



CHAPTER - I
INTRODUCTION

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1.1 COTTON TEXTILE INDUSTRY :

The cotton textile industry occupies a dominant position in the industrial fabric of India. It is one of the important agro-based and labour intensive industries which contributes about 18 percent of family expenditure and employs more than a million workers. The industry has the single largest weight in the index of industrial production and it is one of the largest export industries.

The textile industry has been developing in organised and decentralised sector. The organised sector consists of composite mills and spinning mills. The decentralised sector consist of powerlooms and handlooms and khadi etc. The yarn requirements of handloom and powerlooms, except those of khadi are wholly met by private spinning mills as well as composite spinning mills. The organisation pattern of textile industry sought its importance particularly after 1950's in which roughly 79 percent of the total output of the cotton cloth was accounted by the mill sector. 17 per cent by the handloom sector, 3 percent by the khadi sector. While considering the entry of synthetic and man-made fibre in the production technology of textile industry since 1960's. The textile

industry lost its dominant position in cloth production. It now produces about 40 percent as against 80 per cent in 1951. The decentralised sector consisting of powerloom and handloom has become more important within this group, powerloom have emerged as relatively more important since the late sixties producing nearly 60 percent of output. Here we have taken a very brief, compact and precise review of the growth of textile industry in India during the four decades of 1950-90. As D.U. Sastry has rightly pointed out The industry presents a curious mixture of impressive growth on the one hand near stagnation on the other hand over the period 1950-90.

Table : 1.1

Growth of Indian Cotton Mill Industry
(As at commencement of the year)

Year	Number of Mills			Installed spindles (Million)			Installed looms ('000)		
	Spin.	Comp.	Total	Spin.	Comp.	Total	Ord.	Auto.	Total
1	2	3	4	5	6	7	8	9	10
1951	103	275	378	1.84	9.16	11.00	N.A.	N.A.	195
1961	192	287	479	3.05	10.61	13.66	183	16	199
1971	373	291	664	6.67	12.26	17.88	170	38	208
1981	400	291	691	8.47	12.61	21.08	159	49	208
1982	442	281**	723	9.35	12.43	21.78	158	52	210
1983	525	280	805	10.13	12.40	22.53	157	53	210
1984	595	280	875	11.35	12.47	23.82	157	53	210
1985	674	281	955	11.94	12.48	24.42	155	55	210
1986	702	282	984	12.98	12.59	25.57	155	55	210
1987	741	283	1024	13.69	12.33	26.02	153	55	208
1988	752	283	1035	14.40	11.90	26.30	140	58	198
1989	766	282	1048	14.83	11.63	26.46	124	60	184
1990	764	281	1045	15.05	11.53	26.58	121	60	181
1991	779	281	1060	15.12	11.53	26.65	117	61	178
1992	800	285	1085	15.37	11.53	26.90	N.A.	N.A.	178

N.A. - Not Available. Spin. - Spinning Comp. - Composite
Ord. - Ordinary Auto. - Automatic

** The reduction in the number of composite mills is due to reclassification of ten composite mills into spinning.

Source: Handbook of statistics on cotton textile industry published by the Indian cotton mills federation, Bombay 1992-93.

The production of yarn and cloth by Cotton Textile Industry is given in table 1.2

Table 1.2

Production of Yarn and Cloth by Cotton Textile Industry

Year	C.Y. (Million Kg.)	S.F.S. Y & B.Y.	Total S.Y.	M.C.C. (Million Meters)	M.B.M. M.W.F. (M.Mts.)	H.& P.C. & B.M.& 100% M.F. (M.Mtrs.)	Total
1	2	3	4	5	6	6	8
1977-78	843	306	1149	3144	942	5377	9463
1978-79	947	325	1272	3317	1011	6380	10708
1979-80	957	266	1223	3231	854	6380	10465
1980-81	1067	231	1298	3434	734	6820	10988
1981-82	989	260	1249	2923	885	7173	10981
1982-83	996	221	1217	2793	739	7482	11014
1983-84	1112	201	1313	2704	783	8271	11758
1984-85	1183	199	1382	2619	813	8582	12014
1985-86	1253	201	1454	2587	789	9122	12498
1986-87	1302	224	1526	2470	847	9671	12988
1987-88	1322	233	1555	2234	793	9965	12992
1988-89	1302	261	1563	2021	787	10474	13282

C.Y. - Cotton Yarn ,
S.F.S.Y.& B.Y. - Staple Fibre Spun Yarn & Blended Yarn.

