ABSTRACT

The present work entitled "Impact of Absenteeism on Cotton Textile Industry of U.P. With Special Reference to Kanpur Mills" makes a critical and analytical study of the growth and problems of the cotton textile units in Uttar Pradesh. It also studies the problems and prospects of cotton textile industry of Kanpur. The problems of absenteeism and labour turnover in cotton textile industry in Uttar Pradesh with special reference to Kanpur have also been discussed.

The thesis has been divided in the following Chapters.

Chapter I : It deals with the economy of Uttar Pradesh and as also the industrial set-up in the state.

Chapter-II : This Chapter deals with the cotton textile industry in Uttar Pradesh : Its growth and problems have also been discussed.

Chapter-III : This Chapter deals with the Cotton Textile industry in Kanpur, its growth, problems and prospects.

Chapter-IV : This Chapter is related to absenteeism and labour turnover in cotton textile mills in Uttar Pradesh with special reference to Kanpur.
Chapter-V : This Chapter gives Conclusion and Suggestions. The drawback may be removed for reviving and developing the cotton textile industry in Uttar Pradesh (and in Kanpur).

Cotton textile industry has the distinction of being the oldest large scale industry in India. The industry occupies a very important place in the national economy of the country. It is the only large scale industry of the country whose origin, growth and advancement can be attributed to indigenous entrepreneurship. It is one of the few matured industries of the country which not only meets the needs of our local populace but also foreign markets. Its continuous progress has made India one of the leading textile countries and a source of enormous foreign exchange.

In its capacity for yarn and cloth, based on the number of spindles and looms installed, the industry holds third place amongst the countries of the world and second place on the basis of consumption of raw cotton. The cotton textile industry in India ranks first amongst the organised large scale industries in terms of total capital invested, number of workers employed by the industry, gross value of output and payment to workers. In most of
the contribution of cotton textile industry comes to one-fourth or more of the total for all industries.

At the same time, the cotton textile industry in Uttar Pradesh and in Kanpur in particular has been facing a number of problems such as absenteeism, labour turnover, recruitment, selection and training and strikes. Needless to say that the overall working condition of the workers in the cotton textile industry of Uttar Pradesh has worsened. A number of cotton textile units (in Uttar Pradesh) and in Kanpur, have deteriorated and some mills particularly in Kanpur have become sick. A number of these are either closed or have been taken over by the Textile Corporation.

The present study is related to the problems of absenteeism which has adverse effects upon productivity. Certain measures have been recommended by us to help reduce the rate of absenteeism. If these recommendations are implemented in the cotton textile industry in Uttar Pradesh and in Kanpur, better results may be obtained. The improvement in the working condition of the workers is essential. Modernization of machines, and large scale employment shall be the ultimate goals which would strengthen over national fabric and enhance the standard of living of the workers. Needless to mention that if the cotton
textile industry of Kanpur fails, there would fail the best hope of Uttar Pradesh.

The analysis has revealed that the textile industry of Kanpur has been working under heavy odds as a result of which its performance is disappointing. There are numerous factors responsible for this situation viz., high rate of absenteeism, increasing cost of production, under-utilization of installed capacity, outdated machines, changes in consumption pattern and sectoral rivalry. Some of the retarding factors are low yield and inadequate supply of raw materials, defective plant layout, worn out and outdated equipment and inefficiency and uncooperative attitude of workers. The labour unrest factor has badly affected the industry, causing high rate of absenteeism in the textile mills of Kanpur.

It has been noted that traditional and out-dated methods of recruitment, selection, promotion and training of manpower are leading to high rate of absenteeism which in turn badly affects productivity.

The sources of recruitment continue to remain mostly conventional. As a result there are malpractices in the overall employment system with their ultimate impact on the productivity. The enforced decasualisation scheme has
not yielded as much as it was planned for the recruitment process. The industry follows no scientific and clear cut procedure for promotions.

Favouritism and nepotism in the absence of any scientific promotional policy are rampant and the workers in the cotton textile mills in Kanpur sting the management with this stigma. Training facilities exist barely in the units of the Kanpur cotton textile industry. The conventional methods of assigning the apprentice worker to an old and experienced worker continues to persist. Well organised training programme based on scientific methods of imparting the training for mental and skill development of the workers has not been introduced so far.

