CHAPTER I

INTRODUCTION TO THE STUDY

1.1 INTRODUCTION

Labour is considered to be the most important resource of a nation as they create all wealth from natural resources and is the backbone for the development of the nation. Utilization of any resource largely depends on the efforts and the quality of the labour resources of the nation. Labour force of any nation is substantial in its size and has an inevitable role in the development of the nation. Even in developed nations that depend on automated machines, labours are indispensable as they need to operate the machines and equipments. Also, human only has the capability of holding responsibilities and innovating new methodology in order to increase the efficiency of the process and enable a nation to get industrially development. The development of production and ancillary industries contribute to the growth of the economy of a nation. Labour has an important role to play in the development of an economy and critically important in the developing economies like India.

Labour acquired dignity and status as of other professions in the societies of the developed nations. However, in India, labour still require to get the status. To acquire a status in the society, the labours require a good health, wealth, and peaceful living which can be attained only through empowering the labour. This makes labour welfare studies an important one in our nation. Labour welfare
activities are undertaken by the Government as well as by the non Government agencies within and outside the company. Labour welfare activities are aimed at the improvement of the living conditions of labour. Developed countries like United Kingdom and United States (“United”, n.d) have passed many laws for labour welfare such as the Acts related with the Apprentices; Master and Servant; Employer and Workmen; Railway Labour; Family and Medical Leave; and the like. Government of India has also passed many laws for labour welfare like the Factories Act 1948; the Plantation Labour Act 1951; the Mines Act 1952; etc. These legislations stipulate the public and private sector organizations to follow several norms regarding working conditions, sanitary facilities, safety measures, leave regulations, and the like. Apart from the statutory welfare facilities compelled by the Government, the companies, on its own interest, may also provide many welfare facilities to the labours, known as non-statutory welfare facilities.

The Webster’s dictionary (1969) defines the term ‘welfare’ as a state characterized by happiness well being or prosperity. Thus, in its broader connotation, the term “welfare” refers to a state of living of an individual or a group in a desirable relationship with total environment, economic and social. Labour welfare measures (Sexena, 1986) refer to the steps taken by the companies in order to maintain a harmonious and peaceful relationship between the two, namely industry and labour.

Labour welfare facilities, both statutory and non statutory need to be reviewed by Labour Welfare Officer and Inspectors of factories. However, any
requirements for additional welfare facilities and even proper implementation of welfare facilities are many a time controlled by the labour unions, (“trade”, n.d) origin of which can be traced back from the 18th century. The labour union gained momentum all over the world after it was successful in the Europe during 19th century when the Catholic Church’s fight against the atrocities workers faced in the companies of Europe and demand for the rights of the workers and safety regulations. During 1945, International Labour Organization mobilized trade unions all over the world under single International organization, named the World Federation of Trade Union.

In India, the trade union movement developed quite (“Trade”, n.d) slowly as compared to the western countries. Labour union movement is still in its childhood in India. Labour in India is more restless, does tendentious jobs, and frequently migrate because of insufficient opportunities. Hence labours have a very great need for opportunity to work, reasonably priced nutritive food, acceptable wage, and good accommodation facility. In Indian industries, labour unions have been started in the mid of the 19th century. After independence, India drafted its own constitution where the labours may have been guaranteed of social justice and welfare which is witnessed from the first five year plan onwards. Low wages (Chhabra, 2005) the labours receive for traditional activities and insufficient health measures creates more stress to labour. In modern industrial world many efforts are being taken to improve the conditions of the workers. On the other hand the capitalist with huge investment, wishes to get a quick return by minimizing the cost, which advocates reducing labour cost and thus, indirectly the labour welfare.
However, in some countries like Japan, Canada, Hong the welfare facilities are extended to the members of the family members of the labours.

