

C H A P T E R - 7

ENQUIRY INTO DIFFERENT DIMENSIONS OF

CO-OPERATIVE FACTORIES

1. INTRODUCTION

After looking into the details of organizational structure, production process and financial situation of the co-operative factories, it will be necessary to analyze the data obtained from Chairmen, Managing Director/General Manager/Manager and Secretary of these factories.

The respondents were asked questions related to the different dimensions like establishment, share capital, machinery, raw material, finished product, Government assistance, benefits to shareholders and non-shareholders, problems and future plans of the factories.

The following section deals with the analysis of the information received from the respondents.

2. SHRI PANCHAGANGA SAHAKARI SAKHAR KARKHANA LTD., ICHALKARANJI :

2.1 The Chairman and Managing Director

The founder of the Sugar factory is Mr. Ratnappa Anna Kumbhar (79). He is also Chairman of this sugar factory. He belongs to Hindu-Lingayat Kumbhar caste. His educational qualification is B.A., D.Litt. He is also^a social worker.

The Managing Director is Mr. Maharurdath Snivaling Managin (52). He belongs to Hindu Lingayat caste. His educational qualification is B.A., D.C.B.M. D.D.C. IS (Istralie).

2.2 Establishment of the Sugar Factory

The farmers can get the maximum price to their sugarcane through co-operative factory. Mr. Ratnappa Anna Kumbhar established Shri Panchaganga Karkhana and he encouraged to establish new sugar factories in Kolhapur District, like Warana Sugar factory, Dudhaganga Sugar factory, Bhogavati Sugar factory.

The place for the sugar factory is near to Ichalkaranji. The railway station Hatakanangale is also near to the Sugar factory. The factory can get water supply regularly as Panchaganga river is near to the sugar factory.

This place is centre to the Shirol, Hatkanangale, Karvir talukas. Therefore, they selected this place for the establishment of the sugar factory.

2.3 Collection of Share capital

The situation was not favourable at the time of collection of share capital. This was first co-operative sugar factory and the people have no faith in co-operative principles and at that time the people have no extra money. Mr. Ratnappa Anna Kumbhar gave detailed information regarding the sugar factory. In a critical situation they collected the share capital from the farmers.

2.4 Construction of the Factory

There were difficulties at the time of construction of this sugar factory. They could not get iron material within time and there was shortage of cement. They also faced financial problems.



2.5 Order for Machinery

There were difficulties at the time of machinery order for the sugar factory. All the machinery is imported. The Government gave permission after long time for importing machinery.

There were no difficulties at the time of machinery installation. All the machinery was imported. The Backiulf Company of Germany sent an errector. The errector installed the machinery in the factory.

2.6 Government Assistance

The Government gave a share contribution of Rs.75 lakhs. There were no difficulties in getting the share capital. The Government gave 3 years concession to sell all the sugar at free sell.

2.7 Raw Material

There were difficulties in the transport of raw materials. The Panand roads were constructed by the factory. They also repaired the roads. The sugar factory has Pancnaganga Transport Scheme which consists of 123 Trucks, 58 Tractors, 144 trailors.

For the regular supply of raw material, sugarecane, the factory has given the seeds of sugarcane pesticides, fertilizers etc.

There is no competition to the neighbouring sugar factory. The Government have given a specific area to purchase the sugarcane from shareholders and nonshareholders. Therefore, there is no question of competition and the sugar factory has sufficient sugarcane.

When the electric supply is irregular, the alternative arrangement of three steam turbine and one diesel generator is used.

2.8 Production

The quality of sugar is good. The sugar is exported. The sugar factory have a distilary. They produce the spirit and sell it according to the government decisions. It is also exported to the other countries.

The 50% sugar is sold by tender system and the remaining 50% is given to the Central Government and the rate for the sugar is decided by the Central Government.

2.9 Benefits to Shareholders

The shareholders can get good price to their sugarcane. The shareholder get 5 kg sugar per share per month at the rate of Rs.4/- per kg. The shareholders get the subsidy in various schemes of the factory.

The non-shareholder who supplied sugarcane can get 3 kg. sugar at the rate of Rs.4/- per kg per month for one year.

The various schemes are being implemented by sugar factory for the shareholder.

1. Sugarcane development
2. Lift Irrigation schemes
3. Gobar gas plants
4. Cattle Breeding Center~~e~~
5. Boring and Blasting scheme

6. Fertilizer and pesticides at cheap rate .
7. Library ,
8. Donation to High schools
9. Houses to landless labourers
10. Financial assistance to Backward class farmers.

Various schemes being implemented by sugar factory for the non shareholders are as under :

- 1) Purchase of trucks, tractors under transport scheme.
- 2) Lift irrigation schemes
- 3) Land levelling scheme
- 4) Sugar to nonshareholder at Rs.4/- per kg - 3 kg per month for one year for those who supply sugarcane.
- 5) Agricultural advice to the farmers.

2.10 Schemes by the Factory

The following schemes are being implemented by the sugar factory for workers.

- 1) Wages to the workers according to ^{the} Wage Board,
- 2) Bonus ,
- 3) Highschool education is free to the workers' children ,
- 4) Library ,
- 5) Workers' educational Training Programme ,
- 6) The medicines are provided to the workers at minimum price.
- 7) Facilities from the Welfare Fund.
- 8) Insurance Scheme to the workers of Rs.3000/-. 50% of the amount have been paid by the sugar factory.

2.11 Schemes Regarding Workers

There are schemes to train the workers in sugar factory.

- 1) They send the officers to attend the seminars and training courses,
- 2) They send the workers to training courses,
- 3) They organise the workers' training programme within year,
- 4) They organise the Industrial trips for the workers.

2.12 Co-operation Amongst Directors

The Board of Directors have given co-operation in development of the sugar factory. All the important decisions have been taken by the Board of Directors and they give suggestions in the meetings.

2.13 The Problems of Sugar Factory

The by-product of the sugar factory, spirit is not lifted by the agents quickly. The factory has no space to store the spirit so the factory has the storage problem.

2.14 Solution to These Problems

- 1) To export the spirit
- 2) Spirit by-products Ithelin Acetone and from them another product can be produced.
- 3) The duty should be on utilization of spirit by the company.

2.15 Future Plan

- 1) Ithelien production project ,
- 2) Lift Irrigation schemes ,
- 3) Hyper-Market, Ganga Bazar Departmental Store on the factory site.
- 3) Increase in crushing capacity.