Total S.Y. - Total Spun Yarn
M.C.C. - Mill made cotton cloth (Million Mtrs.)
M.B.M.M.W.F.- Millmade Blended mixed Manmade woven Fibre (Million Mtrs.)
H.& P.C.&B.M.& 100% M.F.C. - Handloom & Powerloom Cotton & Blended
Mixed & 100% Manmade Fibre Cloth (Million Mtrs.)
Source: Handbook of Statistics on Cotton Textile Industry published by
The Indian Cotton Mills Federation, Bombay - 1992-93.

TABLE NO. 1.3

EXPORT OF COTTON TEXTILES : CALENDER - YEAR BASIS

Year	Mill-made cotton cloth		Cotton Year		Cotton apparel		Cotton hosiery		Cotton mfrs. including made up items		Handloom Cotton Cloth		Handloom Cotton mfrs. value		Powerloom cloth		Cotton Value		Powerloom cotton mfrs. value		Total foreign exchange earning value Rs. (Rs. Crores)				
	Qty. (Mill. Sq.M.)	Value (Rs. Crores)	Qty. (Mill. Sq.M.)	Value (Rs. Crores)	Value (Rs. Crores)	Value (Rs. Crores)	Qty. (Mill. Sq.M.)	Value (Rs. Crores)	Qty. (Mill. Sq.M.)	Value (Rs. Crores)	Qty. (Mill. Sq.M.)	Value (Rs. Crores)	Qty. (Mill. Sq.M.)	Value (Rs. Crores)	Qty. (Mill. Sq.M.)	Value (Rs. Crores)	Qty. (Mill. Sq.M.)	Value (Rs. Crores)	Qty. (Mill. Sq.M.)	Value (Rs. Crores)	Qty. (Mill. Sq.M.)	Value (Rs. Crores)	Qty. (Mill. Sq.M.)	Value (Rs. Crores)	
1966	424.33	49.14	16.20	8.69	2.55	0.17	10.06	37.02	6.73	1.67	0.45	0.08	0.08	0.08	0.08	0.08	0.08	0.08	0.08	0.08	0.08	0.08	0.08	0.08	79.17
1971	389.24	66.60	12.40	12.88	11.77	0.38	17.73	27.74	9.18	6.45	6.02	0.78	0.78	0.78	0.78	0.78	0.78	0.78	0.78	0.78	0.78	0.78	0.78	0.78	126.34
1976	581.07	188.91	15.02	22.39	237.33	10.84	53.53	72.44	50.19	22.75	21.72	5.92	5.92	5.92	5.92	5.92	5.92	5.92	5.92	5.92	5.92	5.92	5.92	5.92	596.80
1981	271.70	156.06	6.65	22.50	483.75	56.47	94.36	90.47	83.00	40.20	42.06	16.65	16.65	16.65	16.65	16.65	16.65	16.65	16.65	16.65	16.65	16.65	16.65	16.65	958.49
1982	200.36	137.98	5.97	27.29	439.89	47.33	80.65	51.04	66.35	67.87	54.81	23.64	23.64	23.64	23.64	23.64	23.64	23.64	23.64	23.64	23.64	23.64	23.64	23.64	919.60
1983	272.87	173.09	6.59	21.78	476.50	63.61	59.07	40.72	52.84	66.51	73.18	28.84	28.84	28.84	28.84	28.84	28.84	28.84	28.84	28.84	28.84	28.84	28.84	28.84	962.64
1984	420.18	276.56	9.73	36.49	638.23	89.21	56.61	80.89	96.39	59.80	110.57	55.37	55.37	55.37	55.37	55.37	55.37	55.37	55.37	55.37	55.37	55.37	55.37	55.37	1331.70
1985	355.56	275.25	9.87	44.06	768.12	104.89	71.64	74.31	94.40	74.49	117.49	62.28	62.28	62.28	62.28	62.28	62.28	62.28	62.28	62.28	62.28	62.28	62.28	62.28	1521.58
1986	355.74	269.13	16.50	61.82	838.49	159.38	51.07	62.07	81.44	77.99	159.87	89.62	89.62	89.62	89.62	89.62	89.62	89.62	89.62	89.62	89.62	89.62	89.62	89.62	1653.81
1987	426.13	338.87	86.09	327.94	1222.87	283.85	65.06	71.79	96.53	118.97	277.50	166.03	166.03	166.03	166.03	166.03	166.03	166.03	166.03	166.03	166.03	166.03	166.03	166.03	2666.97
1988	384.91	377.17	43.49	236.65	1329.86	358.19	96.26	80.06	113.32	160.12	368.37	245.49	245.49	245.49	245.49	245.49	245.49	245.49	245.49	245.49	245.49	245.49	245.49	245.49	2993.27
1989	404.23	426.66	53.27	314.71	1567.80	543.18	132.74	68.84	109.62	208.58	405.46	338.73	338.73	338.73	338.73	338.73	338.73	338.73	338.73	338.73	338.73	338.73	338.73	338.73	3757.78
1990	468.53	582.75	83.30	478.91	1949.90	851.24	235.95	65.03	120.02	268.61	457.44	415.23	415.23	415.23	415.23	415.23	415.23	415.23	415.23	415.23	415.23	415.23	415.23	415.23	5089.75
1991	440.30	679.20	121.18	864.16	2340.73	1007.25	299.55	69.29	161.55	418.27	664.15	734.07	734.07	734.07	734.07	734.07	734.07	734.07	734.07	734.07	734.07	734.07	734.07	734.07	6780.94

