

**A STUDY ON LABOUR SHORTAGE AND SKILL GAP IN TEXTILE INDUSTRIES****Dr. K. Chandrabose,**Professor, Department of Commerce with International Business,  
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Dr.N.G.P Arts and Science College, Coimbatore**ABSTRACT**

The textile industry is one of the most important sectors contributing to employment and economic growth, especially in developing countries like India. However, the industry is currently facing serious challenges such as labour shortages and skill gaps. This study aims to understand the causes and impacts of these challenges in textile industries. Primary data were collected from 100 respondents working in different textile units through structured questionnaires. Statistical tools such as frequency analysis, factor analysis, and mean ranking were used to analyze the data. The results show that migration, technological changes, and low wages are the major reasons for labour shortages. At the same time, lack of technical knowledge and insufficient training contribute to skill gaps among workers. The study suggests that improving wages, enhancing working conditions, and providing regular skill development programs can help reduce labour shortages and improve productivity in textile industries.

**Keywords:**

Textile Industry, Labour Shortage, Skill Gap, Workforce Development, Productivity.

**1. INTRODUCTION**

The textile industry is one of the oldest and most significant industries in the world. It plays an important role in economic development by creating employment opportunities, supporting exports, and contributing to industrial growth. In countries like India, the textile sector provides jobs to millions of workers and supports many related industries.

Despite its importance, the textile industry is currently facing several workforce challenges. One of the most serious problems is the shortage of labour. Many textile companies find it difficult to recruit and retain workers. This problem is often caused by migration, low wages, poor working conditions, and changing career preferences among young people.

Another major challenge is the skill gap among workers. With the introduction of modern machinery, automation, and advanced production techniques, textile industries require workers who have specialized technical skills. However, many workers lack the necessary training to operate modern machines or adapt to new technologies.

These issues affect the overall performance of textile industries. Labour shortages and skill gaps can reduce productivity, increase operational costs, and affect product quality. Therefore, it is important to study these challenges and identify possible solutions to improve workforce availability and skill development in the textile sector.

**2. REVIEW OF LITERATURE**

Several researchers have studied labour shortages and skill gaps in textile industries.

Previous studies have shown that low wages and poor working conditions discourage young workers from entering the textile sector. Some studies have also found that many textile companies face difficulties in hiring trained machine operators because vocational training programs are limited.

Research conducted in textile clusters such as Coimbatore and Tirupur has highlighted the high demand for skilled technicians and machine operators. However, the supply of trained workers is often insufficient.

Recent studies also emphasize the impact of technological advancements on workforce requirements. With the increasing use of automation and digital technologies, textile industries now require workers with advanced technical skills. Unfortunately, many training institutions have not updated their curriculum to meet these industry requirements.

These studies indicate that labour shortages and skill gaps continue to be major challenges affecting the growth and competitiveness of the textile industry.

### 3. RESEARCH METHODOLOGY

#### Research Design

This study uses a **descriptive and analytical research design** to examine labour shortages and skill gaps in textile industries.

#### Data Collection

Both primary and secondary data were used for this research.

- **Primary data** were collected through structured questionnaires distributed to workers, supervisors, managers, and proprietors in textile units.
- **Secondary data** were collected from research journals, industry reports, government publications, and other reliable sources.

#### Sample Size

The study was conducted with **100 respondents** working in different textile units.

#### Statistical Tools Used

The collected data were analyzed using the following statistical techniques:

- Frequency Analysis
- Factor Analysis
- Mean Ranking Analysis

These methods helped identify the main causes and impacts of labour shortages and skill gaps.

### 4. RESULTS AND DISCUSSION

The analysis shows that respondents belong to different age groups, educational backgrounds, and positions in the textile industry. This diversity provides a broad understanding of workforce issues in the sector.

The results indicate that **technical staff shortages are the most serious workforce problem** faced by textile industries. Shortages of skilled and semi-skilled workers are also common.

Migration was identified as the most important cause of labour shortages. Many workers move to other industries or regions in search of better wages and working conditions. Technological changes also contribute to labour shortages because many workers lack the technical skills required to operate modern machines.

The study also found that many organizations provide training programs to improve worker skills. However, the frequency and effectiveness of these programs vary across organizations.

Overall, the results highlight the need for better workforce management, improved training programs, and stronger industry support to address labour shortages and skill gaps.

### 5. CONCLUSION

The textile industry plays a vital role in employment generation and economic growth. However, labour shortages and skill gaps have become major challenges affecting the performance of textile organizations.

The findings of this study show that migration, technological changes, low wages, and inadequate training are the main reasons for these workforce problems. These challenges lead to reduced productivity, increased operational costs, and delays in production.

To overcome these issues, textile industries should focus on improving wages, providing regular skill development programs, and enhancing working conditions. Collaboration between industry, government, and educational institutions can also help develop a skilled workforce.

By implementing these strategies, textile industries can improve workforce stability, increase productivity, and remain competitive in the global market.