As on 2010, there are 66,056 registered (Sivaraththimohan & Gosh, 2010) labour unions in India which was only 727 at the time of independence. After independence, the economic conditions and reinforcement of political environment in India influenced the growth of trade unions. However, rapid increase in the number of unions has led to a decline in the strength of individual unions. Most of the times, Indian trade unions are forced to fight for wage, working condition, bonus, leave facilities and (Pattanayak, 2006) other welfare facilities to their members. In 2012 alone, there were (“Labour Bureau”, n.d) 161 labour strikes in public & private sector organization in India. Present labour welfare (Chhabra, 2005 and JayaPrakash Reddy, 2004) includes both statutory and non statutory activities undertaken by any of the three agencies namely employer, trade unions, or the Government for the development of labours, both physically and mentally.

Central and State Governments (Bhooshan, 2008) implement various welfare measures through several voluntary organizations. Voluntary organizations play an important role in the better administration and implementation of welfare requirements. Voluntary organizations register themselves under either one of the Acts, namely the Societies Registration Act, 1860; the Indian Trusts Act, 1882; and the Charitable & Religious Trusts Act, 1920 or as a Charitable Company under section 25 of the Companies Act, 1956. These organizations help the employer and the employee in settling down issues by their independent efforts that falls within
their scope. The scope of operation of each voluntary organization differs and some of them are enumerated here under,

- Servants of Indian Society ("Servant", n.d) strive to promote education, sanitation, and healthcare and fight the social evils of untouchability and discrimination, alcoholism, poverty, oppression of women and domestic abuse of the society.

- The Seva Sadan Society ("Seva", n.d) concentrates on providing modern educational and vocational training for health, nutrition and empowerment of women.

- The Maternity and Infant Welfare Association ("Voluntary", n.d) aims to provide education, tailoring, basic hygiene and support to the retired labour.

- The Women’s Institute of Bengal ("Saroj", n.d) focuses on women vocational training to empower them; support their families; and raising social study of women.

- The Young Men Christian Association ("YMCA", n.d) works with a vision of empowering young people and gender equality. In addition YMCA involve in activities like conducting night school, libraries, medical camps, skill improvement training and sports for the labour.

1.2 CONCEPTS AND DEFINITIONS OF LABOUR WELFARE

Welfare has a two aspect, positive and negative. Negative (Bhooshan, 2008) welfare is the provision by the State or other institutions of a “safety net” or the
distribution of benefits according to some criteria and positive welfare is the provision of opportunities for people to help themselves.

The welfare (JayaPrakash Reddy, 2004) measures provided to the employee have an impact on the health, physical and mental efficiency, alertness, morale, and overall efficiency of the labour and thereby increase the productivity. Labour welfare activities enable the labours to have a richer and more satisfying life by improving the standard of living and indirectly reducing the burden of the labour. Welfare work improves the relations between owners and labour. Welfare activities like educational facilities offer more career prospectiveness and thus improvement in the social status. Prof.H.S.Kilkardy (1947) observed that “the whole field of welfare is one in which much can be done to combat the sense of frustration of the industrial worker to relieve him of personal and family worries, to improve his health, to afford him a means of self expression to offer his some sphere in which he can excel all others and to help to a wider conception of life. If within the field of welfare and particularly that part of which comprises sports and games a large measures of self Governments can be left to the workers, even in the management of facilities provided by the employer a sense of responsibility, initiative and co-operation can be fostered and often among those whose daily task afford them the last opportunity of developing characteristics so essential to industrial enterprise and wise citizenship.”

1.2.1 Concepts

The concept of welfare need to be understood in three perspectives as total concept, social concept, and relative concept. The total concept of welfare believes
that the structure of welfare constitute physical, mental, moral and emotional well being. The social concept deals welfare in three-dimensions that includes welfare of the family, communities, and the labour man himself. The relative concept argues that welfare is relative in time and space. However, it is to be agreed that the ideas of welfare as well as the content of welfare differ from country to country. The Royal commission (1931) on labour describes welfare as a term which needs to be elastic, according to social customs, stage of industrial development and status of education of the worker. The report of the national commission on labour (1969) also observed that “the concept of welfare is necessarily dynamic, bearing a different interpretation from country to country and time to time, and even in same country, according to the value system, social institutions, degrees of industrialization and general level of social and economic development”.

