Chapter III
CHAPTER III
REVIEW OF LITERATURE

This chapter attempts to review some of the studies concerned with textile and knitwear units. The present review limits itself to just the areas which are relevant to the study. The related review of literature is focused on workmen compensation payable to workers in textile units in Coimbatore district of Tamil Nadu with special references to knitwear units in Tiruppur.

Joshi (1922)[30] had studied mainly about the Indian export trade between 1870 to 1914. It was observed by the researcher that during 1870 to 1914 Indian export trade was comparatively unimportant when compared to the internal market. The performance of colour piece goods in Madras was better than that of grey piece goods. The author mentioned about the importance of export trade and the main competition that came from the highly organized industrial nations like England. The principal market for grey piece goods was East Africa and Aden, and for coloured piece goods was Ceylon and Strait settlement.

Meek (1932)[31] studied about the production of mill made cotton piece goods during the period 1900 to 1930. The measurement was based on a unit of production that was equal to 10 million yards and was not piece wise. A logarithmic model was captured to the same concept with that of U.K, USA, Japan, and France.

The report (1936)[32] studied about the total quantity of Indian and foreign apparel piece goods available for consumption in Indian market. Piece goods in the thirties were the nearest synonym for apparels. The study revealed, though the domestic

---

31. Meek: “Goods Industry in India, Department of Commercial Intelligence and Static”, Statistics Relating to Production in the Cotton Piece, Manager, GOI Press, Delhi, 1932.
production of piece goods of the mills and handloom showed a steady increase, the exports of the same increased and decreased alternatively. The production, exports and imports of piece goods were measured in million of yards. The labour productivity was also calculated.

Bandyopadhya (1949)\(^3\) gave an account of the knitting industry in Bengal during the late thirties and forties with an insight into the export and import scenario following the Great World Wars. The First World War had a multifaceted impact on the industry. Due to paucity of domestic supply there was a large scale import of khadi stocking from Hong Kong and Japan. During this period the industry diverted to the other products such as woollen sweaters and pullovers. For the first time importance of power driven machinery was realized. The researcher has also highlighted that the Bengal's export was at its maximum. The contribution in the form of re-export was also highlighted. The article concluded with Government of India panel report's production and labour employment target for underwear, outerwear and footwear respectively.

Thakur (1949)\(^4\) studied about the Indian textile industry during the Great War periods. A detailed analysis of the import and export of piece goods was carried out. The stupendous increase of Indian exports was confined to the war period alone due to the absence of foreign competition and Japan's war pre-occupation.

Chirde S.B. (1949)\(^5\) in his empirical study on "Industrial labour in Bombay: A socio-economic analysis" has stated that the new industrial order has created a distinct class of wage earners with the attendant problem of social adjustment and the large scale employment has added to the difficulties of housing

33. Bandyopadhya, A.M.,: "Bengal Textile Institute, Serampore, Bengal", 1949.
the working class. Regarding the social conditions, the agricultural and economic background played an important part in determining the heavy exodus of agricultural workers from the farm to the factory. Regarding the economic status, the researcher has indicated that the wages are the long time source of the livelihood for a large class of wage earners. The manner and the extent to which an industrial labour is able to feed, house and clothe himself and his family is closely linked to the payment which he receives in return for his services. He found that the existing factory legislation are very inadequate in various aspects and most of the employers are different and merely content themselves by satisfying the letters of law, rather than the spirit of it.

Unwala. B (1957),\(^{36}\) in his study on "Human relations in textile world", dealt with organizational efficiency, hierarchy, co-operation and conflicts, communication, education, approach, incentives, personality traits, supervision and rationalization. He found that a conspicuous failure is the human sphere. The factors like poor health, the economic factor and working condition have contributed to the lack of interest among the employee. Failure of maintenances, negligence of duty, absence of co-operation, indifferences to communication, misconception about education, conscious omission of incentives, mobility of motives and unqualified supervision are the major symptoms of chronic malady of the industry.

Makharia M.P. (1959)\(^{37}\) in his study on "Social Conditions of Textile Labour in Bombay with special reference to productivity" has made an attempt to discover the relationship between the social life of the workers in this industry. The study revealed that the forces that shaped the Bombay textile employees are their rural origin and background, the location of the industry, the conditions of their life, labour leisure, their education and health and climate of the industrial relations. Regarding their economic condition, the average Bombay mill employee has no

---

extra income outside the mill, it is in considerable debt, has a large family and some earning members besides himself in his family and his living quarters are deplorable and deficient in the basic amenities necessary for a healthy life. The researcher has suggested that proper education, incentive schemes, adequate welfare measures, decentralization of the industry, proper housing, better sports facilities, efficient trade unions, approachment between labour and the management and introduction of increased productivity schemes will improve the social life and productivity of the textile employees.

Veeraraghavan, P.V., (1960)\(^{38}\) in the study conducted in three industrial establishments investigated about the employees attitudes, satisfaction and discontentment of employees with regard to wages, supervision, management, job, co-workers, working conditions, communication, welfare facilities and labour union. The study has revealed that the workers in private enterprises were more satisfied than those working in public enterprise. Evidences indicate that a deliberate effort to create favourable working conditions was followed by an improvement in morale.

In a study conducted by Kunj. M. Pasel (1961)\(^{39}\) titled "Effect of the Bombay Cotton Mills Industry on Ratnagiri’s rural population" dealt with the cotton mill industry and its labourers, the transition from the rural to urban areas, housing, standard of living, marriage and the family, education, health and leisure and recreational activities. The surroundings, lack of adequate living space, sanitary accommodation, general over crowding and irregular and inefficient cleaning arrangements are the major problems faced by the employees. The difficult working conditions and unsanitary living conditions affect the productivity of the labour.

