H1: $\mu = u$: There is a significant relationship between the employees health, safety and safety training programmes provided by the company

Degree of Freedom

Calculated value (Chi Square)

Tabular value at 5% level of significance

H0: null Hypothesis Accepted/Rejected 1 1.098 3.841

Accepted

Interpretation

If the calculated chi-square value is less than critical value chi-square test is accepted the Null hypothesis rejected the H1 alternative hypothesis.

If the calculated value of chi-square is more than critical value chi-square rejected the null hypothesis.

VII. CONCLUSION OF THE STUDY

VIII.

By conducting this study It is acquired much more knowledge regarding employees health, safety, and welfare and how it contributes towards the organization success. Health and safety measures helped in reducing industrial accidents. Company also giving training to employees about how to use all safety measures while working a task.

To increase the productivity level of employees the organization should have to provide all safety and welfare measures. The growth and success of the organization depends on employees.

Majority of the respondents were found to be satisfied with the safety measures in their companies. This reveal that a majority of respondents are satisfied with the existing welfare measures. The management may take up steps to convert these into highly satisfactory. The few welfare measures which were dissatisfactory were rest room facilities and hygienic conditions in canteen. The management of the companies may concentrate on these areas to increase the satisfaction level of employees towards the welfare measures.

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