CHAPTER-3

REVIEW OF LITERATURE
3.1 Introduction

A number of studies have been carried out covering various “problems and prospects of rice mill workers”—a sociological analysis—in the country including Karnataka state and Raichur district. In this chapter sincere attempt have made to curry out the review of literature concerning the present research topic.

The study revealed that the problems and prospects of rice mill workers” in the unorganized sector, as it was relevant to the study. Books, journals and web sites served as sources of literature review. The review of literature was extremely useful in gaining a deep insight into the status of working in the unorganized sector in general and rice mill workers in particular. To put the findings of the review in a nutshell, it may be said that, research specifically focusing on the conditions of rice mill workers research shows that the living and working conditions of rice mill workers are quite deplorable with most of them being deprived of overtime pay, public holiday, and timely payment of salaries. Besides, they are also fired without a reasonable period of notice or any valid ground for dismissal. The conditions faced by these workers are poor not only in India, but globally, with conditions being only somewhat better in western countries. Lack of awareness of their rights and poor unionism serve as hurdles in efforts to improve their plight. Although non-governmental organizations are striving to alleviate the plight of these workers and various legislative measures have been initiated, real improvement in their conditions has not yet been seen and rice mill workers are yet to be recognized as workers, and enjoy legal protection, rights and dignity. The purpose of review of literature is that it gives readers easy access to research on a particular topic by selecting high quality articles or studies that are relevant, meaningful,
important, valid and summarizing them into one complete report. It also provides an excellent starting point for researchers beginning to do research in a new area by forcing them to summarize, evaluate, and compare original research in that specific area. The literature reviewed in this thesis by no means is the opinion of the student and/or supervisory committee conducting this study.

3.2 Need of the Review of Literature

The literature review is one of these important academic requirements. The literature review is a critical discussion and summary of statistical literature that is of 'general' and 'specialized' relevance to the particular area and topic of the research problem in statistics. You should spend a lot of time on your literature review because if you do it well, you can use most of it in your dissertation. In a weak literature review, the Ph.D. student did a poor job of reviewing the relevant literature. It can be poor because there are too few references or the student does not adequately summarize the important results in the cited references. Keeping organized notes will help prevent a weak literature review. Every statement in a literature review must be supported either by a reference to published statistical literature. In a literature review, you do not present all of the details found in the references. For example, you can state a theorem, but you do not have to present a proof of the theorem. That is, you can (in general) assume the results in the published statistical literature are established facts. By providing the source of the reference, your advisor and committee can go to the original reference for all of the details. A literature review is an evaluative report of studies found in the literature related to your selected area. The review should describe, summarize, evaluate and clarify this literature. It should give a theoretical basis for the research and help you determine the nature of your own research. Select a limited number of works that are central to your area rather than trying to collect a large number of works that are not as closely connected to your topic area. A literature review
goes beyond the search for information and includes the identification and articulation of relationships between the literature and your field of research.

### 3.3 Importance of the Review of Literature

Undertaking any research it is important to know what has been written about the topic you wish to investigate. By undertaking a literature review you are able to critically summaries the current knowledge in the area under investigation, identifying any strengths and weaknesses in previous work, so helping you to identify them in your own research and thus eliminate the potential weaknesses, whilst bringing to the fore the potential strengths. In addition, a good and full literature search will provide the context within which to place your study. It is stressed that undertaking a literature review requires developing a complex set of skills and this you can only do by undertaking literature reviews. Therefore, before commencing writing research thesis you will need to allocate time to read the literature that is relevant to your research study.

### 3.4 Sociological Study of Industry Workers in the World Wide

In the previously-referenced quantitative study by Graaf-Zijl (2012)\(^1\) where staffing workers were compared with those with permanent employment, temporary employment and on-call employment, it appears that staffing workers show significantly lower job satisfaction. Part of this is explained by differences in the composition of the various groups of labour contracts. The primary reason for lower levels of job satisfaction is, however, attributable to the content of work among staffing workers. The author considers that this low satisfaction level with job content can be explained by an excess of qualifications among the staffing employee group, that is also a form of mismatch between job demands and individual skills. In the analysis takes into account work-related factors such as work.
Wagenaar (2012)\(^2\) regarding the category Decision Latitude and Control, three of the articles in our database deal with the subject of autonomy. All three show that the autonomy level of staffing workers is much lower than that of traditional employees. All three studies are general in the sense that they cover the entire labour market. In two of the studies, the researchers also distinguish between different types of employment contracts: permanent employees, people with a temporary contract with the chance of receiving a permanent contract, temporary employees, on-call employees and staffing workers. Other variables based on previous research that may be expected to be significant for psychosocial health such as repetitive work and general work satisfaction, showed that staffing workers were the most vulnerable group.

Isaksson & Bellaagh (2002)\(^3\) Swedish study of female staffing workers showed that social support reduced the risk of psychosocial health problems for this group. A study that measured social support, and included both staffing workers and other groups, shows mixed results. Kompier's study of five different forms of employment showed no significant differences between perceived social supports for the different groups. On the other hand, several studies showed the importance of social support, especially from the staffing as concerns their employees. Results from Swedish research on the staffing industry shows that staffing agencies have much to gain by developing support vis-à-vis their employees.

Metha & Theodore 2006)\(^4\) This is also supported by the results of the European Survey of Working Conditions. The survey shows that workers experienced poorer conditions than other employees. It is interesting to note that workers were less concerned about health and safety at work than the other employees. The physical work environment is important for staffing employee health, but it is important to note that previous work experience has great significance for the development of occupational health problems. While the criteria for diagnosing a condition as work-related differ between countries, the cause is always that the individual has been exposed to a risk factor. The
effects of being exposed to a hazardous environment may sometimes appear much later. For migrants, who are overrepresented among staffing workers.

In Kompier et al (2009) the previously-referenced Dutch study of five different types of employment contract factors and the tempo (pace of work) at which operations are to be performed, the values for staffing workers were significantly lower than for permanent employees. On firms this as staffing workers are overrepresented in the group with passive jobs that is to say, with low levels of demands and control at work. Note, however, that staffing workers also are overrepresented in the tense job group, a combination of high levels of demands and low levels of control.

Arrowsmith (2008) previous exposure to work environment risks is often difficult to trace, and it may therefore be difficult to identify the causes of work-related conditions in this group. With high mobility between jobs, it becomes harder to determine whether the work environment is causing a particular injury or illness. This problem is especially applicable to workers. Their study also shows that traditional work environment management at staffing agencies is hampered by inadequate information and documentation of the tasks the staff are hired to perform at the client company.

The Australian researchers Quinlan & Mayhew (1999) have studied how work environment activities function for workers. They found several problems such as evading work environment liability, criminal activity and litigation. This could manifest itself in the staffing wrongly classifying their employees, entering an incorrect number of employees on the payroll, failing to report workplace accidents, paying employees their wages unrecorded in cash and, in extreme cases, using firms that "laundered" dirty wages into clean. The employees' vulnerability is considerable, especially as they often lack union support in negotiations on working conditions and on occupational accidents and illnesses.
Morris (1999)\textsuperscript{8} in a qualitative study, asked staffing managers and employees to list their experiences of work environment risks in the industrial environment. He found that the most common risks were physical risks associated with machine monitoring, insufficient knowledge or lack of safety equipment, which meant that the risk was not noted. Staffing agencies argued that the greatest work environment problem was that it was difficult to check the work environment at client companies.

Metha & Theodore (2006)\textsuperscript{9} studied the working conditions for workers in the construction industry in Atlanta, USA. Their survey covered construction companies, staffing agencies and contractors and showed that there was a division of tasks by which the workers were given the worst working conditions and inadequate safety equipment. Working at height and exposure to dust were reported as the main risks by half of the workers, and nearly 25% also mentioned dangerous machinery and chemical hazards in the workplace. Other risks cited included inadequate scaffolding, electrical faults, lack of introduction and information, lack of safety in work practices by other employees, and falling objects. The authors believe that this is an institutional failure; the workers' risky work environment can be explained by work environment responsibility being shared between the client company and staffing agency, which reduces companies' incentives to work with environment risks. Another contributing explanation is also inadequate monitoring by government.