---

Solinger (1961) made an in-depth analysis of apparel manufacturing in USA. It was found that much like India, there was sectoral specialization in USA. Nearly 75 percent of all apparel items were made in the metropolitan areas of New York City, other large centers were Boston, Chicago, Cleveland, Dallas, Kansas city, Los Angeles, Rochester, Minneapolis, Philadelphia, San Francisco, Saint Paul and Troy.

Rahman (1962) and his colleagues studied the socio-economic implication of the apparel industry in Bangladesh. The study is based on primary and secondary data which traced the growth of apparel industry from 1950 to 1962. It studied both about the woven and knitted segment together. The comparative study of Indian apparel sector was carried out based on the fibres and the sub-contracting system. It was found that the South Asian countries were not only rich in resources of raw materials but also have the advantage of skilled labour population.

The Government of India set up the Tariff Commission (1964) which looked into the high selling price and shortage of yarn. The export for the time period 1957 to 1961 was studied and knitted under garment occupied less than 3 percent share on average. It was noteworthy to observe that none of the individual industries from Tiruppur were represented in study, but the Hosiery Manufacturers Association and Knitting Factories Association, located at Kumaran road, Tiruppur were represented.

Veeraraghavan, P.V., (1964) in his study on “The Rural worker in industry-adjustment to urban environment,” has studied the adjustment of the rural workers to the social and cultural pressures of the city, when they migrate to urban areas. The study concentrates on the changes in social status, habits and

42. Tariff commission, report on fair prices of woolen yarn, fabrics and hosiery manufacturers, Delhi, Government of India, 1964.
customs as a result of urban living, changes with regard to one aspect of personality, namely, the need for achievement and changes in some of the important cultural values. A significant change in social life as a result of industrialization and urban living was the break up of the joint family system and disruption of family life. Emergence of achievement oriented places of work, occupation, and professional group affiliation status systems figured promptly among the urban workers.

The Textile Committee (1964) \(^{44}\) organized a study of cotton hosiery units in Calcutta and Belgium under a co-operative agreement with the Cotton Council International, USA. A common methodology was adopted to study the units in Calcutta and Belgium separately with special emphasis on production and distribution pattern. The study highlighted that the only units which exported one third of its product had a very high turnover, was equivalent to combined turnover of 13 to 14 units of the same size, concentrating on domestic market.

The Report by the Economic and Scientific Research Foundation (1967)\(^{45}\) brought out that, out of total demand for textile in India, the demand for apparel and household textile constituted approximately 90 percent and 8.1 percent respectively. The report also stated that the diversification of consumer demand was noticeable with spread of urbanization, attachment of western style dressing, and the increase in per capita income among low-income groups, which in turn checked the labour intensity, financial ratio and the investment too was worked out using sewing machine as the benchmark.

44. Secretary, Textile committee, cotton hosiery industry (Calcutta and Belgium) "A study of production and distribution trends", Bombay, 1964.
Under the sponsorship of UNESCO, a study on the Social Stratification arising from industrialization and urbanization was conducted by South Indian Textile Research Association (1967)\textsuperscript{46} was conducted in Coimbatore town and in a fairly isolated farming community in the district. The study further confirmed that as described the status symbols are more prevalent in the rural communities. Modern society stresses more on achieved status. It was found that people tended to describe status on the basis of four major criteria i.e., income or economic standing, caste affiliation, education and profession or occupation. Money, intelligence and education were considered important for raising social status

Brocheet (1971)\textsuperscript{47} made an interesting comparison of woven and knitted goods. The comparison under identical condition was carried out for capital invested, manufacturing cost, productivity, labour employed and serviceability. It was found that during the study period, the knitters had upper hand over the weavers due to flexibly, decline of bulk production, need for fashionable goods mass consumption in the mid sixties, familiarity in production, versatility of machine, small order quantity, easy pattern alteration and storage requirement.

Narayanan Pillai (1971)\textsuperscript{48} wrote about the origin and growth of the apparel industry. Before World War II except for one unit in Bangalore the other were indistinguishable from ordinary tailor’s shop. After independence a rapid increase of about 100 units was noticed during 1995-70. The units were decentralized forming three segments of scale, and was located in the four metros and Bangalore. Though no specific methodology was outlined for the scale classification, from the tables and discussion, it can be inferred that it was based on labourers.

\begin{thebibliography}{9}
\end{thebibliography}
Narayansamy (1972) classified the apparel industries based upon the number of sewing machine, that is, units having 200 and more as big, 50 to 200 as medium and units having less than 50 machinery as small. The cottage sector had less than 10 machines, which have mostly pedal operated. It was revealed in the analysis that the average number of labourers were 49 for the 172 working factories for which the State Government provided the data. The number of hours worked per week was 44 hours. The male and female workers were 24 and 43 respectively.

The study conducted by Arun Prakash Chaturvedi (1973), titled, "Labour conditions in the glass industry of Uttar Pradesh", has revealed the problems like labour turnover, heterogeneous groups of different caste and communities, increase in number of workers exclusively dependent on the glass industry for their livelihood, method of recruitment in the industry, facilities for providing technical education, differences in wages, method of payment of wages, inadequate Dearness allowance, deprived bonus benefits, imposing fines and other unauthorized deduction are existing in the glass industry of Uttar Pradesh and various suggestions have been offered by the researcher to improve the conditions of the labour in the Uttar Pradesh glass industry.

A study conducted by Rudraswamy, V. (1974) titled, "Industrial unrest in Tamilnadu in the sixties, A study of strike and lockouts", revealed that the industrial unrest has gained considerable momentum during this decade. It indicates that the textile industry was more prone to strike than non-textile industry. A significant change has occurred in the qualitative nature of strikes in the textile industry, economic factors have become less and less important and socio-political factors have gained prominence.


