C H A P T E R - III

PROFILE OF THE ORGANISATION UNDER STUDY

3.1 Introduction

3.2 Factory Location

3.3 Objectives Of The Study

3.4 Area Of Operation

3.5 Number Of Sugar Supplying Villages

3.6 Factory Membership

3.7 Financial Position Of The Factory

3.8 Production Capacity

3.9 A Concession Under Sampat Committee.

3.10 Frequency Of Meetings Of Different Committee

3.11 Facilities Provided By The Factory To The Farmers.

CHAPTER - III

PROFILE OF THE ORGANISATION UNDER STUDY

3.1 INTRODUCTION :

This the second cooperative factory in the Southern part of the Kolhapur District. It has provided social, economic, and educational facilities as well as employment in its area of operation. The idea about the establishment of this sugar factory came to the minds of P.R.Alas Appasaheb Nalwade(Chairman) Late. S.D.Alas Kakaso Sahapurkar (Ex.Vice Chairman) Late. M.D.Shresttii (Ex.Director) G.V. Harlikar. The envoirnment of Harli village in Gadhinglaj Taluka is suitable for establishing the sugar factory.

Due to their sincere efforts the factory came into existence on 12th February 1971.

Gadhinglaj Taluka Sahakari Sakhar Karkhana Ltd. Gadhinglaj was registered under the Cooperative Societies Act 1960.

The factory has an area of 4472.5 acres. This factory is situated at a distance of 6 Kilometer from Gadhinglaj city and 1 Kilometer from Harali village. The area of operation of this factory upto 1983-1984 was 71 villages of Gadhinglaj Taluka. In 1984-1985 it has been increased to 89 villages comprising of Gadhinglaj Taluka and 12 more villages of Ajara Taluka.

3.2 FACTORY LOCATION :

The surrounding and climate of Harali village is suitable for this sugar factory. The Hiraneykeshi river flows near by the factory. Therefore, this perticular site has been selected by the Board of Directors.

The errection of the factory commenced on 3rd March 1978, and the foundation stone was laid by P.R. Alas A ppasaheb Nalawade (Chairman) of the factory.

The initial crushing capacity of the factory was 1250 metric tonnes per day and the present crushing capacity is 2500 metric tonnes per day.

3.3 OBJECTIVES OF THE FACTORY :

Each factory has its own objectives, objectives are the ends towards which all management activities are directed. Before taking any course of action, the objectives must be clearly defined and well understood, clearly defined objectives and goals will lead to continuous growth and progress. They must be realistic and attainable.

One of the prime objectives of the factory is to collect the sugarcane from members of the factory to produce sugar and give them higher rate for the sugarcane supplied. The factory is having its distilary unit which helps to give them more price for sugarcane to the members.

The aims and objectives of the factory are listed in its constitution and bye laws, they are as follows.:

1. To encourage self reliance, economy, and mutual cooperation among the members.
2. To manufacture sugar its by products.
3 To construct building and good roads, in the factory area.
4 To give knowledge of improved modern methods of agriculture and to supply seeds, fertilizers and agriculture equipment to producer members at concessional rates.
5 To encourage the farmers to produce the cash crops where sugarcane cannot be cultivated.
6 To start other units for utilisation on by products in the factory.
7 To undertake the subsidary and allied activities which are condusive to the development of the society.
8 To purchase machinery and raw material for processing of molasses and pressmud.
9 To raise required capital.
10 To impliment the scheme on land development.
11 To conduct cultural and educational programme for farmers and employees.
12 To establish research and development centers in the factory area.

13 To purchase, operate and hire the means of transportation.

14 Harvesting the cane of members and to transport it quickly to the factory for crushing.

3.4 AREA OF OPERATION :

T he area of operation of the factory is 89 villages of Gadhinglaj Taluka and 12 villages of Ajara Taluka.

3.5 NUMBER OF SUGARCANE SUPPLYING VILLAGES :

The number of sugarcane supplying villages are shown in the following table.

TABLE NO.3.1

NUMBER OF SUGARCANE SUPPLYING VILLAGES

Sr. No.	Description	79-80	80-81	81-82	82-83	83-84	84-85	85-86	86-87
1.	No.of villages under factory	69	69	70	69	69	97	97	97
2.	Out of area villages in Maharashtra	52	201	106	126	130	70	53	62
3.	No.of villages outside the state	65	70	144	92	87	100	139	216
	Total No.of sugarcane supplying villages	186	340	320	287	286	267	289	375

SOURCE : Annual Reports From 1979-1980 to 1986-1987.