Study by Kompier et al (2009)\textsuperscript{10} From a representative sample of the labour force in the Netherlands, the authors could conclude that workers were more exposed to poor jobs and risk of musculoskeletal injuries. workers reported the highest levels of dynamic and static workload, repetitive work and work at a computer, compared with employees working on other types of employment contracts, including on-call employees and temporary employees.
Galais, N. & Moser, K. (2009) conducted a survey on work environment and health among employees in staffing agencies in Italy. Almost half of the staffing workers (48%) felt that there were some factors that had a negative impact on their health; a third mentioned a risk factor, and 12% two risk factors. The principal risk factors reported by staffing workers were physical fatigue, stress, mental workload and noise. The article does not, however, report the extent of the aforementioned risk factors. The study also shows some methodological weaknesses. The selection of the employees who participated in the study was made by staffing agencies, which may have influenced their responses. Furthermore, the study includes no control group which means it is difficult to draw any conclusions from the information in it.

Kauhanen, M. (2001) examined working conditions for workers and regular staff in two companies in the metalworking industry in the Netherlands. Both workers and regular staff felt that the workers' physical working conditions were worse. Both groups also stated that the regular staff had better working postures, work wear and personal protective equipment. The authors believe that the differences may be explained by the client company's work environment responsibility differing between the groups, for example the client company provided clothing for their own staff while the workers had to buy their own. Furthermore, the regular staff had worked there for a long period of time which contributed to the division of tasks being to their advantage.

Kalleberg et al, (2000) in a cross-sectional study of the workforce in Japan it was revealed that staffing workers were given health checks by their employer to a very limited extent. In contrast, staffing workers did not differ greatly from employees on permanent contracts as concerns the need for, or interest in, health checks. The authors concluded, among other issues, that staffing workers lacked knowledge on their rights to health checks. Regarding access to health and medical care in the United States, staffing workers are in a
particularly precarious situation; more than 90% in one study were not insured through their employer.

Quinlan et al (2009)\textsuperscript{14} conducted a survey of work environment inspectors in Australia to obtain their views on legislative efficiency and their ability to monitor the use of atypical employment conditions. Their study shows that workers form one of the most problematic forms of employment in terms of monitoring and prosecution related to the work environment, and particularly the long-term effects of employment.

Eurofound (2007)\textsuperscript{15} One possible explanation for the higher work injury rates in the staffing industry could therefore be the employees' low average age. No articles about young workers' occupational injury rates have been found. Research on occupational injury generally that allows for age, however, shows that it is not age per se that explains this situation, but seniority. Being new on the job is a risk factor for all age groups.

Tompa et al (2008)\textsuperscript{16} have investigated the role of employment status and length of employment in absences due to occupational illness or accident. The study is based on longitudinal data on approximately 4 700 employees aged 25-54 in Canada. The study does not separate staffing workers from other groups. Their conclusion is that temporary employment does not affect the level of absence due to occupational illness or accident when weighing in employment period, union membership, job risks and previous health status. This form of employment, in itself, according to these studies presents no increased risk. As other research has revealed major differences within the group working in temporary jobs, their conclusion is not directly applicable to staffing workers.

Abrams (1964)\textsuperscript{17} also put some positive views regarding workers socio-economic growth and its inevitability, and considered the same as highly
successful solutions to housing problems in urban areas of developing countries. Although the magnitude of problems related to slums has changed drastically, the scenario has remained all the same, even after 30 years of the Conference. Regarding the people who reside in urban workers, they are normally migrants coming from economically less advantageous rural areas.

Baclhan, P K (1973)¹⁸ High unemployment rate, low income, high population growth, unequal distribution of land, demand for higher schooling, prior migration pattern and dissatisfaction with housing have been identified as some of the prominent determinants of rural out migration.

Farber (1999)¹⁹ Mobility and stability. Many researchers have suggested that slum settlements used to represent an active, grassroots attempt by the desperately poor to take care of themselves. However, there are equal number of studies, may be even more, discussing the unhealthy and unhygienic living and vulnerable working conditions of the industry workers. They are exposed to abusive working conditions, they are required to work for long hours, they experience non-payment or deferred payment of salary, they lack social security and health protection and they experience maltreatment and violence too.

According to Sclar and Northridge (2003)²⁰ while their physical forms vary by place and over time, industry workers are uniformly characterized by inadequate provision of basic infrastructure and public services necessary to sustain health, such as water, sanitation, and drainage. Buildings made of flimsy materials are prone to ignite, frequently collapse, and offer scant protection against the elements, leaving their residents vulnerable to injury, violence, illness, and death. Further, since many of these settlements are illegal, slum dwellers often have no official redress system and are commonly denied basic rights and entitlements, including the right to vote, public education, and health care.
Chen and Silverthorne (2008) examined the relationship between Locus of Control (LOC) and the work-related behavioral measures of job stress, Satisfaction and performance of professional accountants who work for Certified Public Accountant (CPA) firms in Taiwan. The main objective of the study was to assess how LOC impacts individuals and behaviour in the work place in three primary areas: Job Stress, Job Satisfaction and Job performance. A total of 620 survey instruments were mailed to 310 Certified Public Accountant firms in Taiwan with two surveys sent to each firm. The findings indicated that one aspect of an accountant’s personality, as measured by locus of control, plays an important role in predicting the level of Job satisfaction, stress and performance. Individuals with a higher internal locus control are more likely to have lower levels of job stress and higher levels of job performance and satisfaction.

O’Leary, Patrick, et al., (2008) studied the relationship between job characteristics and job satisfaction amongst physicians in Russia. This research included rewards, other people, nature of work and organizational context. The instrument used in this study was based on the Physicians work-life survey (PWS) and representing the Society for General Internal Medicine. The survey was distributed to physicians in four Russian cities. The sample included 2,325 physicians. The research had a large number of female respondents. The study found that the male doctors report higher levels of Job satisfaction than Female doctors and polyclinic doctors report higher level of satisfaction than those employed by Hospitals. The majority of doctors are satisfied with patient’s relationship, colleagues and staff relationship, and prestige and the majority of physicians were dissatisfied with administration and time constraints. The dissimilar finding in the study was that women physicians appear more likely to be satisfied with their compensation than do their male counterparts. The study also found that doctors were more likely to be satisfied if they maintained
clinical autonomy, if they were paid well, if they did not have excessive bureaucratic interference.

Origo and Pagani (2008)\textsuperscript{23} investigated the relationship between flexibility and Job Satisfaction. In their analysis they verified whether various aspects of flexibility namely functional and quantitative flexibility, produce different impact on overall extrinsic and intrinsic Job Satisfaction. They also tested whether the impact of flexibility on Job Satisfaction varied with workers characteristics. Empirical evidence was based on a representative sample of European employees taken from a specific wave of the Eurobarometer Survey. The study found that there was a positive link between functional flexibility and Job Satisfaction and there was either no effect or a negative impact of quantitative flexibility. The positive impact of functional flexibility was greater when compared to the satisfaction for intrinsic aspects of the job. Estimate by workers characteristics highlighted interesting differences by age, skill and country of residence.

Mau, et al., (2008)\textsuperscript{24} examined the Job Satisfaction of beginning teachers and the factors influencing their satisfaction and investigated if students who persisted in teaching aspiration were more likely to be satisfied with their work. 450 tenth grade students from a nationally representative sample, who aspired to be teachers, were examined over ten year period regarding their career choices. A Job Satisfaction model was tested using clusters of variables as guided by Social Cognitive Career Theory (SCCT). The study found that the students who persisted in teaching were significantly more satisfied than those who did not persist and those with non-teaching career. Beginning teachers were more satisfied with their jobs than those in other occupations. Teachers who had teaching license also reported that they were more satisfied than those who did not have license. The social-contextual factors i.e. race, socioeconomic status, teaching license, parent’s education and occupation were the best predictors of Job Satisfaction.
Liu, et al., (2008)\textsuperscript{25} investigated the dimensionality and generalizability of Public Service Motivation and also examined the relationship between each dimension of public service motivation and public servant’s Job Satisfaction. Exploratory factor analysis and confirmatory factor analysis techniques were applied to survey data of 191 public servants in China. The result indicated that the public service motivation observed in the West existed in China, but the generalizability of the construct was limited. Three of the four dimensions of public service motivation (attraction to public policy making, commitment to the public interest and self-sacrifice) existed in China, but the fourth dimension (compassion) was unconfirmed.

Chileshe and Haupt (2009)\textsuperscript{26} investigated the perceived age differences in Job Satisfaction of construction workers in South Africa. The main objectives of the study were to identify the major variables affecting the relative aspects of work within the South African Construction industry and to investigate the impact of age on the satisfaction derived from work. A total of 300 questionnaires were sent to potential respondents. A total of 65 usable questionnaires were returned. Result of the study indicated that Job Satisfaction differential does not exist between younger and older workers. Although both younger and older workers ranked the relationship with workmates as being poor, age does not have an influence on the effects of the aspects of work. In terms of the effects of Job Satisfaction younger workers reported higher scores than older workers on ‘indifference’, whereas the younger workers ranked poor recognition of abilities as the most effect in comparison to the older workers who reported suffering from a “lack of alertness” as the most ranked effect.

