
RESEARCH METHODOLOGY

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INTRODUCTION

The worker is a means and also an end of production. The survival and development of any organisation depends on the work force it has. The organisation has to provide welfare amenities for the intellectual and social developments of the workers.

These welfare measures include both statutory and non-statutory provisions. No doubt the goal of any industry is profit making. As long as the workers are viewed as machines rather than human beings there is no growth for the organisation.

After the second world war the Government of India, and all state governments showed keen interest in undertaking welfare measures for the workers. The Central Government and State Governments also persuaded the employers to improve the welfare measures. But, it is observed that many organisations are indifferent and in fact apathetic towards the suggestions of the Government. The only reason behind this failure is that the employers feel that provisions of welfare measures is not a wise investment. In fact the trade unions also could not do much in regard to the labour welfare.

The directive principles of state policy in our

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Constitution refers generally to the promotion of the welfare of people. In its specific application to the working class, "Securing just and human conditions of work", has been emphasized with the view to ensure them provision of a decent standard of life and full enjoyment of leisure, and social and cultural opportunities. The participation of the workers in the management and the need for free and compulsory education for children which impliedly include those of workers.

There is a growing awareness among people that, welfare facilities in the organisations have beneficial effects in terms of improved health, increased happiness among the workers, better industrial relations and finally increased production.

The researcher, in this piece of work interested to know the extent of welfare facilities provided in different textile organisations of solapur and the opinion of the workers towards the facilities.

AIM OF THE STUDY

The study intends to understand the welfare measures, which include statutory, non-statutory and mutual, provided by the organisations to their employees and also to understand the opinion of the employees towards the facilities.

OBJECTIVES OF THE STUDY

The following are the objectives of the study.

- 1) To understand the welfare measures provided in different leading textile industries, Solapur.
- 2) To understand the opinion of the workers towards various statutory measures provided by the organisations.
- 3) To know the workers opinion towards the non-statutory amenities provided by the industries.
- 4) To understand the opinion of worker's towards facilities provided on mutual basis.
- 5) To examine the difference, if any, in the opinion of workers towards different measures in various organisations.

UNIVERSE OF THE STUDY

The study is restricted to five leading textile industries of Solapur city. The researcher approached the organisations and collected information pertaining to the organisation set-up and welfare measures provided by the organisation for their workers. The details are given below.

THE JAM SHRI RANJIT SINGHJI SPINNING & WEAVING CO. LTD.,

SOLAPUR

The Raja Ranveer Singhji of Jam Nagar planned and constructed this mill in the year 1909. The Mill was named after, Raja Ranjit Singhji the famous Cricketer of Jam Nagar as 'Jam Shri Ranjit Singhji'. From the beginning, this mill was running on the basis of a limited company. During the period between 1909 to 1921 the mill was not a composite mill, but only Spinning Process was in operation to prepare a final product i.e., Yarn, under the ownership of the noted businessman Shri Lalchand (from Gujarat) a rapid progress occurred from 1921 onwards and this mill was converted as a composite mill. From 1921 onwards medium quality was produced under a new management. On the advent of IIInd World War there was again change in the management, the big industrialist of Bombay Shri. Mathurdas took the control in the capacity of new owner. In the year 1955 another industrialist from Rajasthan and a big organiser Shri. S. R. Damani took the possession and till to-day the mill is running under his management and control. Mr. P. R. Damani is managing Director of this Public Limited Company.

During 1909 to 1960, the spinning machinery was

conventionally old, and the weaving Department was also run through the old machinery installed in 1921 onwards. Since the machinery being old, it affected the production of cloth, From 1960 onwards the old slow speed machines were replaced by the new high speed machines and the management tried to change the quality of production, At present the spinning department is well equipped with high speed machines and in weaving department also 75% renovation is occurred.

The installed capacity of this mill is 512 looms, plain and auto both, and 32000 spindle capacity. Processing department is also well equipped with all preparatory tools. Screen printing is also introduced. The mills has started the production of fine and superfine qualities of cloth as well as they are selling the yarn also. At present the production of sarees, terene cloths, are also going on its' special product i.e., 'Odhani' is having market in Gulf Countries.

The most important features of this mill is that, it is operative for 360 working days during the year and working round the clock. The daily manufacturing of cloth is about 25000 metres.

At present there are 1600 workers working with

this mill out of which 1100 are permanent and Badalies are 500. The total strength is about 2000 i.e., Managers, officers, supervisors and Clerks, etc.,

1	General Manager
1	Finance Manager
1	Office Manager
1	Factory Manager
1	Assistant Manager
042	Officers
150	Supervisors
085	Clerks

The Laxmi Vishnu and Narsing Girji Mills work less than Jam Mills. This is important aspect of this Mill.

MANUFACTURING PROCESS

As it is a composite, the cloth is being manufactured through different stages, namely spinning, weaving and processing.

A) SPINNING PROCESS

In this process, raw cotton is spun and yarn is prepared. The process includes the following stages i.e., mixing, carding, drawing, combing frame, ring frame, etc.,

B) WEAVING PROCESS :

In this process Yarn is converted in to cloth through following stages i.e., widening, wrapping, sizing, etc., Here actual weaving process is carried out.

