



**A STUDY ON HEALTH AND SAFETY PROVISION WITH SPECIAL REFERENCE TO  
FACTORIES ACT 1948 AT GODAWARI POWER AND ISPAT LIMITED  
SILTARA RAIPUR (C.G.)**

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**Abstract:** Occupational safety and health is a cross-disciplinary area concerned with protecting the safety, health and welfare of people engaged in work or employment. The goal of all occupational safety and health programs is to foster a safe work environment. As a secondary effect, it may also protect co-workers, family members, employers, customers, suppliers, nearby communities, and other members of the public who are impacted by the workplace environment. It may involve interactions among many subject areas, including occupational medicine, occupational (or industrial) hygiene, public health, and safety engineering industrial engineering, chemistry, and health physics. Present Factory Act has provided several measures under the section III and IV of employee welfare from section 11 to 21 and 21 to 41.

**Key-words:-** Health,Safety,Workplace,Act.

**Introduction:**

Occupational safety and health is a cross-disciplinary area concerned with protecting the safety, health and welfare of people engaged in work or employment. The goal of all occupational safety and health programs is to foster a safe work environment. As a secondary effect, it may also protect co-workers, family members, employers, customers, suppliers, nearby communities, and other members of the public who are impacted by the workplace

environment. It may involve interactions among many subject areas, including occupational medicine, occupational (or industrial) hygiene, public health, and safety engineering industrial engineering, chemistry, and health physics. Present Factory Act has provided several measures under the section III and IV of employee welfare from section 11 to 21 and 21 to 41.

**By International Labour Organization (ILO)**

“Since 1950, the International Labour Organization (ILO) and the World Health Organization (WHO) have shared a common definition of occupational health. It was adopted by the Joint ILO/WHO Committee on Occupational Health at its first session in 1950 and revised at its twelfth session in 1995. The

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Received on: September 2013

Accepted after revision: September 2013

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definition reads: "Occupational health should aim at: the promotion and maintenance of the highest degree of physical, mental and social well-being of workers in all occupations; the prevention amongst workers of departures from health caused by their working conditions; the protection of workers in their employment from risks resulting from factors adverse to health; the placing and maintenance of the worker in an occupational environment adapted to his physiological and psychological capabilities; and, to summarize, the adaptation of work to man and of each man to his job". This standard is based on the methodology known as **Plan-Do-Check-Act (PDCA).**"

### **The World Health Organization**

"The World Health Organization defines health as 'a state of complete psychic, mental and social well-being... [Which] does not merely consist of an absence of disease or infirmity'? The scope of health and safety includes protection of the worker's well-being, social and psychological as well as physical. Social well-being may be affected by the organization of work, such as space, working time patterns, isolation; psychological well-being (psychosocial hazards) may be affected by factors such as workload and speed, stress at work, monotony, lack of social contacts, absence of collective representation and unfair remuneration."

Organized efforts and procedures for identifying workplace hazards and reducing accidents and exposure to harmful situations and substances. It also includes training of personnel in accident prevention, accident response, emergency preparedness, and use of protective clothing and equipment.

### **Objectives of the Study:**

- To study health and safety provision are followed by organization are not.
- To determine whether that health and safety measurement are sufficient or not.
- To identify workers awareness towards their health and safety.

- To analyze worker are taking advantage of health and safety provision or not.

### **Significance of the study:**

The significance of the study on health and Safety welfare is as follows

- Improved health and safety performance by business will reduce the costs associated with accidents and incidents.
- Improved awareness of regulatory requirements reduces the chance that will commit any offences. The Health & Safety Executive (HSE) will generally regulate business with a lighter touch if it is well managed.
- If employees see that we are actively looking after their health and safety, relations and morale will improve.
- The public see that we are taking a responsible attitude towards our employees. This improves your image and helps generate positive PR for our business.

### **Research Design**

This research is basically an Exploratory cum Descriptive research. The study which is been conducted through this project is a flexible research which provides many different aspects of the situation and with that it also help to make an purpose association between the two variables.

- In this research I have taken Godavari Power & Ispat Siltara Raipur (C.G.) as a universe.
- In this research I have taken 50 Response as a sample.
- Hypothesis formulation is depending upon availability of data.

