



**RESEARCH ARTICLE**

**IMPLEMENTATION AND IMPACT OF FACTORIES ACT IN SELECT  
MANUFACTURING INDUSTRIES IN PUNE, INDIA**

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**ABSTRACT**

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The establishment of the first cotton mill in 1851 in Bombay and the first jute mill in Bengal in 1855 was the beginning of the factory system in India. Although the factory system was a major achievement in the industrial production in India, it also introduced many unfair labor practices with regard to working conditions. There were many demands from different corners in India for legislation on the working conditions in factories during the second half of the 19th century.

Apart from the poor working conditions, employment of children below six years of age and their working hours from sunrise to sunset were also considered seriously deplorable by the society. During this early period of factory system, there was no practice of weekly holidays, Leave without wages was granted to the workers only by way of favor. The policy of the Government was, however, not to interfere with the working in the factories because it provided a significant source of revenue. However, as the public opinion grew stronger against the pathetic working conditions in the factories, the first factories act was passed in the year 1881 for regulating the working conditions of labor in factories. Since its inception factories act started annihilating many unfair practices however it's a serious question as to how far it was successful .hence in order to check the implementation and its impact in select industries this study was executed and the result proved to be positive and it's a good sign.

**INTRODUCTION**

The Factories Act 1948 was an Act of Parliament passed in the United Kingdom by the Labour government of Clement Attlee. It was passed with the intention of safeguarding the health of workers. It extended the age limits for the medical examination

of persons entering factory employment, while also including male workers in the regulations for providing seats and issuing extensive new building regulations. The object of the Factories Act is to regulate the conditions of work in manufacturing

establishments coming within the definition of the term "factory" as used in the Act.

The first Act, in India, relating to the subject was passed in 1881. This was followed by new Acts in 1891, 1911, 1922, 1934 and 1948. The Act of 1948 is more comprehensive than the previous Acts. It contains detailed provisions regarding the health, safety and welfare of workers inside factories, the hours of work, the minimum age of workers, leave with pay etc. The Act has been amended several times. The Act is based on the provisions of the Factories Act of Great Britain passed in 1937.

### **OBJECTIVES OF THE STUDY**

i. To show the origin of the Factories Act 1948 and to observe if the provisions under this act are being rightly followed today in the industries.

ii. To reflect the impact of the implementation of the Act on the industries and its workers in terms of its advantages and disadvantages with the help of the field work conducted at 5 select manufacturing industries (names of the industries are kept confidential).

iii. To analyze and understand the working of grievance handling procedure under the Industrial Dispute Act, 1947.

### **SAMPLING DESIGN**

The population comprised employees (Human Resource Management and Administrative department) from manufacturing companies. The frame comprised Employees (Human resource management and administrative departments) from manufacturing companies in Pune. Proportionate Stratified Sampling was employed wherein strata was based on company were in 127 samples were collected from 8 Manufacturing companies for this study.

### **DATA COLLECTION DESIGN**

Primary Data Collection Method was survey method. A questionnaire was prepared and circulated among the employees of the select manufacturing companies during their free time with the permission

of the HR Manager. Primary Data Collection Instrument was undisguised structured questionnaire. Secondary data for the study was sourced from periodicals, World Wide Web and company reports.

### **STATISTICAL TOOLS**

The primary data have been collected from the potential respondents from different areas and has been properly sorted, classified, edited, tabulated in a proper format and analyzed by deploying appropriate statistical tools. The statistical tests are conducted at 5 per cent level of significance.

