CHAPTER I

INTRODUCTION

1.1 The Problem: Profile And Setting

Cotton is historically the most important fibre, and the cotton textile industry plays a significant role in the socio-economic structure of our country. In a highly populated country like India, cotton industry provides employment to several millions in spinning and weaving fields which have been the most important traditional domestic industry. It also helps indirectly the cotton cultivators and agricultural labourers in rural India.

Cotton textile industry in India is divided into two categories: the decentralised and organised sector. In the decentralised sector, spinning and weaving had been practised extensively in the country side as domestic activities. The transformation of spinning and weaving from farmer's subsidiary domestic activities into a professional occupation was linked with the processes of disintegration of village communal landholdings and dispossession of the peasants of their holdings.

Appearance of factory system at the close of the 19th century and early 20th century gradually brought organised sector in cotton
textile industry. The disappearance of hand spinning and hand weaving, which is considered as the sign of progress in a modern society, was delayed in India, and the handloom sector got priority over the mill sector during the first half of the 20th century. It was due to the impact of the foreign rule, colonial economy, and Gandhian ideology. However, as an organised agriculture-based industry, it is one of the very first industrial activities in which subsequent mechanisation on a very large scale took place, and this was followed by modern automation and mass production, a process which is still being perfected today. Of course, in the first half of the 20th century, technological progress in the spinning and weaving process has been relatively slow in India, mostly due to the colonial administration and the Gandhian concept. It is only in the post-independence years, and more particularly with the implementation of the Five Year Plans, a spectacular technological breakthrough as well as expansion in the textile industry, especially in spinning, has taken place.

The vital significance of the cotton textile industry can be realised from the fact that it has emerged as the largest and most organised industry of the country and fulfilled the basic need of the society. Among the organised industries, it is the most important source of livelihood of the working population in our country, and employment of workers in this sector remained lucrative. It consumes a major portion of the country's cotton crop and thus indirectly is a means of livelihood to an important section of our farming population. It also fosters a number of subsidiary industries like textile processing and storing, and provides a market for coal, fuel oil, electricity, chemicals, packing materials, etc.
Commencement of an era of planned economic development greatly boosted the growth of the cotton textile industries in India. The envisaged growth pattern had to fit itself into the overall objectives of long term economic growth and a socialistic pattern of society. Since this was one among the comparatively developed industries, five year plans did not envisage ambitious programmes in the mill sector of this industry. The basic guidelines in the plans for cotton textile consisted of (i) fuller utilisation of existing capacity of spindles and looms in the mill sector to achieve overall efficiency and increase supplies of piece goods, (ii) expansion of capacity in spindles in the mill sector in centres other than where already there was a concentration of mills.

The First Plan which accorded only a minor share to the mill industry in the development programmes, and which did not envisage any increase in the number of mills, allowed the increase of spinning mills in order to cater to the needs of the expanding handloom sector. This general approach has resulted in a moderate target of 350,000 spindles being laid down for the expansion of spinning mills with no effective increase in looms. The rated capacity of the mill sector at the beginning of the First Plan was estimated at 1668 7 million lbs of yarn and 4774 million yards of cloth a year. At the end of the 5th year, it was envisaged a rated capacity of 1722 million lbs of yarn and 4779 million of cloth.

The Second Plan did not alter in the basic approach to the expansion programmes in cotton textile industry. While spindlage had been allowed to increase from about 12 05 million in 1955-56 to about 13 62 million in 1960-61, number of looms remained the same.
rated capacity of the mill sector was upwardly raised from 1840 million lbs to about 2080 million lbs. The rated capacity in cloth production was assumed to be the same as it was in 1955-56, viz, 4950 million yards. While the expected production of cotton yarn was stepped up substantially from 1630 million lbs in 1955-56 to 1950 million lbs in 1960-61, expected cloth production varied between 5000 and 5500 million yards as against the actual production of 5094 million yards in 1955-56.