Gunlu, et al., (2009)\textsuperscript{27} examined the effect of Job Satisfaction on Organizational commitment for managers in large-scale hotels in the Aegean region of Turkey and, in addition, examined whether there is significant relationship between the characteristics of the sample, organisational
commitment and Job satisfaction. Two structured questionnaire were administered to large scale hotel managers in the tourism industry. The population was selected randomly with a sampling ratio of 25 percent. A total of 48 managers in four-star hotels and 75 managers in five-star hotels were reached for a total sample of 123 managers. A total of 43 managers were middle level, whereas 80 were lower level managers such as supervisors. The data were analysed using statistical package for Social Sciences version 13. The findings of the study indicated that extrinsic, intrinsic and general job satisfaction had a significant effect on normative commitment and affective commitment.

Bellou (2009)\textsuperscript{28} examined the influence of gender and age on relationship between organisational culture and Job satisfaction. One hundred and twenty five (125) usable questionnaires were gathered from three Public Hospitals located in a major Greek City. The measures adopted include the Organisational Culture Profile and Job Descriptive Index. The statistical analyses include descriptive statistics, stepwise regression analyses and t-test. The finding of the study was that the employee’s gender and age influenced the way that the organisational values affected their Job Satisfaction.

Nilufar Ahsan (2009)\textsuperscript{29} investigated the relationship between Job stress and Job Satisfaction. The study conducted in a Public University in Klang Valley area in Malaysia and 300 respondents were selected as a sample of the study. The determinants of job stress that have been examined under this study include management role, relationship with others, work load pressure, homework interface, role ambiguity and performance pressure. The results of the study revealed that the association between relationship with others and job stress is not significant. The relationship between workload pressure and job stress, role ambiguity and job stress is significant. The study concluded that the motivation is a key factor as well in affecting job stress among employees.
Employees who were highly motivated will feel happier and were more willing to work for the organisation.

Kamal and Hanif (2009)\textsuperscript{30} studied the various factors of job satisfaction among different commercial bankers in Pakistan. They used to statistical techniques like regression and correlation to gauge level significance for the factor. The findings of the study were pay has been considered as the major factor for job satisfaction, and other factors like promotion, recognition, job involvement and commitment are also taken into consideration. Job satisfaction is an attitude of an employee over a period of his job, so the factors of satisfaction and dissatisfaction changes over the period. It is used as a key factor to gauge the performance of particular employee and organisation. Satisfied employees are more likely to be friendly and responsive which attracts customers.

Martin (2010)\textsuperscript{31} is to explore the relationship between organisational climate and Job Satisfaction and to determine whether employee’s perceptions of work environment influenced their level of Job Satisfaction. Questionnaire was administered to the sample of 696 employees from a population of 1453 employees working in three regions in which the organisation was operational. Confirmatory and explanatory factor analyses were used to investigate the structure of the climate model. The findings of the study indicated a positive relationship between organisational climate scores and Job satisfaction scores.

Salman Khalid (2010)\textsuperscript{32} examined Job Satisfaction level of Bank Employees in Punjab Province. The information collected from 144 respondents from four Banks employees who were randomly selected from both public and private sector banks. Five components of Job Satisfaction such as work, pay, promotion, salary and recognition were examined besides overall Job Satisfaction. The findings of the study indicated that the sectoral differences in terms of salary, promotions, job security, recognition and
benefits play a significant role in influencing one’s perception of job satisfaction. Private sector bank employees reported dissatisfaction in terms of Job Security. To overcome this obstacle private sector banks need to introduce special schemes related to retirement, pension, gratuity and other benefits to enhance the employee’s sense regarding job security in effort to increase organisational commitment which in turn will lead to employee’s commitment and high degree of satisfaction.

Rane (2011)\textsuperscript{33} studied the importance of employee Job Satisfaction. He explained that the employee Job Satisfaction was essential to face the dynamic and ever increasing challenges of maintaining productivity of the organisation by keeping their work force constantly engaged and motivated. The study found that the high Job Satisfaction correlated strongly with the feeling of having fun at work. The article explained that the possible ways to enhance their performance in order to face new challenges were providing positive work environment, the appreciation of performance, personal recognition of employees by the management, and employee participation in decision making, providing training facilities to improve worker’s skills and potentials. There should be a continuous process of assessment of Job satisfaction of employees by obtaining feedback in a specially designed evaluation format before and after the training programmes. He concluded that the Job satisfaction of an employee in any organization was of paramount importance to achieve the targeted goals on a sustainable basis.

Javed and Premarajan (2011)\textsuperscript{34} examined the influence of distributive and procedural justice on pay and Job Satisfaction. They provided that distributive justice and procedural justice had differentiating impact on Job Satisfaction and four facets of pay satisfaction i.e. level, raise benefits and administration. The survey carried out among 122 Indian managers. It was found that the distributive justice as a more important predictor of all four dimensions of pay satisfaction and Job Satisfaction. Procedural justice was also
found to be a statistically significant predictor of pay structure and Job Satisfaction.

Biswa (2011)\textsuperscript{35} studied the impact of Human Resource Management policies and practices in a globalized Indian economy and subsequently their outcome with respect to individual behaviour and performances. The data were collected from 357 managerial level employees of Indian Organisations. The result of the study found that the Job Satisfaction significantly correlated with employee performance and also showed that although discrepancies were abounding regarding individual reactions to a hitherto closed and controlled economy. The findings indicated that human resource practices in India need to adapt to contemporary practices and procedures worldwide, while at the same time maintain in its unique cultural ethos.

Chiun Lo and Ramayah (2011)\textsuperscript{36} examined the relationship between mentoring and employee’s job satisfaction among employees from small and medium enterprises in Malaysia. A total of 156 Malaysian executives from 21 selected small and medium enterprises were participated in this study. The results show that there was a positive relationship between career mentoring and all dimensions in job satisfaction such as coworkers, job itself, promotions and supervisors. On the other hand, no significant relationship was found between psychosocial mentoring and three aspects of employee’s job satisfaction, namely co-workers, job itself and promotion.

Virtanen et al (2005)\textsuperscript{37} have compiled research on the work environment of temporary employees, including workers, in a literature review. They note that there is considerable spread in results which they consider, among other factors, to be due to the fact that the temporary employee group is not a homogeneous group. They relate staffing workers to the most vulnerable group of temporary employees, reflecting the conditions under which this group works in most countries. In the Virtanen et al literature review, several detailed
studies indicate temporary employees' limited experience and lack of introduction and safety instructions as an explanation for the higher risk of injury. Experience increases with period of employment, and those who are new on the job are likely to have less experience than those who have worked for a while. Several studies emphasize employment period as an explanation for occupational injury, which means that short experience in the workplace increases risk of occupational injury.

Underhill & Quinlan (2011) suggest that explanations for the higher occupational injury rate among workers may be found in several preconditions, i.e. industry characteristics such as that workers do not have permanent employment and must often change jobs. Their study is based on a sample of individuals working in both staffing agencies and in other industries who had suffered an occupational injury in one Australian state. Selection was made from the government that administers occupational injury compensation. In addition to the quantitative survey carried out, the researchers also implemented focus group interviews with employees in the staffing business area. Of the participants in the focus group interviews, the majority had not incurred an occupational injury. The results of Underhill & Quinlan's study are not statistically generalizable, however they do provide a greater understanding of the importance of organizational and contextual circumstances.

A similar argument was put forward by Fabiano et al (2007) who considered that the explanation is that workers have less experience because they have less time at the company, insufficient specific knowledge and inadequate training. also highlight the management system for work environment issues as a risk factor that affects not only workers but also ordinary personnel at the client company. There is, according to the authors, a lack of knowledge and inadequate processing of occupational injury reporting. workers' occupational injuries must be reported to the employer, i.e. the staffing agency. This means that tasks often performed by workers, and where
occupational injury is frequent, do not enter the client company's work environment activities or records. also poses a work environment risk for the regular staff.

Kantelius (2012)\textsuperscript{40} Given the volatility that exists in the industry, with increases and decreases in the number of employees, this is a potential work environment risk that is difficult to avoid. Several studies have shown the importance of social support from staffing agencies as concerns their employees, and there is potential here to improve the psychosocial work environment that staffing agencies could utilize. Research also shows that this would increase the commitment of staffing workers towards their employers. Our research review of the physical work environment shows that personnel are overrepresented in occupations and industries with hazardous work conditions.