C) FINISHING PROCESS

In this process the woven cloth passes through the stages of Bleaching, mercerising, dyeing, printing and folding.

WORKING CONDITIONS AND WELFARE FACILITIES

The cleanliness is maintained in the mills by employing the special staff.

Suitable arrangements are made for ventilation to have circulation of fresh air. The mill has provided huge central humidity plant for both spinning and weaving. Most of the machines are modern and provided with safety guards. Other safety equipments such as rubber gloves, eye glasses, gum boots etc., are provided.

Cool drinking water is provided with the help of water coolers, water tanks are available near the work room. As the Mill has covered under E.S.I.Scheme, only first aid facility is available, and the medical

advice is given to workers. As there are no female workers, the creche is not available.

The canteen is provided with well equipped dining hall where snacks and tea are available, coupons are provided to workers on credit.

Low cost housing facility is provided, the land is given to workers at the rate of 72 to 74 paise per square foot. One gymnasium hall is available. So also the management have given permission to State Government to construct the Kamgar Kalyan Kendra which has been constructed having good architect and the workers education classes, are going on. Various competitions are arranged like, drama, rangoli. The families and children of Labour's have full chances to take opportunity of this Damani Kamgar Kalyan Kendra. This mill is providing utmost welfare facilities so also enjoying the festivals like Dasara, Depawali, Holi, etc., The incentive schemes are provided. The highest bonus of 10% was given last year by the management as the other mills are giving only 8.33 % of Bonus.

THE LAXMI VISHNU TEXTILE MILLS LTD., SOLAPUR

The Laxmi Cotton manufacturing Co., Ltd., established in 1896 by M/s. Lakshmidas & co., and transferred the agency in 1901 to the Bombay Company Ltd.,

The Bombay Co. Ltd., ceased to act as Managing Agents of the Laxmi Cotton Mfg. Co., Ltd., since 14th Jan. 1957 and of the Vishnu Cotton Mills Ltd., since 15th August, 1960. Both of these mills were managed since these dates by the Board of Directors of the respective mills. The house of Vissanji's brought these two mills under them by acquiring a controlling interest in the year 1960-61 and took active part in managing these mills upto September, 1969.

Both the above mills were amalgamated into one Unit from 1st January, 1961, which was assigned, "The Laxmi Vishnu Cotton Mills Ltd., " as its new name.

These Mills again changed hands on 19th September, 1969 and are being managed by Aptes since then. The name of the Mills has been changed to "The Laxmi Vishnu Textile Mills Ltd., " from 26-8-1971.

The issued and paid up capital of the amalgamated unit is Rs.1,21,26,500.

The company's two units are situated at Solapur. The Laxmi unit specializes in the manufacture of fine and superfine and superior higher medium varieties of Bleached, Dyed and Printed cloth and synthetic fabrics. Vishnu unit produces predominantly medium and coarse cloth. Now synthetic varieties are also being gradually

introduced in Vishnu Unit.

The Mills were established with the object of manufacturing of yarn and cloth from cotton and other fibres and sale the same after bleaching, dying, printing and finishing. These objectives have already been achieved. The Mills are endeavouring to give better type of yarn and fabrics to the customers with the help of modern type of machinery and improved techniques of production. There has been deviation from these basic objectives so far.

INSTALLED CAPACITY

The Laxmi unit commenced working in 1898 with an initial installed spindleage of 32,280 spindles. In 1903, further 10,500 spindles were added alongwith adequate back process machinery. The present spindleage of Laxmi unit is 51,340.

The Vishnu Mill commenced working in 1910 with an installed spindleage of 32,460 spindles. Further 9804, spindles were added in 1923, 4344 spindles in 1925 and 2784 spindles in 1929 with appropriate back process machinery. The present installed spindleage of Vishnu Unit is 56,264.

The present installed capacity for Laxmi and Vishnu Mills together is 1,07,604 spindles and 2604 looms.

The spinning and weaving preparatory departments of the mills have modern machinery like open and spinning machine, within draw frames, Laxmi Rieter draw frames, Rieters coming machinery, High speed super spinners, two units of Barber colman Automatic Spooler and super speed warpers, auto coner, yarn signeing machines, sectional warping machines, high speed indelquip sizing machines Ltd.,

On the processing side, dye house was started and was enlarged in 1929 to mechanical dyeing. The printing department was started in the year 1956. In 1980, Rotary screen printing machine was added. The process house is thus well equipped to give almost every type of finish on cotton and synthetic textiles that are in vogue.

The mills have a well equipped workshop and foundry to meet the requirements of routine maintenance of all the Mill machinery. Some important spare parts like pulleys and gear wheels are also manufactured in the workshop.

Process steam is generated in five backcock and wilcox steam boilers. Electric power is received through Maharashtra State Electricity Board. Requirements of water for steam and for processing department

are met mainly from the Solapur Municipal Corporation Water supply and partly from Irrigation Dept., Canal, tube wells and surface well in the Mills premises.