The Government's policy in the Third Plan was to encourage the setting up of spinning mills in areas where textile mill industry had not developed. In consonance with the objective of balanced development of different parts of the country emphasised in the Third Plan, regional imbalance was sought to be rectified by allowing more spindlage capacity to those states which were backward in this respect. Thus for two million spindles allotted to the states for setting up of new spinning mills, all the states were classified into three broad groups according to the extent of development of the textile industry in them and larger allocations were made to less developed regions. States like Andhra Pradesh, Bihar, Uttar Pradesh were given a larger allotment of spindles, while Madhya Pradesh, Kerala, Orissa, Punjab, Rajasthan were placed in the next category. Maharashtra, Gujarat, and Madras (Tamilnadu) where the industry is more concentrated were allotted relatively smaller number of spindles. The Third Plan allocated about 5800 million yards of cloth to the mill sector out of a total target of cotton cloth of about 9300 million yards in the cotton textile industry. On the basis, the yarn target has been fixed at 2250 million lbs at the end of the Plan. To reach the target, the Third Plan envisaged an increase in the active
spindlage in the mill sector to about 16.5 million at the end of the Plan as compared to 12.7 million at the end of the Second Plan. However, the Third Plan was not definite about the ultimate increase in spindlage to meet the target capacity in view of modernisation programme initiated during the previous Plan. Convinced that the existing loom capacity would not be able to generate additional 800 million yards of output in the mill sector, the Third Plan envisaged to set up about 25,000 automatic looms.

The Fourth Plan had not accorded any serious attention to this industry except maintaining that “the programmes in textile industry are primarily related to modernisation with marginal expansions. Provision has been made for financial institutions to support this programme. The Textile Corporation will help in reconstruction of viable but sick mills.” The Fourth Plan neither fixed any target nor gave details of any specific programme. It envisaged installation of additional capacity to the extent of 2.5 million spindles and 18,000 looms. The Textile Commissioner issued two press notes inviting application on 9 August 1972 for installation of this additional capacity. The main feature of the expansion policy for spindles were (i) the existing spinning mills as well as composite mills would be allowed to come up to 25,000 spindles, (ii) co-operative mills with more than 15,000 spindles and having good performance and adequate resources would be allowed to go beyond 25,000 spindles, and (iii) new spinning units in backward states would be allowed in the co-operative and public sector.

The Fifth Plan, however, accorded to the mill sector a share of 52 percent out of a total expected capacity of about 10,000 million
metres in 1978-79. It maintained that "in order that the requirements of the yarn for the decentralised sector are adequately met, the spinning capacity in the mill sector would be extended so as to provide a marketable surplus of 590 million kgs of yarn by 1978-79."

Textile target in the Sixth Plan was fixed with the objective of providing cloth in adequate manner at reasonable price. The aggregate cloth requirements of cotton, blends and synthetic had been estimated at 13,300 million metres for the Sixth Plan. The bulk of clothing requirements was to be shared between centralised and decentralised sector. An additional capacity of 2.1 million spindles had been targeted, and almost two third of the target was to come from the cooperative sector. It was proposed to augment the yarn supply to handloom weavers by promoting weavers cooperative mills, expanding existing ones up to 50,000 spindles and giving priority to areas deficient in spinning capacity. And again, in consonance with the objective of balanced development of the different parts of the country and extension of benefits of economic progress to less developed regions, regional imbalance was sought to be rectified by allowing more spindlage capacity to the backward states.

It is clear that during the years of planned economic development, the growth of weaving capacity had been arrested in the mill sector, and this had some unhealthy impact on the industry's performance during the post-independence years. The policies initiated in the Five Year Plans have changed the structure of the industry substantially during the period 1956-75. Though there was a considerable increase in the total number of mills during this period, the increment
was limited only to the spinning mills. While the number of total mills had increased by 67.7 percent, the spinning mills alone have increased by about 233.1 percent. Necessity of the country and the policies of the Government brought the shift of the priority from handloom to large scale spinning mills, and interestingly the same very handloom helped the growth of spinning industry. Yarn has been the basic raw material for the handloom sector. Composite textile mills used to supply yarn only after meeting their own requirements. This used to create acute shortage of yarn for the handloom sector. The government’s policy of statutory controls and consequent control of price and distribution failed to solve the problem. Therefore, as one of the important measures to ensure adequate supply of yarn, the production level had to be increased. In order to free the handloom sector from the strangle-hold of the composite mills, it was decided to permit the setting up of spinning mills with adequate spindle capacity. And again, an increasing emphasis was laid on setting up of spinning mills in the co-operative fold in order to enable adequate supply of yarn of proper quality at reasonable prices. Similarly the spinning mills were encouraged to adopt higher technology in this mechanical age, and consequently there emerged large scale spinning mills and there is little of spinning done in small scale.

