

OCCUPATIONAL HAZARDS IN TEXTILE INDUSTRY

[A study on Parvathi Mills Kollam]

A PROJECT WORK

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**OCCUPATIONAL HAZARDS
IN TEXTILE INDUSTRY**

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CERTIFICATE

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SYNOPSIS

- *Introduction*
- *Statement of the Problem*
- *Relevance of the Study*
- *Literature Review*
- *Research Setting*

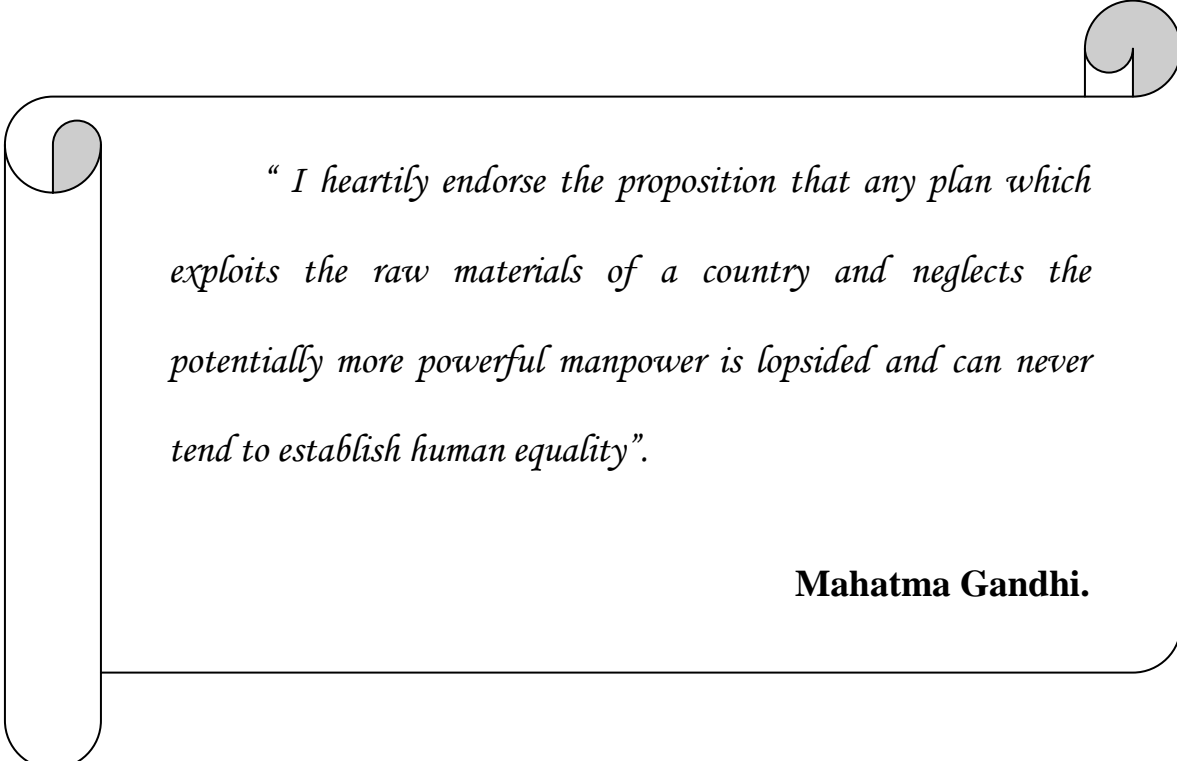
“Peasants and labourer are backbone of the Nation. “

-Sri Jag Jivan

Ram.

“Labour is the source of all wealth, the political economists assert. It is this - next to nature which supplies it with the material that it converts into wealth. But it is even infinitely more than this it is the prime basic condition for all human customs, and this to such an extent that, in a sense we have to say that labour created man himself.”

- Frederic Engles.



“ I heartily endorse the proposition that any plan which exploits the raw materials of a country and neglects the potentially more powerful manpower is lopsided and can never tend to establish human equality”.

Mahatma Gandhi.

. to all the laborers

SYNOPSIS

- *Title of the Study*
- *Objectives*
- *Hypothesis*
- *Concepts*
- *Design*
- *Pilot Study*
- *Universe and Unit*
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SYNOPSIS

- *Summary*
- *Testing of Hypothesis*
- *Findings*
- *Suggestions*
- *Application of theory*
- *Area of further study*
- *Conclusion*

Introduction

The textile industry occupies a unique position in the Indian economy as it contributes significantly to the industrial production, employment generation and foreign exchange earnings currently, it adds about 14 percent to the industrial production and about 4 percent to the GDP. It has immense potential for employment generation, particularly in the rural and remote areas of the country. On account of its close linkage with agriculture and it provides direct employment to about 35 million persons including substantial segments of SC/ST and women. The textile industry is the second largest provider of employment after agriculture. The contribution of this industry to the gross export earnings of the industry is about 24.6 percent. It is the only industry, which is self-reliant and complete in value chain, i.e. from raw material to the highest value added products. Therefore the growth and development of this industry has a significant bearing on the overall development of the Indian economy.

Another aspect of modern industrial life that receives limited publicity is its value of danger. Accident occurs daily. Some involving no more than a bruise or a scrape. Others resulting in permanent disability or death. Occupational hazards are a very serious problem in our industrial sector.

An industrial worker can be exposed to five hazards depending upon his occupation:

Physical hazards, chemical hazards. Biological hazards, Mechanical hazards, Psychological hazards.

These occupational hazards resulted to some occupational diseases. In cotton industry there are numerous diseases occurred due to the dust. Asthma, Byssinosis, Bronchitis and skin infections or industrial asthma are common among workers.

1. Physical hazards

(a) Heat and Cold: Heat is a common hazard in most industries in our country. Heat stagnation is the main problem in cotton textile industry. Heat may cause burns, heat strokes heat cramps fatigue and increased accident. The recommended comfortable temperature in our industry is 69⁰ to 80⁰F. Important hazards associated with cold are Chilblains erythrocyanosis and immersion foot.

(b) Light: Workers may be exposed to the risk of poor illumination or excessive brightness which may cause eye strains, head aches, there should be. Sufficient and suitable lighting natural or agricultural, where over persons are working

(c) Noise and Vibration: Noise is a health hazard in many industries. The effects of noise are of two types.

Auditory effects which consist of nervousness, fatigue interference with communication by speech decreased efficiency and annoyance Noise should be reduced to the minimum safe levels where noise cannot be noise defenders should be provided vibration usually affects the hands and arms. After some months or years of exposure, the fine blood vessels of the fingers may become increasingly sensitive to spumes exposure to vibration may also produce injuries of the joints of the hands, elbows and shoulders.

2. Chemical hazards:

There is hardly an injury which does not make use of chemical hazards are on the increase with the introduction of newer and complex chemicals. Exposure to industrial chemicals may cause skin diseases allergy, cancer and the like.

Common industrial chemical are machine oils rubber acids alkalis and limes inhalation of which may cause lung diseases.

3. Biological hazards:

Workers may be exposed to ineffective and parasitic agents at the place of work. The occupational diseases in this category are brucellosis, anthrax psittacosis, tetanus, fungal infections and a host of others personal working among animals products.

4. Mechanical hazards:

They may be due to protruding machinery and from moving parts of machinery, fire explosion electricity about 10 percent of accidents in industry are said to be due to mechanical causes.

1. Psychological hazards:

Such hazards may arise from lack of job satisfaction, emotional tension frustration, insecurity. Poor human relationships. It may be due to the workers inability to live in harmony with his environment both at home and place of work. These factors may undermine both physical and mental health of the workers. Psychological hazards are now assuming more importance than physical or chemical hazards.

It has long been evident that these exposed prolonged period to noise, dust and other unfavorable conditions suffer various degrees of health impairment.

Occupational Diseases:

Occupational diseases are the result of physical conditions and the presence of industrial poisonous and non-poisonous dust in the atmosphere. Raw materials, products byproducts and waste products may in the process of being extracted or manufactured enter the body in such a quantities as to endanger the health of the workers.