\subsection*{3.5 Sociological Analysis of Workers in India:}

Mehta (1985)\textsuperscript{41} points out that socio economic condition of the industry workers of Bombay city. The studies observed that living condition of the workers were poor. The facilities for proper disposal of garbage were limited. The study revealed that about 46\% of rural migrants were unskilled and 18\% were unskilled workers. Lack of lavatories forced the workers to use the open space around. This tended to create a serious problem of sanitation. The study empirically proved that socio economic factors affecting living conditions of workers.

Ali AM and Toran K (2003)\textsuperscript{42} analysed about inter and intra migration and also the socio economic strata of the workers of Gandhi Nagar. Most of the slum dwellers have migrated from the southern part of the city. On the basis of income and expenditure, socio economic conditions of the people were not good. Houses were well built concrete structures. Basic amenities, drainage, water supply, street lighting was good. But they face the problem of lack of
library. The studies showed that majority of the migrants have come to this particular area because of cheap accommodation. Most of the slum dwellers have an active after work life, being regular outdoor recreational spots and making frequent visits to relatives. Based on NSSO and Census data.

Chandrasekhar S (2005)\textsuperscript{43} gives a picture of difference in the conditions of workers in India and compared the conditions prevailing in the non-workers urban. On the basis of census report shows that there is a decline in the person’s lived in the slums. The study showed that literacy rate in rural areas is higher than the workers in states like Kerala, Goa, and Delhi. But the poorer states like Bihar, Madhya Pradesh, Rajasthan, literacy rate in workers was higher than rural areas. In the case of sex ratio, workers are higher than in rural areas. In rural areas availability of electricity is higher than work. The study reveals that for every monthly per capita consumption expenditure class, the percentage of rural household without access electricity, latrines and water facilities was higher than corresponding households in slums and non-slum urban areas. Thus the study found that slums are similar to rural areas in some aspects and dissimilar in some other aspects.

Geetha S and Swaminathan Madhura (1996)\textsuperscript{44} in a field study in the Mumbai industry workers revealed that absence of basic civic amenities such as safe and adequate water supply, sewerage and sanitation, toilets are the root cause of many diseases leading to undernutrition in industry. The sex wise nutritional status, children aged five and below showed that girls have higher prevalence of under nutrition compared to boys. In this study weight for age and Midarm circumference indicators were used. On the basis of weight for age, 60.9% of boys and 72% of girls were undernourished. The MAC indicator showed that 19.8% of boys and 36.8% of girls were undernourished and another 25.2% of boys and 33.1% of girl’s were moderately undernourished. Both the indicators show that the incidence of under nutrition was significantly higher among girls than boys.
Rode Sanjay (2003)\textsuperscript{45} observed that there were socio cultural and behavioral barriers like female illiteracy, poor economic status of women etc which affect the nutritional status of workers. On the basis of nutritional indicators the study showed that severe malnourishment was found to be higher in Mumbai. The study showed that seasonal wasting incidence is likely to be higher in girls. Malnourishment is very likely to occur when insufficient incomes co-exist with poor coverage of basic amenities and health services. Workers in urban areas tend to better than those in town. But at the same time urban workers are undernourished. Proportion of undernourishment was very high.

Bose, M. (1998)\textsuperscript{46} examined the relationship between living environment and Health Status of Urban communities in Mumbai. The survey covered 1070 households in industry workers, squatters and Pavement dwellers. The study showed that education level and location of residence have influence on the employment type. Housing conditions differ considerably from pavement dwellers to squatters, overall 33% houses were flimsy, 39% semi-permanent type and 28% cemented buildings, none of the household uses any kind of scientific devices for pathogen killing or germs filtration. Polluted drinking water, insanitary living conditions, poor personal hygiene and food cleanliness are contributed to water related diseases. The impact of poverty and environmental factors highly pronounced between pavement Dwellers. The study revealed that income, literacy, sanitation and personal hygiene have had impact on the morbidity of the people. The study empirically proved the effect of socio-economic and the environmental factors affecting health status of urban poor.

Gangadharan K (2005)\textsuperscript{47} studied the health behavior of five social classes, upper class, upper middle, lower middle, upper lower, lower in the utilization of health services in Kannur district. The prevalence rate of illness was high among children below 15 and those exceed 55 both in the slum and
urban areas. Those in the age group of 36 to 55 also accounted for high morbidity both in the urban areas. The study revealed that morbidity prevalence was inversely related to education and household size. The linkage of morbidity and occupation reveals that among employed group’s unskilled workers accounts for higher morbidity of infectious illness, whereas chronic disease is dominated among business class and white collar workers. Among the unemployed groups also the morbidity of chronic illness was high both in the slum and urban areas were also found. The study of age and system of medicine utilized revealed that at the age up to 15 and at the age above 60 allopath was utilized maximum in the urban areas. The study proved that with an increase in the level of education, utilization of private health facilities goes up and the utilization of public health facilities comes down. The study observed that both the urban and slum area very low social class households were educationally backward, their knowledge, level of diseases, available health services were found to be lower than that of middle and high class households. The low and very low social classes used mostly the government health services because of their poor financial status.

Majale, M. (2008) had conducted a study in Trivandrum city to examine the problems of workers and various governmental measures implemented for their rehabilitation. The study showed that both the pull and push factors were influenced for the growth of workers. The push factors are family specific and the pull factors consist of employment linked migration, political support and hope of access to better social infrastructure. There has been a phenomenal increase in the total area of slums and the number of households. The increase in the number and the size of the slums may be explained in terms of the natural growth of population and net in migration. The nature of social structure of the workers was determined caste groups and economic strata. Discrimination based on the political affiliations of the people is a peculiar feature of slum in Trivandrum. The study observed that income from employment was not reflected in the living conditions of a majority of the
workers. About one third of the households did not have any household furniture and nearly one sixth of the households did not have facilities such as drinking water, electricity and toilet fittings. The study revealed that several deserving workers were denied the benefits of developmental schemes because they do not have pattayam to the land that they occupy, people who do not have pattayams are more vulnerable and marginalized than those who have benefited from governmental schemes, that is the relatively better-off sections manage to extra more benefits than those who are worse off.

Retnaraj D (2001)\(^{49}\) examined that the unprecedented growth of urban workers in Kerala in recent years consequent on the hike in the price of pucca shelter and land in urban centres. There is a heavy concentration of population in class first cities in Kerala. Due to the hike in rent of houses and prices of land urban people in Kerala was forced to live in slums. There is a positive relationship between urbanization and land prices. The major factor, which led to a spurt in land prices and real estate markets in Kerala in the 1980’s and in the beginning of 1990’s was inflow of enormous foreign remittances. This led to growth of slums in Kerala. Drinking water facilities, latrine facilities and electric connections are inadequate among the slum dwellers in Kerala. Many studies present workers housing problems, environmental condition and upgrading related policy analysis. Among the many vulnerable sections in Kerala, one of the most neglected is the population in the urban slum. Very few studies related to socio economic conditions of urban slums in Kerala. Against this background the present study concentrates a detailed analysis of the socio economic conditions of workers.

Barke, M. (1998)\(^{50}\) acknowledge the importance of tenure history and uphold formal and informal rights of Landowners, Communities and the Government. It describes a network of local, state and national agencies for rapidly structuring and implementing workers planning schemes, promising rapid and sustainable improvement and integration of slum communities within
the formal city. The urgency to scale up slums-improvement and integration programs makes it imperative that SPS institutional structure be highly decentralized. Decentralization will better allow the use of detailed local knowledge, encourage the structuring of locally suited SPSs and make it possible to mount the levels of effort required to tackle the slum problem in Indian cities.

Mitra (2010)\textsuperscript{51} deals with significance of social capital. The concept of “Social Capital” provides substantive basis to the understanding of how the urban labour markets in developing countries function. Relating to social capital (conceptualized in terms of various social networks), the study notes its significant roles in providing job market information to low income householders in urban areas. In accessing the minimum source of livelihood, social contacts are indeed helpful to the bulk of the workers engaged in the lower rungs of the internal sector.

Mitra (1994)\textsuperscript{52} examines the pattern of urbanization particularly city growth in India, employment structure in the cities, impact of rural urban population movement on the urban informal sector, interlink ages between rural and urban poverty, incidence of slum population and shortage of basic amenities in various cities and the residual absorption of workers inhabitants in low productivity activities. In order to tackle these problems it reinforces the importance of productive employment generation in the urban areas.