Composite textile mills and spinning mills are located almost in all states of India. However, major concentration of these mills is found in Gujrat, Maharastra and Tamil Nadu. The Nineteenth Annual Report and Review of AIFCOSPIN gives a vivid profile of the growth of spinning mills in different parts of India. In the decade 1961-71, the spinning mills have shown a greater role of growth as compared to composite mills since 1951 due to government policy of giving priority
to the mill sector for supply of more yarn. This has led to the sharp increase in the number of spinning units, whereas the composite units have increased at snail's pace.\textsuperscript{22} The number of mills by 1990 reached the figure of 1051 of which 770 were exclusively spinning mills. The dominance of spinning mills as information given in Table 1.1 confirms is quite evident.

\begin{table}[h]
\centering
\caption{Growth of Indian Textile Mill Industry}
\begin{tabular}{|c|c|c|c|c|}
\hline
\textbf{Year} & \textbf{No. of Mills} & \textbf{Spindles installed (in million)} \\
& \textbf{Spinning} & \textbf{Composite} & \textbf{Total} & \\
\hline
1951 & 103 & 275 & 378 & 11.00 \\
1961 & 192 & 287 & 479 & 13.66 \\
1971 & 373 & 291 & 664 & 17.89 \\
1981 & 415 & 278 & 693 & 21.78 \\
1982 & 525 & 280 & 805 & 22.53 \\
1983 & 592 & 280 & 875 & 23.89 \\
1984 & 671 & 281 & 952 & 24.42 \\
1985 & 674 & 281 & 955 & 25.57 \\
1986 & 719 & 282 & 1001 & 25.68 \\
1987 & 744 & 283 & 1027 & 26.12 \\
1988 & 752 & 283 & 1035 & 26.25 \\
1989 & 769 & 282 & 1051 & 26.46 \\
1990 & 770 & 281 & 1051 & 26.59 \\
\hline
\end{tabular}
\end{table}

### TABLE 1.2

STATE-WISE DISTRIBUTION OF COTTON TEXTILE MILLS AS ON 31.3.1990

<table>
<thead>
<tr>
<th>Sl No</th>
<th>State</th>
<th>No of Mills</th>
<th>Spinning</th>
<th>Composite</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Andhra Pradesh</td>
<td>64</td>
<td>2</td>
<td>66</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Assam</td>
<td>5</td>
<td>--</td>
<td>5</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Bihar</td>
<td>4</td>
<td>2</td>
<td>6</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Goa</td>
<td>1</td>
<td>--</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Gujrat</td>
<td>29</td>
<td>90</td>
<td>119</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Haryana</td>
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<td>2</td>
<td>16</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Himachal Pradesh</td>
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<td>--</td>
<td>4</td>
<td></td>
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<td>2</td>
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<tr>
<td>9</td>
<td>Karnataka</td>
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<td>44</td>
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<tr>
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<td>Kerala</td>
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<td>5</td>
<td>29</td>
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</tr>
<tr>
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<td>Madhya Pradesh</td>
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<td>17</td>
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<td>--</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>Orissa</td>
<td>12</td>
<td>1</td>
<td>13</td>
<td></td>
</tr>
<tr>
<td>15</td>
<td>Punjab</td>
<td>19</td>
<td>2</td>
<td>21</td>
<td></td>
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<tr>
<td>16</td>
<td>Rajasthan</td>
<td>26</td>
<td>8</td>
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<td>17</td>
<td>Tamil Nadu</td>
<td>414</td>
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<td>19</td>
<td>West Bengal</td>
<td>24</td>
<td>17</td>
<td>41</td>
<td></td>
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<td></td>
<td><strong>Union Territories</strong></td>
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<td></td>
<td></td>
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<tr>
<td>1</td>
<td>Delhi</td>
<td>--</td>
<td>4</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Pondicherry</td>
<td>3</td>
<td>3</td>
<td>6</td>
<td></td>
</tr>
<tr>
<td></td>
<td><strong>All India</strong></td>
<td>770</td>
<td>281</td>
<td>1051</td>
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</tbody>
</table>

