

Health Condition of Women Worker's in Hosiery Industries of Tamil Nadu

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Abstract

Women's health is always looked in relation to maternity and their occupational health problems are seldom being considered. Women's health play a vital role but their aspect is been overlooked by the authorities to promote the industry as well as women workers and their family. The measures taken by the government to provide a healthy place to work in brings a solution to many issues and problems. Where health is, wealth prevails, so working women should work in a clean and healthy atmosphere.

Keywords: Women, Work, Health, Hosiery, Industry, Tamil Nadu, Issue, Challenges

Women know the financial, social and physical costs of not having access to basic health care.

–Martha Plimpton

Introduction

The term "Health" is widely used in every day conversation, with little apparent ambiguity. However, on closer examination reveals various different interpretation of health each with different implications for the role of the state. According to the oldest definition health is "the absence of disease". An older definition of health is the ability to function effectively within one's environment.

The WHO defines health as "a state of physical, mental and social wellbeing and not merely the absence of disease on infirmity and indicates clear shift away from an earlier narrow organic or functionally based definitions of health to a more holistic view. It seems the health of an individual or community being concerned not only with physical and mental status, but also with social and economic relationship. A directory definition defines health of "soundness" of Body.

Importance of Health: Health status is one of the important indicators of the welfare of the people. The

issue of health is of great importance both from the point of view of the individual and the nation as well. In any country it is the health status of the people that determines their well being and pace of economic and social development.

Health Scenario of Women: The tragic loss of ideals in public conduct and policy within India is now here more obvious than in the area of health. For in this area alone, failure cannot be ignored or glossed over. It is visible in the glaring spotlight of health statistics, reflecting the pain, suffering and death of the Indian man, women and child. The poor continue to bear the brunt of infections illnesses, both old and new, such as infective gastroenteritis, tuberculosis, malaria, hepatitis and of course HIV/AIDS. As for women, not only are they falling victims to a worryingly high incidence of cancer of the cervix and breast, they are getting increasingly trapped by the complex health issues raised by hormone use and abuse.

Issue of Health: Women anywhere in the world have to suffer from some in built disadvantages, compared to men, because of certain biological reasons. They have to put up with menstruation, pregnancy, child birth, lactation, child rearing and menopause and their various complications. Physically, they are less strong they are

also one vulnerable to sexual aggression and abuse. The different cultural, social and economic situations have given different focus to these biological disadvantages of women. These situations also influence the way these biological disadvantages of women. These situations also influence the way these biological disadvantages affect the health of the working women. The Factory Act outlines the principal health risks to factory workers, which arise from dangerous gases, acids and dust, harmful bacteria and micro-organisms, compressed and rarefied atmosphere, improper lighting, extremes of temperature, humidity and excessive strain. But it is silent on the impact of all these on women workers. The repercussions on women can be slightly different from those on men because of the additional physical and psychological factors and can be complicated by pregnancy, maternity and gynecological issues. Further environmental factors like heat, humidity, repetitive work, toxic substances also affect women. They can adversely condition pregnancy, child birth, lactation, child rearing and menopause and their various complications. Women must be prohibited from employment in dangerous and heavy operations. Industrial working women general weakness persisting among the workers during the evening and the night time is an indicator of their poor health status. An effort to trace out their particular health problems exposes that, majority of the respondents making up 66% suffer from pain in the backbone, neck and shoulder. The problem of "Back Pain" may be associated with the women either working in garment. Besides back pain, the other health troubles occurring among these workers are Gastritis Joint Pains and Headache.

Health Status of Working Women: Every human being possesses the right to life and health and to the necessities of life including proper medical services. People in general are poor in health; women in particular are the poorest in health. The health status of women in India as indicated by demography and statistics is a matter of concern. Improved health status of women provides the key to their equitable and effective participation in overall socio-economic development. The health status of women in industries and as it is affected by various loopholes contained in the work environment of industry. A large number of women under economic compulsion search out work in the informal industrial sector and the situations of stress and strain both at workplace and home lead to the loss of mental pre-requisites of a person's general well being.

