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## AWARENESS AND CONCIIOUSNESS AMONG WORKERS IN AN INDUSTRIAL SETTING HELPS IN PREVENTING CONFLICT

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Awareness,  
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### ABSTRACT

The Present Study is an empirical one based on the sample of respondents of Bhilai Steel Plant (SAIL).300 workers were selected through Stratified Random Sampling and Interview Schedule is used for data collection. In Modern and Scientific world information is obtained through – “Right to Information”. The best way to ensure what Government provides us by passing a Special law recognizing about self’s right to information as well as outlining the details. Awareness generates Right to access Information directly. In a Democratic country like –“India "Information has its own power . The Industrial workers work for 8-10 hrs a day, handling heavy machinery parts, hazardous chemicals etc. The Hazardous Communication Standard -29 , is a part of right to information where the employer establishes a written comprehensive related to hazard communication program which includes safety related to industrial work, is formed providing workers with a “Right –to –know” .With Right to information Workers have become conscious regarding their appointment, duty hours, job allocations, Occupational Safety And Health Awareness(OSHA),Etc. The Functions of OSHA, Relation between awareness and success, informal relations ,how proper information reduces conflict etc will be the focus of the Study.

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## INTRODUCTION

In the words of Shri Manmohan Singh, Formal Prime Minister Of India in his speech on right to information bill debate in Lok Shabha in may 2005 – he said “I believe that the passage of this bill will see the dawn of a new era in our progress of governance, an era of performance and efficiency, an era which will ensure that benefits of growth flow to all sections of our people. The right to information was first started in the Solomon Island, where the information like news bulletin that operated by computer named –“information kiosks”. the best way to ensure what the government given us information is by passing a special law recognizing about self right to information and outlining the details of how and where we can get it, it should also given details of the information that the government must always make available without anyone’s inquiry. People do not want to access to define the security documents but to mundane issues like the cost of development

projects at district level and how the ration cards are distributed. This will enable the people to fight corruption and administrative malfunctioning. The act is to make decision making transparent and open to public security. The information means any material in any form including records, documents, press release circulars, log books, contacts and reports (*national herald, 07 july, 2005*). Transparency and accountability are the corner stone of a democracy which can be strengthened by the implementation of the RTI act. The civil society is necessary for the protection of human rights promotion of democracy and deepening it. The civil society can very well create the conditions which are necessary for the successful RTI act. (Naik, 2006). India basically is an agriculture country but modern technology and machinery has laid foundation for industrial setup. Many people switched over their job from agriculture to industrial work. Previously workers were easily absorbed for any industry and they faced humiliation. Workers faced exploitations in terms of wages, duty hours, and many other in-human, treatment. Keeping these in mind to minimize the unjust done the labor welfare act was formed, but in spite of it the unjust continued, all this happen due to lack of awareness and consciousness of the

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worker towards their right and duties. The right to information is important, as the people can get the information as government has, can better understand what they are doing and make sure that they are fulfilling the promises they made. RTI in respect to industry is Necessary because to know industrial rules and regulations, special security provided for handling of hazardous chemicals under hazard communicates standard 29. The workers should also be aware regarding cleanliness of work area etc. Proper information regarding application of OSHA,SA (8000) and general awareness and clear concept regarding official discipline, general job description, job target etc reduces the unwanted and useless conflict. Conflict- is an inevitable part of human existence and a natural process. It can be internal in the form of thoughts and external in the form of violence, protest, sabotage etc. more over the conflict can easily be understood in the behavior of person. In an article by barill-gin grass published in industrial relations 2006,61,1. Winter 9-43. States that various studies have shown that worker health and safety are related among other things- like the characteristic of the organization to which they belong and other social interactions taking place within the organization. The above article is based on the function of occupational safety and health assurance (OSHA) Labor- Union Corporation in the promotion of right and interest by alcid marry loce L, published in industrial relation. 2006, 15, 3,335-357. Mentions that awareness related with the promotion and problem of the right of overseas Philippine workers OFW'S is carried out by a broad and dynamic community of NGO's by creating awareness regarding the rights.

## METHODOLOGY

the present study is an empirical one and 300 workers are selected through purposive stratified- random sampling and data is collected through interview schedule.

Among the objectives the first was to access- the functions of OSHA. (OSHA- occupational safety and health assurance). Violation prevention under OSHA standard are detected during any inspection, the citation will include the following information on –

- Violation
- Work place affected by the violation.
- Specific control measures taken. (violation)

## RESULT AND DISCUSSION

Findings – the following table shows the view of workers regarding function of OSHA. Among the functions 26.67 % of respondents for great extend to stop conflict. Followed by 16.67 % to great extend to monitor the effect of conflict.

### Function of SA-8000

Social accountability international (SAI) was established and convened an expert, international, multi-stakeholder do in developing standards and systems to address workers right SAI commonly known as SA- 8000 standard. It includes

- Factory level management requirements
- Independent, expert verification of compliance.

Opening of workers related to functions of SA-8000 are collected and tabulated below. 56.67 % of respondent response for factory level we functioning of SA8000. Whereas 33.33 % answered for healthy work place due to SA-8000

### General Awareness

Generating awareness to appointment, how to apply, where to pay fees job description, duty hours basic, nature of work, multi skill tech etc is done by the HRD (Human Resource Development) department of Bhilai steel plant.

**Table 1. Functions of OSHA**

Sl. no.	Function	Degree of function	frequency	Percentage
1.	Controlling violation	1. To great extent	35	11.67
		2. Normal	40	13.33
		3. Little	05	1.66
2.	To monitor the effect of violence	1. To great extent	50	16.67
		2. Normal	30	10.00
		3. Little	10	3.33
3.	Measures to top conflict	1. To great extent	80	26.67
		2. Normal	50	16.67
		3. Little	-	-
Total			300	100.00

**Table 2. Function of S.A. – 8000 (opinion of workers)**

Sl. no.	Function	frequency	Percentage
1.	Factory level	170	56.67
2.	Verification of compliance	20	6.67
3.	Public reporting	10	3.33
4.	Healthy work place	100	33.33
Total		300	100.00

**Table 3. Generating awareness among workers**

Sl. no.	Description	frequency	Percentage
1.	Job description	20	6.66
2.	Multi skill tech	10	3.33
3.	Nature of job	30	10.00
4.	Appointment procedure	70	23.34
5.	Enrollment in plant	170	56.67
Total		300	100.00

The following table shows the awareness among related to above mentioned points. Regarding awareness among workers the researcher found that more than 50% of the workers are well aware regarding rights.

#### Description

After analysis the researcher have come to conclusion whether industry or any organization, whether it is a question of national integration or national problem. The main solution lies in the awareness related to the individual right to know to access and thus right to information has come it existence on 12<sup>th</sup> Oct. 2005. Implementation of any rules in an industry of world fame is very hard task but the workers are basically sincere about their work and conscious regarding violation control, workplace environment, and their regular enrolment in the plant.

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