### **DESCRIPTIVE ANALYSIS:**

#### **(i) Simple Percentage Analysis**

Simple percentage analysis is one of the basic Statistical tools which is widely used in analysis and interpretation of primary data. It deals with the number of respondents' response to a particular question in percentage arrived from the total population selected for the study

Formula

$$\frac{\text{Number of respondents' response to a question}}{\text{Total number of samples selected for the study}} \times 100$$

Total number of samples selected for the study

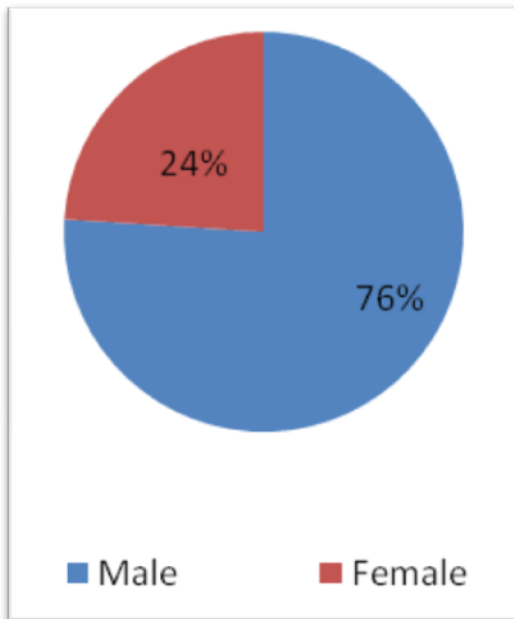
It is one of the simple forms of analysis which is very easy for anyone to understand the outcome of the research. It is normally used by commercial research organizations and pictorially presented with different diagrams.

(ii) Range and average score analysis score method also employed along with simple percentage analysis.

### **ANALYSIS AND INTERPRETATION**

**Figure 1**

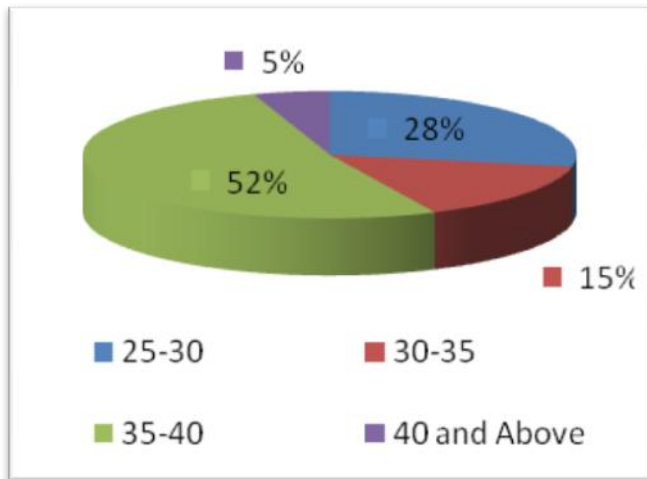
Gender



It can be inferred from figure 1 that 76 per cent of the respondents are male and 24 per cent of them are female.

Figure 2

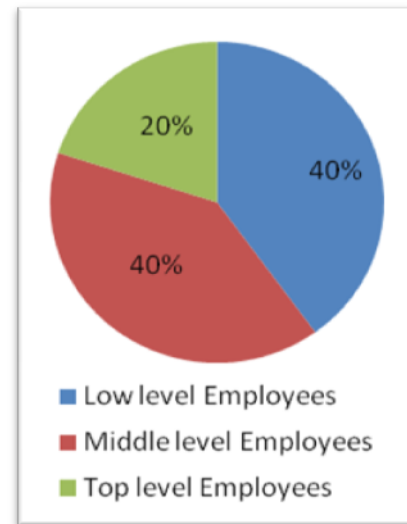
Age



It can be inferred from figure 2 that 52 per cent of the respondents are in the age group of 35-40 , 28 per cent in 25-30 , 15 per cent in 30-35 , 5 per cent in age group of 40 and above .

