CHAPTER I

INTRODUCTION AND DESIGN OF THE STUDY

1.1 INTRODUCTION

The word ‘Textile’ is derived from the Latin word ‘Texere’ meaning to weave and originally applied only to woven fabrics. Then it expanded to mean fibres, and fabrics produced by interlacing or any other construction method. An organized cotton textile industry is one of the oldest and most firmly established major large scale industries in the world. The textile industry occupies a unique place in our country. It is one of the earliest industries to come into existence in India. The Indian textile industry is one of the largest in the world with a massive raw material and textiles manufacturing base. Our economy largely depends on textile manufacturing and trade, in addition to other major industries. About 27 percent of the foreign exchange due to export of textiles and clothing alone. The textiles and clothing sector contributes about 14 percent to the industrial production and 3 percent to the gross domestic product of the country. Around 8 percent of the total excise revenue is contributed by the textile industry\(^1\). So much so, the textile industry accounts for as large as 21 percent of the total employment generated in the economy. Around 35 million people are directly employed in the textile manufacturing activities\(^2\). Indirect employment including the manpower engaged in agricultural based raw-material production like cotton and related trade and handling could be stated to be around another 60 million\(^3\). One of the oldest industries in India is the cotton textile Industry. It contributes to nearly 30 percent of the total exports and is the second largest employment generator after agriculture\(^4\). Textile industry is providing one of the most basic needs of the people and holds importance, maintaining sustained growth for improving the quality of life. It has a unique position as a self reliant industry,
from the production of raw materials to the delivery of finished products, with substantial value addition of each stage of processing. The contribution of this industry is major to the country’s economy. The textile industry has been mother industry of the economy and it has been an engine of the economic growth. The pre-eminent place of textile industry in the national economy owes its contribution to the industrial production, employment generation and foreign exchange earnings. Next to food, clothing is one of the most important items of family expenditure in India accounting for 10 percent. Thus from the point of view of production, employment, export and consumption of cotton textile industry is very important. Apart from meeting the growing clothing needs of the increasing population, the cotton textile industry is the forerunner of India’s transformation from agrarian economy to industrial advancement. It has laid the foundation for the development of number of allied industries and services. The Indian entrepreneurship had its training ground in textile manufacture and the subsequent of industrial growth and economic growth are made possible by the pioneering efforts of textile industry.

The textile industry can be broadly classified into two categories, the organized mill sector and the unorganized decentralized sector. The organized sector of the textile industry represents the mills. It consists of spinning mills and composite mills. Composite mill is one where the spinning, weaving and processing facilities are carried out under one roof. On the other hand, the decentralized sector has been found to be engaged mainly in the weaving activity, which heavily depends on the organized sector for their yarn requirements. This decentralized sector is comprised of the three major segments viz, powerloom, handloom and hosiery. In addition to the above, there the readymade garments khadi as well as carpet manufacturing units in the decentralized sector. The textile industry in India has a strong raw material production base, vast pool of skilled personnel, entrepreneurial talent, and good
export potential and low import content, flexible Production systems, skilled manpower and a low wage cost, and this industry has immense potential in the globalised textile economy.

1.2 STATEMENT OF THE PROBLEM

It is an acknowledged fact that the composite sector has intrinsic strength in terms of higher productivity, superior technology, better technical and skilled manpower and integrated working. It has the capability to supply high value superior quality goods both for domestic and overseas markets. However these strengths have been diluted to great disadvantages suffered by the mill sector in certain areas such as multiplicity of taxes and levies, high cost of capital, lop sided fiscal policies, redundant and outdated controls and regulations, restrictive labour and industrial laws, lack of aggressive marketing, poor perception of Indian products in abroad, procedural problems in exporting, poor infrastructure in transport, communication and banking, high power tariff etc. All these factors have created negative growth in mill sector. The consequential impact has been sickness and closure of mills on a large scale. In the spinning mills, facilities offered to the labours are not in a good condition compared with what is actually expected by the labours. In the spinning mills, labours are treated only as assets and not as resources due to lack of education and awareness among labours about various statutory facilities. Further, it is necessary to analyse the Employees Opinion on welfare, health and safety, working conditions of textile mills in the study area. In this context of the present study, “A Study on Welfare, Health, Safety and Working Conditions of Labour in Textiles with Special Reference to Tuticorin District” has been undertaken.
1.3 OBJECTIVES OF THE STUDY

The main objective of this study is to analyse the employees’ opinion on welfare, health and safety, working conditions of textile mills in the study area with the special reference to Tuticorin district. The following are the specific objectives of the study:

1. To trace the origin, growth and development of textile industry in India.

2. To study the opinion of employees about recruitment, selection and training methods in sample textile mills.

3. To analyze the opinion of employees about wages and other allowances in sample textile mills.

4. To examine the opinion of the employees about welfare, health and safety provisions and working conditions of textile mills.

5. To assess the opinion of the employees about industrial relations, workers participation and employee absenteeism in sample textile mills.