Acharya, P. K. (2004)\textsuperscript{53} deals with causes and motives of rural urban migration in general and growth of workers in Bhubaneswar, the capital of Orissa in particular. It shows that the economic conditions of workers family mostly scheduled caste and scheduled tribes in Bhubaneswar have improved after their migration from their native places. Finding of his study suggest that the “push” factors in the rural areas rather than “pull” factors constitute that main factor in the process of rural urban migration and creation of workers in
the urban areas. Thus, there is dearth of studies on economics activities of workers. No serious study on workers’ economy culture has been undertaken and completed. In view of this, our study will try to focus on the socio-economic activities of workers and affect of various government programs targeting to workers.

Gupta and Mitra (2002)\textsuperscript{54} points out that is it possible to recover the histories of gender for early India? How can gender analyses enrich our understanding of early India today? Drawing upon a range of textual traditions, this unique collection examines the significance of gender in the reconstruction of India’s past. It goes beyond the simple binaries of a high or low status for women workers to explore the diversities and complexities of gender relations in early India.

Kujur and Ekka (2010)\textsuperscript{55} states that the older population of India, which was 56.7 million in 1991, is 76 million in 2001 and is expected to grow to 137 million by 2021. Today India is home to one out of every ten senior citizens of the world. Both the absolute and relative size of the population of the elderly in India will gain in strength in future. Workers economic position depends largely on marital status, women who are widowed and living alone are found to be the worst among the poor and vulnerable. The needs and problems of the elderly vary significantly according to their age, socio-economic status, health, living status and other such background characteristics. The prospect of loneliness often accompanies the process of aging. Aging also hardens the likes and dislikes of a person his or her prejudices, perceptions and value judgments that refuse to acknowledge the reality of aging. Vulnerable groups like the disabled, fragile older persons, and those who work outside the organized sector of employment like landless agricultural workers, small and marginal farmers, artisans in the informal sector, unskilled laborers on daily, casuals or contract basis, migrant laborers, informal self-employed or wage workers in the urban sector, and domestic workers deserve mention here. All states
governments and union territories have their own schemes for old aged and the
criterion of eligibility and the quantum of pension amount vary among these
states. The average old age pension which is nearly Rs.150 per month was
below the average per capita income per Indian. The percentage of elderly who
benefited from the old age pension scheme varies across states, with the
minimum of 0.3 percent to 68 percent. As on 1999, a total amount of Rs. 227
millions was spend to benefit 49 lakh beneficiaries among the elderly.

Mitra, A (1992) states that the level of life satisfaction among the
elderly and to identify its determinants and conceptualize the implications for
social work practice with the elderly in urban settings. Life satisfaction of the
elderly – an effective variable was studied in relation to a set of cause variables
using the property disposition approach of social research. Standardized scales
were used to measure the key variables. In this work Turlapati includes many
review of literature. Further he writes that older individuals between 50 -70
years of age, results indicated decline of life satisfaction around the 55th year
and also beyond the 61st year and improvement in between these. He argued
that the first decline may be due to retirement effects and the later life decline
due to psychological and physical effects of old age. In this study, life
satisfaction of elderly an effect variable was studied in relation to a set of cause
variable using the property disposition approach of social research. The data
was produced from the Election commission of India, Andhra Pradesh, on a
compact disk, and was analyzed with the aid of the Microsoft Excel Software
Package. Split half reliability test was applied to assess the reliability of the
instrument and it was found that all the scales included were reliable such as
life satisfaction, physical and psychological health, loneliness, social supports,
spiritual well-being scale.

Dandekar (1996) states that industry workers face a variety of
problems including economic, health, non-working status, lack of
independence, clash of lifestyles, generation gap and so on. Do these problems
differ in rural areas and big cities? What is the extent of their health problems and financial stringency? Has India as a welfare any programs and policies directed to ameliorate the condition of the fast increasing numbers of the elderly? Today the demographic picture is very strange in India.

Mitra, A and Tsujita, Y (2006)\(^{58}\) states that the socio-economic and political processes in the world impinge upon the day – to – day lives of individuals and households. While adopting them, the communities and cultures get transformed. The mechanisms though which the people respond to their challenges are of increasing interest to social scientists and researcher. Global strategies ignore the unequal power relation between people and this socio-cultural diversity. Disparities are the distribution of global economic resources and opportunities give rise to the question as to who will protect the interests of the poor and underprivileged sections of society. The dominance of the multinational corporation, international capital over market resources and labour within the developing countries has weakened the capacity of nation – states and governments top protect the interests of elderly women.

As pointed out by Ramachandra (1976)\(^{59}\) there is an intimate relationship between growth of urbanization, increase in population and lack of proper and adequate supply of accommodation of industry workers. When the rents of houses increase sky words and land prices go beyond the reach of the common workers, the poorer section of the society is forced to live in improper dwellings that result in the creation of slums. Looking at the typical problems of squatter settlement and slums in Indian cities, we observe (find) that the existing strategies for slum clearance and slum development as initiated in India have proved to be inadequate. Though the Govt. of India has incorporated many plans and policies in its various Five Year Plans and spent crores of rupees.
Mehta (1985) reveals about the concept of the origin of the informal urban sector, its characteristics, its direct linkages and policy implications in India. But the study fails to give any information about the level of employment generation in the informal urban sector and its contribution to the National Income in India.

Jayachandran, Usha. (2001) throws light on the theory and policy evaluations in public housing, squatter settlement, land management, Govt. housing and housing finance. The emphasis is on the urbanization and the economic growth there by. The study also discusses about the active participation of the World Bank in housing to workers in the major cities of Kolkatta, Chennai and Mumbai in India. However, the scholar/author completely neglects the housing problems of the urban poor in India. Apart from this there are many other problems faced by the urban poor such as slums, lack of safe drinking water, sanitation etc.

Banerji, Rukmani (1997) conducted a research study on externally aided projects in the field of elementary education to workers in Rajasthan. The study attempts to analyze, conceptualize and understand the operationalization and programme implementation techniques of Lok Jumbish and Shiksha Karmi Projects of Ajmer District of Rajasthan. Equipped with innovative strategies and active involvement of the people, these projects with specific focus on workers participation in education, hope to pave the way for faster educational development. The innovations adopted include micro-planning, retention (and monitoring) register, low cost hostels for workers of migrants, night classes, repairing school buildings with community involvement, minority education and teacher training. There is need to raise consciousness among rural women for educating their daughters, and also deal with the issue of child marriage, which is a stumbling block to girls' education.
Kar Jyotirmayee (2002) investigated behavioral problems in industry workers with scholastic skill difficulties. Analysis of the behavior problems revealed that the children with difficulties in scholastic skills were found to be more impulsive, threw more temper tantrums, were more nervous, restless, stubborn, disobedient, and had great difficulty in concentrating on academic and nonacademic tasks. In the “Reaching the unreached: innovative strategies for providing out of school workers with access to basic education.” It was mentioned that the elementary education system in India has become one of the largest in the world but the dropout rate of girls is much higher than that of boys. The present study examined the causes of non-enrollment and dropout rates; attitude of parents, children and community towards education; and role of Government and NGOs towards education system.

3.6 Sociological Analysis Workers in Karnataka Industry

Thippaiah (1989) examined the problem of urban informal sector in Bangalore metropolitan area with the help of interview method to collect field data. According to Thippaiah women workers in urban unorganised sector can be broadly grouped into the self employed and the wage employed. Among the self employed there were those engaged in papad making, masala making, embroidery work, zari work, envelop making, beedi rolling, agarbatti making, match splints making, retail trading, waste paper collection and so on. The wage employed workers were mostly skilled, semi-skilled, unskilled and casual workers. They also belonged to the category of contract workers in construction activities, industrial and commercial enterprises. In addition, women workers were also manifested as paid on piece rate basis or part-time, full-time domestic servants for a fixed payment.

K.N. George (1990) in his study covered unorganised women beedi workers in Tamil Nadu, Kerala and Karnataka. In each state three different places were studied namely the state capital and other districts in which such workers predominate. For this study 900 samples were taken from the three
above mentioned states. Tamil Nadu – 400 respondents, Kerala - 200 respondents and Karnataka – 300 respondents were selected by informal random sampling method. Structured interview schedules were used after pretesting them. This study was based on the observations concerning working conditions and related matters. From the study it was found that a large number of married women than unmarried/divorced or widowed women were engaged in beedi rolling. Most of them were illiterate. There were more Muslim women among beedi workers than from any other religious group. Married women rolled more beedies and thus earned more income than unmarried women. Women from the higher age groups worked for longer hours. The desire for savings was more evident with the younger age group. The housing conditions of workers were below par but their health status was generally good. A sizeable number of women beedi workers were indebted but incidence of bonded labour among them was negligible. Their income was a major portion of their family income. A large number of workers worked for 7-12 hours per day and rolled about 501-1000 beedies per day. Most women workers were taking the advantage of less than two hours of rest period per day. A large number of women workers were unaware of the Beedi and Cigar Act and Welfare Act but aware of the Minimum Wages Act.

