

CHAPTER - II :

TEXTILE INDUSTRY : A PROFILE

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CHAPTER - II

TEXTILE INDUSTRY : A PROFILE

The Cotton Textile Industry is the oldest and largest organised industry of India both in terms of gross value of output and in terms of number of workers employed.

The textile industry has a unique place in the economy of our country. Its contribution to industrial production, employment and export earnings is very significant. This industry provides one of the basic necessities of life. The employment provided by it is a source of livelihood for millions of people most of whom live in rural and remote areas. Its exports contributes a substantial part of our total foreign exchange earnings. The healthy development and rapid growth of this industry is, therefore, of vital importance.

The following table reveals the overall growth of India's textile industry.¹

Table No.1: Cotton textile industry at a glance (1951 - 1984)

	Unit	1951	1984
Number of Mills		378	875
Spinning		103	595
Composite		275	280
Daily average employment	'000	795(c)	799
Spinning mills	'000	97(c)	238
Composite mills	'000	698(c)	561
Installed Spindles	Mln.	11.00	23.82
Installed looms in the Mill Sector.	'000	195	210
No.of power looms		6.8	8
Cloth Production :	Mln.Mtrs.	4740	11534
Mill Sector	Mln.Mtrs	3727	3528
Power looms {	..	1013	8006
Hand looms {			
Percentage share in total Cloth production :			
Mill Sector		79	31
Handloom and Powerloom		21	69
Fixed Capital	Rs.Crores	477(b)	1116(a)
Gross Output	..	2391(b)	5238(a)
Value added	..	728(b)	1327(a)
Net income	..	-	1115(a)

a) Figures relate to 1980-81.

b) Figures relate to 1973-74.

c) Figures relate to 1961

1. Commerce Weekly - ' No crutches for textiles now ' -

By D.B.Mahatme. June, 1985.

The factors which were responsible for the expansion of textile industry in the 20th century were the expansion of machinery, goods and entrepreneurs who started these mills under very difficult and trying conditions. The growth of cotton textile industry in 20th century can be largely attributed to the growth of the national spirit and desire for political independence and economic self reliance and the consequent boycott of British goods. The national movement no doubt placed emphasis on Khadi, nevertheless the Indian textile industry also benefited from it.

In the immediate post war period the textile industry was highly prosperous. But it had to meet increasing demands from the public by running extra shifts. This imposed considerable strain on industry which was already short of equipment and spare parts for many years. Rehabilitation and modernisation had assumed considerable importance to meet the needs of an increasing population.

During the first plan the industry expanded both in capacity and output to levels beyond those planned. As a result of both increased population and higher per capita cloth consumption and rising incomes during the IInd plan, the govt. and the industry anticipated a rise in demand for cloth. In order to achieve the additional production in the Mill Sector it was envisaged that about 25,000/-

automatic looms would have to be installed during the 3rd plan. In the 4th and 5th plan the industry was failed to achieve the target fixed due to power shortage.

Table No.2: Growth of Indian Cotton Mill Industry.

Year	Number of Mills			Installed Spindles (Million)			Installed looms (Million)		
	Spinn- ing.	Compo site.	Total	Spinn- ing.	Compo- site	Total	Ordinary	Auto- matic	TOTAL
1951	103	275	378	1.84	9.16	11.00	N.A.	N.A.	195
1956	121	291	412	1.86	10.19	12.05	191	12	203
1961	192	287	479	3.05	10.61	13.66	183	16	199
1966	283	292	575	4.36	11.76	16.12	179	30	209
1969	358	289	647	5.31	12.12	17.43	172	36	208
1974	326	289	615	5.95	12.19	18.14	166	40	206
1980	370	291	661	8.16	12.52	20.68	158	48	206
1981	400	291	691	8.47	12.61	21.08	159	49	208
1982	442	281 A	723	9.35	12.43	21.78	158	52	210
1983	525	280	805	10.13	12.40	22.53	157	53	210
1984	595	280	875	11.35	12.47	23.82	157	53	210

Note : A The reduction in the number is due to reclassification of ten composite mills into spinning mills.

Table No.2: Showing the number of mills and number of spindles and looms installed in the Mills in India.

