

A Study of Employees' Awareness towards Social Welfare Provisions under Factories Act, 1948

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ABSTRACT:

This survey investigates workers' perceptions of health, safety, and welfare standards under the Factories Act of 1948. An exploratory survey design was used in this study. The target group consists of lower-class workers (N=100) employed in the Aurangabad district's industrial sector. The survey procedure is used to collect basic data. To assess employee awareness levels based on age, experience, gender, and educational qualification, a descriptive analysis, frequency, and mean was applied. Workers have moderate level of awareness with factory law. Workers' understanding of factory law grows with age and experience. Male workers are less familiar with factory law provisions than female

Keywords: Safety and security, Facilities and Amenities in Factories Act, Infrastructure, Health, and Worker Satisfaction.

INTRODUCTION:

After independence, the Indian government passed the Factory Act in 1948 to ensure fair agreements between workers and employers and to cover many areas of workplace health and safety requirements. Indian state governments first regulated working conditions in 1881. It was the era of the first factory laws. This law was subsequently amended in 1911, 1922, 1923, 1926, 1931, 1935, 1940, 1945 and 1946. The Government of India introduced the bill in 1947 and after some amendments entered into force on 1st April 1948. The primary purpose of this law is to protect company employees from occupational hazards. This law applies to factories across India, including Jammu and Kashmir. Provide workers with basic statutory benefits that improve working conditions. Effective April 1, 1949.

The Factories Act of 1948 regulates the provision of fundamental minimum standards for the health, safety, and welfare of workers. It also addresses paid annual leave, paid time off for vacation, and the employment of minors and women in hazardous machinery. The main areas of this research are social services, safety, and health. The economic development of the nation depends in large part on the labor force. Abuse at work and infringements on workers' rights won't be accepted any longer. They must be inspired to work for the organization and ultimately the nation. Employers are increasing efforts to benefit employees as a result. When employees receive all these benefits fairly, they are more likely to work harder.

REVIEW OF LITERATURE:

Sabarirajan, T. Meharajan, and B. Arun (2001) conducted research on the textile industry's employee benefits. According to surveys, 15% of his employees are pleased with the social measures. When it comes to social behavior, 39% of employees exhibit average behavior. 16% of them are extremely dissatisfied. The purpose of this study was to examine the effect of welfare measures on her QWL of a garment factory worker in Salam district.

National Labor Institute of V.V. Giri (1999-2000), In order to advance labor welfare, Industrial relations management, and other issues, it is a fully funded, self-governing division of the Ministry of Labor that personally trains workers at the base of the union movement in both urban and rural areas.

Chau-kiu Cheung and Kwong-leung Tang (2007) A survey of 1,240 welfare recipients in Hong Kong was used to assess the effectiveness of various approaches to increasing beneficiary motivation to work and decreasing welfare dependence. One of the measures considered was consent. These three measures were successful, according to the results. The assistance received from various IEAP programs was a major factor in the IEAP's effectiveness, which was effective for the elderly and less gifted welfare recipients. As a result, the data lend support to broad statements about the efficacy of social assistance programs.

OBJECTIVES OF THE PAPER:

- To investigate the awareness of workers towards the factory act, 1948.
- To investigate the awareness workers regarding Factory Act, 1948 in regards to Demographic Variables.

HYPOTHESES:

Ha (1): There is no significant difference among the workers regarding factory act, 1948.

Ho (2): The Awareness of workers regarding Factory Act,1948 will not significantly differ in regards to Demographic Variables.

RESEARCH METHODOLOGY

This research was conducted using an exploratory study design. Workers in the manufacturing sector in the Aurangabad District are the focus of this research. A stratified random sample was used to divide the population into subgroups defined by the four demographic variables of age, experience, gender, and educational qualification. Primary data was gathered from 100 employees using questionnaire tool. Responses were rated on a five-point Likert scale: 1: “Strongly Agree”2: “Agree”3. “Neutral” 4. “Disagree” 5. “Strongly Disagree”

DATA ANALYSIS AND INTERPRETATION:

Ha (1): There is no significant difference among the workers regarding factory act, 1948.

Table-1: Descriptive Analysis table for the awareness of workers towards Factory Act, 1948 (N=100)

Variables	Mean
I am aware with regarding the norms of Factories Act, 1948	2.85
I have complete knowledge of Statutory Welfare Measures.	2.88
I have complete knowledge of Non-Statutory Welfare Measures	2.20
I have complete knowledge of Social Security Measures	2.78
I have complete knowledge of Safety Measures.	2.45

1: “Strongly Agree” 2: “Agree” 3. “Neutral” 4. “Disagree” 5. “Strongly Disagree”

Interpretation: Table-1 shows the results of descriptive analysis to understand the employee’s awareness regarding the factories Ac, 1948. The results depict that as per the analysis, the highest mean response was found towards the statement ‘I have complete knowledge of Statutory Welfare Measures’ while the lowest mean response was found towards the statement ‘I have complete knowledge of Non-Statutory Welfare Measures.’ These results indicate that workers have a moderate level of awareness of Factory Act, 1948. They are unfamiliar with the conveniences the Factory Act offers to the industry.

