CHAPTER I

DESIGN AND NATURE OF THE STUDY

1.1 INTRODUCTION

Working women today are economically independent and this makes them conscious of their rights. Working outside the family has broadened their outlook also. The employment of Indian women has had a sustained increase, despite several hindrances to their harmful employment in a continuing basis in industry and commerce. The argument usually advanced against employment of women is that they are too much involved in home-making, preparation of food, childcare and all the other domestic chores. Six decades back, there was a failure to recognize that women are half the labour force\(^1\). At present this is fully recognized for accelerated economic development and scientific utilization of man power. The textile industry is one which offers more opportunity for the employment of unskilled women labour.

The textile industry is among the oldest and the largest manufacturing industries in India. It is more than a couple of centuries old and occupies a dominant position in India’s industrial structure. The textile industry occupies a unique place in the economy of the country by virtue of its contribution to the industrial output, employment generation and foreign exchange earnings. The textile industry has been the ‘mother industry’ of the country and it has been an engine of the economic growth. By its unique place of importance, the textile industry in India is positioned to sub serve important socio economic goals\(^2\). The origin of the textile mill dates back to 1818 when the first cotton mill was established at Fort Gloster near Calcutta\(^3\). The industry has come a long way and made a phenomenal growth, many a time against heavy odds. The industry today has grown to become the second biggest in the world\(^4\).
The textile industry has been occupying a pivotal place in the country's economy. With over 1,700 mill units, about 40 lakh handlooms, 17 lakh power looms and thousands of garments, hosiery and processing units, the textile industry is the single largest industry in the country. The linkage of this industry reaches the common man and the national economy owes its contribution to the industrial production, employment generation and foreign exchange earnings. The textile sector contributes 3 percent of the gross domestic product, 14 percent of the total industrial production, 21 percent work force, 27 percent of the gross export earnings, 5 percent of the excise revenue and 7 percent of the gross import bill.5

Besides, a large population engaged in cotton growing and ginning, manufacturing of man-made fibres, filament yarns, textile machinery, stores, spares, dyes, chemicals, trade, transport, banking, insurance and so on derives its livelihood from the indirect employment generated by the textile industry. Next to food, clothing is one of the most important items of family expenditure in India accounting for about 10 per cent. Thus cotton textile industry is very important from the point of view of production, employment, export and consumption.

Apart from meeting the growing clothing needs of the increasing population, the cotton textile industry is the forerunner of India's transformation from an agrarian economy to industrial advancement. It laid the foundation for the development of a number of allied industries and services. The Indian entrepreneurship had its training ground in textile manufacture and the subsequent proliferation into manifold avenues of industrial progress and economic activity made possible by the pioneering efforts of the textile industry6. The industry has carved a niche for itself in the international market also with Indian textile goods, with aesthetic qualities and the durability and many a port of call.7
In addition to being a source of providing one of the basic needs, the cotton textile industry plays a crucial role in the socio-economic structure of India. In the nation’s wealth creating activity, the textile industry had, and continues to have a pivotal role. It offers more opportunity for the employment of unskilled women labour. Though women are not new to the industry, their employment in the past was confined only to one or two departments viz., reeling and winding. The present scenario is quite different, in these industries, where women are widely employed in many departments and in more than one shift.

1.2 STATEMENT OF THE PROBLEM

The economic and social status of the most people in the modern economic society depends to a large degree on their occupations. Every individual spends considerable amount of time at the work place. The work helps each individual to develop personal associations, attitude and other aspects of life and it is crucial to the economic security of the individuals. Work provides the mechanism by which each individual contributes to the economic well-being of society as a whole. In return, work provides the individuals with an income. The amount of income provided by the work helps to determine the standard of living of an individual as well as the family in terms of goods and services consumed. Apart from meeting the essential requirements of life, income also provides the individuals with opportunities, such as the opportunity to travel, to engage in hobbies or in recreational activities or to develop talents such as those in music, art or any other field.
The economic wealth of the working person depends on the work of the individual. The work also alters the social hierarchy of the individuals. Hence every individual employee expects social as well as the provision of higher economic status from the work or occupation.