Mohiuddin et al., (1996) observed through their study the problems of rural women workers engaged in tailoring and readymade garment activities in the states of Andhra Pradesh and Karnataka. For the study a sample of 400 respondents (200 each from Andhra Pradesh and Karnataka states) was selected. For data collection semi structured interview schedules were used. From the study they observed that almost two third of the total respondents were married women. The number of unmarried women was more from Andhra Pradesh than from Karnataka. Most of the women were illiterate but the majority of respondents had studied upto primary level and there were only five graduate respondents in the sample. The majority of women were engaged in tailoring in order to earn their livelihood or to supplement their family
Women from Andhra Pradesh earned substantially higher amount than their counterparts from Karnataka. The average income of the readymade garment workers was slightly higher than the tailors. There were a few women from Andhra Pradesh who mentioned that their family members were opposed to the idea of women working outside the home. Childcare responsibilities were also one of the reasons for being home-based. The working conditions for those who were working in the unorganised sector were voiced as ‘unsatisfactory’. The problems in terms of receiving the payment ranged from delay in payment to not receiving the entire amount. As far as wage rates concerned, they ranged from 50 paise to Rs. 6/- based upon the expertise of the tailor, size of dress, design and type of raw material used. By and large, in both states in general, males were getting higher rates for the same kind of work. On an average the working hours for garment making were about four hours per day whereas for household chores, women devoted 7 hours a day. No significant differences were noticed in case of working hours in the two study states. The provision of leave and paid lunch break or compensation at the time of accidents, were not available to those who were engaged in readymade garment production.

Rajasekhar (2006) conducted a study in Bangalore and Mysore in August to September 2006 in order to discuss the working conditions of the women workers in agarbatti making. During survey they covered 109 workers in Bangalore (in the areas of Chamrajpet and Srirampura) and 43 workers in Mysore (in Ghousiananagar and K.N. Pura). The survey covered only women and mostly agarbatti rollers of whom 30 per cent rolled either at factories or directly for the factories and the remaining workers were home-based workers who worked for contractors. The data collected from sample agarbatti rollers showed that neither the home based nor the factory workers were availing minimum wages. The wages obtained were between Rs. 9 and Rs. 16 per 1000 agarbattis rolled, depending on the length of agarbattis. The average amount of wages per 1000 agarbattis rolled was Rs. 12.48. There were some differences
between the wages paid in Bangalore and Mysore – while in Mysore, no worker was paid more than Rs. 13 per 1000 agarbattis, the situation was marginally better in Bangalore, where around one-third of the workers were paid at least Rs. 13 or more. Further with respect to the home-based workers who usually got their employment through layers of contractors, they had to pay some proportion of their wages to the contractors, and often, the workers ended up getting just around Rs. 9 per every 1000 agarbattis rolled. When wages obtained by women agarbatti rollers were compared with minimum wages, more than 30 per cent of the workers were paid less than 50 per cent of the stipulated minimum wages, while no worker was paid more than 70 per cent of the minimum wages. They also found that women workers were facing very poor working conditions at their work place. In the factories, typically 10-20 agarbatti rollers were accommodated in small rooms (usually 10 by 15 feet) which were poorly lit, poorly ventilated and very cramped. They were permitted few breaks. Factories seldom had toilet facilities, and workers who took breaks to use the toilets were often reprimanded by the employers. There was no crèche facility and no access to safe drinking water within the factory premises. Due to the nature of the work in agarbatti rolling, which involves being slouched continuously and using the hands and shoulders, almost all women workers had shoulder and back trouble, which becomes worse as they age. Many also develop gynecological complications early in life. These health problems become a constraint because with body aches and pains, the workers can seldom meet the targets they are expected to and therefore, their productivity and wages come down with age.

The Ministry of Labour and Employment (2008)\textsuperscript{68} conducted a survey in six states namely Assam, Tamil Nadu, West Bengal, Kerala, Karnataka and Tripura to assess the socio-economic conditions of women labour in plantation industry during the period September – October, 2008. The survey was conducted in 4 plantations viz. tea, coffee, rubber and cardamom. The survey was conducted in all the major plantation growing states. For tea plantations
the states of Assam, Tamil Nadu, West Bengal, Kerala, and Tripura had been covered. In case of coffee, Tamil Nadu, Kerala and Karnataka had been taken. The units under the rubber plantations were covered in Tamil Nadu, Karnataka, Kerala and Tripura and under the cardamom plantation these were covered from Tamil Nadu and Kerala. A two stage sampling design was adopted for the survey during which a total of 132 unit level and 827 worker level schedules were canvassed.

Rajeshwari, N.V., on female employment in non-agricultural sector in urban Karnataka reveals that urban work participation rate in non-agricultural sector in Karnataka has not depicted significant increase during 1977, 1991 and remained very low. This study has witnessed gradual replacement of male workers by female workers in professions like teaching, purse making and beedi making. The study has enlisted under mentioned reasons resulting in creation of hurdles among females for choosing modern occupations like low level of literacy, lack of proper skill, absence of competition avenues.

A.Mahalakshmi (2012) It’s an in-depth study of woman workers in tea industries and their socio economic status. The study has focused on living conditions, wages, earnings and socio security benefits. It also highlights the important factor for their development and the problem faced by the workers.

R.Sivanesan (2013) It studies the working conditions of women workers in cashew industries and analyzes the income and expenditure pattern and problems faced by women workers. It also has identified the living conditions of women in Mysore district.

Manjeshwar, Madhava (2012) The study suggests that devising an appropriate social policy and a plan of action to remedy the continuing evils of exploitative practices in this industry and protect the workers from any threat of prospective, unemployment through sustainable diversification strategies.
and skill development require a diagnostic study on the working and living conditions of the workers. Assessing the threat potential and possibility of their rehabilitation through employment diversification strategies through enactment of various legislations in the interest of beedi workers will definitely cause for the employment in beedi industry otherwise employment in beedi work will be a risk factor or a threat to the workers.

Arun Kumar (2005)\textsuperscript{73} the main problem for beedi workers is their poor socio-economic status, education, and training which forces them to work in unsafe environmental conditions and improper working postures. It throws light on various welfare measures and schemes for the beedi workers like, Welfare measure for beedi workers, Health schemes, Education schemes, Housing scheme, Social security, etc. In spite of various welfare measures, the socio economic status of the beedi workers remain at low level since the welfare measures are insufficient in comparison to the number of beedi workers in Karnataka.

3.7 Sociological Study of Rice Mill Workers

Dewangan KN, Patil MR (2015)\textsuperscript{74} this study aims to quantify dust exposure among the workers in four different industrial settings: rice mills, flour mills, oil mills, and tea factories and to compare the obtained data with the permissible exposure limit (PEL) of Indian Union Ministry of Labour as well as to compare the dust exposure across activities and seasons. Respi Con (TM) particle sampler was used for collecting dust concentration in the breathing zone of the workers. In total, 149 workers participated in the study and 204 samples were collected. Samples were collected in the vicinity of different processing operations. Samples in the rice mills were collected for two consecutive years in two seasons; however samples from other industries were collected for 1 year. The results show that majority of the workers are exposed to higher level of respirable dust as compared to the PEL, while total dust exposure to all the workers were higher than the PEL; thus, immediate
reduction of dust exposure among the workers is necessary for preventing respiratory system impairment.

Prasanna Kumar et al., (2008)⁷⁵ A major occupational hazard for the workers in rice mills is the noise during the operation of various machines. A noise survey was conducted in the workrooms of eight renowned rice mills of the north-eastern region of India established during the period between 1980 and 1985. The rice mills were selected on the basis of the outcome of a walk-through noise survey involving several rice mills of the region. A noise survey map of each rice mill was drawn to identify the predominant noise sources and the causes of high noise in the workrooms of the rice mill. The sound-pressure level (SPL) in the workrooms of the rice mill varied from 78 to 92 dBA. The paddy cleaner, rubber roll sheller, compartment separator, rice cleaner, auxiliary sieve shaker and an electric motor without enclosure were found to be the predominant noise sources in the workrooms of the mill. The causes of high noise in the rice mills may be attributed to the use of a long flat belt drive, crank-and-pitman mechanism, absence of an electric motor enclosure, poor machine maintenance and inadequate acoustic design of the workroom of the rice mill. About 26% of the total labourers were found to be exposed to higher levels of noise than 85 dBA. Subjective response indicated that about 26% of the total labourers felt noise interferes in their work and about 49% labourers were of opinion that noise interferes with their conversation.