STATE-WISE DISTRIBUTION OF COTTON TEXTILE MILLS AS ON 31.03.19 0

<table>
<thead>
<tr>
<th>States' Name</th>
<th>Spinning</th>
<th>Composite</th>
<th>Total</th>
</tr>
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<tbody>
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<td></td>
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</tbody>
</table>

The bar chart shows the distribution of cotton textile mills by state as of 31.03.19.
Table 1.2 exhibits the state-wise distribution of cotton textile including spinning mills in India. It reveals that there has been major concentration of spinning mills in some pockets of southern and western India. There are 414 spinning mills in Tamilnadu alone and about 90 and 78 composite mills in Maharashtra and Gujarat respectively. It is because, the concerned regions are the major cotton producing ones which have accelerated the process of industrialization during the Plan Period.

Table 1.1 shows a curious mixture of impressive growth of cotton mill industry on one hand and near stagnation on the other over the years 1951-1990. During this period some significant development is observed to have taken place. While spinning sections have expanded, weaving has suffered stagnation. Consequently the number of spinning mills have increased seven times, from 103 in 1951 to 770 in 1990. The emergence of spinning mills in the co-operative sector is also another important development during this period. The number of composite mills where both weaving and spinning are combined has not increased considerably. The number was 275 in 1951, only another 6 have been added between 1951-1990.

More meaningful dimensions of growth are capacity and output. Spindle capacity has increased almost more than double during this period. It was about 11.00 million in 1951, but by 1990, it increased to 26.59 million. In contrast, the weaving capacity which was around two lakh looms has virtually remained stagnant. Both stagnation and expansion observed in the industry are partly due to the Government's policy of freezing mill-cloth output to give a big boost to the handloom
and powerloom sector. With this purpose, the Government moulded the Third Five Year Plan to encourage the setting up of spinning mills in areas where textile industry has not developed. It is found specifically after the sixties that spinning activities are becoming more profitable and expanding.

These developments moved the Government of India to announce two policy statements, one in 1978 and another in 1981. Both these statements are the result of the crisis the mill sector was facing then. The cumulative effect of all these developments resulted in the decentralisation of the mill sector into spinning units, weaving units and composite units. Hereafter, the categories of classification of textile industry were changed from handloom and powerloom into spinning, weaving and processing.

In response to the demands of the various State Governments, the Government of India felt, "A Weavers' Cooperative Spinning Mill is desirable, but the capacity of weavers to provide necessary share capital is limited. Spinning mills are particularly required in the states of U P, Bihar, Orissa and Assam which are backward in cooperative efficiency in the handloom sector. It is, therefore, not possible for the share capital to be contributed by efficient co-operative weavers' society. Therefore, the share capital in these areas has to come substantially from the State sector." In a spinning mill under the cooperative sector, the members who were either weavers or growers were expected to contribute one third of the equity capital required for the plant. The capital for plant comprise 40% equity and 60% loan and the normal source of loan to build up capital has been Industrial Finance Corporation.
From 1952 onwards the supply position of yarn could improve, but off-take of yarn was not satisfactory owing to the slump in the handloom cloth trade. In these circumstances, Handloom Board resolved that proposals for the installations of new spinning mills either by co-operative sector or by State Governments should be encouraged, but not the schemes sponsored by private individuals or organisations. The Board thought that this would enable the co-operative spinning mills and state sector spinning mills to provide higher proportion of yarn to suit the local requirements.