PRODUCTS MANUFACTURED:

When the mill started producing cloth, the qualities manufactured were mostly grey long cloths, dhoties, sarees, medium coatings, bed tickings ordinary canvas, ducks, dousty, bed suties, stripped sheetings, waste blankets etc., With the disposal of waste spinning plant and raising machine it no longer manufacture waste blankets.

The Mills started producing synthetic fabrics since 1971-72, soon they have acquired a good name in this line. Terene/cotton shirtings, suitings and 100% terene sarees are the prestige products of the mills.

Quality of cloth has been a factor of prime consideration throughout the History of these Mills as a result of which they had created and maintained a good name for their products in the export market of united Kingdom, Russia, Burma, Middle East and Australia. The company has been endeavouring to develop new markets and is making ceaseless efforts

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to maintain its strong hold on the markets already captured in the face of very difficult export market condition.

EMPLOYEES:

There are 8,148 workers on the muster rolls of the mill. Average daily employment is 5,400 to 6000 workers depending upon the product mix. There are 341 clerks in all categories, 218 technicians and 73 Officers in the mills. In addition to this there are 152 learners/apprentices undergoing training in various occupations.

WELFARE AND ALLIED ACTIVITIES:

There are canteens, dining sheds and technical staff rest room for the use of employees. A mill grainshop a retail cloth shop, a dispensary and creche are there in the premises and conference hall for meetings is also available. Limited residential accommodation comprising of about 101 residential units is available for senior technical staff members.

The mills have co-operative credit societies for staff and workers. There is a good scope for literary, histrionic, and artistic talent in the mills. There is a sahitya Mandal and Lalit Kala Mandal whose membership is open to all the employees. There is a

sports club and Athletic club to encourage sports activity. For the female members of the family, there is Lakshmi Vishnu Vanita Mandal which is doing quite a good work. Annual Ganeshotsav festival provides opportunities for cultural developments of the employees. Encouragement is given by awarding prizes for regular attendance, better productivity, cleanliness good suggestions for effecting economics in working etc.,

'Lakshmi Vishnu Darshan', house magazine is published every month giving information about important facts, persons and policies.

The Management of Lakshmi Vishnu Mills believes in frank and fair dealings in all matters industrial, commercial social and cultural.

NARSINGH GIRJI MILLS, SOLAPUR

Narsingh Girji Mills, a unit of Maharashtra State Textile Corporation Limited which is Govt., of Maharashtra Undertaking, is the oldest among the units of Maharashtra State Textile Corporation Ltd.,

N.G.Mills is situated at Bhaiya Chowk, one Kilometer away from Railway Station on 29 acres of land. It is a composite mill having capacity of 54,976 spindles and 1170 looms out of which 432 looms are auto.

The birth of N.G.Manufacturing Co.Ltd., took place in September, 1898 under the control of four businessmen of Solapur which were as follows:-

- 1) Mallappa Warad, 2) Shri.Govind Abdulpurkar,
- 3) Shri.Channabasappa Madki and 4) Shri.Lakshmi - narayan Sarada.

With the help of Bank of Hyderabad and Raja Narsingh Giraji, it was established its initial capital investment of Rs.10/- lakhs, with this investment, the mills started the production of yarn and cloth.

During the span of (1898-1957) 60 years, there was a lot of fluctuations. However, the year 1957 proved to be fatal for the mills during which, due to heavy deficit finance Bombay High Court declared the

mills to be unprofitable and thereby made it to shut the doors forever.

REBIRTH OF THE MILLS:

In 1957, there was great set back in all round progress of Solapur, This was happened due to close down of two composite mills i.e., 1) Solapur Spinning and Weaving Mills. and 2) N.G.Mills Ltd., About 25,000 workers became unemployed and this resulted in the starvation of people. Thus closing down of these two mills created a lethal effect on Solapur.

Late Mr.Raman Gandhi eminent Journalist of Solapur Mr.Yeshwant Rao Chavan then Chief Minister of Maharashtra Mr.S.M.Joshi came together and observed the situation of Solapur people and realised its severity and ultimately decided to undertake the working of N.G.Mills under unemployment relief scheme on lease basis, at nominal rent of Rs.1/- per month. Thus the Mill took its rebirth in 1958. The mill was running on lease by the State Government from 24-1-1958 to 14-2-1966.

UNIT OF M.S.T.C:

The Mill was running as departmental undertaking of State Government. The ownership of the Mill was transferred to the Maharashtra State Textile Corporation Limited by the Maharashtra Government from April 1st, 1976.

In Feb. 1966 Government of Maharashtra purchased the N.G.Mills from official liquidator along with all assets and liabilities.

After the purchase of Mill from Official liquidator, Maharashtra Government launched the programme of modernisation/renovation and first phase of modernisation costing Rs.425/- lakhs was completed in 1972 with the help of Industrial Development Bank of India.

