Spinner's life is largely influenced by the his family structure and social life as he spends only 8 hours of the day in mill while the remaining part of the day is spent at home. So it is essential to know what kind of family structure and size he has. Whether the family members are residing with him or away from him. What are his living conditions, his relationship with peers, his general reputation, his level of literacy and finally does has he any kind of financial security in the form of some landed property or agricultural land.

After working hard for such long and tiring hours he needs a place where he can relax and chat, recoup his energies, entertain and thus be prepared to face another day at the mill.
fresh and alert. It is the home atmosphere that counts a lot. It was found by the author that there is a lot of frustration, dissatisfaction amongst the spinners. The accidents are also on the higher side (over 63.157%). This is because of various loopholes in general framework of working system and certain integral factors essential to worker's performance and efficiency being overlooked by the management.

It was found that only \( \frac{1}{10} \) of the whole population of the spinners is having a flat provided by the company in the backyard area of the mill. Rest of them thus have to live in rented houses mostly in the distant part of the city (Delhi). Most of the spinners (nearly 75%) are living alone as such, many of them share an accommodation generally with those hailing from the same village or town. As per the recorded data it was found that still over 65% of the spinners have joint family and their prime traditional occupation is farming mainly handled by his father or brother. They leave their wives and children in care of their father or brother and send money regularly on monthly basis for their maintenance.

It was observed that 65% of the spinners who have migrated to Delhi have come from U.P or Haryana and the remaining are from Delhi itself. Some of those (i.e. 5%) hailing from Delhi claim to have landed property also and they claimed to be richer than others. They also do some small scale business at home apart from their main occupation as a spinner. Most of those having their own houses in the city rent out a room or a part of their house to other spinner in need.

Since most of the spinners live away from their family. They keep on finding excuses to go home and thus they
11. Interior of Card room showing poor illumination and lack of maintenance.

12. Another view of the poorly maintained interiors of Card room.
Normally end in losing salary for absent period. Quite often their job is also at stake as there are many substitute and temporary workers to replace them, if their absence from the work extends beyond a specified time. Others who manage to overcome the urge to go to their native land and folks delve into bad habits viz, gambling, alcoholism, drug addiction, etc. This all leads to frustration, dissatisfaction, insecurity, and a feeling of loneliness and as such they feel premature fatigue and loss of concentration. It will be good if management starts looking into the deep of the psycho-emotional problems suffered by the mill workers which in turn mars their efficiency and affects production.

Apart from improving the conditions at work place (viz, general house keeping, provision of better exhausts, clean, calm, bright and nicely ventilated work rooms, arrangement for bringing down the temperature and humidity levels bearable to workers, organizing comfortable breaks by arranging for proper canteen catering at subsidized prizes and neat and clean lavatories and rest rooms) safety regulations should be encouraged in the form of providing some adequately designed face masks, putting safety posters with clear message and also encourage instruct and emphasize on the benefit of working safely. An equal emphasis should be exercised on how happy the employee is at home where he spends the major part of the day. Comfortable clean and decent home can work wonders on a worker's psyche.

Good habits should be encouraged by means of propaganda e.g. there should be small gatherings where by means of media like television, pamphlets, etc. the value of good nutritive food and ill effects of vices like alcoholism, gambling, etc. can be
13. Spinner's left hand with damaged thumb and other fingers.

14. Spinner's hands displaying distortion and muscle injuries of fingers and hands.
emphasized. Also the spinners can be introduced to some schemes to make best use of their money by way of proper investment or just saving it in recurring account. If that is practically applied then the workers will also feel financially secure and less worried for the future, that is he will not resort to desperate methods [viz, deliberately severing his finger for want of compensation] to meet his financial burdens. He will certainly not waste money in alcoholism & gambling etc. If the management becomes more conscious for the needs and security of worker the most important thing which will happen is that the workers will start having a sense of belonging-ness and security. Thus they will be more enthusiastic about their work and will concentrate more on their work.

The literacy rate in the spinning section is quite low. That is 18.62% spinners are uneducated, 49% upto 5th to 8th grade pass, about 10.5% qualified between 8th and 10th standards, while the rest 21.88% have studied upto 11th standard. So keeping in view their literacy level the management should spend some money on training programmes and fundamental education which certainly would help a worker to understand his job better and make a better and intelligent human being out of him.

There is no facility of rations for the workers residing in the mill premises itself. The family including his wife and children should also get proper medical facilities along with the worker.
15. A spinner showing damage to his index finger and thumb of left hand.
While examining the reasons for the ill health of spinners, apart from the obvious unhygienic and unhealthy work conditions one cannot overlook his overall mental and emotional status which is dependent upon his family and socio-economic conditions also. Needless to say that for better production a worker should not only put his hands to the job but also his heart and mind as emotional and psychological problems have a direct bearing on his work potential.