

CHAPTER I
INTRODUCTION

: : CHAPTER -- I : :
: : INTRODUCTION : :
BRIEF HISTORY OF COTTON TEXTILE

The Indian textile is predominantly cotton based with 70% of the fabric production. It is one of the important agrobased & labour intensive industries.

India was supplier of cotton & silk to the rest of the world before Industrial Revolution.

The first textile factory was started in 1817 in Calcutta by the Britisher. The second unit was established at pondichery in 1829 & the third at Calcutta again in 1880.

Establishment of textiles units was speeded in 1854 since three independent mills were established two in Bombay & one in Broach. Textile mills are spread all over India about concentration is more at Bombay, Ahmadabad, Coimbatore, Solapur, Ichalkaranji & at other places. At the end of 1992, there were 1117 mills in the country, 846 spinning mills & 271 composite mills with 27 millions spindles & 1.8 lakhs looms.

decentralised sector. The organised sector consists of 1) Spinning mills 2) Composite mills 3) Fine & Superfine composite mills. The decentralised sector consist of power looms, handlooms & khadi etc. Cotton textile is playing an keyrole in Indian economy accounting for about 20% of Industrial output, providing employment to about 17 millions persons & contributing about 30% of the value of exports.

It is only the large scale industry whose origin & growth & development can be attributed to indigenous enterprises. It meets the internal demand of the nations & caters to the need of our foreign markets in as much as it has made.

India is one of the world's leading textile exporters, its capacity for yarn & cloth is based on number of spindles & looms installed. India holds second place on the basis of consumption of raw cotton by the industry. Cotton textile ranks first & factory industry in terms of total capacity invested, number of workers employeed, gross value of output & payment to workers. Five millions cotton grower are linked to cotton mills.

From 1951 to 1956 after independence, the progress in cotton textile was 28%. In 1956-61 the good progress in cotton textile was recorded in modernisation & re-equipment, khadi, handlooms was increased from 1610 million meters to 2150 million meters. The output from 1961-66 was barely 20%.

The reason for less output may be shortage of raw material.

As production of raw cotton varies from year to year as it depends upon rainfall, weather condition & price fluctuation which affects the industry.

The new technology, innovation, techniques should be constantly used in the textile industry to change the slackness considering the fashion & changing demands of consumers.

Modernisation is must for Indian textile industries which means scrapping of absolute equipments, machines, which may give rise to unemployment & to compete with the world market. Government is also giving more priority for modernisation which helps in increasing production, output of the textile industries & to earn more foreign money.

1.2

:: TEXTILE INDUSTRY IN MAHARASHTRA ::

The state of Maharashtra occupies an important position in the industrial map of India. Bombay is a bee-hive of Industries. Maharashtra is a premier state in so far as industries are concerned.

The state of Maharashtra has the prominent textile centres such as Bombay, Solapur, Malegaon, Ichalkaranji etc. The handloom sector is geographically spread over India both in rural areas & urban areas. The performance of textile industry in Maharashtra is presented in table 1.1. Out of the total cotton textile mills in India 20.16% (162) textiles mills are developed in Maharashtra. The average monthly production of yarn is lakh kg. & the average monthly production of cloth is 2709.42 million meters. Regarding the employment the average no. of person employed i.e. 242 thousand.

TABLE NO. 1.1

THE PERFORMANCE OF COTTON TEXTILE INDUSTRY IN MAHARASHTRA

INDUSTRY	UNITS	MAH.	INDIA	COMPARISION OF MAH. WITH INDIA
1. Working cotton textile mills (1983)	No.	162	805	20.16
2. Average no. of persons employed in cotton textile	1000	242	858	28.20
3. Mills	No.	--	--	--
4. Average monthly production of year (1978)	Lakh Kg.	197.44	759.69	26.00
5. Average monthly	Milli. mtrs.	1014.28	2707.42	37.40

Source : Government of Maharashtra, Directorate of Economic & Statistics, Statistical Abstract of Maharashtra State 1978-79

3 TEXTILE INDUSTRY IN SOLAPUR

Solapur, next to Bombay, is one of the major textiles town in the western part of Maharashtra. It is geographically located on the border lines of Karnataka, Andhra Pradesh and the Maharashtra region. This town city is conveniently connected to major industrial towns and business cities in India by railway, the air services has also given for industrialisation in Solapur. Solapur city in Maharashtra state is famous for the decentralised textile industry namely handlooms and powerlooms. The origin of textile industry in Solapur, could be treated by migration of the weavers community from Hyderabad State areas nearly century ago. Two factors, favourable climatic conditions and cheap labour force contributed fast development of textile in Solapur.

