CHAPTER - III

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CHAPTER - III

OVERALL SITUATION IN THE MARATHE TEXTILE MILLS,MIRAJ

3.1 RECRUITMENT AND SELECTION

Recruitment is the first and one of the most important functions of the personnel manager. In Marathe Textile Mills the method of recruitment of the office staff differs from that of workers. The posts of office staff are advertised through news papers and the candidates are required to go through an interview and departmental tests. This recruitment is done either by management independently or with the help of the employment exchanges.

The workers working in the mill on the other hand are recruited from amongst the friends and relatives of workers working in the mill and are appointed firstly as trainees. Physical and medical tests are important in the selection of trainees. After completing the period of eleven months these trainees are designated as 'badli workers', depending upon their performance The attendance of the badli workers everyday at the gate of the mill is essential. The percentage of such badli workers is 20% to 25% of the total workers. They work when the permanent workers are absent. The vacancy of a permanent worker created on account of any reason is filled through the list of badli workers. These badli workers may also be persons from other mills. The posts of permanent workers must be filled necessarily from the list of badli workers. The workers are required to go through a job-test before permanency. Preference is given to local and nereby workers. They should be physically fit and capable of following the instructions given to them. These are the minimum qualities of workers expected by the management.

Usually the selection procedure includes the following steps :

1) Receiving applications from the desirous candidates
2) Preliminary interview
3) Employment and trade test
4) Approval by the supervisor
5) Physical fitness test
6) Selection and placement

After the selection of a worker his proper placement is essential. This reduces labour turnover, absenteeism and the rate of accidents and improves the morale of the worker. The employee is generally put on a probation period, ranging from one to two years. After the successful completion of his probation period, his services are regularised.

The worker appointed may be fresh from school or college, without any practical experience. To promote interest, enthusium and legitimate ambitions in him, introducing him to matters like the working hours, leave rules, standing orders of the MTM is essential.

Thus job test, medical test and the method of interview are resorted to for the selection of workers.

3.2 TRAINING

While education improves the knowledge and understanding of employees in a general way, training aims at increasing the aptitudes, skills and attributes of the workers to perform specific jobs. A person however capable and competent, cannot do this best at a job unless he is systematically trained in the correct method of work.

objectives of Training

1) To impart and maintain the vitality of the organisation as a whole and morale of employee.

2) To improve the job performance.

3) To fulfill human desire and need to develop.

The MTM provides training to all kinds of workers at all levels. This helps in reducing supervisory cost, improving quality and quantity of goods, increasing the morale of workers and utilising plant and equipment more efficiently. It also reduces labour turnover and develop personal skill of an employee which creates confidence in the worker.

In the training programme period every worker has to undergo a practical work of eight hours per day from which job efficiency of the worker is tested. Job training thus plays a very important role. An untrained worker is always appointed as a trainee whereas for workers already trained, there is no need of training. Usually lecture method and demonstration method are adopted for training the workers.

Types of Training

Broadly the training programme in MTM can be divided into three groups :

1) Training in technical skill

2) Training in company policy

3) Training in managerial skill

Out of these, training in technical skill is regarded more suitable to develop the personnel.

3.3 TRANSFERS

The transfer of workers is that way rare in MTM. In emergency the transfer of the worker would be possible depending on his knowledge of the department in which he is to be transferred. The transfer may be mostly because of filling the gaps in a certain department. There is no financial gain in such transfer causes nor can such a transfer be treated as a punishment to the worker. Request transfers are also possible some times. Recently the transfers from unit number 1 (which is near the Miraj railway station) to unit number 2 (which is in the Industrial Estate, Miraj) were effected as it was felt necessary.

Following are some of the reasons for transfer in MTM.

1) The physical condition of an employee,
2) Shortage of employees in a particular department,
3) Expansion of business,
4) Giving the worker experience in various departments.

3.4 PROMOTIONS

In MTM there is hardly any possibility of promotion as far as the ordinary workers are concerned. The steps like trainee, badli and permanent can however be regarded as a sort of promotion. This procedure is not automatic as the factors like seniority, ability and regularity are taken into consideration. For the promotion of employees other than workers the same factors are considered. The vacancy created by the permanent worker is regularised by the suitable badli worker. To be a permanent worker badli worker has to undergo some tests. These tests are essential as they justify the purpose of management for the selection of a capable worker.Workers are also satisfied with this procedure.

