CHAPTER-I

INTRODUCTION

The significance of labour laws in shaping the economic progress of a country cannot be overlooked. In the age of democracy, such laws have paved the way for social and economic justice and individual rights in industrial field. Moreover, these laws have covered various aspects of working class. As far as India is concerned, the development of labour laws can be considered mainly post-independence phenomenon although the genesis may be traced back to industrial revolution.

The existence of policy of ‘laissez-faire’ favouring least governmental interference in the spheres of business and finance including the working conditions of the wages-earners gave birth to many evils in general and the industrial sector in particular, e.g. sub-human working conditions for the labourers, insecurity of employment, low wages with no provision of welfare, long hours of work with no extra wages and victimization of trade union activities etc. However, it had boosted the industrial growth. Consequently, this policy became largely responsible for scarcity, poverty, misery and wretched condition of the working class. The deplorable condition of the working class at that time necessitated the enactment of labour laws. The concept of ‘welfare state’ had already gained ground all over the world. It is because of these factors that the state had to intervene
in the industrial sector to ameliorate the deteriorating working conditions of
the working class.¹

Labour legislation in India, is a development of post-independence
period though its origin can be traced back to the industrial revolution.
Having felt the need of enactment of labour laws to evolve a system for
their welfare, the First Factories Act was passed in 1881 for those industries,
which employed 100 or more workers. Amendments to this Act were
carried out in 1890, making it applicable to undertakings having 50 or more
workers as per the recommendations of the Bombay Factories Commission,
1890. Then in 1901 Mines Act was enacted to improve the working
conditions of mine-workers. In 1907, there came the appointment of
Factories Labour Commission by the Government of India to study the
working conditions of labour in industry. In pursuance of the
recommendations of this Commission, the Factories Act, 1911 was passed
for seasonal factories. The outbreak of the First World War in 1914 and the
success of Russian Revolution led to a number of new developments and
had a tremendous impact on the attitude of the government and the society
towards labour², which further led to the establishment of ‘International
Labour Organization’ in 1919, declaring that “labour is not a commodity”
and that its management should be based on the principle of human and
social justice. This infusing of human aspect in labour management by the

¹ P. Ghosh and Santosh Nath; Labour Relations in India, New Delhi: Sudha
² Balwant Singh; Labour Policy and Administration; Delhi: M.D. Publications; 1996; p.16.
I.L.O. greatly influenced the enactments of labour legislations in India and many other developing countries.

The formation of All India Trade Union Congress in 1920 also affected the governmental labour policy. Due to industrial unrest in 1919-1920, the Government of India passed the Factories Act, 1922, applicable to all factories using power and employing not less than 20 persons. It provided for 60 working hours in a week and that women and children were not to be employed during 7.00 p.m to 5.30 a.m.³.

In 1923, the Mines Act was amended. This act prohibited employment of women in coalmines on hazardous points. Workmen's Compensation Act was passed in 1923. Under this act, compensation for partial or total disablement or death during the course of employment could be claimed. Trade Unions Act was passed in 1926.⁴

In 1929, Royal Commission on Labour was appointed which submitted its report in 1931. The Commission observed that the working class in India was neither sufficiently organized nor properly stabilized. Unsafe and poor working conditions, problem of indebtedness, strikes and lockouts, migratory character of labour, strained industrial relations etc. were common. The Commission recommended that a wage board be constituted, workers committee be established, maximum working hours not to be more than 54 per week, maternity benefit legislation be passed, permanent

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statutory machinery for the settlement of industrial disputes be established etc.\textsuperscript{5}

These recommendations were made in the light of evils in the wake of industrial revolution of the 18\textsuperscript{th} Century. However, no concrete efforts were undertaken by the Government to implement these recommendations. In view of the recommendations made in this report, the Factories Act was amended in 1934 providing for facilities of drinking water, washing, rest intervals, medical treatment etc. in factories employing more than 150 workers.\textsuperscript{6}