Solapur city had one of the biggest composite mills in India namely "The Solapur Spinning & Weaving Mills (1898), Jamshri Ranjit Singh Cotton Mills (1909) and Narsing Girji Mills (1898) laid down the foundation of textile economy in Solapur.

Today textile industry in Solapur consists of 3 composite mills -- Laxmi Vishnu Mills, Narsing Girji Mills and Jamshri Rangit Singhji Spinning & Weaving Mills employing more than 18000 workers together. Two co-operative Spinning Mills i.e.

- 1) Yashwant Sahakari Soot Girani Niyamit. 2) Solapur Sahakari Soot Girani employing 3500 workers. 3) Nearly 10 private Spinning Mills employing 5000 to 6000 workers and 4) Decentralised sectors of handloom and powerloom employing more

than 40 thousand workers.

"The Solapur Spinning & Weaving Mills Co., Ltd. which had 1,20,000 spindles and about 10,000 looms which went into liquidation in 1952 and resulted displacement and unemployment of workers. And Now, the

Thus the textile industry in Solapur is providing direct employment to 10 thousand workers.

1.4

THE PROBLEM OF ABSENTEEISM

The phenomenon of Absenteeism does not exist only in Indian Industries but also in western countries. The rate of absenteeism varies from 7% to nearly 30%. The extent of absenteeism may differ from industry to industry, place to place and occupation.

Among the many problems faced by Indian Industries in general and textile industry in particular, the problem of absenteeism is quite common. However, this has been neglected by the policy makers, trade unions as well as by the employer. Once a worker is employed in a factory as a permanent worker, he gets some legitimate right of casual leave, sick leave, authorised leave. In addition to this the worker remains absent on the basis of medical leave.

Among the various causes of absenteeism "Sickness" alone accounts for approximately 1/3 of total absence in Indian Industries. Increase in absences in Indian Industry may be, because of epidemics, strikes and lock-outs, communal riots, political convulsions, serious disorders in the system of transportation and calamities.

It is generally estimated that absenteeism rate in Indian Industry is around 20 %. This resulted into tremendous production loss, Moreover on the average of 46.78 (in lakhs) mandays were lost due to strikes and 35.42 (in lakhs) due to

lock-outs in the year 1985-86. Where workers involved were 56,419 and 26,726 in strikes and lock-outs respectively.

Absenteeism means the failure of workers to report for when he is scheduled to work, it is assumed that the employer has already given an opportunity of a work, the employee is aware of this opportunity and he still remains absent for mandays.

The worker who have been employed they remain absent for work, which causes loss to the workers as well as to the employers. Many employers employ the substitute to run the factories as per their schedule.

The rate of absenteeism is high when there is strikes ad lock-outs in the factory. This may arise due to industrial disputes -- demand for more wages, bonus, better safety measures less working condition, fear of retrenchment of workers, conflict between rival unions for representation, insult to trade union leadership by employer. Replacement of new machines and technology.

The problem of absenteeism in textile industries in Inida is old, serious, complicated and very deep rooted. Table 1.2 indicates you about the absenteeism rate is Inidan Industry. Such as textile, engineering, gold mines, coal mines etc. Surprisingly the textiles industry in India has been the worst victim of absenteeism rate.

TABLE NO. 1.2

ADVERTISEMENTS RATE IN DIFFERENT INDUSTRY IN INDIA

Year	Wooler		Jute	Tex	Engineering		Engineering except iron and steel Karnataka	Coal	Gold Karnataka	Plantation Karnataka
	West Bangal	Kanpur	West Bangal	West Bangal	Maha- rashtra	West Bangal				
1971	15.3	13.9	10.8	22.3	15.7	15.3	14.9	12.9	13.6	23.3
1972	13.1	12.6	9.8	21.2	15.5	16.0	17.0	12.4	14.3	20.8
1973	11.9	17.5	10.9	19.0	15.3	16.2	13.0	12.6	16.7	20.5
1974	10.7	18.7	9.9	21.0	17.2	17.2	12.7	13.5	17.1	20.0
1975	12.4	16.7	9.3	19.7	17.4	15.5	13.9	15.6	25.8	18.5
1976	12.2	16.1	9.7	21.7	16.2	15.2	12.2	18.4	16.6	20.3
1977	12.0	16.5	9.8	19.4	18.1	15.8	12.9	—	17.2	19.5
1978	10.6	17.4	10.3	18.1	18.8	16.7	14.2	20.4	18.6	20.4
1979	—	18.2	—	—	18.6	17.3	16.3	—	19.7	19.7
1980	—	—	—	—	17.1	16.3	15.7	—	18.8	20.7
1981	13.1	15.7	10.4	19.2	16.5	16.3	18.0	—	17.3	18.8
1982	13.8	18.2	13.0	17.0	16.4	17.0	18.6	—	17.7	17.6
1983	12.6	17.7	6.0	11.8	18.6	16.0	16.8	—	18.6	18.3
1984	13.6	18.4	—	12.1	19.0	17.2	14.8	—	18.4	17.4
1985	—	18.1	—	—	18.2	—	14.5	—	16.3	16.6