In silk and cotton industry the workers suffer from inhalation of dust which causes respiratory diseases, high blood pressure asthma, heart disease diabetes asperity and industrial dermatitis.

Occupational diseases usually develop over an extended period of time. They are slow and generally cumulative in their effects are irreversible and often complicated by non-occupational factors. They are the result of constant exposure to the influence of toxic substances of microorganisms of air-borne contaminants and stress producing elements.

In cotton industry there are numerous diseases occurred due to dust. Some of the diseases are given below.

1. *Asthma*

Is a allergy caused by the dust it occurs to the contact with the foreign substance may brought about by inhalation by injections or by injection into the skin.

2. *Byssinosis*

Byssinosis is due to inhalation of cotton fiber dust over long periods of time. The symptoms are chronic cough and progressive dispense ending in chronic bronchitis and emphysema.

3. *Bronchitis*

Bronchitis can be acute or chronic. Acute bronchitis normally lasts for only a few days and is followed

by complete recovery dust and fumes also cause a role in the disease.

4 Emphysema

Is usually associated with a long history of bronchitis it strikes at the air sacs causing them to over inflates and eventually rupture. Consequently lung efficiency diminishes.

5. Disease of the skin

Skin infections or industrial asthma are common among workers. The disease is caused by chemical irritants.

Industrial Health

The term health is a positive and dynamic concept and implies more than an absence of illness. The W.H.O has defined health as; 'a state of complete physical mental and social well being and not merely the absence of disease or infirmity'. Industrial health refers to a system of public health and preventive medicine which is applicable to industries concerns.

According to the joint I.L.O/W.H.O committee on organizational health. Industrial health is:

-
1. The prevention and maintenance of physical mental and social well-being of workers in all occupations.
 2. Prevention among workers of ill health caused by the working conditions.
 3. Protection of workers in their employment from risks resulting from factors adverse to health.
 4. Placing and maintenance of the worker in an occupational environment adapted to his physical and psychological equipment.

The basic objective of industrial health is the prevention of disease and injury rather than the cure of disease. It involves a programme of health conservation and prevention of occupational disease.

Importance of Industrial Health

Since a large number of workers spend a great deal of their time in an industrial setting. 'On the one hand, efficiency in work is possible only when an employee is healthy. It is with the intention of reducing these hazards and improving the workers health that the discipline of industrial health came into being as a branch of public health in its own right. The symptoms of bad health are a high rate of absenteeism and turnover. Industrial discontent and indiscipline poor performance and low productivity. A reduction in the rate of labour turn over, absenteeism,

accident and occupational disease have been the natural consequence of industrial health programmes. The other benefits which can not be easily measured. Include reduced spoilage improved morale increased productivity per employee and a longer working period of an individual.

Accidents

An industrial accident may be defined as “an occurrence which interferes with the orderly progress of work in an industrial establishment” (U.B. Mammoria)

According to safety experts there are three basic causes or factors that contribute to accidents in organization.

1. Chances of occurrences
2. Unsafe conditions
3. Unsafe acts on the part of the employees.

Unsafe conditions include improperly guarded equipment, defective equipment, hazardous arrangement or procedure in and or wrong machines or equipment; unsafe storage congestion overloading inadequate safety devices wrong and facility layout and bad location. Improper illumination insufficient light improper ventilation insufficient air charge impure air source, Poor house keeping. Other work related causes of the accidents are the job itself some jobs are inherently more dangerous than others. Accidents are more frequent in the night shifts.

Psychological climate of the work place also affects the accident rate. Psychological mental and emotional imbalances are at the root of several accidents emotionally disturbed and mentally pre-occupied persons meet more accidents than an normal person. The psychological factor associated with accidents are fatigue, anxiety tiredness, overwork monologue boredom lack of self confidence and frustration.

Unsafe acts may be the result of lack of knowledge or skill on the part of the employee. These acts are

1. Operating without authority.
2. Failing to secure equipment or warning other employees of possible danger.
3. Failing to use safe attire or personal, prolictnic equipments, throwing materials carelessly.
4. Working at unsafe speeds.
5. Making safety devices inoperative by removing adjusting disconnecting them.
6. Using unsafe procedures in loading planning, mixing, combining.

An industrial injury has been defined as “a personal injury to a employee which has been caused by an accident or an occupational disease, and which arises out of

or in the course of employment and would entitle such employee to compensation under the workmen's compensation Act 1923."

Statement of the Problem

The present study deals with the occupational hazards experienced by the workers in a textile industry.

The working conditions and the environment in the industry affect the employees negatively. Numerous people are affected by occupational diseases.

Moreover an attempt will be made to find out how the workers are responding to this situation.

The textile industry occupies a most important and unique place in economy of the country by virtue of its contribution to the industrial output employment generation and foreign exchange earning despite this commendable growth the industry is now passing through unprecedented crisis caused by up hazarded structure of establishment. Excess spinning and weaving capacities, use of obsolete plants and machinery, out dated technology for production, substandard quality of products, higher price, very low machine and labour productivity, infeasible labour laws low income of people behind the industry etc.

The Indian textile industry is therefore turning to be uncompetitive and in capable to face the challenges and

demands of globalization and regime of W.T.O several third world countries have gone a long way and achieved appreciable progress in restructuring the textile industry by technology up gradation and modernization to make the textile products globally competitive both in quality and price. India's achievement in this is awfully low while several other developing countries have restructured the industry by replacing the old plant and machinery with most modern ones. To the extent of 40-65% of the total installed capacity India's achievement in this is less than 15%. In an industry the employees are often subject to certain hazards, that is health hazards and occupational diseases.

In the Parvathi mill in early days there were 2000 labourers were employed due to various reasons the strength will declined and in present there were only 600 employees were worked.

Relevance of the Study

Textile industry is the largest industrial sector in India. But today the industry confronts many serious problems.

Parvathi Mill is the first textile industry in Kerala, but today it is under the threat of closure. At the same time hundreds of families are depending on this company for their livelihood.

The study of textile industry and the occupational hazards in the textile industry will be beneficial for both the management and workers of the industry.

The trade unions and all other agencies working for the welfare of the labours can make use of the findings of this study.

Planners policy makers and all those who are interested in the welfare of workers can use the findings of this study, in order to check out programmes for improving the working conditions in the industries. Management of textile mills can use the findings of this study and initiate steps to eradicate the occupational hazards.

This study is also a contribution to the discipline of. Industrial sociology

Literature Review

The encyclopedia of social sciences (1935) defines labour welfare as “the voluntary efforts of the employers to establish with in the existing industrial system, working and sometimes living and cultural conditions of the employees beyond that which is required by law, the custom of the industry and the condition of the market”.

Mayo (1940) demonstrated that employee productivity was affected not only by the way the job was

designed and the manner in which employees were rewarded economically.

According to Bullock (1952), Job satisfaction is an attitude which results from a balancing and summation of many specific likes and dislikes experienced in connection with the job.

Smith (1955) has defined job satisfaction as an employees judgment of how well his job has satisfied his various needs.

Robbins (1963) too has defined job satisfaction as an employees general attitude towards his job.

Ganguli (1963) who found that percapita production in each shift remained the same. Regarding the differential effects of shift phases.

A study was conducted in Bombay industries about the absenteeism (1964). They found that an authorized absenteeism is higher in night shifts. Absenteeism due to sickness was found to be relatively greater in the general and first shifts than in the second and third shifts in all industries; absenteeism due to other causes was found to be relatively important in the second and third shifts.

The royal commission on labour (1964) found that in a large number of factories the fresh employees engaged each month was at least five percent of the

establishment. Monthly percentage of labour turnover in cotton textile industry has been estimated at about 0.6% in the cotton textile industry Maharashtra in the average accession rate in all centers was 1.75 and the average separation rate was 1.47 per 100 workers.