1.2.2 Definitions

The encyclopedia of Social Science (1935) has defined labour welfare work as “the voluntary efforts of the employers to establish, within the existing industrial system, working and sometimes living and cultural conditions of the employees beyond what is required by law, the custom of the country and the conditions of the market”.

The main report of the labour investigation committee framed by GOI (1946) preferred to include under labour welfare “Anything done for intellectual, physical, moral and economic betterment of the workers, whether by employers, by Government or by other agencies, over and above what is laid down by law or
what is normally expected on the part of the contractual benefits for which workers may have bargained”.

The ILO (1947) report refers labour welfare as “such service, facilities and amenities which may be established in the vicinity of undertaking to enable the persons employed in them to perform their work in healthy, congenial surroundings and provided with amenities conducive to good health and high morale.”

According to the committee on labour welfare, (Malviya, 1966) the term welfare services mean: “such services, facilities and amenities as adequate canteens, rest and recreation facilities, sanitary and medical facilities, arrangements for travel to and from and for the accommodation of workers employed at a distance from their homes; and such other services, amenities and facilities including social security measures as contributed to conditions under which workers are employee”.

The labour welfare, (Aparna Raj, 2003) also termed as ‘employee services’ is held to comprise of basically three types of services: Economic (eg. Pensions, insurances, health and accident services); Recreational and Facilitative (eg. Medical services, housing, cafeteria, legal and financial counseling, education and library services).

The above definitions would indicate the term ‘labour welfare’ as the activities of an organization that ensures the minimum standard of hygiene, safety,
social security, proper working time, vacations, social relationship within and
outside the organization etc.

1.2.3 Operating Definition

The term labour welfare practices in this research mean all activities of the
organization relating to statutory and non statutory welfare measures;
compensation and fringe benefits; and recognition and empowerment of labour
that enable a labour to have a dignified life in the total environment, economic and
social.

1.3 STATEMENT OF THE PROBLEM

In global level, India (“Labour”, n.d) possesses the second labour force (487
million) in the world. The Indian labour force may be divided in to two groups
namely organized (27.5 million) and unorganized labour (459.5 million). Most of
the labour comes under the unorganized category because of the domination of the
agricultural, forestry and fishing sector, those sectors that that contribute 12% of
the GDP of India. In addition, the manufacturing industry also employs a huge lot
of labour force through unorganized means. Notably, in 2012, textile industry that
has 27% share in foreign exchange earnings and 14% in total industrial production
employs more than 35 million people to occupy a sole proportion of 3% of GDP.
(“Textile industry”, n.d). The textiles sector stands as far as the size of labour force
is concerned in India.

Tamil Nadu has always been one of India’s chief industrial growth centers.
In Tamil Nadu textile sector make 50 lakh employment opportunities through
direct and indirect way. Textile companies operated in Tamil Nadu are grouped into Coimbatore, Madurai, and Virudhunagar region. Tirunelveli textile industry comes under the Virudhunagar region. Tirunelveli District one of the most important district in Tamil Nadu that effects a sizable contribution to the economy of Tamil Nadu through the agricultural and textiles, as most of the people involve the agricultural and spinning works. The textile sector contributes 76.47% to the economy of Tirunelveli District from around 50 spinning mills running in the District. Thus, spinning mills have a potential for large scope for wealth creation and it generates more employment opportunity.

Considering the importance of spinning mills, for the betterment of rural India, sincere attempt has made to find out the link between labour welfare measures and industrial relations. This underlines the necessity of searching studies so as to identify the nature and extent of the problems of labour welfare practices in the spinning mills, and to suggest measures for coping with the difference. A modest attempt has been made here to analyze the labour welfare practices in spinning mills in Tirunelveli District, Tamil Nadu.

