

# A Study on Protection of Labour Rights and Promotion Safe Working Environment in Spinning Industries with Special Reference to Tirunelveli District

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**Abstract:** *The study explains labour law also known as employment law is the body of law administrative ruling and precedents which address the legal of and restriction on working people and their organization. The spinning of cotton yarn is the main process of the industry. The strands of cotton Fibers are twisted together to form yarn. This study attempts to investigate the safety awareness among workers in spinning mill industry. The objectives are to investigate the relationship between office environment and organizational policies with safety at the workplace. The primary data was collected through questionnaire from the spinning mill labour. Majority of the respondents are satisfied in first aid and the respondents are satisfied with safety related measures. The study suggests that management to install noise reduction equipment like Acoustic barriers, ceiling baffles, sound proof doors and Wealth of labour.*

**Keywords:** Cotton yarns, Employment law, Office environment, Organizational polices.

## I. INTRODUCTION

In the year 2020, Indian parliament combined 25 labour law into 3 codes. Social security, the code on industrial relation and the code on occupational safety health and working condition. The code on wages enacted in 2019 also amalgamated four relevant labour law. The four new labour codes were supposed to be effective from 01 April 2021. The all law and rules to only aim in protection of labour. However considering the rise in COVID cases this topic is to elaborated to the daily and monthly wages gain. The society is to treated as the labour if misconduct. The Madras costs is incorporated in India on 31 July 1974 and has a history of 48 years and 11 months. Its registered office is in Bangalore, Karnataka, India. The right to join and take action in a trade union, the principle of equality at work, and the aspiration of creating a living wage with decent working condition. These labours are to face the various task, risk and problems. They explain the result of the labour to solve our problem itself and to get it basic facility.

### 1.1 OBJECTIVES OF THE STUDY

- To identify the challenges and opportunities for improving labour rights and OSH (Occupational safety and health) conditions, with the involvement of various stakeholders such as workers, trade unions, government agencies etc.
- To develop recommendations and strategies for preventing and eliminating forced labour and promoting decent work.
- To assess the impact of forced labour on the physical, mental, and social well-being.

## II REVIEW OF THE LITERATURE :

**Dr. Nagendra Babu and Girisha M C (2018)** in their article they explain the cost benefit for the companies by implementing E-HRM practice and as well as to candidates to search job from remote area. This article clearly explains the role of E-HRM practice to improve quality of work life in a company.

**P. Arul Mozhi and M. I. Afrin Sulthana (2017)** in their study they conducted job satisfaction and the absolute as well as relative importance of factors contributing to satisfaction level are expected to change. The study helps to analyse the satisfaction level of women workers.

**Dr. S. Jeyaraman (2016)** this research aims to find out the level of quality of work life of the spinning mill employees and the relationship between the job factors and quality of work life of spinning mill employees.

### III. RESEARCH METHODOLOGY

This section describes the methodology which includes the collection of data, construction of questionnaire and framework of analysis

#### 2.1 Primary data

The study mainly based upon the primary data. Interview schedule method is used to collect the data from the respondents.

#### 2.2 Secondary Data

To substantiate and to support the primary data required particular have been gathered by referring the reputed journals, magazines, standard and news paper and book. Some of the information has been gathered from authorized web source.

#### 2.3 Labour rights:

Labour rights are the rights that relate to the working conditions and relations between workers and employers. They are both legal rights and human rights that are codified in national and international laws and standards. Labour rights aim to protect the dignity, well-being, and interests of workers, as well as to promote social justice and economic development. Some of the main labour rights include:

- The right to freedom of association, which means the right to form and join trade unions and other organizations of workers, and to bargain collectively with employers.
- The right to non-discrimination, which means the right to equal treatment and opportunity in employment, regardless of race, gender, religion, disability, or any other status.
- The right to decent work, which means the right to work that is productive, fair, safe, and secure, and that provides adequate income, social protection, and respect.
- The right to a minimum wage, which means the right to a wage that is sufficient to meet the basic needs of workers and their families.
- The right to a maximum working hour, which means the right to a reasonable limit on the duration and intensity of work, as well as to rest periods and holidays.
- The right to occupational safety and health, which means the right to a work environment that is free from hazards and risks that can harm the physical or mental health of workers.
- The right to social security, which means the right to access benefits and services that can protect workers from contingencies such as illness, injury, unemployment, old age, or disability.
- The right to strike, which means the right to stop working collectively as a form of protest or pressure against employers or authorities.

#### 2.4 Spinning mill industries:

The process in spinning mill industries is the transformation of raw materials, such as cotton, wool, silk, or synthetic Fibers, into yarns that can be used for weaving or knitting fabrics. The spinning process involves several steps, such as:

- Bale opening: The raw materials are unpacked from the bales and fed into the blow room.
- Blow room: The raw materials are cleaned, opened, and mixed to form a uniform blend of Fibers.
- Carding: The Fibers are further opened, aligned, and formed into a thin web called a card. The card is then divided into thin strands called slivers.
- Drawing: The slivers are stretched and combined to improve the evenness and strength of the Fibers.

