CHAPTER II

REVIEW OF EARLIER RESEARCH

2.1 INTRODUCTION

The researcher reviewed the published literature relating to the labour welfare practices in various countries, impact of labour welfare practices in different industries, the status of labour welfare in the industries, and issues of labour in different industries. Reviews have been collected from various sources like Books, Government reports, Journals, Unpublished thesis, and E resources. In this chapter the researcher has presented some of the most relevant research studies undertaken by various researchers in the field of labour welfare.

2.2 REVIEWS OF EARLIER RESEARCHES

Kelly and Haskins (1921) conducted a study on foundations of Industrial welfare that focused on the relationship between labour and management. It is recorded that the modern industry offers provisions for various compensation, insurance, and education. Also the industries made general improvement in hours and conditions of work which legislation made compulsory. The co-operation between the employers and employees are good. Welfare activities like supervised-dining rooms, recreation and athletic clubs, educational classes and libraries, etc are also provided. It is suggested that Industry committee could finance schemes like - recreation clubs, educational and libraries, mutual aid, and pension funds.
Report of the Bombay textile labour enquiry committee (1940) revealed that the rural labour attends work and live in an unhealthy environment without any recreation facilities. The tiring conditions of tedious and hectic job make the labour become irregular and often indiscipline. All these have been referred to as the social invasion of the factory. It is concluded that there is a need for providing welfare services.

Paul (1951) stated that the welfare services are as varied as life itself and are constantly being adapted to suit the new situation. The welfare services change according to the changes in human needs, problems of adjustment to social environments, or changes in the structure of society. It is also mentioned that the concept of welfare vary from country to country, industry to industry, and even from company to company.

Gille (1952) made a study of family welfare measures in Denmark and elaborated the welfare measures taken by the government to reduce the difficulties of working mothers. The government provided some compensation during maternity leave. It is further noted that the government established centers for providing counseling to pregnant and confined women on legal, social and medical issues and provided loans to working women to build houses. The paper also enumerated the schemes of the government that provide loans to the companies to build nursery to the children of working women and free meals at nursery.

BanerJee (1965) enquired into the meaning, significance and working of industrial awards in various industries in India since independence and evaluated the need for industrial awards in the growing context of the collective bargaining
as a voluntary system side by side with the adjudication system. It is concluded that while industrial awards helps substantial wage rise, they had not been successful in making the requisite headway in improving industrial relation.

Pande D (1974) examined the possible relationship between the welfare activities and the industrial relation in newspaper industry by conducting a case study on Malayala Manorama. It was found that the rate of absenteeism and the number of grievances had a direct bearing on welfare measure and consequently on industrial relation. The study concluded that the proper payment of wage and provisions for welfare measures had a positive impact on industrial relation.

Maduri (1978) conducted a study on employee welfare costs, through a survey in 16 manufacturing industrial undertakings in Bombay. The study analyzed 33 non-wage benefits in manufacturing industry. The employer, the union, and the employees are satisfied with the available benefits. Every employee is given bonus, employee provident fund, state employee insurance, paid leave, and gratuity. However, it is noted that non-wage benefits were calculated based on wage and salary. The management considers rest rooms and uniforms as non wage benefits. Some of the management considers even dearness allowance as a non wage benefit. In the cotton textile industry two benefits are provided to the employees, namely employees state insurance and special leaves. It is said that these benefits are available to employees because of the existence of industry wise collective bargaining. The temporary employees did not get many benefits. Researcher found that some of the employees are not aware of the benefits such as dispensary, sports, library, educational facilities, gratuity, and special leave,
encashment of unavailed leave, product price conversion, and interest free loans. Significant number of employees not knows even the benefits such as ESI, Privilege leave and bonus which are statutorily theirs.

Kulkarni (1986) discussed about the schemes and projects designed to serve basic human needs, such as health, education, food etc. It is argued that the schemes do not directly contribute to an organizations’ business objective. The corporate effort has been initiated towards modern management techniques as an aid to the efficient running of the human resources development. The study was envisaged the importance of introducing these techniques and methods of human resources development planning.

George, M (1993) in the study titled “Impact of Trade Unionism on the management relations in the textile industry of Kerala” analyzed the private, Public and co –operative sectors. It is reported that labour welfare and productivity are determined by collective bargaining and Industrial relations. It was found that strikes contributed to be the main form of Industrial dispute in the textile sector in Kerala. The acceptance of conciliation and negotiation were the predominant forms of dispute settlement mechanism.

