

## AN ANALYSIS OF EMPLOYMENT AND WORKING CONDITIONS OF INDUSTRIAL WORKERS IN KANCHIPURAM DISTRICT

**S.BHUVANESHWARI**

Ph.D. Scholar,

Department of Economics

VELS Institute of Science, Technology and Advanced Studies

Chennai – 117.

**Dr.S.THANGAMAYAN**

Assistant Professor, Department of Economics

VELS Institute of Science, Technology and Advanced Studies

Chennai – 117.

Email – [drthangamayaneo@gmail.com](mailto:drthangamayaneo@gmail.com)

**Corresponding Author: Dr.S.THANGAMAYAN**, Assistant Professor, Department of Economics, VISTAS, Chennai – 117.

### ABSTRACT

Industrial labour in India is not united but is divided and sub-divided on the basis of region, language and caste. It is only in recent years that some of these difficulties are disappearing gradually and some degree of unity on the basis of economic consideration is taking place. They may include physical conditions, incumbent position of workers, the length of the working day, regularity of work hours, working shifts, physical hazards, cleanliness, lighting, ventilation, availability of certain basic necessities like drinking water, conservancy arrangements. The working conditions available to the industrial workers would decide the health and efficiency of workers. Adequate and satisfactory working conditions spell health and efficiency of workers resulting from happiness and job satisfaction. Whereas inadequate and unsatisfactory working conditions caused inefficiency, lack of interest in work, deterioration of mental and physical fitness, a high rate of labour turnover, absenteeism and strained relations between workers and employers. Whereas inadequate and unsatisfactory working conditions caused inefficiency, lack of interest in work, deterioration of mental and physical fitness, a high rate of labour turnover, absenteeism and strained relations between workers and employers.

**KEY WORDS:** Industrial Labour, Employment, Wages.

### INTRODUCTION

The First National Commission on Labour was constituted in 1966 which submitted its report in 1969 after detailed examination of all aspects of labour problems. Since then, substantial changes have occurred. With a view to suggesting rationalization of existing laws relating to labour in organized sector and evolving umbrella legislation for ensuring a minimum level of protection to the workers in the unorganized sectors, the Government set up on 15<sup>th</sup> October 1999 the Second National Commission on Labour. While developing its frame work for its recommendations, the commission would, inter-alia, involving rapid technological changes, globalization of economy, liberalization of trade and industry and

emphasis on international competitiveness as also the need for bringing the existing laws in tune with the future labour market needs and demands. Employment, wage and working conditions of workers engaged in cotton spinning, cotton weaving and processing and power loom industries. Working conditions refer to the actual conditions under which the workers perform their task after they were recruited and placed on the job. They may include physical conditions, incumbent position of workers, the length of the working day, regularity of work hours, working shifts, physical hazards, cleanliness, lighting, ventilation, availability of certain basic necessities like drinking water, conservancy arrangements. The working conditions available to the industrial workers would decide the health and efficiency of workers. Adequate and satisfactory working conditions spell health and efficiency of workers resulting from happiness and job satisfaction. Whereas inadequate and unsatisfactory working conditions caused inefficiency, lack of interest in work, deterioration of mental and physical fitness, a high rate of labour turnover, absenteeism and strained relations between workers and employers.

### STATEMENT OF THE PROBLEM

Industrial labour in India is not united but is divided and sub-divided on the basis of region, language and caste. It is only in recent years that some of these difficulties are disappearing gradually and some degree of unity on the basis of economic consideration is taking place. Industrial workers do not remain in the same job for considerable amount of time. There is high labour turnover. Cases of absenteeism, indiscipline and the like are quite common. This may be because the workers were originally from the rural areas where people were comparatively free, or it may be because of their lack of education and love of leisure. And hence the researcher analysed the qualitative aspects of industrial workers in Kanchipuram District.

### OBJECTIVES OF THE STUDY

1. To examine the levels of employment, wage and working conditions of the industrial workers.

### NATURE OF EMPLOYMENT POSITION

The information relating to occupation nature of sample industrial workers is presented in

Table 1.

**TABLE-1**  
**Distribution of Workers on their Employment Category**

Sample Industries	Permanent	Temporary	Casual	Total
Cotton spinning	71 (59.17)	31 (25.83)	18 (15.00)	120 (100.00)
Cotton weaving and processing	68 (56.67)	29 (24.17)	23 (19.16)	120 (100.00)
Power loom	65 (54.17)	21 (17.50)	34 (28.33)	120 (100.00)
Total	204 (56.67)	81 (22.50)	75 (20.83)	360 (100.00)

Source: Survey Data.