6. To investigate the opinion of the employees about job satisfaction through sample employees.

7. To offer suitable suggestions to the management of textile based on the findings of the study.

1.4 SCOPE OF THE STUDY

The present study mainly focuses on analysing the textile employees’ opinion with regard to welfare, health and safety, working conditions of textile mills in the study area. Further, it also aims at studying the attitude of employees about recruitment, selection and
training methods, salary and other allowances in sample textile mills. The present study does not cover the problems and challenges faced by the employees in textile industry.

1.5 HYPOTHESES

A hypothesis is an assumption about a population parameter. This assumption may or may not be true. Hypothesis testing refers to the formal procedures used by statisticians to accept or to reject statistical hypothesis. On the basis of the foregoing research objectives, the following null hypotheses ($H_0$) are developed for the purpose of the present study.

1. There is no relationship between Demographic Variables and Employees opinion on Recruitment and Selection.

2. There is no relationship between Demographic Variables and Employees opinion on Training.

3. There is no relationship between Demographic Variables and Employees opinion on Wages and Allowances.

4. There is no relationship between Demographic Variables and Employees opinion on Welfare Measures.

5. There is no relationship between Demographic Variables and Employees opinion on Health Measures.

6. There is no relationship between Demographic Variables and Employees opinion on Safety Measures.

7. There is no relationship between Demographic Variables and Employees opinion on Working Conditions.

8. There is no relationship between Demographic Variables and Employees opinion on Job Satisfaction.
1.6 RESEARCH METHODOLOGY

1.6.1 Research Design

In the present study, both Exploratory Research and Descriptive Research design have been used in accomplishing the objectives of the study. Exploratory Research has been used to gain insight into the opinion of employees on welfare, health and safety provisions and working conditions of textile mills. Descriptive research has been used to analyze the overall effectiveness of training given to the employees working in the textile mills in the study area.

1.6.2 Sampling Design

In Tamilnadu, Tuticorin district has been selected for the purpose of collecting primary data. In Tamilnadu, most of the spinning mills are located in Coimbatore and Dindigul districts. It is very difficult to find the weaving mills in these districts. But in Tuticorin district both spinning mills and weaving mills are functioning in different parts of the district. Hence, it is decided to collect the primary data from the employees in Tuticorin district. Due to high employee turnover in the textile industry, it is difficult to define the exact number of employees working in the textile industry in the study area. Hence, it is decided to adopt the convenience sampling technique for selection of the sample employees. The sample size is fixed as 300. The sample survey is done among 300 workers in the fifteen sample mills at the rate of 20 workers from each of the mills are selected.

The sample mills are selected based on cluster sampling method and lottery method. There are twenty eight spinning mills in Tuticorin District. Tuticorin District is divided into eight taluks namely, Tuticorin, Kovilpatti, Ettayapuram, Ottapidaram, Tiruchendur, Vilathikulam, Srivaikundam and Sathankulam. There is no textile mills in Tiruchendur taluk.

Each Taluk is considered a cluster. The present study selected 15 mills in the universe of 28 textile mills in the Tuticorin district. As the study follows the cluster sampling method, proper attention is proportionately paid to include a minimum of one textile mill and maximum of six textile mills in each cluster in the sample. Fifteen mills are selected by a lottery method for the main study as given below in the table 1.1.
Table 1.1

Selection of Textile Mills in each Taluk

<table>
<thead>
<tr>
<th>S. No</th>
<th>Taluk Name</th>
<th>No. of mills</th>
<th>No. of mills Selected</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Tuticorin</td>
<td>4</td>
<td>2</td>
</tr>
<tr>
<td>2</td>
<td>Kovilpatti</td>
<td>11</td>
<td>6</td>
</tr>
<tr>
<td>3</td>
<td>Ettayapuram</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>4</td>
<td>Ottapidaram</td>
<td>4</td>
<td>2</td>
</tr>
<tr>
<td>5</td>
<td>Vilathikulam</td>
<td>4</td>
<td>2</td>
</tr>
<tr>
<td>6</td>
<td>Srivaikundam</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>7</td>
<td>Sathankulam</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>28</td>
<td>15</td>
</tr>
</tbody>
</table>

Source: Inspector of factories, Tuticorin.

1.6.3 Data Collection

In the present study, both primary data and secondary data have been used. A structured interview schedule is used for the study. The workers selected for the interview schedule include both men and women working in the textile mills in the study. While conducting the survey the workers belonging to different age of group are selected. Before undertaking the complete survey, a pre-test is conducted and then the interview schedule is modified and restructured suitably. The secondary data are collected from various websites, journals and published and unpublished reports.
1.6.4 Period of Study

The sample respondents were contacted from January 2015 to September 2015 through a structured interview schedule to obtain data.

1.6.5 Framework of Analysis

To analyse the primary data, statistical tools such as Simple Percentage Analysis, Weighted Average Analysis, Mean, Standard Deviation, Co-efficient of Variation, Chi-Square Analysis, Multiple Regressions, and Factor Analysis are used to describe the data.

