Nature of Absenteeism among Women Workers of Textile Mill in Theni District

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Abstract

These papers were mainly focused on Nature of Absenteeism among Women Workers of Textile Mills in Theni District. By custom and tradition, married women play a dual role both in a home and the mill. She is expected to do all the household tasks including the responsibility for children's education and health. Any how many women including unmarried girls were willing to work in the night shift and the choice of working should not be decided by the law but by women themselves. They felt that the night shift had not adversely affected their careers. They were confident that the industries were fully equipped to provide necessary protection and transport facilities in spinning and weaving mills. If this research paper has succeeded in highlighting a few of the inherent problems encountered by the women textile employees in Theni district, or for that matter, the whole of Tamil Nadu, the main objectives of this painstaking study might have been amply realized. It is hoped that the managements and women's organizations would do their best to alleviate the sufferings of the women folk of our state who have been at the receiving end for a long time.

Keywords: Women, Labour, Absenteeism, Sick, Ginning Mills, Spinning Mills and Weaving Mills

Introduction

The cotton textile industry is one, where the potential of employment of women appear to be the highest, as it is a skill-light industry offering more opportunity for the employment of unskilled women labour. Besides, in departments like reeling and winding, the traditional concept of women being endowed with patience and nimbleness of fingers comes as handy requisites. Hence, right from the inception of the industry in India, women have been employed in cotton mills, gradual and sudden lay off women by the textile mill owners should be considered as a step in the wrong direction, as it is likely to aggravate unemployment of women in their traditional strong hold. It is proposed to examine the reasons underlying this trend and to find out methods for arresting it and to positively promote more employment and thus enhance the contribution of women labour to the national product.

Historically women had never been exclusively domestic workers. From the days when Adam delved and eve spun, women have been participating in productive work of all kinds, namely in agriculture, fishery, handicrafts and cottage industries. After the industrial began revolution in k and spread over western Europe and the USA, women were recruited for employment in the organized sector of mining and big factories. Among the organized sector, the largest percentages of women workers were employed in the cotton textile industries. This dominance in textile employment has continued even today.

Absenteeism and Women Workers

Absenteeism is a major problem of the Indian industries. The rate of absenteeism is one of the important objective indicators of the degree of commitment of the industrial workers. It has a serious impact on production through increased cost. It lowers the efficiency of the of the workers, upsets work schedules and increases the need for industries to maintain a regular army of substitute or badly workers, who do not feel attached to the job and are fluctuating and floating in characters. Therefore, employers fear absenteeism as a plague and treat it as a measure. Absenteeism is its widely used sense means failure of employers to report for work, when work is available to him. Panakal defines absenteeism as the "temporary cessation of work for not less than one whole working day on the initiative of the workers, when his presence is expected".

Measurement of Absenteeism

The rate of absenteeism is measured as the total number of man shifts lost through a voluntary absence of the workers, expressed as a percentage of the number of man shift scheduled to work.

Causes of Absenteeism

The reasons for absenteeism vary from place to place, industry to industry, plant to plant within an industry, and from country to country.

However, the following reasons are common to most industrial establishments in India.

1. Seasonal absence caused by festivals, marriages, school vacation, harvests and the like. In most factories, absenteeism will be high between January and March and may and June.
2. The sickness of the worker himself or any member of his family.
3. Accidents and health hazards in the factory.
4. Night shifts with attendant consequences.
5. Economic reasons; for example, skilled workers having opportunities to work outside and earn extra income.
6. High indebtedness, forcing employees to stay away from work on pay day to avoid moneylenders waiting at the factory gates.
7. Sickness benefit provided under the Employees State Insurance Act,1948.
8. Irresponsible attitude of some employees.
9. Lack of job security or job satisfaction.
10. Some employees can afford to absent themselves from work for two reasons..

Earlier Studies

Malini Ghose (2002) in her paper literacy, power and feminism analyses the power structures and dynamics in the literacy work for women who help women's movement to engage proactively with education policies at a macro level. The study concluded that women's empowerment becomes critical in daily practice as the teaching and learning situations are material sites of social relations. Perhaps language plays a critical to determine the knowledge needed to see the world with self-expression.

Vandana Chakrabarti (2013) in this paper mentioned the most vulnerable points stressing the necessity of "women's education in the new millennium" in the new millennium; enrolment of girls in primary school has to be increased. Non – formal education, with new literacy efforts, should be needed. This study concluded that greater participation from parent, students, associations and professional courses had to be ensured for eradicating unemployment problems.

D. Albert. (2014) Writes in "The role of women in perpetuating male violence against women" that, the main enemies for women are they themselves and not men. His study on the problem reveals that the actual reason for the male violence against women is the loyalty of them towards a male. The survey reveals that 66 percent of the women accept and justify the wife beating, and they partially made as impervious by the sons, husbands, fathers and brothers.