Note: Figures in parentheses are percentages to respective totals.

Table-1 explains the incumbent position of the industrial workers in these sample industries. Out of 360 workers, 204 are permanent workers whereas 81 are temporary and 75 are casual workers. Among the permanent workers 71 workers work in cotton spinning industries. It is noted that 156 workers are working in all the three industries on temporary and casual basis. It indicates that temporary and casual employments are mainly given to workers.

TABLE-2

### Different Work Nature of the Cotton Spinning Workers

Occupation	Industrial of workers		Total	Percentage
	Male	Female		
Mixing	7	5	12	10.00
Blow Room	5	6	11	9.17
Carding	6	4	10	8.32
Drawing	5	6	11	9.17
Simplex	8	6	14	11.67
Spinning	18	14	32	26.67
Cone Winding	4	5	9	7.50
Reeling	5	4	9	7.50
Double winding	4	6	10	8.33
Yarn packing	2	-	2	1.67
Total	64 (53.33)	56 (46.67)	120	(100.00)

Source: Survey Data.

Note: Figures in parentheses are percentages to respective totals.

It is observed from the above Table 5.3 that out of 120 spinning workers 64 are male and 56 are female. In the spinning industries, there is different work available to them. The first work mixing was performed by 7 male and 5 female workers. Blow room work was performed by 11 workers and it is done by 5 male and 6 female workers. Carding work was performed by 6 male and 4 female workers. Totally it covers 10 workers for it. Drawing works is undertaken by 11 workers which consist of 5 male workers and 6 female workers. For simple works, 14 workers perform simplex works. Out of 14 simplex workers 8 are male and 6 are female. Spinning works are done by 32 workers in which 18 are male and 14 are female workers. Cone winding work covers 9 workers with 4 male and 5 female workers. Reeling work is performed by 5 male and 4 female workers. Double winding is executed by 10 workers which consist of 4 male and 6 female workers. The process of yarn packing is done by only 2 male workers. All the process of work is performed by 120 spinning workers. Excepting the work of yarn packing all other works are performed by female industrial workers in cotton spinning industries. Male workers are employed in all the stages of work in the industries.

### Employment by Occupation and Gender in Power loom Industries

The details according to different nature of work among power loom workers are presented in Table-3.

**TABLE -3**  
**Different of Work Nature of Powerloom Workers**

Sl.No.	Types of work	No. of Workers		Total
		Male	Female	
i)	Warping	12	12	24 (20.00)
ii)	Sizing	9	-	9 (7.50)
iii)	Weaving	35	26	61 (50.83)
iv)	Fabric inspection	8	6	14 (11.67)
v)	Fabric Packing	12	-	12 (10.00)
	Total	76 (63.33)	44 (36.67)	120 (100.00)

Source: Survey Data.

Note: Figures in parentheses are percentages to respective totals.

Table-3 depicts that out of 120 powersloom sample workers 43.75 per cent are female and 56.25 per cent are male workers. Under the work nature of industry, the processes are divided into warping, sizing, weaving, fabric inspection and fabric packing. Among the different processes, 50.83 per cent of workers are engaged in the process of weaving. Further, the work of warping is done by 20.00 per cent of the workers and 7.50 per cent of them are employed in sizing process. The process of fabric inspection is done by 11.67 and Fabric packing was done by 10.00 per cent workers in the industries. The gender-wise employment details in respect of power loom industry indicate that a maximum of 35 male and 26 female workers are employed in the process of weaving. The warping work is done by 12 male and 12 female workers. Fabric inspection work is performed by 8 male and 6 female workers. Sizing and fabric packing works are carried out by 21 male workers only. The female workers did not employed in weaving and fabric packing processes.

## CONCLUSION

Labour is the most dynamic agency in the process of production. The promotion of economic development through flexibility and swiftness of production hinging on this indispensable agency has therefore become conspicuous in itself. Industrial establishments need to be aware of the imminent cleavages between the employers and employees resulting from preventable factors such as factious labours, dullness of morbidity of labourers resulting from lack of fluidity of market factors, unpleasant spread among the stages of production resulting in dehumanizing labour and rendering it more and more mechanical. The study reiterates the obvious fact that business organizations must learn to adapt to the greater prevalence of human values at the center of their thinking in the context of ever-changing dynamics of support networks to ensure and sustain flourishing and progressive strategic agility.

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