The report of United Nations Conference on Trade And Development (UNCTAD) (1974)\(^52\) pointed out the predominance of knitting industry. The emergence of socialist countries was an important market for the export of textile and clothing from developing countries. It was stated that the share of developing countries in world clothing exports was on the increasing and the four Asian countries including India took the lion’s share of development. The strength of Asian countries was due to the geographical proximity and low wage cost in the labour intensive apparel industry. The large corporate in developed countries out processed the costly labour intensive apparel making by contracted with lower wage countries and then it was finally re-imported finishing and packing.

Jagadish Chand Jain (1980)\(^53\) in his study on, “A Critical study of the economic conditions of agricultural labour in Fathehaur Sikri Development Block (Agra), has examined in detail the occupational structure of the agricultural labour, wage structure, size and source of income, cost of living, indebtedness and the impact of Bhoomam movement on agricultural labourers. It emphasizes the need to promote co-operative farming to provide impetus to cottage and agro-based industrial activity, consumers and credit co-operatives, promotion of dairy farming and he has presented a growth model for the balanced development, emphasizing that the benefits of the programmers should actually reach those for whom they are meant.

Raka Sharan (1980) \(^54\) in her study on "Working conditions and job satisfaction among the industrial women workers: A case study of Kanpur", has analyzed the working conditions in terms of wages, benefits, job security, promotional prospects, physical atmosphere at the work place and social relationship

with immediate bosses. The findings of the study reveal that the working conditions of most of the industrial women workers were far from satisfactory. Most of the respondents receive inadequate wages and other benefits. Very few had job security and still fewer perceived any future job prospect in the place of work. The results of the study also indicates that women workers wanted to join productive labour force primarily because it fetched them the economic gains and consequently the economic independence.

Sudhansh Kumar Sharma (1981), in his study titled, “Socio-economic conditions of labour in Brassware industry of Uttar Pradesh”, has analyzed the social status, economic status and the welfare measures available to the employees of Uttar Pradesh Brassware industry. He has suggested that the living and working conditions of the employees can be improved by way of reorganizing the industry into viable units either on co-operative sector or in private sector. To improve the economic status, he had suggested that the wages of the employees are to be fixed in accordance with the provisions of the Minimum Wages Act and the work by women and children is to be made more remunerative by fixing their wages on the principle of equal wage for equal work. A few amendments have been suggested by him in various labour laws so as to bring these artisans within their scope. A model trade union has also been suggested to be formed for the industry, as a whole and to safeguard the interests of these workers workings in any of the processes of this industry. He has also suggested to the State Government to liberalize its policy towards these workers and appoint a suitable number of labour welfare officers and inspectors to look after the interests of these workers.

Mohinder Sigh Dhariwal (1983), in his study on, “Economics of health expenditure of labour”, has suggested that the improvement in the level of health expenditure of the workers can improve their productivity and the improvement in the

health expenditure will improve their earnings and thus help them to break the vicious circle of poverty. The study also reveals that as long as undernourishment prevails, the effectiveness of other health giving inputs is not of much significance.

According to Jain and Chand, (1985)^57 knitwear export business had comparative advantage over woven exports. This was attributed to high cost structure, inflationary pressure and the intense competition from Japan and Hong Kong, who were dumping the products of superior quality. In the year 1977, the prominent production centres of knitwear industry were Calcutta, Tiruppur, Bombay and Ludhiana.

Parul Singhlal (1986)^58, in his study on, "Socio-economic conditions of labour in Agra Shoe Industry", indicates that the Agra Shoe industry workers are working and living under the most deplorable condition, without superannuation and welfare benefits. To improve the conditions, he has suggested that the industry has to be organized into viable units either in private sector or on the co-operative lines and such units are to be brought within the scope of various labour laws.

Sarngatharan (1986)^59 in his study on, “Impact of the working of the handloom weavers’ co-operative societies on the socio-economic development of the handloom weavers in Kerala”, has recommended that the supply of yarn should be ensured by the apex societies to the primary societies at a reasonably steady price, making the spinning mills to supply a certain percentage of their production to the handloom industry, increased availability of yarn, direct purchase by the co-operative societies from the spinning mills, regulation of yarn prices, setting -up of mini spinning mills with centralized processing arrangements to cater to the requirements of the co-operative societies, strengthening the co-operative sector, standardization of quality of yarn, dye house arrangements,

reserving a certain percentage of production to the handloom sector, export of handloom to the foreign countries, adopting quality control measures, undertaking research on post loom weaving process, reimbursement of legitimate claims by the Government, contribution to share capital by the State Government, linking credit with production, extending differential rate scheme to co-operative societies, curbing the establishment charges, establishment of weaver service centres and providing training to the member weavers will improve the socio-economic conditions of the handloom weavers in Kerala.

Sanjeev Prachandia (1987) in his study on “Socio-economic conditions of labour in lock industry of Aligarh”, has suggested that the socio-economic conditions of the employees cannot be improved unless the industry is reorganized and viable units were set-up either on co-operative basis or in the private sector. To improve the economic conditions of the labour in the lock industry, it has been suggested that the employees have to be encouraged to plan their families and thus, income per head can be improved. In order to improve the labour welfare facilities, he has suggested that amendment of the existing labour laws, provide proper training and technical education.

Bal Kishore Jha (1987) in a study titled, "Conditions of labour in sugar industry of Uttar Pradesh" revealed that the working, living and economic conditions of labourers engaged in the sugar mills in the state, irrespective of the fact that the mills are either in public or private or co-operative sector, are much deplorable. The conditions of seasonal and casual labourers are extremely pitiable as they become jobless during the seasonal periods and have to find out some alternative source for their livelihood.

Clive (1987)^62 found that despite the low level of wages of the industrialized countries, USA had an advantageous position because of the superior technology, though apparel sector had its limited application. The major factors that determined the import model were import price, domestic income growth, stages of business cycle and the strength of the USA dollar. Regarding relative productivity and wage measurement USA was better placed than Hong Kong, Philippines and India, but lower than that of Korea.