Table No. 3.1 highlights the number of sugarcane supplying villages it is observed that the number of villages supplying sugarcane almost doubled in the year 1980-1981 over the period 1979-1980. Hence forth the number started declining continiously upto 1984-1985 thereafter in the next two years the rate of increase came back to the position of 1980-1981. Though the fluctuation look place in respect on total number of sugarcane supplying villages, the number of villages under the factors kept on increasing from 69 in the year 1979-1980 to 97 in the year 1986-1987. The fluctuation was found in the villages out of area in Maharashtra and outside the state.

The prime reason for these change in number was due to lack of rain and low yielding capacity or the farmers attitudes for changing croping pattern.

The area of operation of factory was divided into 5 circle.

TABLE NO.3.2

NUMBER OF VILLAGES AND DIRECTORS FROM EACH CIRCLE

Sr.No.	Name of circle	No.of villages	No.of directors
1	Kadgaon Koulage	12	2
2	Bhadgaon Mugali	9	2
3	Gadhinglaj Hanimnal	11	2
4	Harali Mahagaon	15	2
5	Nool Narewadi	24	2

SOURCE : Bye Laws.

3.6 FACTORY MEMBERSHIP :

The factory membership is open to all persons in its area of operation without any discrimination of caste, and creed. Those persons who fulfill the conditions laid down in the Bye laws can be member of factory. Any individual cane grower and institution as well can be a member of the sugar factory.

The membership of the factory is divided into four categories.

1. Producer members(A class)
2 Ordinary or Non producer member
3 Nominal members.
4 Beneficiary members.

1 PRODUCER MEMBERS :

These type of members playing a very important role. One must fulfill the following conditions for membership.

1. He should be not less than 18 years old and he must be able to make contract.
2 He should have minimym 1/2 acre of sugarcane land.
3 He should make contract with the factory to supply quality sugarcane.
4 He should pay Rs. 5.00 as an enterence fee.
5 He should have to apply for getting membership of a factory to get minimum 1 share and must pay Rs. 500.00 as a first installment.
6 This type of member should register his sugarcane land with all the details e.g. name of village survey number, area and source of water supply.

TABLE NO.3.3

MEMBERSHIP

Sr. No.	Particular	79 80	80 81	81 82	82 83	83 84	84 85	85 86	86 87
A.	Producer members "A" Class Total	4503	4504	4504	4511	4755	6035	6035	6345
B.	Out of "A" Class	-	-	-	-	-	203	203	290
	Scheduled caste	-	-	-	-	-	-	-	-
	Scheduled Tribes	-	-	-	-	-	-	-	-
B.	Non producer Individual member "B" class total	There is no provision of such type of membership in bye laws.							
	Scheduled caste	-	-	-	-	-	-	-	-
	Scheduled Tribes	-	-	-	-	-	-	-	-
C	Non producer Society member cooperative Society	30	30	30	30	30	31	31	31
D	Government of Maharashtra	1	1	1	1	1	1	1	1
E	Total Members A+B+C+D+E	4534	4535	4535	4542	4786	6717	6117	6387
F	Nominal members "C" class	-	1581	1609	1696	1704	-	129	230

SOURCE : Annual Reports From 1979-1980 to 1986-1987.

Table No. 3.3 shows the producer member "A" class in 1979-80 it was 4503 and for the year 1980-1981 one member increased and remained as it is upto 1982. In 1982-1983 the total member were 4511. Hence it is continiously increasing upto 1986-1987. In the year 1986-1987 the members are 6345.

There was a provision for the membership of scheduled caste by the Government of Maharashtra. There was no member from scheduled caste from 1979-1980 to 1983-1984 and 1984-1985 there were 203 scheduled caste member.

There was no member from scheduled tribes upto 1986-1987.

Cooperative society membership in 1979-1980 was 30 and remained as it is upto 1983-1984.

2. ORDINARY OR NON PRODUCER MEMBERS :

This form of membership is free to the individuals and cooperative Institutions residing in area of operation of the factory.