The study analyzes various aspects of labour welfare practices such as personal details, work details, wage details, statutory, non statutory, management and labour relationship, fringe benefits, union activities, absenteeism and human resources activities. The study discusses with the peculiarities of the labour relation management situation and suggests ways and means for the improvement of the industry. With this view, the analysis has done of labour welfare practices on spinning mills.
After reading through several earlier theses on the topic, the researcher came to know that the labour welfare measures play a vital role in the effectiveness of the organization. Every organization is expected to provide the necessary welfare measures to the workers. As mentioned above, organization’s growth and development depends on its employees’ performance and it can be improved if they are satisfied with their job. Otherwise it leads to low productivity, labour turnover, absenteeism, and strike. Therefore the researcher has chosen the topic “A study on labour welfare practices in private spinning mills in Tirunelveli District, Tamil Nadu.

1.4 OBJECTIVES OF THE STUDY

The study is undertaken by the researcher with the following objective relating to the private spinning mills in Tirunelveli District.

1. To understand the level of existence of statutory labour welfare practices.

2. To assess the level of existence of the non statutory labour welfare practices.

3. To assess the level of existence of the fringe benefits for labours.

4. To understand the level of satisfaction of labour on wage,

5. To assess the relationship among labour and management, and

6. To study the role of trade union in educating the labours towards regulations and the rights.
1.5 RESEARCH METHODOLOGY

1.5.1 Research Design

The study aimed at portraying the present situation prevailing in the spinning mills of Tirunelveli District with regard to the efforts taken by the employers in implementing the labour welfare measures and the satisfaction of employees on labour welfare measures, thus adopted Descriptive research design.

1.5.2 Sampling Design

Labour welfare measures of a mill may be understood by interviewing the labours, managers, and administrators of various mills situated in the geographical area of the research. However, it is decided to interview only the labours, as it is believed that the other members, middle and top level managers, may give an answer which may be favourable to the organization.

1.5.3 Population

The population of the study includes the labour working in a spinning mills situated in Tirunelveli District either as a permanent, temporary, or contract labour. Total number of labours may be around 20000 and exact detail of the labour force is not available as there are three different categories of employee’s namely permanent, temporary and contract labour and no organization keep proper record for the temporary and contract labours.

1.5.4 Sample Unit

Any labour working in any mill in a relatively consistent manner is considered to be the sample unit for the study. Contract labours have not been included in the study as they work for the labour contractor and not for any single mill. They will be working in different mills in different days.
1.5.5 Sampling Procedure and Sample Size

The researcher estimated the size of the population as more than 20,000 from the discussions with the trade union leaders/members whereas only there were around 6500 entries in the records available with the inspector of factories and the regular attendance registers available in the mills. So exact details on the total number of labour or proportion of labour categories are not known. Thus the researcher adopted Non-probability sampling. The researcher wishes to include samples from all spinning mills in the district and decides to approach labours using disproportionate quota sampling. The geographical area under study has a total of 50 spinning mills. The researcher decides to collect 10 samples each from each spinning mill which amounts to 500 samples. A total of 500 labours were approached with help of trade union leaders and middle level managers of spinning mills. The researcher could get only 375 responses in which only 350 were valid and usable.

1.5.6 Data Collection Instrument

More than hundred reviews were read relating to the present research and many variables were extracted from the reviews. The variables were arranged suitably for the interview scheduled after dividing it into nine parts for the data collection purpose. The first part has personal details that include sex, age group, community, marital status etc. Second part is related to the details of work related covering nature of the employment, total experience, total number of labours, etc. Third part deals with wage related details that contains total wage, annual increment, annual bonus, etc. Fourth part deals with satisfaction level on the presence of statutory and non statutory welfare measures. Fifth part covers
satisfaction level on the relationship between management and labour. Sixth part inquires about fringe benefits. Seventh part deals with union activities. Eighth part deals with absenteeism. The final part covers human resource activities.