Pushpa (1993) in the study titled “Workers participation in management in Kerala” evaluated the nature of Trade Union activities in Kerala, and examined the functioning and implementation of the schemes of workers participation in management. It is concluded that most of the labours are aware of trade Union’s activities, however, only few labours are aware of the concept of workers participation in management.
Gupta, R.D. (1994) analyzed the arrangement which prevailed in India with respect to the social security and welfare of the factory workers. The main focus of the research is on the dynamics of the social security and welfare of factory workers in late 19th and early 20th centuries. The research was done in Calcutta, Eastern India, and Western India. It is identified that the labour welfare societies were inaugurated from time to time in different industrial centers. It is recorded that Calcutta Barangore Jute Mills supported the labour welfare activities and encourage women education and night school for working people. Bombay Mills association demanded the working hour of only 8 hours. It is found that most of the trade unions are in weak position. Most of the trade union concerned with protests against exploitation, oppression by the employers, and demand relating to wage, working hours, holidays, Job security housing, etc.

Gopalapillai (1994) in the study titled “An investigation into industrial strikes in Kerala”, investigated the emerging trends relating to strikes, the attitude of the workers towards strike and strike-related activities, and the attitude of the Trade Union Leaders towards strikes and strike-related issues in the state. It is concluded that majority of the workers and their trade union leaders’ participate in strike.

Sajeev (1994) made a study titled “Trade Unionism in Kerala: an empirical study”. Main objective of the study is to reveal the nature of working and the Socio-economic background of Trade Unions in Kerala. The analysis was made based on the perception of the members of the union about their unions and the union leaders. In most of the unions, members belong to middle age group act as the
union leader. It is observed that political parties are also involved in the Trade Union activities. It is also observed that majority of the workers join in a particular political union.

Sanjay et al (1995) for the study titled “The workers participation in Trade Unions” collected data from 188 workers selected from Pepsu Road Transport Corporation in Punjab. The researcher found a high unionization among the labour and most of the labour participate in the union activities.

Vasanthagopal (1998) underwent a study titled “A study on the labour management relations in textile industry in Kerala”. The study found that bonus, wages and allowance, and work load were the main causes of disputes in textile industry in Kerala. It was also noted that the loss of profit owing to disputes in textile industry was not so significant. The workers and managerial personnal preferred voluntary negotiation, conciliation, adjudication as the desired forms of dispute settlement in textile industry in Kerala.

Sarfati, H (2003) argued that the management needs to think about the role of women and older workers in the economy and in the society. As the management provided seniority based wage increment and promotion, the workers avoid premature retirement. It is recorded that the collectively negotiated wage agreements in countries guarantee a relatively high level of minimum wages for the majority of the working population.

Chhabra (2005) argued that labour welfare includes both statutory and non-statutory activities undertaken by three agencies namely the employer, the trade
union, and the Government. Labour welfare activities are oriented towards the physical and mental development of the workers. These are very broad and are covering social security and extending the activities to those such as medical aid, crèches, recreation, housing, adult education, and arrangement for transport from workplace to residence.

John et al (2005) investigated the impact of welfare fund for labour in Kerala and found that the welfare fund schemes provided a wide range of benefits to the labour in the informal sector which contributes 85 percentage of the working population in Kerala. The welfare schemes include pension, death benefit, accident benefit, scholarship to the children of the member, medical expenses, assistance for marriage, maternity benefit, funeral assistance, etc. Researcher concluded that the benefits are not properly distributed due to several reasons and requires correction to justify the motto of the welfare fund. It is suggested that the implementation of welfare fund scheme in backward districts need to be improved.

Lau (2005) in the study titled “Employees assistance programs in Hong Kong” portrays the relationships between the government, the employers, and the employees. It is reported that the relationships were maintained well. companies provide a minimum monetary allowance to cover basic living expenses. It is noted that the employment ordinance that stipulates allowance for paid holidays, annual leave, work related injury, sick days, and maternity leave; Provident fund ordinance that covers the provisions for employment based retirement system; and safety health ordinance that covers the provisions for workplace safety and health protection to employees are in force in the non industrial sector.
Latasri (2006) conducted a study of labour welfare and the satisfaction of employees in M/S Seshayee Paper and Boards Ltd, Erode, with the objectives to analyze the relationship between labour welfare and industrial growth; to examine the working conditions, wage payment, and employment relationship; analyze the implementation of labour welfare schemes; and to know the feelings of the employee towards the existing labour welfare facilities. Statistical tools like one way ANOVA, Duncan test, and factor analysis were used to analyse the data. The results revealed that most of the labours are satisfied with Employees Provident Fund, Employees State Insurance, Gratuity, and pension. Most of the respondents feel that supervisor is friendly towards labours. Only a small portion of the respondents feel that Unions are not politically motivated.