A) INDIVIDUAL MEMBERSHIP :

For this form of membership the person should fulfill the following conditions.

1. He should not be less than 18 years old and able to contract. He should have been working in the factory area.

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2. He should apply for minimum one share.

3 He should pay Rs. 5.00 as on enterence fee.

B) COOPERATIVE SOCIETY :

For this membership the cooperative society member should fulfill following conditions.

1. Society should have minimum one share and for each share minimum Rs. 500.00 should be paid.

2. For the membership society should apply.

C) NOMINAL MEMBERSHIP :

The nominal membership explains its own meaning such type of member have no voting power or they cannot participate in factory affairs. This type of membership is free to individuals, partnership firm, corporation or cooperative society.

Following are the rules for such type of membership.

1. He should be not less than 18 years old and be able to contract.

2 The member or tenant should have sufficient land for the under commands of approved development schemes.

3 He should pay Rs. 5.00 as an enterence fee.

4. His application for membership should be sanctioned by Board of Directors of the factory.

D) BENEFICIARY MEMBERS ;

The persons who are benefitted due to development schemes of factory are known as beneficiary members. The rights and duties of such members are likely that of ordinary members. There was an increase of one member and total membership in 1984-1985 was 31 and remained as it is upto 1986-1987.

NOMINAL MEMBERS " C " CLASS :

There were no nominal members in 1979-1980. But 1980-1981 nominal members were 1581 and it continiously increased upto 1983-1984. In the year 1984-1985 there were no such type of member. But in 1985-1986 124 member were in the factory and increased in 1986-1987 upto 230.

3.7 FINANCIAL POSITION OF THE FACTORY :

Finance is life blood of any business. Finance is needed for the production of good and services as well as their distribution. The success of any business depends upon the effective financing.

The factory has raised capital through issuing the shares. Acceptance of deposits and Gurrentees loans, debentures, donations grants, enterence fee, share transfer fee etc.

Initial contributers for raising the finance were cane growers Government of Maharashtra as well as Maharashtra State Cooperative Bank Ltd. Bombay.

Following is the table which shows the financial position of this factory.

TABLE NO.3.4

FINANCIAL POSITION OF THE FACTORY (1986-1987)

Sr.No.	Particular	Amount (In Rs.)
1	Producer members	1,17,92,000.00
2	Non refundable deposits	1,14,56,804.00
3	Government of Maharashtra	1,32,50,000.00
4	Maharashtra State Cooperative Bank Ltd. Bombay.	3,90,86,677.33
	Total	7,55,85,481.33

SOURCE : Annual Report of 1986-1987.

From the above tableit is clear that, the factory has raised the capital from producer members as well as non refundable deposits and the Maharashtra State Cooperative Bank Ltd. Bombay which also played a very important role.

TABLE NO.3.5

CAPITAL STRUCTURE

Sr.No.	Description	No.of members	No.of shares	Total amount (in Rs.)
1	"A" class Members (Producer members)	6345	6806	1,17,92,000.00
2	"B" class members Cooperative Society	31	93	1,13,00,0 . 00
3.	Government of Maharashtra	1	6625	1,32,50,000.00
Total		6377	13524	2,51,55,000.00

Source : Annual Report 1986-1987.

Government of Maharashtra is one of the member of the factory. It has opted for 6625 shares of Rs. 2000.00 each which is fully paid.

The members of "B" class (Cooperative Societies) are 31 having 93 shares, the invested amount of Rs. 1,13,000.00 Rs. 73,000 is outstanding by the cooperative societies.

"A" class members comprise of 6345 individuals having opted for 6806 shares, of th e total amount of Rs. 1,36,12,000 so far they have paid Rs. 1,17,92,000 only and the balance amount is outstanding.

NON REFUNDABLE DEPOSITS :

Economic stability and development of sugar factory depends upon its capital. Internal source of finance is always better than, taking short, medium and long term loan.

In the year 1979-1980 the factory started a compulsory non refundable deposit scheme of Rs. 7.50 per tonne sugarcane supplied to the factory.

The following table gives a clear picture of non refundable deposits.

TABLE NO.3.6

NON REFUNDABLE DEPOSITS

Year	Non refundable deposits (In Rs.)
1979 - 1980	5,50,856.00
1980 - 1981	13,25,779.00
1981 - 1982	25,91,121.72
1982 - 1983	2,33,47,382.12
1983 - 1984	98,39,823.66
1984 - 1985	98,84,107.95
1985 - 1986	1,06,12,613.57
1986 - 1987	1,14,56,804.82

SOURCE : Annual Reports 1979-80 to 1986-1987.

