

Occupational Health and Safety - A Study in Tirupur Garment Industries

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Abstract -- In the organization the health and safety of the employees are very important to handle efficient work place. Accidents and mishaps are unforeseen circumstances that can affect individuals and groups at any time and in any place. Most accidents are preventable, but the carelessness or negligence of the involved individuals leads to major injuries and grievances. In order to prevent Accidents the workplace should be safe and secure for the ability and health of the involved workers. This study deals with the occupational health and safety places in work place of Garment industries in Tirupur city. Lack of safety measures can create Accidents for the organization and negatively affect the working criterion of the organization. The management has to devise and implement effective safety procedures to reduce hazards and prevent accidents in the workplace. The can motivate the employees as they are working in safety environment this perspective as employees admire working in organizations that prefer safe working conditions. Employees believe that safer working conditions enhance their ability work because they do not feel scared in troublesome situations. The management should coordinate with all the related stakeholders when they devise policies about safety at workplace, as this would enhance a positive change in an organization. In this study questions are given to employees and feedback are collected so that solutions are given to improve the infrastructure of the industries.

I. INTRODUCTION

The Occupational health and safety is a discipline with a broad scope involving many specialized fields. In its broadest sense, it should aim at:

- the promotion and maintenance of the highest degree of physical, mental and social well-being of workers in all occupations;
- the prevention among workers of adverse effects on health caused by their working conditions; the protection of workers in their employment from risks resulting from factors adverse to health;

- the placing and maintenance of workers in an occupational environment adapted to physical and mental needs;
- the adaptation of work to humans.



Fig. 1

The occupational health and safety encompasses the social, mental and physical well-being of workers that is the “whole person”. Successful occupational Occupational health and safety is a discipline with a broad scope involving many specialized fields. In its broadest sense, it should aim at:

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Fig. 2

Occupational health and safety encompasses the social, mental and physical well-being of workers that is the “whole person”. Unfortunately some employers assume little responsibility for the protection of workers' health and safety. In fact, some employers do not even know that they have the moral and often legal responsibility to protect workers. As a result of the hazards and a lack of attention given to health and safety, work-related accidents and diseases are common in all parts of the world.

II. IMPORTANCE OF THE STUDY

In order to develop a successful health and safety in the organisation, it is essential that there be strong management commitment and strong worker participation in the effort to create and maintain a safe and healthy workplace. An effective management addresses all work-related hazards, not only those covered by government standards. All levels of management must make health and safety a priority. They must communicate this by going out into the worksite to talk with workers about their concerns and to observe work procedures and equipment. In each workplace, the lines of responsibility from top to bottom need to be clear, and workers should know who is responsible for different health and safety issues.

Objectives:

- To study about the socio economic profile of the respondents
- To discuss about the safety and wellbeing of all workers in the Textile Organizations
- To analyze the factors influencing about the health and safety in the Garment sector

- To offer the suggestions to improve the health and safety measures in the industries

III. RESEARCH METHODOLOGY

Research Methodology is a way to systematically solve the research problem. It may be understanding as a science of studying how research systematically solves the research problem. It may be understood as a source of studying how researcher is done scientifically. In this study of the researcher studies various steps that are generally adopted in studying this research problem along with the logic being them. It is necessary for the researcher to know not only the research methods/techniques but also the methodology.

In this methodology the researcher discuss the objective selection of area, sample design, data tabulation and analysis tools used to analyzed data period of the study and the limitation study.

1) Research design:

The research design used for the study is descriptive research design

- Descriptive Research Design: Descriptive research design is used to describe the state of affairs during the time of survey. The descriptive research is a rigid design and it gives the complete and accurate information about the study.

2) Sampling design:

- Sampling Technique: Non- probability sampling design (convenient sampling technique).
- Sample size: Sample size is 100.

3) Data collection:

- Primary Data: The data were collected through structured questionnaire.
- Secondary Data: The secondary data were collected from official records and magazines.
- Method of Data Collection: The method adopted for data collection from supervisors was interview method by suing interview

schedules contains questions. In order to avoid the doubts and difficulties in understanding the questions the supervisors were interviewed personally. The data collected through interview method were only from supervisors. The researcher himself also met supervisors even during the time of operation with the help of respective managers. The interview schedule was also pre- tested before starting the actual data collection.

4) Tools for Data Analysis:

The collected data are tabulated and interpreted by using simple

- Percentage Analysis:

$$\text{Percentage of respondents} = \frac{\text{Number of respondents}}{\text{Total respondents}} \times 100$$

Percentage Analysis - Education Level of the Respondents

S.NO	EDUCATION LEVEL	TOTAL	PERCENT AGE
1	UG	45	45
2	PG	20	20
3	OTHERS	35	35
	TOTAL	100	100

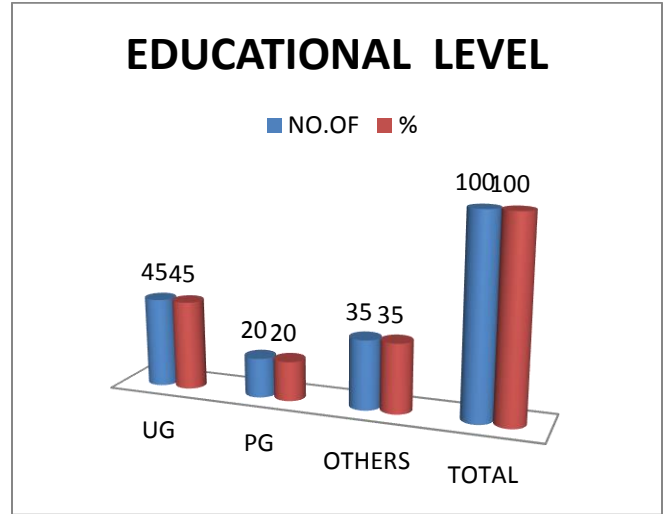
IV. INTERPERTATION

The above table shows that 45 percent are having UG level education, 20 percent are PG level, and 35 percent are others.

V. INFERENCE

Majority (45) of the respondents' education level is UG.

VI. CHART - EDUCATION LEVEL OF THE RESPONDENTS



VII. SUGGESTIONS

- Workers and human resources are the necessary components of all organizations due to their role in the effective accomplishment of objectives.
- Corporations cannot achieve long-term success and sustainable growth in the absence of motivated, safe, healthy, and effective workers.
- The health and safety of all workers are necessary to ensure the enhancement of productivity and efficiency at all levels and areas
- Occupational health and safety is more than accident prevention and it encompasses all aspects of working conditions;
- Management's commitment to health and safety is crucial;
- Training is a critical component of any health and safety programme;
- Recognize a number of occupational hazards and some of the types of work generally associated with those hazards;

VIII. CONCLUSION

The role Workers in every occupation can be faced with a multitude of hazards in the workplace. Occupational health and safety addresses the broad range of workplace hazards from accident prevention

to the more insidious hazards including toxic fumes, dust, noise, heat, stress, etc. Preventing work-related diseases and accidents must be the goal of occupational health and safety programmes, rather than attempting to solve problems after they have already developed. Hazards in the workplace can be found in a variety of forms, including chemical, physical, biological, psychological, non-application of ergonomic principles, etc. Because of the multitude of hazards in most workplaces and the overall lack of attention given to health and safety by many employers, work-related accidents and diseases continue to be serious problems in all parts of the world. Management commitment to health and safety and strong worker participation are two essential elements of any successful workplace health and safety programme.

In this study the researcher gave certain suggestions to improve the health and safety life of the employees.

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