CHAPTER - III

PROBLEMS OF WOMEN WORKERS IN SPINNING MILLS IN DINDIGUL DISTRICT: A STUDY

METHODOLOGY

The path taken in this research is traced in this chapter. The Statement of the Problem, Objectives, Hypotheses, Definitions of Concepts and Terms, Methodology, Variables of Study, Scope of the Study and Limitation of the Study are presented in this chapter.

The main objective of the present work is to study the problems of women workers in spinning mills in Dindigul District. Only limited research studies have so far been made on this specific area. The study analyses the dimensions and forms of violence against women and crime against women, which has reached gigantic proportions in India. So, an empirical study of this kind in this area is justified. In this context, it becomes necessary to analyse opinions about the nature of work in the spinning mills, exploitation in disbursement of wages, awareness of the Minimum Wages Act, maximum working hours, problems faced in the working enterprises, resort to solve problems, framing new policy for women workers and enrollment of women workers in trade union activities. The methodology followed for the present investigation is presented hereunder in terms of study area, study population, sampling, variables, tools used, method of data collection and analysis of data. With these factors in mind, the following objectives have been formulated for this research study.
3.1 Objectives

- To study the socio-economic and demographic characteristics of women workers.
- To study the discrimination practiced in assigning work and paying salary and the nature of violence against women in the work place.
- To assess how women workers are treated by supervisors, male workers and the management.
- To study the timings of work, the security provided to women workers and the availability of and the access to health and other basic facilities in the work place.
- To study women workers’ knowledge of women’s rights, Labour Acts, welfare programmes and their participation in trade union activities.

3.2 Hypotheses

The following hypotheses are proposed for testing in this study.

- Privatization of industry is associated with availability of social security to women workers.
- Knowledge of Labour Acts depends upon the literacy level of women workers.
- Women workers are subject to different forms of gender discrimination.
- Total years of service is not associated with ill-treatment of women workers.
• Scheme based appointment of labour influences their participation in trade union activities.

• Mode of travel and distance from residence to mill and back home is not associated with sexual harassment of women workers.

• There is no discrimination in wages between male and female workers for similar work.

• There is no sexual harassment of women workers inside and outside their working premises.

• Awareness of women’s right to complain about domestic violence to anybody is less or absent.

• There is no change in the economic status of family due to women’s work force participation.

3.3 Definition of Concepts

3.3.1 Women labourer

Generally a woman labourer signifies a woman who does the most slavish and less skilled part of a laborious work such as masonry. The terms labour’, labourer’, ‘worker’ and employee are used as synonyms and are interchangeable, meaning wage labourer.

3.3.2 Gender discrimination

Though gender discrimination and sexism refer to beliefs and attitudes in relation to the gender of a person, such beliefs and attitudes are of a social nature and do not, normally, carry any legal consequences. Sexual discrimination, on the other hand, may have legal consequences. Sexual
discrimination can arise in different contexts. For instance an employee may be discriminated against by being asked discriminatory questions during a job interview, or an employer may not hire, promote an employee or wrongfully terminate an employee based on his or her gender, or employers may pay unequally based on gender.

### 3.3.3 Gender inequality

Gender inequality refers to the obvious or hidden discrimination between individuals due to gender performance (gender differs from biological sex; see sex/gender distinction). Gender is constructed both socially through social interaction and biologically through chromosomes, brain structure, and hormonal differences. The dichotomous nature of gender leads to the creation of inequality that manifests in numerous dimensions of daily life.

### 3.3.4 Sexual Harassment

Sexual harassment is unwelcome sexually determined behaviour such as physical contact, advances, sexually coloured remarks, showing pornography or making sexual demands, whether verbal, textual, graphic or electronic or by any other actions.

### 3.3.5 Unorganized Sector

Unorganized sector means all private unincorporated enterprises including own account enterprises engaged in agriculture, industry, trade and/or business.
3.3.6 Trade Union

A trade union or labour union is an organization of workers who have banded together to achieve common goals in key areas such as wages, hours, and working conditions. The trade union, through its leadership, bargains with the employer on behalf of union members (rank and file members) and negotiates labour contracts (collective bargaining) with employers. This may include the negotiation of wages, work rules, complaint procedures, rules governing hiring, firing and promotion of workers, benefits, workplace safety and policies.