### **Data Source**

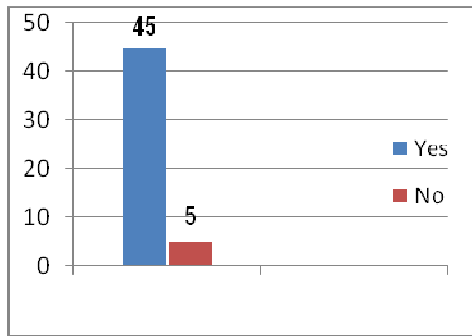
For this research report I have take primary data and secondary data both. For collection of primary data I have used Questionnaire, Telephonic Interview, and Mails as source.

For collection of secondary data I have used Company Profile, Brochure, and Internet as source.

**INTERPRETATION AND TABULATION**

**Does your organization follow all Health and Safety standards which are decided by factories act 1948? (If your Answer is No than specify reason)**

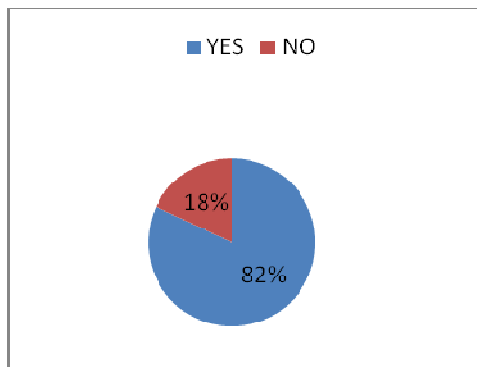
YES: - 45 NO:- 05



**INTERPRETATION:-**By following question it is interpreted that 90% employees are agree that their organization is going to follow all health and safety provision. Rest 10% employees said no due to not having any knowledge regarding health and safety arrangement.

**Does your work come Under Criteria of Dangerous work?**

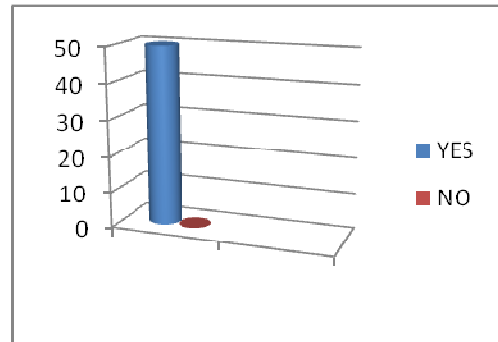
YES: - 41 NO: - 09



**INTERPRETATION:-**By the following question it is interpreted that 82% employees comes under dangerous work criteria and rest 18% employees comes under Non-Dangerous work.

**Do you follow your Safety during work?**

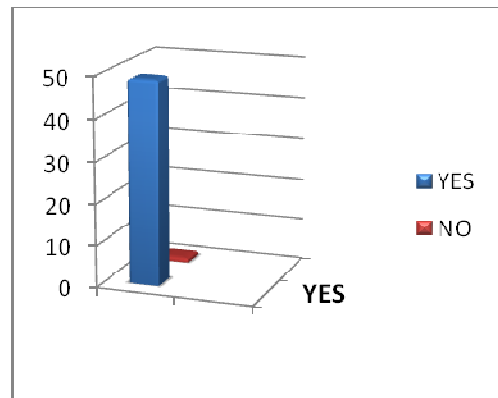
YES: - 50 NO: - 00



**INTERPRETATION:-**By following question in is interpreted that 100% employees of GPIL follow Safety during work.

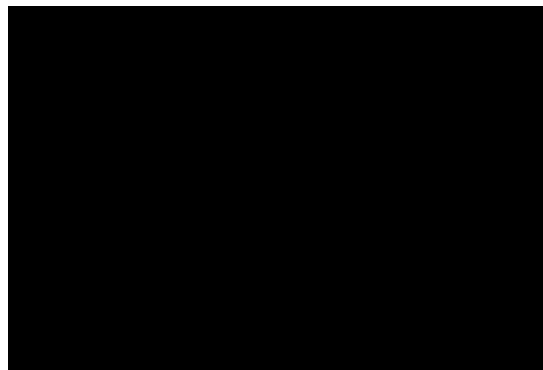
**Does your organization provide you proper Health and Safety during work?**