Low wages of the workers in the cotton textile mills in Kanpur, adversely affect their living conditions. The Wage Board's recommendations have not been fully implemented in the cotton textile mills of Kanpur and the workers have in a number of cases chosen to resort to strike in order to press their demand for need-based wages. The Wage Boards have remained ineffective in this regard.

Working conditions of the workers in the cotton textile industry in Kanpur are very poor, which affect the efficiency of workers and their productivity.
The welfare activities mainly confine to those obligatory requirements under the force of Factories Act. No wonder that these activities have remained a cause of frequent squabbles between the workers and management.

The welfare officer appointed by each mill in pursuance of the Factories Act is helpless to conduct welfare activities according to the genuine aspirations and needs of the workers, or to plan anything for the well being of the workers, for his office is entirely dependent upon the will of the mill management.

Working conditions which including broadly the sanitary conditions, illumination, maintenance of relative humidity and temperature in sheds and frequency of air changes do not conform to the standards prescribed by the Kanpur Cotton Textile Mills Rationalisation Enquiry Committee.

The ill-occupational health of the workers due to unsatisfactory working conditions has in fact been a major cause of 'absenteeism' in the cotton textile mills in Uttar Pradesh especially in Kanpur.

The problems relating to occupational health of the workers are the making of an unenlightened attitude on the part of management. Needless to say that good working
conditions will have good effects upon the workers. In this way their efficiency will increase as also the production.

The rate of absenteeism may be reduced by improving the overall working conditions of the workers in the cotton textile industry in Uttar Pradesh (and in Kanpur). There is need for immediate attention of the management to improve the working condition of the mill workers in Kanpur. It is high time to realise that industries work with an ideal combination of men, material and machines with emphasis on human welfare.

Suggestions : General

1. In the light of the foregoing conclusion, it is important to develop both agriculture and industries in the State of Uttar Pradesh. Efforts should be made to improve productivity. Effective measures should be adopted successfully to combat calamities like draught and floods.

2. Since the State is large sized with different climate and soil fertility, it is suggested that proper soil testing service be made available to the cultivators on a prompt basis, which will be helpful in crop planning and maximisation of crop output.
3. Since infrastructure plays an important basic role in economic development, availability of power on uninterrupted basis should be made available to the cultivators. Further, the tariff should be reasonable and within the reach of cultivators.

4. In case of price rise the cost of inputs also increases. This leads to high prices of agriculture produce, adversely affecting the families particularly those in the middle and lower middle classes. Therefore, it is suggested that the agricultural inputs should be made available at reasonable rates.

5. Industries that contribute most to the State's exports including cotton textile and ready made garments should be given all sorts of encouragement including publicity on State's expenses.

6. Since U.P. has a number of tourist destinations, proper publicity and incentives should be provided to attract domestic and international tourists to the State. The scenic beauty of the Garhwal Himalayas offers attraction and opportunity for adventure tourism. The potential should be fully exploited particularly because tourism is least leakage and labour intensive industry.
7. Transport bottlenecks must be removed in the interest of free flow of goods and services. This will help boost economic activity in the State.

8. The entrepreneurs in the State should be extended all sorts of resources and help including venture capital to take to development activity particularly in industrial areas being developed by the U.P. State Industrial Development Corporation Ltd. The proposed integrated industrial city under the New Integrated Kanpur Industrial Development Authority (NIKIDA) to be located between Lucknow and Kanpur, should provide special facilities to the entrepreneur entering the ginning and weaving trade.

Suggestions specifically concerning Cotton Textile Industry of U.P. (and Kanpur):

1. The proposed textile city near Kanpur over an area of 300 to 500 acres of land should be speedily developed for the growth of cotton textile industry of Uttar Pradesh.

2. To increase cotton textile production in the Uttar Pradesh and in Kanpur, the single shift system should be replaced by the double and triple shift system.
3. To help promote the exports of textile products an indepth and intensive approach should be adopted instead of selective approach.