Jain and Sanjay (1988) ^63 studied about the export of Indian textile industry. The apparel export from India and the knitting sector were given only a partial treatment. They discussed about the performance of apparel industry in the seventies and its concentration in Bombay and Delhi. The size wise classification of cotton garments and miniscule performance in total industrial production was highlighted, despite the surge for apparel in the seventies.

Praveen Kumar Ganj (1988) ^64, in a study titled, "Working and living conditions of labour in large scale industries of Rampur district", has indicated that the wrong appointments, recruitment, dismissals, break downs, strikes, lack of adequate training facilities and education, excessive turnover, improper system of wage payment, inadequate dearness allowance and bonus, inadequate safety measures, lack of cleanliness, sanitation, pollution, rest shelters, inadequate lighting and ventilation, absence of dispensaries for the treatment of injured workers, improper implementation of social security measures, lack of industrial democracy, discrimination, meagre source of income and vast pattern of expenditure, powerless trade unions, exploitation of the employees by the employers, rude attitude of the management towards the workers, non existence of work committees, meagre workers participation in management and inadequate working conditions as the

---

64. Parveen Kumar Ganj: "Working and living conditions of labour in large scale industries of Rampur district, 1988.
problems existing in the large scale industries of Rampur District and he has suggested that by bringing amendments in the Labour Welfare Acts, increase in wages and declaring clear cut policy regarding the trade unions, the living and working conditions of the employees of the large scale industries in Rampur district can be improved.

Singh R.P. (1988)\textsuperscript{65} in his study on, “Socio-economic conditions of the labourers in the Brass ware Industry” has analyzed the conditions of working places, their size and type, available working facilities, working nature of the labourers, use of machines and equipment, service conditions, source of employment, working days and hours, extent of fatigue or tiredness, risk and hazards in working period, behaviour of factory holders and contractors and training facilities available to the labourers of the industry in Moradbad, Uttar Pradesh. The study revealed that the conditions of working places are not satisfactory and these places are badly polluted by smoke, dust, moisture, chemicals and metal particles. Mostly the workshops are congested and located in old densely populated localities.

Most of the workshops are small in size and are located in residential areas. There are no proper arrangements for the rest shelters, canteens, toilets and entertainment places in workshops. The workers are exploited by their employers and contractors. The general surroundings of the houses of the labourers are not good. They are in congested localities having unhealthy and unhygienic atmosphere. The living places of these workers have no good facilities like lighting, water, ventilation, sanitation, etc. The study reveals that generally the labourers have no good socio-economic conditions and whereby they suffer from certain self created problems.

In a study entitled “Women workers in the Tea industry in South India”, by George Issac (1988)\textsuperscript{66}, has revealed that though the women workers in the industry had a relatively higher income and employment facilities, they were not satisfied with the working conditions of their jobs.

Jaghadish Mehto (1988)\(^7\) in his study on, “Sugar industry in co-operative sector in India: A study of some important economic aspects”, found that attention has been paid to personnel management, recruitment, promotion and selection, induction and follow up training, probation period, conditions of service, overtime allowances, night shift allowances, provident fund, gratuity and increment, medical facilities, restroom facilities for workers, and uniforms have been provided to the peons, drivers, gardeners, watchmen, wielder, and machine men. The study also indicated that the Trade Unions are guiding the fate of the employees in the co-operative sugar units and the sugar units in general.

In his study Malik (1989)\(^8\), has investigated the “Standard of living and socio-economic conditions of the people in the Jind district”. The researcher has analyzed the economic conditions of the people on the basis of their range of income, sources of income, per capita income, disparity of per capita income among the rural and urban population, savings, methods of savings, asset formation, indebtedness, range of indebtedness, purpose of involving debts, sources of loans and repayment of loans. To analyze the standard of living, the researcher has taken into account the pattern of expenditure, range of expenditure, relationship among income and expenditure regarding surplus, deficit, housing conditions, comforts and other amenities in the houses.

In a study titled “Labour management relations in textile industry in Jammu and Kashmir state since 1976”, Abdul Ghani (1989)\(^9\) has presented the economic, living and working conditions of the textile workers in the state. The study revealed that the workers have been found working in appalling working and living conditions, majority of them are working continuously in standing positions in

---

\(^7\) Jaghadish Mehto: "Sugar industry in co-operative sector in India", a study of some important economic aspects, 1988.


poor lighting and ventilation; cleanliness and conservancy conditions are exposed to undesirable dust, fumes, gases and steam etc. They are deprived of proper drinking water, washing and bathing facilities, canteen, rest room, recreational amenities, medical facilities and live under poor housing conditions. The welfare activities undertaken by the state government have not been able to bring about any appreciable change in the welfare of the vast working class. The working of various social security measures has been far from satisfactory. The presence of poor physical and psychological work environment has made significant difference in the attitude and morale of the employees and has consequently led to greater degree of dissatisfaction among the workers from their jobs.

A Report by Committee to review the progress of the implementation of the textile Policy, of June 1985 (1990)\textsuperscript{70}, called for diplomatic skills to expand the share of India in the world exports, which was 6\textsuperscript{th} (2.6 to 3.7 percent) in clothing among Multi Fibre Agreement countries and 17\textsuperscript{th} (3.5 to 3.7 percent) in textiles. The report pointed out that since garment exports were typically from small family run concern, the bulk of garment export rose from the supply of women's fashion garments exported to USA and European markets. It was important to note that the report even mooted replacement of sick industry with garment factories due to the low level of mechanization and re-employment of retrenched labour to suit the existing competition of products.

Kantilal's (1990)\textsuperscript{71} study focused on the apparel industry in India, on the efforts undertaken by CMT (Cutting, Manufacturing and Trimming) were given importance. The detailed operation, time involved, labour cost, productivity and quality issues were discussed. However, only apparel industry in general was focused.

\textsuperscript{70} The Textile Industry, report of the committee to review the progress of the implementation of the textile policy of June 1985, New Delhi, 1990.