3.3.7 Workforce

The workforce is the labour pool in employment. It is generally used to describe those working for a single company or industry, but can also apply to a geographic region like a city, county, state, etc. The term generally excludes the employers or management, and implies those involved in manual labour. It may also mean all those that are available for work. Workers may be unionised, whereby the union conducts negotiations regarding pay and conditions of employment. In the event of industrial unrest, unions provide a co-ordinating role in organising ballots of the workforce and strike action.

3.3.8 Contract Labour

Contract labour is that labour which is neither borne on pay roll nor is paid directly. It is usually divided into

a) those employed on job contracts and

b) those employed on labour contracts.
The contractor generally engages his own workers and pays them either on time basis or on piece-rate basis.

3.3.9 Skilled Labourer

A skilled labourer is one who possesses skills or competence acquired through experience of the job or through training as an apprentice in a technical or vocational institute and whose performance calls for initiative and management.

3.3.10 Worker

The terms labour', labourer', 'worker' and 'employee' are used practically as synonyms and are interchangeable, meaning thereby wage labour. The term 'worker' is used in the same sense as defined in section 2(i) of the Factories Act, 1948 where a worker is defined as ‘a person employed directly or through any agency whether for wages or not, in any manufacturing process or in cleaning any part of the machinery or premises used for manufacturing process or any kind of work incidental to or connected with the manufacturing process or the subject of the manufacturing process. However, persons holding positions of supervision and management or employed in a confidential position are excluded’.

3.3.11 Wages

Wages constitute the return obtained by the workman for placing his labour, skill and energy at the disposal of his employer. Wages include all payments made to workers in cash as compensation for work done during one year, for example, basic wages, dearness allowance, Over time payments, shift allowance, leave wages, wages for paid holidays, and regular bonuses, such as, production bonus, good attendance bonus, incentive bonus, etc., which are paid more or less regularly for each pay period.
3.3.12 Industry

The terms ‘industry’, ‘factory’, ‘enterprise’, ‘establishment’ and ‘undertaking’ are used practically as synonyms and are interchangeable. An industry is a collective enterprise in which employers and workmen are associated. It exists only where there is a relationship between employers and workmen, the former engaged in business, trade, undertaking, manufacture or calling; and the latter engaged in any calling, service, employment, handicraft or industrial occupation or avocation of workmen.

3.3.13 Small Scale Industry

The terms ‘small scale industry’, ‘small scale sector’, ‘small industry’ and ‘small scale industries sector’ are used practically as synonyms and are inter-changeable. Small scale industry is defined as ‘a unit engaged in the processing, preserving, manufacturing, or servicing activities with an investment in plant and machinery (excluding investment for research and development purposes) not exceeding Rs. 60 lakhs’.

3.3.14 Labour Management Relations

The terms ‘labour-management relations’, ‘industrial relations’ and ‘employee-employer relations’ are used practically as synonyms and are interchangeable. The term industrial relations has been described as relationships between managements and employees or among employees and their organizations, that characterize or grow out of employment.

3.4 Definition of Terms

3.4.1 Blue room

The section in a cotton spinning mill where the preparatory processes of opening, cleaning and blending are carried out.
3.4.2 Carding (Garment)

A shaped article of textile fabric, or other flexible sheet material, intended to cover portions of the human body. Garments may be grouped as: Activewear, Blouses, Bottoms, Bridal, Dresses, Dress shirts, Foundations, Hosiery, Outerwear, Pyjamas, Robes, Skirts, Sleep wear, Sport coats, Sport shirts, Suits, Sweaters, Swimwear, Tailored clothing, Underwear, Uniforms, Workwear, Tops, etc.

3.4.3 Drawing

In spinning, the operation of blending slivers, levelling them and drafting them to form rov-ings. In synthetic filaments and films, it is the stretching to near the limit of plastic flow of synthetic filaments or films of relatively low molecular orientation. This process orients the molecular chains in the direction of stretching.

3.4.4 Simplex

A reversible double-faced fabric usually made on two needle bars of a bearded-needle warp-knitting machine; the two sets of warp threads are meshed together successively on each needle bar to produce a fabric that normally has the same appearance on both sides.