Table No.2 shows the entire growth of the cotton mill industry since 1951 . Total number of spinning mills have been

increased considerably to 595 in 1983 as against 103 in 1951. It is also clear that the total number of mills i.e. 378 in the year 1951 are increased upto 661 in the year 1980 and 875 in the year 1984. Not only this but installed no. of spindles as well as automatic looms are also increased considerably. This all shows the position and importance of textile industry in India's developing economy.

The 7th plan has targeted for a production of 14,500 million meters of cloth by 1989-90. The existing capacity of 2.10 lakhs looms in the organised sector, about 7 lakhs in the power loom and 4 million in the handloom sectors would turn out over 15,000 million meters at the current level utilisation.² Thus the cotton textile industry holds a premier position among all industries in the economy of India.

2. Commerce Weekly, Bombay, October, 1984.

Table No.3: Departmentwise employment in Mills in India.
(Thousands)

Year	DAILY AVERAGE NUMBER OF WORKERS EMPLOYED IN			TOTAL
	Spinning and preparatory	Weaving and preparatory	Processing & other Deptts.	
1974	296	258	234	788
1975	300	254	226	780
1976	294	246	220	760
1977	307	258	251	816
1978	320	262	260	842
1979	328	268	266	862
1980	336	270	269	873
1981	340	266	274	880
1982	302	197	224	723
1983	325	227	247	799

Table No.3 indicates the daily number of workers employed by the textile industry in India. So it is worthwhile to say that the textile industry in India has provided a lot of employment to the increasing population of India. Thus cotton textile mills have provided ample opportunity to solve one of the major problems of India i.e. unemployment.

NEW TEXTILE POLICY:

The Indian government has announced the new textile policy by Mr.Chandrasekhar Singh the Union Minister of State for textiles in New Delhi on

June 6, 1985. The Government has reviewed the present textile policy and after careful consideration, formulated this new policy for the restructuring of the textile industry in India with a longer term perspective. According to the new policy the mill industry will now be free to use any fibre, the duty structure will be changed. A modernisation fund will be created and all irrelevant controls that have hampered the growth of this industry will be scrapped.

The new policy apparently takes note of the fact that while the mill industry has been stagnating in this country, those in the other developing countries like Korea, Taiwan and Hongkong had taken big strides and were pricing us out of the markets because of modernisation and the freedom to use any fibre by the industry.

With the consideration of the above factor, 'a textile industry modernisation fund ' is now being created by the government, though its details have to be worked out. This should help the mill industry to raise the necessary funds for modernisation and rehabilitation. Mr.Chandrasekhar Singh has also emphasised that, this modernisation should help the industry to reduce costs. Also a national level standing advisory committee is proposed to be set up for identifying the needs and types of modernisation required. The minister has also promised

them import of the machinery at concessional duty, provided the machinery is not manufactured in the country.

Thus the government hopes that the new policy would facilitate the restructuring of the textile industry would equip it to make an increasingly significantly contribution to output, employment and exports and would satisfy the clothing needs of all sections of the population.

THE TEXTILE INDUSTRY IN MAHARASHTRA;

The cotton Textile Industry in Maharashtra occupies unique place in industrial structure. Out of 961 Spinning and Weaving mills in India, 163 are located in Maharashtra. Thus Maharashtra State is having about 18.1 % of Spinning and Weaving Mills. There are at present 67 cooperative spinning mills in India and out of which 25 are belong to Maharashtra State.

Broadly speaking, the Bombay is the heart of cotton textile industry in Maharashtra. The first textile mill was started in Bombay in the year 1854. For the establishment of cotton mills in Bombay 50 merchants came together and formed joint stock company successfully. Near about 39 spinning mills have been started after Ist world War. The expansion of the industry was possible due to the fillip given by First World War. During this war period it became

difficult to import the cloth but the demand for it remained constant. Thus the mills those were in existence had earned enormous profit. This situation led to rise at fantastic height of the value of the shares.

Thus initially the cotton textile mills were concentrated in Bombay and still the average size of the mills is larger in Bombay than those in the rest of India. Any how it was true that till the period of IInd World War cotton textile mills were predominantly located in Bombay and the reasons were :

Climatic conditions were conducive to the development of the cotton mill industry. Especially cotton spinning requires humid climate and Bombay had its advantage. Secondly being an important trading and commercial centre all facilities were available at Bombay . And thirdly, Bombay enjoyed excellent transport relations both in regard to raw material and consumers' market.

