Among the crucial problems of our industrial age, relations between labour and management occupy a prominent place. All over the world it has been increasingly appreciated that good labour-management relations greatly help in laying the basis for economic growth and social change. They provide a solid practical foundation for building up new attitude and institutions needed to keep pace with the dynamics of modern industry. A fleeting glance over the history of industrial civilization reveals the conspicuous fact that in a constant rush for rapid industrial development the human element in industrial organization was scarcely recognized. In the midst of astonishing industrial progress labour came to be looked upon as a commodity value to be gauged by the usual standards of maximum use, periodical replacement, and scrapping when damaged or worn out. The Clayton Act of 1914, however, boldly declared that 'labour is not a commodity or an article of commerce' and thus gave it due recognition. Thirty years later the
Declaration of Philadelphia, adopted by the ILO in 1944, upheld the personality and dignity of the individual. Since then it has been increasingly realized that a worker is not a marketable commodity but a self respecting human being. He has feelings, emotions, and aspirations like all other human beings and strives to fulfill them through the instrumentality of work from which he not only makes his living but also derives self-satisfaction.

The last few decades have witnessed a striking development of labour-management relations which set the tone of social relationships in an industrial society. With the progress of industrialization, efforts have been made by the Government of India to democratize these relations and evolve a system of industrial management wherein a climate of constructive cooperation between labour and management may be fostered. Even then, the labour relations are not sound in all the industries of India. Especially, the textile industry is well known among all the industries of the country regarding the prolonged strikes and
lockouts. Though it is regarded as prime mover of the nation's economy because of its multiple contribution in the shape of employment generation, contribution to national exchequer, foreign exchange earnings etc., it is remarkable to note that most of the textile mills are unable to maintain harmonious relations. Consequently, the problems of labour relations have aggravated. It is in this background that the present study entitled, "Problems of Labour Relations in the Textile Mills of U.P." has been conducted to examine empirically the vital issues affecting the relationship between labour and management in the textile mills of U.P. and to suggest measures to make them more effective contributors for increasing the productivity and prosperity of the textile mills of U.P. The entire work has been divided into eight chapters. The first chapter deals with the conceptual framework of labour relations which includes the concept of labour relations origin, growth and development of the concept, conditions to make good labour relations and importance of harmonious labour relations on the one hand and key determinants i.e.
unionism, industrial disputes and collective bargaining, and labour relations during five year plans on the other.

The second chapter is a survey of literature which has been devoted to review the various studies conducted in the field of labour relations. In the third chapter the problems of labour relations in U.P. have been discussed which brings into light that the labour relations in the state appears to be satisfactory with a decrease in the number of disputes. The fourth chapter entitled, "Textile Mills in U.P.- A Study in Performance and Growth" is devoted to study the various aspects of textile industry in India in general and of U.P. in particular. It has been observed that the productivity of textile mills of U.P. is generally low. The current state of labour relations in textile mills of U.P. is also at a worsening position. A few suggestions have been put forward for improving the working of these mills to improve the labour relations.
Chapter fifth and sixth are related to examine the problems of labour relations in the public and private sector textile mills of U.P. However, one of the best method of the study was to make a sample survey of all the textile mills in U.P. But since this is a very large and time consuming project, it was decided to use the case method. Thus a sample of two mills was considered as the modest number from the point of view of feasibility of time and cost. Thus, an attempt has been made in chapter seventh to compare the problems of labour relations in two textile mills of U.P. viz., Elgin Mills Company Ltd. (a Government mill) and Modi Spinning & Weaving Mills Company Ltd. (a Private mill). Main conclusions emerging from this comparison reveal that no doubt both the mills are running in losses and financial positions are also at the worst. But the labour relations are quite cordial and harmonious in Elgin Mills than Modi Mills. In other words, it has been brought out that labour relations in the Public Sector textile mills are quite satisfactory as against the private sector textile mills. All the times in the public sector the indus-
trial awards are implemented in time. Personnel policies and practices are quite appreciable and in other labour matters too the public sector has been acting as a model employer and trend setter. Labour force has been attached greater importance in all matters despite of losses their demands are fulfilled. There is greater degree of satisfaction and job security among the workers. But when we examine the problems of labour relations in the private sector textile mills, it is found, that there are private monopolies. Employer is in a strong position than workers who have lack of strong unionization. Neither the workers are secure about their jobs nor satisfied due to indifferent attitude of management. At the same time, they are not happy with the payment of wages, policies and practices of personnel management etc. Workers are in greater distress in private textile mills of U.P.

In this endeavour, what is suggested for the private textile mill owners of U.P. is to provide maximum benefits to work force to attain their maximum
cooperation. This will help them increase productivity per loom and per worker which in turn will promote harmonious labour relations. However, at the same time, the textile mills of U.P. run by the Government should improve their productivity schedules to bring the companies on the list of profit making companies which will result in increasing worker's morale. The main findings of the study are the low productivity and low capacity utilization causing poor labour relations and low profitability which is common in both the sectors. There is urgent and greater need and the call of the day to improve the productivity of machines, men and materials along with full utilization of machinery in the textile mills of U.P. to cope with the highly disturbed labour relations situations.