

CHAPTER I

INTRODUCTION

CHAPTER I
INTRODUCTION

1.1 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 10 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 consists of powerlooms, handlooms and khadi etc. The yarn requirement of handlooms and powerlooms, except those of khadi are wholly met by private spinning mills as well as composite spinning mills. This organisational pattern of textile industry sought its importance particularly after 1950s, in which roughly 79 percent of the total output of the cotton cloth was accounted by the mill sector, 17 percent by the handloom sector, 3 percent by the powerloom sector and 1 percent by the khadi sector, while considering the entry of synthetic and man-made fibre in the production technology of textile industry since 1960s, the textile industry lost its dominant position in cloth production. It now produces about 40

percent as against 80 percent in 1951. Thus the relative importance of the mill sector in cloth output will go down. Handloom and powerlooms will be more dominant.

1.2 Textile Industry in Maharashtra :

The state of Maharashtra has the prominent textile centres such as Bombay, Solapur, Malegaon, Ichalkaranji etc. The handloom sector is geographically spread over both in rural and urban areas. The performance of textile industry in Maharashtra is presented in Table 1.1. Out of total cotton textile mills in India 20.16 percent (162) textile mills are developed in Maharashtra. The average monthly production of yarn is 197.44 lakh Kg and the average monthly production of cloth is 2709.42 mil.metres. Regarding the employment the average number of persons employed i.e. 242 thousand.

Table No. 1.1
THE PERFORMANCE OF COTTON TEXTILE INDUSTRY IN MAHARASHTRA

Industry	Unit	Maharashtra	India	Comparision of Maharashtra with India
Working Cotton Textile Mills (1983)	No	162	805	20.16
Average No. of persons employed in cotton textile Mills (1978)	Thousand No	242	858	28.20
Average monthly production of yarn (1978)	Lakh Kg.	197.44	759.69	26.00
Average monthly production of cloth (1976)	Mili. Metres	1014.28	2709.42	37.40

Source : Govt. of Maharashtra, Directorate of Economics and Statistics, Statistical Abstract of Maharashtra State 1978-79.

1.3 TEXTILE INDUSTRY IN SOLAPUR :

Solapur next to Bombay, is one of the major textile towns in the western part of Maharashtra. It is geographically located on the border lines of Karnataka, Andhra Pradesh. (The then Hyderabad state) and the Marathwada region. The city has more than 10 lakhs of population of heterogeneous, religious, social and cultural heritage of the different segments of community. This town is very conveniently connected to major industrial towns and business cities in India by railway. The air service has also given a boost for industrialisation in Solapur. The origin of textile industry in Solapur could be traced by the migration of the weavers community from the then Hyderabad state areas nearly a century ago. Two factors, favourable climatic condition and cheap labour force, contributed fast development of textile in Solapur.

The establishment of composite mills such Solapur Spinning and Weaving Mills Solapur (1876) called as Juni Mills, Laxi Vishnu cotton Mills (1898), Jam shri Ranjitsinghji Cotton Mills (1909) and Narsing Girji Mills (1898) - laid down the foundation of textile economy of Solapur. The closing of Juni Mills in 1952-53 gave a serious set back to the textile working community of the town. It had created a displacement of labour and unemployment. This phenomenon emerged into the beginning of decentralised sector of powerlooms.

Today textile industry in Solapur consists of 1) Three composite Mills - Laxmi Vishnu Mills, Narsinggirji Mills and Jam Shri Ranjitsinghji Spinning & weaving mills employing more than 18 thousand workers together. 2) Two co-operative spinning mills i.e. Yeshwant Sahakari Soot Girni & Solapur Sahakari Soot Girni employing 3500 workers. 3) Nearly 10 private spinning mills employing 5000 to 6000 workers and 4) Decentralised sector of handloom and powerloom employing more than 40 thousand workers. Thus, the textile industry in Solapur is providing direct employment to 70 thousand workers.