Occupational Health: Modern industry creates environment to a host of unknown disease. The Factory Act of 1948 dealt with comprehensive problems of health, welfare and safety. Health ministers conference was held in 1949 to discuss the industrial health. The Public Health

Act of 1939 was amended in 1939 was amended in 1959. It provided for the preventive and control of communicable disease and hygienic and sanitary conditions in catering establishments. Health officers in the state inspected the factories very often and their work improved the health of the factory workers. Garment manufacturing like other industrial processes, can be hazardous work. There are many different types of machinery used in the garment industry. They are used to knit and weave, sew or cut patterns and cloth. Many tasks in garment manufacturing require repetitive motions. The work is also characterized by awkward, uncomfortable working positions. To prevent ergonomic injuries workers should be encouraged to rotate tasks or take frequent, short breaks to stretch and relax muscles. Female garment workers are among the highest risk occupational groups for ergonomically related diseases initiating with aching backs, painful shoulders or burning wrists. Besides that, there are many other hazards for the health of garment workers noise, poor lighting, dust etc. Chemicals are also used in garment industry; dyes, enzymes, solvents. Therefore sometimes respiratory protection might be needed. Also eye protection and hearing protection may be necessary. The psychological side cannot be underestimated either as those working in sewers often face monotonous work and constant time pressure (their wages is calculated by the price of certain operations per minute. The Knitting Textile Ltd, the investigated company in this research employs female garment workers. Its main production is work clothes (Jackets, trousers, smokes, overalls, winter cloths and specific work clothes).

Occupational Accidents:

- (i) a sewing machine operator forgot to remove her finger from the press-stud machine (1 cm of the finger tip was cut)
- (ii) a cleaner fell which caused a bone fracture.

Other accidents included sewing the finger, pricking a finger with scissors, trailer falling on toes, falling down on the way from home to work.

Many more work accidents occurred in the textiles and clothing industry.

- (i) a sewing machine operator stumbled on the stairs and fell (fracture of scaphoid bone of right arm).
- (ii) a sewer omitted her finger to the press-stud machine (1 cm of the finger tip was cut).
- (iii) a sewer fell in the hall because of wet floor. (fracture of left spoke bone)

The most common microclimate problem in the controlled companies was insufficient ventilation. The main disturbing factors were dust, lack of air and draught. It is especially problematic in summer when

the doors and windows are opened to get more air which causes general sicknesses (bronchitis) as well as sicknesses caused by compulsory work posture (overload diseases). In most of the checked companies, there was no risk analysis carried out which means there was no definite plan framed to improve work conditions. Workplace design, assessing the design and layout included physical layout of the workplace, temperature, noise lighting of workplaces and ventilation.

Health Problem of Hosiery Women Workers

Thermal stress associated with inadequate airflow or cold conditions can increase the risk of health problems. Badly designed air conditioning, such as the positioning of ventilation above the working area can cause droughts discomfort and contribute to other problems. Noise not only affects concentration, but it also causes permanent hearing loss. Lighting problems also include glare and a lack of natural light that can cause eyestrain and vision problems. Noise and lack of appropriate privacy can lead to poor concentrations and affect work performance.

Seating: The vast majority of operations are performed in a seated position. Seating encountered in the sewing environment typically consists of straight-backed wooden or metal chairs. These kinds of chairs might lack any cushion that reduces compression and fatigue, lack any adjustable backrests, and often are of improper height. Most operators customize their chairs with homemade cushions on the pain and backrest in order to adjust the height and increase pliancy. Most adjustments increase seat height by 3-6 cm when compressed.

Opinion of Respondents

Table 1: Work Effects The Health

S.No	Details	No. of Respondents	Percentage
1.	Yes	584	64.9%
2.	No	304	33.8%
3.	No Response	12	1.3%
Total		900	100.0%

People working in Hosiery industries are prone to get some fatal effects. With the research taken, 64.9% people assert positive answer to the question. 33.8% feel that there is no barrier for health. In common, every work undertaken in Hosiery industries is dangerous. Women get aggravation of health sooner. They are prone to diseases like asthma, lung injuries, etc. They also get itches and skin diseases too. They are always used to expose to many chemicals that are very harmful.

Table 2: Common Health Hazards Found in Hosiery Industries

S.No	Details		Yes	No	Total
1.	Back Pain	No. of Respondents	756	144	900
		Percentage	84%	16%	100%
2.	Leg pain	No. of Respondents	747	153	900
		Percentage	83%	17%	100%
3.	Eye pain	No. of Respondents	145	755	900
		Percentage	16.1%	83.9%	100%
4.	Nervous weakness	No. of Respondents	816	84	900
		Percentage	90.7%	9.3%	100%
5.	Others	No. of Respondents	292	608	900
		Percentage	32.4%	67.6%	100%

Whatever the work may be, hazards would be there and they are inevitable. Women are prone to face so many problems in the workplace. Women working in the Hosiery industry are forced to face so many difficulties like back pain, neck pain, eye problems and nervous disorders.