The economic growth of a country depends on the rate of industrialization in the country. But industrialization may not be achieved in the absence of any one of the factors namely, land, labour, capital and organizations. Though all the four factors of production seem to be equally important, still the progress of the industry mainly depends on the productive efficiency of the labour force. So labour should be considered as the most important factor for the growth of the industry.

Driven by the desire for greater efficiency and output from the labour and with a view to attracting better workers, employees have been offered extra incentives in the form of labour welfare schemes. Labour welfare has become essential because of the very nature of the industrial system and the need for labour welfare is realized by the employers because of the socio-economic conditions and problems which the industrial society has thrown up.

Employment frees women from the isolation and drudgery of the home. An employed mother could do real “Mothering” as she has got greater access to the world their children were going to live in. She has a lot of experience, personal maturity, and ability to take a detached view and less time and temptation, to be over protective and dominant. This is a psychological gain for older children and ultimately for the nation.
Employment outside the home boosts women's self respect and gives them a sense of achievement coupled with financial independence. Thanks to Mahatma Gandhiji's efforts and the deep involvement of women in the freedom struggle, full political rights and equality in all spheres have been conferred on women in the post independent India.

The management's perception today towards the capabilities of workers and the various reasons advanced by them seem to be in favour of women workers. Their opinion, by and large, struck a note of optimism and possessiveness in their attitude towards employing women in textile mills. The major reasons for employing women have been the increasing management awareness of the capability of workers, shortage of male workers, women's distinctive favourable traits, lesser indiscipline, passive union activity, easy supervision and better industrial relation.

Increasing productivity is the ultimate aim of every industrial organisation, for which the provision of labour welfare is the most important one. The labour welfare implies providing better working conditions. Job performance of workers is based on appropriate working condition. Enquiries were made initially from twenty five workers in Textile mills to understand the working condition and the various problems faced by them. The articles published in “The Hindu” a leading English newspaper in southern part of India highlighting the problems faced by the workforce in textile mills and subsequent enquiries with the workers revealed that they face multi dimensional problems ranging form economic, social and environmental to psychological. It initiated the researcher to do this research.
The Indian textile has a significant presence in the Indian economy as well as in the international textile economy. Its contribution to the Indian economy is manifested in terms of its contribution to the industrial production, employment generation and foreign exchange earnings. Dindigul district is one of the important districts of the Tamil Nadu state. The sex ratio of the district is 986 females per 1000 males, which is equal to the state average of 986. Out of the total population of 19,18,960, economically active population is 9,72,775 workers. Of the workers, 3,85,108 are female workers. The majority of the workers in the district depend on the textile industry and its ancillary and auxiliary industries for their livelihood.

Hence the present study is a fact-finding exercise to know the following:

1. the socio-economic status of the women-workers in corporate textile mills
2. the various problems faced by the women-workers and
3. the extent of satisfaction derived and the factors influencing the satisfaction of the women-workers on working conditions in the corporate textile mills.

1.3 REVIEW OF PREVIOUS STUDIES

This empirical study aims at the investigation of the working conditions of the women-workers in the corporate textile mills in Dindigul district. The previous studies made in the area of research are limited in number and they are not directly related to the study. A list of some of the studies made previously has been given in the following paragraphs.

In an Empirical study titled “Industrial Labour in Bombay: A Socio-Economic Analysis” by Dr. S.B. Chirde (1949) 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 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. With regard to the economic status, the researcher has found 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 worker 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. The researcher found that the existing factory legislations are very inadequate in various aspects and most of the employers are indifferent and merely content themselves by satisfying the letters of law, rather than the spirit of it.