3.4.5 Spinning

The word 'spinning' is used to cover four distinctly different processes which should not be confused. General: The process or processes used in the production of single yam. Yarn from staple fibre: The formation of yarn from sliver or roving by drafting and twisting. Filament yam or tow: The formation of filaments by extrusion of fibre-forming substance, either
iii molten form, in solution, or in a form suitable for regeneration. Yarn from filament tow; The formation of yarn from tow by culling or breaking, drafting and twisting in a single operation.

3.4.6 Winding

In knitting, a term used to describe the movement of loops outwards at the selvedge of a piece of fabric. The result of such movement is an increase in the number of loops in the succeeding course (usually by one loop), thus widening the fabric. The term is used to describe both the action itself and the site of it.

3.4.7 Doubling

The operation of combining two or more strands, without twisting, to average the unevenness and the variations of each strand. A yarn in which two or more single yarns are twisted together in one operation. The initial twist and resultant doubling twist quoted. Doubling is sometimes referred to as twisting.

3.4.8 Textile

The word ‘textile’ is derived from the Latin word ‘texere’, meaning to weave. But a wider meaning than simply that of weaving must be accepted since that is only one of a variety of ways of making textile fabrics.

3.5 Methodology
3.5.1 Study Area

Dindigul District of Tamil Nadu State has been selected for this study. Out of the district’s fourteen Community Development Blocks this study covers thirteen blocks namely, Athoor, Batlagundu, Dindigul, Gugliamparai, Natham, Nilakottai, Oddanchatram, Palani, Reddiarchatram, Sanarapatti, Thoppampatti, Yadamadurai and Vedasandur. Kodaikanal Block was excluded because it has no spinning mill.
The industrial history of Dindigul District is closely linked with spinning mills. It is, as a matter of fact, one of the textile centers of South India. Coimbatore District, the major centre of cotton textile mills in Tamil Nadu as well as South India, occupies the first place. But spinning mills in Dindigul District were famous even before modern industrialization. Its spinning or textile mills have long been popular and famous. Besides, the spinning mills in the district increase in number every year and are also getting modernized.

This district is a familiar place to the researcher who is acquainted with officials occupying key posts in different spinning mills in and around Dindigul city. Their willingness to help him in conducting this research was an motivation to him. The mills selected for the present study are not similar in size and production at their time of establishment was different. They work under different ownership patterns - one under the private sector and an other under the co-operative sector. The spinning mills are situated in different backgrounds urban and rural. These factors were taken into consideration for selecting mills in different blocks (13 blocks) of Dindigul District for the study.

3.5.1.1 Salient Features of Dindigul District

Dindigul District was carved out of the erstwhile Madurai District on 15-09-1985. This district was previously named after one of the illustrious Chief Ministers of Tamil Nadu, Late C.N. Annadurai, who was affectionately called Anna by one and all. Dindigul, which was once under the sway of the famous Indian monarch Tippu Sultan, has a hoary past. The historical ‘Rock Fort’ of this district was constructed by the famous Naik King Muthukrishnappa Naicker.
This district is bound by Erode, Coimbatore, Karat and Trichy Districts on the North, by Sivaganga and Theni and Coimbatore Districts and Kerala State on the West. It is spread over an area of 6266.64 sq kms. It comprises three Revenue Divisions, seven Taluks and fourteen Panchayat Unions. Dindigul Town has been associated with iron locks and iron safes of good quality and durability. A lock manufacturing unit under the cooperative sector is functioning here. Another industry for which Dindigul is noted is leather tanning.

The widely known Angu Vilas scented tobacco and Roja Supari are produced in this town and are being sent to various places in the State and outside the State. This district has a flourishing handloom industry at Chinnalapatti. Art-silk sarees and Sungadi sarees are produced and exported throughout India. Dindigul City is an important wholesale market for onion and groundnut. Educationally, Dindigul is a well-developed and popular city. This district has the credit of having two universities, viz. Gandhigram Rural University at Gandhigram and Mother Teresa Women’s University at Kodikanal.

This district is privileged to have one of the six celebrated hill abodes of Lord Muruga on the Palani Hills, where the famous Dhanadayuthapani Temple is situated on a hilly rock at a height of about 450 meters.