3. THE DECCAN COOPERATIVE SPINNING MILL LTD., ICHALKARANJI

3.1 Chairman and Managing Director

The founder of the Spinning Mill was late Dattajirao Baburao Kadam. Mr. Gogananrao Krishnaji Kamble (59) is the Chairman of the Spinning Mill. He belongs to Koshti (Davang) caste. He has obtained B.Sc. degree. His main occupation is power-loom owner.

Mr. K.N.Chari (60) is the General Manager of the Mill. He belongs to Hindu religion. He has obtained L.T.M. Diploma.

3.2 Establishment of the Factory

The motivating factors for the establishment of the co-operative spinning mill was that Ichalkaranji city is known for power looms. For the regular supply of the yarn, the Co-operative Spinning Mill was established. The power-loom owner use to give higher rates, but they could not get high count yarn.

The merchant during the year 1957-58 gave low count yarn and declared high count yarn. There was confusion to the power-loom owners. The power-loom owners were in the need of high count yarn. From these factors the founders established the first co-operative spinning mill in Ichalkaranji.

Late founder director of this spinning mill Rajabhau Datar purchased land only for the establishment of the Soot Girani. He allotted the land at the ^wlowest price. This location is near to Ichalkaranji (Powerloom center^e) and Hatakanangale Railway station).

All these factors were responsible for the choice of selection of the place location on Ichalkaranji-Hatkanangale road.

3.3 Collection of Share Capital

The situation was not favourable at the time of collection of share capital for this spinning mill, with the assistance received from bank loans the share capital was collected. The people were suspected and confused. This Co-operative Spinning Mill was big one and it was the first of its kind in Ichalkaranji. Though the people were anxious, they had no faith about the co-operative principle. In this difficult situation the share capital was raised.

3.4 Construction of the Factory

There were difficulties at the time of construction of spinning mill. The technicians and skilled officers gave suggestions and accordingly the construction of the spinning mill was completed. Mr. Babujirao Kulkarni (B.Text.) of Ichalkaranji gave important suggestions in this regard.

3.5 Order for Machinery

There were difficulties at the time of order of machinery for this mill. The machinery was 50% from India and 50% from Pat Brothers England. All machines were good in quality but there were difficulties while importing these.

The Pat Brothers of England Company sent skilled workers and officers. Mr. Govande, Manager of this Spinning Mill brought the fitters along with him. All of them installed the machinery.

3.6 Government Assistance

The share contribution given by the Government at the time of foundation of the factory was Rs.11 lakhs. Total share contribution was Rs.22 lakhs and 80 thousand. At present all the share contribution has been refunded to the Government.

Late Yashwantrao Chavan and Mr. Abasaheb Kulkarni told about the importance and value of this project. The Government gave the share contribution as an experiment in co-operative sector.

The Government gave the share contribution in the beginning. Therefore, they could complete the construction of spinning mill and the machinery order was possible. This was beneficial to the spinning mill.

3.7 Raw Material

There were difficulties in transport of raw material. The Soot Girani purchased the cotton through the agent in Egypt, Sudan. There were difficulties in transport of raw material. In India, when cotton harvesting season starts, at the same time the sugar factories start working. So, the mill cannot get trucks at proper time. These were difficulties in transport of raw material.

When they purchase raw material, there is no competition to the neighbouring Soot Girani. The mill purchase cotton from Federation of Maharashtra. They also import the high quality cotton from Egypt and Sudan.

The electric supply is irregular but the mill has arrangement of generator for getting the power.

3.8 Production

The Managing Director and the Chairman said that they get higher rate to their yarn in market because the quality of yarn is good. They even export the yarn to the United Kingdom. There is also more demands to their mill yarn.

The mill exports the yarn through the agent. In the local market there is auction sale and Kota method.

3.9 Benefits to Shareholders

At the beginning they have given 4% dividend to the shareholders. But during the last 5 to 6 years, they have not given any dividend to the shareholders. The spinning mill is in loss for 5 to 6 years.

The schemes for the shareholders implemented by the spinning mill are as follows :

- i) Supply of the yarn to the shareholders through Kota method at the minimum rate.
- ii) Decospin Charitable Trust Assistance in education, irrigation, housing facilities in rural areas,
- iii) Decospin Research Foundation research in spinning areas.

The schemes for the benefit of the non shareholders are implemented through Deccospin Charitable Trust.

3.10 Schemes by the Factory

The various schemes being implemented by Spinning Mill for the workers:

- 1) The Credit Society of Workers : From this they get cloth, food grain, oil and other grocery. They also get loan from this Credit Society,
- 2) Medical help to the workers as well as their family members,
- 3) Family planning schemes : Rs.50 per operation as financial help,
- 4) Worker's children get educational materials like books, note books etc. and prizes to merit list students,
- 5) Distribution of auto-cycles, cycles, and T.V. to the workers. Mill has given guarantee to the bank,
- 6) The workers celebrate the Ganesh festival, 15th August and 26th January.
- 7) Prizes to the players.

3.11 Schemes regarding Workers

Scheme to train the workers in Deccan Co-operative Spinning Mill

- 1) They appoint a trainee worker and train them within a year,
- 2) The All India Federation Training Course to workers is organized in Deccan Co-operative Spinning Mill,
- 3) The spinning mill depute workers and officers for the technical courses.

3.12 Co-operation Amongst Directors

The Board of Directors has given co-operation in development and progress of the spinning mill. They solve the mill problems by discussing and co-operating each other.

3.13 Problems of the Mill

The problems of Deccan Co-operative Spinning Mill are :

- 1) The Spinning mill cannot get good quality cotton from the Government Cotton Federation of Maharashtra.
- 2) The Maharashtra Government has not given permission in time to purchase cotton from other States. Therefore, they could not get the benefit of high quality cotton and the rate of cotton is high.
- 3) The higher rates of electricity board affect the financial position of the spinning mill.
- 4) Due to the various Government schemes the workers remain absent on duties. Therefore, the utilization of machine is 77%, but it must be 90% to 92%.
- 5) The modernization of machines is essential.

3.14 Solution to the Problems

- 1) They said that those mills who export the yarn should get the concession in electric supply.
- 2) Those mills who export the yarn should get immediate permission from the Government to purchase cotton from other States.
- 3) The Cotton Federation of Maharashtra is not beneficial to the spinning mills as well as producer.

In Gujarat State there are societies of producers. They get higher rate to cotton. In Maharashtra also there is need to establish such societies.