The study titled “Human Relations in Factories” by Dr.B.Unwala (1957)\textsuperscript{12}, dealt with human relations in the textile world, organizational efficiency, co-operation and conflict, communication, education, approach, incentives, personality traits supervisors and rationalization. He found that a conspicuous failure is the failure of the industry to create interest in the human sphere. The factors like poor health, the economic factor and working conditions have contributed to the lack of interest among the employees. Failure of maintenance, dereliction of duty, absence of co-operation, indifference to communication, misconception about education, conscious omission of incentive, mobility of motives and unqualified supervision are the major symptoms of chronic malady of the industry.

A report on “Problem facing workers in Coimbatore District Textile mills by the Social welfare Department, Government of India\textsuperscript{13} was brought out in 1958. This study points out the difficulties of workers due to their dual role as home makers and paid employees in the textile mills. The report suggests that proper utilisation of workers in the textile mills will be a success, if the mills come forward to make
ample provision for creche and other amenities to relieve the women of
the responsibilities of child care during the working hours.

Dr. M.P. Makharia (1959) in his study titled “Social Conditions of
Textile Labour in Bombay with special reference to productivity” has
made an attempt to discover the relationship existing between the
social life of the workers employed in the textile industry and the
efficiency and productivity of the workers in this industry. The study
revealed that the forces that have 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. He 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, cordial relationship between the
labour and the management and introduction of increased
productivity schemes will improve the social life and productivity of
the textile employees.14

An elaborate study was conducted by Labour Bureau, Shimla,
Government of India, 1960 on survey of Labour condition in cotton
textile factories in India. This study has covered the system of
recruitment, daily rate of wages, bonus and other amenities such as
canteen, co-operative societies and housing. This report reveals the
lack of adequate facilities which are statutory obligations.15

In a study by Kunj.M Pasel (1961) titled “Effects of the Bombay
Cotton Mills Industry on Ratnagiri’s Rural Population” dealt with the
cotton mill industry and its labourers, transition from the rural to
urban areas, housing, standard of living, marriage and the family, education, health and leisure and recreational activities. The filthy surroundings, lack of adequate living space, sanitary accommodation, 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.\textsuperscript{16}

Rajammal P. Devadas, a reputed Home Science expert, submitted a report on women-workers in industries in the fourth conference of South India Textile Research Association, Coimbatore, 1962. The author studied the problems of women workers. Major attention of the study is devoted to family budget enquiries and standard of living of women workers. The report recommends that domestic work should be rationalised and aided by labour saving gadgets to enable the workers to conserve their energy for the wage paid.\textsuperscript{17}

A study titled “The Rural worker in Industry – Adjustment to Urban Environment” by Veeraraghavan, P.V., (1964) dealt with 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 customs as a result of urban living, changes with regard to one aspect of personality viz., 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, professional group affiliation and status systems figured promptly among the urban workers.\textsuperscript{18}

Jaya Shree Desai of Gujarat University in 1967 chose the problems of women workers. She adequately dealt with the Socio-economic background and attitude of workers towards their work. She
points out the limited opportunities available in spinning and winding departments and makes a plea for diversification of occupational opportunities.  

Under the sponsorship of UNESCO, a study on the Social stratification arising from industrialization and urbanization was conducted by SITRA (1967). The investigation was conducted in Coimbatore town and in a fairly isolated farming community in the district. The study further confirmed that ascribed status symbols are more prevalent in the rural communities. Modern society stresses more on achieved status. It was found that people tend 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.

V.B. Singh, a well-known labour economist, studied the wage patterns, mobility and savings of women-workers in the textile mills of Kanpur in the year 1973. It is an elaborate survey, yet it had not separately studied the working conditions of women workers.

A study conducted by Rudraswamy. V, (1974) titled, “Industrial Unrest in Tamilnadu in the Sixties – A study of Strikes and Lock Outs” 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-textiles. A significant change has occurred on the qualitative nature of strikes in the textile industry – economic factors have become less and less important and socio-political factors have gained prominence.

