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CHAPTER - I

1. INTRODUCTION :

The rapid industrialization in our country has brought in its wake the problem of accidents and their prevention. With the passage of time, this problem will increase in magnitude and complexity. It is most unfortunate that more than 800 workers should lose their lives and about 3,00,000 incapacitated from work temporarily or permanently in our country every year. Society is rightly more critical today than ever in the past of industrial accidents and the great amount of human suffering as well as the financial loss to the industry and the nation. Therefore spreading the message of safety is no doubt commendable, for a country as vast as ours the efforts have to be much more intensive and wide spread.

The cotton Textile Industry represents the single largest enterprise in organised sector in India, giving direct employment to about 25% of the total factory labour force and accounting for about 12% of the total industrial production in India. There are about 700 cotton mills in the country, employing more than 1.3 million workers. Occupational injuries in textile mills have been increasing and on an average were about 50 percent of the reportable accidents in all factories. It may be said, therefore, that cotton Textile Industry is a major contributor to the over-all accidents in our country. Hence there is a very urgent need for taking appropriate measures to reduce the number of accidents in this sector.

'Men' is the most important factor of production among others. Therefore management of any industry must concentrate more on this factor by providing them physical and mental security. In fact the primary objective of management in every industry is to develop the highest possible standard of efficiency in each department. For this purpose safety and efficiency should go hand in hand. Every enlightened management

is concerned with the employees' health and providing safety whilst they are at work. Due compliance with such provisions are likely to promote good employee efficiency and productivity as well as boost the employee morale and loyalty.

Working conditions, health, accident and safety are particularly important in this connection and therefore constitute the major areas of study in this Dissertation work. Today, various fields such as medicine, engineering, psychology and management have devoted considerable attention to these aspects of security. Space here, however, permits only a review of various pertinent practices and principles contributed by these fields to better working conditions, improved health and increased safety. It is positively observed that, healthy and safe workers gain personal - satisfaction which alone make the effort to improve health, safety and working conditions worth while. This demands a detailed study of the above subject.

2. SELECTION OF THE PROBLEM :

The problem under consideration is particularly related to Textile Industry with special reference to ' Shri Shahu Chhatrapati Mills, Kolhapur. Thus the

Dissertation work is titled as ' A study of Problems relating to Industrial Accidents, Safety, Health and working conditions in Shri Shahu Chhatrapati Mills, Kolhapur'. (a unit of Government of Maharashtra State undertaking.)

3. OBJECTIVES OF STUDY :

A person injured in an accident is not always the only one to suffer ; his family, his employer and the nation are directly or indirectly affected. Hence the importance of ' Safety in our Daily Life ' will be illustrated by studying the problem with the following aims and objectives.

- 1) To study the present situation of safety, Health and Working Conditions.
- 2) To study the safety organization and methods prevalent in the Mills.
- 3) To examine and evaluate the safety performance of Shri Shahu Chhatrapati Mills.
- 4) To study and to measure magnitude of accidents problem and highlight factors relating to it.
- 5) To find out probable causes of industrial accidents and unsafe working conditions.

- 6) To study the Material and Machine aspect which is also one of the major cause for health and safety and to suggest remedial measures in order to use better quality material and well conditioned machines and equipments.
- 7) To find out the causes and circumstances which cause to the unsafe, unhealthy and bad working conditions and suggest thorough measures to improve such conditions.
- 8) To acquaint with the measures undertaken in the organization under study, its adequacy and precautions for future avoidance of accidents.
- 9) To give suggestions to prevent recurrence of the most frequent and severe accidents by the discovery of the most causative factors and make obligatory of the application of legal enactments provided by various labour laws.
- 10) To suggest possible improvements on organizational and procedural aspect as well as technical aspect of control of causes of accident, by observing work methods and working conditions.

4. SCOPE OF THE STUDY :

The title of this Dissertation itself explains the scope of this research work undertaken. Accordingly in this work an attempt has been made to observe prevailing practices of accidents prevention, safety measures, health provisions and working conditions provided by Shri Shahu Chhatrapati Mills, Kolhapur.

The study undertakes to define the theoretical and fundamental aspects of accidents, causes responsible for accidents, safety measures required, Occupational health provisions and work environment and other general conditions etc. essential for safe and healthy industrial atmosphere. It also concentrates on the various labour laws and the provisions made thereunder, in relation to the subject under study. It has also been studied that, how far and to what extent, the rules and regulations regarding safety, health and working conditions have been applied to this mill.

A special emphasis has been laid on causes of accidents and an enquiry into the accident prone machines, work places and persons. Further a comprehensive analysis has been attempted, so as to

ensure the reliability of the safety measures, occupational diseases, unhealthy practices and measures taken to avoid it. It has also been considered that the work environment which is essential for controlling the accidents and other facilities for the total well-being of the workers and employers should be kept in prominence.