3.15 Future Plans

- 1) The spinning mill during 1982 to 1985 completed the modernization of machines. Cost Rs. 8 crores.
- 2) They have another one plan of modernization of machine. Cost Rs. 3.50 crore under progress. It will achieve high speed trade from the new machinery.
- 3) A plan for the workers' housing scheme. 400 houses will be built up in future.

4. THE KOLHAPUR ZILHA SHETKARI VINKARI SAHAKARI SOOT GIRANI LTD., ICHALKARANJI

4.1 Chairman and Managing Director :

The founder of the Soot Girani is Mr. Ratnappa Kumbhar. The Chairman Mr. Shamrao Babagonda Patil (Yadravkar) (52) belongs to Jain religion. He has studied upto Inter Arts. He is Karkhandar and merchant. The Managing Director Mr. Ganpati Vishnu Kumbhar (49) belongs to Maratha Kumbhar caste. He is B.A.(Hons.) B.Com.

4.2 Establishment of the Factory

The motivating factors for the establishment of this Sanakari Soot Girani as follows.

In Maharashtra during 1955-56, Late Dhananjayrao Gadgil and late Yashvantrao Chavan gave a motivation for co-operation, thought that the Agricultural raw material can be processed through the co-operative factories. Then the final products can get higher price. The exploitation of farmers in market can be stopped. The farmers can earn

money and prestige through co-operatives. From these motivating factors, the establishment of the Soot Girani was done.

They selected Yadrav as place for the Soot Girani. Ichalkaranji city is well known for the power loom and hand loom units. The land at Yadrav was available at the lowest price. The Soot Girani had land of 111 acres and 12 gunthas. It is on the Ichalkaranji-Sangli road. The railway station of Hatkanangale is also near to the Soot Girani. The water supply is regular and this place is suitable to Soot Girani from all the points of view.

4.3 Collection of Share Capital

The situation was favourable at the time of collection of share capital for the soot Girani.

Before the establishment of Soot Girani a sugar factory and Soot Girani were working in good conditions in cooperative sector. The share holders were getting benefit from these factories. The people had faith in the co-operative movement in Ichalkaranji.

4.4 Construction of the Factory

There were no difficulties at the time of the construction of the soot Girani.

4.5 Machinery Order

At the time of machinery order and installation there were no difficulties at all.

4.6 Government Assistance

The share contribution given by the Government at the beginning of the Soot Girani was Rs.10 lakhs. The total share contribution was Rs.44 lakhs and 33 thousand and there were no difficulties in collecting share contribution.

The Government had co-operation in all office procedure in the initial stages.

4.7 Raw Material

There were no difficulties in the transportation of the raw material.

For the regular supply of raw materials they have given facilities to the shareholders. The Soot Girani is giving all kinds of help to the shareholders, for increasing the cotton area. They have established cotton development programmes. They give high quality seeds and fertilizers to the shareholders.

The Soot Girani has appointed the supervisors to visit the lands of the shareholders. They give suggestions and advice to the farmers. The Soot Girani gives higher rates to the cotton bags. The Soot Girani management gives subsidy to the shareholders.

When they purchase the raw materials, there is no competition to the neighbouring factories.

If the electric supply is irregular, an alternative arrangement of the generator has been made.

4.8 Production

The quality of yarn is good. They send their yarn to the United Kingdom.

The finished product is sold by the tender method. In the board of Directors they decide rates of yarn. Before this method, they use the Kota system. The yarn can distribute to shareholders. They sale the yarn by using the auction system. The share-holders get the rebate and dividend at the end of the year.

4.9 Benefits to Shareholders

The various schemes for the shareholder implemented by the Soot Girani :

- 1) Organization of the cotton crop education programme.
- 2) Size bims to the Vinkar Shareholder, and the sheds for the power looms.

4.10 Schemes by the Factory :

Schemes implemented by the Soot Girani for the workers :

- 1) Uniform to the workers,
- 2) Good canteen with items at cheap^{er} rate,
- 3) Medical assistance,
- 4) Rest house facility,
- 5) Training programmes to the selected workers,
- 6) Education facilities to the workers children from montesary to S.S.C.,
- 7) Good play ground,
- 8) Good Library.

- 9) Bicycles and auto motor cycles to the workers,
- 10) Workers' housing society,
- 11) Employees' Credit Society.

4.11 Schemes Regarding Workers

There is scheme to train the workers in the Soot Girani. The workers get training in Soot Girani. In the training period they get Rs.150/- per month as ^a stipend. Upto 1987 the mill has trained 1700 to 1800 workers.

4.12 Co-operation Amongst Directors

The board of directors has given co-operation in development of the Soot Girani. The board of directors gave sufficient time to solve the problems of the Soot Girani. The Chairman regularly visits the Soot Girani and takes interest in the Soot Girani activities.

4.13 Problems of the Mill

- 1) The new policy of Central Government about the cloths is not beneficial to the Soot Girani. Due to the policy, the rate of cotton have increased. This is the problem being faced by the mill.
- 2) The rate of electricity is increased. It affects the financial position of the Soot Girani.

4.14 The Solution to the Problems

- 1) To form a regional board for the welfare of Soot Girani.
- 2) There must be control in yarn rate.

- 3) Power-loom owner~~s~~ should establish the societies. It will be beneficial to all power-loom owner~~s~~ and the Soot Girani.
- 4) To change in the production according to the needs of time. It will be beneficial to the Soot Girani, i.e. the production of polyster.

4.15 Future Plans

The Soot Girani has a plan of modernization of the Soot Girani. The machinery order have been placed. The Government has sanctioned Rs. 5.5 crores for the modernization of the machinery.

5. THE ICHALKARANJI CO-OPERATIVE SPINNING MILL LTD., ICHALKARANJI

5.1 Chairman and Managing Director

The founder members of the Spinning Mill are late Dattajirao Baburao Kadam and Mr. Kalappa Baburao Awade.

Mr. Snripatrao Ramchandra Vadegange (65) is the Chairman of the mill. He belongs to Maratna caste. He has studied upto 7th standard. He is engaged in agriculture and power-loom business.

Mr. Shankarrao Jayantrao Nimbalkar (55) is the Managing Director of the mill. He ^{belongs to the} is Maratha caste. He has educational qualification of B.Sc., D.L.W.

5.2 Establishment of the Factory

There were a number of factors for the establishment of Ichalkaranji Co-operative Spinning Mill Ltd., Ichalkaranji. In 1978, 25 thousand power-loom were in Ichalkaranji. 25 thousand spindles can

supply the yarn to 600 power-loom only. For the required raw material for power-loom industry, the production of yarn was essential.