Kodaikanal, a popular summer resort, located at an attitude of 2133 meters in the Western Ghates, is the princess of hill stations. A notable feature of the hillock is the kurunji flowers blooming once in 12 years. This district consists of 14 blocks. Among these blocks, thirteen blocks have been selected for this present study. The socio-economic and demographic particulars of each selected blocks are:
3.5.1.2 Profile of Athoor Block

Athoor Block is located 16 kms form Dindigul Town on the western side. It is surrounded by hill stations. Coffee, jackfruit, orange, banana and pepper are cultivated in the forest areas. At the bottom of the Western Ghots, there is a dam in the name of Kamaraj, former Chief Minister of Tamil Nadu, which is situated 5 kms from Athoor Village. This dam supplies water for irrigation and drinking purposes. Particularly, drinking water is purified and supplied to Chinnalapatti and Dindigul Town.

3.5.1.3 Profile of Batlagundu Block

Batlagundu Block is an important market centre for tomato and vegetables. It is very near to a popular summer resort, Kodaikanal, located at an altitude of 2133 meters in the Western Ghats. Pattiveeranpatti in Badagundu Block is famous for its cardamom grading and bidding centre and coffee curing process units. They are exported to other States.

3.5.1.4 Profile of Dindigul Block

Dindigul is the second largest town of the district. It is the headquarters of the taluk and houses the revenue the revenue divisional office. It is at the junction of the Thiriuchirapalli-Madurai and Dindigul-Palaghat railways. It is situated between Palani and the Sirumalai Hills. Its climate is considerably cooler and drier than that of any other large town in the district. It derives its name form the olden days when it owed its importance to the great isolated fortress-crowned rock which stands at its western end and dominates the whole of it. This rock is called Tindukal, meaning pillow-rock, from its supposed resemblance to a pillow. Lock making units and tanneries are the traditional industries of this town.
3.1.5.5 Profile of Guziliampari Block

Guziliamparai Block is situated between Karar and Dindigul Vedasandur taluk in the Palani Division of Dindigul District and west of Kadavur Block and east of Aravakurchi Block of Karur District. Guziliamparai Block is 41 kms from Dindigul on the Karur-Dindigul main road. Guziliamparai Block consists of 19 revenue villages, with one town panchayat namely Palayam. According to the 2001 census it has a population of seventy seven thousand. Guziliamparai Block is an industrially backward block. The people of this block are mainly dependent on agriculture. This block has no major river or canal, but, during the raining season, the Kodaganaru River helps the farmers of Koombur and Thirukoornam villages. Guziliamparai farmers mainly depend on wells and rain for their agricultural activities. Guziliamparai Block has no major industries except few spinning mills.

3.1.5.6 Profile of Natham Block

Natham is both block and taluk. It is situated on the borders of Madurai and Trichy Districts. Natham is surrounded by many hills. There is a Forest Research Station at Vembarali. Further up the Natham main road lies an Ethno Medical Centre. There are miles and miles of breathtaking panorama of mountains on the road to Podugampatti. People can visit these tourist spots for enjoyment. The economy of the block is based on agriculture. The total geographical area is 65271 ha. out of which 27, 380 ha. is forest area and 26, 661 ha. is cropped area. The block has no canals and dams. Mostly rainfed crops are raised in this block. There are coconut and mango groves spread all over the block. Other important crops are groundnut and pulses. The standard of living of the people is average. All the villages are electrified and provided with protected drinking water.
3.5X7 Profile of Nilakottai Block

Nilakottai Block is surrounded by the Sirumalai, the Alagarmalai and the Nagamalai Hills. It is very fertile because the Manjalar and the Vaigai rivers run through it. The important Peranai and Chittrani dams across the Vaigai river are situated in this Block and much of its southern part is irrigated by Periyar water. Nilakottai Block was one of the twenty six palayams of the old Dindigul Province, when the palayam was administered under Hyder Ali’s rule. Nilakkotai Fort was one of the strongest forts in Dindigul Province and was garrisoned by a company of soldiers under a Subedar and 30 Sibbandi pens under a Tahsildar. Nilakottai Town is well known for brass vessels and jewellery. Cultivation of followers and grapes is widespread in Nilakkotai Block.