L. P. Ruliati"(2015)⁷⁶ One of the industries that support the fulfillment of food self-sufficiency is the rice milling industry. Rice milling activity cannot be separated from the working conditions. The working conditions in the rice mill at general pay less attention to the design aspects of ergonomics, occupational health and safety where employees work in standing, bent, and head down position, also lifting weights constantly. It causes fatigue and musculoskeletal disorders increases. This study aims to determine the improvement of working conditions may reduce fatigue and musculoskeletal
disorders. The research uses experimental design Randomized Pretest and Posttest Control Group Design. The subject of research in the form of 30 male workers in the rice mill with an age range 16 until 56 years, divided into 15 subjects in the control group and 20 in the treatment group. The results showed that the post-test average the fatigue, there are results of 76.40 more less 13.50 in the control group and 55.53 more less 9.51 in the treatment group. Significance analysis showed that after two groups grind the rice, the fatigue average significantly different p less than 0.005. The amount of reduction in fatigue between the two groups was 27.31 percent. In the musculoskeletal disorders after the posttest showed that the mean score of musculoskeletal disorders in the control group was 77.33 less 12.31 and the treatment group was 49.53 more less 8.18. Analysis of significance to the Independent Samples T Test after posttest showed that both groups’ average musculoskeletal disorders are different significantly, p less than 0.05. The amount of reduction in musculoskeletal disorders between the control group and the treatment group after the activity amounted to 35.95 percent. From this study we can conclude that the improvement of working conditions with the ergonomic approach may reduce the fatigue by 27.31 percent and musculoskeletal disorders by 35.95 percent.

Azih Egodi Benedict (2016) the major purpose of this study was to ascertain the Occupational safety among rice mill workers in Abakaliki Ebonyi State. The related literature on the study was reviewed. Five research questions were formulated to guide the study. Survey research design, and structured questionnaire, frequently distribution tables employ for the study. The area of the study was Abakaliki rice mill. Population of study was 400 rice mill workers. However, purposive sampling techniques were used to select 100 rice mill workers for the study. The study found that majority of the rice mill workers. had only primary education, while the others had no formal education at all. Their knowledge on the use and extent of usage of protective god gets on the several parts of the body were deficient though some of the rice mill
workers were aware of sources of hazards in the industry. Regarding source of health care. -1-7.1% obtained their health care from alternative medicine, 23.5% from chemists, while 23.5% treat themselves. There was no single industrial hospital or clinic within the rice mill site or industry.

Fatema T (2014) The work-related musculoskeletal disorders are the most prevalent work related diseases and injuries and the leading cause of disability of the workers. The lumbar and cervical regions and the upper extremities are the most affected regions. They may be produced according to the long time exposure to the causative agents or due to acute trauma to the musculoskeletal system, however, they are usually multifactorial. In this study, all of the rice mills workers in Sari were evaluated for musculoskeletal disorders and posture analysis. In this descriptive study, all of the rice mills workers in Sari (32 persons) were evaluated. Nordic questionnaire was used for evaluation of musculoskeletal disorders and the OWAS method for posture analysis. The data were analyzed using OWAS software and 17 versions of SPSS. Results: The mean of workers age was 42.82±9.42 and the mean of work experience was 12.68±5.39 years. The results of Nordic questionnaire showed that 74% of the workers have experienced the musculoskeletal disorders in at least one region of the nine regions of their body. The most complaints were in low back (50%), knees(40%) and ankle and foots(28%).85 postures were recognized, 32 posture were in level 1, 16 postures were in level 2, 26 postures were in level 3 and 11 postures were in level 4 of modification. Conclusion: The rate of musculoskeletal disorders and the inappropriate postures are very high in rice mills workers of Sari. The interventional ergonomic programs including the engineering controls and workers education are recommended

Shobha Johari (2015) This paper tries to portray the condition of Indian mill-workers in second half of nineteenth century. As a result of industrial revolution and the advances made in engineering and technology, the British goods flooded Indian markets giving a jolt to the indigenous industries.
Establishment of mills started in India in second half of nineteenth century. Initially the condition of workers in factories was appalling. There were no regulations to prevent exploitation of labour force. However, the Factory Act of 1881 brought some changes in working conditions. The workers fought back in their own way by of assaults on overseers, sporadic riots and short-lived strikes. Trade union movement started to redress the grievances of mill workers. Before the mill owners and workers matured to respect the regulatory and humanitarian obligations, the mill workers had to pass through a grueling phase.

MS Singh et al., (1998) A study was carried out to determine the effects of rice husk dust on pulmonary functions in Rice mill workers. The study population consisted of 150 male Rice mill workers from 6 Rice mills with 50 controls of similar age, sex, ethnic group and agricultural work background. Twenty eight Rice mill workers showed obstructive, whereas eight workers showed restrictive type of pulmonary impairment. The results show that the duration of exposure of Rice husk dust is the workers is related to the degree of decline in FVC, FEV1, FEV3, PEFR and MVV. This could be attributed to allergic inflammatory reactions of pulmonary tissue due to Rice husk dust.

Shobha; Vinay Deepa (2012) The present study encompasses a physiological problem faced by common rice workers. The study is exploratory in nature, and the primary objective is to determine the magnitude of physiological strain of the workers in actual situation of work. Therefore, we can say that this study has undertaken to evaluate the food grain-handling workers with respect to their workload, energy expenditure and musculoskeletal pain discomfort resulting out of work practice. The subjective assessment of respondents showed that mild to moderate pain was experienced by rice-mill workers in upper and lower extremities. The results also revealed that selected respondents adopting standing, forward bending (half bending),
complete bending posture and frequency of postural change varied from approx.

Itagi vijanth (2010)\textsuperscript{82} To study of the lung function tests in asymptomatic flour and rice mill workers and this study would be helpful in preventing longstanding harmful effects of such exposures and it is also useful for preventing environmental risks. Study Design: Cross – sectional study Material and Methods: The subject 207 asymptomatic healthy male is instructed to take maximal inspiration (to TLC) and he was connected to medspiror through the mouthpiece, after that nose clip is applied and the subject was asked to exhale forcefully into the medspiror as fast as possible. Statistical analysis: Statistical tests used like Student's ‘t’ test for two groups and ANOVA for multiple group comparisons. Results: Majority of lung function test parameters showed reduced levels in flour mill workers when compared to rice mill workers. However the difference was not statistically significant. Conclusion: It is concluded that flour dust and rice husk dust causes deterioration of pulmonary functions in subjects working at mills (flour and rice). The findings of this study recognized the role of grain dust (flour and rice) for a longer duration in decline of pulmonary function test among flour mills and rice mills workers.

Gowda, Suresh; Hanumanthappa, Tarihalli (2011)\textsuperscript{83} It is well known that the unorganized workers constitute more than 90% of the workforce in the country. It is important to look into the issues relating to gender as the proportion of women workers entering the unorganized workforce has been increasing sharply, especially since the reforms of the early 1999

A.S.Puttewar1, S.B.Jaiswa (2014)\textsuperscript{84} There are many Rice Mills in Vidharba. Gondia & Bhandara districts comprises of about 350 Rice mills. The climatic conditions and environment as well as labors negative attitude (laziness) towards working in Mills results delay in production. Lifting,
carrying and depositing the sacks of paddy and rice are carried out mostly manually by the workers. The study focused on the duration of work per day, the climatic conditions and working environment as well as labors negative attitude towards working, posture related discomfort of workers in rice mills. The study reveals that posture related discomfort results in increased heart rate and blood pressure, musculoskeletal disorders (MSD) especially to the spine, and back pain. Energy expenditure values also studied, subjective assessment of the workers showed that due to labors negative attitude (laziness) particularly in Vidharbha, available manpower is less than the requirement compels most of the workers to work more than 8-10 hours per day continuously in awkward postures with the load of paddy and rice sac results in musculoskeletal pain or discomfort which was minimally reported in back pain and knee.