Pierach (1965) reported one study in which it was found that Ulcer was eight times more common among shift workers than among permanent day shift workers. Shift work may have direct or indirect relationship to a specific body illness such as gastro-intestinal disorder and Ulcer other troubles such as headache cold, tuberculosis, Asthma cancer etc.

Adams (1965) States that people will be better motivated if they are treated equitably and demotivated if they are treated inequitably. It is concerned with perception of how they are being treated in relation to others.

Blum & Naylor (1968) have defined job satisfaction a general attitude formed as a result of specific job factories individual characteristics, and relationships outside the job.

Vernon (1968) reported that the output for a group of workers on the right-shift-differed little from that of the same group when working during day time.

Job satisfaction is infectious and carries over to life outside the workplace (Howard & Frink). Fredlandur and

Margulus (1969) have shown that organizational climate is significant determinant of job satisfaction.

Cawsey (1973) found that job satisfaction increases as the individual perceives organizational climate as having more opportunities for achievement.

Karasick (1973) have suggested that supportive climate is likely to be associated with higher job satisfaction.

RC Saxena (1974) found that night shift has ultimately an adverse effect on the health of the worker and the quality and quantity of his output. Night work impairs the health of the worker causes higher absenteeism and curtails higher opportunities for social life. It has been noticed that the workers have very difficult to sleep during the day.

According to Harrell (1978) "Accidents are not only expensive but they also lower the morale of workers and in addition result in lower production.

Locke (1979) States that motivation and performance are higher when individuals are set specific goals, when the goals are difficult but accepted and when there is feed back on performance.

Joseph (1980) Industry is a very large number of interconnected workgroup of employees- It may seem that

they were work for money alone; there is an undercurrent of scores of other motivations. If the employees feel that they are being managed well, then they identify with the organization and the results good industrial relations.

The manner of participation and the level at which it is exercised consequently bring forth. Outcomes such as organizational effectiveness. Job satisfaction, Job involvement etc.(Puthak 1983) because provides the employee a sense of importance, pride accomplishment freedom and opportunity for sharing information consultation and partnership in joint decision making. A vast majority of studies have provided evidence for correlation between job satisfaction and participation. Besides other factors opportunity of self expression self-actualization and salary are found to be the main aspect of occupational level.

Dessler (1983) occupational stress can arise from the persons work schedule pace of work job security, or many other factors. Regardless of its source it can lead to anxiety, depression anger and even disease.

Allen (1984) found that married persons tend to have lower absence rate and although absence declines with age.

Chopra (1989) all the research studies on the subject morale and productivity is that there is no consistent, positive and casual relationship between morale and

productivity. In some studies, no significant and consistent correlation was found between high productivity and high morale.

Schultz (1990) found that anxiety and depression are two psychological problems that occur at work often they are part of a complex response to stressful and hazardous work conditions. In general they are the two most frequently diagnosed psychiatric disorders. Anxiety and depression range in severity from mild severe.

Saiya dain (1991) found that neither the distance between workplace and residence nor the transport facilities contribute to absenteeism. Study shows that education year of experience, distance from work place, drinking habit risky and monotonous work and unsupportive supervisory behavior play a significant role in absenteeism.

Wodden (1992) speculated that women employees tend to be more absent because they are more sensitive to family needs.

Stamper (1992) immunological parameters were studies in a group of 24 cotton textile workers. The subgroup of volunteers undergoing immunologic testing did not differ from the original cohort of textile workers in age, sex, smoking history, prevalence most chronic respiratory symptom nor were there any significant differences in base line. Lung functions across shift systems 24 cotton worker volunteer underwent skin lesting with extract of cotton text

and cotton seeds of these 24 have positive text. One of the 8 skin test positive worker had symptoms of bysinosses

These studies reveal that one of the occupational diseases happening in the mill was asthmatic and the other diseases are primary skin cancer, Bronchitis and Deafness. Majority of the employees says that there is accidents in the mill and they says there is no medical facilities provided in the mill. Employees are not satisfied with the safety provision provided except employment of women. And there is another problem regarding use of drugs. Accidents losses of efficient absenteeism are of the after effect of the usage drugs in the mill.

Kiriccki, Carson and Bohlandar (1992) found that human resource management policies like employee training, advancement opportunities job security etc influence job satisfaction positively.

Rillgen (1994) reveals that in these women textile workers chronic respiratory symptoms were associated with job category. These data support evidence for an increased prevalence of respiratory disease in populations exposed to cotton dust.

Schertz (1996) Occupational skin disease can cause significant morbidity in textile industry workers both allergic contact dermatitis (ACD) and irritant contact dermatitis have been reported textile workers with job exposures to raw textile materials area highest risk for work

related dermatitis. Textile industry worker with essentially no textile product exposure were more likely to have non-work related dermatitis. (ICD) was only more frequent than ACD.

Pinto (1998) many workers in the textile industry have respiratory symptoms that are related to work environment workers exposed to cotton fibers in spinning areas have the highest prevalence of respiratory diseases.

Balasubramaniam (1998) in his book trade union movement, can say that while the Indian economy has changed in the last five years, the trade unions have not again, while it would be premature to state that the death of trade unions is immensed, it is equally true that the union will have to re-orient their arms approach and style to wait the changed situation. Without government backing or the support from the society at large, the union will have to perform to achieve results. At a time when the working class movement is undergoing continuous transformation, it will be imperative for trade unions to continuously try and meet the requirements of their constituents, without losing sight of the economic realities of the country.

Khan (2000) Study showed a high degree of respiratory related illness present among the workers in the spinning section. Irrespective of variation of age as well as work pattern non smokers were less likely to be affected.

Luck (2002) found that blood pressure was more affected by over all noise exposure while the instantaneous peak noises affected heart rate an increase of 13 decibels. In average noise exposure led to a two millimeter in diastolic blood pressure.

Theoretical framework

According to Marx the economic exploitation and inhuman working conditions lead to increasingly alienation of man.

Labour is external to the worker i.e. Does not being to his intrinsic nature; that in his work, therefore, he does not affirm himself but denies himself does not fell content but unhappy does not develop freely his physical and mental energy but mortifies his body and run his mind. The worker therefore only feels out side his work and in his work feels outside himself. He feels at home when he is not working, and when he is working he does not feel at home. His labour is therefore not voluntary, but coerced; it is forced labour it is therefore not the satisfaction of a need; it is merely a mean to satisfy needs external to it. When character emerges clearly in the fact that as soon as n physical or other compulsion exists labour in which man alienates himself, is a labour of self sacrifice of mortification. Lastly the external character of labour for the worker appears in the fact that it is not his own but some one else is that it does not belong to him that in it he belongs,

not to himself but to another just as in religion the spontaneous activity of the human imagination, of the human brain and the human heart operates on his as an when, divine or diabolical activity-in the same way the workers activity is not his spontaneous activity. It belongs to another it is the loss of his self.

This theory seems to be relevant in the context of the 4th objective of the present study.

Research Setting

Present study is about the occupational hazards in a textile industry. 60 labourers who belonging to the age group of 30-60 years were included in the study. The focus of the study was to find out how the duration of work and occupational diseases are related, and also to identify the various occupational hazards found in the industry. The present-study comes under the discipline of industrial sociology.

The study was conducted in Parvathi Mills situated in Kollam district.

Title of the Study

The occupational hazards in the textile industry
(Parvathi Mills, Kollam).

Objectives of the Study

The objectives of this research are the following.

General Objective

To study the occupational hazards in the textile industry.

Specific objectives

- To find out the various occupational diseases and accidents in the textile industry.
 - To examine how the duration of the work of labours and the gravity of occupational hazards are interdependent
 - To find out the work load and shift systems affect the worker's mental and physical health.
 - To study the relationship between occupational hazards and absenteeism.
 - To give suggestions for the improvement of the present conditions of work.
-

Hypothesis

Longer the duration of employment of a person in the textile industry greater will be the chance of contracting an occupational disease.