\textsuperscript{71} Kantilal: "The apparel industry in India, Ahemadabad, national information centre for textile and allied subjects", 1990.
Cooklin (1991)\textsuperscript{72} discussed about the technology involved and studied about the engineering and quality control in apparel factories on European Economic Community (EEC). The role of subcontracting were analyzed initially and later focused on the different sectors of apparel industry. The performances of 22 small units within European Economic Community were brought out by the 1991 survey. The size classification was based on the number of employees and the role of subcontractors was highlighted in this context.

Douglas and Sara Umberger (1991)\textsuperscript{73} in their research study compared the textile and garment industries in the United States and India, export growth in India mergers and takeovers in U.S. textile industry; performance of textile and apparel manufactures, marketing strategies and Government policies affecting the industries.

UP Industrial Consultants (1992)\textsuperscript{74} evaluated the technology available with the knitting industry. The segment wise break up of the knitting industry revealed that the cotton was the predominant segment claiming 3540 units out of 800 units. The size classification was based on the scales turnover into three classes namely cottage or tiny, small and large. Tiruppur was cited as the emerging center due to the situational advantage and the backwards and importance was made of the technology backwardness, fragmentation of operations, scarcity of water, congestion and the use of indigenous open winches for dry baths.

\textsuperscript{74} UP industrial consultants Ltd., adaptation scheme, technology evaluation and norms, study in hosiery and knitting industry, Noida, UP, 1992.
Baylies and Wright (1993)\textsuperscript{75} in their study on, \textit{``Female labour in the textile and clothing industry of Lesotho''}, have examined the conditions of female work force of textile and clothing industry of Lesotho. They have argued that the female labour is cheapened by the employed and social ideologies about women's role, couples with the willingness of women to work in spite of poor returns. Although willing workers by virtue of economic necessity, a review of union organization and indicates that women workers are far from docile.

Rathna (1994)\textsuperscript{76}, in her study titled, \textit{``Nutritional status of women working in ginning mills''}, has probed the health and nutritional status of 200 women, aged between 19 to 55 years working in textile ginning mills in Tamil nadu. The working conditions of the women in the ginning mills were outlined in this study. The study indicates the women in ginning mills have common problems like leg pain, back, pain, chest pain and eye related and respiratory problems.

Chari (1994)\textsuperscript{77} studied Tiruppur's growth and restructuring of knitwear industry into network of small firms, as an outcome of regional and agrarian processes in the interaction with large political and economic forces. The author related the growth of Tiruppur with agrarian process of gounder farmers' technology innovation, loan societies, investment linking to agro-commerce and industry. It was worth noting that the study emphasized the network of the small firms was partly as the result of state regulation and extending of familiar labour relation into the production process.

A working paper prepared by Swaminathan and Jeyaranjan.J (1994)\textsuperscript{78} traced the growth of knitwear cluster of Tiruppur in the industrial district of Coimbatore. The author commented on the high level awareness on technology, availability of the

\textsuperscript{75} Baylies and Wright : “Female labour in the textile and clothing industry”, Lesotho, 1993.
\textsuperscript{76} Rathna: ‘Nutritional status of women working in ginning mills”, 1994.
\textsuperscript{77} Chari, Sharad: “The agrarian question comes to town: historical geographic and intersectoral linkages in the making of the knitwear industry in Tiruppur”, India, Department of Geography, University of California at Berkley, 1994.
modern technology together with spares and the fast rate of assimilation of modern technology by the labour class of Tiruppur. The issues related to child labour and efforts taken by the NGO's were also discussed.

Cawthrone (1995)\(^79\) studied the clustered range of activities related to the apparel knitwear industry in Tiruppur. The pattern of relation between firms and the process of decentralization within firms, access to market, and effects of entry to exports market on larger firms and the implication for labour on the cluster's pattern of arrival based on an in depth case history of 25 firms producing apparel. The sample included firms of all size and classification was based on the turnover. The rapid expansion of the boom town has given a demand for experienced labour and there was rise in the wage structure due to heavy competition. Men earn more due to the higher level of productivity compared to the women.

In a joint study made by the Industrial Credit and Investment Corporation of India (1995)\(^80\) (ICICI), Jaikumar focused on the future of the apparel industry beyond the Multi-Fiber Agreement. The need for quality, speed and responsiveness were emphasized. The study concluded with a proposed action plan for implementing a service performance rating for the constituents of the apparel industries in associations with Credit Rating Information Service of India Limited.

Satinder Bhatia, (1997)\(^81\) in her study express that the garment industry needs to build up its export and management capabilities. When the quota system disappear in phase of ten years effective reforms has to initiated to develop our textile industry, mere labour force can not prove our competitive strength in a post Multi Fibre Agreement regime. Then International trade in textile and clothing will be conducted on a non-discriminatory basis, as it happens to be the case in respect of all the goods.


\(^80\) Ramachandran Jaikumar, with the Industrial Credit and Investment Corporation of India Ltd, Business consultancy division, 1995.

\(^81\) Satinder Bhatia: “Indian garment industry in post-MFA period” conducted for textile institute January-July ,1996
Darlie (1997) studied the competitive position of Indian apparel exports vis-a-vis competing with respect to European Economic Community, Germany, UK, France, Italy, Netherlands, USA and Japan. The author concluded by discussing the strategies for the competitive advantage, that is, the qualification elements for the exporter were identified as cost advantage, product quality advantage, reliability advantage, delivery advantage and fabric advantage. The order winning elements were time, speed advantage, design advantage, productivity advantage, service advantage and image advantage.

The Assembly bill no.633 (1999) focussed on contractors and subcontractors to recruit, hire, and pay the garment workers who cut, sew and pack the clothing. Garment worker lays the bottom of the chain, yet are the base and the strength of the industry. Fierce competition puts most contractors or factories in a "take it or leave it" position, where they must accept whatever low price is given to them by the manufacturer or see the work placed in another factory. The industrial structure forces most contractors to "sweat" profit out of the workers, cut corners and operate unsafe work places.