The Modernisation/renovation programme was implemented with the funds from the following sources:-

1. Govt. of Maharashtra	Rs. 232 Lakhs
2. I.D.B.I. Facility with guarantee from Govt., of Maharashtra	Rs. 162 Lakhs
3. Sale of Old Machinery	Rs. 31 Lakhs
Total	Rs. 425 Lakhs

Latest Position:

1. Total estimated plans	Rs. 106.67 Lakhs
2. Machinery received & under erection	
a. Spinning	Rs. 20.13 Lakhs
b. Weaving	Rs. 20.75 Lakhs
c. Processing	Rs. 18.85 Lakhs
d. Others	Rs. 3.43 Lakhs
	Rs. 63.16 Lakhs

PRODUCTION PROCESS:

The cloth is being manufactured through different stages namely Spinning, Weaving and Processing.

A) SPINNING PROCESS:

In this process, raw cotton is spun and yarn is prepared. The process includes following stages:

i) MIXING & BLOW ROOM:

In this department various types of cotton are mixed and blown to remove impurities and converted into lap.

ii) CARDING:

In this section lap is converted into round loose stands of cotton, which is known as Sliver.

iii) DRAWING:

In this section, parallalisation of fibres is done by doubling and drafting sliver.

iv) Combing:

In this section, short fibres are removed, so as to get better luster and better strength.

v) FRAME:

In this section by drafting and twisting sliver rove is prepared.

vi) RING:

In this section rove is converted in yarn of required count.

B) WEAVING PROCESS:

In this process, Yarn is converted into cloth through following stages.

1) WINDING:

Yarn is winded in suitable size and length of package which is called as cones.

2) WRAPPING:

Here cone is converted into sheet of yarn of specific length and width.

3) SIZING:

Here yarn is strached with the help of machine to get more strength.

4) LOOM SHED:

Here actual seaving is carried out.

G) FINISHING PROCESS:

The woven cloth passes through the following stages.

1) BLEACHING:

Here woven cloth passes through stiching, desi-
zing, washing and bleaching.

2) MERCERISING:

Here woven cloth, improves its luster and capacity to absorb chemical dyes and water.

3) DYEING:

Here woven cloth passes through impreguation with colours, developing and fixation of colours and drying.

4) PRINTING:

Here dyed cloth is printed.

5) FOLDING:

Here printed cloth is folded and packed into suitable sizes according to requirements.

The N.G. Mills requires daily 50 to 60 bags of cotton. The Mill produces 70,000 metres of cloth per day, and 10,000 kgs. of market yarn per month. The mills produces -

Polyster - 10% (Apporx)

Terene cloth - 10% (Approx)

Cotton cloth - 80% (Approx)

PATTERN OF PRODUCTION

The Mills is producing coarse as well as fine and superior fabrics also, voils have been introduced and the production of synthetic cloth has also started.

N.G. Mills 80s market yarn is very popular.

EMPLOYEES:

The workers on the Mills' muster being 4868
(including permanent, temporary, substitute workers).
The daily employment is about 3000, when the mills
work fully without power cut.

Other staff members are of 339 categorised as

Officers	25
Supervisors	92
Clerks	211
Apprentice Clerks	11

Total	339

WORKING CONDITIONS AND WELFARE FACILITIES

1) CLEANLINESS:

The cleanliness is maintained in the mills by
employing special staff, for cleaning mill compound,
Departments, spittons, washing places and latrine
blocks, etc.,

2) VENTILATION & LIGHTING:

Suitable arrangements are made for ventilation
to have circulation of fresh air, so also natural and
artificial lighting is provided as per requirements.

3) HUMIDITY:

The Mills have provided huge central humidity

plants for both Spg. & Wvg. departments. The plant is maintained in proper order.

4) SAFETY:

Most of the machineries are modern and provided with safety guards, other safety equipments such as, rubber gloves, eye glasses, gum boots, etc., are provided, fire fighting equipments are made available and a safety committee is formed to look after the safety of the workers.

5) DRINKING WATER:

Central Drinking water booth is charged of water server is provided. However during summer season the pots kept near depts and water servers are employed to give drinking water. Ice is also provided to cool the water.

6) SPORTS:

In order to encourage sports various facilities are given for sportmen. Sports teams are also formed to participate in local tournaments. Sports equipments are provided in free of charges.

7) MEDICAL FACILITIES:

This mill has covered under E.S.I. Scheme. However, the need of medical advice is given free of

charge by a qualified experience Medical officer, who is working for part time. Compounders are also employed in all the three shifts. First Aid is made available.

8) CRECHE:

The creche is maintained in mills premises and provided with craddles and toys. The children are given bath and provided with milk and biscuits. Ayas and qualified nurses are employed in the creche.

9) CANTEEN:

A canteen is also provided, where snacks and tea are available. Coupons are provided to workers on credit. A dining hall and shelter room is provided for taking lunch during recess houses.

10) GRAIN SHOP:

A grain shop is available where food grains are provided on credit.

11) CREDIT CLOTH:

Cloth is issued on credit at 10% discount during festival and against 'cash' during the whole of the year.