In the 1979-1980 the rate of non refundable amount was at Rs. 7.50 per tonn and the total amount was Rs. 5,50,856.00. In the subsequent years it is found that these deposits are on an increasing trend. In the year 1982-1983 it is also observed that the non refundable deposit is to the tune of Rs. 2.33 crores which indicates mainifold increase over the year 1981-1982, the reason cited for this was the expansion programme, where the management had proposed for setting up of a distillery plant. Through informal discussion it was brought to the notice that the management adopted a flexible policy in fixing the rate of deduction.

TABLE NO.3.7

INVESTMENT OF THE FACTORY

Sr.No.	Description	Total amount (in Rs.)
1	Kolhapur District Central Cooperative Bank Ltd., Kolhapur	100.00
2	Maharashtra Engineering Cooperative Society	500.00
3	National Heavy Engg. Company Pune	2,00,000.00
4	National Saving Certificate (7 years)	6,500.00
5	Maharashtra State Cooperative Bank Ltd. Bombay	4,80,550.00
6	Shetakari Sahakari Sangh Ltd., Kolhapur	1,105.60
7	Maharashtra State Cooperative Sangh and Land Development Bank Kolhapur	10,810.00
	Total	6,99,565.60

SOURCE : Annual Reports from 1979-1980 to 1986-1987.

It is compulsion on the part of the cooperative societies or factory to have minimum one share from the District Central Cooperative Bank. So this factory had one share of Rs. 100.00 from Kolhapur District Central Cooperative Bank Ltd., Kolhapur.

Maharashtra State Cooperative Bank Ltd., Bombay and Maharashtra State Cooperative Sangh and Land Development Bank, Kolhapur both of these cooperative institutions are bankers to the factory who provide finance as and when needed. Hence the amount of Rs. 4,80,550.00 and Rs. 10,810.00 is invested by the factory for purchase of shares in both institutes respectively.

3.8 PRODUCTION CAPACITY :

The production capacity of the factory in 1981 was 1250 metric tonne per day. Then the production capacity of the factory increased in 1984 upto 2000 metric ton per day and for this increase capacity the factory got the letter of intent from the Government of India. Then in 1987 the production capacity was at the highest point i.e. 2500 metric ton per day.

The statistics pertaining to the crushing, production and sales has been depicted in Table No. 3.8 and 3.9 and 3.10.

TABLE NO.3.8

TABLE SHOWING YEARWISE SUGARCANE CRUSHED AND SUGAR PRODUCED

Year	Sugar cane Crushed (in M.T.)	Sugar bag produced (in Qtls)	No.of days operated	Sugar Recovery (in percentage)
1979-1980	1,20,251	1,27,754	124	10.64
1980-1981	1,61,354	1,78,212	140	11.01
1981-1982	2,78,486	3,34,314	183	11.63
1982-1983	3,01,295	3,58,955	180	11.69
1983-1984	1,78,245	1,91,987	111	10.77
1984-1985	2,33,126	2,56,355	143	11.00
1985-1986	2,03,901	2,26,285	129	11.08
1986-1987	2,59,581	2,75,500	163	10.62

SOURCE : Annual Reports from 1979-1980 to 1986-1987.

TABLE NO.3.9

SALE OF SUGAR

(In Qtls)

Year	Levy Sugar	Non levy Sugar	Gate sales	Controlled export	Incentive sugar	Total Sale
1979 – 1980	45895	26885	–	–	–	72780
1980 – 1981	93544	81818	–	19959	–	195321
1981 – 1982	101596	133885	191	–	72225	307897
1982 – 1983	175004	91272	201	10700	60782	327959
1983 – 1984	190627	115148	175	29000	78142	491234
1984 – 1985	156332	123160	199	–	–	279691
1985 – 1986	149620	76665	–	–	–	226285
1986 – 1987	135300	119033	–	–	–	254333

SOURCE : Annual Reports from 1979–1980 to 1986–1987.

