



Chapter - I

Project Design and Methodology

CHAPTER - IPROJECT DESIGN AND METHODOLOGYA) AIMS OF THE STUDY :

Every year several lakhs of employees are injured in factories, mines, railways, ports and docks etc. leading to acute ailments or permanent handicaps. The total number of injuries in factories forms the major portion of the total industrial injuries. Therefore, efforts are made to analyse the data relating to injuries in factories alone under the Factories Act of 1948, the factories are obliged to report to the prescribed authorities all the accidents which cause death or any bodily injury to a person preventing him from working for a period of 48 hours or more immediately following the accident. The injuries are classified as fatal injuries, serious injuries and minor injuries.

The number of accidents in our country is comparatively higher than many other industrially advanced countries. The number of accidents per 1,000 workers employed in all manufacturing industries in India is 60.2, in U.K. 34.80 and in U.S.A. 24.74. The reasons for the same could be attributed to more manual operations in our production processes, insufficient voluntary efforts on the part of managements, trade unions and others, lower economic

and educational status of our workers, tendency to believe that accidents are inevitable and unawareness of high cost of accidents by the management.

Accidents are enormously costly, causing loss directly or indirectly and the losses are both visible and invisible. The invisible losses are immeasurable and cannot be valued in terms of money. Nonetheless, the nation surely pays a price for the social and economic loss incurred due to accidents, in one form or the other. They certainly affect the quantum of wages, howsoever meagre it may be, per worker per day. In some cases accidents result in physical damage to material, equipment and property. Disabling injuries and illnesses also deprive an employer of the full working life of an employee. Apart from this, fatal injuries and permanent disablement cause agony and hardship to the family members. Due to the death or permanent disablement of the bread winner, the family sometimes is reduced to a state of penury. The industry and consequently the nation is also taxed in the form of maintenance of the injured and their families through social Security Schemes or through public or private charities. The amount paid towards compensation and benefits under the workmen's compensation Act, 1923 and Employee's State Insurance Act, 1948 is increasing every year.

B) IMPORTANCE OF STUDY :

If a person is injured in an accident, not only

that injured person but also his family, his employer and the nation are affected by the accident, therefore it is necessary to study safety in our Daily Life by choosing the problem of accident.

C) OBJECTIVES OF STUDY :

1. To find out the causes of industrial accidents.
2. To study and measure the magnitude of accidents.
3. To study the safety and health situation in the Mills.
4. To acquaint with the measures and precautions for future avoidance of accidents.
5. To study the impact of accidents, safety and health on the productivity of workers.
6. To give suggestions to prevent recurrence of accidents.
7. To find out the causes for unsafe acts and unhealthy conditions.
8. To study if all the provisions of Factories Act 1948 about safety and health are being complied with.

D) SCOPE OF STUDY :

- 1) Period of the study : The position of accidents, Safety and health has been studied for six months i.e. from January 1989 to June 1989.
- 2) Units or Departments covered in the Study :
For the purpose of study, all the main departments in the Mills, i.e. Weaving, Spinning, Process and general.
- 3) The number of workers interviewed are fifty which are selected on the basis of simple random sampling from the accident record.

E) METHODOLOGY AND SAMPLING :

The present study incorporates the results of interviews with the representatives of management and workers separate enquiry schedules were prepared for the both.

The information has been collected mostly from the time office and from the personnel department. Similarly much time and effort was devoted for collecting raw data, which was classified, tabulated and analysed. The information collected both from management and workers was supplemented by the personal observation.

For the purpose of interviews separate schedules were prepared for the workers and management representatives. These schedules were pre-tested before they were cyclostyled. The schedule meant for workers was exhaustive and was prepared to get information about composition of family, nature of accident, cause of accident, date, time and the shift when the accidents occur, compensation paid, safety devices and the health conditions etc.

The schedule meant for management representatives included questions on workers' training, safety committee, inspection of machinery, creating safety awareness in the minds of workers, preparation of accident report etc.

For the purpose of study, the names of the workers were taken from the accident record, which was available from time office. Random samples using 1/10 as the uniform sampling fraction, were drawn from the workers who had met with an accident. From 1-1-1989, to 31-5-1989 fifty workers were interviewed, who had met with the accidents.

Interviews were taken of the supervisors, departmental heads and of the assistant labour welfare officer. The actual time taken for each interview varied from 30 to 40 minutes. But some senior and experienced workers provided valuable data on various aspects before starting of interview, the objectives of the investigation

were briefly explained to the interviewee so that there should not be any doubt, in his mind while providing the information. The study is carried out by visiting the factory premises regularly and observing the production process, work methods, habits of persons etc.

F) LIMITATIONS OF STUDY :

1. The accidents occurred during the period January 1989 to June 1989 are considered for the purpose of study. The study is restricted to the accidents during these six months due to less availability of sufficient time.
2. Some workers were reluctant to give answers to the questions asked to them. They thought that the present investigation is not useful for them. It will not improve their health and safety conditions. While some other workers were scared to answer the questions because they have the belief that if they speak something against the management their job is in danger. So they did not give true answers to the questions.