Prince Dhanaraj. P (2014) conducted a case study of the cotton textile mills in Madurai city about the "Impact of trade unions, Employment and technology on wages Methodology". The study attempts to analyze the micro-level data on trade unions and wages, work load, a degree of unionization, employment output, fixed capital, plant and machinery. The study concluded that the

wage structure should be such that it creates neither frustration nor discontent among the labour force and the employers would like to restrain the wages to get marginal profit.

Martha Williams (2015) makes an augmented study on women and success in organization With the objectives of identifying the nature of women's success in the organization and analyzing the factors affecting women's success. The findings are most of the women are less successful than men in any career. They exhibit fear of failure, lack of self-confidence, aggression, dependence, competition and motivation. Most of the male are beneficiaries in the organized sector and the women are forced to take up any task assigned to them.

Methodology

This study was mainly used primary data. And three types of Mills selected in Theni Districts like Ginning Mills, Spinning Mills and Weaving Mills. It's used Stratified random sampling is used to select the sample size.

Results

Table 1 Reasons for taking Leave in Textile Industries

Reasons for Taking Leave	Number of Women Workers	Percentage
Due to aliment	400	69.4
Illness in the family	69	9.4
Menstruation	8	1.0
Pregnancy	…	…
Social obligation	16	2.0
Local festival	44	8.8
Laziness	16	3.0
Fatigue	20	2.4
Inconvenience involved in getting permission for absence	6	0.4
Seasonal occupation	16	3.6
Total	**595**	**100.0**

Source: Survey Data.

Women play a dual role as the homemaker and the wage earner; she has to work for 12-13 hours at the least. So they will be tired both mentally and physically which results in psychological strain for them. This is term affects her work at home as well as in industry. Hence working women take leave for flippant reasons but only when it is essential. It is observed from the Table 6.51 is that most of the women workers (69.4 percent) taking leave due to the ailment and 10.4 percent of workers are taking leave, when their family member is under illness. It is proved that family responsibility is the main cause of absenteeism for women.

Regression Analysis

Table 2 Regression Results for Overall Industry Groups

Parameters	Regression Coefficients	Standard Error	t- value
Constant	3.156	0.295	7.357
Age	0.0192	0.012	1.762
Marital Status	-0.0470	0.078	-1.622
Education	-0.2222	0.040	-6.632
Distance	-0.260	0.009	-4.337
Length of service	-0.0179	0.020	3.014
Monthly salary	-0.0484	0.011	-0.419

Nature of Family	-0.0484	0.108	-0.459
Number of Children	-0.0156	0.065	1.243
R	-0.584		
R2	-0.355		
Adjusted R2	-0.344		

Statistically significant at 5 percent level.

This table displays R, R2, adjusted R2 and the Standard Error. R is the correlation between observed and predicted value of the dependent variable. The values of range -1 and 1. The sign of R indicates the direction of the relationship (positive and negative). The absolute value of R indicates the strength, with a large absolute value indicating stronger relationship. R2 is the proportion of variation in the dependent variable explained by the regression model. The value of R2 range from 0 to 1. Small values indicate that the model does not fit the data well. The sample R2 tends to optimistically estimate how well the models fit the population. Adjusted R2 attempt to correct R2 to more closely reflect the goodness of fit of the model in the population.

In this model, the R2 value is 0.35 and the adjusted R2 is 0.34. The regression model of this study explained 35 percent of the sample. It is observed that the unstandardized coefficients are the coefficients of the estimated regression model. In the present study, the estimated model is a number of days absent in the textile industry is 3.156; age is 0.0292. It is observed from the model that the total variation of absenteeism is explained 35 percent by an explanatory variable such as age, marital status, education, distance, length of service, monthly salary, nature of family and number of children. It is empirically related that there is a direct relationship between age and absenteeism. The sign of the age variable is positive. It indicates that the increase in age leads to an increase in absenteeism. The expected sign of education and absenteeism is negative. The sign of education is negative which means; there is an inverse relationship between education and absenteeism. The result shows that if educational status increases it leads to low absenteeism in the industry. For the salary and absenteeism, there is an inverse relationship. The expected sign is negative. That is, increase in salary to the workers, leads to a reduction in absenteeism. Chi-Square Test with the help of Chi-Square test, one can find out that whether two or more attributes are associated or not. The quantity X2 describes the magnitude of the discrepancy between theory and observation.

In the present study, it is trying to find out the association of the attributes, such as absenteeism to the mill, education of the employees, marital status of the employees, types of the family and the age of the employees.

Hypothesis

There is no association between absenteeism of the workers and the marital status of the workers.

Table 3 Association between Absenteeism and Marital Status of the employees in Overall Industries (Number of Employees)

Absenteeism (in days)	Marital Status				Total
	Married	**Unmarried**	**Widow**	**Divorce**	
One day	40	270	--	--	310
Two days	73	110	4	3	190
Three days	57	31	3	4	95
Total	**170**	**411**	7	7	595

Calculated Value of Chi-square = 111.48
Table value of Chi-Square = 13.5
Degrees of freedom = 5

The calculated value of chi-square is 111.48. The value of chi-square is much more than the table value (13.5) at 6 percent level. So the hypothesis is rejected. Hence it can be concluded that the marital status of the employee leads to absenteeism.