During the period of IInd World War, under the able leadership of Bombay Mill Owners' Association planned to reduce the production by mutual agreement. Therefore the Central Govt. together with State Government had to take steps to increase the production.

Thus the cotton textile industry is contributing major portion in the income of Maharashtra and also in the

national income of India. Cotton textile industry maintained the leading position in the employment accounting for 24 percent of the total number of employees in the manufacturing sector in 1978-79 in Maharashtra State.³ It means cotton textile industry has provided direct employment to nearly a quarter of factory workers in the State. In this way cotton textile industry occupies a prominent position in the economy of Maharashtra State.

1) SHRI SHAHU CHHATRAPATI MILLS, KOLHAPUR
ORIGIN AND GROWTH:

Shri Shahu Chhatrapati Mills a textile unit, now a Government of Maharashtra undertaking is owned and managed by the Maharashtra State Textile Corporation Ltd., Its origin and Growth is as follows :-

The Shahu Chhatrapati Mills a leading unit in textiles which has got blessings from the beloved king of Kolhapur State late ' The Shahu Maharaja ' in 1906. Its foundation was laid down in 1906 and after a period of 4 years actual production of yarn and cloth was started. The pioneering efforts of Shri Shahu Maharaja were mainly responsible for bringing this textile unit into a very prosperous condition at that time. He was the king of poor

3. Source - Commerce Weekly, Industries in State
August, 1984.

people who felt it necessary to produce cloth which a man from lower section of the society can use conveniently. So he planned to produce grey cloth in this mills.

The main reason behind starting this mill was the availability of the ample raw material as well as the market for the finished products. There was no humidity required in atmosphere which is essential for textile factory and so artificial humidity was created. The First World War, 1914-18 , occupied an important position in the history of the Mills. Record shows that there was continuously increasing demand for grey cloth from other parts of the country as well as some foreign countries also during this period and this led to a considerable development of the Mills in this area.

These conditions prevailed upto 1936. The war condition did not last long. Imported goods started coming in at an increasing rate. Competitors also came with a new ideology, new technique of production and markets were crowded with new superior type of cloth. All these factors demanded for grey cloth. The Mills had to curtail its production, but the reduction in the total expenses was not very significant. The great world depression hampered the growth of this young person and the main cause behind this calamity was absence of purchasing power in the

the economy. The mills suffered heavy loss in the the year 1936.

In the year 1936, the mill was affiliated to Kolhapur State as its property. In the same year Kolhapur State handed over the management of the unit to the James Finelay and Company. The new management tried at its best to acquire profitable position. But the overall success was not upto the mark. There was increase in count, increase in production but the market conditions were not favourable. They were in buyers market.

In the year 1948, the Kolhapur State was merged and its property was taken over by the Bombay State. So Bombay State became the owner of the unit but the management was left to James Finelay and Company. Upto 1956 the unit was using steam power. In 1957, electrification was adopted. At this time spinning department was working under two shifts, while there was only one shift in weaving department. After the expansion in the electrification shed, 72 automatic looms were installed. The spinning department started its working in full THREE shifts, while the weaving department in two shifts.

After the Bombay Reorganization Act 1960, the Mills were declared as commercial undertaking of the State Government and all transactions of the mills passed

through the Government accounts. In 1960, the number of spindles increased from 11,560 to 16,000. There were 300 looms in the Mill. The Mill was managed through Managing Agents appointed by Government from time to time.

Firestly James Finelay was Managing Agent from 1936 to 31st May 1959. Then M/s Budhagaon Trading Company was appointed as managing agent. Further, in the period from 1st June, 1959 to 1st June 1967, the same Budhagaon Trading Company was known as M/s G.L.Natu and Sons, Private Ltd.,

The record shows the rapid growth of entire unit both in amount of production as well as quality of production during M/s Natu and Sons, period. Intensive efforts were also done to measure, local market potential for grey cloth and yern. A new section was developed to produce printed cloth which was in greater demand.

From 1st June, 1967, management was transferred to Maharashtra State Textile Corporation Ltd., The Mill was undertaken on agency basis as a departmental undertaking of the Government of Maharashtra. From 1976 forwards the mill has been owned and managed by the M.S.T.C.,Ltd.