1.5.7 Pilot Study

Pilot study is carried out by the researcher in the geographical area of the research to test the data collection instrument with 50 samples. The pilot study enables the researcher to understand the issues in the data collection instrument as well as the data collection process in the study environment. The reliability of the instrument is tested using cranbach’s Alpha measure. Needed corrections are made with the data collection instrument based on the validity and reliability measures. Data collection instrument and statistical tools for analysis are finalized based on the experience the researcher had from pilot study.

1.5.8 Statistical Tools Used

The statistical tools including percentage analysis, t-test, weighted average, factor analysis, one way ANOVA, and Chi-Square, were used for the analysis.

PERCENTAGE ANALYSIS

Percentage is a term used in arithmetic (“Percentage”, n.d) to indicate that a whole quantity divided into 100 equal parts is taken as the standard of measures. This analysis is used to describe personal details, wage, bonus, annual increment, and Union activities.

\[
\text{Percentage} = \frac{\text{Number of Responses}}{\text{Total Number respondents}} \times 100
\]
t TEST (INDEPENDENT SAMPLE)

The t test is the most commonly ("Students", n.d) used method to evaluate the difference in means between two groups. The t test is used to analyse the responses relating to fringe benefits, relationship between labour and management, statutory welfare measures, non statutory welfare measures between two different groups.

**t test formula**

\[
t = \frac{(\bar{x}_1 - \bar{x}_2) - (\mu_1 - \mu_2)H_0}{\sqrt{\frac{\sigma_1^2}{n_1} + \frac{\sigma_2^2}{n_2}}}
\]

Where

\(\mu_1\) = Mean of population 1

\(\mu_2\) = Mean of population 2

\(\bar{x}_1\) = Mean of sample drawn from Population 1

\(\bar{x}_2\) = Mean of sample drawn from Population 2

\(n_1\) = Size of sample drawn from population 1

\(n_2\) = Size of sample drawn from population 2

\(\sigma_1\) = standard deviation of population 1

\(\sigma_2\) = standard deviation of population 2
WEIGHTED AVERAGE METHOD

As a part of descriptive analysis, weightages are assigned for the values of rating scales ("Average", n.d) and ranking scales to calculate weighted average. Higher scores indicate higher agreement of the respondents and vice versa.

Here is the general formula for weighted average calculation:

\[
\text{Weighted Average} = \frac{x_1 w_1 + x_2 w_2 + \ldots + x_n w_n}{w_1 + w_2 + \ldots + w_n} = \sum_{i=1}^{n} \frac{(x_i w_i)}{\sum_{i=1}^{n} w_i}
\]

Where \(x_i\) values of the quantity whose average is being calculated, while \(w_i\) are the values of the corresponding weights.

FACTOR ANALYSIS

The factor analysis is a very useful (Aruya, 2001) method for reducing data complexity by reducing the number of variables being studied. To test the suitability of the data for factor analysis, the following steps are taken.

I. The correlation matrices are computed and examined. It reveals that there are enough correlations to go ahead with factor analysis.

II. Kaiser-Meyer olkin measure of sampling adequacy for individual variables is studied from the diagonal of partial correlation matrix. It is found to be sufficiently high for all the variables. The measure can be interpreted with the following guidelines: 0.90 or above, marvelous, 0.80 or above meritorious, 0.70 or above middling, 0.60 or above mediocre, 0.50 or above miserable, and below 0.50 unacceptable.
III. The overall significance of correlation matrices is tested with Bartlett test of sphericity supports the validity of the factor analysis of the data set. A p value $<0.05$ indicates that it makes sense to continue with the factor analysis.

