



## Health, safety, and welfare measures of employees under the Factories Act, 1948

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### Abstract

The study employs descriptive research to investigate the implementation of health, safety, and welfare measures under the Factories Act, 1948, within a manufacturing unit. Findings show the factory fulfills basic welfare requirements: 84% of employees confirmed adequate shelter, restrooms, and lunchroom facilities, maintained with proper cleanliness, lighting, and ventilation, benefiting long-shift and female workers. For drinking water, 91% of respondents positively assessed clean and filtered water facilities, though a small minority expressed neutrality or dissatisfaction, indicating areas for improvement. Workplace cleanliness was positively perceived by 86% of employees, with a minor segment expressing dissatisfaction. Awareness of the Factories Act, 1948, was reported by 74% of employees, with 17% having partial awareness and 9% being unaware, highlighting the need for improved training initiatives. The study shows substantial compliance with statutory health, safety, and welfare measures, while identifying areas—such as drinking water quality and employee awareness—that require attention to enhance worker comfort and well-being. These insights support interventions to strengthen implementation and foster a safer work environment.

**Keywords:** Descriptive research, health measures, safety measures, welfare measures, Factories Act, 1948, manufacturing unit, employee welfare

### Introduction

The health, safety, and welfare of employees are critical components of sustainable industrial development and workplace productivity. The Factories Act, 1948, serves as a foundational legal framework in India, aimed at ensuring safe and humane working conditions across various industrial sectors. Despite the existence of comprehensive statutory provisions, challenges persist in effective enforcement, awareness, and practical implementation of these measures, particularly in diverse industrial settings. This study focuses on employees working in factories examining the extent to which the health, safety, and welfare measures mandated by the Factories Act, 1948, are implemented and perceived by employees. By analyzing these aspects, the research aims to identify gaps, highlight best practices, and propose recommendations to enhance worker well-being and compliance with statutory requirements. The findings contribute to a broader understanding of occupational safety and welfare in the Indian industrial context, supporting efforts toward improved regulatory enforcement and employee satisfaction.

### Literature review

The literature review synthesizes diverse studies focused on occupational health, safety, and welfare measures across various Indian industrial sectors. Key themes include employee perceptions of workplace safety (Amirtha Gowri, 2025), the gap between policy and practice in enforcing safety standards (Agarwal, 2025; Panchal, 2024) <sup>[1]</sup>, and the critical role of legal frameworks such as the Factories Act, 1948, in safeguarding worker well-being (Prakash, 2024; Dadwal, 2022) <sup>[3]</sup>. Several studies highlight deficiencies in awareness, training, and enforcement, especially among unorganized workers and smaller enterprises (Chavan, 2024;

Patro, 2023; Mukhtar, 2021) <sup>[7, 12]</sup>. The review also covers sector-specific risks, such as those in fireworks (Nallathambi, 2023) <sup>[8]</sup> and bidi industries (Tyagi, 2020), emphasizing the need for predictive safety systems and alternative employment options.

Research consistently underscores the importance of practical enforcement, regular monitoring, and proactive safety management to enhance workplace conditions (Agarwal, 2025; Panchal, 2024; Kumari, 2023) <sup>[1, 5]</sup>. Welfare provisions like pensions, insurance, and education support positively impact employee satisfaction and productivity (Nagakumari, 2021; Kumar, 2021; Yashika, 2018) <sup>[11]</sup>. However, gaps remain in health insurance accessibility and social security, particularly for vulnerable groups (Mukhtar, 2021; Patro, 2023) <sup>[7, 12]</sup>.

The studies collectively advocate for multi-dimensional approaches, combining statutory measures, improved infrastructure, and targeted education to reduce occupational hazards and promote sustainable industrial growth (Gomathy, 2021; Merchant, 2018; Rangeela, 2018) <sup>[13, 18, 19]</sup>. Practical recommendations include stronger enforcement of existing laws, enhanced worker awareness, and tailored welfare programs that address the specific needs of diverse industrial contexts.