In this way from its very beginning, the changes in the management and their durations are as under :-

MANAGEMENT OF SHRI SHAHU MILL:

From its establishment

1906 to 1935	- Tahashildar of Kolhapur.
1936 to 1959	- M/s James Finelay and Co., (As Managing Agent)
1959 to 1967	- M/s G.L.Nathu and Sons Pvt.,Ltd., (As Managing Agents)
1967 to 1976	- Maharashtra State Textile Corporation Ltd., (As Managing Agent)
1976 and onwards	- M.S.T.C.Ltd., (As Owners)

2) EXPANSION AND MODERNIZATION PROGRAMME:

Under this an effort has been made to understand the exact scope for expansion activities in Shri Shahu Chhatrapati Mills. In this programme the scholar has also considered the possibilities of total extension in capacity and production. With this in mind four possible solutions can be given to utilise full capacity and to increase production.

Firstly, it is very essential to utilise all spinning capacity. Not only that but it has also been estimated that every day spinning section produces 15,000 Kg. yarn surplus to weaving capacity. So expansion in number of looms will utilise this surplus yarn from spinning departments.

Then the second possibility is that the old looms and all old set up machinery should be gradually replaced. Because, at present, all such looms naturally require large amount of repairs and number of working hours are wasted unnecessarily. In fact, it hampers the current production activities and also fails to satisfy the growing demand for cloth.

Thirdly, any diversification of product is also impossible in the present set up. Therefore, it has become the need of the time to diversify entire product line. So management is thinking in terms of producing poplin and superfine cloth, chadars and with the addition of new type of looms, this can be made possible. Lastly, with the addition of a new process house which is an important constituent the overall quality of cloth can be improved and the total production will also increase to a greater degree. The process house will also in bleaching process.

Thus, all above factors show that, there is a satisfactory scope for expansion program in the present set up of Shri Shahu Chhatrapati Mills.

MODERNIZATION PROGRAMME:

First renovation programme, one a large scale was undertaken in the year 1954 and completed in 1959. It was

particularly implemented in the spinning department and expenditure incurred about Rs.23.00 lakhs.

Second renovation expansion programme of a capital outlay of about Rs.60.00 lakhs was undertaken in the year 1965 and completed in the year 1967. Additions consisted of 10,650 spindles and 72 automatic looms.

Third renovation programme was about expansion of civil work and process house expends Rs.174.72 lakhs and modernization of Rs.42.00 lakhs.

In the year 1979-80, residential quarters and steam pipe line were also completed. Total capital outlay sanctioned is also estimated at Rs.215.72 lakhs.

3) ORGANIZATION STRUCTURE:

The total production operations of the Mills are divided into FOUR divisions.

I) Spinning Department: This department involves the following processes.

- 1] Mixing and Blowing.
- 2] Carding.
- 3] Combing.
- 4] Drawing - Speed-Frame.

- 5] Ring Spinning and Doubling.
- 6] Spinning.
- 7] Waste.
- 8] Reeling.
- 9] Spinning maintenance dept.

II) Weaving Department:

- | | |
|-------------|------------------------------|
| 1) Winding. | 5) Weaving general. |
| 2) Warping. | 6) Ordinary looms. |
| 3) Beaming | 7) Bunding and Bailing. |
| 4) Sizing. | 8) Weaving maintenance dept. |

III) Processing : Department:

- | | |
|----------------------|----------------|
| 1) Shearing Cropping | 5) Finishing |
| 2) Bleaching | 6) Calendering |
| 3) Dyeing | 7) Folding |
| 4) Back-filling. | |

IV) Engineering Department:

- | | |
|-----------------|------------------------|
| 1) Power Plant. | 4) Humidifire. |
| 2) Machining | 5) Turning and Fitting |
| 3) Electric. | |

V) Other Department:

- | | |
|------------------------|-------------|
| 1) Watch and Ward | 2) General. |
| 3) Canteen and Creche. | |

ORGANIZATION CHART:

The Organizational Chart of Shri Shahu Chhatrapati Mills is attached at the end of this Chapter.

4) GENERAL INFORMATION:i) Present Capacity:

In the previous part of this chapter, the historical background and development programmes have been stated. Now it is very essential to give details of the existing structure , of production operation.

(1) Total area covered by the textile unit at present is 11,69,229 Sq.ft., out of this area 3,42,889 Sq.ft.is occupied by the factory.