4. To overcome the vast gap between the per capita requirement and per capita consumption of cloth revival the reopening of the sick/closed mills is Sine Qua Non.

5. It is suggested that the three sick sectors of cotton textile industry of Uttar Pradesh and Kanpur viz. spinning, weaving and processing be dealt with in the following manner.
   - Due to large employment potential in Khadi sector, optimum utilization of spinning capacity has to be ensured at all cost.
   - The role of handloom sector has to be preserved and powerlooms, irrespective of their sectoral consideration, be treated equal so as to compete which each other.
   - Treat individual power processors and processing house at par working on a competitive spirit.

6. Adopt necessary measures that help promote growth and development of export oriented cotton textile industry.
7. Re-structure the oldest industry of the country i.e., Textile in the State of Uttar Pradesh specially in Kanpur in the interest of overall industrialization of the State.

8. The textile industry is the second largest organised industry next to sugar. Therefore, it offers means of subsistence to more than 1,03,449 persons i.e., approximately 10 per cent of the total employment of the cotton textile industry in India.

9. The mills in Uttar Pradesh and (in Kanpur) must be modernized so that they also produce fine and superfine fabrics yielding higher returns. The U.P. State textile Corporation should come forward either to under-write the loans and issue of share to help raise capital.

10. As the hosiery industry in the State is not advanced as in other Northern Indian States, the mills be encouraged to set up their plant/complex by joining hands and pooling their resources. This will generate both income and employment. Thus, the products of spinning mills should be diversified. In order to enhance labour productivity and improve quality of output, technological upgradation with support from
both the Central State Government, is essentially required.

11. To develop spinning technology in villages preferably within the weavers' families, decentralised cotton spinning centre, should be set up on the lines of the 'pilot project', set up by the Appropriate Technology Development Association, Lucknow to decentralise cotton spinning.

12. Education and training of textile workers should also be especially taken care of. An expert committee may be appointed to collect relevant data and information and suggest ways and means to render the textile workers particularly those requiring skills more productive. This will also help avoid 'frictional unemployment'.

13. The cotton textile mills in Uttar Pradesh as in the country as a whole, have not been able to utilise their installed capacity of spinning. It affects the output, the full licensed installed capacity should be utilised by the cotton textile mills of Uttar Pradesh (and Kanpur). This besides increasing the output, will also add to employment and income generation.
14. As any expansion and full utilisation of the installed capacity depends upon the availability of raw material and power, efforts should be made by the management and the State to make these available to the mills.

15. It is not proper always to take over the sick cotton textile mills either by the National Textile Corporation or the U.P. State Textile Corporation. Instead, Financial assistance should be provided at the first instance out of a special fund to be created for the rehabilitation of the cotton textile industry in Uttar Pradesh (Kanpur included).

16. Generally Indian cotton is used by the cotton mills in Uttar Pradesh and in Kanpur. Only medium and coarse cloth is manufactured. It is suggested that foreign cotton should be allotted to all mills of Uttar Pradesh (Kanpur included), so that they may be able to increase their profitability.

17. Generally the purchasing system of cotton is defective in cotton textile mills of Uttar Pradesh. Cotton is purchased through agents. A huge amount of commission is charged by them. This system should be abolished. The State Trading Corporation should make available the required cotton.
18. All stores and spare parts, foreign as well as local, are purchased through agents. They charge huge commission. This system should also be abolished. The State Trading Corporation should come forward to shoulder the responsibility.

19. To prevent cases of absence the following steps should be taken: Any subsequent repetition of this default should be penalised by fines and those who prove to be untraceable and still continue with this habit, should be warned or discharged at the first available opportunity. No plea of illness should be allowed unless due notice is given to the office before the commencement of work and is followed by medical certificate. Yet another way of checking this most undesirable habit is to link bonus with regular attendance.

20. Human factor is an important factor in relation to productivity. Technical factors also influence productivity. It is experienced that industrial countries of the world that are among all economic and technical factors, human factor is vital. It exerts a decisive effect on the level of productivity.
21. When the voluntary retirement scheme was introduced, a majority of this in NTC and Elgin mills availed of it. An effective plan should be drawn up for VRS to help reduce the burden of excessive work force.