Under the scheme envisaged, the co-operative mills and state sector mills have many common organisational features. Government has a large stake in both, from financial point of view. Many methods and procedures are similar with respect to accountability, methods of reporting etc. Many cooperative mills have civil servants running them who are subjected to Government control and discipline. The share capital for co-operative spinning mills are provided by co-operative societies, growers or weavers, but the State Governments use to put in considerable amounts of money in the form of share capital as well as loans. They also stand guarantee to financial institutions against their loans to the co-operative mills. Consequently the State Governments have considerable interest in these mills. They have appointed their own officers as chief executives. There has also been similar degree of political interference in the working of these mills by various political parties which again require the State Governments to interfere to set the matters right. The efficiency of this sector is very important from the point of view of supplying yarn at reasonable price to the decentralised sector. Under this scheme, a backward state like Orissa...
was encouraged to set up a number of spinning mills mostly under co-operative and public sector

Orissa, with a large coast line and maritime glory is an extensive plateau in the north-eastern section of Indian Peninsula Since ancient times, she has been famous for her fine textile products However, with the emergence of colonial economy under the British rule almost all aspects of Orissa’s indigenous economic activities underwent a great metamorphosis, and consequently she was reduced to an industrially backward state despite her vast natural resources and abundant raw materials 24 However, her handloom industry continued in its morbid form Even though spinning and weaving became uneconomic from cost, availability of raw material and marketing points of view, they continued to form the principal means of livelihood for thousands of village folks who had no other alternative employment except cultivation in a region known for its poverty and backwardness They remained the most important village-based household industry of Orissa

During the post-independence years and with the commencement of an era of planned economic development, different regions of the Indian subcontinent had undergone the process of modernisation and industrialisation Under the impact, Orissa’s handloom industry eagerly but slowly switched over to mill-spun yarn In the process a number of spinning as well as powerloom mills appeared under the ownership and management of the state-owned I D C , co-operative and private sector They, as agricultural based industry, constituted the largest single group in Orissa, accounting for over 40
per cent of the average daily employment in all factories. They were the most important industry with 58 per cent of employment in this group, followed by food processing industries with 41 per cent of employment. Though employing a larger proportion of factory workers than any other single industry in the state by the commencement of the Second Plan, they still formed an insignificant part of textile industry in India as a whole. In terms of value of output, Orissa produced only one per cent output of Bombay. In place of, she ranked eleventh among the states where textile industry had any stature. A major part in the output of this industry consists of woven goods, and yarn forms only 14 per cent of the total value of output.

The growth of this industry in Orissa has been somewhat uneven and halting. Its substantial growth has not been possible mainly because of the meagre prospect of growing cotton in Orissa. Her soil and climatic conditions, essentially suitable of growing crops like rice, jute, oil seeds and sugar cane are not very suitable for cotton cultivation. Orissa produces about 1000 bales of cotton annually, all of which is of short staple variety. The per acre yield of cotton in Orissa is about 34 lbs, as against the all-India average of 92 lbs. Comparable figures for other states are Punjab 222 lbs, U P 122 lbs, Bihar 78 lbs and A P 53 lbs. Thus the average yield in Orissa is the lowest. Diversion of area from rice to cotton is not advantageous, because an acre under cotton yields about Rs 70/- while the farmer can get about Rs 170/- per acre from rice cultivation. However, with the commencement of the Third Plan, the State Government encouraged to bring a sizeable area under cotton cultivation. This attempt hardly brought any success,
because, instead of bringing more new land under cotton cultivation, the Government followed practically the traditional policy of substituting cotton for rice. Since a large scale switch over of cultivable area to cotton production is not feasible, considerable quantity of raw cotton has to be imported from other states for feeding altogether 13 spinning mills under the state, co-operative and private sectors in different parts of Orissa. So the availability of raw cotton in Orissa is a limiting factor for further expansion of the spinning industry here. The other such factor is the labour problem. Even though spinning which is rather an elaborate activity requiring eight different processes with different complicated operations is done by different machines, fully automated and electrically controlled, the spinning mills cannot run without a large labour force. Necessarily labour problem which is sporadic in this part of the country vastly affect the successful operation of these mills. There is no denying the fact that the labour force plays a vital role in the affairs of the Orissan spinning mills.