YES: - 49 NO: - 01



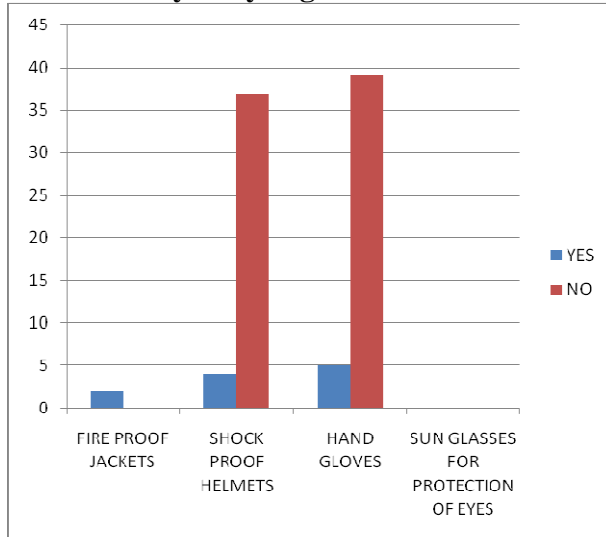
**INTERPRETATION:-**By following question it is interpreted that 98% employees are agree that their organization is going to provide proper health and safety arrangement at their work place. Rest 2% employees said NO due to not having proper knowledge about health and safety arrangement.

**Which kind of Health provision provide to you by your organization?**



**INTERPRETATION:-**By the following question it is interpreted that GPIL organization is providing Drinking water facility, Canteen and Cleanliness environment. But they are not providing laundry facility to their employees.

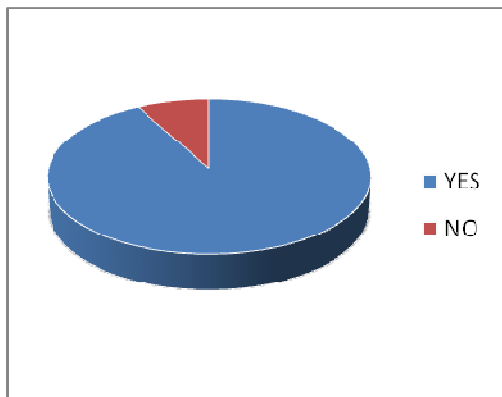
**Which kind of Safety provision provide to you by organization.**



**INTERPRETATION:-**By the following question it is interpreted that 4% are using Fire Proof Jackets, 8% employees are using Shock Proof Helmets and 10% of Employees Are Using Hand Gloves & for protection for eyes there is no use of sun glasses in GPIL.

**Do you follow all Health provision which is provided to you by your organization? (If your answer is No than specify Reason)**

YES: - 46 NO:- 04

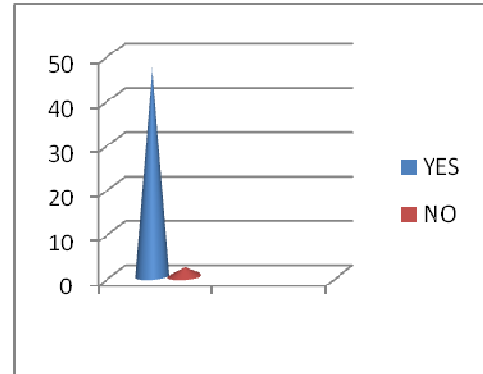


**INTERPRETATION:-**By the following question it is interpreted that 92% employees are following health provision of GPIL while rest of 8% employees are not following health

provision of GPIL due to not having any knowledge regarding health provision.

**Do you follow all safety provision which is provided to you by your organization? (If your answer is No than specify reason)**

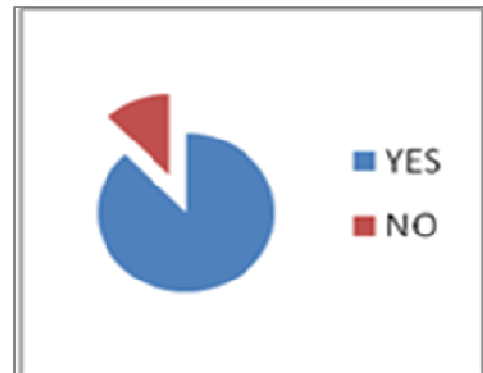
YES: - 48 NO: - 02



**INTERPRETATION:-**By the following question it is interpreted that 96% employees are following Safety provision of GPIL while rest of 4% employees are not following Safety provision of GPIL due to not having any knowledge regarding Safety provision.

**Are you satisfied with Health provision of factories act 1948? (If you have any Suggestion please kindly mention it)**

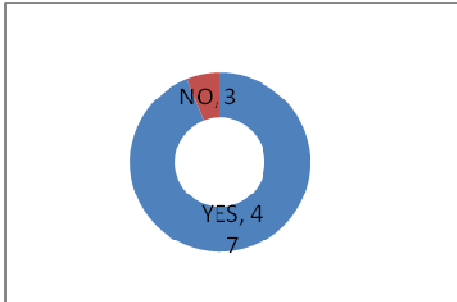
YES: - 44 NO: - 06



**INTERPRETATION:-**By the following answer it is interpreted that 88% GPIL employees are satisfied with the health provision of the factories act 1948 while rest 12% of employees are not satisfied with health provision of factory act 1948 they want some more value added specification on health provision.