Data (2007) in the study titled “Contemporary issues on labour law reform in India” suggested that all Indian organizations should improve the activities of labour welfare and the labour welfare act is to be implemented through proper channel. All organizations concentrate on social protection of workers as the labour in the new industries would face many insecurities like job security, minimum wage, housing, health facility, and most importantly old age benefits.

Scharle, A (2007) discussed about the effect of welfare provisions on female labour supply in Central and Eastern Europe. It is observed that the female labour got cash benefits, maternity benefits, child care benefits, family allowances, etc. The female labour has equal share of jobs and equal participation in the work. It is suggested that cash benefit and income protection need to be revised for women employees.
Dickson et al (2007) made a study on customer service, employee welfare and sports tourism in Australia, with an aim to study the impact of the employee welfare and HRM activities on customer service. The data were collected from the permanent residents and seasonal workers. Data were collected through the questionnaire with a sample of 162 respondents chosen using convenience sampling in which 159 samples were useful. The results showed that 100 per cent of the respondents are satisfied with the medical center, cinema sector, and bowling clubs. Majority of the respondents are satisfied with swimming pool, Churches, and community health center.

Rehman and Shashi (2007) for their study titled “Operation of the limestone and dolomite mines labour welfare fund in Madhya Pradesh” collected data through the survey method from 124 respondents selected randomly. The study covered living and working conditions, education, and health care schemes. Majority of the labours do not have any houses. It was found that in and around the habitations of the workers, water scarcity was quite high. Very small proportions of the labour are benefited under the T.B health treatment schemes. It is recorded that the survey increased the understanding of the labours on the rules and regulations and the benefits of labour welfare funds. It is suggested that increase in the funds for education schemes and proper implementation of it automatically will lead to increase in the utilization of labour welfare funds.

Mahalakshmi (2008) made a study on labour laws and women welfare and found that most of the mines were not adequately complying with the statutory provisions. It is revealed that nearly 88 per cent of crèches had no facility for wash
rooms and latrines. The women workers are not satisfied with the available medical services in mines. It is found that women are in need of adequate security and protection to be self reliant.

Selvaraj (2008) in the study titled “Manpower planning practices in spinning mills” surveyed 200 employees to determine the extent of their satisfaction with the employer – employee relationship. The samples were selected through stratified random sampling and analytical tools like simple linear trend, regression analysis, standard deviation, chi square test are employed. The results showed that nearly half of the workers felt that the facilities in the hospital were inadequate. Most of the employees are satisfied with working environment. The study revealed that there is a positive correlation among the functions like recruitment, training, and promotion. The negative correlation among transfer, salary bonus, work load, and work allotment were also noted. It is recorded that the management did not give due importance to the trade unions. It is suggested that the mill owners encourage and promote labour for optimum utilization of the labour. It is also suggested that the promotion may be given based on the skills.

Ganesh, A and Souza, V.D (2008) conducted a study on social security and welfare measures at New Mangalore Port trust with the objectives to provide better life and health to the workers; to make the workers happy and sufficient; to relieve workers from industrial fatigue; and improve the intellectual, cultural and social lives of the workers. Data were collected through questionnaire with 100 samples selected using simple random sampling. It is observed that the workers were very
happy and satisfied with the social security and welfare measures. It is suggested that separate rest room need to be provided for ladies.

Purnachandrarao (2009) in the study titled “Workmen’s welfare under free enterprise Era- An empirical study” analyzed the implementation of the welfare provisions, both statutory and non-statutory, by eliciting the opinions of the workers. Sample of 100 workers were considered for collecting information through the proportional random sampling method. Statistical tools, such as percentage, chi-square and T test were used. It is elucidated that the workmen are not satisfied with sports and games equipment and its maintenance. The workers are satisfied with first aid. Workers are only moderately satisfied with safety equipments. It is concluded that the welfare provisions need improvement in the areas like housing facility, rest room, lunch room, canteen, and as a whole the working environment.