TABLE NO.3.10

TABLE SHOWING GRADEWISE PRODUCTION OF SUGAR

Year	Grade		Total (in Qtls)	% to the total production (in percentage)
1979 - 1980	B	30	20113	15.67
	D	30	97271	75.77
	E	30	10370	8.08
	Brown Sugar		624	0.48
1980 - 1981	B	30	1857	1.04
	C	30	31250	17.54
	D	30	132187	84.17
	E	30	12338	6.92
	Brown Sugar		580	0.33
1981 - 1982	B	30	3236	0.96
	C	30	37921	11.33
	D	30	265577	79.32
	E	30	27580	8.23
	Brown Sugar		548	0.16
1982 - 1983	B	30	-	-
	C	30	184935	51.52
	D	30	161935	45.11
	E	30	12085	3.37
1983 - 1984	B	30	-	-
	C	30	93500	44.31
	D	30	108860	51.59
	E	30	8625	4.10
1984 - 1985	M	30	128638	50.18
	S	30	127537	49.75
	L	30	180	00.07
1985 - 1986	M	30	135975	60.09
	S	30	90310	39.91
	L	30	-	-
1986 - 1987	M	30	141450	51.34
	S	30	134050	48.66
	L	30	-	-

SOURCE : Annual Report 1979-1980 to 1986-1987.

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3.9 A CONCESSION UNDER SAMPAT COMMITTEE :

The Government of India has considered the Sampat Committee recommendation, in which a concession for more percentage of free sale of sugar is allowed, with the objective of facing the existing competition and to have more returns on investment in the initial stages. This form of concession was given for the first time in the year 1980-1981 to this factory which was further extended to the subsequent four years i.e. upto 1984-1985.

TABLE NO.3.11

CONCESSION UNDER SAMPAT COMMITTEE.

Sr.No.	Year	Quata (in Qtls)	Difference (in Rs.)	Tax concession (Rs. in lakhs)	Total amount received with concession (in lakhs)
1	1980-81	19959	39.11	11.44	50.55
2	1981-82	72225	106.89	24.17	131,06
3	1982-83	60782	45.14	7.78	52.92
4	1983-84	78142	79.96	9.38	89.34
5	1984-85	83008	119.31	9.76	129.29

SOURCE : Annual Report 1980-1981 to 1984-1985.

3.10 FREQUENCY OF MEETINGS OF DIFFERENT COMMITTEES MANAGEMENT :

The factory is working under the control of a number of committies such as Board of Director, Executive Committee etc.

TABLE NO.3.12

FREQUENCY OF MEETINGS DIFFERENT COMMITTEES

Sr.No.	Year		Name of the Committee	Meetings
1	2		3	4
1.	1979 - 1980		Three member committee formed by State Government	32
2.	1980 - 1981	1.	Government Committee	4
		2.	Board of Director	5
		3.	Executive	2
		4	Sugar Sales Committee	65
		5	Purchase Committee	2
		6	Cane Development Committee	1
3	1981 - 1982	1	Board of Director	8
		2	Executive	4
		3	Purchase Committee	5
		4	Cane Development Committee	5
		5	Share Committee	1
		6	Sugar Sale Committee	1
4	1982 - 1983	1	Board of Director	6
		2	Executive	6
		3	Purchase Committee	4

(Contd.... Table No. 3.12)

1*	2	3	4
	4	Cane Development	6
	5	Sugar Sales	54
	6	Shares Committee	2
5	1983-1984 1	Board of Director	2
	2	Executive	7
	3	Purchase	7
	4	Cane Development	5
	5	Sugar Sales	56
	6	Shares	3
6	1984-1985 1	Board of Director	8
	2	Executive	7
	3	Purchase	6
	4	Cane Development	3
	5	Sugar Sales	60
	6	Shares	3
7	1985-1986 1	Board of Director	8
	2	Executive	7
	3	Purchase	6
	4	Cane Development	3
	5	Sugar Sales	56
	6	Shares	3
8	1986-1987 1	Board of Director	4
	2	Executive	6
	3	Purchase	5
	4	Cane Development	4
	5	Sugar Sales	57
	6	Shares	1

SOURCE : Annual Reports from 1979-80 to 1986-1987.

BOARD OF DIRECTORS :

Board of Directors is of 16 Director detail of Board of Director is as follows. :

TABLE NO.3.12A.