In his study titled “A critical Study of The Economic Conditions of Agricultural Labour in Fatehapur Sikri Development Block (Agra)”, Dr. Jagadish Chand Jain (1980) 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 Bhoodan Movement on agricultural labourers. The researcher in his study emphasized the need to promote co-operative forming 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.²³

Dr. Sudhansh Kumar Sharma (1981), in his study titled, “Socio-Economic Conditions of Labour in Brassware Industry of Uttar Pradesh”, has analysed 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 reorganising the industry into viable units either on co-operative sector or in private sector. He has suggested that to improve their economic status, the wages of the employees 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. Besides, the employees will have to improve their spending habits and have to plan their families. 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. He wants 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.²⁴

Dr. Mohinder Singh Dhariwal (1983), in his study titled “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 their earnings and thus help them
break the vicious circle of their poverty. The study also reveals that as long as under-nourishment prevails, the effectiveness of other health giving inputs is not of much significance.25

Dr. Parul Singh (1985), in her study titled, “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 any superannuation and welfare benefits. To improve the conditions she 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.26

In the study titled, “Impact of The Working of the Handloom Weavers’ Co-operative Societies on The Socio-Economic Development of the Handloom Weavers in Kerala”, Dr Sarangadharan (1986) has recommended that the supply of yarn should be ensured by the apex societies to the primary societies at a reasonable steady price making the spinning mills.27

In a study titled “Socio Economic Condition of Labour in Lock Industry of Aligarh”, Dr. Sanjeev Prachandia (1987) has suggested that the socio economic conditions of the employees cannot be improved unless the industry is reorganized and viable units set-up either on co-operative basis or in the private sector. To improve the economic conditions of the labour in the lock industry, he has 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 amendment of the existing labour laws for providing proper training and providing general as well as technical education.”28
The study carried out by Dr. Bal Kishore Jha (1987) on “Conditions of Labour in Sugar Industry of Uttar Pradesh (With special reference to Rohilkhand district)” revealed that the working, living and economic conditions of the 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 very much deplorable. The conditions of seasonal and casual labourers are extremely pitiable as they become jobless during the off season and have to find some alternative source for their livelihood.29

Dr. R.P. Singh (1988) in his study titled “Socio-Economic Conditions of the Labourers in the Brassware Industry” has analyzed the conditions of working places, 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 Moradabad, 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 small in size and 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 house of the labourers are not good. They are in congested localities of 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.30
In his study titled "Sugar Industry in Co-operative Sector in India; Study of Some Important Economic Aspects", Dr. Jaghadish Mehto (1988) found that attention has been paid to personnel management. 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 Dr. Malik (1989), has investigated the standard of living and socio-economic conditions of the people in the district Jind. 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 this study titled "Labour Management Relations in Textile Industry in Jammu and Kashmir State Since 1976", Dr. Abdul Ghani (1989) presented the economic living and working conditions of the textile workers in the state. The study revealed that the workers have been found working and living in appalling conditions. Majority of them are working continuously in standing positions in 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 functioning 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 a great degree of dissatisfaction among the workers with their jobs.33

In their study titled “Female Labour in the Textile and Clothing Industry of Lesotho”, Baylies and Wright (1993) have examined the conditions of female work force of textile and clothing industry of Lesotho. Although willing workers by virtue of economic necessity, a review of union organization and activity indicates that women-workers are far from docile.34

In her study titled “Nutritional Status of Women Working in Ginning Mills”, Rathna (1994) has probed the health and nutritional status of 200 women aged between 19 and 55 years working in textile ginning mills in Tamil Nadu. The working conditions of the women in the ginning mills were outlined in the study. The study indicates that the women in ginning mills have common problems like leg, back, chest and eye pains and respiratory problems.35