Late Dattajirao Kadam thought that Mr. Ratnappa Kumbhar has established the co-operative sugar factory and the Kolnapur Zilha Snetakari Vinkari Sahakari Soot Girani Ltd., Ichalkaranji. On this background he thought that he was lagging behind in co-operative sector and therefore he put forth the demand in 1972 to the Government about the proposed Ichalkaranji Co-operative Spinning Mill. Late Yashavantrao Chavan and Mr. Vasantrao Dada Patil gave co-operation in sanctioning this cooperative spinning mill at Ichalkaranji.

Late Dattajirao Kadam and Mr. Kalappa Anna Awade always thought about the prospects and growth ^{of} power-loom industry in Ichalkaranji. They had realized the difficulties of yarn supply on this back-ground the mill was established. For getting industrial license of this spinning mill, late Anantrao Bhide and Mr. Abasaheb Kulkarni spent their time.

They selected the location for the establishment of spinning mill near Sniradwad and they got the land of 35 acres at the minimum price.

Apart from this, it was thought that rural employment will be generated and the standard of living will be increased in that area.

5.3 Collection of Share Capital

They told that the situation was favourable at the time of collection of share capital. The people from Ichalkaranji have faith

in the cooperative work of late Dattajirao Kadam, late Anantrao Bhide and Mr. Kalappa Anna Awade. They collected the share capital within 15 days. On the first day, they collected Rs.16 lakhs as share capital and within 15 days they collected the share capital of Rs.40 lakh 36 thousand. They have experienced no difficulties at the time of collection of share contribution. They even not gave receipts to the shareholders, as the receipt book was not available at that time. After few weeks they handed over the receipts to the shareholders. This fact shows the confidence of people in the leadership of spinning mill.

5.4 Construction of the Factory

They faced the shortage of cement at the time of construction of the mill. The skilled workers of Deccan Co-operative Spinning Mills Ltd., Ichalkaranji also helped in the construction of the spinning mill.

5.5 Order for Machinery

The political leaders and founder members of spinning mill have credit to the supplier of machinery. They brought the machinery within prescribed time. All the machinery is Indigenous.

There were no difficulties at the time of machinery installation in the spinning mill. The skilled workers of Deccan Co-operative spinning mill and Erector of the company had major role in the establishment of the machinery.

5.6 Government Assistance

The share contribution of Rs.1 crore 12 lakhs, has been given by the Government and Rs. 2 crore 28 lakhs from the financial institution. There were no difficulties in getting share contribution from these agencies. At the initial stage of the spinning mill, the Government has not given any concession.

5.7 Raw Material

There were no difficulties in transport of raw material. There was a restriction that the cooperative spinning mills must purchase the cotton from Cotton Federation of Maharashtra. But the private spinning mill had no such restriction.

When the electric supply was irregular, then they had to make an alternative arrangement of generator.

5.8 Production

The production is good in quality. The Government of India has ^{awarded} ~~allotted~~ first prize to this spinning mill in 1986.

5.9 Benefits to Shareholders

The finished product of yarn is sold by Kota system to the shareholders. 80% shareholders are 1 to 4 powerloom owner. The benefit to the shareholders is that they get the yarn at low^{er} price than the nonshareholders.

5.10 Schemes by the Factory

There are various schemes being implemented by the spinning mill for the workers.

- (1) Allotment of the bicycles and auto-motor cycles,
- (2) Credit Society to provide food-grains, oil, cloth at the minimum price,
- (3) Housing schemes for the workers (in their villages).

5.11 Schemes Regarding Workers

There are schemes to train the workers in Spinning Mill.

5.12 Co-operation Amongst Directors

The important decisions of the spinning mill's activities are taken with mutual understanding in the board of directors.

5.13 Problems of the Mill

The problems being faced by the spinning mill are :

- 1) The high rate of electricity board,
- 2) The restriction of Government to purchase the cotton through the cotton Federation of Maharashtra.
- 3) Delay of the Government of Maharashtra for permission to purchase the cotton from other state. It affects the rates and quality of cotton.

5.14 Solution to the Problems

- 1) The Government of Maharashtra should supply the electric power at a minimum rate,
- 2) If the Cotton Federation of Maharashtra is unable to supply the cotton to the co-operative spinning mills, then it should give immediate permission to purchase the cotton from other States.

5.15 Future Plans

- 1) The construction of the canteen for the workers,
- 2) The hand-loom project,
- 3) The Government of Manarasntra has 32 acres of land near ^{this} spinning mill. It is needed to spinning mill for expansion and development. The miss is trying to get it from the government,
- 4) At present there is a production of yarn from the cotton.
In future they haave a plan to produce polyster yarn.

6. NAV MAHARASHTRA SAHAKARI SOOT GIRANI LTD., ICHALKARANJI

6.1 Chairman and Managing Director

The founders of this Soot Girani are late Dattajirao Baburao Kadam, Mr. K.B.Awade and Mr. S.M.Bidkar. The Chairman is Mr. Bapusab Bala More (61). He belongs to Maratha caste. He has education upto 7tn standard. He is Karkhandar.

The Managing Director is Mr. Balasab Snripatrao Shinde (55). He belongs to Maratha caste. He is having degree, ^{of} ~~like~~ B.Sc., L.T.C. A.T.A.(India), C.T.M.Diploma M.S. (Glasdgow) F.B.I.M. (London).

6.2 Establishment of the Factory

The motivating factors for tne establishment of cooperative Soot Girani. In Ichalkaranji there are 40 thousand power-looms. For meeting hign demands of yarn of Ichalkaranji, there was a need of a Girani. Before this spinning mill, Deccan, Kolhapur Zilna and Ichal karanji 3 spinning mills were working in a good condition in co-opera

-tive sector. They collected the share capital from one or two powerloom owners. These are the motivating factors for the establishment of cooperative soot girani. The land of Koli people was available at the lowest price. This place is near the road to Ichalkaranji and also near to railway station Rukadi. The place is suitable from all point of views. Therefore, they selected Sajani location for the establishment of Soot Girani.

6.3 Collection of Share Capital

The situation was favourable at the time of collection of share capital for the soot girani. The shareholders of Deccan and Ichalkaranji Spinning Mills Ltd. were getting benefits from these Soot Girani. They were getting Rs.150/- to 200/- per month per share. The mills were working in good condition so the situation was favourable for the collection share capital.

6.4 Construction of the Factory

There were difficulties at the time of construction of the Soot Girani.

- 1) Cement shortage in the market,
- 2) Rate of steel was on increase.