### Research methodology

The research methodology for the study at employs working in Factories a descriptive research design to systematically explore the implementation and effectiveness of health, safety, and welfare measures under the Factories Act, 1948. The study uses a simple random sampling method to select a representative sample of 100 employees from the manufacturing unit. Primary data were collected via structured questionnaires approved by management, supplemented by telephonic and face-to-face interviews

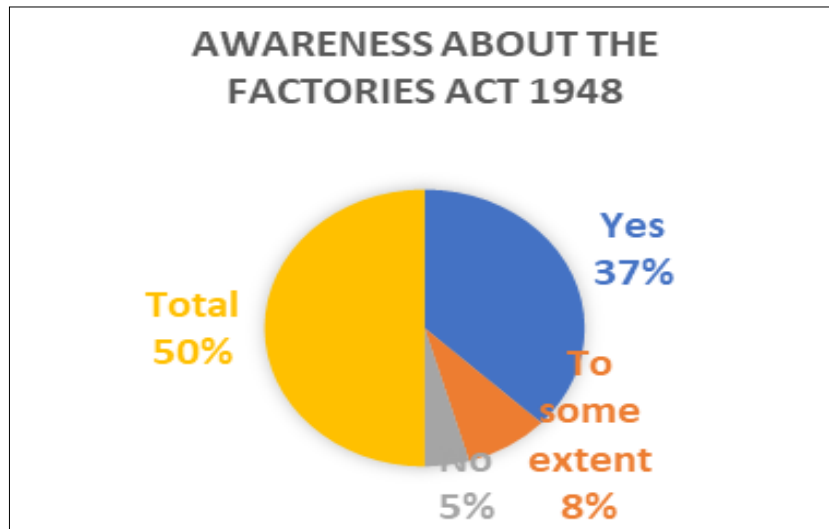
conducted during various employee breaks and shift changes. Secondary data were sourced from company websites, official Factories Act documents, textbooks, journals, and other relevant publications. Data analysis involved tools such as Google Forms, Excel, pie charts, and percentage analysis. The methodology aims to assess employee satisfaction and motivation related to statutory

provisions, with hypotheses formulated to test the significance of the implementation's impact on employee satisfaction. Limitations include time constraints, language barriers, and limited availability of some workers during data collection.

**Analysis and Interpretation**

**Table 1:** Awareness about the factories act 1948

Particulars	No. of respondents	Percentage
Yes	74	74%
To some extent	17	17%
No	9	9%
Total	100	100%

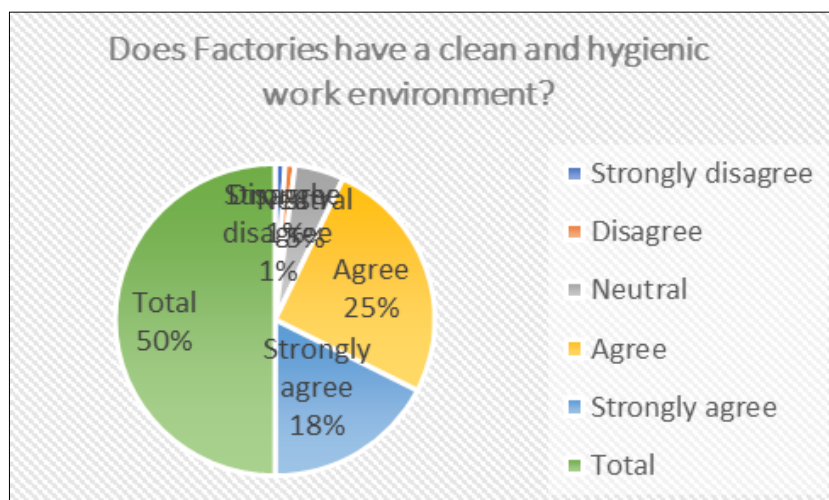


The table 1 shows the level of awareness among employees about the Factories Act, 1948. Out of 100 respondents, 74% reported being aware of the Act, 17% had partial awareness ("to some extent"), and 9% were not aware at all. This indicates that a majority of employees have a good understanding of the Factories Act, while a smaller portion

either has limited knowledge or is unaware, highlighting areas where further awareness and training efforts may be needed.

**Does Factories have a clean and hygienic work environment?**

Particulars	No. of respondents	Percentage
Strongly disagree	2	2%
Disagree	2	2%
Neutral	10	10%
Agree	51	51%
Strongly agree	35	35%
Total	100	100%

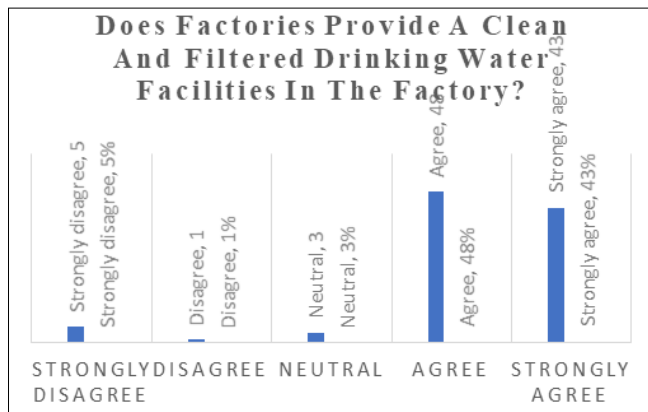


**Interpretation**

The table reflects employees' perceptions of the cleanliness and hygiene of the work environment at the factory. A majority of 86% of respondents (51% agree and 35% strongly agree) perceive the workplace as clean and hygienic. Meanwhile, 12% of employees are either neutral (10%) or disagree (4%, combining 2% disagree and 2% strongly disagree). This indicates a generally positive assessment of the work environment's cleanliness, though a small portion of employee's express dissatisfaction or uncertainty, suggesting room for improvement in maintaining hygiene standards.