Joseph et al (2009) made a study on labour welfare in India covering 10 five year plans. It is noted that the government and non government organizations provides housing facilities, education, occupational safety, health, prevention of child labour and bonded labour, and working women welfare. The improvements in labour welfare increased the productivity and industrial harmony. The government gave more importance to welfare through the laws like factories act, compensation act, etc. The ministry of labour set up women cell in 1975. The worker educations are also considered as important by the government of India. Private Sector also provides welfare facilitates like education to the children, provision of schools, reading rooms, libraries, medical facilities, transport
facilities, recreational facilities, nursery facilities, counseling, and group welfare service such as restaurants, sports, and social clubs.

Anitapathak et al (2009) for the study titled “A study of awareness of labour welfare measures in G.I.O paper and industries ltd. Bilaspur” collected data through structured interview schedule. A Sample of 50 were chosen out of 174 labour through multistage sampling. Awareness of the statutory welfare measures like washing, storing, sitting, first aid, canteen, and welfare officer among the labours are moderate. It is noted that rest room and crèche are said as not applicable in the study area. It is also found that non statutory welfare measures are not available in the industry.

Krishnakumar (2009) in the study titled “A study on Human resource management practices in cement Industries in India” analyzed the labour welfare measures and HRM functions of India cements limited including the employer and employee relationship in India cements. Sample of 125 employees were chosen using simple random sampling for collecting the data. Questionnaire that consists of mostly close ended questions with lickert 5 point scale was used in the study. It is found that most of the employees are satisfied with the allowance and other labour welfare measures.

Csiernik, R (2009) made a study on labour welfare in Canada. It is recorded that the membership of labour unions increased by 25.5 per cent from 2007 onwards. It is found that the occupational assistance programme has motivated organization labour and individual union members and improves the work life. Majority of the labour are working in agricultural, oil mining, and service sectors.
The Canada labour welfare programmes included the establishment of lunch room, housing facility, shower facility, and medical clinic. All industries in Canada implement recreation facility, adult education, schools and community libraries. It is concluded that the labour got more welfare services in Canada.

Ming-Sum Tusi et al (2009) made a study on labour welfare in Hong Kong. It was discussed that the Union Sponsored labour Welfare represents some of the biggest workers unions in Hong Kong. The Union encouraged the employees to be better producer for their companies and encourage, the employer to provide better working conditions. The Hong Kong companies’ encourage the employees through the cooperation and equal participation of employers and employees in the management. It is recorded that the labour in Hong Kong lacks collective bargaining power so the government helps to improve the labour management relations. Good relationship is identified between the trade union and labour in Hong Kong.

Akimopo (2009) in their study titled “Labour welfare in Japan” recorded the presence of extensive fringe benefits and welfare Programme due to collective bargaining. Some unions have created their own welfare programs including human services to disabilities, aged women, and children, consultation, counseling service, and career development. The Japan welfare programs had five major programs namely Cash gift for marriage, child birth, holiday travel, silver and golden wedding anniversaries, death, illness, injury of a family members; cultural, sports and recreational activities; services involved consultation and counseling program of union member; vocational and career training; and education
programs. It is also recoded that all the benefits and services are offered to union members and to their families.

Madhulincoln et al (2009) for their study titled “HRM Practices in Public sector banks and private sector banks” collected data through the structured questionnaire from the employees of Andhra bank and ING Vysya bank. The study used simple random sampling techniques and found that majority of the employees are satisfied with canteen facilities. However satisfactions on lunch room, provident fund, drinking water, leave facility and children educational facility are only moderate. It is noted that the toilet facilities were not similar between private and public. Every employee, irrespective of public or private bank, is a member of trade union.

Lourens (2009) made a study on labour welfare in South Africa. It is found that most of the labour union link with political party. The relationship between the labour union and political party had a serious impact on the working relationship between management and labour. The South African labour unions are well established with sufficient infrastructure. The South African government implemented labour welfare through Employee Assistance programmes. The Employee Assistance programme provides education, housing, and wage negotiation. It is found that there is a poor communication between management and labour. The researcher recommended that the South African government should implement union advisory, union training, and promotion of human rights.