SOURCES : Handbook of statistics on cotton textile Industry, published, by the Indian Cotton Textile Mills Federation, Book.

The absenteeism rate of textile mills in different centres is given in Table No. 1.3, for the period from 1971 to 1985. The table reveals the following facts.

- ONE) Amongst the textile towns such as Bombay, Ahmedabad, Solapur, Kanpur, Madras, Coimbatore. Solapur is having the highest absenteeism rate in India.
- TWO) The absenteeism rate of all the centres in general and Solapur in particular is showing increasing trend of absenteeism rate in the decade of 1970-80. Solapur particularly is the worst victim of absenteeism rate.

TABLE NO. 1.3
ABSENTEEISM RATE IN DIFFERENT TEXTILES

YEAR	BOMBAY	SOLAPUR	AHMEDABAD	KARNATAKA	KANPUR
1971	19.3	22.1	16.6	17.8	16.4
1972	17.3	20.5	13.6	15.9	14.2
1973	18.4	19.1	13.9	18.8	14.1
1974	19.3	23.0	18.2	23.1	11.8
1975	20.1	27.2	13.0	18.0	12.0
1976	20.1	26.5	13.8	19.5	15.2
1977	21.5	27.4	13.8	21.9	9.9
1978	21.6	30.0	13.0	19.2	11.6
1979	25.3	35.6	13.7	18.7	24.8
1980	22.0	36.6	14.9	22.7	--
1981	22.2	37.4	13.9	20.6	19.4
1982	29.6	33.5	14.1	20.2	21.9
1983	22.9	36.2	14.0	24.1	19.4
1984	15.8	44.0	14.9	24.4	20.8
1985	16.5	26.1	15.3	21.8	20.2

CONCEPT OF ABSENTEEISM

DEFINITIONS

Defination :-

1. Absenteeism is described as inarticulated labour unrest.
2. Lee Hills described the attitude of absenteeism "The average workers hates to admit, even to himself, that his job has become so distasteful that he prefers to stay at home rather than to go on work".

According to Webster's Dictionary "Absenteeism is the practise or habit of being "an absentee" and an "absentee" is one who habitually stays away"

In India there are two main agencies :-

- a) Annual Survey of Industries i.e. (ASI) &
- b) Labour Bureau, Simla.

According to ASI, the absenteeism indicates, "The total time lost by the workers due to all types of authorised and un-authorised leaves. The ASI's definition is as below :-

3. "Absence is the failure of workers to report for work when he is scheduled to work. A worker is to be considered as "to work when the employer has work available for workers and the worker is aware of it"

The Labour Bureau, Simla is signifies the absence of an

employee from work when he is scheduled to be on work, it is unauthorised unexplained and unavoidable absence from work takes into consideration only unauthorised absence, when employes has not received any preintimation by the worker.

The absence on account are an index of industrial dissatisfaction and discontent.

NOTE :- 1. Premchand & Ramprakash, Absenteeism in Indian Industry, productivity, Vol. II. No. 182, 1972, P.P. 178-86.

2. Lee H. Hill - Pattern of good Labour Relation (New York, Mc Graw, Hill, 1947 P. 14)

3. Indian Labour Journal, July 1969, Page 958

4. Zachariah it., Page 66.

1.7

CALCULATIONS OF ABSENTEEISM RATE

For Calculating the rate of absenteeism two factors are taken into consideration.

- 1) The No. of persons scheduled to work and
- 2) The number actually present.

The concept of the absenteeism rate is a statistical expression of the sum of the reason and is calculated in the terms of ratio.

$$\begin{aligned} \text{Absenteeism rate} &= \frac{\text{No. of Mandays lost}}{\text{No. of Mandays scheduled to work}} \times 100. \\ \text{Absenteeism rate} &= \frac{8761}{32289} \times 100 \\ &= 27.13\% \end{aligned}$$

1.8

DEFINITIONS

A) LEAVE

Leave is different from holidays. "Leave stands for permitted absence from work allowed to any worker although the place of work remains operative".