Figure 3

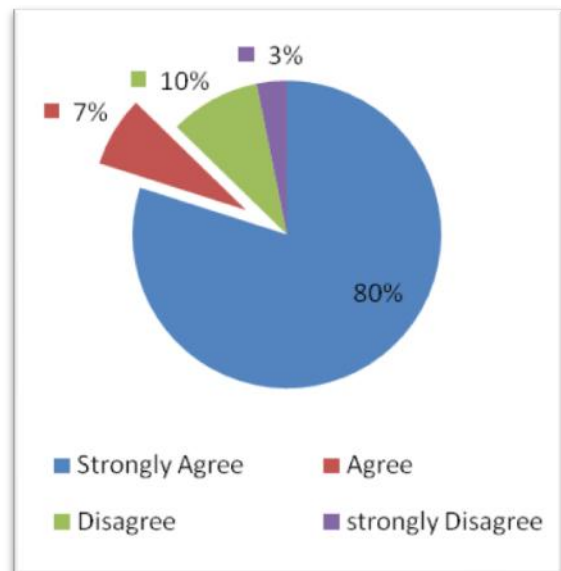
Hierarchy of employees



It can be inferred from figure 3 that equal 40 per cent of respondents were in Low and Middle level and 20 per cent were in Top level .

Figure 4

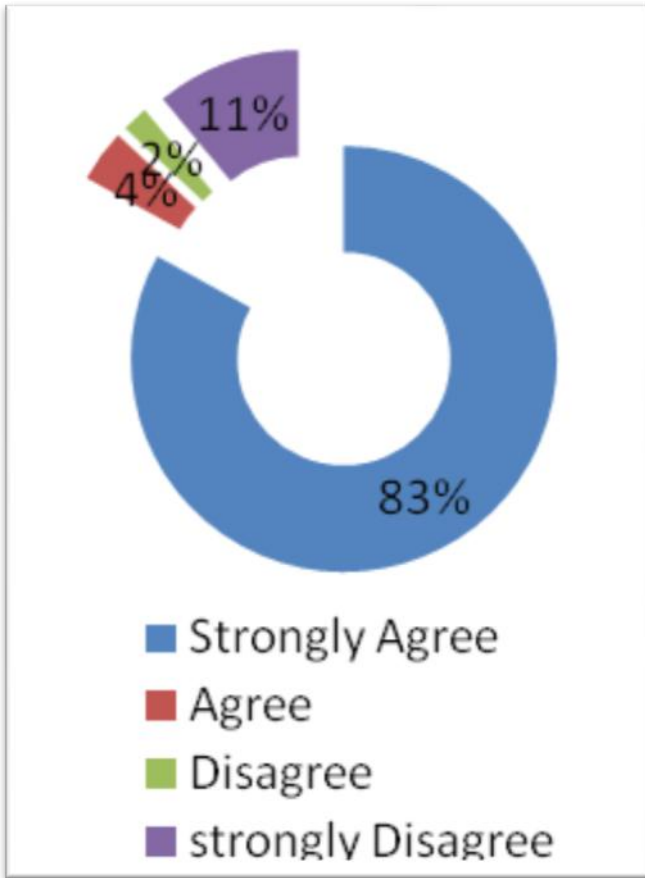
Provisions of safety, health and welfare duly followed



It can be inferred from figure 4 that 80 per cent of the respondents have strongly agreed, 3 per cent strongly disagreed , 10 per cent disagree, 7 per cent agree to the statement that provisions of safety, health and welfare are duly followed .

**Figure 5**

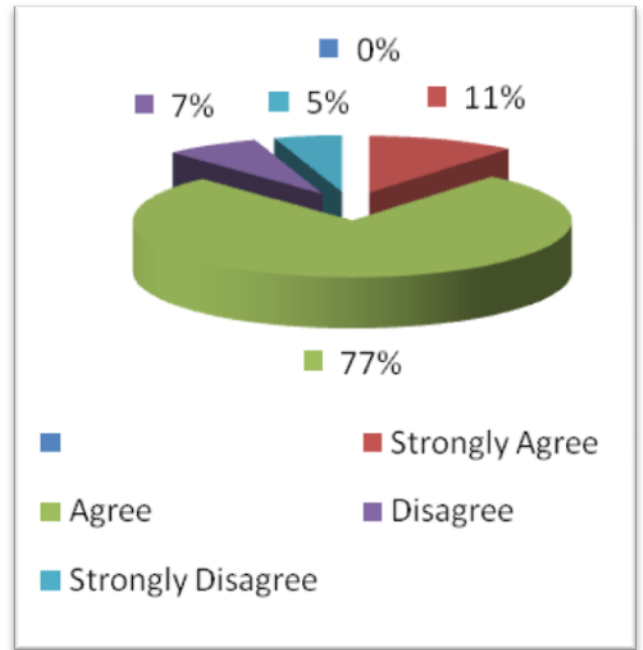
Safety, health and welfare provisions of Factories act helps raise efficiency level among the workers.