Back Pain: Women in Hosiery industry undertake works sitting alone. Among them cutting, sizing, tailoring and coloring play a vital role, these works are done sitting. They work for more than twelve hours in the workplace. However large amount of clothes may be they have to do some works standing. Because of their hectic work, they get ailments that are inevitable. 84% women assert that they get leg ailments to a greater extent. They face crucial consequences. 16% women feel that the leg ailments do not matter. They face a lot of physical ailments.

Eye Pain: Eyes are so important for the people. If eyes are spoilt, it is not easy to recuperate them. Eyes play an important role for the workers in the Hosiery industry. Through this research, it is evident that 83.9% assert that there is no problem for their eyes during their works. 16.1% of them feel their eyes to be in a problematic stage. If we do any works, concentrating severely with our eyes, it is obvious that people may spoil our eyesight. Workers in the Hosiery industry put much concentration in their workplace and therefore their eyes are strained to a greater extent. During the works like coloring and sizing, they too much strain their eyes. Working sometimes with acids and colors, they are prone to get some essences unto their eyes. They also sometimes get migraine. They keep their eyes in same direction for long time that they may spoil their eyes during old age. It only shows their ignorance toward eyesight. The companies may arrange for an eye camp for their workers.

Nervous Disorder: Nervous disorder occurs because of too much of work. Especially in Hosiery it is prevalent for women working hard to earn for their family. Having scissors in hands, working in machines and knitting the clothes demand too much of physical works in the industry because of which they are prone to nervous disorder sooner. 90.7% women assert that they get nervous disorder working in the Hosiery industries and 9.3% of them agree that they are not known to such disorders and it only shows their illiteracy. For some women, they soon get such disorders because of which their extensive life span is curtailed. Already women are not that valorous physically and because of strenuous works in Hosiery industries, they further spoil their health.

Other Health Issues: Because of the reasons mentioned above, women are prone to some contagious diseases. Besides, they are also happened to tolerate harassments from the male side. The air they breathe, the acid they respire and the congestion they bear within the companies, make the workers feel suffocated all the times. Because of the reasons mentioned above, they are also sometimes driven to get lung cancer. Further consequences also they face because of congestion and combustion within the company. 67.6% women feel that they do not face any harm in their workplace and 32.4% of them agree that they face such harms in the workplace.

Chi Square Analysis

Table 3: Common Hazards Found in The Handloom Industries for each Age group

Age	Back pain	Leg pain	Eye pain	Nervous weakness	Others
10-14	22	21	8	22	14
15-19	31	31	4	32	5
20-24	49	49	13	59	31
25-64	263	259	50	285	96
65+	391	387	70	418	146
Total	756	747	145	816	292

From the above table it can be observed that there is a significant relationship between age and perceived hazards in the handloom industry. The hazards are perceived more with the advancing age. The age group of 65 plus perceive the most issues in all the categories of hazards, followed by the 25-64 age group and then the 20-24 age group. The very young age group do not perceive the hazards that much.

Prevention of Occupational Hazards: In order to prevent accidents in the industries, 83.8% women agree to the preventive measures in the workplace. 14.0% agree

the inefficient preventive measures in their workplaces. There is no proper facility for emergency. They do sometimes lend emergency measurements but they are not enough. In growing Hosiery industries, they do not take such measures when building the companies. Even if the sand for stopping the fire and the air puffed cylinder, the company is found to be built in a meager place. There is no emergency exit. The steps built are not that large. In some companies, the buildings so sophisticated are not that efficient in protecting when during emergency. Machines being available for the work do not include preventive measures. They wear gloves and masks so as to protect them from the dangers but even then their legs are prone to get injured. They do not wear slippers till their knees for prevention. But the preventive measures are not at all taken by the company for the welfare of the people.

Table 4: Problems Faced at Work

S. No	Details	No. of Respondents	Percentage
1.	Noise	230	26%
2.	Lack of Ventilation	368	41%
3.	Heat	264	29%
4.	Lack of Space	30	3%
5.	No Respondents	8	1%
Total		900	100.0%

With the discussion had in the Hosiery industry workers, they say that noise pollution, heat, insufficient place and ventilation are the most disturbing factors in their workplace.

Noise Pollution: Noise from knitting machine, cutting machine and from other machines make the working place so noisy. 26% women assert that this causes many disturbances in their regular life.

Ventilation: Ventilation is the basic necessity of every people. Pure air is necessary in the workplace. In Hosiery industry, this need is always met for the ventilation is not proper and huge inside the company because the dust the machines exude is breathed by the workers. It causes some damages in the lungs. 41% women feel ventilation's need to be necessary.