Deepa. M. (1999) in her study concentrated on job satisfaction of employees and their general attitude towards their job. The employees satisfaction or dissatisfaction with their job with regard to pay, allowances, working time, working conditions, promotions, grievances handling, transport facilities, relations with superiors, peers assistants and welfare facilities. The study reveals to what extent the various factors affected the satisfaction of the workers.

83 Why does sweatshop exist? No corporate accountability-brand name companies ignore sweatshop conditions. California law passed in 1999 (Assembly bill 633) holds garment manufacturers and retailers responsible for workers wages.
Tarmidimi and Widjaja (2000)\textsuperscript{85} surveyed the apparel exports manufacturers located in and around Jakarta, Indonesia. It was interesting to know that the nominal wages in Indonesia were low and the productivity was also relatively low than compared to other neighboring countries like Vietnam and China.

CSR World Consulting Private Ltd., (2001)\textsuperscript{86} a leading social accountability firm recently conducted a survey in order to bring out the opinions and understanding of Indian apparel exporters on labour law reforms. The study was intended to present these exporters views and changes wanted by them in the labour laws in the context of globalization and growing international competition.

Tripartite meeting at International labour office (2001)\textsuperscript{87} discussed that textiles and clothing sector is the largest employer after agriculture and its importance in India’s economy is recognized for its contribution to industrial production and export earnings. The importance of the textile sector in the national economy and the need to take urgent, time bound steps to attract investment and encourage growth in the textile sector was emphasized.

The supplementary report (2001)\textsuperscript{88} on Investment and growth in textile industry, focused on the apparel industry in India’s goal of exploiting expected benefits from the removal of quota restrictions in 2005, and the plan of increasing annual apparel exports from $6 billion to $25 billion by 2010. Apparel export and promotion council’s establishment of an apparel international mart, offering of permanent showrooms for hundreds of exporters.

\begin{itemize}
\item \textsuperscript{85} Lepi T. Tarmidi and Muliadi Widjaja: “Study on strength and weakness of Indonesian Garment Industry”, Institute of Economic and Social Research, faculty of economics, University of Indonesia, June 2000.
\item \textsuperscript{86} CSR World Consulting Private Limited, a leading social accountability firm, 2001.
\item \textsuperscript{87} Tripartite meeting at international labour office supplementary report, 2001.
\item \textsuperscript{88} Investment and growth in textile industry supplementary report by: Steering group on investment and growth in textile industry. During a presentation made to the Prime Minister on 23\textsuperscript{rd} October 2001.
\end{itemize}
Tait and Niki (2001) 89 in their study has mentioned that the textile and garment sectors play an extremely significant role in India in terms especially of share in value added, foreign exchange earning and employment. With the impending dismantling of quota in 2004 under mandate from the agreement in textile and clothing on the World Trade Organisation, the focus has clearly shifted to the future of the Indian textile and clothing exports. This study is an attempt to evaluate export-competitiveness of Indian textile and garment exports with a view to assessing the competitiveness in the preparation for the quota-free trade beyond 2004.

Sayeed, Omer Bin and Shanmugam Yuvaraj (2002)90 in their study had twin objectives of replicating factors structure of managerial effectiveness reported by Gupta earlier and documenting relationship between managerial occupational needs and managerial effectiveness defined by the author as behavioural, technical and management process. Occupational needs such as affiliation, achievement and power are better predictors of behavioural process. It was observed that canonical analysis is a better way of analyzing complex nature of managerial behaviour and need patterns. Implications of the findings for predicting managerial ways of doing things are brought out.

Jaikumar, R. (2002) 91 “Garment Exports – Challenges in a liberalised era” has highlighted that in the post General Agreement Trade and Tariff (GATT) period, textile reforms will become inevitable creating a number opportunities for Indian textile exporters. It discussed various advantages like large areas under cotton cultivation, low labour cost, liberal import policy and a wide variety of skills, woolen and blended fabrics. It also throws light on various constraints faced by Indian exporters due to over-dependence on cotton.

fabric, sourcing labour productivity and competition from global players like China. India's ambition to realize a bigger share of the cake will remain unrealized unless steps are taken to overcome the constraints faced by the exporters.

Julie I. Fershtman, (2002)\(^2\) had made an attempt to study the labour welfare measures in different situations where labour are put under more work pressure which adds to their stress. He emphasis on management of work stress, which in turn will improve the productivity of the workers.

M. Vijayabaskar in her Ph.D., (2002)\(^3\) titled "Towards understanding and labour in the post-Multi Fibre Agreement regime: Case of the Indian garment industry", had confined her study to an empirical examination of the possible changes in the prospects for Indian garment manufacture and employment, and challenges that confront Indian policy makers in this regard, obviously its relevance would extend to other regions with similar structural characteristics. To sum, structurally, low - income regions are being forced into competition with each other, which may be detrimental to labour in these countries.

V. Anbumani (2002)\(^4\), in a study on "Growth, factor productivity, factor substitution, technical progress, technical efficiency in small engineering industries", the researcher has tried to define the nature of economic reforms and the nature of factory sectors. He has also elucidated the growth and developments that are taking place in various factories, in horse training, labour in mines, work conditions of hired labours etc.