It can be inferred from figure 5 that 83 per cent of the respondents have strongly agreed , 4 per cent agree, 2 per cent disagree and 11 per cent strongly disagree to the statement that Safety, health and welfare provisions of Factories act helps raise efficiency level among the workers.

**Figure 6**

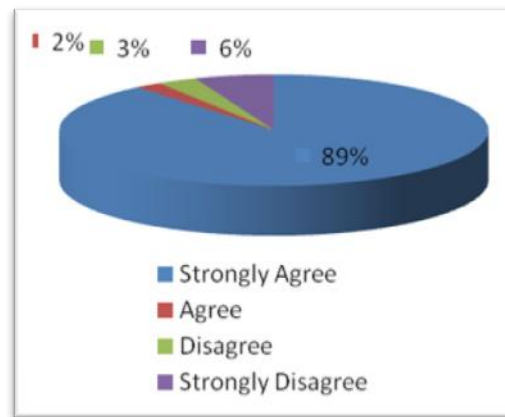
Occupiers Will and awareness in providing safety



It can be inferred from figure 6 that 77 per cent of the respondents have agreed , 11 per cent strongly agreed , 7 per cent have disagreed and 5 per cent have strongly disagreed to the statement that Occupiers Will and awareness in providing safety is very important .

**Figure 7**

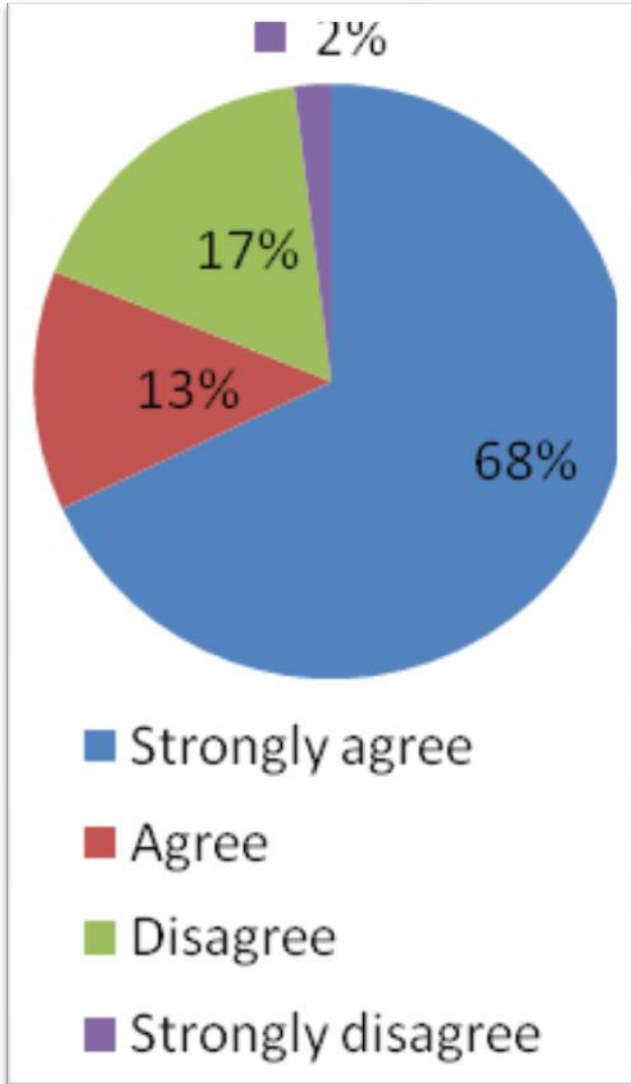
Factories Act has bought about a gradation system