Concepts

Occupational hazards

Employees in an industrial establishment are often subject to certain health hazards and occupational diseases. There are five type of hazards- physical, chemical, Biological, Mechanical and psychological hazards (Sharma).

Occupational Diseases

Occupational diseases are the result of physical conditions and the presence of industrial poisonous and non poisonous dust in the atmosphere enter the body in such quantities as to endanger the health of worker.

Shift system

In Parvathi mill there is multiple shift system. Here work is carried out in three shifts each ordinarily casting for 8 hrs with adequate rest periods.

Research Design

The research design used in this study is the descriptive design

Pilot Study

Pilot study was conducted at Parvathimill Kollam which was use full for the formulation of the research design and also helpful to develop insights in to the following.

- a. The feasibility of conducting the study
- b. The universe of the study.
- c. Sampling design to be adopted.
- d. The appropriate tools to elicit the required response from the respondents.

Universe and Unit

Universe of the study constitutes all the labourers working at present in the Parvathimill. Unit of study is the only one labour in the Parvathi mill.

Sampling

The sample was selected through simple random sampling. From the total 611 labourers 60 labourers were taken for the study i.e.; approximately 10% of the population. In total 11 females and 49 males were taken for the study. The respondents were working in different working condition and in different shifts belonging to various age groups. The duration of service in the industry was also different for each respondent.

Tools of data collection

Both primary and secondary data were collected for this study. The primary data were collected through field work among the labourers in the Parvathi mill. The main tools selected for this study were interview schedule, informal interviews and observation in depth interviews were conducted with the key resource persons like trade union leaders personal managers Doctor in E.S.I hospital and the senior members of the office staff for more details and also for collecting the secondary data.

The secondary data were collected from the official documents; periodicals research reports, journals and books.

Pre Test

After preparing interview schedule a pretest was conducted by taking 6 respondents that 10% of the sample. The researcher conducted the pretest to test the validity of the questions in the actual field situation after this, unwanted and irrelevant questions were avoided and some new questions included to make the tool effective.

Variables

Independent Variable: Type of work, Duration of work, shift system, Medical facilities

Dependent Variables: Health problems of workers, absenteeism

Analysis

The collected data were entered into the statistical package for social science (SPSS) after that classification, tabulation and analysis were done. The use of SPSS makes this task very simple.

Limitations of the Study

1. Study was based on the opinion of the employees and it is not completely free from bias.
2. Limited time and resources under the command of the researcher.

Company Profile

Textile industry is one of the oldest industries of the industry. The Indian cotton textile industry has recorded industry of 150 years the Indian textiles were world famous from the immemorial. It is also a very important industry, as it produces a basic need of the people viz cloth. The national textiles corporation was formed in the year 1972. The national Textile Corporation in functioning as a holding company, under which a subsidiary company .which control 121 units all over the country. Parvathi mills which presently belongs to the national textile corporation limited (N.T.C) group is composite mill of the APKK&M Andhra Pradesh, Karnataka, Kerala and Mahe.

Parvathi mills were managed by Kerala State Industrial Development Corporation (K.S.I.D.C) and Kerala State Textiles Corporation Limited (K.S.T.C) jointly during 1971-1974 march. The mill was nationalized in 1st April 1974 and hand over to national Textiles Corporation (APKK&M) Ltd Bangalore subsidiary. The working period which was 12 hrs a day in 1932 was subjected to continue and finally it was fixed 8 hrs a day from 1948 onwards i.e.; multiple shift-system.

Working Capacity of the mill

The present capacity of the mill is 25,200 spindles and 180 looms, in which 56 plains looms 84 auto looms and 40 airjet looms. The mill also has a processing

capacity of 3,100 meters per day, in this mill only cotton clothes can be processed. Polyester and viscose clothes are processed by the sister concerns. There is no printing facility in this mill. All the printing works are done outside the mill.

Strength of mill

The total number of labours at present were 611, in spinning department 262ns weaving 207 in numbers, in processing department 66 labours were worked remaining 76 labours were in Engineering and other sections. From 611 labourers 155 of them are female labourers.

Various Occupational Diseases and Accidents in the Textile Industry

Occupational hazards are a very serious problem found in the industry in cotton industry the diseases are mainly lung diseases because of the cotton dust. In the Parvathi mill the study was conducted in the two departments is spinning and weaving, Majority of the respondents were middle aged group. Accidents are occurred frequently because the labourers were in close contact with the machines. In this section analysis the profile of respondents and the reason for occupational diseases and accidents.

Table 3.1

Age of respondents

Age	Frequency	Percentage
30-39	10	16.7
40-49	26	43.3
50-59	24	40.0
Total	60	100.0

Age is one factor determining the production capacity of a person and also the health, condition. Figures in the table show that vast majority (83.3%) of the respondents are middle-aged. Some of them are getting closer to the old age. Generally people experience a decline in their health. Conditions when they pass through the middle ages. In this period chances of constructing diseases are more. Their continuous exposure to occupational hazards can pose more health risks to them with the advancing age.

Table 3.2

Departments of Respondents

Name of department	Frequency	Percentage
Spinning	44	73.3
Weaving	16	26.7
Total	60	100.00

By including workers from various departments the researcher wanted to ensure the opinion of respondents from different working environments. The departments in the mills is divided into spinning, weaving, processing and engineering works. These are the main divisions. There is a subdivision in each of the department.

Respondents were taken from spinning and weaving departments, i.e., only two of the departments with in the limited period of time. Most of the data were collected from the spinning department, because in the most hazards working condition was in the department and also majority of the labours are working in this department. More than 70% of the respondents are from this department. Of the 60 respondents remaining are from the weaving department.

Table 3.3.

Satisfaction in working condition

Category	Frequency	Percentage
Yes	21	35.0
No	39	65.0
Total	60	100.0

Satisfaction with the working condition is an overall complex attitude that is generated by the many individual

attitudes and factors generating in the worker and conditions that emanate from the social environment of work. Greater satisfaction is likely to lead eventually to a more effective, functioning of the individual and the organization as a whole. It is an important contributory factor to industrial morale. In this industry majority of the labours were not comfortable with their working condition. Data in this table show that more than half of the labours were not satisfied in this regard. Only 35% of the labours were satisfied with the working conditions in the industry. This finding suggests that there are some factors in the industry which negatively influence the sense of satisfaction of the workers.

Table 3.4

Accidents in the Industry

Category	Frequency	Percentage
Yes	25	41.7
To some extent	32	53.3
No	3	5.0
Total	60	100

Here a more or less divided opinion was distanced from the respondents. Chances of occurrence accidents also vary from one department to the other. More than half of the labourers had the opinion that accidents occur only to some extent. However, 41.7% of them said that accidents are more frequent in the industry.

Table 3.5

Nature of Accidents

Nature of Accidents	Frequency	Percentage
Serious	4	7.0
Mild	12	21.0
Both	41	72.0
Total	57	100

The accidents occurred in the mill show some variation in different departments, in the spinning and weaving departments. Here the functions performed by the laboures were dangerous as they were in close touch with the machines compared with others. About 3/4th of the lbourers said that both types that is serious and mild type of accidents occurred. Even though the frequency of accidents in this industry is not so alarming, still workers realize this as a matter of concern for them.

Table 3.6

Causes for Accidents

Reason for accidents	Frequency	Percentage
Carelessness	39	65.0
Poor maintenance of machines	16	26.7
Night Shift	2	3.3
Total	57	100.0

In the industry in most of the departments the labourers work in close touch with the machines, so that they are accepted to take the necessary precautions while handling the machines. However, majority of the labour said that carelessness is the major reason for the accidents. Some others reported that in the mill the maintenance of the machines is not done properly which is also a cause of accidents. According to a few respondents Night Shift labourers have a lack of concentration in the activities than in the day time. The data show that the major causes of accidents are manmade and can be avoided by taking the remedial measures.

All the respondents opinioned, that an improvement in the working condition can reduce the number of accident. Here a collective effort of both management and workers is required.