In a study by Usha Bambawale (2002) titled “Socio – Economic Backgrounds of Nurses”, it is stated that the women from homes with lower income, education and occupation and status are attracted in greater number to the textile industry because of the provision of stipends during the training periods. This profession has a low status and income with strenuous repetitive work. The preference of hospitals in recruiting women to this job is because women alone accept the lower income and status awarded to the nurses.36

In the study “Women-workers in The Tea Industry in South India” by Issac (2003), it has been revealed that though the women-workers in the industry had a relatively higher income and employment facilities, they were exploited by the managements of the
tea plantations and factories in many ways and they were also discriminated against in relation to men workers. Trade unions had helped in raising the economic status but the women-workers continued to have the inferior status.\textsuperscript{37}

The study conducted in three industrial establishments by Raghavan. P.V., (2004) dealt with the attitude of the employees, satisfaction and discontent 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 in public enterprise. Evidence indicates that a deliberate effort to create favourable working conditions was followed by an improvement in morale.\textsuperscript{38}

The study conducted by Dr.Prakas Chaturvedi (2005), titled “Labour Conditions in The Glass Industry of Uttar Pradesh”, has revealed the problems like labour turnover, heterogeneous groups of different castes and communities among the labour and 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 deductions exist 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.\textsuperscript{39}

In her study titled “Working Conditions and Job Satisfaction among the industrial Women Workers: A Case Study of Kanpur”, Dr. Sharan (2006) has analysed 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 revealed that the working conditions of the most
of the industrial women-workers were far from satisfactory. Most of the respondents receive inadequate wages and benefits. Only a very few had job security and still fewer perceived any future job prospect in the place of work. The results of the study also indicate that women-workers wanted to join productive labour force primarily because it fetched them the economic gains and consequently the economic independence.40

In the study titled, “Working and Living Conditions of Labour in Large Scale Industries of District Rampur”. Dr. Kumar Ganj (2006) has indicated the improper appointments, recruitments, dismissals, break downs, strikes, lack of adequate training facilities, excessive turnover, improper system of wage payment, inadequate dearness allowance and bonus, inadequate safety measures, lack of cleanliness and 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 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 declaration of 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.41

In the article, “Socio – Economic Backwardness in Women”, by Neelam Verma (2006), it is 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, and 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 is a joint function of her socio-economic status, 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.,^[42]

As far as the present study is concerned, the researcher has focused his attention only on the various problems faced by the women-workers and has attempted to identify the factors influencing the satisfaction of women-workers in corporate textile mills in Dindigul district. The previous studies also differed from the present study in terms of sample, organizational structure, geographical area, and certain other variables.

1.4 OPERATIONAL DEFINITION

**CORPORATE TEXTILE MILL**

Textile mill is one which is registered under the Companies Act, 1956 and that engaged in spinning of yarn from cotton and staple fibre. It does not include ginning and other processes prior/post to spinning nor does it include silk, woollen and jute textile industry.
WOMEN WORKERS

Women-workers are defined as those women engaged in various processes necessary for turning ginned cotton into yarn ready for the market. For the purpose of this study, workers do not include apprentice under the Sumangali Scheme and employees in the administrative, managerial, technical, research, engineering and other departments.

WORKING ENVIRONMENT

The labour welfare may be defined as efforts to make life worth living for workers. It implies providing better working environment such as health and safety measures, reasonable hours of work and holidays, proper lighting and ventilation, heat control, drinking water facilities, creche, rest room, canteen, cleanliness and so on.

The core of the study is to find the over all satisfaction of women-workers with the working environment of the textile mills with respect to health, safety and welfare of employees.