3.5.1.8 Profile of Oddanchatram Block

Oddanchatram Block comprises of 39 revenue villages with 198 hamlets. The block headquarters is Oddanchatram which is located on the Dindigul-Palani Highway at a distance of 29 km from Dindigul. The only one town panchayat of this block is Oddanchatram. There are 35 village panchayats in this block. The major occupation of people of this panchayat is agriculture, agriculture allied occupations like animal husbandry, milk production (dairying), ghee extraction from raw milk and preparation of poultry. Ghee extraction machines are available in all the villages. Further, in Virupachi village, trades like basket making are undertaken. Tobacco, cotton, onion and vegetables are the major crops cultivated in the lands of this block. The Oddanchatram vegetable market is the largest one in Tamilnadu. Merchants from various marketing centers of Tamikiadu as well
as from Kerala, Karnataka and Andhra Pradesh procure vegetables in large quantities here and transport them through lorries to other marketing centers as well as to other states. Two non-governmental organizations, namely Mother Saratha Social Service Society and World Vision are functioning here. The Saratha Social Service Society is creating awareness among the people about AIDS. The only one hill-village is Vadakadu. There is also a small dam, namely Parappalaru, in this block.

3.5.1.9 Profile of Palani Block

Palani Block is located adjacent to the Western ghats. This block is spread over an area of 51,156 hectare with 39 revenue villages. Since this block is located at the foot of the hills, the rain water from the hills is saved in dams and used for irrigation purposes. The Palara Poranthalaru Dam, the Varadhamanathathi Dam and the Kuthiraiyaru Dam are very much helpful to the irrigation needs of this block. The total cultivated area during the year 2007-2008 was 25,710 hectares. The maximum amount of rainfall in this block during 2007-2008 was 940.4 mm. Due to heavy rain and seasonal change there is increase in crop production. Paddy, sorghum, wheat, groundnut, cotton, sugar cane and cereals etc. are cultivated in large quantities in this block. We can ensure development of this block by increasing the irrigation facilities, thereby converting the waste lands into cultivable lands, starting fruit processing units for export, creating regular employment opportunities for the casual workers, starting a wheat research station and encouraging the farmers to cultivate wheat in more areas etc. Further the lord Murugan temple located in this block is a famous pilgrimage and tourist centre. Rope car facilities were installed in this hill temple for the first time in Tamil Nadu and are being used.
3.5.1.10 Profile of Reddiarchatram Block

Reddiarchattam Block is located on the trunk road from Dindigul to Palani at a distance of 15 Ians from Dindigul Town. The Sri Gopinathar Swamy Temple, which is situated on a rock at a height of about 255 meters, is popular in Dindigul District. A notable feature of the block is Adalur Pantrimali connected with the Kodaikanal Hills in the northern direction. A good quantity of ghee and butter are produced in Reddiarchattam Block and supplied to different parts of Tamil Nadu.

3.5.1.11 Profile of Shanarpatti Block

Shanarpatti Block Panchayat Union comes under Dindigul Division and is situated 20 kms from Dindigul Town. It is surrounded by Thirumali Keni on the northern side, the Sirumalai Hills on the Southern side, Dindigul Panchayat Union on the West and Nathm Block on the east. Further, three rivers namely, the Sandanavarithini Aru, the Palaru and the Sandai Aru run in a south-north direction in this block. This block is covered under thick forest and the climate is very cool throughout the year. Mango, tamarind, guava, drumstick and coconut are cultivated widely. Tamarind and mango are produced on a large scale.

3.5.1.12 Profile of Thoppampatty Block

Thoppampabty Block is surrounded by Palani and Oddanchatrem Blocks. To the west and north of this block, Thirupur District and to the north - east, Karur District are located. This block comprises 41 revenue villages. The geographical area of this block is 60,215 hectares. The total and net cultivable area of Thoppampatty Block during the year 2007-2008 was 36,254. Of the total cultivable area of 36,254 hectares rainfed crops were
cultivated in an area of 21,628 ha. Under dry land crops, major crops like wheat, sorghum, cereals are cultivated. The major types of garden land crops cultivated include paddy, sorghum, millets, wheat, groundnut, gingelly, coconut, sun flower, sugar cane, chilly and tobacco. Of the total cultivable area 36,254 ha are under irrigation. Of the total irrigated area, the area which had more than one time irrigation was 865 hectares. The only one town panchayat of this block is Keeranur. In this largest block of this district there is no rain gauge to measure the rainfall. If this facility is provided, it is possible to measure the rainfall and plan accordingly for efficient irrigation management. There are nine paper board mills, 10 spinning mills, one animal feed production unit, one jel manufacturing factory using the animal leather are functioning in this block. To add pride to this block, an edible oil mill is planned to be started shortly. Poultry farms function in this block. As on date more than 600 poultry forms are functioning here.