Heat: Since there is noise pollution, improper ventilation and huge working population, the heat inside the company is inevitable. It causes some disturbances among working women. On their working table and over their machines, there are lights and so the production of heat is huge. The heat spreads into the body sooner. It does not cause any cessation in their works but the danger to come in the future is severe. 29% women feel heat to be a kind of disturbance.

Lack of Space: Lack of space is a heavy disturbance to the place of work but only 3% women feel space to be a disturbance. During the research, it is observed that the space for the workers is filled with clothes that their faces are hardly seen. They are immersed in the clothes. They do not have proper working environment. Even if the working space is huge, it would be submerged with clothes. With this observation, it is evident that the space of work is not that large. It is a hidden problem for the workers. It causes some respiratory problems for the workers and it may also cause heart attack for the workers. Some women are not aware of the problems they face because of lack of space. They work because of the family situation.

Sexual Harassment: Working women are harassed by their bosses and colleagues. Those who come from cultured families and also have some financial means give up their job as a protest. But women who come from the lower middle class and are sole supporters of a family or their income is an indispensable supplement to their husband bear their boss's sexual overtones silently. Sexual harassment is on the increase more due to the aggressive, brash and antagonistic "Masculine" behavioral patterns prevalent today. Harassment is about unequal power relations. This has a direct bearing on women right to health and environment. Most women do not even want to register a complaint not because of the social stigma attached to such a situation, but out of fear of the backlash. Hence forth sexual harassment, which included in welcome sexuality determined behaviour such as physical contact and advances, a demand or request for sexual favors, sexually coloured remarks, showing pornography and any other unwelcomed physical, verbal or non-verbal conduct under the MSSO, according to a labour department release. Sexual harassment a lonely girl away from her family or lonely women away from her husband is always criticized, commented upon and taken for the one or other type of sexual harassment by society. Working women is not only alone from her family but under the obligation of her owner employer and superior people and have easy working conditions. It normally happens in private factories that women are sexually harassed.

Table 5: Problems Faced by Women Worker

S.No	Details	No. of Respondents	Percentage
1.	Yes	681	75.7%
2.	No	207	23.0%
3.	No Response	12	1.3%
Total		900	100.0%

Between men and women, it is women who face lot of difficulties and struggles in their working place

physically and psychologically. They are expected to spread a lot of physical strength for accomplishing any kind of work and so it plots a way for lot of sexual harassments in the workplace. During night shifts, they have to face a lot struggles and they also encounter some sexual harassments. The disparity between men and women are strongly shown in the working environment. The domination of male is always held high. They are prone to face lot of sexual torchers in the place of work. 75.7% women say that men give some sexual in the work place in Hosiery industry. Moreover, the noise pollution aggravates their strength of psychology. They cannot build relationships between the co-workers and so if the place for women is separately given, it would yield good for women.

HIV / AIDS: HIV / AIDS and other sexually transmitted diseases, the transmission of which is sometimes a consequence of sexual violence, are having a deva stating effect on women's health, particularly the health of adolescent girls and young women. They often do not have the power to insist on safe and responsible sex practices and have little access to information and services for prevention and treatment. Women who represent half of all adults newly infected with HIV / AIDS and other sexually transmitted diseases, have emphasized that social vulnerability and the unequal power relationships between women and men are obstacles to safe sex, in their efforts to control the spread of sexually transmitted diseases. The consequences of HIV/ AIDS reach beyond women's as mothers and caregivers and their contribution to the economic support of their families. The social, developmental and health consequences of HIV / AIDS and other sexually transmitted diseases need to be seen from a gender perspective. Sexual and gender – based, violence, including physical and psychological abuse, trafficking in women and girls, and other forms of abuse and sexual exploitation place girls and women at high risk of physical and mental trauma, disease and unwanted pregnancy. Such situations often deter women from using health and other services. Mental disorders related to marginalization, powerlessness and poverty, along with overwork and stress and the growing incidence of domestic violence as well as substance abuse, are among other health issues of growing concern to women. Women throughout the world, especially young women, are increasing their use of tobacco with serious effects on their health and that of their children. Occupational health issues are also growing in importance, as a large number of women work in low paid jobs in either the formal or the informal labour market under tedious and unhealthy conditions and the number is rising. Cancers of the breast and cervix and other cancers of the reproductive system, as well as infertility affect growing numbers of women and may be

preventable, or curable, if detected early. Communicable diseases remain the leading causes of death world wide. That inequalities dominate in the AIDS battle has stunned even the hardened fighters in the AIDS and HIV was the rampaging advance of AIDS and HIV among women and girls.