Ahinsa Tripathi (2014)\textsuperscript{85} India is a second largest rice growing countries in the world. A large number of unskilled laborers are employed for paddy processing. In rice mills, most of the workers have shown adverse health effects associated with occupational exposure to rice husk dust (WHO, 1968). Present study was conducted to determine the hematological disorders in rice mill workers in rural/urban areas of Uttar Pradesh. Total numbers of 100 blood samples were collected from rural and urban area from rice mill workers of Lucknow district. Majority of hematological test parameters showed reduced levels in rice mill workers. This study would be helpful in preventing longstanding harmful effects of such exposures. It is also useful for preventing environmental risks. It is concluded that rice husk dust causes deterioration of hematological parameters in subjects working at rice mills. The findings of this study recognized the role of rice husk dust for a longer duration in decline of hematological parameters as per tests conducted among rice mill workers. Significant hematological disorders were observed in rice mill workers.
Desai MR, Ghosh SK (2011) A study was undertaken on environmental my coflora of rice mills situated impala town, Ahmadabad district. The airborne fungal communities were isolated and identified quantitatively by using Andersen-6-stage viable sampler, midget impinge and high volume samplers (Cone and Hexhlet for total and reparable dusts respectively). Of all the isolates, genus *Aspergillus* was predominant and among the *Aspergillus* species, *A. flavus* was the common isolate, irrespective of the method applied for sample collection. Number of isolates recovered from the working place was significantly greater (p<0.01) compared to control. Total percentage of aflatoxin positive strains of *A. flavus* was 8%. These aflatoxin producing strains were identified on various media, such as Czapek agar (Cz) with 0.05% anisaldehyde, APA and CAM. Surface morphology of aflatoxin positive strains was studied by SEM. Highly significant total and reparable dust concentrations were found in the work place(p<0.01) whereas in the store, only the total dust concentration was significantly higher (p<0.05) than the control site. The study indicates that the rice mill workers are occupationally exposed to airborne aflatoxin producing strains of *A. flavus*. Thus, they require protective mask for their safety.

Maria Khatun et al., (2015) A study was conducted to assess the status of the women workers in rice processing activities among five Upazilas of Sharper district, Nalitabari and Okla. Upazila. Random sampling was employed to collect data and 110 respondents taken as sample from 880 enlisted populations were prepared by researcher herself with the help of local NGO workers from these two Upazilas. Data were collected using predesigned interview schedule. Majority of the respondents were young and middle aged. Besides Educational status is quite frustrating because of higher illiterate percentage. Most of the lands were taken as mortgage or rent. Since their socioeconomic status were not up to the mark, that was why it can be perceived that their occupation were not very much sound. That was why quantitatively, it was brought that most of the respondents were millworkers. In the house
hold, female were the higher performer than male in case of rice processing activities. On the other hand it is found inverse relation in case of rice mill. But it was observed that overall performance was higher in case of female workers in both environment i.e. household and rice mill. Education and farm income is the major influential factors on the workers daily working hours. If consideration can be made on the physical work environment, “No plantation in the mill yard” and “No good facility of aeration in mill house” were the immense problem. In case of economical problem, there are two major problems viz. “No security for holding job” and “No salary when leave taken”. Moreover “No facility for recreations”, “No health check up facility”, “No facility for consulting with doctors” and “No insurance for accident” were the problems regarding health issues.

Biju Patnaik (213) In a growing and labour-abundant economy like India, industrial relations have special significance, particularly in public sector enterprises which play a dominant role in the industrial economy of India. This study is relevant because industrial harmony now-a-days is considered as a pre-condition for sustained economic development and growth of any type of economy. The present study is carried out with the purpose to explore the industrial relation problem in the coal industry. The focus of this paper is to analyze the importance and challenges of the industrial relation in public sector undertaking. As a result, first of all, I review the relevant literature to find out the impact of industrial relation in a coal industry. The data were collected mainly from secondary sources. This paper suggests a professional approach on modern day IR practices and concludes that healthy industrial relation in an enterprise generates attitudes which stabilize democratic institutions.

Vandana Dave (2012) The present study was carried out with women construction workers, agriculture laborers and domestic helpers working in the unorganized sector. An attempt has been made in the paper to understand the socioeconomic condition of women laborers, nature of their work, their
working conditions, wage pattern, wage discrimination and other difficulties faced by them at their work place. Multistage stratified random sampling technique was applied to collect data from 350 women laborers from urban and rural areas of 3 districts of Haryana: Pan pat, Kaithal and Kurukshetra. Findings show that majority of the migrant women were engaged in the construction industry and were only employed in unskilled and low paying jobs as coolies, laborers and helpers. Women were exploited to a greater degree as they we repaid less compared to men for similar nature of work and hours spent on work. The conditions of work in the unorganized sector were unsatisfactory and the problems confronted by them were acute. And that their illiteracy, poverty and indebtedness forced them to work for lower wages and under unjust conditions.

Tripathi (2014)\textsuperscript{90} India is the second largest producer of rice in the world next to China. It contributes about 20 percent of the world output of rice. It is grown in almost all the provinces of the country but more than 86 percent of the total production accounts for the states of Andhra Pradesh, West Bengal, Tamil Nadu, Uttar Pradesh, Bihar, Orissa, Madhya Pradesh, Punjab, Assam. The cultivation of rice is done in irrigated fields. There have been many reports on health effects of rice millworkers due to rice husk exposure. Rice husk causes adverse effects on hematological parameters in rice mill workers. Total numbers of 100 blood samples were collected from rural and urban area of rice mill workers of District Sultanpur, Uttar Pradesh. They were interview using standardized questionnaire and hematological parameter test were performed. Hematological test parameters showed reduced levels in rice mill workers. This study would be helpful in preventing longstanding harmful effects of such exposures. It is concluded that rice husk dust causes deterioration of hematological parameters in subjects working at rice mills. The findings of this study recognized the role of rice husk dust for a longer duration in decline of hematological parameters test among rice mills workers.
Hematological parameters tests revealed some degree of impairment compared to the healthy population.

Kalpana Devi (2014)\textsuperscript{91} Construction industry provides job opportunity to large number of skilled as well as unskilled workforce. The workforces employed in the industry have to face several difficulties at the work place. Several issues related to health, job stress, and injuries at work place are the major concern of the research among researchers. The present study is review of past research work related to the women work force employed in construction industry in India. The major focus of the study is to identify the key factors related to the status of female worker in the industry. Women work as unskilled labour and face several other difficulties in comparison to males. Sexual harassment, gender biasness, wage discrimination are the major factor due to which the working environment becomes difficult for them in the industry and women’s are remains at same level of skill even after working few number of years.

Kiattisak Batsungneon (2011)\textsuperscript{92} This research is to study a structure of local rice mills which causes dust particles during the milling process. Size and amount of dust particles are two observed variables to distinguish the key difference between two structure types of local rice mills: i) wooden type and ii) iron type. Gathered data from on site measurement are used to evaluate a healthy indicator of milling operators. At each rice mill, field measurement is established for six locations: paddy pouring station, sifting sieve station, whitening polish station, swaying sieve station, bran filling station, and rice sack station. Four workers in the local rice mills are monitored and tested for performance of the respiratory system. Site measurement is carried out for one month since 12 February – 9 March 2010. From the measured data, the paddy pouring station is the place where the highest amount of dust particles (smaller than 10 μm) is recorded. In addition, the amount of dust particle at this station is greater than the standard value of allowance. All four workers have
restrictive lung conditions related to breathing filled with dust during the milling.

M.A. Zaman (2006) This paper presents the findings of a research project completed in June 2002. The working environment and environmental pollution in rice mills were investigated. Lots of problems related to physical, socio-economic, health and gender-related work environments have been identified. Environmental pollution was found to exist in the rice mills. The work environment was not found conducive and favorable for workers’ health. There was lack of knowledge and awareness regarding environmental pollution and safety of the workers in the rice mills. Practical measures are suggested for improvement of work environment, minimizing the environmental pollution and thus increasing the working efficiency and reducing health hazards of the workers.

P.Eshwaramma (2016) Agricultural respiratory diseases are also an important public health problem and the affected population is large and the respiratory diseases due to exposure to rice mill dust are at least, in theory, preventable globally. Agricultures overwhelmingly the dominant occupation far eclipsing, mining and service industries and plays a fundamental role in the economy and daily existence of populations of developing countries representing both occupations and life style for entire families. Rice mills subjects the respiratory system to many different exposures such as dusts, bacteria, end toxins, spores, chemicals etc in work place. A study was designed to find out the airborne micro flora of the work environment of rice mills where workers are occupationally exposed to this environmental flora with especial reference to isolation and identification of aflatox in positive Aspergilla strain from the work environment. The study covered altogether three rice mills located at Bawla town in Ahmadabad district (India). Of all the isolates, 27.39 were Aspergillums of which 6.64; were Afflatus. quantitative evaluation showed the maximum number of isolates recovered from work place (p<0.01)
when compared to (office). Strains of A. flatus were sub cultured onto various qualitative media for identification of oxygenic strain, but none of the strains showed positive result indicating that all the eight strains were non-oxygenic.
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