(2) Licensed and present capacity of the machinery upto September 1985 is as follows :-

Table No.4: Showing installed capacity and Utilisation.

Year	SPINDLES		LOOMS	
	Installed.	Utilised.	Installed.	Utilised.
1980-81	26832	26832	594	594
1981-82	26832	26832	594	594
1982-83	26832	26832	594	594
1983-84	27848	27848	594	594
Sept., 1985	34824	27848	594	594

ii) Table No.5: Labour Complement as per
muster as on 30.9.1985.

Workers Deptts.	MALE		FEMALE		TOTAL
	Permanent	Substitute	Perman- ent	Substi- tute	
Spinning	426	171	46	13	656
Weaving	848	356	-	-	1204
Process	30	09	-	-	39
Engineering	147	45	-	-	192
TOTAL	1451	581	46	13	2091

iii) Management: Management is effected by Maharashtra State Textile Corporation Ltd., Vasi Chamber, 47, New Marine Lines, Bombay, M.S.T.C. Manages day-to-day affairs of the Mills. Yearly budget is submitted by Mills to the Government through M.S.T.C.

Mills head office is at Kolhapur and Branch Office at Bombay.

iv) Financial Information: All financial transactions have to be passed through Government accounts which is opened by the Government in their name in ' Reserve Bank of India ' as ' Government of Maharashtra C/o: Shri Shahu Chhatrapati Mills, Kolhapur '. Every receipts and payment are required to be debited and credited to this account. It is operated by M.S.T.C. through Mills Bombay Office. The amount required by mills is being paid up

by Bombay Office by demand draft of Mills name. This amount is required to be deposited with Government Treasury at Kolhapur, where in ' Imprest P.& L. Account ' is opened by Mills. Mill is having cash or credit facility with State Bank of India to the extent of Rs.40,00,000/-. Authority for using this facility is, however, with mills officer at Bombay Office or M.S.T.C.

v) Production and Sales: Main item of production are grey dhoties and shirtings of coarse and medium varieties and superior cotton called long cloth. The scheduled prices fixed by the Central Govt. for the controlled cloth did not sufficiently compensate for the higher cost of production. So in order to diversify the products and improve the profitability, production of fine counts yarns was started in 1972. Similarly higher and medium quality of cloth, was also introduced which got processed else where as poplins and bush shirtings etc.

The Mill is working in three shifts and the timings of the shifts are as under:-

Ist Shifts	6-30 a.m. to 3-00 p.m.
IIInd Shifts	3-00 p.m. to 11-00 p.m.
IIIrd Shifts	11-30 p.m. to 6-30 a.m.

Racess time:

Ist Shift	11-00 a.m. to 11-30 a.m.
IIInd Shift	7-30 p.m. to 8-00 p.m.
IIIrd Shift	3-30 a.m. to 4-00 a.m.

Present Production:

At present Shri Shahu Chhatrapati Mills have diversified its production activities producing Peroxide Bleached Long Cloth - known as superior cotton and poplin, in its recently setup process house, with the traditional Grey Cloth.

The Mills has established its new processing division in the year 1981 and this department started its operations from May 1981. So with the help of process house the Mill has developed its plain Grey Cloth into a variety of superior Poplin Cloth.

Since 1982 the Mill with its new processing division is producing the following varities of cloth.

- 1) Grey Cloth - Called Dhoti.
- 2) Superior Cotton - long cloth.
- 3) Poplin and Dyed Poplin (one colour)
- 4) Casement Cloth etc.

But the processing section is very small as compared to the spinning and weaving section. So still there is a sufficient scope for the expansion and

diversification in the processed cloth.

The present statistics of the production activities is as follows:

	Month	Cotton, Consumption	Production of Yarn (Kgs.)	Production of Cloth (Metres)
1)	August 1985	2,46,454 Kgs.	2,18,947	12,08,687
	Production Percentage		88.75	88.81
2)	September 1985	2,26,529	1,93,937	10,75,727
	Production Percentage		88.58	71.47

vi) Sale of Cloth:

(a) through agents - in U.P., M.P., and Rajasthan etc.

(b) through retail shops in Kolhapur District.

Sale of Yarn:

The Mills also undertakes selling of yarn .It has its own depots and the yarn is sold in Ichalkaranji market through brokers.