In May 1944, the grand charter of labour, popularly known as the Declaration of Philadelphia, was adopted in which the objectives of the ILO were revised and which strongly favoured the enactment of labour legislation in India.\textsuperscript{7}

As a result, Labour Investigation Committee was appointed in 1944 to look into the problems of the workers like minimum wages, employment, housing, employment risks, working conditions etc. The Committee in its Report, 1946 suggested that a code of safety to avoid accidents, state insurance for employment injuries and occupational diseases, maternity benefit legislation, standardization of wages, recognition of trade unions, better housing conditions etc. should be ensured.\textsuperscript{8}

\textsuperscript{5} C.B.Mamoria; Labour Welfare, Social Security and Industrial Peace in India; Volume II; Allahabad: Kitab Mahal; 1983; p. 1.
\textsuperscript{6} S.N.Mehrotra; Labour Problems in India; New Delhi: S.Chand; 1976; pp. 199-200
\textsuperscript{7} R.C.P.Singh; Labour Welfare Administration in India; New Delhi: Deep and Deep; 1989; pp. 57-58.
\textsuperscript{8} S.N.Mehrotra; Op.Cit; pp. 199-200
After independence, provisions of fundamental rights and directive principles of state policy were made in Indian Constitution to boost the cause of the weaker sections including the labour. Moreover, legislations like the Employees State Insurance Act, 1948; Minimum Wages Act, 1948; Industries Act, 1951; the Employees Provident Fund, Family Pension Fund and Deposit Linked Insurance Fund Act, 1952; Maternity Benefit Act, 1961; the Payment of Bonus Act, 1965; the Payment of Gratuity Act, 1972 etc. were passed. However, the Factories Act, 1948 is considered more important because it incorporates safety, health and welfare measures for workers.

The State of Haryana has developed as an industrial State having 8804 registered factories with a force of 519613 workers. It has five central public sector units. In order to streamline the working of industrial sector as well as the implementation of various labour legislations, an independent Labour Department has been set up.

**Universe of the Study**

The universe of the study consists of three industrial undertakings namely National Fertilizers Ltd., Panipat, SPL Ltd., Bahadurgarh and Cooperative Sugar Mills, Karnal in Haryana.

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9 Balwant Singh; Op.Cit; p.17
11 Statistical Abstract of Haryana; Economic and Statistical Organisation; Planning Department; Government of Haryana; Chandigarh: 2003, p. 385
Methodology

This study intends to examine the implementation of the Factories Act, 1948 in the universe of its study. For this purpose, the relevant information has been collected from primary sources and supplemented by secondary sources wherever necessary. Interview schedules have been worked out to elicit factual information from the workers, trade unions, management and the district inspectorates. A purposive sample of 50 workers, five respondents of management, five representatives of trade union of each undertaking and a total of five representatives of inspectorate staff has been drawn. Informal dialogues have been held to ascertain the reliability of information so gathered. However, the study confines itself strictly to the three units only.

APPLICATION OF CHI-SQUARE

Chi-Square, a research tool to verify the inter-dependence of different variables, is applied to examine some of the features of the socio-economic profile of the workers, their awareness of the Factories Act, 1948 and their response regarding actual implementation of various provisions of the Act. It is assumed in the hypothesis that such aspects differ significantly from one industry to another. If Chi-Square calculated is greater than Chi-Square tabulated, it supports and verifies the hypothesis that the socio-economic features of the workers and their awareness about the Act and its implementation vary from industry to industry whereas the vice-versa confirms the homogeneity of views of the workers in all the three industries.
**Review of the Available Literature**

In order to get a glimpse of labour problems and the kind of studies taken one has to examine the available literature. However, some of the relevant studies are as such:

**John Price** in his study ‘Organised Labour in the War’; New York: Allen Lane Penguin Books; 1940 points out that those who produce are inferior, and accept a lower status than the speculator. Such values have a reflection in legislative process but a steady change is taking place in the status of producer-workman.