Aids in Knitting Garments: Due to the congestion in the town, New Tirupur has been developed 12 km from the town. A part from surge in development, the health condition of the people here is deteriorating quickly due to the high amount of pollution. Many severe disease such as asthma, brochettes and sleeplessness affect the people very badly. Recently, there has been an outbreak of the wide spread endemic disease AIDS in the town due to the sexual illiteracy among the workers and the majority of the teenaged girls and boys working during the night shift hours in the knitting garments factories. The disease spread in the town is heading top the list in worst affected cities in Tamilnadu. Many health rehabilitation programmes have been organized by Government of Tamilnadu and many private agencies to open the eyes of the people.

Challenge in Water River Pollution: It is very clear that the export boom in Tirupur has led to damage to the environment. To industry has undervalued the environmental costs. However, the environmental cost, borne by the downstream communities who have no connection with the industries is a major concern. Moreover the physical environment (ground water, soil, river, ponds and biodiversity) of the entire region may be losing its Ecological value in an irreversible manner. There are a number of reasons for the unsustainable development of Tirupur, which can broadly be classified as market failure, policy failure and institutional failure.

Responses of Entrepreneurs : The processing. Units are in the small-scale sector and hence the affordability of pollution control is a problem. In a competitive market situation entrepreneurs have problems in transferring the burden of pollution abatement to the consumers. The possibility for integrating the pollution abatement cost in the overall garment production in a decentralized cluster like Tirupur is small. At present the dyers have the full responsibility of environmental management in Tirupur but they are relatively small players. Thus, it has not been possible to internalize the external cost of pollution – a classic case of market failure. Market failure at the international level has also failed to provide a “premium” for eco-friendly production which would have been an incentive to the industry. The concept of “green production business” has not influenced the Tirupur industry. Ecolabeling considers only the product quality and not about the environmental aspects related to

manufacturing. The overseas importers and consumers are aware about the environmental problems related, to hosiery production, but their primary consideration is the market price. Presently they are not willing to pay more for the products, which are manufactured in an eco-friendly manner with proper pollution management.

Responses of Government : The liberalization policy and the subsequent expansion in international trade did not take into account the potential impact on the environment. It was anticipated that trade liberalization. It would provide significant gains to developing countries. Since most of the developing countries do not have sound environmental policies, trade liberalization often results in natural resource degradation and pollution problems. Many of the industrial units which achieved substantial progress after trade liberalization are in the cottage and small scale sectors. This has take place also as part of national industrial policies, which provide reservation of industries, like hosiery under SSIs. Since SSIs do not have clean technologies as well as modern pollution management, they are facing serious difficulties in complying with domestic environmental regulations. In the Tirupur case, exports which enhanced the economic activities have also increased pollution.²³ Industrial policies do not taken into account environmental repercussions. In Tirupur, textile industrial growth is the key factor responsible for water pollution. But industrial policies rarely consider the pollution/ environmental aspects. The policy decision of the pollution Control Board (PCB) to permit the units to put up their own individual effluent treatment plants has added to the workload of the Board. In a Small Scale Sluster all. Majority of the units should have joined with Common Effluent Treatment plant. But in Tirupur out of 702 units only 278 units are with common Effluent Treatment Plant. The Pollution Control Board. (PCB) established a separate District Environmental Engineer's office at Tirupur in 1996. Besides, a District Environmental laboratory was also established. Even, with the existing staff all infrastructure facilities it is extremely difficult for them to monitor the 702 processing units in an effective manner.

Responses of Associations: The environmental management history of Tirupur reveals the difficulties faced by the different institutions / actors like the State Pollution Control Board, Industrial organizations, NGOS, Local Government and the Water Resources Organizations, in finding a solution for the problem. Otherwise the environmental impacts may not have reached this level. At present with the existing effluent treatment facilities are not meeting the TDS Standard. Tirupur Exporters' Association (TEA), South India Textile Research Association

(SITRA), Export Promotion Council (AEPC), Textile Committee (TC) South India Hosiery Manufacture Association (SIHMA), and the Tirupur Dyers Association (TDA) are the major facilitators for hosiery industrial development in Tirupur.

Table 6: Precautions Taken to Avoid Occupational Hazards

S.No	Details	No. of Respondents	Percentage
1.	Yes	754	83.8%
2.	No	20	2.2%
3.	No Response	126	14.0%
Total		900	100.0%

In order to prevent accidents in the industries, 83.8% women agree to the preventive measures in the workplace. 14.0% agree the inefficient preventive measures in their workplaces. There is no proper facility for emergency. They do sometimes lend emergency measurements but they are not enough. In growing Hosiery industries, they do not take such measures when building the companies. Even if the sand for stopping the fire and the air puffed cylinder are kept the company is found to be built in a meager place. There is no emergency exit. The steps built are not that large. In some companies, the buildings so sophisticated are not that efficient in protecting when during emergency. Machines being available for the work do not include preventive measures.⁵¹ They wear gloves and masks so as to protect them from the dangers but even then their legs are prone to get injured. They do not wear slippers till their knees for prevention. But the preventive measures are not at all taken by the company for the welfare of the people.