- Combing: The slivers are combed to remove the short Fibers and impurities, and to produce finer and smoother slivers. This step is optional and depends on the quality of the yarn required.
- Roving: The slivers are further drawn and twisted to form a thinner and more compact strand called a roving. The roving is wound on bobbins for the next step.
- Spinning: The roving is fed into the spinning machine, where it is drawn out and twisted to form a continuous strand of yarn. The yarn is then wound on spindles or cones for further processing or packaging.
- The spinning process can vary depending on the type of raw material, the type of yarn, and the type of spinning machine used. Some of the common types of spinning machines are:
- Ring spinning: The most widely used spinning method, where the roving is drawn out by rollers and twisted by a rotating spindle with a ring and a traveller. The yarn is wound on a bobbin attached to the spindle.
- Rotor spinning: A high-speed spinning method, where the roving is fed into a rotor that rotates at a high speed and creates a centrifugal force that twists the Fibers into a yarn. The yarn is then wound on a package outside the rotor.
- Air-jet spinning: A modern spinning method, where the roving is fed into a nozzle that injects a jet of air that twists the Fibers into a yarn. The yarn is then wound on a package outside the nozzle.

The spinning process is an important part of the textile industry, as it determines the quality and characteristics of the yarns that are used for making fabrics. Spinning also consumes a lot of energy and resources, such as water, electricity, chemicals, and labour. Therefore, it is essential to optimize the spinning process to improve its efficiency, productivity, quality, and sustainability.

### III. DATA ANALYSIS AND INTERPRETATION

**TABLE 1 THE STUDY ON THE DEMOGRAPHIC PROFILE OF THE RESPONDENTS**

	VARIABLES	NO.OF RESPONDENTS	PERCENTAGE
GENDER	Male	12	24
	Female	28	56
	Others Gender	10	20
	Total	50	100
AGE	Below25	8	16
	26-35	18	36
	36-45	13	26
	Above 45	11	22
	Total	50	100
EDUCATION	Uneducated	7	14
	School	16	32
	College	18	36
	Others	9	18
	Total	50	100
INCOME	Below 10000	15	30
	10000-20000	12	24
	20000-30000	10	20
	30000-40000	7	14
	Above 40000	6	12
	Total	50	100
RESITENTAL STATUS	Rural	20	40
	Urban	14	28
	Semi urban	16	32
	Total	50	100

MARITAL STATUS	Married	15	30
	Unmarried	35	70
	Total	50	100

Source: primary data

**INTERPRETATION**

From the above table 1 shows the demographic profile of the respondents classification of Gender, Age, Education, Income, Residential status and Marital status. On the basis of appearance of physique, the maximum number of respondents are belonging to the category of female and the minimum number of the respondents are belongs to other gender. On the basis of age group the maximum number of respondents are belong to the age of 26-35 and the minimum number of respondents are belongs to below 25. On the basis of education, the maximum number of respondents are belonging to the college and the minimum number of respondents are comes under the category of uneducated. On the basis of Income maximum number of respondents are belonging to below 10000 and the minimum number of respondents are belonging to above 40000. On the basis of residential status, the maximum number of respondents are belonging to the rural area and minimum number of respondents are comes under the urban area. On the basis of marital status 35 percentage of respondents are belongs to unmarried and 15 percentage belongs to married.

**TABLE 2 FACILITIES OF THE WORKING CONDITION**

Particulars	No. of respondents	Percentage
Lighting/Ventilation	10	20
Noise Pollution	12	24
First aid	8	16
Drinking water	15	30
Others	5	10
Total	50	100

Source: primary data

**INTERPRETATION**

From the above table 2 shows that facilities of the working condition. Out of 50 respondents 30 percentage of respondents are satisfied in Drinking water. 24 percentage of respondents are affected by noise pollution. 20 percentage of respondents are satisfied with Lighting / Ventilation. 16 percentage of the respondents are satisfied with First aid. 8 percentage of respondents are satisfied with other facilities.

**TABLE 3: STATUTORY WELFARE MEASURE**

Factory	Respondents	Percentage	Rank
Basic working condition	12	24	II
Safety related measure	13	26	I
Extended level benefit	8	16	IV
Extended working condition	10	20	III
Others	7	14	V
Total	50	100	

Source: primary data

**INTERPRETATION**

On the basis of statutory welfare measure out of 50 respondents. 13 respondents are satisfied with the safety related measures, 12 respondents are satisfied with the basic working condition, 10 of respondents are satisfied with extended working and 8 of respondents are satisfied extended level benefits 7 of respondents are satisfied with other welfare measures.

**V. FINDINGS**

According to the demographic profile of the respondents. On the basis of appearance of physique, the maximum number of respondents are belonging to the category of female.

- On the basis of age group, the maximum number of respondents are belonging to the age of 36-45.
- On the basis of education, the major number of respondents are belonging to the college.
- On the basis of income the maximum number of respondents are belonging to below 10000.
- On the basis of residential status, the major number of respondents are belonging to the rural area.
- On the basis of marital status 35 percentage of respondents are belongs to unmarried.
- According to the facilities of the working condition majority 15 percentage of respondents are satisfied in first aid.
- According to the statutory welfare measure majority 13 respondents are satisfied with the safety related measures.

#### **VI. SUGGESTION**

- Workers are feeling fatigued to continue working so there is to provide break.
- The manager and labour have to follow good relationship because the labour mindset together to solve our problem and to avoid strick.
- Ensure workers have the proper equipment.
- Make sure all workers are properly trained.
- To install noise reduction equipment likeAcoustic barriers, ceiling baffles, sound proof doors and Wealth of labour.

#### **VII. CONCLUSION**

This study presents clear evidence of the existence and risk of forced labours in the spinning mills in Tirunelveli district of Tamil Nadu, India. The study reveals that many workers, especially women and girls, are subjected to various forms of coercion, exploitation and abuse in the spinning mills, such as bonded labour, excessive working hours, low wages, physical and sexual violence, restricted freedom of movement and association, and denial of basic labour rights.

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