Table 3.7

Job related Disease

Occurrence of disease	Frequency	Percentage
Yes	35	58.3
No	25	41.7
Total	60	100.6

Health is wealth, the physical health is necessary for every person. When asked about the occupational

diseases more than half of the respondents reported that the workers have job related diseases. Some are working not close with the cotton dust and some of them are not regular at work those labours do not suffer from any disease. The remaining 25 of them are in this category. Much depends upon in which department a \person is working as Occupational hazards are not the same in different departments.

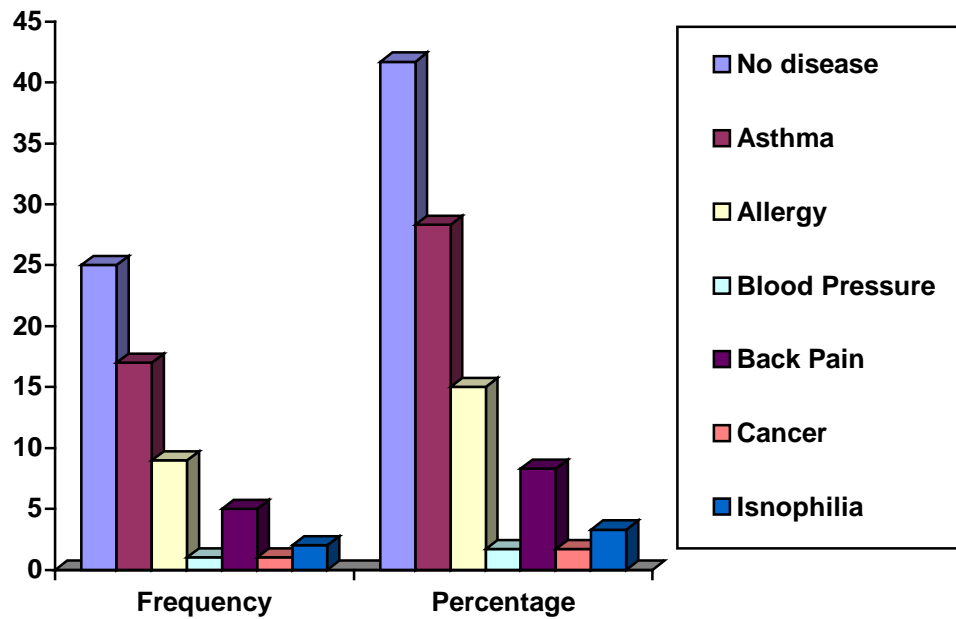
Diseases found Among Workers

In cotton industry the workers suffer from inhalation of dust which causes respiratory diseases high blood pressure asthma, heart disease, and industrial dermatitis are some of the diseases found among these workers.

Table 3.8

Diseases among the Despondence

Types of disease	Frequency	Percentage
No disease	25	41.7
Asthma	17	28.3
Allergy	9	15.0
Blood Pressure	1	1.7
Back Pain	5	8.3
Cancer	1	1.7
Isnophilia	2	3.3
Total	60	100



Out of the 35 labourers who had some illnesses 17 of them were asmathic. The working condition is not satisfactory in the mill and most of the time the industry is filled with cotton dust. It causes allergy and other respiratory diseases for the labourers. In the industry those who are operating the machines have to remain in standing posture for a long duration. Therefore many of them are suffering from back pain. One labour is a cancer patient. The data also show that 41.7% of the respondents are not affected by any disease further investigation showed that most of them were working in such departments where pollution is very less.

Table 3.9

Hazards in Working Conditions

Reasons	Frequency	Percentage
No disease	25	41.7
Cotton dust	29	48.3
Standing for long time	5	12.3
Night Shift	1	1.7
Total	60	100.0

In the case of majority of labours, exposure to cotton dust is the main reason for the occurrence of disease in textile industry. One can work for only 20 or 25 years. Because there are chances for contracting disease due to the continuous exposure of cotton dust. Among the response five of them had back pain because they had to stand all the time during the work. Only during the leisure time they get rest. Night shift is another reason for Blood Pressure. In the winding spinning department the males can work only in the night shift.

The Duration of Work and Gravity of Occupational Diseases are Interdependent

Duration of job is a positive factor. It increase the efficiency and creativity of the worker, at the same time there is a chance to get occupational diseases, in this study reveals that the duration of work effect the health

negatively. Majority of the labourers in the industry have got occupational diseases later periods of their work.

Table 3.10

Working condition aggravating the disease

Category	Frequency	Percentage
No disease	25	41.7
Yes	32	53.3
No	3	5.0
Total	60	100.0

Respondents consider that by remaining in the factory environment their illnesses got aggravated. As they have no other options. The diseased labourers continue to work in the same environment. This is not help full for them to get rid of the disease about 90% of the affected persons said that the working condition aggravated their diseases.

Table 3.11

Present Condition of the disease

Response	Frequency	Percentage
Yes	11	31.5
No	24	68.5
Total	35	100.0

Among the diseases labourers 70% of them had no improvement in their health conditions. Even though they were taking medicines. Only 11 of the labourers got relief from their disease. But they were under the threat of disease as they were remaining in the unhygienic environment. The medicines have only limited effect upon their diseases, as the workers cannot keep themselves away from the unhealthy environment.

Table 3.12

Sources of Medical Treatment

Category	Frequency	Percentage
E-S.I	21	60.0
others	14	40.0
Total	35	100.0

The labourers are eligible to get medicine through E.S.I (Employees State Insurance) 60% of the workers who have health problems, are benefited by E.S.I hospital. However, ESI hospital is not well equipped to cater to the needs of all types of patients. Only 14% of the respondents used medicine from other sources. The feasibility for distributing all type of medicine through ESI is not there. So some of the workers were depending on other agencies. However, this is an economic burden for them.

Duration of Job

Occupational diseases usually develop over an extended period of time. So duration of job is also an influencing factor to aggravate the diseases.

Table 3.13

Duration of Job

Duration of job in years	Frequency	Percentage
5 to 10	4	6.7
11 to 15	6	10.0
15 to 20	3	5.0
21 to 25	14	23.3
26 to 30	24	40
31 to 25	1	1.7
36 to 40	8	13.3
Total	60	100

Duration of job also effects the health. This table shows the distribution of duration of job of the respondents in this study. The highest percentage is in between 26 to 30 years. The risk factor and chances of getting disease increase along with an increase in number of years, the labourer is working in the industry. Workers with more years of service are more exposed to the polluted environment in the industry. Chances of meeting with accidents are also more for them.

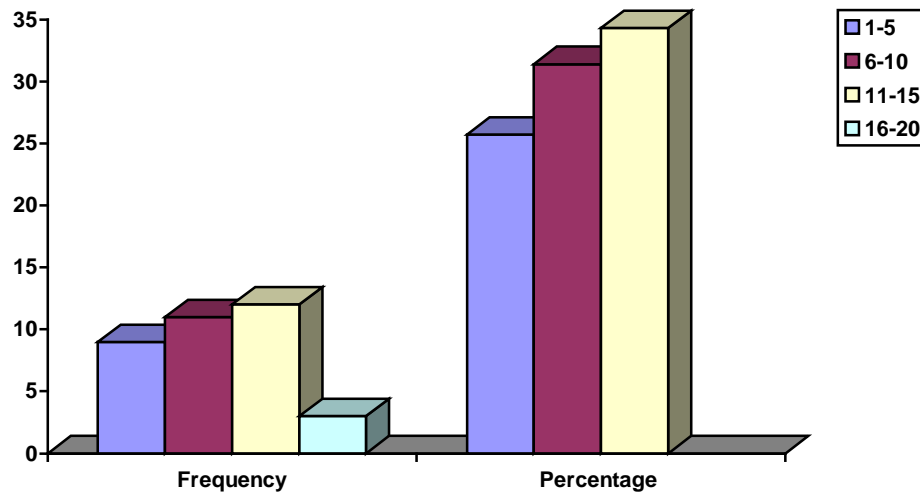
Table 3.14

Duration of Disease

Duration in years	Frequency	Percentage
1-5	9	25.7
6-10	11	31.4
11-15	12	34.3
16-20	3	8.6
Total	35	100

Those workers who have put more years of work in the industry are remaining as patients for a longer duration. Another factor is that once they caught any disease chances of cure are limited because they continue to work in the same environment.