It is necessary to take note of the textile industry as the longest foreign exchange earner accounting 6780.94 crores Rs. in 1992-93 year, means nearly a third of the total foreign exchange earnings of the country the sector has responded favourably to the exporter friendly policy frame work introduced by the Govt. and has been weaving excellent results.

1.II The problem of Absenteeism :

Among the many problems faced by Indian industries in general and the 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 the employers. Once a worker is employed in a factory as a permanent worker he gets some legitimate right of casual leave, sick leave and authorised leave. In addition to this the workers remain absent on the basis of medical leave and thus, the problem of absenteeism becomes a common rule, but the absenteeism has many repercussions such as loss in mandays, production loss in capital utilisation etc. It is generally estimated that the absenteeism rate in Indian Industry is around 20 percent. This has resulted in to tremendous production loss of Rs.

50 thousand per year per employer¹ moreover, on an average 20

1 S.K. Bhatia Management of Absenteeism. Asian Publication
million mandays were lost due to strikes and lock out during
the years 1970, 79

Absenteeism means the failure of a worker to report for work when he is scheduled to work, it is assumed that the employer has already given an opportunity of a work to the worker is aware of this opportunity and still he remains absent for many days. Here, we get a funny picture of a worker seen in Indian Economy. On the other hand there is a large number of unemployed arms who is anxiously waiting for job opportunities, and on the other hand, those who have already employed they remain absent for work, which causes loss to the workers as well as the employers. Many employer employ the substitute workers to run the factories as per their scheduled. Moreover, the problem of absenteeism disrupts the industrial relation and creates the tension on the industrial sector of the economy.

Remarkably the problem of absenteeism in textile industry in India is old serious, deep rooted and very very complicated in nature. Table No 1.4 will give information about the absenteeism rate in some selected industries such as cotton, iron and steel, ordinance factory cement, match and Telegraphy work shop etc. Surprisingly among the many industries the textile industry in India has been the worst victim of absenteeism rate.