12) WORKERS EDUCATION:

As a part of training programme workers education

programme is running in this mills. Two classes at a time are conducted. The separate workers education room is made available for its activities. Sufficient teachers are appointed and honorarium is paid to them and tea is provided free of charge to trainees.

13) CULTURAL ACTIVITIES :

The festivals like Ganesh Utsava, Shivaji Jayanthi, are celebrated with sports, dramas, and Mahaprasad. The Maharashtra Day, Republic Day and Independence day, are observed. The workers are encouraged to participate in dramatic activities of Maharashtra Rajya Kamgar Natya Spardha.

14) HOUSE MARGIN:

Every month a House-Magazine Narsing Girji Varta' is published which^{is} informative, educative and interesting.

" SOLAPUR SAHAKARI SOOT GIRNI NIYAMIT, SOLAPUR "

Solapur Sahakari Soot Girni Niyamit, Solapur has been established in the year 1964, with the main object of supply, good quality yarn of fine and superfine counts of reasonable rates to the age old and famous handloom industry in Solapur.

The work of erection of plant and machinery which was started in the year 1965, was completed within a period of one and half years and during the month of January, 1967 the trial production was commenced,

full pledged commercial production on licensed capacity of 12,000 spindles was started in the month of July, 1967.

In order to cater sizable requirements of yarn of the members and also in order to make the mill a viable unit, the expansion programme of additional 13,000 spindles was taken up in hand and was completed within a period of nine months and from July, 1972, production was started on the expanded capacity also. The Mill produces cotton yarn of 40s, 60s, 80s, and staple yarn of 60/Z counts which are mainly required by the handlooms.

The Mill is organised by the handloom weavers co-operative societies in Solapur District. Under their production fold there are about 1300 handlooms. Formerly there were 208 members handloom workers co-operative societies on their roll. However, in the year 1975-76 and 1976-77, these primary societies have been amalgamated and re-organised in order to bring them on sound footings. Therefore, membership has gone down to 152 as on this date. But number of handlooms under their production fold remain unchanged.

The September, 1979, the working of the Mill was very smooth. The financial position of the member societies was also satisfactory. However, due to

prolonged depression spread from September, 1979, Mill has faced financial difficulties due to unparallel movement on cotton and yarn pieces during the year 1974-75 and 1975 and 1975-76. The member handloom societies also faced acute financial difficulties in marketing their product and running their handlooms smoothly during these years.

Since April, 1978, the position of the Mill improved gradually and the year 1979-80 was proved quite a successful from the point of financial position and the technical performance. Cotton rates have gone up in the year 1980-81 resulting marginal profits.

Their present monthly production is cotton yarn of 1.35 kgs. lakhs and staple yarn of 0.15 kgs. lakhs. They allot yarn to their members on handloom basis, which is in turn related to number of shares held by their members i.e., handloom societies. They supply yarn at concessional rates to their members (handloom societies). They also supply 40/1 yarn in bulk quantity to Western Maharashtra Central Weavers Co-operative Association Ltd., Solapur for their janta saree production programme.

As the original installed capacity of the, i.e.,

12,000 spindles has been completed after its working 15 years, the mill has taken up a plan of modernisation and replacement programme.

With the present capacity of the production, they can meet about 50% of the requirements of their members. They have, therefore taken up the expansion programme of 25,000 spindles in 2 phases.

COTTON: Capital

The purchasing of raw-materials i.e., short staple cotton is mainly from Karnataka, Punjab and Maharashtra states. The monthly requirement is about 2000 bales of 180 kgs. each.

YARN:

As this is a consumer type of Mill, having handloom weavers as members, they sale yarn to these members on the basis of their handlooms under production.

MANUFACTURING PROCESS:

The Mill is producing cotton and staple yarn of coarse, and fine and superfine counts as per requirements of their members handloom weavers co-operative societies. Its manufacturing process starts from blow room department.

Cotton bales of different qualities are stored

in cotton godown. Usually 3 months cotton consumption stock is maintained. Cotton bales as required daily are brought to mixing-cum-blow room department manually.

MIXING AND BLOW ROOM:

Different quality of cotton bales are brought to this departments. Bales are in pressed forms which are opened and different quality of cotton is mixed together manually as per required count and passed through blow room machinery. The main process of blow room is to remove the dust, leaves, nails, etc., and cotton is formed in lap forms which are called blow room laps for further processing of carding.

CARDING:

Blow room laps are feeded in carding machines where it is converted into carding slivers are of uneven size and cotton particles are in entangled form. These slivers are formed after carding of the cotton in carding machines.

DRAWING:

3 to 5 slivers of carding department are brought in carding cans and feeded into drawing machine from one side. Usually 5 cans i.e., 5 slivers are feeded and other side we receive one sliver of even size with

cotton fibres in parallel form and are automatically feeded into cans known as drawing cans.

SLUBBING:

These slivers are then feeded into speed frame machine where twist is given to slivers and yarn in rope form is prepared and automatically wound on speed frame wooden bobbins. This yarn in rope form is known as speed yarn.

RING FRAME:

Here actual yarn of required count is manufactured from speed yarn which are feeded into ring frame machine. Yarn produced in this department is wound on plastic or paper bobbins and known as ring yarn.