**C.B.Mamoria and S.L.Doshi’s** ‘Labour Problems and Social Welfare in India’; Allahabad: Kitab Mahal; 1966 deals with the problems connected with the labour. It traces out the causes of failure of labour welfare and administration to social security and social insurance covering woman labour, child labour and agricultural labour. The study has pointed out the impact of ILO on the formation of labour policies and legislations in India.

**G.C.Halleij’s** ‘Dynamics of Social Security’; Meerut: Rastogi Publications; 1967 takes up the relevant aspects of social security and various legislative measures to make it effective for the workers in India.

highlighting the salient point of most important problems of such legislations.

M.V. Moorthy and B.L. Narayan's 'Participation of Workers in Welfare Work'; Planning Commission: Government of India; 1970 analyses the extent of labour participation in welfare activities and programmes. Some kind of standing orders/codes should be evolved about the objectives and methods of such activities.

Edwin B. Flippo's 'Principles of Personnel Management'; Tokyo: McGraw Hill Kogakusha Limited; 1971 describes the operative personnel functions. At the same time, it takes into consideration the welfare provisions like safety and health, employee service programmes and personnel research etc.

Antony Alcock's 'History of International Labour Organisation'; London: Macmillan Press; 1971 recounts the origin of ILO, its efforts to improve the lot of the workers in member countries including the enactment of legislations on various labour problems.

G. K. Sharma's 'Labour Movement in India'; New Delhi: Sterling Publishers; 1971 depicts the history of organized labour in India. It also presents the application of different theories of labour movement, the 'job consciousness' theory, the 'enterprise consciousness' theory, the 'class consciousness' theory etc. to the concrete reality of Indian labour scene on the basis of comparative study of the labour movements in other countries like U.K., Italy, France, erstwhile U.S.S.R., U.S.A., Japan etc.
Gurbaksh Singh’s ‘Industrial Disputes and Machinery for Settlement in India’; New Delhi: Arnold-Heinemann India; 1973 examines the history and basis of industrial disputes and the machinery for settling these disputes.

Sunanda Sonarikar’s ‘Implementation of Labour Enactments’; Bombay: Popular Parkashan; 1976 examines the implementation of major labour laws in Maharashtra and evaluates the efficacy of enforcement machinery. It also attempts to study the general level of consciousness among trade unions and workers about the provisions of important labour laws.


Pawan Chaudhary’s ‘Worker’s Welfare and Law’; Delhi: Metropolitan Book Company; 1977 deals with various aspects of Industrial Disputes, and Worker’s Welfare Legislations. It also deals with dispute settlement machinery and role of arbitration and significance of strikes, lockouts, gheraos and appearance of advocates before labour courts and industrial tribunals, domestic enquiries and evidence before such enquiries. It offers modest attempt to highlight some of the legislative pieces tailored
by the government e.g., Trade Union Act, Employees Provident Fund Scheme etc.

S.N.Dhyani's 'International Labour Organisation and India: In Pursuit of Social Justice'; Delhi: National Publishing House; 1977 attempts to study ILO and its impact on the Indian Labour Philosophy, labour legislation, administrative processes and progress. It describes the genesis, nature and goals of ILO, its major activities, and India's participation in ILO etc. It concludes that the ILO has had a great impact on Indian labour legislation as both are committed to common goal of social justice.

T.N.Bhagoliwal's 'Economics of Labour and Industrial Relations'; Agra: Sahitya Bhawan; 1982 gives an insight into causes of workers dissatisfaction and unrest and how the various countries have tried to reduce it by enacting various legislations to this regard with special reference to India. It critically analyses the various labour legislations in India for promoting better health and safety of industrial workers. It also describes the labour administration in India and the role of ILO and its influences on labour policy and labour legislations in India.

M.Kuttapan's 'Labour Policy and Administration in India': (Unpublished Doctoral Thesis, Kurukshetra University, Kurukshetra, 1983) examines the conditions of labour in the historical perspective. It concludes that labour policy and administration plays an important role in ameliorating the labour conditions in India.