None of the workers had any disease before joining the industry. However, the data show that nearly 60% of the labourers got disease after they joined the industry. This shows that in textile industry, the chance for getting disease is high.



Shift System and Workload Affect the Workers Mental and Physical Health

Multiple shift system increases production due to continue operations it results in the reduction of output for maintaining constant process of production and also it provides more employment to workers.

But night shift has ultimately an adverse effect on the health of the worker and the quality and quantity of his output. Night work impure the health of the worker because higher absenteeism and curtails higher opportunities for social life. It has been noticed that the worker have very difficult into sleep during the day.

The Shift work can perceptibly and directly disrupt this time oriented psychological diurnal rhythm of the body and bring about directly or indirectly a variety of physical and physiological consequences. The most direct

effects are in terms of the processes of sleeping, eating and eliminate the effects on more specific signs of ill health, such as gastrointestinal disturbances however are more controversial.

In shift system the interval bear no necessary relation to meat times. Supervision become extremely difficult. The system increases the power and illicit profit of the Jobbers and it diminishes correspondingly the control over labour which the management can exercise.

Table 3.15

Nature of the Shift System

Shift-wise distribution	Frequency	Percentage
First Shift	21	35.0
Second Shift	2	3.3
Third Shift	1	1.7
Second & Third	27	45.0
Both 3 shift	9	15.0
Total	60	100.0

Shift system has been necessitated on account of greater demand for production. The shift system reduces the standing expenses of out put and makes possible to the maximum use of machinery. All the industries have adopted shift systems in the process of their production.

In Parvathimill there is multiple shift system work is carried on in three shifts first shift starts from 7am and end at 3.30pm. Second shift is from 3.30 to 12 pm (midnight) and the third shift is from 12pm(mid night) to 7 am. Most of the females are in the first shift only few of the male labours get opportunity in the first shift. Second and third shifts are full of male labours. The absenteeism is higher in second shift because. Second shift ends at midnight. For the labourers among from distant places there is difficulty to reach their homes. The higher percentage of respondents of the present study belongs to these shifts.

Table 3.16

Influence of Night Shift

Response	Frequency	Percentage
Yes	14	35.9
To some extent	24	61.5
No	1	2.6
Total	39	100

Night shift has an adverse effect on the health of the worker and the quality and quantity of his output. It causes higher rate of absenteeism and curtails opportunities for social life in the mill also 99% of the labours have the opinion that the night shift affected their life. They do not

get proper rest and due to this majority of them had high blood pressure.

Table 3.17

Attitude towards Shift System

Response	Frequency	Percent
Yes	19	31.7
No	41	68.3
Total	60	100.0

Nearly 70% of the labourer pointed out that the shift system is not works efficiently. They can not get proper leisure, the interval bear no necessary relation to meet times. In the Parvathi mill a special half an hour rest is given to the employees during this daily period of work. A total of four intervals were given for various categories of workers with $\frac{1}{4}$ of the previous strength of the employee are divided and are given rest on rotation basis. The worker of the first shift have to reach the industry during early hours of the day, and the workers in the second shift have to leave their working place in the midnight. The labourers who come from distant place cannot reach home after the second shift as there is no transportation facility at that time so they have to stay back in the industry and only in the next day morning they reach this home. In the same afternoon they have to reach for this work. So the labourers cannot take rest properly. The workers in the nightshift cannot get

sufficient rest as they have to remain awake throughout the night.

Table 3.18

Psychological effects of night shift

Response	Frequency	Percent
Yes	35	89.7
No	4	11.3
Total	60	100.0

The night shift of the shift system can perceptibly and directly describe the time oriented psychological diurnal rhythm of the body and this brings about directly or indirectly a variety of physical and psychological consequences. Many of those workers in the night shift pointed out that their normal life is affected by this. They are not able to play their roles in the family and society in an effective manner. They cannot participate in many functions like marriage, death ceremonies etc. This situation adversely affected their social relations that cause mental stress. From the 60 respondents 39 of them are working in night shift. Among these labourers majority have mental stress due to night shift.

Table 3.19

Work Load in the industries

Response	Frequency	Percentage
Yes	58	96.6
No	1	1.7
No response	1	1.7
Total	60	100.0

Excessive workload is one of the factors that can adversely affect the physical and mental health of workers. One major reason for laboures dissatisfaction in this industry was excessive workload. They have to undertake a fixed amount of work with in a stipulated period of time. If they fail to complete the assigned work with in the allotted time limit that will effect their wages. So the labours have mental stress due to this excessive workload. The table shows that newly 97% of the labours agree that the work load in the industry is high.

Table 3.20

Relation between Workload and Diseases

Response	Frequency	Percentage
Yes	42	70.0
No	16	26.7
No response	2	3.3
Total	60	100.0

The excessive work load directly or indirectly affects the mental and physical health of worker. Medical leave is granted only to those who are in a critical condition. Their salary is linked with working hours. So the labourers are forced to join their duty even when they are not physically fit. It aggravates their diseases and they may remain invalid for a long period of time. So the more work load will effect their health and about 70% of the labourers agree with this statement. They never get chance to take adequate rest in order to regain their lost health.

The Occupational Hazards and Absenteeism

The workers remain absent for various reasons of which only some may be Absenteeism rate is defined as the total man shifts loose because of absences as a percentage of the total number of Man shifts scheduled.

The workers remain absent for various reasons of which only some may be genuine. Sickness is responsible for a considerable part of absenteeism at most places. There is a greater percentage of absenteeism during the nightshifts than in the day shift owing to the greater discomfort of work during night time. Other causes of absenteeism are industrial accidents, social and religious ceremonies, festivals, arrival of guests drinking and gambling, in sanitary living conditions, un congenial, working conditions, shortage of accommodation, hazardous nature of work etc.

Table 3.21

Regularity of Laborers

Response	Frequency	Percentage
Yes	28	46.7
No	32	53.3
Total	60	100.0

High rate of absenteeism is an indication of poor industrial health. It can be considered as one form of protest of the workers when they are not happy with the organizational climate due to various reasons. There is high rate of absenteeism in the industry. This table shows that more than half of the respondents are not regular at work. The reason for this irregularity is shown in the table given below.

Table 3.22

Reasons for Irregularity

Category	Frequency	Percentage
Diseases	11	18.3
Accidents	2	3.3
Both	43	71.7
Work load	4	6.7
Total	60	100

From the above tables the researcher understood the various factors that influence the absenteeism. From this table, the researcher got an overall view that which cause is more related to absenteeism. Another reason for irregularity is excessive workload that makes the labourers with draw from their work. This was because the authorities want to attain a fixed level of productivity with in a limited period of time. This causes strain among the workers so they attempt to quit from this situation. The unhealthy working condition also negatively influence the irregularity of workers.