Yet, the spinning industry which is so important in Orissa's studies in the direction of industrialisation has been neglected academically. There have been no work either at the macro or micro level so far on Orissa's textile industries except one Ph D project, *Economics of Handloom Industry in Orissa*. Obviously the spinning mills of Orissa, and more particularly the problems and conditions of the workers of these mills have received no attention from the researchers. This factor has obviously influenced the selection of the topic, *Labour in the Spinning Mills of Orissa*. The study has been undertaken to focus on the conditions of labour employed in various categories of
the Orissan spinning mills. Since the labour is the main thrust, the study is of comparative on the socio-economic as well as the working conditions of the labour. The study represents perhaps the first attempt on the theme of a regional or supra-regional level in a logical sequence over a considerable time span. Therefore the study is largely exploratory in nature.

For its immense practical value for the society in these exciting days of modernisation, rapid industrialisation and breath-taking technological breakthrough, the study is significant. It surely provides guidelines to the industrial administrators, policy makers and planners in implementing policies relating to various aspects of labour problems. In this study specific objectives are set to provide the basis for enquiry. According to the objectives, the scope of the study is defined, technique of investigation followed, different tools used and pattern of statistical analysis decided.

1.2 Objectives of the Study

The study is designed to make a comparative study of labour problems in the spinning mills of Orissa with the following specific objectives:

(i) To analyse and compare the demographic features of labourers.

(ii) To analyse the pattern and trend of male/female employment in the spinning mills.

(iii) To examine the influence of socio-economic forces on working conditions of labourers in different categories of spinning mills.
(iv) To analyse the possibilities and extent of basic need-satisfaction of labourers through the provision of essential services like safe drinking water, sanitation facilities, health and recreational facilities etc.

(v) To study the causes, problems, and solutions of absenteeism in different spinning mills.

(vi) To examine and explore the causes of their low standard of living and against this backdrop, to make a comparative study of the standard of living of the labourers in different categories of spinning mills.

(vii) Lastly to make a comparative analysis of labour productivity in the spinning mills.

1.3 Hypotheses

There have been the attempts in this study to test following hypotheses.

(i) Demand of women employment in spinning mills is operation specific.

(ii) Women employment in spinning mills is low in relation to the employment of men.

(iii) Cooperative and state sector spinning mills provide better amenities to the labourers than the units under private sector.

(iv) Labour absenteeism is a cause rather than the effect of labour productivity.

(v) Provisions of essential services to the labourers are not adequate.
Standard of living of labourers is higher in cooperative and state sector spinning mills than that of the private sector.

Labour productivity is higher in case of private sector spinning mills.

These hypotheses are tested on the basis of primary data collected personally from spinning mills as well as many other secondary and published materials.

1.4 Implications of the Study

The results of the study would highlight the problems of workers in the spinning mills of Orissa and provide guidelines to those who are involved in developmental projects to improve the economic conditions of workers. These results may be utilised to prepare plans and formulate policies to improve the labour productivity and in the process to achieve the broader macro-economic objectives of the economy. It would also help identifying the constraints in the realm of implementation of different policies for the workers. This research work, hopefully will provide some inspiration and guidelines to the scholars interested in research on labour problems in general and labour problems in textile industries in particular. In short, the study may be of some value to social scientists, administrators, planners, policy makers, trade union leaders and all those who deal with the labour affairs.

1.5 Scope at the Study

The study makes an attempt to assess the different aspects of labour engaged in the spinning industry of Orissa. The workers in this industry are organised and their number is sizeable. The problems of
these mill workers have been in the news very often due to widespread sickness of various spinning mills, causing their temporary closure. In fact, the disputes over wage-demands do arise periodically in most spinning mills and lead to stoppage of work. This produces an unhealthy atmosphere, causes industrial unrest, creates a sense of socio-economic insecurity among workers and inhibits their competitive efficiency. Therefore it becomes imperative to study the aspect of labour problems of the spinning mills.