It can be inferred from figure 7 that 89 per cent of the respondents have strongly agreed, 2 per cent agreed , 3 per cent disagreed and 6 per cent strongly disagreed to the statement that Factories Act has bought about a gradation system

**Figure8**

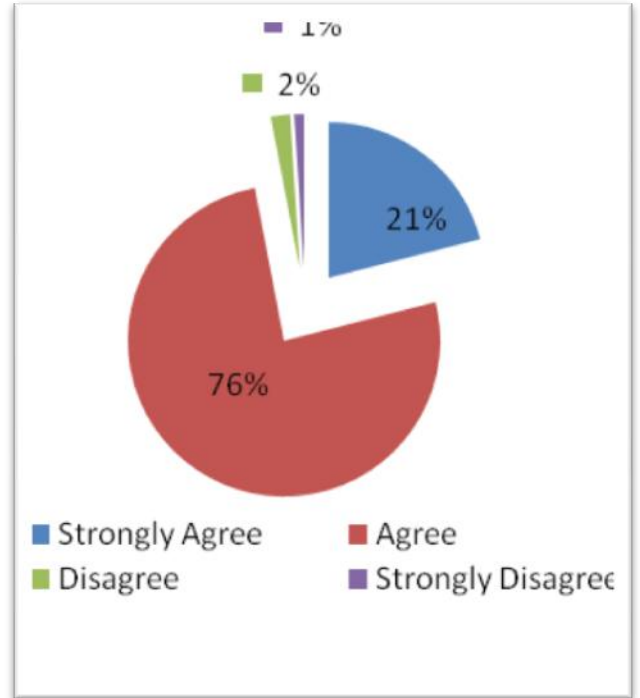
Grievance handling is a compelling need for every establishment



It can be inferred from figure 8 that 68 per cent of the respondents have strongly agreed , 13 per cent agreed , 17 per cent disagreed and 2 per cent strongly disagreed to the statement that Grievance handling is a compelling need for every establishment.

**Figure 9**

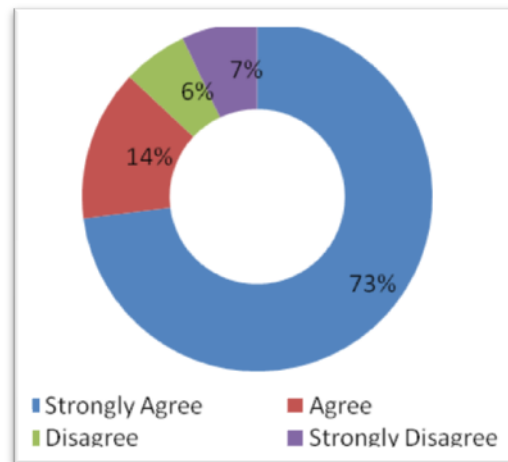
Initial mending of grievances in organisations



It can be inferred from figure 9 that 76 per cent of the respondents have agreed , 21 per cent strongly agreed , 2 per cent disagreed and 1 per cent strongly disagreed to the statement that Initial mending of grievances in organisations