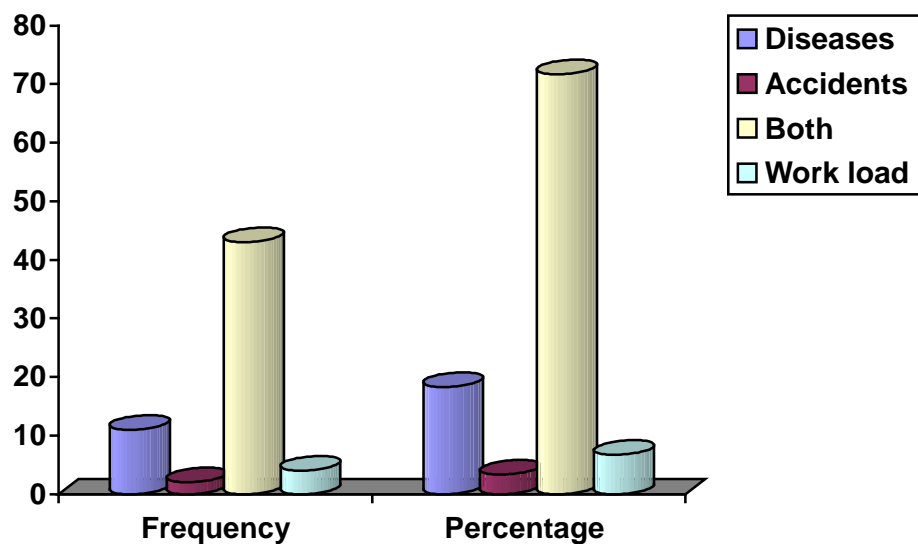


Table 3.23

Influence of Night Shift on absenteeism

Response	Frequency	Percent
Yes	38	63.3
To some extent	20	33.3
No	2	3.3
Total	60	100.0

This table shows the opinion of the workers regarding the relationship between night shift and the rate of absenteeism. The table shows the general condition of the industry. More than 60% of the respondents said that in this industry the night shift directly influences the rate of absenteeism. Nearly one third of the respondents said that night shift to a certain extent affect the absenteeism in the industry.

Table 3.24

Influence of Night-Shift on Disease

Response	Frequency	Percent
Yes	57	95.0
No	3	5.0
Total	60	100.0

It was complained earlier that excessive workload and night shift have an adverse impact on the physical and mental health of workers. Naturally many workers are not able to attend work regularly due to their poor health conditions. In this industry disease has a major role in the absenteeism. 95% of the respondents said that in this industry poor health of workers influence the phenomenon of absenteeism among the respondents of this study about 60% of them were affected by one or the other disease.

To regulate the absenteeism in the textile industry adopt proper a conditions of work in the factory, adequate wages, protection against accidents and sickness and facilities for obtaining leave for rest and recuperation constitute the most effective means of reducing absenteeism. The most effective way for dealing with absenteeism is to provide holydays with pay or even without pay and permit workers to attend their private affairs occasionally and thus regularize absenteeism instead of merely taking disciplinary action for it. Provision of suitable housing facilities in industrial towns should also go a long way in improving attendance creating a sense of responsibility among the workers by proper education and organization and by making them partners in industry and management will also reduce absenteeism introduction of an incentive wage scheme and linking wages and bonus with production will also be helpful in checking absenteeism.

Improvement of the Present Conditions of Work

Many improvements are required to raising the standard of living of the workers. Dr.Radha Kamal Mukerjee had said “Industry cannot enjoy peace and prosperity so long as the elementary needs of the worker, as a human being and not merely an instrument of production remain unsatisfied. The foundations of industries peace and progress. Accordingly, rest on increased efficiency and improved standard of living and social security for the working class and enlarged and adequately distributed purchasing power for the entire population.”

The standardization wages the guarantee of a minimum wage, weekly payments though wide extension of the co-operative movement, the scheme of social insurance and legislation for the protection of indebted workers and for liquidation and redemption of debts all these will go a long way unimposing the economic positioned the workers.

To gain, the industrial workers an adequate protection against the hazards of modern industrial life, which protections enjoyed by his confreres in other countries.

Table 3.25

Health and Safety Measures

Availability of health and safety measures	Frequency	Percentage
Yes	6	10.0
To some extent	30	50.0
No	24	40.0
Total	60	100.0

All industries are bound to provide adequate health and safety measures to its employees. This is for keeping its human resources in a healthy manner providing such facilities can also keep in maintaining harmonious industrial relations however; the present data shows that availability of such measures in this industry. The level of the implementation of health and safety measures were poor, majority of the employees were not satisfied with it half of them said that only to some extent the company provides health and safety measures. The workers expectations regarding safety measures are not met with by the company.

Table 3.26

Treatment Facilities

Response	Frequency	Percent
Yes	44	73.3
No	16	26.7
Total	60	100.0

The employees get treatment facility through E.S.I. But at the same time they were not satisfied with the treatment facilities in the E.S.I. When they are affected by serious diseases or injury, they usually approach other hospitals. In such occasions only a small amount is provided by the company, to meet the medical expenses and the remaining expenditure is met by the workers themselves. This is really an economic burden for them.

Table 3.27

Indebtedness

Debt due to medical treatment	Frequency	Percent
Yes	14	23.3
No	46	76.7
Total	609	100.0

As the workers have only meagre income any huge expenditure on medical and treatment can make them indebted. Such problems generally arise for only those who need medical treatment for a prolonged period of time. The table shows that only $\frac{1}{4}$ of the labourers have debt due to due to medical treatment. These are those who have suffered severe diseases or serious injury.

Table 3.28

Anxiety about Hazards

Response	Response	Frequency	Percent
	Yes	46	76.7
	No	14	23.3
	Total	60	100.0

The director of health and safety for the AFL-CIO has spoken, 'off the thousands of workers being killed every year from occupational injuries and scores of thousands were suffering from occupational diseases'. In this industry people also have the fear of accidents and diseases, accidents are occurred because they have close contact with the machines. Cotton dust is the reason for occupational diseases. Masks are provided for the labourers, but for their convenience most of the labourers were avoids the mask.

Job security is also less, their wages are linking with their working hours and productivity.

Table 3.29

Management's Attitude

Response	Frequency	Percent
No response	5	8.3
Full Support	1	1.7
To some extent	37	61.7
No support	17	28.3
Total	60	100.0

Giving suggestions to the management attain significance only if they consider it seriously. Management's response towards suggestions of trade unions are shown in the table. Only one of the respondents said that the management give full support to their suggestion. But from the researchers observation, It was understood that there was no co-operation from the management side, when trade unions submit various suggestions before them. Therefore, many of the workers consider it as a useless exercise.

Table 3.30

**Managements Carelessness to Implementation
of Safety Measures**

Response	Frequency	Percentage
Yes	46	76.7
No	14	23.3
Total	60	100.0

The above table shows the managements carelessness in implementing safety measures in the company. More than 75% of the labourers said that the management is showing carelessness in implementing safety measures in the company. Management put forward some reasons for not implementing safety measures. Management was not able to acquire benefit by implementing safety measures. They consider it as unproductive expenditure in their industry. The management argues that the accidents

occurred in the industry were mostly due to the carelessness of the labourers. So the labourers should take their own precautions.

Table 3.31

Suggestions for improvement

Response	Frequency	Percentage
Yes	26	43.3
No	24	56.7
Total	60	100.0

Management and workers can be considered as partners in the effective functioning of an industry, even though management is supposed to take the important decisions regarding the running of an industry. It is beneficial for them to be open towards the suggestions of the workers, however in the industry under the present study the employees cannot give their suggestions directly to the management They can give their opinion and convey their suggestions through the trade unions. Trade unions in Parvathi Mill play an important role in the implementation of labour welfare measures. Grievance of employees are projected by the trade unions before the management to arrive at expeditions solutions. They also take active participation in the operation of labour welfare fund, co-operative society credit society Sports and arts club etc. There are present 19 trade unions functioning in the mill with an affiliation to the political parties. Usually they give suggestions to the management take actions on it depending upon the merit of the suggestion.

Summary

The present study deals with the occupational hazards present in the textile industry. Occupational hazards are a very serious problem found in the industry. This study was conducted in two departments i.e., spinning and weaving majority of the respondents was middle aged group. Accidents are more frequent in the industry because the laborers are close contact with the machines.

In cotton industry the workers suffer from inhalation of dust which causes respiratory diseases. High blood pressure, asthma, heart diseases and industrial dermatitis are some of the diseases found among these workers.

Duration of job is a positive factor it increases the efficiency and creativity of the worker at the same time there is a chance to get occupational diseases. The risk factor and chances of getting disease increase in number of years. None of the workers had any disease before joining the industry. However, the data show that nearly 60% of the laborers got disease after they joined in the industry. This shows that in textile industry the chance for getting disease is high.