Table 7: Medical Expenses Borne

S.No	Details	No. of Respondents	Percentage
1.	Industry	636	70.7%
2.	Individual	212	23.6%
3.	Both	40	4.4
4.	No Response	12	1.3%
Total		900	100.0%

In medical emergency, the companies most of the times would voluntarily face the medical expenses. When during the work, if some medical emergency has happened, the company may not take responsibilities just like that. 70.7% women say that the company would not meet the medical emergencies. 23.6% women assert that the companies do not take any responsibilities during the medical emergency. 4.4% women say that the companies and the injured share the expenses and so if the government

intervenes in such cases, it would be definitely helpful for the people that they would be indulgent in their workplaces asserted to them. The widows in the family must be under a kind of stress if there is no medical emergency for them.⁵²

Facilities of Working Women: The establishment of Day-Care Centres, Creches and balwadi should be promoted on a large scale in rural, semi-urban and urban areas to help working mothers and active women social workers discharge their duties and enable the older children to attend school. Hostel facilities for working women of the lower income groups should be expanded.

Table 8: Availability of Crèche Facility

S.No	Details	No. of Respondents	Percentage
1.	Yes	228	25.3%
2.	No	656	72.9%
3.	No Response	16	1.8%
Total		900	100.0%

In this modern era, women go for work. However, family and children are important to them. They have to take care of their familial responsibilities and the work too. Women working in Hosiery industry, they are from northern part of India and therefore they have to concentrate on both things – family and work. Among them some are newly married and some workers desire to have their own privacy. So they cannot leave their children back at home and go for working because in some families there is no elder to take care of the children. In some industries there is no separate building for caring the children. In some hosiery industries, it functions only during the commission of the authority but not regularly.⁵³ Through this research, 72.9% of the women assert that there is no proper maintenance of crèche in the industries and 25.3% of them say that there is crèche in the industries.

Table 9: Presence of First Aid Boxes in Work Place

S.No	Details	No. of Respondents	Percentage
1.	Yes	736	81.8%
2.	No	156	17.3%
3.	No Response	8	0.9%
Total		900	100.0%

First aid box comprises some important medicines used for some sudden accidents. For some urgency, these medicines could be used. It is necessary to have such aid boxes in every company that it may be helpful in the times of accidents. In the research done in Hosiery industry, 81.8% workers assert that there is proper maintenance of first aid box and 17.3% of them say that there is nothing called First aid box in their companies.

During some accidents like fire or laceration in the body or scalding through acids, one respondent says that there are only old medicines in the first aid box and it cannot be used. Being unable to use those medicines, they only use aids like talcum powder and such things.

Table 10: Sick Room Facility In Work Place

S.No	Details	No. of Respondents	Percentage
1.	Yes	799	88.8%
2.	No	89	9.9%
3.	No Response	12	1.3%
Total		900	100.0%

For doing any kind of medical activities, there must be a separate room in every company. Under the research, 88.8% working women say that there is a proper maintained room for them in Hosiery industries. 9.9% says that there is no separate room for medical activity in the industries. In the accident places itself, people are treated medically.

Table 11: Presence of Doctor and Nurse in Work Place

S.No	Details	No. of Respondents	Percentage
1.	Yes	210	23.3%
2.	No	678	75.3%
3.	No Response	12	1.3%
Total		900	100.0%

It is inevitable in every industry that during any kind of urgency to keep a practitioner within the industry. For some unexpected accidents to the women workers, it is necessary to get a doctor suddenly but 75.3% of women assert that there are no separate doctors, appointed for emergency. Besides, 23.3% of them say that there are some possibilities for them to avail a doctor during emergency instead they are taken to the hospitals by their co-workers. Some serious conditions only doctors are asked to come.

Table 12: Presence of Lady Doctor to Look into Health Issues

S.No	Details	No. of Respondents	Percentage
1.	Yes	343	38.1%
2.	No	545	60.6%
3.	No Response	12	1.3%
Total		900	100.0%

For the working place completely comprising women, it is necessary to appoint a lady doctor and a lady nurse. With the research, 60.6% of women assert that there is

no facility as such. 38.1% women say that there is always a lady doctor and a lady nurse in their industries. In big companies alone, there is an availability of lady doctor and a lady nurse.