**Are you satisfied with Safety provision of factories act 1948? (If you have any Suggestion please kindly mention it)**

YES: - 47 NO: - 03



**INTERPRETATION:-**By the following answer it is interpreted that 94% GPIL employees are satisfied with the Safety provision of the factories act 1948 while rest 6% of employees are not satisfied with Safety provision of factory act 1948 they want some more value added specification on Safety provision.

**Does your organization follow all Health and Safety provision for their workers?**

YES: - 46 NO: - 04

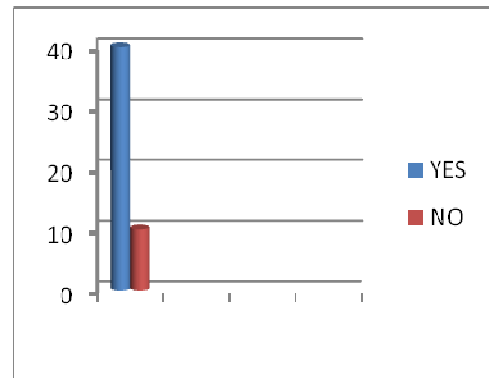


**INTERPRETATION:-**

By the following answer it is interpreted that 92% GPIL employees are satisfied that their organization is following all health and safety provision for their worker while 8% employees are not satisfied with all health and safety provision which is provided by their organization.

**Do you feel yourself Safe and Hygienic during your work?**

YES: - 40 NO: - 10

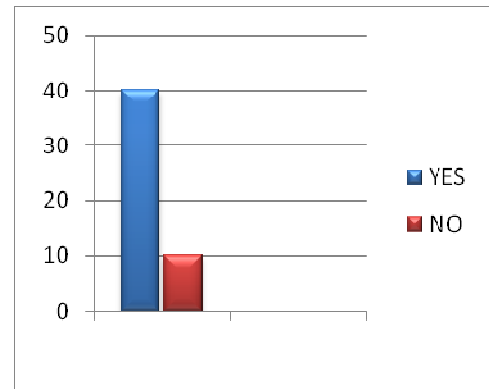


**INTERPRETATION:-**

By the following answer it is interpreted that 80% GPIL employees feel theirself safe and hygienic during work while rest of 20% employees do not feel theirself safe and hygienic during work.

**Do you have any suggestion to improve Health and Safety standard of your organization? (If your answer is yes or no please mention your Reason)**

YES: - 40 NO:- 10



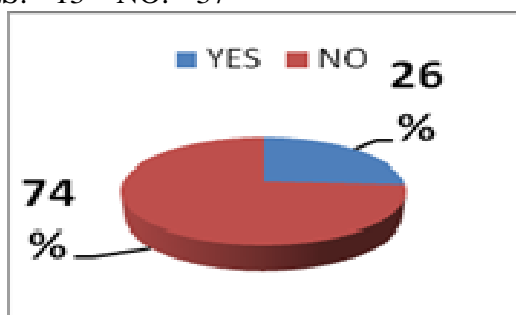
**INTERPRETATION:-**

By the following answer it is interpreted that 80% GPIL employees having suggestion to improve health and safety standard of organization by adding some more value added services like improvement on environment and advancement on safety provision of organization while 20% of employees do not having any knowledge because they are satisfy with the health and safety which is provided to them by their organization.

**Do you have any suggestion to improve Health and Safety standard of your**

organization? (If your answer is Yes or No please mention your Reason)

YES: - 13 NO: - 37



#### INTERPRETATION:-

By the following answer it is interpreted that 26 % GPIL employees having suggestion to improve health and safety standard of organization by adding some more value added services like improvement on environment and advancement on safety provision of organization while 74 % of employees do not having any knowledge because they are satisfy with the health and safety which is provided to them by their organization.

#### CONCLUSION

After conducting research study on Godavari power and ispat limited siltara I have found following conclusion of my study:

- Employees having knowledge about health and safety provision.
- Some employees don't have any awareness about health and safety law.
- Organization needs to aware there employees regarding their health and safety by awareness programme.
- Monthly or quarterly health c checkup camp should scheduled by organization.
- Employees are less aware about law related to factories act 1948.

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