INTRODUCTION
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In the modern industrial life, labour occupies a pivotal position. Without co-operation of labour, the management economic activities cannot achieve the desired goals. The plan target and objectives can be achieved through co-operation of labour. Absenteeism is a labour problem, so the Government of India laid emphasis on labour problems in the successive five year plan as follows:

FIRST FIVE YEAR PLAN

The First Five Year Plan (1951-56) pointed out that the target of the plan in the industrial sector related to capital and labour. In this plan the prime importance was given to the maintenance of industrial peace.

SECOND FIVE YEAR PLAN

The Second Five Year Plan (1956-61), stated that great stress should be laid on the creation of industrial democracy in which a worker feels himself as a part of the industrial sector. This plan was formulated for need based minimum wages, wages boards, guidelines for rationalisation, code of discipline, code of conduct, scheme for workers participation in the management.
THIRD FIVE YEAR PLAN

The Third Five Year Plan (1961-66) recommended no major change in the industrial policy. During war in 1962 with China, the industrial resolution was adopted, employer and workers pledged themselves to maximise the production. The Bonus Act was passed in 1965 with a view to resolving the most important item of discard between the two parties.

The plan also elaborated the policy of associating labour more and more with management and accepted the progressive extension of the scheme of joint management council as a major programme.

FOURTH FIVE YEAR PLAN

The Fourth Five Year Plan (1969-74) also stressed the need of effective labour administration for better enforcement of labour laws. By the end of 1966, the Government of India, appointed the National Commission on labour, which submitted its first report in 1969, for studying and making recommendations on various aspect of labour including wages, working conditions, welfare, trade union development and labour management relation.

FIFTH FIVE YEAR PLAN

The Fifth Five Year Plan (1974-79) stressed the need for greater involvement of labour by ensuring its vertical mobility
in the industrial organisations. Special attentions will be devoted to bring about improvement in productivity in all spheres of economy.

**SIXTH FIVE YEAR PLAN**

The Sixth Five Year Plan (1980-85) did not introduce any major change in the industrial policy on this plan much emphasis was given for quick justice to workers.

**SEVENTH FIVE YEAR PLAN**

The Seventh Five Year Plan (1985-90) has emphasised on improving the capacity utilisation, efficiency and productivity. Further, the quality of training imparted to the workers must be up-graded. Due attentions have been given to individual safety. Provision have been made for welfare, health and living conditions of unorganised labour not only in rural areas but also in urban areas, working condition of women and child labour have also been given attention.

**EIGHTH FIVE YEAR PLAN**

The Eight Five Year Plan has also stressed in the need of good industrial relation. In this industrial policy requires a purposeful retrenchment and reduction in the workforce and public sector units in particular and the segment of our economy in general under this new dispensation.
Hence a detailed study of labour has been made in this thesis for clear understanding of the problem of Cotton Textile industry of Uttar Pradesh with special reference to Kanpur which has the distinction of being amongst the oldest large scale industries of India. It occupies a prestigious place in national economy.

A large number of labour force is in the employment of the industry. It therefore presents a good ground and wide scope for scientific study of the implication of policies and action of management on the attitude of workers, their productivity and morale.


The ultimate objective of planning will to improve the living conditions of the poor and the various disadvantage sections of society. The ninth plan will also stress the critical importance of sound trade and improvement policies in order to promote rapid and sustained export growth. The objective of the ninth plan include: (i) Priority to agriculture and rural development wide a view to generating adequate productive development employment and eradication of poverty, (ii) Accelerating the growth rate rate of the economy with stable prices, (iii) Ensuring food and nutritional security for all, particularly the vulnerable sections of society; (iv) providing the
basic minimum services of safe drinking water, primary health care facilities, universal primary education, shelter and connectivity to all in time bound manner (v) containing the growth rate of population, etc.

**RESEARCH METHODOLOGY**

The present work is concerned with the study of labour problems of Cotton Textile Industry in Uttar Pradesh with special reference to Kanpur Cotton Textile industry.

"The impact of absenteeism on the growth of Cotton Textile Industry in Uttar Pradesh with special reference to Kanpur" has been fully studied. Orthodox methods of labour working are still persisting. The educational standard of labour force is also very poor. The main cause of low productivity is high rate of absenteeism, labour turnover, lay-off, strikes, lack of adequate sanitation, illumination, relative humidity and temperature, frequency of air change, dust control, mills fever, weaver's cough, acute respiratory illness from contaminated cotton, noise control, chemical substances control, have a great impact upon the growth of cotton Textile industry in Uttar Pradesh and in Kanpur. The productivity in Kanpur Textile mills indicated above has been greatly affected due to all labour factors. Reduced efficiency adds the cost of production.
The present work is mainly based on published and unpublished data collected by the reports and interviews with the executives and representatives of labour and management.

Statistical and other informations are collected from different sources. the figure are compiled directly from the record of number of mills as well as from the records of the wage board and the office of the commissioner of labour, which constitute important source of statistical data for the thesis.

In addition, the information is obtained from books, journals, unpublished thesis, annual reports, articles published in periodicals and various other publications of the Government of India and of the Government of Uttar Pradesh and the Daily newspapers have been used freely.

The researcher has faced a lot of difficulties of a serious nature at all stages of the enquiry. Firstly the managements were not ready to provide the correct informations. Detailed information of the routine practices have been obtained from the mills with great difficulties. Besides informations has also been collected from the labour welfare officer, personnel managers, production managers, departmental heads and assistants, workers union representatives and health medical officers of the cotton textile mills. Contract with a number of workers during the course of the field work at the mill level were also made.
The worker in all cotton textile mills rendered help in the collection of every kind of information and data in relation to impact of absenteeism on cotton textile industry of U.P. with special reference to Kanpur mills.

The thesis has been divided in the following chapters.

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

Chapter-II: This chapter deals with the Cotton Textile Industry in Uttar Pradesh and their growth and problems have 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 revise and develop the cotton textile industry in Uttar Pradesh and in Kanpur.

The delay in submitting the thesis has been caused due to a number of unavoidable causes including closure of Kanpur Cotton Textile mills. The nine cotton Textile mills in Kanpur stopped functioning since 1989 when their effort to rationalise the
workforce was failed by stiff resistance from workers. Incidentally it may be stated that there was envisaged to retrench 8000 workers out of 30,000 workers approximately. The J.K. Cotton mill declared lock out on May 15, 1989. Similarly the five National Trading Corporation (NTC) mills came to a complete halt in 1992. Only the Cawnpore Cotton Textile is still producing of 40 percent of its capacity. Similarly out of the 4 mills under NTC, four continues to produce. Two of these are able to clear salaries bills and two of others are able to meet the salary requirements upto 60 percent. Thus it is evident the research were handicapped as regard collection of reliable data and informations. Therefore the conclusions drawn are based upon the available data and informations which in most cases pertain upto 1989.