1.5 SCOPE OF THE STUDY

The corporate textile mills, which are registered under the Companies Act, 1956, offer more opportunity and facilities for the employment of unskilled labour. Though women are not new to the textile mills, their employment in the past was confined only to one or two departments. At present, women are widely employed in many departments and in more than one shift in the mills. The scope of this study is confined to examine the socio-economic conditions and the various problems faced by the women workers. In addition to these, it is aimed at identifying the factors influencing the satisfaction of the women-workers in Dindigul district.
1.6 OBJECTIVES OF THE STUDY

The main objectives of the study are to find out the various problems faced by the women-workers and to identify the factors influencing the satisfaction of women-workers in corporate textile mills in Dindigul district. Under these main objectives, the following specific objectives have been framed for the present study:

i) to study the growth and development of textile mills.
ii) to analyse the constitutional and legislative protection to the women workers.
iii) to find the socio-economic conditions of the women workers.
iv) to examine the various problems faced by the women workers.
v) to identify the factors influencing the satisfaction of women-workers on working environment in textile mills.
vi) to offer suggestions based on the findings of the study for the prospects of women-workers in corporate textile mills.

1.7 HYPOTHESES

Hypotheses have been framed to indicate the direction in which the research study should proceed. In tune with the fourth objective, the following hypotheses have been tested in the study:

1. There is a significant relationship between problems related to monetary benefits and the following variables:
   - education
   - source of recruitment
   - residence and
   - awareness

2. There is a significant relationship between problems related to non-monetary benefits and the following variables:
   - education
   - source of recruitment
3. There is a significant relationship between problems related to women-workers and the following variables:

- education
- source of recruitment
- residence and awareness

In tune with the fifth objective mentioned above, the following hypotheses have been tested in the study:

1. **Age:**

   Age influences the level of satisfaction i.e., the higher the age of the workers, the more will be the satisfaction.

2. **Residence:**

   Residence influences the level of satisfaction of the workers i.e., the urban workers derive more satisfaction than their rural counterparts.

3. **Marital status:**

   Marital status influences the level of satisfaction of the workers i.e., the married workers derive more satisfaction than their unmarried counterparts.

4. **Community:**

   Community influences the level of satisfaction of the workers i.e., the workers belonging to forward community derive more satisfaction than the others

5. **Education:**

   Educational status influences the level of satisfaction of the workers i.e., higher the status of education, the more will be the satisfaction.
6. Type of the family:
Type of the family influences the level of satisfaction i.e., the workers belonging to nuclear family derive more satisfaction than the workers from the joint family.

7. Size of the family:
Size of the family affects the level of satisfaction of the workers i.e., bigger the family, the lesser will be the satisfaction.

8. Skill level:
Skill level influences the level of satisfaction of the workers i.e. skilled workers derive more satisfaction than the others.

9. Length of experience:
Experience influences the level of satisfaction of the workers i.e. the longer the period of experience, the more will be the satisfaction.

10. Income:
Income of the workers influences the level of satisfaction i.e., the higher the level of income, the more will be the satisfaction.

11. Awareness:
Awareness regarding the legislation applicable to textile mill women-workers influences the level of satisfaction. i.e., the higher the level of awareness, the more will be the satisfaction.

12. Membership in trade union:
Membership in trade union influences the level of satisfaction of the workers i.e., the members of trade unions derive more satisfaction than the non-members.

1.8 SAMPLING DESIGN
The present study proposes to cover the corporate mills in Dindigul district. As census method is not feasible, the researcher has proposed to follow sampling. The sample mills are selected by following Cluster Sampling Method.
The district is divided into seven taluks namely Dindigul, Natham, Nilakottai, Palani, Oddanchatram, Vedasandur and Kodaikanal. Each taluk is considered a cluster. The present study selected 8 mills in the universe of 74 registered textile mills in the district. As the study follows Cluster Sampling Method, proper attention was paid to include a minimum of one mill from each cluster in the sample. The eight mills were selected on random sampling as given below.

<table>
<thead>
<tr>
<th>Sl.No.</th>
<th>Taluk</th>
<th>No.of Mills Registered</th>
<th>No.of mills Selected</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Dindigul</td>
<td>28</td>
<td>2</td>
</tr>
<tr>
<td>2.</td>
<td>Natham</td>
<td>5</td>
<td>1</td>
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A selection of 240 women-workers was made on a simple random basis at the rate of 30 from each selected mills.