**Figure 10**

Grievances that are completely solved are time consuming

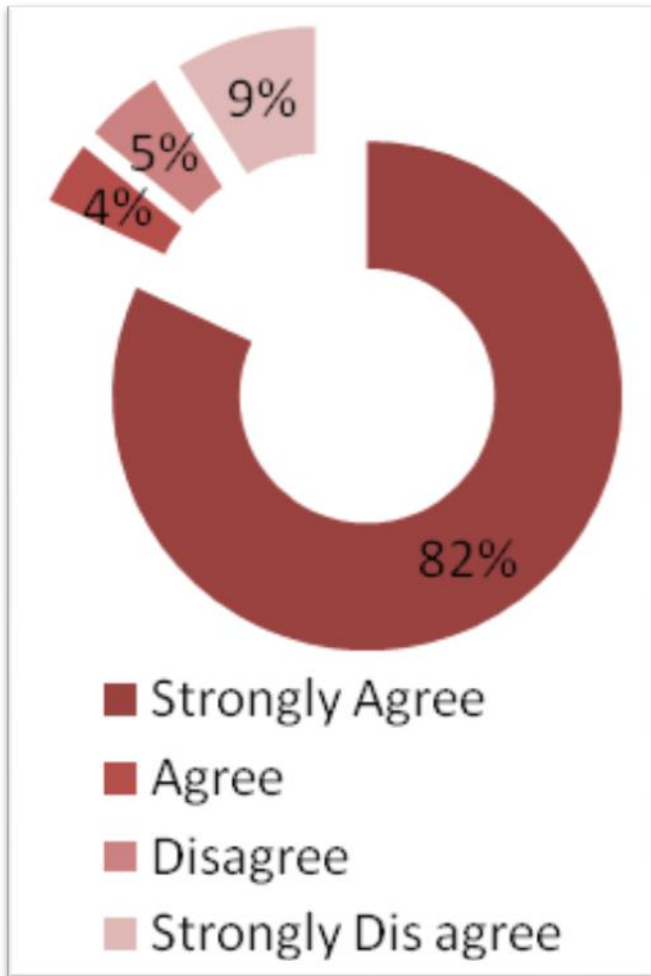


It can be inferred from figure 10 that 73 per cent of the respondents have strongly agreed , 14 per cent agreed , 7 per cent strongly disagreed and 6 per cent

disagreed to the statement that Grievances that are completely solved are time consuming in nature.

**Figure 11**

Good grievance handling nurtures wonderful working environment



It can be inferred from figure 11 that 82 per cent of the respondents have strongly agreed, 4 per cent agreed, 5 per cent disagreed and 9 per cent strongly disagreed to the statement that Good grievance handling nurtures wonderful working environment.

### **SUMMARY OF MAIN FINDINGS**

This research attempted to study the implementation and impact of the Factories Act in

select industries and the following findings were derived:

1. a major portion of 76 per cent of the respondents were male .

2. a major portion of 52 per cent of the respondents were in the age group of 35-40.

3. a major portion of equal 40 per cent were in lower and middle cadre .

4. a major portion of 80 per cent of the respondents have strongly agreed to the statement that provisions of safety, health and welfare are duly followed .

5. a major portion of 83 per cent of the respondents have strongly agreed to the statement that Safety, health and welfare provisions of Factories act helps raise efficiency level among the workers.

6. a major portion of 77 per cent of the respondents have agreed to the statement that Occupiers Will and awareness in providing safety is very important .

7. a major portion of 89 per cent of the respondents have strongly agreed to the statement that Factories Act has brought about a gradation system

8. a major portion of 68 per cent of the respondents have strongly agreed to the statement that Grievance handling is a compelling need for every establishment.

9. a major portion of 76 per cent of the respondents have agreed to the statement that Initial mending of grievances in organisations

10. a major portion of 73 per cent of the respondents have strongly agreed to the statement that Grievances that are completely solved are time consuming in nature.

11. a major portion of 82 per cent of the respondents have strongly agreed to the statement that Good grievance handling nurtures wonderful working environment

### **CONCLUSION**

Therefore it can be clearly established that, the proper implementation of both provisions of The Factories Act, 1948 and Grievance handling procedure under The Industrial Dispute Act, 1947 can totally win the loyalty of the workers towards their Employers. These two Acts have indeed changed the fate of the workers and have bought a positive revolution among the industries today.

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