Ho (2a): The Awareness of workers regarding Factory Act,1948 will not significantly differ in regards to Gender.

Table-2: Workers Awareness towards Factory Act, 1948 and Gender

Workers Awareness towards Factory Act, 1948		N	Mean	F	Sig.
Gender	Male	60	3.20	6.785	.002*
	Female	40	3.70		
	Total	100	2.71		

Interpretation: Table-2 shows the awareness of workers regarding Factory Act,1948 in regards to Demographic Variables. The findings suggest that that the corresponding f-values between male and female workers were found to be significant with p-values ranging below 0.05. This indicates that the mean difference of workers awareness has by male and female is different. The results show that women workers are more aware of their health, safety, well-being, paid leave, compensation as compare to male workers.

Ho (2b): The Awareness of workers regarding Factory Act,1948 will not significantly differ in regards to Education Qualification.

Table-3: Workers Awareness towards Factory Act, 1948 and Educational Qualification

Workers Awareness towards Factory Act, 1948		N	Mean	F	Sig.
Education Level	Intermediate	40	2.44	7.924	.001*
	Graduate	15	3.11		
	Post Graduate	25	3.40		
	Professional	20	3.80		
	Total	100	3.70		

Interpretation: Table-3 also found the comparative analysis of the workers awareness based on the educational qualification. Workers were divided into four groups on basis of academic qualifications, namely; intermediate, graduate, post graduate and professional. It was found that the corresponding f-values between workers across all education levels were found to be significant, with p-values ranging below or equal to 0.05. Workers of different academic qualifications have different awareness about the factories act norms, 1948.

Ho (2c): The Awareness of workers regarding Factory Act,1948 will not significantly differ in regards to Age Group.

Table-4: Workers Awareness towards Factory Act, 1948 and Age Group

Workers Awareness towards Factory Act, 1948		N	Mean	F	Sig.
Age Group	18-25yrs	35	2.79	4.912	.001*
	25-35yrs	28	2.83		
	35-45yrs	22	3.01		
	More than 45yrs	15	2.80		
	Total	100	2.71		

Interpretation: Table-4 depicts the comparative analysis of the workers awareness towards factory act, 1948 based on the age of surveyed workers. Workers were divided into four age groups, namely; below 18-25 years, 25-35 years, 35-45 years and above 45 years. It was found that the corresponding f-values between workers across all age groups were found to be significant with p-values ranging below 0.05. This indicates that the mean difference of factories act awareness by workers of all age groups is significant. It is revealed that Factory laws are known mainly to older workers. Low-income earners are the least aware of the benefits of the Factory Act. The results show that older workers (>45 years old) are more familiar with factory laws than younger workers.

Ho (2d): The Awareness of workers regrading Factory Act,1948 will not significantly differ in regards to working experiences.

Table-5: Workers Awareness towards Factory Act, 1948 and working experiences

Workers Awareness towards Factory Act, 1948		N	Mean	F	Sig.
Working Experience	Less than 5yrs	17	2.17	3.621	.003*
	5-10yrs	25	2.88		
	10-15yrs	30	3.06		
	More than 15yrs	28	3.28		
	Total	560	10.09		

Interpretation: Table-5 shows the comparative analysis of the workers awareness towards factory act, 1948 based on their working experience. It was found that the corresponding f-values between workers based on working experience were found to be significant with p-values ranging below 0.05. This indicates that the mean difference of factories act awareness by workers of all working experience is significant. It is revealed that Factory laws are known mainly to older workers having the working experience more than 15yrs. A worker with less than 5 years of experience is less familiar with the various provisions of the Factories Act 1948 than a worker with more than 15 years of experience.

I. DISCUSSION

A comparison of worker ages reveals that workers in the older age group (45+) are more familiar with the provisions of the Factory Act than workers in other age groups. Middle-aged workers (aged 25-35) are more conscientious than younger workers (under 25). Workers in their 40s and 50s are more aware of workplace conveniences because they are most vulnerable as they age.

Experienced workers were found to be more familiar with the provisions of the Factory Act than inexperienced workers. Female workers are more gender conscious than male workers because they have more responsibilities in both their personal and professional lives. Workers' awareness of the provisions of the Factory Act varied according to marital status. Unmarried workers are less familiar with the provisions of the Factory Act documented in the survey than married workers. Employee morale, health, and welfare perceptions influence employee performance. You can work more efficiently and effectively if you know which facilities are covered by the Factory Act.

II. CONCLUSION

Workers were found to have a reasonable level of awareness of the Factory Act provisions outlined in the survey. Workers who are older and have more experience are more conscious than workers who are younger and have less experience. Employee awareness grows proportionally to age and experience. They become acquainted with the provisions of the Factory Act as they gain experience and age. Women and married workers were found to be more familiar with Factory Act provisions than men and unmarried workers. Based on workers' age, experience, gender, and marital status, there is much room for improvement in their perceptions of the Factories Act 1948.

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