IV. There are two stages in factor analysis. Stage I can be called the factor extraction process, where our objective is to identify how many factors will be extracted from the data. The most popular method for this is principal components analysis. There is a rule-of-thumb based on the computation of Eigen value, to determine how many factors to extract.

The concept of Eigen value translates approximately to the ‘variance explained’ concept of regression analysis. The higher the Eigen value of a factor, the higher is the amount of variance explained by the factor. Before extraction, it is assumed that each of the original variables has an Eigen value = 1. Theoretically, we can have as many factors as there are original variables. But since the objective is to reduce the variables to a fewer number of factors, we usually retain those with an Eigen value of 1 or more.

Stage II is called rotation of principal components. After the number of extracted factors is decided upon in stage I, the next task is to interpret and name the factors. The component matrix (factor matrix) is un-rotated. It gives the initial picture of the loadings of the variables onto the factors, but it can be made clearer by using varimax rotation. Rotation has shown that different variables load on to different factors and choose suitable names for factors.
\[ F_i = W_{i1}x_1^* + W_{i2}x_2^* + W_{i3}x_3^* + \cdots + W_{ik}x_k^* \]

Whereas

\[ F_i = \text{estimate of } i^{th} \text{ factor} \]

\[ W_i = \text{Weight or factor score co-efficient for } i^{th} \text{ standardized variable} \]

\[ x_1^* = i^{th} \text{ standardized variable} \]

\[ K = \text{Number of Variable} \]

**ONE-WAY ANALYSIS OF VARIANCE (ANOVA):**

It is used to know the significant difference among the group (more than two) with regard to a particular factor. R A fisher developed the theory concerning ANOVA. The basic principle (Chawla, 2011) underlying the technique is that the total variation in the dependent variable is broken into two parts—one which can be attributed to some specific causes is called the variation between samples and the one which is attributed to chance is termed as the variation within samples. In ANOVA, the dependent variable in question is metric (interval or ratio scale), whereas the independent variables are categorical (nominal scale). If there is one independent variable (one factor) divided into various categories, we have one-way or one-factor analysis of variance. A sample is drawn at random from each category of the independent variable.

\[ T_{ss} = \sum_{i=1}^{k} \sum_{j=1}^{n} x^{2ij} \cdot \frac{1}{kn} \cdot T2.. \]
\begin{align*}
(i=1\ldots k \text{ and } j=1,2\ldots n) \\
\text{TrSS} &= \frac{1}{n} \sum_{i=1}^{k} T_{i}^{2} - \frac{1}{kn} T^{2} \\
\text{SSE} &= \text{TSS} - \text{TrSS} \\
\text{MSTr} &= \frac{\text{TrSS}}{K-1} \\
\text{MSE} &= \frac{\text{SSE}}{K(n-1)}
\end{align*}

\text{TSS} = \text{Total sum of squares} \\
\text{TrSS} = \text{Treatment sum of squares} \\
\text{SSE} = \text{Error sum of squares} \\
\text{MSTr} = \text{Mean Square due to treatment} \\
\text{MSE} = \text{Mean Square due to error} \\
X_{ij} = \text{the } j^{th} \text{ observation of the } i^{th} \text{ sample} \\
T... = \text{Grand total of all the data} \\
K = \text{Number of samples} \\
N = \text{number of observations in each sample}

\text{CHI-SQUARE TEST}

It is used to find the significant association (Kothari, 2005) between two variables. For the use of a chi-square test, the data is required in the form of
frequencies. The data expressed in percentages or proportion can also be used, provided it could be converted into frequencies. The majority of the application of chi-square ($\chi^2$) is with the discrete data.

$$x^2 k - 1 = \sum_{i=1}^{k} \frac{(O_i - E_i)^2}{E_i}$$

$O_i = \text{Observed frequency of } i^{th} \text{ cell}$

$E_i = \text{Expected frequency of } i^{th} \text{ cell}$

$k = \text{Total number of cells}$

$k - 1 = \text{degrees of freedom}$

1.6 SCOPE OF THE STUDY

The present study is confined to private spinning mills and analyses its achievements in the field of labour welfare practices. In the study the researcher has identified the specific key areas of labour welfare practices, to know their impact on private spinning mills. The question sub title, employees personal details, work details, wage details, statutory, non statutory, management and labourers relationship, fringe benefit, union activities, absenteeism and human resource activities.