---


\(^3\) M.Vijayabaskar: "Towards understanding and labour in the post MFA Regime - case of Indian garment industry", 2002,

Fr. Rudra saibaba, Ms.V. Nivedita Reddy and Mr. B. Prakash, (2003) has published a research article on “Problems of working women in textiles” in their study they have stated that women folk option for a lucrative career in the present day. Industry enjoys considerable perks and privileges, while the career provides them considerable financial support. The same, however, is fraught with varied problems and there is no alternative, but to face such critical situation with the paramount motive of survival. Hence, an attempt is made to study the main problem confronted by the women working in textiles as under – age, income, marital status, occupation of husband, size of family, mode of transport, timing of banks, amenities to employees, attitude of colleagues, assistance of the union, management's policies, promotion opportunities etc.,

Unni, J. and Rani, U, (2003) in the article titled “Social Protection for informal workers in India”, resent a broad definition of social protection to include basic securities, such as income, food, health and shelter, and economic securities including income–generating productive work. A conceptual framework is developed with which to analyse the causes of insecurities of informal workers, identify the core needs of social protection, develop instruments and visualize the institutional mechanisms to address these needs. Further, they present the macro and micro evidence of these insecurities and discuss the institutional mechanisms for delivering social protection for the workers


Richardson and John, (2003) emphasizes the need to change the labour laws in India and there were discussions of several labour laws implemented in the country, restrictions on contract labour. Details of the introduction of the labour management relations bill 2003 was also analysed.

Rao, and N Vasuki, India’s Textiles Adapt to China. Vol. 185 Issue 52, Document Type: Article, (2003) the textile mills reports on the status of textile industry in India. The viability of the country to compete with the textile products from China in the global market and it's impetus to the decline in the overall textile exports of the country, the response of foreign visitors to the Tex-Styles India trade show was clearly depicted.

Textile Sector Facing New Problems, (2003) focuses on the increase in the prices of textile fibers in Pakistan. The impact of increasing the prices of textiles on textile exports, the percentage of the price increases and the factors affecting the increase in the prices of textile fabrics was also focussed.

Rao and Vasuki (2003), Vol. 185 focuses on the condition of the apparel industry in India, increase in the production capacity of apparel manufacturers. The growth of the Gross Domestic Product of the textile industry and the percentage of the exportation of apparel was also considered.

100 Rao and Vasuki Focuses on the condition of the apparel industry in India, 20.5.2003, Vol. 185 Issue 103, p12,
Lora Jo Foo and Nikki fortunate Bas, (2003) \(^{101}\) aims to provide a picture of changing structure of the global apparel production due to the phase out of quotas, and trends in trade policies from the author’s perspective. Today, many garment workers are concerned about how free trade policies will impact the daily lives of the workers.

Julia Connell, Natalie Ferres and Tony Travaglione, (2003) \(^{102}\) in their paper reports on the findings of a study on trust in the work place. The study was undertaken within a large local government organisation early in 2001. While the author recognise that it may be foolish to believe that any organisation can enjoy complete trust amongst its work force, this paper argue that the presence of certain interpersonal and organisational characteristics results in greater level of trust, even within the context of organisational constraints. The integrity, equity and consistency was linked to the perception that individuals will be supported through fair treatment and reliability by supervision and managers or in a broader sense, organisation process. Rewards and recognition was related to a sense that where individuals performances were measured and rewarded.

Munir Quddus, (2003) \(^{103}\) in a study on **Garment exports from Bangladesh: An updated Evaluation** discussed on the success of ready made garment exports from Bangladesh over the past two decades which has surpassed the most optimistic expectations. The paper reviews the literature on this industry, where issues of labour population and increase in women workers in the textile industry had been discussed.

---

\(^{101}\) Lora Jo Foo and Nikki fortunate Bas: Free trades looming treats to the world’s garment worker, article published by sweatshop watch, Oakland, USA, 2003.


\(^{103}\) Munir Quddus, Professor of Economics and chair, University of South Indiana, USA and Salim Rashid, Professor of Economics, University of Illinois, Urbana-Champaign, USA., had conducted a research study, on “Garment exports from Bangladesh: An updated Evaluation” 2003.
Jawad S. Naqvi (2004)\textsuperscript{104} has made a vital study to keep employees committed and involved to create and maintain high performing culture. Contrary to administration (or administration and personnel) department that invariably aligned itself on employers' side. Human Resources must carefully take position of itself on various issues, so as not to lose employees' trust and commitment that is indispensable in a high performing organization. In terms of compliances, human resources may in fact serve as employees' champion, not for political or popularity gains, but with a genuine interest to promote organization's strategic objectives in a socially responsible manner e.g. waste water treatment, working hours protocol, personal safety and hygiene, day-care, special provisions for female workers etc.

Sharma S.K (2004)\textsuperscript{105} designed his work with a view to investigate the satisfaction of public and private sectors employees on related issues for which total number of 459 employees were selected - 311 employees from public sector enterprises and 148 employees from private sector enterprises. The result revealed that the public sector employees were in better position in terms of their job satisfaction than the private sector organisation. Job satisfaction had significance over work environment, nature of rewards and benefits they derived and recognition by superiors.

Ying Zhu, (2004)\textsuperscript{106}, in the study examines the increasingly complex challenges facing Human Resource Management (HRM) in China following the country's accession to the World Trade Organisation and, consequently, the

\begin{footnotesize}
\begin{enumerate}
  \item Sharma S.K., Head, Department of BA, Dayalbagh educational institute (Deemed University), Dayalbagh, Agra, and Arvind Kumar, Doctoral fellow. Sajosps (South Asian Journal of Social –Political Studies) Vol.4.No.2.– the complete International Research Journal) Industrial scenario has been changed in era of liberalisation and globalisation, June 2004.
\end{enumerate}
\end{footnotesize}
implications for further reform of Government policy and enterprise-level Human Resource Management practices. The article concludes that current human resource practices among enterprises vary depending on ownership, industrial sector, location and history. The direction of future changes may depend on the level of involvement from external forces as well as internal strategies adopted by Chinese enterprises to survive.