Due to these two factors, the cost of the building increased than expectation.

6.5 Order for Machinery

There were no difficulties at the time of machinery order for the Soot Girani. The Italian Mar Zoli Company sent the errector. There were no difficulties at the time of machinery installation.

6.6 Government Assistance

The share contribution given by the Government at initial stage was Rs.10 lakhs. The Government gave the share contribution of Rs.4.50 per Rs. one share contribution of the mill.

The total project was of Rs.16 crores. The 55% share contribution was local (including Government share contribution) and 45% was of Italian Morzoli Company under buy-back system.

The share contribution from the Government was not received at appropriate time. Therefore, the project cost was increased.

The Government gave concessions in the initial stages of the factory. The Soot Girani is 100% export unit. All the ^emachinery received to the Soot Girani was duty free.

6.7 Raw Material

There were difficulties in transport of raw material. The cotton growing area is Italy. Some times they cannot get cotton in proper time.

This Soot Girani exports all the yarn to Italy. They also import all the cotton from Egypt and Sudan. They test the quality of the cotton in laboratory and then they select it. The cotton is of high quality in grade.

If the electric supply is irregular there is no alternative arrangement at present, but the construction of generator house is in progress.

6.8 Production

The quality of yarn is good. They export 100% yarn to Italy. The Nav Maharashtra Soot Girani's yarn is good in the sense that it is comparable with 5 mills in the world.

The finished product is exported under agreement to Mar Zoli Company, Italy. The mill has got machinery under buy-back arrangement. After three months they have to make contract as per the changing rate of yarn. They decide the rate of yarn compared with the world market. This contract is to 5 years to the Mar Zoli Company, Italy.

6.9 Benefit to Shareholder

The mill has not given any benefit and dividend to the shareholder. The schemes are being implemented for the shareholders by the Soot Girani. The value of one share is Rs.5000/-. They received co-operation in getting the loan from the Banks like the Janata Co-operative Bank, State Bank of India Branch Ichalkaranji etc. The banks give the loan to the share holders to complete the share amount of Nav Maharashtra Sahakari Soot Girani.

There are no schemes for the benefit of the non shareholders

6.10 Schemes by the Factory

The various schemes are being implemented by the Soot Girani for the welfare of the worker.

- 1) The management has given co-operation to get loan from banks to purchase auto-cycles,
- 2) Canteen facilities.

6.11 Schemes regarding Workers

There is a scheme to train workers in the Soot Girani. The management appoints the trainee worker. The experienced workers train these workers. The supervisor notes the progress of the workers .

The errector of the Italian Mor Zoli Company trains the skilled workers in the Soot Girani.

6.12 Co-operation Amongst Directors

The board of directors has given co-operation in day to day operation of the Soot Girani. The directors and officers take the decision of important matters of Soot Girani.

6.13 Problems of the Mill

- 1) The project cost of the Soot Girani was increased. We could not get the machinery in prescribed time. We purchased the machinery at that time the exchange rate of Italian 1 Swish frank was Rs.4.85, but wnen they received machinery the exchange value was Rs. 9.70.
- 2) The mill could not get loan at proper time.

6.14 Solution to the Problems

At the harvesting season, the cutting of cotton and gening should be done carefully. That will be helpful to increase the quality of cotton.

6.15 Future Plans

- 1) The plan of Diouble Yarn Yojana ,
- 2) The workers Housing Society,

- 3) They have decided that from comber west cotton to make Low Count Yarn. They have given order to such type of machinery. They will get the machinery after two year. This project will be started after two years.
- 4) The workers started the Bhisi Mandal in the Soot Girani. They wanted that this Bhisi to be transferred into workers Credit Society.
- 5) At present the factory is giving 65% payment compared to other spinning mills. In future they have decided to pay according to Kale Commission.
- 6) Allot bicycles to the workers.

7. LAXMI CO-OPERATIVE PROCESSORS LTD., ICHALKARANJI

7.1 Chairman and Managing Directors

The founder of this co-operative processors was late Baburao Balvant Marathe.

The Chairman is Mr. Sadashive Virpalkesdh Sulantanpure (60) belongs to Lingayat caste. His education is upto S.S.C. level. His occupation is agriculture and merchant.

The Manager is Mr. Ashok Lalasub Powar (45) belongs to Maratha caste. His educational qualificatioin is B.Com.

7.2 Establishment of the Factory

The motivating factors for the establishment co-operative processors Ltd.:

Before establishment of this co-operative processors, the gray cloth had to be bleached at Bombay and Ahmadabad. The owners of the power-looms and hand-looms had to pay heavy amount for bleaching and transportation. In Ichalkaranji, the processors were essential and needful. This is the first co-operative processors in Maharashtra.

The founder of Laxmi Co-operative Processors Ltd., Ichalkaranji, late Baburao Balvant Marathe gave his own land of $\frac{1}{2}$ acres at cheap rate and here this area of land was owned by the Government. The Government also gave this land at the minimum price. Therefore, the process is situated at this place. This area is sufficient to the processors.

7.3 Collection of Share Capital

The situation was favourable at the time of collection of share capital. At the initial stages they collected the share capital with three thousand rupees per share and there were 57 shareholders.

7.4 Construction of the Factory

There were difficulties at the time of construction of factory. The construction of factory was not completed in prescribed time because the promoters were in need of finance. The Government had not given share capital at the initial stage. After construction of the factory, it gave share contribution. The Kolhapur District Central Co-operative Bank granted loan to this factory.

7.5 Order for Machinery

First the management purchased the machinery out of these the two machinery were not good. Therefore, these were sold. Then the management brought the new machinery.

The Company sent errector. He gave suggestions and completed the shades of the factory. Then the machinery installation in the factory was done.

7.6 Government Assistance

At the time of the establishment of the factory, the government had not given any share contributioin. The Kolhapur District Central Co-operative bank gave financial assistance in 1965-66. The Maharashtra Government gave the snare contribution of Rs.50,000/-.

The Government of Manarasntra gave 4 acres land to tne factory at the minimum rate. The Chairman of the factory demanded the land since 1958 and Government gave it in 1963. The important problem of land was solved by the Government and this was the assistance of the government.

7.7 Raw Material

For the first ten years, the shareholders got benifit for the regular supply of the raw material. The management gave preference to the shareholders, and rebate to them.

After ten years, the rate of bleaching and finishing was equal to shareholders and non snareholders.

10 thousand/Dother Jodi	1 Anna
10 to 25 thousand/Dother Jodi	2 Anna
25 to 50 thousand/Dother Jodi	4 Anna

Rebate to the consumers.