3.5.1.13 Profile of Vadamadurai Block

Vadamadurai Block comes under Panlani Revenue Division. It is 17 kms north of Dinidigul on the Dindigul-Trichy National Highway. People are engaged in the cultivation of onions and tobacco on a large scale. Vadamadurai is very popular for its weekly market (shandy). Textile industries and related auxiliary units are widespread in Vadamadurai, generating a lot of employment opportunities.

3.5.1.14 Profile of Vedasandur Block

Vedasundar lies 12 miles north of Dindigul. Since the Vedas (hunters) were formerly living in this block, the place is named Vedasandur. It is a
very busy place as it lies at the junction of the main road to Palani and is one of the main halting places for pilgrims going to Palani temple. Tobacco growers are found in large numbers in this block and there is a tobacco research station.

3.5.2 Variables

Data related to the following variables will be collected in this study;

3.5.2.a Social variables

• Residence (Rural/Urban)
• Religion
• Caste
• Education
• Type of family
• Distance from residence to working place
• Occupation of husband
• Present occupation
• Nature of work of men and women
• Nature of industry
• Years of experience
• Hours of work - Timing
• Shift time

3.5.2.b Economic Variables

• Type of house
• Annual income
• Women’s monthly income
• Salary paid to men and women
• Other benefits provided by industry to men and women
• Maternal benefits (denial of leave or loss of pay leave or termination of service)
• Economic status of family before and after joining the industry

3.5.2.C Demographic Variables

• Age of women
• Marital status of women
• Duration of marriage
• Family size
• Number of living children to women

3.5.2.d Occupational Variables

• Years of experience
• Knowledge about different trade unions
• Membership in trade union
• Role of women in trade union activities
• Treating women compared to men by supervisor/ others within the industry
• Reasons for ill-treatment of women
• Work relationship between women and others
• Violence against women (Physical, mental, sexual etc. and its frequency)
• Approval of such violence by individual and others
• Reasons for such violence
• Security to women
• Knowledge about women’s rights and welfare programme
• Availability of and accessibility to facilities (toilet, restroom, healthcare etc.)
• Working stress situation at home and in industry

3.5.2.e Health Variables
• Morbidity during the last 3 months and its duration
• Asthma/ chronic disease and its duration
• Source of treatment

These data will be collected from selected women workers.

3.5.3 Study population

The study was carried out among women workers in spinning mills. The details about the number of spinning mills, number of women workers in Dindigul District and in the 13 selected Community Development Blocks, number of women workers interviewed and the proportion of women workers interviewed out of the total spinning mills and in each mill are presented in table. (Annexure-1)

3.5.4 Sampling Frame

The lists of Community Development Blocks, women workers, Supervisors, Administrative women staff and Sweepers were obtained from the Tamil Nadu Small Spinners Association, the Joint Commissioner of Labour, the Inspector of Factories and spinning mills of the Dindigul District. These lists served as a sampling frame for the selection of required respondents.
3.5.5 Sample

Thirteen blocks which were geographically spread in all the four directions from the district headquarters with various socio-economic and demographic characteristics were selected for this study. Both census and sampling procedures were adopted in this study. In the selection of respondents care was taken to study all the categories of workers of the spinning mills. Random sampling was used in the selection of the women workers. The sample size of 260 was arrived at by drawing 2.08 percent sample from the women workers. In addition to this, all the available trade union leaders, supervisors and administrative staff were interviewed intensively in order to collect information about working conditions. However, they were not treated as samples but as resource persons.

3.5.6 Tools of Data Collection

An interview schedule was administered in order to collect data from the respondents because an overwhelming majority of workers (an average of 2.08 %) drawn into the sample belonged to the low educational category which refers to school education up to X standard. Normally workers, unless they complete high school education, are not able to furnish the needed information if a questionnaire is used. So, the researcher decided to use on interview schedule for data-collection.