C.B.Mamoria and Satish Mamoria's 'Some Aspects of Industrial Labour'; Allahabad: Kitab Mahal; 1983, Volume I deals with basic issues of
industrial labour in the country. After giving a glimpse of the industrial development and consequent growth of the labour force, it analyses the problems and issues relating to recruitment, absenteeism and labour; working conditions; industrial health and safety; wages; wage regulation and wage policy; bonus system; wage legislation; fringe benefits and incentive schemes; productivity of labour etc.

N.N. Chatterjee's 'Industrial Relations in India's Developing Economy'; Calcutta: Allied Book Agency; 1984 describes the socio-economic historical setting of industrial relations in India. It also describes various aspects of industrial disputes and the forms and methods of resolving them, including problems of discipline, worker's agitation etc. It suggests modifying the industrial laws as per changing labour environment.

P.E. Hart's 'Unemployment and Labour Market Policies'; England: Gower Publishing House; 1986 discusses unemployment and labour market policies suggesting alternative policies to reduce unemployment without increasing inflation.

B.D. Rawat's 'Labour Welfarism in India'; Jaipur: RBSA Publishers; 1988 has attempted an investigatory and analytical study of the state policy on subject of formulation of legislation relating to labour welfare and implementation of the welfare measures and programmes in various industrial sectors in the country. Labour Welfare was conducted on a voluntary basis. However, much of what is known, as labour welfare today has been made obligatory under protective labour legislations. It makes it necessary to educate the workers about legal provisions to make labour
welfare a success. The study also reveals that the role of trade unions is not satisfactory. It concludes that labour welfare has a significant role to play in the labour field.


His another book 'Labour Administration in India'; Bombay: Himalaya Publishing House; 1993 deals with labour administration at the central level as well as labour administration of eight selected states. It deals primarily with administration of labour policy, labour laws and labour welfare.

R.K.Sharma's 'Industrial Labour in India'; New Delhi: Atlantic Publications and Distributors; 1997 throws light on labour problems, labour welfare and social welfare. The book relates to various aspects of labour such as industrial organisation, human relations, personnel management, theories of motivation, labour welfare, India and ILO, industrial disputes and labour legislations etc.

S.K.Puri's 'Labour and Industrial Law'; Faridabad: Allahabad Law Agency 1999 contains various labour and industrial acts. The focus of the book is on bringing out the problems of workers in light. The recommendations of the National Commission on Labour have also been discussed.
Apart from the main studies, a number of research articles have appeared in various journals of repute like A.B. Maity's 'Labour Administration in India'; Indian Journal of Public Administration, Vol. 21 (4), October-December, 1975, pp. 745-761. It points out the gaps in labour administration in India and stresses upon the need to strengthen it so that it can work effectively and promote social progress among the workers.

P.D. Shenoy's, 'Industrial Disputes'; Indian Labour Journal, Volume 29(2), New Delhi: February, 1988; pp. 173-189 champions the cause of direct approach to a labour tribunal or court by the worker if his individual dispute case is not settled by the conciliation machinery or the case is not referred for arbitration within sixty days of receiving the case to enable the worker to get adequate opportunity to get a fair deal for his grievances and conflicts.

M.V. Srinivasan's 'Voluntary Retirement and Worker's Welfare'; Economic and Political Weekly; Volume 24(28), July 10-16, 1999; Mumbai; A Sameksha Trust Publication; pp. 1873-1876 examines the voluntary retirement schemes and national renewal fund which are designed to provide minimum sustenance security to the retired individual and his family.

Sucha Singh Gill's 'Migration of Labour in India'; The Indian Journal of Labour Economics, Volume 41(4), October-December, 1998; New Delhi: The Indian Society of Labour Economics; pp. 617-624 explains different theories of migration. It clears the scenario of migration of labour in India. It also explains new approach to migration theory.