Export:

The Mills Export the cloth to U.K., U.S.A. and USSR. Some Egyptian firms are also the regular customers of the products of the Mills. The export is done only of cloth and not of yarn. Monthly export is approximately Rs.2 lakhs. The main buyer is UK and buys through Merchant exporters.

Table No.6: Showing Sales of Cloth and Yarn of the Mill.

Year	CLOTH METERS			Yarn(K.G.)
	Local	Export	Total	
1980-81	78,65,713	11,72,842	5,10,37,125	58,85,660
1981-82	87,84,061	7,81,041	5,26,04,597	63,89,956
1982-83	95,09,479	2,93,500	4,16,53,964	75,77,930
1983-84	87,12,227	22,83,530	3,77,71,374	1,08,95,216

Table No.6 indicates the sales statistics of the Mills. The total sales of the cloth in the year 1980-81 was Rs.5.10,37,125 but then, the sales proceeds of the cloth has decreased considerably in the year 1983-84 i.e. Rs.3,77,71,374.

During the year 1980-81 the total yarn sales was Rs.58,85,660 in which further increase of Rs.1,08,95,216 were recorded in the year 1983-84. It seems that there is a greater demand for year.

vii) Payment of Bonus :

The bonus has been paid by the mills from its pre-independence period according to its financial earnings. It is noted that, before the enactment of payment of Bonus Act 1965, the bonus was paid on the basis of the formula embodied in five year plan pact between Mill Owners' Association, Bombay and Rashtriya Mill Mazdoor Sangh, Bombay. But the management of Shri Shahu Chhatrapati Mills

has started paying bonus with effect from 1965-66 at the minimum rate of 4% or (Rs.40 which ever is higher) of the total emoluments.

But in spite of various difficulties faced by the mills, it is heartening to note that with effect from 1976-77 the minimum rate of bonus has been increased from 4 % to 8.33 % or Rs.80/- whichever is higher and subject to a maximum of Rs.750/- in accordance with the decision of government of india to this effect.

Table No.7: Showing year-wise rate of Bonus and the total amount of bonus distributed.

Year	Percentage of Bonus	Amount of bonus distributed in Rs.
1980-81	8.33 %	13,64,528
1981-82	8.33 %	12,30,675
1982-83	8.33 %	12,77,778
1983-84	8.33 %	13,03,450
1984-85	8.33 %	14,50,000

Recently, in the month of July 1985, the ceiling of bonus has been raised upto a sum of Rs.1,600/- and all employees receiving a monthly salary if Rs.1,600 have also been covered under this increased coverage.

5) WELFARE ACTIVITIES:

Welfare activities are meant to bring about an allround development of employees. These are organised inside

the mills since the employees form a large group or community which becomes a ready instrument for development. The term 'welfare' suggest many ideas, meanings and connotations, such as the state of well-being, health, happiness, prosperity and the development of human resources.

The Mills has provided and is trying to provide all the welfare benefits as specified under various Labour Acts and in particular under the Factories Act 1948. Following are the main welfare activities provided by the Mill.

1) Canteen: According to the Factories Act (Sec.46) 1948 the mill provides full fledged canteen facilities to the workers. A spacious canteen - cum dining hall equiped with furniture, Radio, Fans and Fluoroscent lighting are provided and drinking water, tea, snacks and bread slices are provided.

The transactions are made in terms of coupons .

2) Creche : A creche is defined as a place where babies of working mothers are taken care of while the mothers are at work. The mill maintained a creche for childern for female workers. The number of cradles are 12. Creche is attended by a qualified nurse and an unqualified aya. The childern upto the age of 6 years are given mill clothes to wear and they are fed with milk, biscuits and bread according to their appetite tonics and medicines are also provided. Labour Welfare Officer is

in-charge of creche.

3) Housing: The Mill has provided housing facility to some of the workers. At present 70 workers were provided with two room tenements. One big chawl was built for watch and ward section where cleaners, drivers, live in.

4) Medical Aid: It is now an accepted theory that health care for workers will help to reduce the incidence of sickness and therefore, absenteeism among them and increase productivity. The importance of industrial health care has been given proper attention by the Mill. The mill has a well equipped dispensary with a part time doctor and he was assisted by a qualified compounder and a dresser. After the ESI Scheme, the dispensary is now turned into an ambulance room which is looked after by qualified compounder and a Honorary Medical Visitor. In addition, First-aid boxes with trained persons are maintained in various departments.

