The textile industry is regarded as an important industry of the country. This is so because of its numerous contributions in the shape of employment generation, contribution to national exchequer, increasing industrial production, foreign exchange earning etc. Equally important is the contribution of textile industry of Uttar Pradesh in the economic development of the State. But in recent years, due to low productivity, most of the textile mills of the state are running in losses and are unable to maintain harmonious labour relations. Consequently, the problems of labour relations have multiplied.

In the present study, an attempt has been made to examine empirically the vital issues affecting the relationship between labour and management in textile mills of U.P. and to suggest measures to make them more effective contributors for the productivity and prosperity of the textile mills of Uttar Pradesh.

Objectives of the Study:

The study aims at making a comparative study of labour relations in the textile mills of U.P. in so far as they
obtain in the private and public sector mills of U.P. The important objectives of the study are:

1) To review the conceptual framework of labour relations.

2) To make a survey of available literature on the subject as a whole.

3) To examine the problems of labour relations in Uttar Pradesh.

4) To discuss the growth, development and performance of textile mills of U.P.

5) To assess critically the problems of labour relations in a few sample mills.

6) To analyse the opinions of workers towards the management in these sample mills; and

7) To suggest measure for improving productivity and maintaining peaceful labour relations in the textile mills of Uttar Pradesh.

Research Design:

The textile mills in U.P. are divided into different sectors, viz., organized mill sector (public-private/
cooperative), decentralized power and handloom sector. This study refers only to the organized mill sector, of which public and private sector are considered as most important segments. However, one of the best method of the study was to make a sample survey of all the textile mills in Uttar Pradesh. 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. While making case studies, efforts have been done to see that workers of different categories, different shifts and also of different departments were adequately represented. The field investigation is based on a sample of 150 workers. They are drawn both from Elgin Mills Co. Limited and Modi Spinning & Weaving Mills Co. Limited. In addition, personal interviews of the management personnel and trade union leaders provided much information to make this study more adequate.

Research Methodology:

The present work is based on published and unpublished data collected from both primary and secondary sources.
All the information based on primary source is collected from the personnel departments of the mills and through personal interviews with the workers, union leaders and officers on the basis of pre-structured questionnaires and schedules. The major chunk of the portion based on the secondary information is obtained from the newspapers/journals, books, unpublished theses, annual reports of the companies and various other publications of the Government of India and Uttar Pradesh. Finally, all the information and data collected are analysed and important inferences have been drawn from them.

Limitations of the Study:

In the present study, the coverage of various aspects related to the problems of labour relations in textile mills of Uttar Pradesh is both intensive and pragmatic. The author has been particularly anxious to cover all important aspects of labour relations with the maximum degree of thoroughness, so as to make this study more useful. But in this earnest endeavour the author has to experience various difficulties of a serious nature at all stages of the enquiry.
Firstly, the management were not, generally speaking, correct in their dealings in some areas. Personnel officers and labour officers were absent or very busy otherwise despite of prior appointments. Secondly, in certain cases, adequate information was not available. Hence, the author has to restrict him to a more recent period. Thirdly, most of the workers and union leaders, being illiterate and a low level of consciousness or organization were also not in a position to help in any effective manner and to supply the relevant information. Lastly, some limitations appears to be inherent in the scope and subject of labour relations. It would be perhaps worthwhile to mention these limitations. This could but hardly leave a deep impress up on the findings and suggestions of the study. Even as it is, the study brings within its fold almost all vital issues relating to the problems of labour relations in the textile mills of Uttar Pradesh. But it should be made clear at the very outset that as these are case studies results and findings presented in it may not strictly apply to the mills of Uttar Pradesh as a whole.
Plan of the Study

The present study has been divided into eight chapters. The first chapter includes a conceptual framework of labour relations. The second chapter makes a survey of available literature on the subject. The third chapter deals with the problems of labour relations in U.P. The fourth chapter is devoted to explain the growth, development and performance of textile mills of Uttar Pradesh. In chapter fifth, an effort has been made to examine critically the problems of labour relations in Elgin Mills Co. Ltd. Various aspects related to labour relations in Modi Spinning & Weaving Mills Company, Ltd. have been discussed in chapter sixth. In chapter seventh, workers attitude towards management and various aspects of labour relations have been analysed. The eighth and the last chapter presents a summary of conclusions and findings of this study. Some suggestions to improve the problems of labour relations have been given in this chapter.