1.4 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, loss in capital utilisation etc. It is generally estimated that the absenteeism rate in Indian industry is around 20 percent. This has resulted into tremendous production loss of Rs. 50 thousand per year per employer.¹

Moreover on an average 20 millions mandays were lost due to strikes and lockouts 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 the worker is aware of this opportunity and still he remains absent for many days. Here, we get a funny picture of a labour seen in Indian economy. On the one hand, there is a large number of unemployed army 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 to employers. Many employers employ the substitute workers to run the factories as per their schedule. This again increases financial burden for employers. Moreover, the problem of absenteeism disrupts the industrial relations and creates the tension on the industrial sector of the economy.

The problem of absenteeism in textile industry in India is old, serious, deep rooted and very very complicated in nature. Table 1.2 will give information about the absenteeism rate in Indian Industry such as textile, engineering, gold and mines, coal mines etc. The said information is given in respect of the major industrial towns such as Bombay, Hyderabad, Coimbatore, Kanpur, dharwad, Madurai etc. Surprisingly among the many industries the textile industry in India has been the worst victim of absenteeism rate.

Table No. 1.2

ABSENTEEISM RATE IN DIFFERENT INDUSTRIES IN INDIA

Year	Woollen		Jute West Bengal	Tea West Bengal	Engineering		Engineering Except iron & Steel Karnataka	Coal mining Karnataka	Gold mining Karnataka	Plantation Karnataka
	West Bengal	Kanpur			Maharashtra	West Bengal				
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	21.1	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.--	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

Source : Handbook of statistics on cotton textile industry, published by the Indian Cotton Textile Mills Federation,

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 fact :

1. Amongst the textile towns such as Bombay, Ahmedabad, Solapur, Kanpur, Madras, Coimbatore, Solapur is having the highest absenteeism rate in India.
2. The absenteeism rate of all the centres in general and Solapur in particular is showing rather increasing trend of absenteeism rate particularly in the decade of 1970-80. Thus it is clear from the above table the cotton textile industry in India in general and Solapur in particular is the worst victim of absenteeism.

Table No. 1.3

AABSENTEEISM 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	14.1
1974	19.3	23.0	18.2	23.1	11.3
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	21.0
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 Indian Cotton Mills Federation, Bombay.

1.5 FACTORS RESPONSIBLE FOR ABSENTEEISM :

Prem chand & Ram Prakash² have given four factors which are responsible for absenteeism.

- a) Socio Economic Factors :
 - i) Living conditions of workers.
 - ii) Health of Workers.
 - iii) Drinking habit of workers.
 - iv) Indebtedness of workers.
 - v) Education.
 - vi) Social norms and values
 - vii) Side income.
- b) Inplant factors, consisting of :
 - i) Attitudes & practices of management.
 - ii) Working condition.
 - iii) Personnel policies
 - iv) Welfare amenities
 - v) Leave facilities
 - vi) Differential wages & bonus payments
 - vii) Working of trade unions.
- c) The ESI scheme &
- d) Other unavoidable factors like :
 - i) Occurence of accidents &
 - ii) Personal matters like :
 - attending or arranging of marriages,
 - attending funerals,
 - family sickness,
 - courts or religious ceremonies.

2. Prem Chand & Ram Prakash. Absenteeism in Indian Industry. Productivity, Vol. II No. 182, 1972 P.P. 178-86.

1.6 ABSENTEEISM :

The concept of absenteeism in Indian industries relates to the workers habitual behaviour of not reporting for work, when they are scheduled to work. Naturally, it affects the productivity and time loss of an industry. Generally, a worker who stops coming to work without notice is also considered as absence till he is removed from the pay roll.

In India there are 2 main agencies : Annual Survey of Industries (ASI) & Labour Bureau, Simla which have analysed the concepts of absenteeism. According to ASI, the absenteeism indicate the total time lost by the workers due to all types of authorised and unauthorised leaves. The ASI's definition of absenteeism is as follows :

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

The Labour Bureau, Simla takes into consideration only unauthorised absence, when employer has not received any pre-intimation by the workers.