R. Vanniarajan's 'Labourisation in India'; Indian Journal of Industrial Relations, Volume 34(3), January 1999, New Delhi: Shri Ram Centre for Industrial Relations.
and Human Resources; pp. 361-367 refers to worker's ownership of the industries which is also called worker's financial participation. The cases studied are Kamani Tubes, Co-operative of Slag Pickers, and Co-operation of Iron Ore Mines in Madhya Pradesh. The article explains in detail about worker's ownership and financial sharing in industries. Valentina Forastieri's 'Women Workers and Gender Issues on Occupational Safety and Health'; Haryana Labour Journal; volume 31(1); January-March 2000; Chandigarh: Haryana Labour Department; pp.65-75, aims at increasing the capacity of ILO's member states to protect worker's health, to prevent and reduce occupational accidents, injuries, occupational and work-related diseases, through the improvement of their working conditions and working environment. It provides recommendations on how to integrate the gender perspective in the field of occupational safety and health.

Studies on Haryana State

Raj Kumar's 'Labour Policy and Administration in Haryana'; Rohtak: M.D.University, Political Science Department; 1993 examines the performance of Haryana Labour Department in the realms of industrial relations, wages, working conditions, industrial safety, social security and labour welfare. It brings out that the Haryana Labour Department has not played a constructive and significant role in the effective implementation of various labour legislations. The efforts made by it in this direction are inadequate and insufficient. It suggests that the Labour Department in Haryana has to be more serious towards its duty. It also brings out that the role of Labour Welfare Board; Haryana is quite satisfactory in this regard. It
is playing a good role in providing welfare facilities to the worker's community.

*Balwant Singh’s* 'Labour Policy and Administration', New Delhi: M.D. Publications 1996 describes the emergence of labour policy in India as well as in Haryana. It explains the administrative set-up of labour in Haryana. It tries to find out the level of awareness of the worker's about provisions of selected enactments. It includes views of employers, employees, trades unions and officials on the administration of labour legislation. It explains labour problems and administration of labour welfare schemes. It is an empirical study based on primary data received from managements, trade union leaders, workers and selected officials.

*V.D. Dudeja’s* 'Industrial Policy and Small Industry in Haryana' Haryana Labour Journal, Volume 10 (1), January-March, 1979, Chandigarh: Haryana labour Department, describes that the concept of Industrial Policy is comprehensive one as it covers all those procedures, principles, policies, rules and regulations which control the industrial undertakings of a country and shape its pattern of Industrialisation. The Industrial Policy Statement of 1948 was the first formal enunciation of Government's intentions for the industrial system. He goes on to describe Haryana's position on the industrial map of India which assumed a place of pride thereon due to meteoric rise in number of industrial units both in small scale, large and medium scale sectors. Role of Haryana Financial Corporation, Haryana State Small Scale Industries, Export Corporation, and Export Promotion Cell, Haryana State Industrial Development Corporation has also been lauded.
M.K. Jain’s ‘Labour Welfare in Haryana’; Haryana Labour Journal; Volume 12(2); April-June; 1981; pp.7-9 describes the concept of Labour Welfare which occupies a significant place in industrial development and uplift of down-trodden. It says that a happy and contented work force is an asset for industrial prosperity of any nation. It enlists the welfare activities like Labour Welfare Centres, Holiday Homes, Industrial Housing, interest free loans, Crèches, Balwaris, health and safety of industrial workers, legal aid etc. provided by the state government at important industrial centres like Ambala, Bhiwani, Bahadurgarh, Sonepat, Faridabad, Gurgaon, Yamunanagar etc. It stresses that labour welfare would include such facilities, amenities and services as would help in creating healthy and congenial environment and conditions of work as well as for the recreation of the labour force.

S.M. Madan’s ‘Factories Act, 1948 as it stands Today’; Haryana Labour Journal; Volume 21(1); January-March; 1990; p.3 describes Factories Act 1948 as a comprehensive piece of legislation covering all the aspects regarding the factories namely: approval, licensing and registration of factories, the inspecting authorities under the Act, health, safety, welfare, working hours, employment of adults, women and young children, annual leave and penalties. It traces the history of the Factories Act, 1948 which was first passed as Indian Factories Act, 1881. This Act was applicable to all the manufacturing establishments employing 100 or more workers. Owing to lack of inspecting staff, the 1881 Act was practically ineffective. Therefore, it was continuously amended till 1947 when a comprehensive bill
to consolidate and amend the law related to Factory labour was passed and enacted in 1948. It also describes the salient features of the act.