5) Recreation: The Mill has a 16 mm. film projector. Full length Marathi films of historical and social importance and documentaries are screened on festival occasions.

Facilities for indoor and outdoor games are provided such as carrem, volley Ball, Table Tennis and Wrestling. Mills wrestlers were sent to participate in Inter Mill Sports Tournaments at Bombay. Additional welfare activity of holding annual sports competition is commenced from the

years 1972. Finals of sports are held on Republic Day and prizes are distributed on Hanuman Jayanti Festival Day.

6) Cultural Facilities: The mill is celebrating the following cultural activities and festivals. Ganesh Chaturthi, Ram Navami, Hanuman Jayanti, Datta Jayanti, Shahu Jayanti and Independence and Republic Day etc. are important among them. It has become an almost essential welfare amenity in industrial centres because of the necessary change it provides from factory environment. Cultural activities, moreover, counteract the ill-effects of life in urban areas, particularly in labour areas.

7) Sanitary and Hygiene Facilities: The maintenance of clean, sanitary and hygienic work environment is now accepted as an important basic welfare amenity. These includes toilets, water for drinking and washing etc. With this in mind the mill has provided sufficient latrines and urinals. The mill has also made available drinking water sufficiently and at suitable and convenient points. Spittoons are also kept in convenient places.

8) Rest Facilities: This facility helps to reduce fatigue, as it enables a worker to sit down occasionally without any break in his work and contributes to his comfort and efficiency. The Shahu Mill has recognised this way of minimizing fatigue and provided a sufficient no. of seats on the work place. Canteen-cum-rest room is another place where workers are getting relaxed during their breaks

for rests and meel.

9) Workers' Education and Shahu Mill Patrika:

Workers' Education Scheme being supported by Central Board for Workers' Education is in effect in this Mills since twenty years. Last year one worker-class with 25 students under the guidance of one-worker-teacher was conducted by the Mill. Every class is of 3 months duration, for the first two months indoor lectures and for remaining one month, industrial tours are conducted.

Shahu Mill Patrika:

In order to maintain a communication link between the workers and management a monthly journal named ' Shahu Mill Patrika' is being published every month and circulated amongst the workers free of cost. This has provided a platform to workers for expressing their thoughts, experiences, suggestions etc.

Through this patrika the workers' are encouraged to increase the production and also develop the sportmanship. They are also informed about the work safety, discipline and precautions to be taken while operating the machines.

10) Family Planning: It has been proved, particularly in case of India, that increasing population has increased the strength of the labour force and created a number of economic problems, including the problem of unemployment and industrial unrest. Therefore the mill has provided a great deal of attention to family planning programmes for their workers.

The mill is continuously providing facilities like payment of compensation paid leave, incentives and other facilities to the working class for undergoing sterilization operations. About 90 % of the workers have had this benefits.

11) Co-operatives:

(A) Co-operative Credit Society: One of the major problems of workers in Shri Shahu Chhatrapati Mills is their indebtedness. The mill ameliorate this condition by establishing ' Shri Shahu Chhatrapati Mills Karmachari Sahakari Sanstha Maryadit, Kolhapur ' in the year 1938. For the benefit of members the society has already launched many schemes such as ---

- 1) Monthly contribution accumulated on shares.
- 2) Cumulative Deposit Scheme.
- 3) Loans : Short-term-loan without surety and medium term-loan with two sureties.
- 4) Death benefits.

At present the total strength of the members is 1,839 as against 1,842 in the year 1983-84.

(B) Grain and Cloth Shop Facility: It is run under the management of Co-op. Society and mainly follows the principle of no profit no loss. In the context of spiralling prices and the rising cost of living the importance of fair price shops and supply schemes can not be over-emphasised. By this creations, all controlled commodities, cereals, dry tea packets, washing and toilet soap bars were kept for sale.

Credit cloth coupons are also provided to workers and cloth is being provided on these coupons.

12) Leave facilities, Gratuity, Provident Fund
Scheme, ESI Benefits etc. :

The mill has been implementing all such schemes and facilities according to the terms and conditions provided under related laws. The mill has also completely followed all the recommendations of the 1st and 2nd Central Wages Board for Cotton Textile Industry.

The Provident Fund Act was made applicable to the Government undertakings from the year 1959.