The ASI's interpretation of the definition of absenteeism is wider than that of Labour Bureau, Simla. The ASI considers, in addition to unauthorised absence, all kinds of authorised leaves i.e. permitted vacations sickness, accident leave etc. a period

when a worker is scheduled to work.

1.7 CALCULATION OF ABSENTEEISM RATE :

The concept of absenteeism rate is a statistical expression of the sum of all the reasons and it is calculated in terms of percentage ratio. Thus, the absenteeism rate has been defined as the total mandays lost because of absence, as a percentage of mandays scheduled to work

$$\text{Absenteeism rate} = \frac{\text{No. of Mandays lost}}{\text{No. of mandays scheduled to work.}} \times 100$$

The absenteeism rate in a particular industry can be hypothetically explained as follows :

No. of employees in an industry = 125
Total working days in a year = 39.409
Manday's lost in a year = 8740

$$\begin{aligned} \text{Absenteeism Rate} &= \frac{8740}{39.409} \times 100 \\ &= 22.18 \% \end{aligned}$$

1.8 DEFINITIONS OF THE CAUSES :

1. LAY- OFF :

"Lay-off" means the failure, refusal or inability of an employer on account of storage of coal, power of raw materials or the accumulation of stocks or the breakdown of machinery or for any other reason to give employment to a workman whose name is borne on the muster rolls of his industrial establishment and who has not been retrenched.³

3. The Industrial Dispute Act, 1947.

2. CASUAL LEAVE/PRIVILEGE LEAVE :

This leave is given/granted as per the agreement with representative trade union.

3. LEAVE WITH WAGES :

Every worker who has worked for a period of 240 days or more in a factory during a calendar year shall be allowed during the subsequent calendar year leave with wages for a number of days calculated at the rate of⁴

- a) if an adult, one day for every 20 days of work performed by him during the previous calendar year.
- b) if a child, one day for every 15 days of work performed by him during the previous calendar year.

4. AUTHORISED LEAVE :

Authorised leave is granted according to the standing orders (without pay)

5. UNAUTHORISED ABSENCE :

The unauthorised leave is an absence of the workers without prior permission of an employer.

6. SICKNESS :

"Sickness" means a condition which requires medical treatment, attendance and necessitates absence from work on medical grounds such sickness must be certified by a duly appointed medical practitioner.

(4) Industrial Labour, Social security & Industrial peace in India by Dr.C.B. Mamoria & Dr. Satish Mamoria.

7. ACCIDENT :

An accident here means an industrial accident, it is an occurrence which interferes with the orderly progress of work in an industrial establishments. Accordingly to the factory's Act 1918. "It is an occurrence in an industrial establishment causing bodily injury to a person which makes him unfit to resume his duties in the next 48 hours. It is an unexpected and sudden event. It must arise in the course of employment in a factory.

1.9 OBJECTIVES OF THE STUDY :

The specific objectives of the present research work are as follows :

1. To analyse the nature of absenteeism at various levels of production process i.e. spinning, weaving and processing.
2. To analyse the areas of absenteeism
3. To analyse the impact of socio-economic conditions on absence behaviour of the workers.
4. To see the effects of absenteeism which are affecting on the various departments of the mill and also on workers.
5. To suggest some remedies to reduce absenteeism.

1.10 METHODOLOGY :

For studying the nature of absenteeism in textile industry we apply primary method for data collection. We randomly select the 125 workers from different departments i.e. 50 workers from spinning, 50 workers from weaving and 25 workers from processing.

We collect absentee records of these workers in the year 1993. Among these 125 workers, for the indepth study of absenteeism we purposely select 50 workers and interviewed these workers through questionnaire.

1.11 LIMITATIONS OF THE STUDY :

Our study is limited to the study of absent workers in Govt. composit Mill i.e. N.G. Mills in Solapur. Study also covers the year of 1993 only and the spinning, weaving and processing departments not sub-departments in each departments. Our case study of 50 workers regarding personal, socio-economic factors of absenteeism could not touch the different departments.