Johngal (2009) in the study titled “Labour welfare in Israel” said that the fringe benefits and occupational welfare played major role in both the income of
the employees and the labour cost of employers. The welfare in Israel has always been closely linked to organized labour. The mid 1970’s, the golden age of trade union movement, occupational welfare system was established based primarily upon collective agreements between organized labour and business. Occupational welfare system offered workers a wide range of fringe benefits and pensions. The worker in growing sector got more fringe benefits than that in other sectors. Moreover workers in the ever growing high – tech sector enjoy a wide range of employer initiated fringe benefits. It is recorded that the role of the trade union federation has transformed from a provider of occupational welfare to a consumer.

Sasikumar (2009) made a study titled “A study on labour welfare measure in Arignar Anna Sugar Mills, Thanjavur” to analyze the existing labour welfare measures and various problems in labour welfare measures. Data were collected through questionnaires with the sample of 200 labours chosen using simple random sampling. The researcher used statistical tools like Chi-Square, Factor analysis, Correlation, Regression, Anova, and Clustering. The results showed that most of the labours are satisfied with the overall labour welfare measures.

Shyamsundar (2010) in the study titled “The current state of industrial relation in Tamil Nadu” analyzed labour reform measures, industrial relation, and collective bargaining. It is found that the trade union spoils industrial relation in the public sector. The study analyzed labour-management relations at various levels as well as wage fixing mechanism. The study divided the scope into four major areas namely labour market, labour law and labour reforms measures; Wages and trade unions; Collective bargaining; and tripartism. It is found that
there was a wider implication on welfare and security of workers and has often invited protests from trade unions. It is noted that in IT sector and special economic zones the labour unionism is weak.

Harilal et al (2010) in the study titled “Implementation of labour welfare measures in public sectors of Kerala” surveyed 255 employees by personal interview method to collect the data. The samples were selected from the employees of public sectors using multistage random sampling method. Employees are satisfied with statutory welfare measures and washing facilities, store, and clothing facilities. However, they are not satisfied with non statutory welfare measures like children education and transport facilities. It is recorded that there is no crèche. It was concluded that public sector employees are not provided with many non statutory welfare facilities.

Baluchamy (2010) compared the Status of women labourers in Textile and non Textile industry in Coimbatore and Dindigul districts. A sample of 500 women laborers were been selected for the study. Data were collected using interview schedule. Using one way table, Chi-Square, and multivariate analysis, it is found that working women face problems like insufficient wages, overwork, ignorance against occupational hazards, and discrimination in securing employment. It is recorded that women workers are ill treated and not provided with a good safety mechanism during night shifts. It is also recorded that they have low level of knowledge on labour welfare acts.

Sabarirajan et al (2010) made a study titled “A study on the various welfare measures and their impact on quality of work life provided by the textile mills in
Salem District, Tamil Nadu”. Data were collected from 250 respondents in 10 textile units. Chi-square, ANOVA and percentage analysis were used for analyzing the data. Most of the employees are highly benefited with the labour welfare measures provided by the mills. 5-10 years experienced employees are highly satisfied with the safety measures and working conditions. It is suggested that improvement on recreation facilities, leave, overtime payments, compensation arrangement and promotion are need to be improved.

Chaudhay, A et al (2011) made an empirical study on the effect of welfare measures on employee’s satisfactions in Indian railways with an objective to indentify the level of satisfaction of employee on employee welfare measures in Indian Railways. The data were collected through the questionnaire with the sample size of 500 chosen using simple random sampling. 50 per cent of the employees expressed their satisfaction with welfare measures. The researchers suggested that the Indian railway should introduce college for technical education. They also suggested to improve the employees’ welfare amenities in Indian railways.

Arif (2011) made a study titled “An analytical study of the functioning and the problems of the power loom industry in Maharashtra with special reference to Malegaon Dist, Nasik.” The power loom industry provided basic facilities in the factory for the workers. The study rejected the null hypothesis and concluded that workers satisfaction is dependent on wage and welfare facilities. The study revealed that the power loom units failed to provide basic amenities to the labourers. Most of the workers are not satisfied with the working conditions of the
factory which was with dust and fumes. The power loom industry has no care on hygienic conditions, safety measures, proper lighting and ventilations, and cleanliness. Most of the workers expressed their dissatisfaction with their job in terms of welfare facilities and wages.