1.7 CONCEPT OF WORKING DEFINITIONS

❖ Textile Industry

In this study Textile Industry represents spinning mill. Spinning mill is one where the process of converting cotton or man made fibre into yarn to be used for weaving and kitting.

❖ Labour

Those who are engaged in the various processes necessary for converting cotton or man made fibre into yarn and include employees in the administrative, managerial and engineering division.

❖ Recruitment and Selection

Recruitment function is to locate the sources where from the required human resources are available and to attract them towards the organization. Selection is the process of choosing the most suitable persons out of all applicants.
Training

Training is a process by which the aptitudes, skills and abilities of labours to perform specific works are increased.

Wages and Incentives

Wages is the compensation which an employee receives in return for his or her contribution to the organization. His or her standard of living, status of society, motivation, loyalty and productivity depend upon the wages and incentives.

Working Conditions

The efficiency of an employee depends, to a great extent, on the environment in which he works. Work condition consists of all the factors which act and react on body and mind of an employee. According to psychology the physical, mental and social conditions to which people work are analyzed to suggest improvements in them. If the working condition is congenial, fatigue, monotony and boredom are minimized, and work performance and morale can be maximized.

Welfare Facilities

For the employee, welfare measures help to counteract the negative effect of the factory system. These measures enable the employee and his family to lead a good life. Welfare facilities include free accommodation, free children education, free transport, crèche, rest room, first aid box, ambulance, free medical, and canteen etc. For the employer, welfare measures lead to higher morale and productivity of labour.
Health Measures

Good Health of labours are essential for the successful functioning of any industry. The organization provides satisfied health measures help to counteract the negative effect of the factory system. Health measures like white wash on factory premises periodically, disposes production waste, drinking water, sufficient latrines and urinals, sufficient spittoons and free health check up periodically.

Safety Measures

Safety measures prevent accidents and ensure regular flow of work. Safety helps to improve the morale and productivity of labour. Safety measures like tight fitting clothes, safety glasses and safety provisions to the labours, securely coverage of dangerous part of machines, suitable devices to cutting off power in emergencies, securely coverage of pits, sump within a factory promises, safety drainage facilities.

Industrial Relations

When a man is confident that his co-employees are loyal to him and will provide advice and assistance whenever necessary his morale is likely to be good. A leadership can win the confidence of labours through sympathetic and friendly behavior. There should be an impartial, helpful and capable team of superiors and managers and their sympathetic attitude towards employees will increase the productivity of labours.

Participation in Management

Labours’ Participation in Management seeks to bring about a change in the attitude of labours. Through participation they will consider themselves an integral part of the industrial undertaking rather than mere working hands. Participation provides the
labours an opportunity to express themselves thereby satisfying their non-economic needs. It provides them a sense of belonging, pride and accomplishment.

❖ **Motivation**

Management is the art of getting things done through other people. When other individuals work together in group, a proper environment should be created and maintained to achieve the goals of the organization. The personnel will work up to the satisfaction and expectations of the management only when an interest in their job is created. Inspiring this interest in the minds of the labour is motivation.

❖ **Trade Union**

A Trade Union is a voluntary and continuing association of labours to protect and promote their interest. Labours join unions to secure steady employment, economic benefits, protection, self-expression, recognition and status.

❖ **Grievances Handing**

The use of a well established procedure helps in redressing labours’ grievance promptly. A sound procedure should be installed for quick and impartial redressal of labour grievances. Such a procedure will help to avoid dissatisfaction and negative attitudes among employees.

❖ **Job Satisfaction**

Job satisfaction refers to an employee’s general attitude towards his job. It is the result of the pleasurable or positive emotional state of mind from appraisal of one’s job or job experience. The importance of job satisfaction is fairly evident from a description of the importance of maintaining morale in any industry.
1.8 LIMITATIONS OF THE STUDY

The present study is subjected to the following constraints and limitations:

1. The study has been conducted only among employees working in textile industries in Tuticorin district only.

2. The main objective of this study is to carry out a detailed analysis of employees opinion on health and safety, working conditions and employee welfare facilities available in textile mills in Tuticorin district only. Hence, state wide or nationwide coverage has not been included.

3. The results presented are based on the information provided and discussion held with the sample textile employees in the study area. Hence, the accuracy of the consequent findings is subjected to the extent and reliability of memory recall of these respondents.

4. The findings and suggestions given are limited to textile industry in Tuticorin district only and the present study does not cover the employees working in other industries in the study area.

1.9 CHAPTERIZATION SCHEME

Chapter 1 – The first chapter includes introduction, statement of the problem, objectives of the study, scope of the study, hypotheses, research methodology, working definitions, limitations and chapter scheme.

Chapter 2 – The second chapter deals with review of related literature.

Chapter 3 – The third chapter reviews the important statutory provisions regarding employees welfare, health, safety and working conditions.
**Chapter 4** – The fourth chapter discusses the overview of origin and growth of textile industry in India.

**Chapter 5** – The fifth chapter deals with data analysis and interpretation.

**Chapter 6** – The last chapter includes summary of the findings, suggestions and conclusion.
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