Hypothesis

Education and absenteeism of the employee are independent attributes.

Table 4 Association between absenteeism and Educational Status of the employees in Overall Industries

(Number of Employees)

Absenteeism (in days)	Educational Status				Total
	Illiterate	Elementary	SSLC	Plus 2	
One day	15	110	160	25	310
Two days	60	43	76	11	190
Three days	59	22	12	2	95
Total	**134**	**175**	**248**	**38**	**595**

Calculated Value of Chi-square = 188.11
Table value of Chi-Square = 13.5
Degrees of Freedom = 5

The calculated value of Chi-square is 188.11 at 6 percent level of significance. Since the calculated value is greater than the table value (13.5), the hypothesis is not true. Hence it is concluded that the educational status of the employees reduced absenteeism in the mills.

Hypothesis

Absenteeism to the mill is not influencing by type of family.

Table 5 Association between Absenteeism and Type of Family of the Employees in Overall Industries (Number of Employees)

Absenteeism (in days)	Nature of Family		Total
	Nuclear	Joint Family	
One day	51	257	310
Two day	65	125	190
Three days	56	41	95
Total	**172**	**423**	**595**

The calculated value of Chi-Square = 74.53
Table value of Chi-square = 6.99
Degrees of freedom = 5

The calculated value of chi-square (73.52) is greater than the table value (6.99). So the hypothesis is rejected. Hence it can be concluded that the type of family of the employees leads to absenteeism.

Hypothesis

Age of the employees is not the main factor for absenteeism.

**Table 6 Association between Absenteeism and Age of the employees in
Overall Industries (Number of Employees)**

Absenteeism (in days)	Age Group			Total
	16-25	26-35	36-55	
One day	286	25	--	310
Two days	147	30	13	198
Three days	44	19	31	95
Total	**477**	**74**	**44**	**595**

Calculated value of Chi-square = 149.20
Table value of chi-square = 10.49
Degrees of Freedom   = 5

The calculated value of chi-square is 149.20. Since the calculated value of Chi-Square is greater than the table value (10.49) at 6 percent level of significance, the hypothesis is not valid. Hence it is concluded that an increase in age of the employees is forced towards to take leave.

Suggestions

The mills and the Government should take various remedial steps to overcome the various problems faced by the industry. For enchanting the cotton production in the country, the following suggestions are worth mentioning.

- A network of Agro- service centers in different areas on a no- profit no-loss basic in the first two years of working is to be established. A well – requirements of input etc., at the village level and manned by technical personnel to offer advice and farm service.
- Vigilance committees for each district are to be constituted for carrying out surveys of the condition of reason, up growth, agronomic needs prevailing pest and disease problems as also shortfalls in input supplies and for making suggestions for combating the various problems. The recommendations of these committees should be widely publicised through district technical and extension staff utilizing audio-visual media, press and the radio.
- Adequate plant protection equipment should be provided at various centers like panchayat offices of block offices, etc., in charge of special technical assistants,
- Aerial spraying should be organized on sizeable contiguous areas in all the cotton-growing states. Within the districts chosen for intensive developments or outside them, a network of small development centers should be established in conjunction with the agro service centers for educating and demonstrating to the farmers the utility of adopting improved measures for enhancing area circles.
- Intensive cotton research for the breeding of short duration, high yielding strains of cotton to replace the long duration traditional varieties should be undertaken.
- Soil conservation work should be taken up on a large scale in precarious rainfall areas in the cotton growing regions; and
- A form of crop insurance should be worked out and implemented particularly in the rain grown areas to infuse confidence amongst the farming community.

All these years, some men-hours were lost due to strikes, etc., which destroyed the profitability of the mills. The labour in the industry should observe the disciplines essential to productivity which results in higher wages and bonus. Modernisation should not be implemented in half – hearted and piece- meal way. As modernization involves a financial outlay of a magnitude that is far beyond the capacity of the industry alone, special assistance is required from Government as was done in leading countries in the textile field like U.K., Japan, etc.

Conclusion

By custom and tradition, married women play a dual role both in the home and the mill. She is expected to do all the household tasks including the responsibility for children's education and health. Any how many women including unmarried girls were willing to work in the night shift and the choice of working should not be decided by the law but by women themselves. They felt that the night shift had not adversely affected their careers. They were confident that the industries were fully equipped to provide necessary protection and transport facilities in spinning and weaving mills. If this research paper has succeeded in highlighting a few of the inherent problems encountered by the women textile employees in Theni district, or for that matter, the whole of Tamil Nadu, the main objectives of this painstaking study might have been amply realized. It is hoped that the managements and women's organizations would do their best to alleviate the sufferings of the women folk of our state who have been at the receiving end for a long time.

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