Every employee, it is wellknown, has his hopes and aspirations and promotion is a sort of incentive. 'Promotion' is usually defined as a transfer of an employee to a job that pays more money or one that enjoys some preferred status'. It is a movement to a position in which responsibilities are increased. Promotions are regarded as important by supervisors, executives, technical workers and manual labourers.

Bases for promotions in MTM

Normally it is a very complicated problem before the management to determine the basis for promotions. After all it depends upon the company's policy.

In MTM following are usually the bases of promotion.

i) Merit

ii) Seniority

iii) Sincerity, ability and regularity

3.5 PERSONNEL RECORD

The personal record of each worker is maintained in the form of personal files, leave record, service book, progress report, confidential reports which are useful to the management while considering him for a promotion or transfer.

3.6 DISCIPLINE AND GRIEVANCE PROCEDURE

Discipline means " breach of introduction or bring under control or train to obedience or order". For enforcement of discipline in the premises of MTM, the management displays the rules and regulations on the notice board from time to time. The circulars, the trade unions, higher officials and

supervisors are also helpful to communicate the rules and regulations to the workers but of all these the notice board is a very important means of communication.

When a supervisor sends a report for a fault or mistake on the part of the worker to the manager the following procedure is followed :

1) Calling for explanation - The employee is asked to give an expla nation, for which sufficient time is given.

2) Consideration of explanation - If the management is satisfied with the explanation given by the worker there is no need of further steps.

3) Show-cause notice - If the worker says he is faultless and the management is not satisfied with the explanation then he would be issued a show cause notice.

4) Holding enquiry - The management appoints an enquiry officer after the show cause notice is issued. The worker has to represent with the necessary documents before the enquiry officer on a date given to him. This procedure resembles the procedure in a labour court. The enquiry officer submits his report to the general manager stating whether the worker should be punished or not.

5) Punishment - If the worker is to be punished as per the enquiry report the nature of the punishment may take the form of ;

1) a warning, or

2) a written memo, or

3) suspension, or

4)dismissal or discharge of the worker

Upto suspension the personnel officer is empowered to take action. Generally before any severe action is taken the management informs the

union also. Considering the seriousness of the offence and the previous record of the worker, he can be suspended for four days. If he is proved to be guilty then he cannot get the payment of these four days. But if it is not possible to complete the enquiry in four days then it is necessary to give him suspension allowance and if he is proved to be guiltless then the payment of these four days has also to be given to him. The details are given in standing orders of the MTM ,vide appendices in Chapter VIII.

Grievance Procedure

Grievance procedure means a channel of communication through which workers can express their grievances. According to Micheal Judius, "grievance means, any discontent or dissatisfaction whether expressed or implied whether valid or not, arising out of anything connected with the company that an employee thinks, believes or even feels it is unfair, unjust or inequitable"

Usually the grievances are about leave provisions, shifts of work lack of instruments not cleaned or repaired machinery, lack of helpers etc.

To communicate their grievances the workers approach the management personally.The managers and other officers are supposed to settle the grievances immediately. There is no grievance settlement committee as such in MTM. In this connection the supervisor plays a very important role.

3.7 RATIONALISATION AND MODERNISATION

To reduce the cost of production and to increase the rate and quality of production rationalisation is always important. The management of MTM has introduced rationalisation slowly and gradually, so that the workers should not suffer as a result of rationalisation.

Rationalisation and modernisation in MTM havebeen possible because of the following reasons;

(1) Establishment of Marathe Engineering Industries in June 1965 :

This industry is having branches at Koimbtur, Calcutta, Bombay etc. Even outside India it has got some branches. From the very beginning the machines like duospeed, automatic speed control panel/switch gear,automatic speed changer which are useful for cotton textile industry were being produced. Solid state ribbon braker is also produced. Many other useful appliances are also produced by this unit. All these appliances proved to be very useful in international market also and were honoured by giving awards by the Government. The MTM is benefited immensely as it is owned by the same groups. The productivity of the mill also increased because of these creations which also helped to decrease the percentages of accidents.