Upadhyaya, S (2011) for the study, “Labour, employment and social security issues of security guards, engaged by private security agencies: a case study of Okhla and Noida,” has collected primary data from two industrial centers in India (Okhla and Noida). The study mainly focuses on working hours, remuneration, allowance, leave, and security of employment. The data were collected through the structured questionnaire on select security guards, agencies, and employers. Only 20 per cent of the respondents had the experience more than five years. The study revealed that 55 per cent of the respondents were doing 12 hours duty per day as normal duty. Most of the respondents were not being extended the benefit of casual leave. Most of the respondents get lunch break of 15 to 30 minutes. 90 per cent of the respondents did not have the access to canteen facility. 92 per cent of the respondents are not aware of the minimum wage rates. 79.5 per cent of the respondents are not aware of the employee provident fund.

Bhavani and Selvan (2011) in their study titled “Labour welfare measure—strong determinant of healthy industrial relations” took a sample of 150 respondents selected through stratified random sampling technique, and collected data through direct observation and informal focused group discussion. The study analyzed labour welfare measures such as housing, medical, canteen, education, transport, social welfare, family welfare, recreation, insurance schemes, gratuity,
PF, and industrial relations. The collective bargaining agreements solved many non statutory problems. Most of the labours are highly benefited with the welfare measures. Most of the labours were satisfied with medical facilities and educational facilities. Majority of the respondents were not satisfied with insurance scheme.

Sabarinathan and Ganapathi (2011) in their study titled “Socio economic status and job satisfaction of women employees in textile mills,” reviewed the status of women employees in the textile mills in Dindigul district, Tamil Nadu, to study the Socio-economic problems faced by the women employees in the textile mills. The data were collected through the interview schedule with a sample size of 250. Using Chi-Square test, the association between the Socio-economic factors and the level of satisfaction has been analyzed. Researcher suggested that the textile mills must provide adequate opportunity for career growth and advancement. Most of the respondents get a salary below ₹ 3000 which the management should increase.

Seenivasan and Rajendran (2011) studied Spinning mill employee’s trade union in Virudhunagar district with a sample size of 200 using stratified random sampling technique. It is found that trade unions have economic motives and security. The trade unions are continuously striving for the purpose of maintaining or improving the conditions of their work. It was clear that the workers join trade union to fight for their wage, job security, and increasing bargaining capacity. It was suggested that workers may be motivated by paying for over time wages,
providing compensatory leave for the extra time of work, improving the working conditions in the mills with adequate facilities, etc.

Ashifa and Vijaya (2011) for their study titled “A study on Labour Welfare Measures in Public Sector Transport Corporation” collected data through the questionnaire method from 100 respondents selected through stratified random sampling method. The results showed that 99 per cent respondents are aware Tamil Nadu Labour Welfare Board. Majority of the respondents are satisfied with workers education and canteen. Majority of the respondents are satisfied marriage allowance and post retirement benefits.

Manju et al (2012) for their study titled “A study on Labour Welfare measures in Salem Steel Plant” with objectives to study about the various labour welfare provided by the Salem Steel Plant to its employees; to study the attitudes of the workers towards the various welfare provided by the industry; to study the impact of labour welfare measures on the productivity of the industry; to suggest recommendation on the basic of which the labour welfare can be improved. The data were collected from the blue collar and white collar employees. Data were collected through the questionnaire with a sample of 105 respondents chosen stratified random sampling. The results showed that most of the respondents are satisfied with canteen facilities. Half of the respondents are satisfied in role of welfare officer.

Ramasatyanarayana (2012) made a study titled “Labour Welfare Measures in Cement Industries in India” with objectives to study the various welfare measures available in the organization; to know the satisfaction levels employees
about labour welfare measures provided by the organization; to offer suggestions to improve the standard of labour welfare in the organization. Data were collected through the questionnaire with a sample of 92 respondents chosen convenience sampling. The results showed that 90 per cent of the respondents are satisfied with the transport facilities, medical facilities, drinking water, rest room, sports and recreational facilities. Majority of the respondents are moderately satisfied with the subsidized canteen food and supply of uniforms. Most of the respondents are highly dissatisfied for not paying annual bonus and no facilities of cooperative store.

2.3 CONCLUSION

The researcher visited many libraries in Tamil Nadu and nearly States and also browsed through the internet and collected a bulk of review materials pertinent to the research area. The reviews include studies related to labour welfare, employee welfare, trade union, management relation, etc that were carried out both in India and other foreign countries. Majority of the studies focused on analyzing the labour welfare, employee welfare, labour and management relation, etc. The researcher understood that there are numerous studies in the research field. However, the researcher could not find much review on the spinning mills and especially no study in private spinning mills in Tirunelveli District. Hence the present study differs from the above studies and attempts to add value to the knowledge base.