

CHAPTER - II.

REVIEW OF THE RESEARCH LITERATURE.

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- REVIEW OF THE LITERATURE -

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In this chapter studies pertaining to working conditions in different industrial setup carried out by the students of social work and some scholars are given.

1) In 1949 Mr. Gupta, H.N. has published his contribution in Indian Journal of Social Work on Industries' Contribution to positive Health. An analysis of the scope of improvement of workers' health through the efforts of management.

2) In 1950 Mr. Jain, Anand Prasad, has published his study in 'Indian Journal of Labour Economics,' on 'Labour Conditions in Upper Dots Sugar Mills Ltd., Deob.

3) In 1968 Mr. Choudhry Kamal and Amit D. Published their Contribution on Work Loads and working conditions in the Ahmedabad Textile Industry, ATIRA, Ahmedabad.

4) In 1967, Mr. Jaiswal did his study, on 'working conditions of laborers of a cement factory Churk.'

The data were collected by conversing interview schedule. According to this study, the conditions of the factory, other than that of site were highly

deplorable. Service conditions were unsatisfactory. Adequate attention had been paid by the management for the well being of the workers, but the conditions of workers in the packing section was unsatisfactory. No attention had been paid to the security of the workers. Safety measures were implemented as per Act, but no efforts were made to determine whether the safety measures were adequately observed by the workers or not. Most of the workers did not feel happy.

5) In 1957 Mr. Menon did his research work on 'Working Conditions in a Rayon factory.'

This plant was susceptible to fire accidents, fire extinguishers were provided at suitable place in the factory. Workers were provided with knee boots, hand gloves, goggles and other safety devices. To prevent dust and fumes, exhaust fans were provided at convenient and suitable places. All buildings in the factory were properly lighted and ventilated. Cool water was provided in all departments.

6) In 1957 Mr. Pandey, C Conducted a study on 'working, conditions of Labourers in sugar and Oil Mills, Kashipur.'

This was a study of the working conditions and welfare activities for workers in the sugar industry with particular references to a sugar and oil mill. In this industry Medical and Education facilities

for the worker and their children were provided. Lighting, ventilation, drinking water facility, latrines and urinals both rooms, sanitary conditions inside the mill were adequate. Only Drainage was not satisfactory.

7) In 1957, Mr. Kalshreshtha conducted a study on 'working conditions in an industrial concern of Baroda.'

From a total of sevenhundred and fifty workers employed in eleven different departments of the factory. Seventy five were selected by stratified random sampling based on the nature of the work. Interview schedule covered recruitment, terms of employment, facility of drinking water, Clothing and sitting arrangements, smoke and fumes, Safety and welfare measures.

On an average, there was one coller for every 100 workers only few respondents were dissatisfied with the provision as the drinking water was far off from their work place. Light and ventilation were adequate in the different departments through natural means. Factory provided safety equipments like, gas mask, gum boots, had gloves, helmets, aprons, safety belts etc.

8) In 1959, a study was conducted by Mr. Reddy, on working conditions of Transport workers in Motor service, Nellore.'

Out of eight hundred seventy five workers fifty were selected by stratified random sampling. Data were collected by convasing interview schedule.

The factory was well ventilated and clean. Taps and drinking water were available very near. First-aid boxes were found in every section. There was a sufficient number of urinals and latrines. Canteen was run on contract basis.

9) In 1956, Mr. Verma did his research work on 'working conditions of the workers in Brewery.'

For the purpose of the study, hundred workers out of two hundred and two were selected and interviewed.

The factory was covered by the factories Act, 1948 and the provisions of the Act regarding hours of work, ventilation, temperature, shifts, restrooms, latrines and urinals, drinking water facility were sufficiently implemented.

10) In 1961 Mr. Koteswar, Rao Conducted a study on working conditions in a Tobacco company in Andhra Pradesh.

Hundred workers (fifty six female and forty four male) formed the sample out of a universe of five thousand one hundred fifty seven. There was one Trade Union and 94% workers were its members, Washing Facility, storing and drying facility, first-aid boxes, lunch rooms, canteen, ventilation, creches, dispensary were satisfied with the working conditions.

11) In 1961 Mr. Mathur, P.M. studied on 'working conditions in a Tools Corporation, secunderabad.'

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Seventyfive were selected by stratified random sampling and interviewed with the help of the structured interview schedule. Experienced candidates were given trade tests to ~~evaluate~~ judge their ability. Wages were daily rated. Less ventilation, bad lighting, excess heat and congestion were evident in some departments. Absenteeism was rather high due to the lack of certain facilities and unsatisfactory working conditions. Free milk was provided to workers in the smithy and heat treatment section and free tear to other departments.

12) In 1955 Mr. Chitraz, D.O. conducted a study on 'working conditions in an Oil Mill in Kerala'.

Interviews were conducted with an interview schedule. The prevailing conditions regarding cleanliness in and around the factory are above average. The company does not have any waste and effluents injurious to worker's health. Ventilation is adequate and temperature is quit normal. Arrangements for removing dust and fumes in the factory are good. There was no over crowding in the factory. Workers are of the unanimous opinion that lighting arrangements, facility of drinking water, latrines and urinals, spittoon boxes are existed. All moving parts of the machines are kept full safeguards.

13) In 1963 a study conducted by Mr. Papiats M on working conditions of workers in Match Factory.'

15% of the total workers were selected by

stratified random sampling and interviewed with a schedule. In the factory sufficient ventilation, lighting, facilities for drinking water, washing and other facilities had been satisfactorily provided. Wages included basic pay, night allowance, dearness allowance, overtime and attendance bonus. Most of the workers are satisfied with working conditions.

14) In 1964 Mr. Venkat a chalam, Ms. Conducted a study on "Working Conditions of Industrial workers."

Fifty workers were interviewed for this study. 50% were involved in accidents of which 14% were major accidents. A safety committee was formed. Majority opined that adequate and comfortable arrangements, open air work places with good cross ventilation, big shutter doors and wide windows, and drinking water facility were provided.

15) In 1964 Mr. Martin, L conducted his research work on 'working conditions of women workers in a weaving company.'

In this weaving factory physical amenities like- safe drinking water, rest rooms, good ventilation and lighting, safety measures, fire buckets with water pumps are provided.

16) In 1965 Mr. Arora, HR conducted a study on working conditions among coal Mine Workers in Bihar.'

Data were collected with the help of a schedule canvassed with hundred and seventy workers. Management has provided canteen facility, facility of bath rooms, latrines and urinals, shelters, free dispensary and hospital etc. Workers were satisfied all these services.

17) In 1955 Mr. Sinha, D and Noir, R. Rajasekharn were published their research work in 'Indian Journal of social work' as 'A study of job satisfaction in factory workers'.

18) In 1956 Mr. Gangrade, K D. published his study as 'How Employees view about their work', in 'Indian Journal of Industrial Relations 201108-116. An attempt to find out what workers wanted most in their work their likes and dislikes, and other attitudes to work.

19) In 1957 Mr. Khan, Mohammed Arif. Published his research work in 'Indian Labour Journal' 8(n)831-2001, on Labour conditions in the Air Craft, Building and repairing Industry in India.' This study covered employ- ment, wages, working conditions, welfare facility, security etc.

20) In 1958 Mr. Pillai Conducted his study on 'Condi- tions of work of women workers in a cashew factory in Kerala'.

10% sample were selected from a muster roll. Majority workers are satisfied with level of cleanliness, but not with ventilation and temperature. Disposal of wastes and effluents, dust and fumes in satisfactory. but space in work rooms in unsatisfactory. Lighting arrangements, drink- ing water facility, number of latrines and urinals and