**I.D. Chugh's 'Labour Welfare Activities in Atlas'; Haryana Labour Journal; Volume 22(1); January-March 1991; Chandigarh: Haryana Labour Department; pp.19-20** states that the crux of labour policies of Atlas is that the company must take care of its workers and workers must serve the growth of the company. It also describes the number of welfare activities undertaken in consonance with the Factories Act, 1948 like Atlas Canteen, Fair Price Shop, Libraries for employees and children, Music Schools, Sports Club, Club for Officers and Staff, nursery school, sewing school, dispensary, playgrounds, parks etc. Besides these Atlas pays 20% bonus every year, distributes free quilts and pullovers to number of needy and deserving workers, renders financial help to sick, organises trips to religious places every month. It stresses that the dynamic employees welfare policy pursued in the company exudes a climate of understanding and is perceived as an instrument to promote the human element.

**R.K. Singhal's 'Labour Welfare Activities in TIT'; Haryana Labour Journal; Vol.22 (1); Jan-March; 1991, Chandigarh: Haryana Labour Department; p.20** enlists the facilities provided in the Technological Institute of Textiles, Bhiwani which are, more or less, in confirmation with Factories Act, 1948. These include television centres, T.I.T. Senior Secondary School upto 10+2 level, Marriage House and Reading rooms for the workers and their children.
S. K. Bhatia's 'Achievements of NFL Panipat Unit in The fields of Employees Safety and Health'; Haryana Labour Journal; Volume 22(1), Jan-March, 1991; Chandigarh: Haryana Labour Department; p.27 describes the endeavours of the management to create best possible and ideal working conditions according to the Factories Act, 1948 with the idea of Plant and Employee's safety. The unit has organised a full-fledged Safety Department manned by well-qualified and experienced professionals and equipped with latest available safety equipments. Various other benefits to employees include well planned and Modern Township with amenities such as Kendriya Vidhalaya Model School, Hospital Shopping Centre, post-office, recreation centre, playgrounds etc.

Bhajan Das Gupta's 'ILO and Trade Unions'; Haryana Labour Journal, Vol. 26 (3), July-September 1995, Chandigarh: Haryana Labour Department; pp. 19-20 describes the establishment of ILO under the league of nations as one of the specialised agencies of the United Nations. He holds that ILO has played a vital role in shaping the course of industrial relations in India in many ways. He concludes that through the medium of ILO, the working class throughout the world has achieved the social status and fundamental opportunities of organising themselves and bargaining for their welfare and hopes that ILO would continue for the establishment of peace and harmony through social justice.

and promotion of safety measures. He emphasises that dependence on governmental efforts in this regard will help only to a point. It is the combined efforts of the management, workers and labour unions which will help in controlling and minimising the hazards and improving the work environment in the industries. Personnel training can also go a long way in generating safety consciousness amongst employees.

- Pawan Budhwar's 'Awareness of Labour Legislations and Exploitation - A Direct Relationship', Haryana Labour Journal; Vol. 26 (2), April-June 1995, Chandigarh: Haryana Labour Department; pp.5-9 highlights the relationship between socio-economic background of employees (both White and Blue-collar) and their awareness of labour legislations and resultant exploitation. He points out that the poor awareness of workers about the provisions of labour legislations also helps the management in exploiting the employees. Moreover, the role of Labour Welfare Officer and law enforcing agencies is also not favourable for the employees.