For the success of an industry, it is of great importance to enhance the efficiency of labour force by reducing absenteeism and labour turnover. So this aspect of labour problem needs to be analysed. Standard of living has great influence on the efficiency of industrial workers. It is unwise to expect efficient work from them who live in an atmosphere of poverty, misery, anxiety and insecurity. Unless their standard of living is improved, it becomes difficult to expect from them better efficiency. Therefore, this aspect of labour needs analysis.

1.6 Limitations of the Study

The study, since relies mainly on information and data obtained from different units is not an exhaustive one. Non-availability of records relating to the required data viz. productivity, return etc. puts limitations on the study of some aspects of the present work.

One of the major difficulties in making an exhaustive study is the lack of adequate, reliable and up-to-date statistics. Whether it is with regard to quantum of production or number of hours worked or the
number of people employed, the available statistics are occasionally based on estimates of various types. Since the estimates of different persons with different training, purpose and motive made at different times one likely to vary, it is sometimes difficult to judge which is authentic for one's requirement. This is no doubt a limitation of this project.

Collection of information from the management as well as the workers has not been easy. The management personnel use to be reluctant to show original records, especially the audited statement of annual accounts, cost sheets, balance sheet etc, out of a sense of apprehension and the usual habit of non-cooperation with the outsiders. Similarly, the workers use to be hesitant on questions of their income, debt etc. However, a little bit of persuasion and pleasantry could open them up for the purpose. In order to overcome the difficulties posed by the management side, necessary care has been taken and alternative ways have been found. For that reason the present analysis includes the aspects of social performances like welfare facilities, workers' participation in the managements etc on the cross-verification of some records and statistics in the headquarters offices of SPINFED, IDC and the Directorate of Textile which mostly control the Orissan spinning mills under the state as well as co-operative sectors. However, there is no denying the fact that cross-verification of records of the private sector spinning mills has not been possible despite sincere attempts, and above all, the human factors and unintentional errors in the process of data collection and investigation may not be ruled out altogether. However,
through sincere research with hard work, impartial judgement and required analysis, attempts have been made to overcome the limitations as far as possible.

1.7 Chapter Scheme

The entire gamut of the study has been in eight chapters. The first chapter, i.e., introduction presents a profile of the study, justifies the selection of the topic and its setting and highlights the objectives, hypotheses, implications, scope and limitation as well as the lay out of the study. The second chapter is devoted to a brief review of the previous studies on the area. The third chapter indicates the research design, sampling units and procedure, sources and methods of data collection and analysis. The fourth chapter is an examination of the demographic features of the spinning mill workers. While the fifth chapter presents the working conditions of the workers, sixth chapter deals with the employment of workers with an intermill comparison. Housing, indebtedness and consumption pattern have been analysed in the seventh chapter, and the labour productivity ratio of workers in the eighth chapter. They are followed by the concluding one which presents the summary and conclusion of the main finding emerging out of the study.
FOOT NOTES AND REFERENCES

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6. Ibid, p 6
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8. Report of Powerloom Enquiry Committee, Govt of India, New Delhi, May 1964, p 55
9. Ibid, pp 6-7
15. Productivity Trends, p 8
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20 I D Singh, Op Cit, p 3
22 S Sabbarwal, Op Cit, p 28
24 Industrial Programmes for the Fourth Plan of Orissa, NCAER. New Delhi, Dec 1968, p 1
26 Ibid, pp 1-3
27 In 1965-66 the area under cotton cultivation was 1, 100 hectares and the yield per hectre was around 229 kg-Industrial Programmes p 90
28 Industrial Programmes, p 23
29 Ibid, p 1
30 Appendix 111 , p 189
31 G K Boon, Labour Recruitment in Fibre, Textile and Apparel, Sijthoff and Noordhoff, Maryland, U S A 1981, p 150
32 P C Mahapatra, The Economics of Handloom Industry in Orissa, Asish Publication House, New Delhi, 1986