Sr.No.	Discription	No.of Director
1	Director elected by producer member	9
2	Director elected Backward Class society	1
3	Director through Cooperative society	1
4	Bank representative	1
5	Government representative	1
6	Cooperative expert director	1
7	Employee's representative	1
8	Managing Director	1
	Total	16

SOURCE : Annual Report 1986-1987.

From Table No. 3.12A it is noted that of the total number of directors the factory has the representation of the director from backward class too which is the clear indication of justice being given to all classes of society. To have cordial relations between the labour and management we also find that the factory has taken care of accomodating one of the employee's representative in the Board of Directors.

3.11 FACILITIES PROVIDED BY THE FACTORY TO THE FARMERS

1. SUGARCANE DEVELOPMENT SCHEMES :

Farmers are ignorant about the high yielding varities if

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sugarcane. For the maximum production of sugar the factory to help the canegrowers has introduced this scheme. The factory arranges loans,seminars, visits and gives information about high quality seeds like Co.740, Kosi Co.7704, Co.7527, Co.7125.

The factory introduced the single eye bud scheme to the farmer members who have already started are also implimenting this method. A number of farmers have taken an advantage of this method.

Under this scheme the amount of the seed provided is not recovered before a year and when the amount is recovered after a year the interest on that amount is not considered.

2. IRRIGATION :

A number of farmers under the area of factory was dependent upon wells river cannels but these sources of water supply was not sufficient and was irregular. So in 1984-1985 the factory started new scheme that is borewells provided finance for 215 borewells to the farmers. Even the factory had given the facility to the farmers that they should pay the bills of borewell in 4 or 5 yearly installment or the factory may deduct the same amount from their bills.

Hence this factory adopted the following principle "No water No Money" that is in cases of borewells without water the expenses are waived.

3. ORCHARDS AND TREE PLANTATION SCHEME :

The factory had provided different kinds of plants like mango, coconut, Nilagiri etc. to the shareholder as per their demand per year, The factory also gives guidance to them from time to time.

The factory had paid special attention to this scheme because it is some sort of economical progress. Last year the factory provided plants without transport expenditure and at low rate to the shareholders.

Under the free plantation scheme the factory planted on an area of 10 acres.

TABLE NO.3.13

FACILITIES UNDER ORCHARDS AND TREE PLANTATION SCHEME

Year	Distribution of fruit trees(no.of units)	No.of Beneficiaries
1982 - 1983	6154	518
1983 - 1984	3673	436
1984 - 1985	4093	435
1985 - 1986	3000	175
1986 - 1987	2874	171

SOURCE : Annual Reports 1986-1987.

4 TECHNICAL GUIDANCE :

Most of the farmers are illiterate, they are ignorant about the modern methods of cultivation. For that the factory selected agricultural officers. The Agriculture department in the factory gives information, instruction, suggestions to the farmers, sometimes agricultural officers show the methods in practice and give the technical guidance to the farmers.

5 BIO GAS SCHEME :

The factory has started the bio gas scheme under 20 point national programme.

The factory has given 89 bio gas plants under the subsidy and besides that the factory has given the grants to this scheme.

TABLE NO.3.14

BIO GAS SCHEME

Year	No. of shareholders	No. of bio gas plants	% of subsidy (in %)	Distribution of subsidy (in Rs.)
1983 - 1984	62	62	20	11880.45
1984 - 1985	100	100	20	177050.00
1985 - 1986	100	100	20	185108.00
1986 - 1987	89	89	-	89000.00
Total	351	351	60	569959.45

SOURCE : Annual Rep-orts 1986-1987.

6 FINANCIAL ASSISTANCE TO BACKWARD CLASS PEOPLE :

TABLE NO.3.15

FINANCIAL ASSISTANCE TO BACKWARD CLASS PEOPLE

Sr. No.	Year	Members benefitted	Loan sanctioned by the Govt. (in Rs.)	Grant Sanctioned by the Factory (in Rs.)
1	1985 - 1986	97	97000	97000
2	1986 - 1987	69	69000	69000
	Total	166	166000	166000

SOURCE : Annual Report 1986-1987.

In order to make the backward class people producer members of the factory, the state government sanctions 50% of the share capital amount in the form of loan(interest free) and the factory gives the rest of 50% of the share capital termed as grant.