3.5.7 Method of Analysis

In this study, both quaEtative and quantative analyses were made. The quaEtative data were converted into percentages, average and suitable tests of significance like Chi-square and Proportion test of significance were used in the analysis of the data.
3.6 Scope of the Study

Since the subject under investigation is not quite well known to the workers as well as the executives it is hoped that the study will be helpful to the policy makers and also the management of the spinning mills to have an understanding of the worker’s problems. Also, it will be helpful to the government to make suitable laws to overcome the exploitation in disbursement of wages, violence against women workers in their working spot and to create awareness of the Minimum Wage’s Act, Maximum Working Hours Act, Workmen’s Compensation Act, Factories Act etc.

3.7 Limitations

This study is limited to the study of women worker’s problems in spinning mills in recruitment, wage status, assignment of work, violence against women and promotion of employees, their interacting situations and their unions. The present research work has been carried out in the 13 selected blocks of Dindigul District and so the findings can be generalized to the entire district. The opinions of the respondents regarding the problems of the women workers in spinning mills can be generalized to the state as a whole.

There were some constraints in terms of getting permission from the spinning mills, collection of secondary data form the offices of the Tamil Nadu Small Spinners Association, Joint Commissioner of Labour Welfare, Inspector of Factories, and spinning mills. The spinning mills are located in different directions/places of the district. Hence, a number of visits had to be made to meet the respondents, whether officials and non-officials. All the officials seemed to be very busy and the workers of the mills under the custody of management became a real problems for the researcher. Too much of strain had to be taken to meet and interview the respondents.
The official and non-official respondents didn’t agree to an interview. Immediate and time management allotted to them was limited. The researcher sought their co-operation by visiting them again and again. Workers and office employee respondents were not quite sincere in their responses. The researcher had to probe and bring out the relevant data from them. The management of the factories, being prejudiced against the women workers and the trade unions, exhibited a bureaucratic attitude and extracted more work from the workers within a short period. In turn the women workers were finding fault with the management, male co-workers, supervisors and trade unions for their non-cooperation and hostile outlook.

Textile industries (spinning mills) are expected to emerge as an economic resource centre for the development of the worker’s standard of living. The basic philosophy of the industrial sector is to recruit poor village unemployed women and men youth for promoting their socio-economic status and popular participation in union activities and public officers. This ideology has historically exercised its influence on work in society, as a common and enduring feature in all modes of production.

A number of studies have been undertaken in India relating to different aspects of the industrial sector such as spinning mill and its importance to society, worker’s status, entrepreneurship, worker-management relations, trade unions and other related aspects. But only limited studies have been attempted on the women worker’s problems in the spinning mills. The nature of violence against women workers in the workplace during day and night shift hours has always attracted the attention of investigators both in India and abroad. Their contribution has come to light in the form of books, research works, seminars, committee reports, conference reports, published theses and dissertations and articles published in newspapers. The most important and relevant ones are summarized below.
The studies discussed are related to the present study. But this study differs from them in several respects. This study gives priority importance to analysing the women workers’ problems, their socio-economic status before and after enrolment, level of awareness of women labourer’s rights and welfare programmes, participation in trade union activities, problems faced and resort to solutions in and out of the industrial sector. The study studies 26 spinning mills in Dindigul District to highlight the above mentioned problems. Besides, the study discusses the ways in which the union leaders and other executives use their power and influence with the management for the welfare of the union members.
### Table 3.1 District level Labour Force in Factories

<table>
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<th>S. No</th>
<th>Year</th>
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<td>Male</td>
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<td>16682</td>
<td>16372</td>
<td>16804</td>
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<tr>
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<td></td>
<td>74%</td>
<td>68%</td>
<td>68%</td>
<td>57%</td>
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<tr>
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<td>7690</td>
<td>7750</td>
<td>12442</td>
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<td>32%</td>
<td>32%</td>
<td>43%</td>
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### Table 3.2 Block wise Labour Force in Factories

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<th>Badagandha</th>
<th>Dinigal</th>
<th>Guggilampet</th>
<th>Natham</th>
<th>Nittaur</th>
<th>Oddanchatram</th>
<th>Palani</th>
<th>Reddiarchatram</th>
<th>Shanappatti</th>
<th>Thoppampatti</th>
<th>Vadalmudumai</th>
<th>Vedasandur</th>
<th>Total</th>
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<td>6</td>
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