1.7 LIMITATIONS OF THE STUDY

The study is conducted only in Tirunelveli District and the results may not be applicable for other districts. The result may not be generalized to all industries
as the study focused on spinning mills. The study results may not true even for Tirunelveli District if any new spinning technology is adopted and the functioning of spinning mills changed. As the human behaviors always change, the results may not be same when studied in future or in any other environment.

1.8 PROFILE OF THE STUDY AREA

Tirunelveli is one of the most important places in South Tamil Nadu. Tirunelveli written as Tiru-nel-veli and the meaning is the scared rice hedge; Tiru-sacred, nel-paddy and veli-hedge. Tirunelveli is 2000 year old town of old tradition is the head quarters of Tirunelveli District. The Tirunelveli District has a total area of 6823 Sq.kms, (“Tirunelveli”, n.d) having Virudunagar District, Kanyakumari District, Thoothukudi District and Western Ghats as boundries. Tirunelveli is an important junction in the National highway (NH7) connecting India from the north to south (Kashmir to Kanyakumari). The district is divided in to three revenue districts (Tirunelveli, Charanmahadevi and Tenkasi), 11 taluks,(Tirunelveli, Palayam kottai, Sankaran kovil, Ambasamudram, Radhapurum, Nanguneri, Tenkasi, Shenkottai, Sivagri, V.K.Pudur, Alangulam) 19 development Blocks and 7 municipalities.
Demographics

According to the 2011 census Tirunelveli district has a total population of 474,838, comprising 49% of male and 51% of female. The average literacy rate of 78% higher than the national average of 59.5%. The district (“Tirunelveil”, n.d) has population density of 3781 inhabitants per square kilometer. The average rainfall of the study area is 680 mm. Though Tirunelveli has fertile soils only in scattered regions. Less fertile red soil is found distributed over most of the regions, Tirunelveli district is predominantly an agricultural district. Tirunelveli has a range of large industries, including cement factories, beedi companies, cotton textiles, spinning and weaving. There are also many small scale industries, including as tanneries and brick kilns. The district started to industrialize following the establishment of the industrial complex near Gangai kondan by the State Industries Corporation of Tamil Nadu (SIPCOT). The district have special economic zone in Nanguneri.

In the main occupation of the people of Tirunelveli other than agriculture is service sector like administration service, agricultural trading, tourism, banking, textile and educational service. The female worker participation was the second highest in the Tirunelveli economic activities. The rice making, blue jelly and metal making industries are located on the outskirts of the city. Tirunelveli has many education institutions. Palayamkottai (part of Tirunelveli District) is known as “Oxford of South India”. Tirunelveli district has more than 2,500 schools, one university, 25 Arts and Science College, 1 medical college, 1 siddha medical college, 20 engineering colleges, 1 law College, and 28 teacher training institutes.
1.9 CHAPTER SCHEME

The first chapter, Introduction and design of the study provides a brief idea on labour welfare, research issue, the objectives of the study, research methodology, statistical tools, profile of the study area and chapter scheme. The second chapter includes reviews in detail from the studies of the labour welfare practices, and issues there on in India and abroad. The third chapter explores the Historical background of the labour welfare, spinning mills, and the conceptual theory and frame work of the labour welfare. The fourth chapter discusses the status of labour welfare in the spinning mills in Tirunelveli District on different fronts using percentage analysis, t-test, weighted average, factor analysis, one way ANOVA, regression and Chi-Square. The fifth chapter presents the findings, conclusion, suggestion andScope for future research.