- J.M. Bagali's 'Safety: An Educational Manual for Industrial Safety Promotion: Theoretical Approach'; Haryana Labour Journal; Vol. 26(3); July-Sept 1995; Chandigarh: Haryana Labour Department; pp 9-10 lists out various fundamentals of safety. He stresses that while accidents can never be entirely eliminated, they can be reduced in number and severity, through continuing safety education, accident prevention programmes and constant alertness to potential hazards.
M.M. Bagali and P.S. Dandannaur's 'Industrial Worker: A key person in promoting Safety at Workplace'; Haryana Labour Journal; Vol. 28 (1) Jan-March 1997; Chandigarh: Haryana Labour Department; pp 7-9 stresses that the active involvement of the workers is very important in controlling accidents and thereby promoting safety at work place. The essence of labour participation in safety promotion lies in the firm belief and confidence in the worker, in his capacity for growth and learning, in his ability to contribute significantly with his head, hand as well as heart and this implies the encouragement to theory of industrial democracy.


Attar Singh Talasgar's 'Industrial Relations v/s Human Resource Development'; Haryana Labour Journal, Vol. (29 (3), July-September, 1998; Chandigarh; Haryana Labour Department, pp.5-10 explains the meaning of Industrial Relations and concept of Human Resources Development. This article also highlights importance and need of Human Resource Development and suggests many measures to improve the ability and creativity of manpower.

managing workers at any time as an art and science by itself which requires both systematic and scientific approach, and equally advanced managerial skills and various Human Resource Development and Human Resource Management techniques.

S.N. Mahapatra and Sanjay Pandey's 'Human Resource Management Functions in Multinational Enterprises'; Haryana Labour Journal, Vol. 30(4), Oct.-Dec. 1999; Chandigarh: Haryana Labour Department; pp 11-14 stresses that recruitment of managers must focus not on functional expertise, but for attitude and approaches that fit the corporate goals and culture. It highlights the need for cross-cultural training for managers of those companies who globalise in order to expand their market. The training programme must focus on soft skills such as interpersonal communication, teamwork, innovation and leadership.

Valentina Forasti"i's 'Women Workers and Gender Issues on Occupational Safety and Health'; Haryana Labour Journal, Vol. 31 (1), Jan-Mar. 2000; Chandigarh: Haryana Labour Department; pp.65-75 aims at increasing the capacity of ILO's member states to protect worker's health, to prevent and reduce occupational accidents, injuries, occupational and work-related diseases, through the improvement of their working conditions and working environment. It provides recommendations on how to integrate the gender perspective in the field of occupational safety and health.

The review of the literature shows that a little work has been done to study the implementation of labour legislations. Hence, an empirical study is conducted on labour legislations under the title: "Implementation of
Factories Act, 1948 in Haryana — A Study of Three Industrial Establishments.”

Objectives of the Study

The main objectives of the study are:

1. To study the history and genesis of the Factories Act, 1948.

2. To know about the awareness of workers about the Act.

3. To evaluate the impact of socio-economic features on awareness of workers about various provisions of the Factories Act, 1948.

4. To evaluate the adequacy of various provisions of the Act.

5. To examine the implementation of the Act.

6. To study the effectiveness of administrative machinery in implementing the Act.

Tentative Hypotheses

1. Labour is less aware of various provisions of the Act because of lack of education, their migratory character, poverty, rural background, nature of the industry etc.

2. Socio-economic features and awareness of workers differ from industry to industry.

3. Implementation of the Act is not much effective.

4. Administrative machinery and the staff for implementing the Act are inadequate.
5. Trade Unions have little role in the effective implementation of the Act.

6. The degree of its implementation varies in central, state and private establishments.

**Scheme of Chapterisation**

The study has been divided into six chapters.

The first chapter possesses the literary review and research framework of the study.

The second chapter casts a brief light on the industrial profile of Haryana State and the three units under study.

The third chapter discusses the organisational structure of labour administration in the State.

The fourth chapter deals with socio-economic traits and level of awareness among the workers about the various provisions of the Act.

The fifth chapter studies the implementation of the Factories Act, 1948 taking the views of workers, members of trade unions, management and inspectorate staff.

The sixth chapter is by way of major findings and valuable suggestions.