Table 1.4

Absenteeism Rate in Selected Industries

Industry	1971	1976	1981	1982	1983	1984
Cotton Textile	19.3	20.1	21.8	N.A.	22.9	15.8
Iron & Steel	11.0	14.9	15.9	16.0	16.8	16.1
Ordinate Factory	13.8	9.8	14.1	14.1	13.7	14.0
Cement	13.0	13.1	10.8	14.8	12.2	12.7
Match	14.7	14.1	16.6	17.4	19.3	18.6
Telegraph	16.2	14.7	15.8	17.4	17.9	17.3
work shop						

Note : N.A. Not Available

Source : India Economic Information year book 1987-88 by A.N.

Agrawal, H.O. Verma R.C. Gupta.

Table No. 1.5

Absenteeism Rate in Different Textile Town

Year	Bombay	Solapur	Ahmedabad	Karnataka	Kanpur
1971	19.3	22.1	13.6	17.8	16.4
1972	17.3	20.5	13.6	15.9	14.2
1973	18.4	19.1	13.9	18.8	14.4
1974	19.3	23.0	18.2	23.1	11.8
1975	20.1	27.2	13.0	28.0	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	21.0
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

Source : Handbook of Statistics on cotton Textile Industry,
published by the Cotton Mills Federation Bombay.

It is particularly after the long period strike of the Bombay textile workers in 1982 under the leadership of Shri Datta Samant, the textile industry of Bombay in Maharashtra started becoming sick. The fizzling strike ended with the takeover of 13 mills in Bombay. Here the problem of textile industry took the serious turn and the employers were talking about automation and modernisation of this age old industry. The trade union leaders were afraid of about the loss of employment.

On the above table the figures show a very high absenteeism rate in the town Solapur rather than the other cotton textile towns.

1. Studies Identifying the General Causes

Considering all the above work the absenteeism of labour in textile industry is a very chronic problem and about this problem foreign authors and Indian authors have different opinions. Some of their opinions are as above.

Major research work on absenteeism has been focused on the socio-economic factors of absenteeism and their inter-relationship with one another. Mr S.K. Bhatia¹ and Valecha have clearly mentioned that "There are not many empirical Indian studies on absenteeism, some studies are impressionistic while others are more objective".

Dr. Baldeo R. Sharma has examined many causes of absenteeism and he has prepared the made of cousitive factors for absenteeism at (a) macro level and (b) micro level.

1. S.K. Bhatia and G.K. Valecha - An empirical study of factors associated with absenteeism. Manpower Journal. New Delhi Vol. XV No. 2, July-Sept. 1979.
2. Dr. Baldeo R. Sharma - A search for correlates. Indian Journal of Industrial Relation Vol.5, No.3 Jan. 70.

MACRO - LEVEL FACTORS :

1. Lack of "commitment".
2. Calculation by employee of economic consequences of absence.
3. Rural bias and lack of adjustment to industrial way of life.
4. Behaviour pattern of workers affecting by Social Cultural and economical background.

MICRO LEVEL FACTORS :

1. Organisational Factors.
 - a) Managerial style,
 - b) Technological environment.
2. Personal factors (individual attitudes factual circumstances and compulsion)
3. External Factors.

Prem Chand and Ram Prakash³ have given four factors which are responsible for absenteeism.

a) Socio-economical factors comparison :

- i) Living condition of workers;
- ii) Health of workers;
- iii) Drinking habit of workers;
- iv) Indebtness of workers;
- v) Education;
- vi) Side Income.

- b) Inplant factors, consisting of;
 - i) Attitude and practices of management
 - ii) Working condition;
 - iii) Personnel policies;
 - iv) Welfare amenities;
 - v) Leave facilities;
 - vi) Differential wages and bonus payments;
 - vii) Working of trade union.
- c) The ESI Scheme; and
- d) Other unavoidable factors like :
 - i) Occurance of accidents; and
 - ii) Personal matters like attending or arranging of marriages, attending funerals, fat family sickness courts or religious ceremonies.