7 LOAN :

This factory provides loan facilities to the producer members through State Bank of India, Branch Gadhinglaj, Kolhapur District Central Cooperative Bank Ltd., Kolhapur Branch Gadhinglaj as well as Maharashtra State and Rural Development Bank Ltd., Bombay Branch Gadhinglaj. The types of loan given is short, medium and long term. Most of the farmers purchase seeds, electric pumpsets pipeline etc. with the financial assistance

given by the above assistance given by the above banks in the form of loan.

8. TRANSPORT FACILITIES :

From the year 1980-1981 factory has provided transportation facilities like trucks, tractor and bullockcarts for producer member. It also helps the farmers for transporting sugarcane easily to the factory.

TABLE NO.3.16

TRANSPORT FACILITIES TO PRODUCER MEMBERS

Sr. No.	Year	Truck	Tractor	Bullock Carts
1	1981 - 1982	14	35	150
2.	1982 - 1983	30	42	203
3.	1983 - 1984	35	44	214
4.	1984 - 1985	38	46	220
5	1985 - 1986	42	53	238

SOURCE : Annual Reports 1981-82 to 1985-1986.

9 CONSTRUCTION OF ROAD :

In order to get the highest recovery. It is necessary that the time gap from the harvested cane in the field to the bag should be the minimum possible. So as to minimise this gap the factory has constructed a number of good roads in its area

of operation for the quick flow of cane from the fields to the factory.

10 DISTRIBUTION OF PRESSMUD BAGAS AND MOLASIS

Factory does not supply chemical fertilizer but it provides pressmud free of cost to its members. Transportation cost is charged by the factory for distribution of the pressmud on the field of farmer members. In the year 1986-1987 factory had the revenue of Rs. 26.02 lakh from the sale of pressmud to non members. This helps cultivate maximum amount of sugarcane.

11. TRAINING AND DEVELOPMENT :

The factory deputes its employees for various training programmes, workshops and seminars for enhancing their efficiency. All the expenses for such training and development is borne by the factory.

12. EMPLOYMENT :

The factory has provided an opporitunity to 246 and 342 employee as permanent and seasonal permanent respectively as well as temporary employees ranging between 500 to 1000.

13 EDUCATIONAL FACILITIES :

The factory has started a montesary school for the children of the employees and the factory has a mini bus for transportation

of primary as well as secondary school children of the employees.

14 CULTURAL PROGRAMMES :

With the help of the employees contribution programmes like Ganesh Utashava, Shiv Jayanti, Mahatma Gandhi Jayanti, Lokmanya Tilak Jayanti, Gokul Ashtami etc. are organised and celebrated.

15 LABOUR WELFARE FACILITIES :

The factory gives bonus facilities to its employee's.

TABLE NO.3.17

WELFARE FACILITIES TO LABOURS

Year	Bonus (in %)	Others
1979 - 1980	8.33	
1980 - 1981	16.66	
1981 - 1982	20.00	
1982 - 1983	20.00	+ 7 days payment
1983 - 1984	20.00	
1984 - 1985	20.00	
1985 - 1986	8.33	+ 11.67 Extra Payment
1986 - 1987	8.33	+ 11.67 Extra Payment

SOURCE : Annual Reports 1979-80 to 1986-87.

Table No. 3.17 shows that the factory has paid bonus to its employees 20% since 1981-1982.

Regarding the annual Report 1982-83, it shows that extra payment of 7 days has been given to its employees.

In 1985-86, and 1986-87 it shows that they had been given 11.67 % extra payment which was part and parcel of bonus.

16 CARRER AWARDS :

This award is given to the employees who exhibited an outstanding performance in imparting their duties.

17 OTHER FACILITIES :

Factory has given various other facilities to its employees including.

a. Mini bus : For the primary and secondary school children of the employees.

b. There are many facilities like games for the employees and the employees school, children.

c Uniform to employees.

The factory gives uniform to its employees such as watchmen, peons and drivers.

d Consumer credit society :

The factory has consumer credit society which provides the domestic material at concessional rate to the employees of the factory.

e The factory also stands as a guarantor for its employees who has availed the loan facility, for the purchase of two wheelers, through the bank.

f The factory has its own rest house, the guests of the factory can use it in the period of their visits.

g Medical facilities :

The factory has its first aid centre, which gives free medical aid to its employees.