REELING/WINDING:

If yarn is required for production of handloom cloth, then it is converted into hank form in reeling machines from ring yarn on plastic bobbins. However, if it is required production of power loom cloth then it is wound on paper cones on winding machines and is known as coned yarn.

BUNDLING & BOILING:

Hank yarn and cloth yarn are packed in bundles weighing 4.54 kgs. and 5.00 kgs. each respectively

and stored in yarn go-down for making.

EMPLOYEES:

There are 1814 workers on the muster roll of the mill. Average daily employment is about 930. The S.C. and S.T. workers are also preferred according to Govt. resolution. So also the preference is given to workers those who are from poor weaver's community.

STATUTORY & NON STATUTORY WELFARE FACILITIES:

Mill is providing all the statutory welfare facilities as enumerated in the Factories Act, regarding health i.e., Cleanliness Disposals of wastes and effluents, ventilation and temperature, Dust and fumes Artificial humidification, over crowding, lighting, drinking water, Latrines and urinals, spittoons etc.,

REGARDING SAFETY:

Fencing of machinery, employment of young persons on dangerous machines. Striking gear and devices for cutting off power. Self acting machines. Casting new machineries prohibition of employment of women and Children near cotton openers, Hoists and lifts, lifting machines, chains, ropes etc., revolving machinery, pressure plants, floors, stairs and means of access,

pits sumps, openings in floors etc., safety of building and machinery, first aid appliances and for labour welfare, canteen shelters, rest rooms, lunch rooms, creche, welfare officer etc.,

Provisions regarding the working hours, leave with wages etc.,

Following are some of the non-statutory welfare facilities provided by the mill for its workers.

HOUSING:

Housing facility is provided to the essential staff in the premises of the mill viz., General Manager, Manager, Technical Staff including Spinning Master, Supervisor, Electricians, Drivers etc., Also 4th Class Staff Viz., Sweepers, Wet Sweepers etc., at every nominal rent i.e., Rs.1/- for workers and Rs.10/- for staff are charged.

RECREATION:

News papers, magazines are provided to the workers during rest intervals, Mill's valley-Ball team is famous in Maharashtra and won so many prizes. Workers participating this team can be sent out of Solapur and treated as on work and pay with wages. Festivals like Ganeshotsav and National Festival viz., 15th August, 26th January are celebrated. Safety week i.e.,

4th to 10th March is also celebrated on which occasion prizes for good safety slogans are distributed, house keeping competitions are arranged.

There is employee's co-operative credit society giving short term and long term loan of Rs.500/- and Rs.4,000/- respectively to its members viz., workers.

In emergency cases mill gives advance of Rs.300/- per worker, festival advance of Rs.150/- to all permanent workers is paid for Diwali as special loan.

"YESHWANT SAHAKARI SOOT GIRNI NIYAMIT, SOLAPUR"

The Yeshwant Sahakari Soot Girni Niyamit, has been registered under Co-operative Societies Act on 10-4-1967, and the actual production on trial basis was started from November, 1969. The full pledged commercial production in all three shifts was started from 24th June, 1972. The Mill has attained working for maximum number of days i.e., 361 days in a year and 7 days in a week. The Mill has got five paid holidays i.e., a. 26th January, b. Holi, c. 15th August, d. Dasara and e. Diwali.

Handloom weavers co-op. societies in the Solapur District, have organised Yeshwant Sahakari Soot Girni Niyamit, Solapur, mainly with the aim of meeting their requirement of yarns. There are about 30,500 registered handlooms in Solapur District and most of them have been enrolled in 1977. Handloom weavers co-operative societies in the district, under the scheme, is sponsored by the All India Handloom Board. The handloom weavers' societies in the District were sanctioned loan for purchase of share of this mill. Solapur City in Maharashtra state is famous for the decentralised textile industry namely handlooms and powerlooms since a very long time. In Solapur City, there was one of the then

biggest composite mills in India namely 'The Solapur Spinning and Weaving Mills Co.Ltd., ' which had (95, 232) Spindles and about 2234 looms. Due to some reasons, this mill went into liquidation in the year 1962, which resulted into an unemployment problem to a great extend. At present, there are about 3500 power - looms are engaged in the production of world famous jacquard chaddars, 70% of which are exported. For the production of jacquard chaddars, cotton yarn of 2/20s, 14s and 6s counts is used. The remaining 4000 powerlooms are engaged in the production of Dhoties long cloth and other coarse cloth from 20s and 24s counts. Thus all the 7500 powerlooms are engaged in the production of coarses cloth from counts below 40s. It is estimated that for meeting the full requirements of 68, 20s and 2/20s, counts of yarn for all these 7500 powerlooms, 48 lakhs kgs. of yarn of the said counts is required per month. At present these varieties of yarn are brought in the local market from the textile mills throughout India. However, it is experienced that the rates are also not reasonable. Moreover, the supply position^{is} very irregular. The only way to find a way out of these difficulties is to have a co-operative spinning mill of the powerlooms weavers. In the context or these circumstance and after taking a due from the successful working of Solapur co-opera-

tive spinning Mill, the power loom weavers have organised this co-operative spinning as consumer pattern.