1.9 SOURCES OF DATA

The study is empirical in nature based on survey method. The entire data required for the study were collected in three stages. The primary data relating to the corporate textile mill women-workers were collected by interviewing the workers with the help of the interview schedule. The secondary data, relating to the study like origin and growth of textile mills in India, Tamilnadu and in Dindigul district, were obtained from various published and unpublished records, annual reports, bulletins, booklets, journals, magazines, etc,. Lastly the researcher held discussions with the officials of various textile mills, trade union leaders, personnel managers of various textile mills.
and with the officials of South Indian Mill Owners Association (SIMA). These discussions were helpful to the researcher in identifying the problems for the study. The study is individual women-workers oriented and the factors selected are personal in character.

1.10 CONSTRUCTION OF TOOLS AND PILOT STUDY

The tools for collecting primary data were constructed by the researcher himself. Casual interviews were conducted with twenty five mill women workers, five officials from various trade unions and six personnel managers of various textile mills in order to find the variables of the study. The officials of South Indian Mill Owners Association (SIMA), Coimbatore district have been consulted to gather information for constructing the schedules.

Interview schedule for the women-workers of the Dindigul textile mill industry was constructed in English for the pilot study. The pilot study conducted during June, 2007 covered thirty workers. In the light of the pilot study, the schedule was revised. The interview schedule was translated into Tamil for the convenience and understanding of the workers.

The interview schedule (Appendix I) has been used for collecting data relating to the women-workers and their opinion about the socio-economic status derived from them because of their employment in the corporate textile mills and their level of satisfaction with the working environment of the mills.

1.11 FIELD WORK AND COLLECTION OF DATA

The fieldwork for the study was conducted during the period between July, 2007 and February, 2008. Personal interview by the researcher was the major tool of data collection. Interview schedule was used during the interviews. Before the interview, proper rapport has been established. The data were recorded by the researcher in the interview schedule. The schedules thus filled in were thoroughly
checked to ensure accuracy, consistency and completeness. On an average each interview took about 40 minutes. The data thus collected were categorized and posted in the master table for further processing.

1.12 DATA PROCESSING

After the collection of data, the filled in interview schedules were edited properly. A master table was prepared to sum up all the information. With the help of the master table, classification tables were prepared and they were taken directly for analysis.

1.13 TOOLS OF ANALYSIS

The general plan of analysis ranges from simple descriptive statistics to ‘F’ test. The extent and variation of satisfaction derived by the women-workers were measured through scale and analysis on the basis of the scores of components.

In order to analyze the problems faced by the women workers, the researcher has used the Garrett’s ranking method to rank the important problems faced by the women-workers in corporate textile mills. The variables like education, source of recruitment, residence and awareness of the workers are tested by the well-known statistical tool of ‘Chi – Square test’.

The factor wise analysis was made. The dependent variable ‘satisfaction’ was related to independent factors influencing the same. The women-workers were grouped according to these factors and accordingly their mean and range of ‘satisfaction scores’ for each factor group was calculated. In order to find the significance of the difference between the average, analysis of variance, ‘F’ test, coefficient of correlation analysis and partial regression analysis have been applied.
1.14 GEOGRAPHICAL COVERAGE

The present study covered the textile mills, which are registered under Companies Act, 1956 and located in Dindigul district in Tamilnadu in India.

1.15 CHAPTER SCHEME

The first chapter, after introducing the subject, deals with the design of the study.

The second chapter discusses the growth and development of the textile mills.

The third chapter enlightens the constitutional and legislative protection to the women workers.

The fourth chapter describes the socio-economic conditions of women-workers and their families.

The fifth chapter concerns with the problems and prospects of women workers.

The sixth chapter presents the factors influencing the women-workers' satisfaction with working environment in corporate textile mills.

The final chapter contains a summary, suggestions and conclusion.
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