**Does Factories provide a clean and filtered drinking water facilities in the factory?**

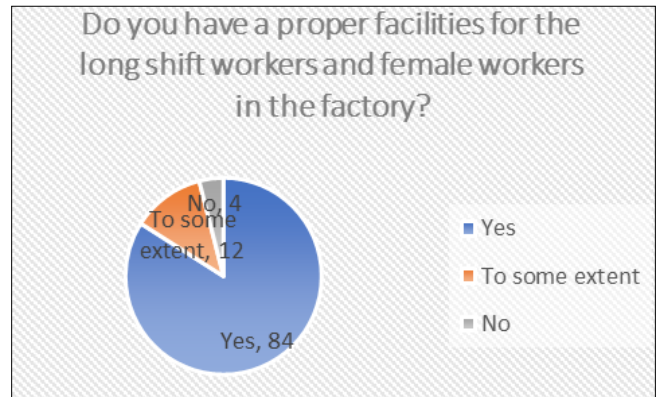
Particulars	No. of respondents	Percentage
Strongly disagree	5	5%
Disagree	1	1%
Neutral	3	3%
Agree	48	48%
Strongly agree	43	43%
Total	100	100%



The table indicates the employees' perceptions regarding the availability of clean and filtered drinking water facilities in the factory. A combined 91% of respondents expressed a positive view, with 48% agreeing and 43% strongly agreeing that such facilities are provided. Meanwhile, 11% of employees were neutral on this aspect. However, 6% of respondents disagreed (5% strongly disagree and 1% disagree) about the provision of clean and filtered drinking water. This suggests that while the majority of employees recognize the availability of drinking water facilities, a small portion remains uncertain or dissatisfied, and indicating potential areas for improvement in water quality or accessibility.

**Do you have a proper shelter, restrooms and lunchrooms with proper cleaned, lighting and ventilation, facilities for the long shift workers and female workers in the factory?**

Particulars	No. of respondents	Percentage
Yes	84	84%
To some extent	12	12%
No	4	4%
Total	100	100%



The table presents employees' responses regarding the availability and adequacy of shelter, restrooms, and lunchroom facilities with proper cleanliness, lighting, and ventilation, specifically catering to long-shift and female workers at the factory. A significant majority of 84% of respondents confirmed that such facilities are adequately provided. Additionally, 12% indicated partial availability or adequacy ("to some extent"), while only 4% reported the absence of these facilities. This suggests that the factory largely meets the basic welfare needs of its employees in these areas, though there remains a small portion of workers who perceive gaps that could be addressed to improve overall comfort and well-being.

**Summary**

The data reflects employees' awareness and perceptions of health, safety, and welfare provisions at MSPL Ltd under the Factories Act, 1948. A majority (74%) of employees are aware of the Act, with some having partial awareness, indicating a generally good understanding but room for further education. Regarding workplace conditions, 86% of employees perceive the factory environment as clean and hygienic. Drinking water facilities are positively viewed by 91% of respondents, although a small minority remains neutral or dissatisfied, suggesting potential improvements in water quality or accessibility. Welfare amenities such as shelter, restrooms, and lunchrooms, especially for long-shift and female workers, are deemed adequately provided by 84% of employees, with a small portion indicating partial or no provision. Overall, the findings suggest that MSPL Ltd largely meets statutory welfare requirements, though targeted improvements could enhance employee comfort and satisfaction.

**Conclusion**

The study concludes that MSPL Ltd demonstrates substantial compliance with the health, safety, and welfare measures mandated by the Factories Act, 1948, as evidenced by high employee awareness and positive perceptions of workplace conditions and facilities. However, the presence of employees with limited awareness and some dissatisfaction regarding drinking water and welfare amenities highlights areas for focused intervention. Strengthening awareness programs and addressing specific welfare facility gaps will further improve employee well-being and satisfaction. Enhancing these measures will not only ensure better compliance but also contribute to a safer, healthier, and more motivating work environment, ultimately supporting the organization's productivity and sustainability.

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