The Mill has registered under No. SUR/PRG/(I) 2, dated 10-4-1967. The Mills is organised on consumer pattern. The produce 2/20s count yarn which is used by their powerloom members for production of world famous jacquard chaddars. The yarn is supplied to members on quota system based on the number of looms had by them.

COTTON:

The purchasing of raw-material i.e., short staple cotton is mainly from Karnataka, Punjab and Maharashtra States. The monthly requirement is about 2000 bales.

YARN:

As this is a consumer type of Mill, having power-looms as members, they sale yarn to their members only as per quota basis and according to the shares held in the Mill. The main production is of 2/20s counts which is used by their members for the production of world jacquard chaddars.

BOARD OF DIRECTORS:

The Board of Directors comprises as follows;

- a) Six representatives from Societies
- b) Two members from individuals
- c) Nominee of I.D.B.I.
- d) Nominee of Solapur District Powerloom Co-op. Societies, Co-op. Federation Ltd., Solapur.
- e) One Nominee of District Industrial Co-op. Bank.
- f) Nominee of State Government
- g) M.D. Ex-officio
- h) Nominees of representative workers' Union.

The Mill works for 7 days in a week and three shifts daily. There are about 2100 workers in the Mill. The workers are covered under E.S.I. Schemes and the benefits of full D.A. on Solapur index. P.F. Gratuity, etc., are given to them as per the Acts. The Mill had recruited matriculate male and female workers under the Educated Employment Promotion Scheme of the state Government. The Rashtriya Girani Kamgar Union is the representative Union under the B.I.R. Act and their relations with the workers are amicable.

ORGANISATIONAL SET-UP:

In this mill, the Chairman is the top authority. There are 103 staff members and 2100 workers in this Mill at present. The General Manager is also holding powers for controlling the production and he has to look into both sides i.e., production and administration.

Factory Manager is controlling the production and production process also. The Personnel Officer is the final authority, through whom, the time office is being controlled and he is assisted by Labour Welfare Officer and his personnel. The production responsibilities have assigned to the spinning master and routine administration is being supervised by the Accounts section. In this Account Section, Asst. Accountant and Head Clerk are the other two responsible authorities. The special feature of the organisation of this Mill is four fold classification or jurisdiction regarding policy and administrative functions. They are being looked by the Managing Director, the Spinning Master and the personnel officer and Accountants.

MANUFACTURING PROCESS:

In this Mill, a series of manufacturing process are undertaken for converting cotton to yarn and other fibres into yarn. The main raw and other fibres into yarn. The main raw-material for a spinning Mill continues to be cotton. However, other fibres are also being used to receive ginned cotton in fully processed bales. Raw cotton of fibres is converted into yarn i.e., cotton to yarn is achieved in this spinning mill.

a) MIXING AND BLOW ROOM:

Mixing of suitable cottons to avoid fluctuations in yarn quality and to cheaper cost of machinery. Opening, cleaning and blending of cotton and to form a lap soft sheet of cotton.

b) CARDING:

Effecting individualities of fibres, extracting sand, leaf etc., left in cotton, converting lap into around stand of loose cotton which is known as sliver.

c) DRAWING:

To achieve uniformity and paralisation of fibres by doubling and drafting. To remove impurities like foreign matter incidental function.

d) RING:

Drafting, twisting and running for converting 'Rove' in to yarn of the required count denotes the number of bails, higher the count finer is the yarn.

e) WINDING:

Winding of yarn and coning of yarn, coning for internal consuming and for market yard. To remove some yarn faults which may cause a break or appear as defect in the final fabrics.

f) DOUBLING:

Twisting of ends.

g) REELING:

A hank is made by a process of reeling.

h) BUNDLING:

In this section, bundles are packed in bundles with help of bundling process, making the bundles of 5 Kgs. for bailing (for material yard 50 kgs).

i) BAILING:

In this section, bundles are packed in bales. Each bale conking no bundles. Hence, the total weight of one bale is about 200 kgs. The yarn is usually sold in the form of bales.

WORKING CONDITIONS & WELFARE ACTIVITIES

The conditions under which a person works extends a deep influence upon his health, efficiency and quality of work in which, he is involved. The factories Act, 1947 compells each and every industry to provide or maintain good working conditions, consisting of cleanliness, sufficient, ventilation, humidity, etc., According to the provisions of this Act, the Management of Yeshwant Sahakari Soot Girani Niyamit has taken adequate precaution in this matter. This Mill being newly started, it seems the management has taken keen

interest in providing the facilities and good working conditions to its employees.

1) CLEANLINESS:

The Maintenance of cleanliness is the responsibility of the Management. The workers should also co-operate with the Management in this connection to maintain the premises clean.

2) LIGHTING:

The Management has provided sufficient and suitable lighting by both natural and artificial methods to every section and the department.