Finally an attention has been paid to control and minimise the rate of accidents by suggesting various safety measures and guide-lines which would enhance sufficiently to secure and maintain industrial atmosphere, raising the employee morale, efficiency resulting into greater productivity.

5. LIMITATIONS :

Any study of this nature with a wide canvass is likely to have certain limitations and this study is no exception to it. As per the title of the dissertation, the study is limited to Shri Shahu Chhatrapati Mills, Kolhapur. In general the total number of accidents since 1976, are considered but the study particularly reveals the statistics of the accidents, minor and major both, occurred in the mill for the year 1984 and 1985. A thorough analysis has been made into the reportable and selected accidents, their causes and probable methods of prevention.

Further this study covers the factors responsible to cause accidents i.e. human, mechanical and environmental which are popularly known as unsafe acts and unsafe conditions. Despite all these things, the cost of accidents, compensation paid to workers, safety measures and health provisions undertaken by the Mills are also given due consideration. It also covers the work environment specially required for accident prevention and other conditions necessary for doing a work safety.

Thus the scope of the study is limited to Shri Shahu Chhatrapati Mills, Kolhapur.

6. METHODOLOGY :

The sources used for collection of the information are both documentary and field. The data required for the study are collected from various sources as follows :-

- 1) Records from Personnel Department, accidents register, accidents forms, minutes of the departmental safety meetings, safety publications of the mill, factory Inspectors' Report etc.

- 2) Discussions with departmental heads, Technical assistants, shift-in-charge, supervisors etc.
- 3) Discussions with Labour Welfare Officer and Safety Officer,
- 4) Frequent talks with different categories of workers and accident prone workers.
- 5) Library readings and references of Magazines and Newspapers etc.

SAMPLING METHOD :

For the purpose of the study and investigation the researcher has selected 300 accidents occurred in the year 1985. For that equal number of accidents were selected at random from each month in order to cover all types of accidents. Reportable considered for the purpose of the study undertaken.

Secondly for the purpose of Questionnaire and Interview Schedule the researcher has taken 60 sample workers from the total population of the unit under study, by using proportionate stratified sampling method.

In the proportionate sampling the respondents are drawn from each Grade and Category in the same proportion as they occur in their universe.

TOOLS AND TECHNIQUES USED :

For the purpose of collection of information the investigator has used the following Tools and Techniques.

- 1] Questionnaire and Interview Schedule.
- 2] Observation.

The research worker has prepared two Questionnaires with restricted questions as well as open and free response type questions.

The researcher has also made observations of dangerous jobs, machines and accident prone workers while they are at work, in order to know the unsafe acts and unsafe conditions.

7. CHAPTER SCHEME :

The entire study is mainly divided into Eight Chapters.

CHAPTER - I

This chapter deals with the introduction of the

study in which the title of the study and aims and objectives are also explained. The scope and limitations of the study have been stated. The methodology applied to the study has also been discussed and at last the Chapter Scheme is put forth.

CHAPTER - II

This chapter introduces the growth and development of the mills. It describes how the Mills has originated and developed in Kolhapur city since the rule of His Highness Shri Chhatrapati Shahu Maharaja. It also highlights on the various welfare facilities provided by the Mill to its workers.

CHAPTER - III

This chapter describes the Theoretical Back-ground of the subject under study. This chapter divided into two parts i.e. Accident occurrence, their cause and costs and losses suffered due to accidents.

Other part of this chapter describes on the subject of Prevention of Accidents and steps included in it.

CHAPTER - IV

This chapter deals with the need and importance of safety in accident prevention. It also discusses basically the various measures required for safe industrial atmosphere considering the provisions laid under various labour laws. It also states the responsibility of different agencies in relation to safety.

CHAPTER - V

This chapter explains industrial health and working conditions which are also most essential for enhancing the safety performance of the mills.

The first part of this chapter deals with the importance of industrial hygiene, maintenance of employee health and other part of this chapter describes the role of working conditions in industrial safety and efficiency. The various factors necessary for good environmental conditions have also been explained here.

CHAPTER - VI

This chapter reviews the performance of Shri Shahu Chhatrapati Mills, Kolhapur in maintaining Safety

and Healthy industrial atmosphere. A brief review of the working of the safety committees have been made here.

CHAPTER - VII

This chapter presents the data collected and classification has been made. In this chapter data processed and tabulated manually according to the requirements of this study and finally the interpretations are made from the tabulated information.

CHAPTER - VIII

This is the concluding chapter in which observations, findings of the study are noted and suggestions are made. This would help in improvement of the various problems relating to Industrial safety, Health and Working Conditions. It will enhance the total well being of the working class and development of textile industries which are vital for the development of country's economy as these industries are resource based and labour oriented industries.