NOTE : - 4) Industrial Law, the factories Act, 1948.

B) LEAVE WITH WAGES/PREVIDLEDGED LEAVE 1

"Every worker who has worked in factory for at least 240 days during a calender year must be allowed during the subsequent calender year leave with wage at the rate of.....

- 1) One day for every twenty days of work performed by an adult.
- 2) One day for every fifteen days of work performed by a child.

D) AUTHORISED LEAVE

"Leaves is granted or permission is given according to stand orders". (Without pay)

E) UNAUTHORISED LEAVE

"Unthorised leave is an absence of the worker without prior permission or without preintimation by the employee".

F) SICKNESS 1

"An employee, certified sick or incapable of working, entitled to medical care and treatment to hospital, dispensaries. The worker in case of the sickness certified by a duly appointed medical practitioner."

G) LAY - OFF 1

"Lay off means the failure, refusal or inability of an employer on account shortage of coal, power, raw materials or the accumulation of stock of or break-down of machinery or for any other reasons to give employment to workman whose name is borne

on the muster-role of his establishment and who has not been retrenched."

H) STRIKE ↓

"Strike" means -----

- 1) A cessation of worker by a body of persons employed in any industry acting in combination or
- 2) A concerted refusal by a body of persons who are or have been employed to continue to work or to accept employment."

I) MATERNITY BENEFITS ↓

It is a periodical payment :-

- 1) to an insured women certified to be eligible for such payment by an authority specified by the corporation.
- 2) In case of confinement, miscarriage or sickness.
- 3) Illness arising out of pregnancy, confinement, pre-mature, birth of child or miscarriage.

J) LOCK = OUT

Lock out means -----

- 1) "Closing of a place of employment; or
- 2) Suspension of work.
- 3) Refusal by an employer to continue to employ any number of persons employed by him.

K) RETRENCHMENT 1

"Retrenchment" means the termination by the employer of the services of a workman for any reason. Whatsoever, otherwise than unishment inflicted by way of dis-ciplinary action.

OBJECTIVES OF STUDY

- 1) To study the various reasons of labours absenteeism.
- 2) To study the simultaneously effects both on the employer and employee.
- 3) To increase the effeciency of worker "To work more and to earn more."
- 4) To study the effects of socio-economic factors on the absence of the worker.
- 5) To increase the production of mill and to achieve the goal of the organisation and high level of percapita income and National income.
- 6) To suggest the remedies for the control of the labour absenteeism.

NOTE 4. Industrial Law, Factories Act, 1948.

IMPORTANCE

- 1) Improving the efficiency, physical working condition and working skill of workers.
- 2) Improving healthy relationship between different work groups. So that work is effectively performed.

- 3) Securing the Co-koperation of workers for achieving the goal of organisation.
- 4) To boost the production of the organisation by controlling labour absentecism for fullfilling the needs of both the organisation & workers respectivley.
- 5) To increase to prosperity & national income of the nation.

SCOPE

There are 2536 workers all together in an organisation. 1034 workers are permanent workers and 1502 are temperory workers. It was not possible to give due consideration to all workers in limited times. So 50 workers were considered for study purpose.

The scope of this study is limited to "YESHWANT SAHAKARI SOOT GIRNI NIYAMIT, SOLAPUR". There 50 X worker accounts for near 100% of the total labour absenteeism of spinning sector of this mill.

LIMITATIONS

Our study is limited. The worker from mixing, Blow room, carding room, Drawing & Roving, Ringframe, Maintenance, ubbling, Winding, Reeling, Bundling & Bailing are only considered. The time was limited for this study and we could not study the problem deeply.

Our study is limited to the study of absent worker in the co-operative spinning mill i.e. "YESHWANT SAHAKARI SOOT GIRNI NIYAMIT, SOLAPUR" only. Study covers the year 1994-95 only. Our study could not consider other department such as office staff, Electrical Mechanic, Watchward and Canteen. The conclusion drawn may not be correct because workers according to my observations did not answer freely and frankly.

METHODOLOGY

The data are collected through Survey by the way of personal interviews & By mailing of Questionnaire and Simple random Sampling method is used for study.

After collecting data classification was done according to attributes and according to class intervals and i.e. three variables observations was done of ventilation, Lighting , availability of drinking water etc.

OTHER SOURCES OF DATA COLLECTION

- 1) Reference of muster roll of organisation.
- 2) Annual Report of mill 1994-95.
- 3) Interview were taken of 50 workers selected at random out of 100 selected samples for near 100% for study of labour absenteeism.