3) HUMIDITY:

As there is a need for special atmosphere and proper temperature, humidity is maintained some of the sections. The humidity pipes are adjusted and humidity records are also kept in these departments.

4) SAFETY:

Safety is the motto in Industrial world, fire suckers and minimax fire extinguishers are kept in every department. Boards are hanged and fixed every where inviting attention of the workers for keeping the safety measures in use and operation as it is commonly known.

5) DRINKING WATER :

Drinking water system in the mill is reported to be satisfactory. In every section there is an arrangement for drinking water. The coolers are kept to keep water cool and the same is kept at convenient places.

6) VENTILATION:

In this Mill, the work in spinning section is going on in moist atmosphere, precaution is taken to remove it here by proper ventilations in the departments. In some sections, windows and exhaust fans are used, so that air is kept fresh and clean, good and fresh air is provided in all the departments by the use of pipes.

7) WELFARE FACILITIES:

Welfare facilities like canteen, and creche are provided so also dispensary and medical facilities are provided. The rest rooms and lunch rooms are provided to the workers in proportion to the employees in sufficient numbers.

RESEARCH DESIGN:

The researcher adopted the descriptive design for his study. Here the researcher has clearly spelt out the purpose of study, the inclusion criterion to

to be followed in the selection of the subject and the pretested tool for collecting the required data, not only from the management personnel but also from the trade union leaders.

SAMPLING:

For the purpose of the study a sample 20 workers whose services were regularised by the Organisation were selected. Temporary workers and trainees were excluded from the study.

These 20 workers represented all the departments of the organisation. The method of selecting the workers was purely purposive in nature. But utmost care was taken in the selection of the subjects. The same method was followed in all the five organisations. The study comprises of 100 workers. The researcher also approached the senior most welfare officer for getting necessary details for the study. Two to three leaders of the recognised union were also interviewed for the purpose of the study.

TOOLS OF THE STUDY:

Initially the investigator reviewed the latest literature pertaining to the topic under study. He also approached Personnel Officers and Welfare Officers

of different Organisations, to get a clear understanding about the area of the study.

Latter the researcher prepared a tentative interview schedule covering the areas like, Health and sanitation, Safety, Welfare, Social Security, Recreational facilities, Mutual Welfare facilities, Loan and Co-operative Society facilities, as a tool of the study. This schedule was administered on two workers from each of the five organisations and also one management personnel and one Union Leader, to understand the applicability of the tool for the study. The data of the pre-test were analysed. Suitable modifications were made. The final version of the interview schedule was ready.

METHOD OF CONDUCTING THE STUDY:

As mentioned earlier the study was carried out in five leading textile mills in Solapur City. The interview schedule was administered on the workers. The interview was mostly informal in nature and was held during the leisure time of the workers. Permission to interview the workers was obtained from the top management of the organisations. Each interview lasted for an hour.

The workers were very co-operative and rapport

could be easily established with them. The responses given by the workers were entered in the schedule after the interview. The researcher assured the respondents that the study was purely academic in nature and they were asked to be very frank in the responses.

The senior most Labour Welfare Officer of each organisation was also interviewed and the responses given by him with regard to his opinion about various welfare measures were also recorded carefully.

Two to three leaders of the recognised unions were also interviewed to know their opinion about the welfare measures.

The responses given by the welfare officer and trade union leaders were compared with the opinion of the workers.

ANALYSIS OF THE DATA:

The data collected from different sources were entered in the master table after giving code to each response. The data were analysed and presented in the form of tables.

The results were discussed and in the light of the findings certain suggestions were made.

LIMITATIONS OF THE STUDY:

The sample size of the study was not large enough to make generalisations. The researcher had to take much time in convincing the worker that he is not the management representative and the study is purely academic in nature.

ORGANISATION OF THE DISSERTATION:

The dissertation was divided into five chapters, namely:-

1. Introduction
2. The Review of Literature
3. The Research Methodology
4. The Results
5. Discussion and Conclusion.

Besides references used in the study the schedule administered to get the necessary details are given at the end.

DEFINITION OF THE TERMS:

Worker : Means any person who is a workman or employee, who is employed by the company either on monthly basis or daily rated wages.

- Permanent Worker : Means a worker who has completed 240 days in a calendar year according to factories Act, 1948, or whose appointment has been confirmed in writing by the employer.
- Welfare Officer : Means an Officer who is qualified and registered under Maharashtra Welfare Officers' Duties, Qualifications and conditions of service Rules 1966.
- Trade Union : Means a continuous association of wage earners or salaried employees for maintaining or improving the conditions of their working lives and securing them a better and healthier status in industry as well as the society.
- Recognised Trade Union: Means which union is having a minimum membership of 30% of the workers in the establishment or 25% of the workers in an industry or a local area.
- Statutory Welfare measures : Means those provisions which are binding on the employers under the factories Act, 1948.
- Non-Statutory Welfare measures : Means the welfare work undertaken by the employer for the benefit

of the workers like housing,
medical services and recreation etc.,

Mutual Welfare : Means the activities undertaken by
measures the trade unions which are conducive
to the welfare of their members.