There is a competition to the neighbouring factory. There is difference in the rates of bleaching and processing in the market. The Laxmi Processor Dother Jodi scale Rs.2 or 4 more price. Therefore this factory gets more raw material.

The factory can purchase the raw material from Bombay and Gujarat. They can stock the raw materials for two months, like costic soda, paper, plastic bags and Tinopol etc.

There is arrangement for generator and so without any break the process working goes on.

7.8 Production

The quality of finished products is good. The consumers see the Laxmi Processors stamp and then they purchase the articles like Dothi even by giving more price (Rs.4 per Dother Jodi). Without any doubt, they purchase it. The quality is good as compared with other factory finish products.

7.9 Benifit to Shareholders

The shareholders and nonshareholders send their raw material. The management gets the 'Majuri' for the process. This is job work so there is no question of scale.

For the first 7 years the factory gave 12% dividend to the snarenolders. They gave present articles to the shareholders like

stainless steel article sets. The prices of the article was Rs.300/- to Rs.400/- given them within a year.

7.10 Schemes by the Factory

Various schemes being implemented by the factory for welfare of the workers :

1. Allotment of bicycles and motor-cycles.
2. Guarantee letters from the factory to the local banks to give them loan.
3. Workers Credit Society : ^{sanctions upto} Loan Rs.5,000/-,
Educational facility - books, note-books to their children.
4. Land to housing society at Tilvani: 100 plots.
5. Rs.5% financial help to the workers to build their own houses.

7.11 Schemes Regarding Workers

There is a scheme to train workers. The management sends the workers to attend the short training courses.

7.12 Co-operation Amongst Directors

The board of directors has given co-operation in progress of the factory. They had taken the decision with the mutual understanding

7.13 Problems of the Process

- 1) Excise duty varies within a year. It brings the economic changes in the factory,
- 2) The Government have taxes on big processors as well as small processors. The rate of excise duty is equal to these processors. The demand from the cloth is higher in big mills as compared to small processors.

- 3) The Government gives the concession free excise duty to the hand processors. But the power processors cannot get this type of benefit.
- 4) The policy of Government for the cloth is not beneficial to the power processors.

7.14 Solution to the Problems

- 1) The Government have to make policy decisions for longer time. It should not change the decisions at least upto five year period,
- 2) The government giving concessions to hand processors. These concessions must be given to the power processors also,
- 3) The excise duty to the power processors. The rate of excise duty changes within a year. It can be for a period of 5 ~~year~~ or 10 years.
- 4) The cloth policy of Government must be beneficial to the power loom owners.

7.15 Future Plans

- 1) The management is interested to start a printing section in this processors (cost is nearabout Rs.1 crores),
- 2) A plan to give the marketing block to the shareholders. They can sale their cloths to Bombay, Gujarat or anywhere in the State,
- 3) To purchase the food grains and sell it at lowest price to the workers,
- 4) Plan to bring large number of books and donate these to the workers library.

8. THE YASHAVANT CO-OPERATIVE PROCESSORS LTD., ICHALKARANJI

8.1 Chairman and Manager

The founder of this Co-operative Processors was late Dattaji rao Baburao Kadam.

The Chairman of this processors is Mr. Tatoba Jomana Lokhande (61). He belongs to Maratha caste. He had an education upto 7th standard. He is a merchant.

The Manager is Mr. M.D.Shastragar (37). He belongs to Maratha caste. His educational qualification is M.A., D.B.M.

8.2 Establishment of the Factory

The motivating factors for the establishment of co-operative processors: There was a need of power processors in Ichalkaranji. The owners of the power-loom use to send their gray cloth to Bombay and Dombivali for bleacning, finishing and mercrising. They had to bear transportation charges and higher cost to bleach the gray cloth. If they could establish the power processor in Ichalkaranji in a co-operative sector, then the shareholders, powerloom owners can get much benifits. The new employment opportunities can be created. They will get raw material of gray cloth in large quantity. All these motivating factors were behind establishment of the co-operative processors.

The place for the processors is in the Industrial Estate. The Industrial Estate allotted the place at the rate of 50 paise square feet. The place is near to the city. Therefore, they selected this place for establishment of the co-operative processors.

8.3 Collection of Share Capital

The situation was favourable at the time of collection of share capital for the co-operative processors.

- 1) The powerloom owner and political leader were interested in collection of the share capital.
- 2) They had a faith in co-operative sector and they knew the importance of the scheme.

Thus the collection of share capital was without any difficulties.

8.4 Construction of the Factory

The seven acres land of this processors is near to the city. At the time of the construction of the processors, there were big pits and wells. With the help of bulldozer, the management had to make it plane. Then the construction of the building for the process was done.

8.5 Order for Machinery

The officials of Deccan Co-operative Spinning Mills Ltd., Ichalkaranji gave suggestions at the time of machinery order for the process.

The board of directors of Deccan Cooperative Spinning Mills Ltd., Ichalkaranji and the board of directors of the Yashavant Co-operative Processors Ltd., Ichalkaranji were almost all the same. The Deccan Co-operative Spinning Mills Ltd., Ichalkaranji worked as a mother institution of the Yashavant Co-operative Processors. The skilled workers of Deccan Cooperative Spinning Mill gave necessary suggestions.

There were no difficulties at the time of machinery installation in the process.

8.6 Government Assistance

The share contribution of Rs.80,000 has been given by the Government at the time of establishment of factory. There were no difficulties in this connection.

The financial assistance in the initial stages of processors was given by :

- 1) Rs. 10 lakhs as a share contribution of the Maharashtra Government.
- 2) The Kolnapur District Central Co-operative Bank gave Rs. 25 lakhs.
- 3) The Kolnapur District Central Co-operative Bank gave a loan to shareholders on their gray cloths of Rs.7,01,720/-.

8.7 Raw Material

There were no difficulties in transportation of the raw materials.

The arrangements have been made to bleach the gray cloth as early as possible. The finishing and mercrising process are of high quality.

They work as a job work and there is no competition to neighbouring processors.

At the time of electricity failure there is a generator. The production is continuously done in day and night in three shifts.

8.8 Production

The quality of finished product is good. The factory is working for last 25 years. The name of the process is well known in the market for the bleaching, mercrising and finishing the gray cloth.

8.9 Benifit to Shareholders

The snareholders and non shareholders, bleach, mercrise and finish their clotns. The rate is equal to them.