With the help of all these reseacher opinion the causes of absenteeism can be summerised as under :

1. Job Satisfaction :

Majority of workers dislikes job, they work only for wages. In this regard Bhatia and Valecha found that the chronic absentees are more in the unskilled and semi-skilled work force as compared to average group i.e. skill level is lower among high absenteeism group. According to Chakrapani both unskilled and semi-skilled

employees appeared to be absent themselves from work for a longer period than the skilled employees.

3. T.K.Chakrapani - A study of the factors influencing the incidence of absenteeism in a textile mill. A preliminary report journal of Indian. Academy of applied Psychology, Vol.I Nov. 3, 1964.

RURAL BIAS TO MIGRATE :

The Industrial labour force mainly comes from a rural area. In rural area the economical condition are mostly unhealthy or villagers so they want to get job to urban area for that purpose they migrate themselves. According to Myers⁴ "It is poor living condition that is more disliked than the factory job".

The Royal commission on labour observed that high absenteeism among the Indian labour is due to his rural orientation and his frequent urge for rural exodus. The labour coming from rural atmosphere finds great difficulty in adjusting himself to the new way of life within the urban industrial milieu and hence he wants to return to the village as frequently and as early as possible.

3. EDUCATION :

The factor of education is mostly affected on absenteeism. Some time it could be said that lesser the education more the absentee behaviour of the worker. Dr. Ambedkar said "Education is

the milk of Tigress, who will drink it, he will be roar". Education enlightens the workers. It enables him to behave more responsibility and discharge his duties properly. Naturally if a worker lacks education, or it will have an adverse impact on their attitudes towards his work.

The survey by the National Productivity Council, India indicated strong relationship of level of education to absenteeism Bhatia and Valecha has reported that years of education were inversely related to absenteeism.

4. INDEBTEDNESS :

When a worker can not get income as per his monthly expenditure he tries to get help from others to fulfill the monthly expenditure. It may be because of large family size, desire standard of living desire to fulfill material wants etc. The indebtedness of the workers becomes the very common phenomenon in their life. The worst part of this is that it is the vicious circle of poverty. In order to overcome from poverty, worker, may borrow, from a money lender who charges exorbitant interest. A worker while borrowing, he does not think about his return capacity. So, when the time to repay the borrowing comes, again he falls short of fund. But the money lender is at his throat to extract the amount of money lent either through book of crook. For the worker, one

easy way of escaping from this liability is to be elusive and avoid coming across the money lender. So, he may avoid coming out of his home and as a result remain absent, Bhatia and Valecha also reported on indebtedness of workers and chronic absentees.

5. BAD HABITS :

The labour who has a job with heat, dust and who had no value before their master all the such type of workers has a bad habit. The bad habit may be drinking alcoholic liquours, consumption of drugs. Such as unhealthy development, because some time he has a personality difficulties despair & discontent, desire for pleasure and recreation. The reflection about bad habit in to absenteeism.

6. ILLNESS :

Working in a bad condition of atmosphere bad habits, low calories food, accident etc. may result in to ill health. This sickness robs of the capacity to be present and work hard resulting in to absence.

7. DISTANCE OF MILL :

Many time the distance is also the cause of absenteeism. If a organisational place is out of town then it is difficult to reach in time to the organisation. Bhatia & Valecha reported that "Chronic absentees travelled longer distance than average employees".

8. MANAGEMENT POLICY :

If the managerial authorities concerned, grant leaves without following stringent policy, workers may take under advantage of such a liberal attitude and frequently remain absent for the work.

As Myers says, "The high rate of absenteeism found in much of Indian industries is a measure of the accommodation which Indian employers have made to the demands of Indian workers.

9. OTHER CAUSES :

It includes size of factory gone ceremonies, programme in the home, lack of transport facilities, climate of the organisation are also the causes of labour absenteeism.