Table 13: Number of Respondents Availing Medical Leave

S. No	Details	No. of Respondents	Percentage
1.	Yes	302	33.6%
2.	No	582	64.7%
3.	No Response	16	1.8%
Total		900	100.0%

Women without any means of support and the physically handicapped should be provided services for education, training and rehabilitation so that they can become selfreliant. Old aged homes should be opened for the aged and the infirm special programmes should be developed for unmarried mothers and their children. The provision of the suppression of Immoral Traffic Act (1956) should be reviewed to facilitate their more efficient implementation. Comprehensive rehabilitation programmes for victims of immoral traffic and their children should be developed. Special steps should be taken to prevent vulnerable young girls and women from becoming victims of this social evil.

Health Provisions Under The Factories Act

Cleanliness

1. Every factory shall be kept clean and free from effluvia arising from any drain, privy or other nuisance and in particular.
 - a. Accumulation of dirt and refuse shall be removed daily by sweeping or by any other effective method from the floors and benches of workrooms and from staircases and passages, and disposed of in a suitable manner.
 - b. The floor of every workroom shall be cleaned at least once in every week by washing, using disinfectant, where necessary or by some other effective method.
 - c. Where a floor is liable to become wet in the course of any manufacturing process to such extent as is capable of being drained, effective means of drainage shall be provided and maintained.
 - d. All inside walls and partitions, all ceilings or tops of rooms and all walls, sides and tops of passages and staircases shall painted, otherwise than with washable water paint or varnished, be repainted or revarnished at least once in every period of five years;

Disposal of Waste and Effluents

1. Effective arrangement shall be made in every factory for the treatment of wastes and effluents due to the manufacturing process carried on therein, so as to render them innocuous, and for their disposal.
2. The State Government may make rules prescribing the arrangements to be made under subsection or requiring that the arrangements made in accordance with sub-section shall be approved by such authority as may be prescribed.

Measures Adopted for Proper (Ventilation and Temperature)

1. Effective and suitable provision shall be made in every factory for securing and maintaining in every workroom.
2. Adequate ventilation by the circulation of fresh air, and
3. Such a temperature as will secure to workers therein reasonable conditions of comfort and prevent injury to health; and in particular,
4. Walls and roofs shall be of such material and so designed that such temperature shall not be exceeded but kept as low as practicable;
5. Where the nature of the work carried on in the factory involves, or is likely to involve, the production of excessively high temperatures. Such adequate measures as are practicable shall be taken to protect the workers therefore by separating the process which produces such temperatures from the workroom, by insulating the hot parts or by other effective means.
6. The State Government (proper measuring instruments at such places and in such position as may be specified, shall be provided and such records, as may be prescribed, shall be maintained).
7. If it appears to the Chief Inspector that excessively high temperatures in any factory can be reduced by the adoption of suitable measures, he may, without prejudice to the rules made under sub-section. Serve on the occupier an order in writing specifying the measures which, in his opinion, should be adopted, and requiring them to be carried out before a specified date.

Dust and Fume

In every factory in which, by reason of the manufacturing process carried on, there is given off any dust or fume or other impurity of such a nature and to such an extent as is likely to be injurious or offensive to the workers employed therein, or any dust in substantial quantities,

effective measures shall be taken to prevent its inhalation and accumulation in any workroom, and if any exhaust appliance is necessary for this purpose, it shall be applied as near as possible to the point of origin of the dust, fume or other impurity, and such point shall be enclosed as far as possible.

Artificial Humidification

1. In respect of all factories in which the humidity of air is artificially increased, the State Government may make rules:
 - a. Prescribing standards of humidification;
 - b. Regulating the methods used for artificially increasing the humidity of the air;
 - c. Directing prescribed tests for determining the humidity of the air to be correctly carried out and recorded;
 - d. Prescribing methods to be adopted for securing adequate ventilation and cooling of the air in the workrooms.
 - e. If any factory in which the humidity of the air is artificially increased, the water used for the purpose shall be taken from a public supply, or other source of drinking water, or shall be effectively purified before it is so used.

Overcrowding

1. No room in any factory shall be overcrowded to an extent injurious to the health of the workers employed therein.
2. Without prejudice to the generality of sub-section (1), there shall be in every workroom of a factory in existence on the date of the commencement of this Act at least (9.9 cubic metres) and of a factory built after the commencement of this Act at least (14.2 cubic metres) of space for every worker employed therein, and for the purposes of this sub-section no account shall be taken of any space which is more than (4.2 metres) above the level of the floor of the room.
3. If the Chief Inspector by order in writing so requires, there shall be posted in each workroom of a factory a notice specifying the maximum number of workers who may, in compliance with the provisions of this section, be employed in the room.
4. The Chief Inspector may be order in writing exempt subject to such conditions, if any, as he may think fit to impose, any workroom from the provisions of this section, if he is satisfied that compliance there with in respect of the room is unnecessary in the interest of the health of the workers employed therein.