(2) Marathe Research Fourdation established in 1973 -

This is established by the Marathe group and is very useful for industrial development. In 1974 Shri.Govindraoji Marathi founded a research laboratory in the Miraj Incustrial Estate. The various experiments and researches were started in connection with Chemical Engineering and Textiles. A lot of research work was done in textiles and actually applied to textile industries. This increased the efficiency of the mill. Threshold Relay proved to be a crown in their invention and has been awarded a prize by the Government of India in 1988. The World Intellectual Property Organisation also honoured Shri. A.B. Marathe and Shri. B. S. Bapat by giving them 'Gold Medal' in the same year. This device will be definitely popular in the international market also.

In all this process of rationalisation and modernisation the management of MTM took maximum precaution to see that the workers are not adversely affected by the process. If the workers are not affected by the mechanisation, workers' union usually supports it. In 1980, a computer unit was started in MTM with following objectives :

(1) To prepare the pay sheets and other important statements.

(2) To prepare analytical reports - countwise customerwise sales analysis, custmerwise countwise sales analysis, departmentwise consumption statement, machinewise consumption statement, itemwise consumption statement, Book keeping and accounting upto trial balance, cash book, bank book, journal book, sales register, purchase register, debtors' ledger, creditors, suppliers, customers ledger, general ledger, trial balance, balance sheet, varietywise cotton purchase analysis etc.

(3) Production planning and control.

(4) Costing of product

Introduction of the computer unit led to transfer of five workers to another department, but no worker was retrenched.

Accuracy was the only merit of this unit but it proved to be very much costly. It required initial investment of Rs. 60 lakhs and saved the salary of five workers only which was Rs. 1.20 lakh only, but as MTM is particular about efficiency and accuracy, it did not mind spending such a large amount.

3.8 WAGES

The wages in the MTM are determined on the basis of wages in Bombay and Solapur mills. In each department of MTM the method of time-wage rate is followed. Only in winding department, method of piece wage rate is followed, as it is possible to measure the work of each worker in this department.Even though the mill owners want to introduce this system in each department, if possible, to increase the efficiency of the mill, workers oppose this system because of the following reasons ;

(1) Because of this system the number of workers will be reduced and will affect the strength of the union;

(2) In this method it is expected that the workers will do more work to get more income but this purpose is not served, because it is found that workers prefer leisure to work when they get income more than needed. More than 60 % of the workers are of this attitude, therefore, the workers are not benefitted by this method, on the contrary the productivity of the mill declines.

(3) Another reason is that some workers (who are less efficient) do not allow other workers to work hard because they are afraid that either they will be forced to work harder or they will have to loose their job. So the piece-wage rate is not beneficial to both the workers and the employers.

The workers are given bonus also. They always demand increase in wages and bonus. The union is aware of wage rises in other centres, hence, immediate demands are put for wage-rise. It must, however, be remembered that they never go on strike for rise in wages.

The initial wages are observed to be the same nearly for all workers, with only a small difference. Wages are determined as per the agreement with the labour union. Dearness allowance is given as per the Solapur Cost of Living Index Number. Usually the D.A. is higher than the basic salary.

Initially, there were 2800 spindles and 300 workers were appointed in the mill. The number of workers was more than necessary, but to increase, the efficiency of the mill ,surplus workers were tolerated. The good hearted mill owner usually gave job to unemployed people demandig work. At that time, (1943) the unskilled workers would get Rs. 16/- and skilled workers Rs. 30/- per month. The workers were happy with these wages. The hours of work

were 10 per day. This method of distribution of wages and working hours was better than any other textile mill in the Sangli district.

The wage rates are increasing as per the demands of workers, increasing prices, recommendations of wage boards, committees and agreements with the union. Therefore, we can say that the present wage structure provides justice in relation to the rising cost of living and also in general.

Wage pattern followed since 1979

Wage rate for the workers in MTM includes ;

1)Revised Basic Wage

2) Variable Dearness Allowance

3) Ad-hoc Rise

4) House rent allowance

5) Additional Ad-hoc Rise

(1) Revised basic wage consists of :	According to Agreement on 18.9.1974	According to Agreement on 19.5.1983
i) Minimum basic occupational wage for 26 working days (This wage is different for each category)	26.00	30.00
ii) According to the recommentations of First Wage Board	8.00	10.00
iii)Merged D.A. as followed in Sangli-Miraj area upto (Rs.240/-) It depends upon Mill owner	225.42	225.42
iv) Personnel allowance if any	-	-
v) 8 % rise on above	20.75	21.23
Rs....	280.17	286.65

Thus minimum revised basic wage is Rs. 286.65 (according to 1983 agreement).