8.10 Schemes by the Factory

The schemes being implemented by the processors for the workers :

- 1) The workers credit society at the minimum price. The workers can get food grain, cloth and loan at low rate of interest.
- 2) The workers welfare trust - from this the workers get medical assistance. The facility is also available to the workers' children. The financial assistance at the time of natural accident.

8.11 Schemes Regarding Workers

There are schemes to train the workers in this processors.

- 1) The processors send the selected workers to attend the training programmes.
- 2) The workers Education Scheme - Classes for one month or three months in a process.

8.12 Co-operation amongst Directors

The board of directors has given cooperatiion in the develop - ment of the Process. The important decisions of economic matter and problems regarding the process are discussed by the directors. The Chairman, Manager and the officers follow the decision.

8.13 Problems of the Processors

- 1) The high rate of electricity board,
- 2) The snortage of the skill labour,
- 3) Snortage of coal,
- 4) The consumers have to pay excise duty of Rs.14%. Therefore, the supply of gray cloth is decreasing,
- 5) The new policy of cloth by the Central Government is not favourable to the Processors.
- 6) The Government has given concession to hand processors., They have not given any concession to the power processors. It affects the financial position of the power processors.

8.14 The Solution to the Problems

- 1) The excise duty should be reduced 6% to 7% then it will be favourable to the power processors,
- 2) The Central Government must consider the processing Associations' views and important factors which are beneficial to both Central Government and Processdors, should be practised.

8.15 Future Plans of the Processors

- 1) Order has been placed to new machinery for the polyster processor.
- 2) A plan for expansion of tne unit. They are interested to large scale production of man made fabrics.

9. VYANKATESDH CO-OPERATIVE HAND-PROCESSORS SOCIETY

LTD., ICHALKARANJI

9.1 Chairman and Secretary :

The founder of this hand processors was Late Babasaneb Khanjire. The Chairman of this hand processors is Mr. Asnok Ganapat-rao Chavan (40) belongs to Maratha caste. His education is upto S.S.C. His main occupation is agriculture and merchant.

The Secretary is Shri Pandurang Yashavantrao Magdum (45), belongs to Maratha caste. His educational qualification is B.A., B.Com.

9.2 Establishment of the Factory

The motivating factors for the establishment of co-operative hand processors. Generally for the establishment of the power processors, the large amount of money is required about Rs.50 to 60 lakhs. But, on the other hand processors can be established with Rs.5 to 6 lakhs. The hand processors are run by unskilled labourers. This processors required large number of workers. This processors is labour oriented.

There are two types of processors running in Ichalkaranji, Hand processors and Power process. In private sector, the hand processes are in operation in Gujarat State only. At the time of the establishment of the hand process, the power processors were in loss. They were facing economic problems. The hand processors require more labour. All these were motivating factors behind the establishment of co-operative processors. And one more important factor is that the hand processors have no excise duty for bleaching and finishing the cloths.

The place for the processors is an Industrial Zone. A contract with a Government for this place of 99 years land possession has been made. The Industrial Estate had completed the construction of factory at cheaper rate. This place is at centre in Ichalkaranji.

9.3 Collection of Share Capital

The situation was not favourable at the time of collection of share capital for this hand processors. The management gave a promise to the shareholders that they will give dividend within three years. They had given such a dividend to the shareholders. The Yasnava Co-operative Processors collected the share capital. But the shareholders could not earn anything from it. Therefore, the people were not interested to take a share. The two/four powerloom owners had difficulties to bleach their cloths. They had aspiration to establish new processors. And these powerloom owners collected the share capital in critical situation.

9.4 Construction of the Factory

There were no difficulties at the time of construction of this processors. The Industrial Estate completed the construction work. They paid $\frac{1}{4}$ amount for the construction of the processors. The $\frac{3}{4}$ amount was spent by the Industrial Estate. The $\frac{3}{4}$ amount of Industrial Estate was repaid in long installments.

9.5 Order for Machinery

There were difficulties at the time of machinery order for the processors. This is first co-operative hand process established in India. They were not knowing the details of the machinery. The

management had to collect the information about the quality of the machinery and production.

This type of machinery were entirely new in Ichalkaranji. For this they had to bring skilled labourer from out side for installation of the machinery in the factory.

9.6 Government Assistance

The Government gave the share capital of Rs.5,24,000/-. At the initial stage the Government had not given any amount. But in March 1978 the Government gave Rs.4,00,000 and in March 1979 they gave Rs. 1,24,000.

Late Babasaheb Khanjire gave detailed information and the cost of the hand process to the Government. This is the first hand process in India and therefore, there were no difficulties for share contribution by the Government. The Government took no excise duty for the period of two years in the initial stages of the factory.

9.7 Raw Material

There are no difficulties in transport of raw materials. The cloth owners give their material and the finished mercerised cloth is taken from the processors. There are no problems of transportation

For the regular supply of gray cloth, the factory gives quantity rebate to the shareholders.

There is competition to the neighbouring processors by the factory.

When the electric supply is irregular, the alternative arrangement is use of coal.

9.8 Production

The quality of mercrised and finished cloth is good one. In Bombay market, the hand process cloth has high demand. The hand processors work as job work. There is no question of selling its production.

9.9 Benefits to Shareholders

The shareholder received 4% dividend from the factory for the first three years. Then the factory is in loss upto the period of data collection.

There are no schemes for the benifits to the shareholders.

9.10 Schemes by the Factory

The following schemes are being implemented by the hand processors for workers.

- 1) They send workers to attend training programme.
- 2) Workers' welfare programme -
 - (i) bicycles to the workers,
 - (ii) At the time of difficulties, they have given advance payment to the workers.
- 3) As per factory acts, all the facilities to the workers have been provided.
- 4) Celebrations on 15th August, and 26th January.

9.11 Schemes Regarding Workers

There are schemes to train the workers in hand processors. They send the selected workers to the snort term training courses. In a year they send 4 workers to attend the training programmes.

9.12 Co-operation Amongst Directors

The Board of Directors has given co-operation in development of the hand processors.

9.13 The Problems of the Co-operative Hand Process

- 1) There is difference in the rate of co-operative and private factoring regarding Bleaching, Mercerising and Finishing. The private processors bleach, mercerise and finish the gray cloth at low rate. It affects the co-operative hand processors.
- 2) The private hand-processors in Ichalkaranji are 90 in number. Therefore, there is heavy competition.

9.14 Solution to the Problems

- 1) The new cloth policy decision by the Government of India regarding excise duty must be changed. It will be the solution to this problem.
- 2) The hand processors want to change into power processors. It will be a solution.