Lighting

1. In every part of a factory where workers are working or passing there shall be provided and maintained sufficient and suitable lighting, natural or artificial, or both.
2. In every factory all glazed windows and skylights used for the lighting of the workroom shall be kept clean on both the inner and outer surfaces and, so far as compliance with the provisions of any rules made under subsection (3) of Section 13 will allow, free from obstruction.
3. In every factory effective provision shall so far as is practicable, be made for the prevention of
 - a. Glare, either directly from a source of light or by reflection from a smooth or polished surface.
 - b. The formation of shadows to such an extent as to cause eyestrain or the risk of accident to any worker.
4. The State Government may prescribe standards of sufficient and suitable lighting for factories or for any class or description of factories or for any manufacturing process.

Drinking Water

1. In every factory effective arrangements shall be made to provide and maintain at suitable points conveniently situated for all workers employed therein a sufficient supply of wholesome drinking water.
2. All such points shall be legibly marked "drinking water" in a language understood by a majority of the workers employed in the factory, and no such point shall be situated within (six meters of any washing place, urinal, latrine, spittoon, open drain carrying sullage or effluent or any other source of contamination) unless a shorter distance is approved in writing by the Chief Inspector.
3. In every factory wherein more than two hundred and fifty workers are ordinarily employed, provision shall be made for cooling drinking water during hot weather by effective means and for distribution thereof.
4. In respect of all factories or any class or description of factories the State Government may make rules for securing compliance with the provisions of subsections (1), (2) and (3) and for the examination by prescribed authorities of the supply and distribution of drinking water in factories.

Latrines and Urinals

1. In every factory
 - a. Sufficient latrine and Urinal accommodation of prescribed types shall be provided conveniently situated and accessible to works at all times while they are at the factory;
 - b. Separate enclosed accommodation shall be provided for male and female workers;
 - c. Such accommodation shall be adequately lighted and ventilated, and no latrine or urinal shall, unless specially exempted in writing by the Chief Inspector communicate with any workroom except through an intervening open space or ventilated passage;
 - d. All such accommodation shall be maintained in a clean and sanitary condition at all times;
 - e. Sweepers shall be employed whose primary duty it would be to keep clean latrines, urinals and washing places.
2. In every factory wherein more than two hundred and fifty workers are ordinarily employed
 - a. All latrine and urinal accommodation shall be of prescribed sanitary types;
 - b. The floors and internal walls, up to a height of (ninety centimeters), of the latrines and urinals and the sanitary blocks shall be laid in glazed tiles or other finished to provide a smooth polished impervious surface;
 - c. Without prejudice to the provisions of clauses (d) and (e) of sub-section (1), the floors, portions of the walls and blocks so laid or finished and the sanitary pans of latrines and urinals shall be thoroughly washed and cleaned at least once in every seven days with suitable detergents or disinfectants or with both.
3. The State Government may prescribe the number of latrines and urinals to be provided in any factory in proportion to the numbers of male and female workers ordinarily employed therein, and provide for such further matters in respect of sanitation in factories, including the obligation of workers in this regard, as it considers necessary in the interest of the health of the workers employed therein.

SPITTOONS

1. In every factory there shall be provided a sufficient number of spittoons in convenient places and they shall be maintained in a clean and hygienic condition.

2. The State Government may make rules prescribing the type and the number of spittoons to be provided and their location in any factory and provides for such further matters relating to their maintenance in a clean and hygienic condition.
3. No person shall spit within the premises of a factory except in the spittoons provided for the purpose and a notice containing this provision and the penalty for its violation shall be prominently displayed at suitable places in the premises.
4. Whoever spits in contravention of sub-section (3) shall be punishable with fine not exceeding fine rupees.

Conclusion

Women's health is always looked in relation to maternity and their occupational health problems are seldom being considered. Women's health play a vital role but their aspect is been overlooked by the authorities to promote the industry as well as women workers and their family. The measures taken by the government to provide a healthy place to work in brings a solution to many issues and problems. Where health is, wealth prevails, so working women should work in a clean and healthy atmosphere.

Suggestions

- Education to be given to workers on gender equality and reproductive health.
- The Employers to be motivated for savings.
- Educate workers on safety and health regulations.

- Voluntary HIV/AIDS, STD's counselling should be given at workplace.
- Yoga, meditation classes should be conducted at workplace.

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