The honourable Union Finance Minister P. Chidambaram, The Hindu Business Line, December 3rd (2004) in "Vision statement for the textile sector: ICMF, By 2010" seminar said that industry should work together to adopt the vision statement. The textile sector plays a very important role in our overall economy, as it is the largest employer after agriculture. It is to pursue labour reforms on a priority basis. These reforms are required in the areas of legal, social and trade unions. Over 12 million jobs would be created - 5 million jobs through direct employment in the textile industry, and another 7 million jobs in allied sectors.

Ranjith Tennekoon, (2004), Geneva, in his research has broadly taken the organised large scale mill division, of which, the cotton sector was with the state, and the synthetic sector was in the hands of the private sector. Medium and small scale sector industry had an equal share between state and private ownership and handlooms were mainly with the co-operative and private sector. The working conditions, rules and regulations and emoluments varied widely within the state, private and co-operative sectors. This was an era of protectionism and state control. Success breeds success but it also breeds pressures. The very success of the industry has transformed it into a high-pressure industry. In turn, all employees are also subject to the success pressure. While reaping the benefits of the success, the entrepreneurs have the obligation to lesson the burden of pressure from the employees. From the employees point of view they have to some extent legal

---

protection and remedies but there is also a moral dimension for such problems and solutions can be found within the industry and the structure of the industry plays an important role.

Labour issues, Financial Daily from THE HINDU group of publications Friday, Dec 03, (2004)\textsuperscript{109}, quoted about the quota regime on January 1, 2005, that there are serious doubts over whether the textile industry will be able to achieve the $50-billion export target for 2010 set by the Government. According to a Government official, not enough has been done in terms of investment and capacity expansion to facilitate this, labour is also an issue.

R.L. Toshniwal, (2004)\textsuperscript{110} stated that manufacturers are cautious of investing further because of the existing labour laws. The garment industry is labour intensive and orders are seasonal in nature. Labour laws need to be flexible to take into account this cyclical employment. He added that though investment activity was late incoming, labour issues were still holding back further investment.

M.I. Saifilali, (2004)\textsuperscript{111} stated about the labour productivity that may be improved by knitwear manufacturers. It has been evident that the survival and success of knitwear industry in the post Multi Fibre Agreement phase depends on the ability to modernise, improve quality and productivity. The manpower development needs to be paid attention especially by developing the knowledge and skills of the work force. Efforts may be taken to provide various training programmes by people outside and also in house training may be provided to train them with the use of new sophisticated machines and technology.

\textsuperscript{109}THE HINDU group of publications Friday, Labour issues, Financial Daily from, Dec 03, 2004
\textsuperscript{110}R.L. Toshniwal, Chairman and Managing Director, Banswara Syntex Ltd., financial Daily from THE HINDU group of publications, Dec 2004.
\textsuperscript{111}M.I. Saifilali, Ph.D., "A Study on export performance, problems and prospects of knitted garments industry in India", 2004.
Rupa Mathan, Ph.D., (2004)\textsuperscript{112} in her research on the Industrial relations pointed out that Industrial relations is not a one sided game but depends on the mutual understanding, faith and goodwill of all the employees in Industrial relation system. Good and harmonious relations require active participation, and proper communication channels, if not it leads to strikes and lockouts, absenteeism, indiscipline and even violence.

Randy Hodson and Vincent J. Roscigno Ohio State University (2004)\textsuperscript{113}, in this article suggests that the interplay between organizational and job level practices determined the extent to which organisation can be successful and workers well being can also be protected. The analysis reveal configurations of practices associated with both positive and negative outcomes for organisations and workers. The findings suggest that although the goals or organisational success and worker dignity are sometimes at odds, they can also be complementary.

A.Rangareddy (2005)\textsuperscript{114}, highlights the existing situation and suggests innovative views for progress of Human Resource Development (HRD) in India. The study of Human resources is vital from the point of view of economic welfare. Human capital and social capital are the invaluable asset to the organisation, in particular and nation, in general. Value and quality education from nursery to research could bring upteen achievements to people, institutions and democracy.

\textsuperscript{112} Rupa Mathan, Ph.D., - “Industrial relations in private sector”, finance India volume XVIII No. 3, Sep 2004.
\textsuperscript{113} Randy Hodson and Vincent J. Roscigno Ohio State University, American Journal of Sociology, Volume 110, No.3, Nov, 2004
\textsuperscript{114} Dr. A.Rangareddy , Professor, Dept of Economics, Sri Venkateswara University, Tirupati, Southern Economist, Vol. 44, No.1, May 2005.
Anindita Mukherji and J Neelam Verma (2005)\textsuperscript{115}, in their article, "Socio-economic backwardness in women", stated that the status of women in any society is determined by the interplay of various socio-economic factors. Some of these may be objective in nature like education, employment, income etc., and some are subjective depending on the social values of the society. It is found that social status coincides with economic status. In other words both are more or less overlapping. So, the sections which are economically very poor also occupy a low position in the social; scale. So it must be mentioned here that in the lower strata, the problems are more economic than social, whereas, in the middle and upper strata it is more social than economical.

In Indian Society, the socio-economic status of a woman is equally determined by the position of her husband in the family; her individual achievements are rarely considered. So, the ascribed status dominated over achieved status, which was a part of the total social system. Since overall status of a woman a joint function of her socio-economic status, therefore socio-economic status of women may be evaluated on the basis of a number of factors such as caste, class, rural or urban, backward, family size, education, income, expenditure etc.,

Ashok Kumar (2005)\textsuperscript{116} in a study on "The factors affecting the status of the urban slum dwellers", stated that the factors like the size of the house, literacy of married women and head of household, size of the family and family expenditure were found to be significantly correlated with the status of slum families. An average slum dweller may contribute significantly towards improving the status of his family just by restraining the size of the family and controlling the expenditure.

The review based on literature available at international and national level has provided an incentive to think on various levels about our endeavour. It has shed light on the problem focussed and helped to determine the scope of the study.


\textsuperscript{116} Ashok Kumar: "The factors affecting the status of the urban slum dwellers", 2005.