9.15 Future Plans

If the policy of the Central Government about the cloth remains same, then the management have a plan to make it a power process.

They are trying to modernize this processors.

10. THE ICHALKARANJI CO-OPERATIVE CEMENT INDUSTRIES

LTD., ICHALKARANJI

10.1 Chairman and Managing Director

The founder and Chairman of this cement factory is Mr. Pratap-rao Ganpatrao Hogade (37) belongs to Devang Kosnti caste. His educational qualification is B.E. (Mechanical). His main occupation is Engineering Workshop and he is leader from Janata Party.

The Managing Director is Mr. Vishvanath Parsharam Jagdale (51) belongs to Maratna caste. He has studied upto S.S.C.

10.2 Establishment of the Factory

The motivating factors for the establishment of the Ichalkaranji Co-operative Cement Industry. They have strong will to work in Co-operative Sector. In the rural area they wanted to bring the co-operative factory. So that the rural people can get new employment. The benefit of co-operative factories can be available to a large number of people. They wanted that for the political functions and role, the co-operative work is essential. These were the main motivation factors for the establishment of co-operative cement factory.

They have selected this place on Kolnapur-Sangli Road for the Cement factory because they got the land at low price. The rural unemployed persons can get the employment. It is beneficial to the sale and transportation. They got the electric power and water without any difficulties. They got the telephone to the factory easily. These are the factors behind selecting this place for the factory.

10.3 Collection of Share Capital

In the collection of the share capital of cement factory, the situation was favourable. The political leader had an experience in urban credit society. Janata Soot Girani etc. They had social and social work, therefore, they had public relations. The directors of Laxmi Co-operative processors gave co-operation to them.

But there were some difficulties in the collection of share capital. Share capital was Rs. — ?

- 1) The directors are of Janata Party political leaders, so the situation was not politically favourable.
- 2) The cement production was entirely new in this area. Therefore, the people were conscious about the production.
- 3) The directors of Ichalkaranji Co-operative Cement Industries were educated and majority of them are graduates. They had no experience in co-operative sector.

10.4 Construction of the Factory

The difficulties at the time of construction of the factory:

The contractor had not completed the construction of the factory. He stopped his work without completion.

The machinery supplier gave no proper information and suggestions. Therefore, the management had to change the construction.

10.5 Order for Machinery

Both the Chairman and Managing Director said that there were no difficulties at the time of machinery order. There were difficulties at the time of machinery installation in the factory.

The loan was not sanctioned in time. The Union Bank and State Bank of India have not sanctioned the loan within time. These banks delayed in the sanctionings. The management completed the papers for the loan from M.S.F.C. Finally M.S.F.C. told to change their policy and they rejected the proposal.

10.6 Government Assistance

No share contribution has been given by the Government at the time of establishment of the factory. Again upto this time, the Government has not given any share contribution.

In the initial stages of the factory the Government has not given any concession.

10.7 Raw Material

There are difficulties in the transportation of the raw materials. The high quality limestone is not available. The coal bribe is also not available at the proper time. The roads are not good upto the mines. In rainy season, the trucks and other vehicles cannot reach to the mines.

There is no competition in purchasing the raw materials. They can purchase the raw material by lowest rate from the parties.

There is no generator for the supply of power in case of electricity failure.

10.8 Production

The production of cement is good one and it got the I.S.I. mark. For the high quality production, they always test the products in laboratory.

The finished product is sold by the dealers appointed by the cement factory. They also sell the cement directly from the factory site.

10.9 Benifits to the Shareholders

They can get the cement with low price. They can get the cement from the agent and dealers. The rate of cement per bag is Rs.65/- but for the shareholder it is Rs.61/-.

The non shareholders if they purchase cement from the factory site, then they also get at cheaper rate of Rs.3 to 4 per bag. If we compare to other cement companies like A.C.C. or Narmada Cement, then the price of the I.S.S. cement is low and quality is high.

10.10 Schemes by the Factory

Schemes for the workers -

- 1) They have implemented the workers' Insurance Scheme.
- 2) They have given advance payment to purchase the bicycles and motor cycles.

10.11 Schemes Regarding Workers

In the cement factory, the unskilled labourer can be trained. They motivate the workers to attend the training camp conducted by Engineering Association, Kolhapur and Deccan Manufactuers Association Sangli. They send the workers to Jodhpur to train as Chemist for the training of burner operator and nodul operator.

10.12 Co-operation Amongst Directors

For the progress of the factory the directors given cooperation

- 1) in the collection of the share capital,
- 2) They have given co-operation in solving Government problems and difficulties,
- 3) They have given sufficient time to office procedure,
- 4) They have given co-operation in deciding future plan.

10.13 Problems of the Factory

- 1) The raw material is not available at proper time.
- 2) The Government have not given share capital upto this time which has affected on the financial position of the factory.
- 3) To sale ^{of} the cement ^{is} in open market, they have to sale it at the minimum price. It affects the financial position of the factory.
- 4) The workers are living in rural areas. If they remain absent without notice to the office, then it affects production of the cement.
- 5) This factory is in co-operative sector. Therefore, they had a condition to take loan from Kolhapur District Central Co-operative Bank having interest of Rs.15½ %. The interest of the nationalize bank is Rs. 13½.

10.14 Solution to the Problems

- 1) The ownership of mine is essential,
- 2) The capacity of production must be increased from 20 to 50 tonnes. Then the cost of production will be decreased and they can stand in open market to sale the cement.

- 3) There must be contract of coal-Brize,
- 4) The Government have to contribute the share capital, then the financial position of the factory will be strong.
- 5) If the workers will regularly attend the work for 25 days per month, then the production will increase. The management gave the 25 paise per day as additional pay as incentive to the workers.
- 6) The interest rate of Kolhapur District Central Co-operative Bank is Rs.15½% and the interest rate of nationalized banks is Rs. 13½%. The 2% of difference also affects the financial position of factory. So the rate of interest ^{of D.C.C. Bank} must be equal to the nationalized banks.

10.5 Future Plans

- 1) At present cement production is daily 20 tonnes. In future they want to increase upto 40 to 50 tonnes.
- 2) For regular supply of power, they are planning to establish the Generator.
- 3) For the welfare of the workers credit society. From this Society, the worker will get needful material for their livelihood and loan from the society,
- 4) They will have to make arrangement for regular supply of lime stone. They wanted to purchase mine or land on lease or contract basis for purpose of getting high quality lime stone.
- 5) They have a plan to make cement pole and necessary readymade material for building a house.