Shift system and workload affect the workers mental and physical health. Multiple shift system increases production due to continuous operation of machines and also it provides more employment to workers. But night shift has ultimately an adverse effect on the health of the worker and the quality and quantity to his output Night shift work impairs the health of the worker causes higher absenteeism and curtails higher opportunities for social life.

The excessive workload directly or indirectly affects the mental and physical health of workers. Medical leave is granted only to those who are in critical condition. Their salary is linked with working hours. So the laborers are forced to join their duty even when they are not physically fit.

The workers remain absent for various reasons of which only some maybe genuine. Sickness is responsible for a considerable part of absenteeism at most places. There is greater percentage absenteeism during the night shift than in the day shift owing to the greater discomfort of work during night time. Other causes of absenteeism are industrial accidents and workload.

Many improvements are required to raising the standard of living of the workers. In the mill the level of the implementation of health and safety measures are poor majority of the employees were not satisfied with it. The

employees get treatment feasibility through E.S.I (Employees State Insurance) but the employees were not satisfied with the treatment facility. When they are affected by serious diseases or injury they usually approach other hospitals. In such conditions only a small amount is provided by the company, to meet the medical expenses and the remaining expenditure is met by the workers themselves. This is really an economic burden for them. Due to this one forth of the labourers has indebt ness.

However in the industry, the employees can not give their suggestions directly to the management. They can give their opinions and convey their suggestions through trade unions. Management's response towards suggestions is very poor. More than 75% of the laborers said that the management is showing carelessness in implementing safety measures in the company.

Management put forward some reasons for not implementing safety measures. Management was not able to acquire benefit by implementing safety measures they consider it is an unproductive expenditure in their industry. The management argue that the accidents occurred in the industry were mostly due to the carelessness of the laborers. So the laborer should take their own precautions.

Testing of Hypothesis

Longer the duration of employment of a person in textile industry greater will be the chance of contracting an occupational disease.

Duration of job increase the efficiency and creativity of the worker. However it directly or indirectly affects their health statutes also. In textile industry cotton dust is the major cause of disease for the labour. The more they work in the industry the chances of contracting the diseases will also greater. Lung diseases are the most common illness found in textile industry. The wider prevalence of Asthma among the workers points out the direct relationship between the polluted factory environment and the health conditions of labourers.

Table also shows that the problem as Asthma is more serious in the case of workers who are there for many years. More than 50% of the Asthma patients are working there for more than 25 years. This finding supports the hypothesis.

Allergy is another serious health problem here also there is a positive correlation between the number of patients and the years of service.

Duration of the Job and Diseases

Name of Diseases	Duration of job (years)						Total
	5 to 10	10 to 15	15 to 20	20 to 25	26 to 30	Above 30	
No diseases	4	4	1	6	7	3	25
	6.7%	6.7%	1.7%	10.0%	11.7%	5.0%	41.7%
Asthma	0	0	1	2	9	5	17
	0%	0%	1.7%	3.3%	15.0%	8.4%	28.3%
Allergy	0	2	1	1	3	0	9
	0%	3.3%	1.7%	1.7%	8.3%	0%	15.0%
B.P	0	0	0	1	0	0	1
	0%	0%	0%	1.7%	0%	0%	1.7%
Back Pain	0	0	0	2	3	0	5
	0%	0%	0%	3.3%	5.0%	0%	8.3%
Cancer	0	0	0	1	0	0	1
	0%	0%	0%	1.7%	0%	0%	1.7%
Isnophilia	0	0	0	1	0	1	2
	0%	0%	0%	1.7%	0%	1.7%	3.3%
Total	4	6	3	14	24	9	60
	6.7%	10.0%	5.0%	23.3%	40.0%	15%	100.0%

Findings

1. At first in the mill there were about 2000 labours who were engaged in processing dying and other activities. But now only 600 labours were working in the mill. Presence of occupational hazards is one of the reasons for this decline in the number of workers.
 2. Majority of the labourers are not satisfied with the present working condition because of high rate of diseases and accident in the mill.
 3. Cotton dust is the main cause for the lung diseases. Even though masks are provided to the workers most of them are not properly using it.
 4. The wages are linked with the productivity of the mill. Therefore the labourers were under stress due to the heavy work load. The night shift is another major cause for increasing the mental stress of the labourers.
 5. The labours reveal the reason for absenteeism as the diseases, accidents and the workload. But it was only an excuse for avoiding the work. The workers feel monotony in their working condition and there is no motivation and inspiration for them in their workplace except the monetary rewards.
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6. There is a marked difference in the wages of managers and labourers. This makes the labours unhappy and they show latter interest in their job.
 7. The worker who solely depends on the wages of mill for supporting their facilities is hardly satisfied in their income. Often they find it difficult to meet both ends together.
 8. The suggestions and opinions to the management are only through the trade unions. So the labourers do not have a direct role in putting up their demands.
 9. The duration of job of every worker directly or indirectly affect the health of the worker i.e., duration of job increases the diseases.

Suggestions

1. Give better hygienic environment in the mill. The hazards and unhealthy condition must be avoided in the mill.
 2. Proper maintenance of the machines must be ensured.
 3. Give adequate wages for the labourers and regulate the discrimination between the managers and labourers.
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4. Shift system increases productivity, so the labourers who work in the night shift should be give better facilities including conveyance.
 5. Some of the labourers use drugs. For better productivity this practice in the mill must be prohibited. The labourers are using the drugs because of the monotonous condition in the mill. Rather than suddenly banning the drugs the labourers should be motivated to give up this unhealthy practice. For this, awareness programmers should be conducted.
 6. More programmers should be introduced for maintaining the physical, mental and social well being of the workers in all departments.
 7. Innovative programmers must be launched for creating a sense of responsibility among the workers through proper education and organizational development the workers participation in management will also reduce absenteeism.
 8. In the mill the roof is covered with asbestos. In summer the condition inside the mill is worse the management should find some way to provide a better environment to the labourers.
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9. On the whole the management should provide full support and co-operation for the welfare of the labourers.
 10. A strong trade union movement is necessary both for safe guarding the interest of labour and for realizing the targets of production.

Application of Theory

Marx's theory of Alienation on work is applicable to the 4th objective of this study which deals with the relationship between occupational hazards and absenteeism.

According to Marx economic exploitation and inhuman working condition lead to alienation.

Likewise the occupational hazards and the poor wage system in the mill keep away the laborer from-work. The higher absenteeism rate,(that 35 of the respondents are not regular at work) shows that diseases and accidents are the excuses of labours to escape from the factory environment.

Blaunner(1964) also supports that textile workers experienced power less ness and meaninglessness.

According to Marxian concept of alienation a worker in a capitalist factory system is crippled by the

lifelong repetition of one and the same trivial operation and thus is deduced to the more fragment of man.

Work technology and level in the organizational hierarchy are the two main factors that contribute the alienation. In the Parvathi mill also there is a huge difference between the salary of managers and the labourers, therefore, the degree of organizational alienation more pronounced in the case of workers in comparison with the personnel at higher levels.

Area for further study

1. Present study shows that in the textile industry occupational hazards are present and it will leading to higher rate of absenteeism and then to voluntary retirement. A study can be conducted by comparing the socio-economic condition of and those who have taken voluntary retirement and those who are still working in parvathimill.
 2. A comparative study may be conducted by comparing the functioning of this industry with another one functioning effective; such a study would be helpful to identify the weakness in the functioning of parvathi mills.
 3. A study can be conducted by entirely focusing on the job satisfaction of workers.
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4. Organizational alienation is another area for further study.

Conclusion

The researcher could make a genuine report of the real situation of occupational hazards in the Parvathimill and it gives a better awareness about occupational hazards and diseases present in the textile industry. The researcher was able to collect relevant material and a suitable methodology for the study. The collected data support the objective and hypothesis of the study. The study also includes major findings, Suggestions and area of further study show that it is an appropriate study.

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