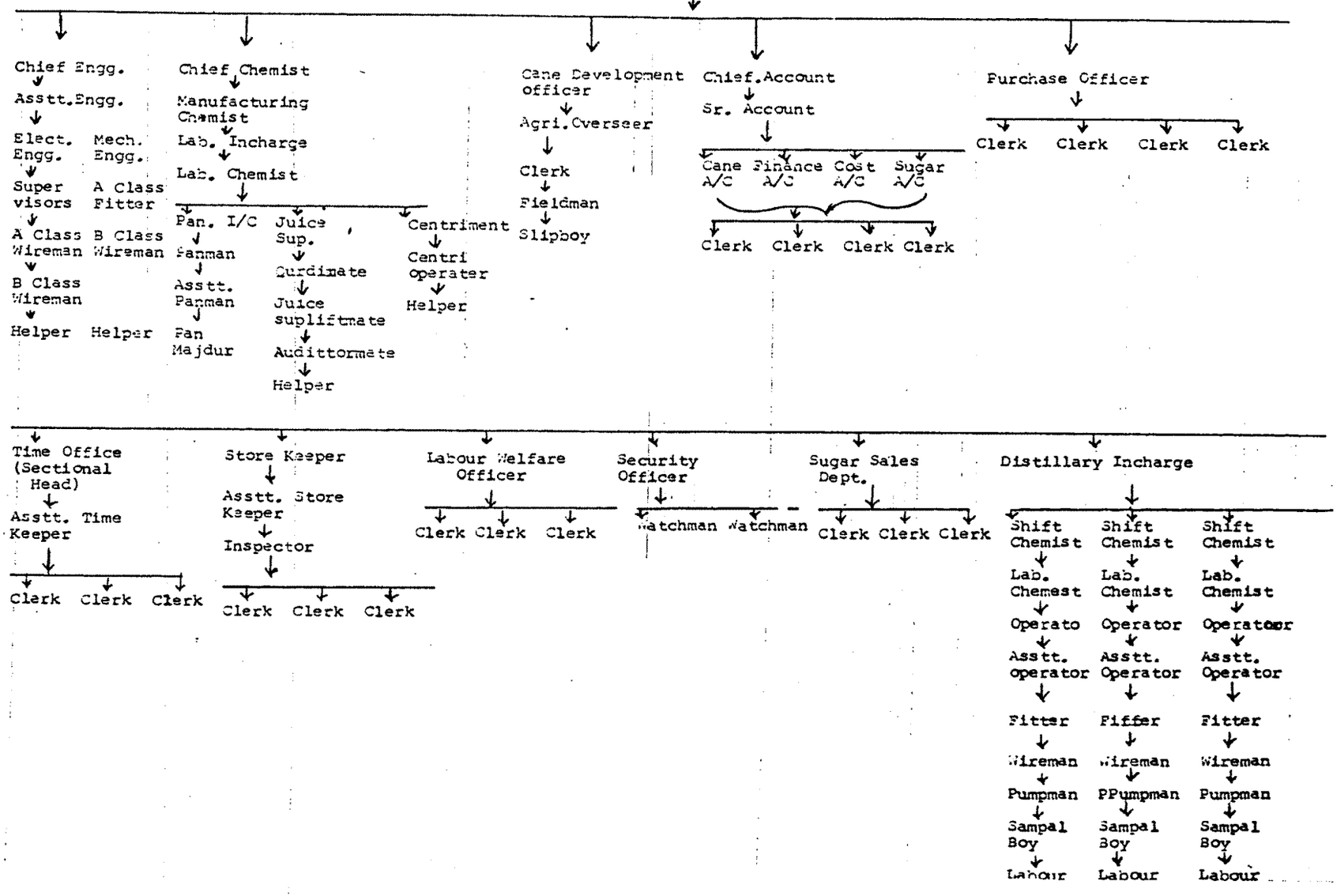
18 PROMOTIONAL ROLE OF THE FACTORY :

1. A cooperative consumer society is started at the factory compus.

2 A canteen is run by the factory at concessional rate.

3 A petrol pump is run by the factory.

4 Factory has started a scheme on " God Sakhar Transport."

ORGANISATION CHART

ORGANISATION CHART OF GAJHINGLAJ TALUKA SAHAKARI SAKHAR KARKHANA LTD., GAJHINGLAJ