2) Variable Dearness Allowance :

It is calculated as follows :

Variable D.A. depends upon the consumer price index at Solapur and it fluctuates according to the rise and fall in it.

It is agreed that all employees be paid Variable Dearness Allowance at 0.364 % per point rise over 240 CPI (Consumers' Price Index, current series base 1960 = 100) on the basis of the Revised Basic Wage in May 1983.

The figure 0.364 % has been arrived at as under :

D.A. for 26 working days at CPI 338 (Base 1960 = 100) at 75 % neutralisation	Rs. 325.26
Minus - D.A. for 26 working days at CPI 240 (Base 1960 = 100) 75 % neutralisation i.e. merged D.A.	Rs. 225.42
VDA for CPI numbers 98 above CPI 240	Rs 99.84

The VDA of Rs. 99.84 for Index Numbers 98, above CPI 240 referred to above in relation to the RBW of Rs. 280.17 works out to Rs. 35.6355 % of the said RBW. This percentage of 35.6355 is for 98 index number above 240 CPI. The percentage per point rise of Index number above 240, therefore, works out to be

$$\frac{35.6355}{98} = 0.36363 \quad \text{Rounded to } 0.364$$

VDA Calculation

Example : Consumer Price Index at Solapur is, say, 758. Over and above 240 rise of consumer price index will be :

758 - 240 = 518

A common multiplier which gives the D.A. in percentage of RBW which is 0.364 (derived as above) for this area.

Hence % of VDA = 0.364 x 518

= 188.55

Thus VDA = RBW x % of VDA

If RBW exceeds Rs. 400/- then upto 400, VDA will be calculated by above method. But for the RBW above Rs. 400/- , VDA will be 1/3rd of above means 0.121 % of the excess amount of Rs. 400/-.

The VDA calculated as above for the revised basic wage of Rs. 700/- per month shall be the maximum variable dearness allowance payable to any operative.

3) Ad-hoc rise of Rs. 45/-

This amount is fixed according to the recommendations of Kale Committee. (Agreement dated 15th Oct. 1979 with effect from lst Jan. 1979).

4) According to the agreement of 1985 it is decided to give HRA of Rs.45/- to every permanent employee.

Thus the wage of the employee in MTM will be :

RBW + VDA + Ac-hoc Rise + HRA

286.65 + 519.60 + 45 + 45 = 896.25

A mazdoor in MTM gets Rs. 896.25. This is the minimum that a worker in MTM gets according to 738 Consumer Index No. in October 1987.

5) According to the agreement dated lst Jan. 1979 every permanent operative and such of badli operatives who have worked for not less than 240 days in the immediately preceeding calendar year will be given an adhoc annual increment of Rs. 6/- for a month of 26 working days in each of the five years 1980 to 1984 (both inclusive) on the lst of January.

Wages for trainees

One year is the period of training for a trainee worker in MTM. In this year for the first four months he gets Rs. 4/- per day, for next four months Rs. 5/- per day and for the last four months Rs. 6/- per day.

Precaution is taken that every badli worker gets at least 15 days' work within a month. He is paid as per the category in which he works i.e. whether he is skilled or unskilled.

3.9 WELFARE FACILITIES

A) Statutory welfare facilities (according to The Factories Act, 1948) and other statutory welfare facilities

(1) Health and Sanitation

It is found that this mill has provided sufficient number of latrines and urinals for the workers. According to the Factories Act, the proper ratio has been maintained i.e. for every 50 workers there is one sanitary unit. These units are kept clean and in good condition.

The mill provides filtered and clean drinking water to workers and cold water is provided during the hot season. Rest-room is also provided to workers. It has fans, good ventilation and sprinklers. In each shift there is a rest-pause of 30 minutes. There are sufficient number of spittoons and wash basins in every department. The workers in the mill are satisfied with these arrangements and working conditions.

(2) Safety

It is found that the workers are aware of the first-aid provisions in their departments. In MTM , accident rate is very low. In general 40 workers out of 1200 workers, get injured in a year. The equipments in the

Mill are properly maintained. Workers' carelessness is responsible in about 60 % of the accidents. In the Ring-frame department accidents occur comparatively in a larger proportion. Machine guards, automatic stoppers are used by the management to reduce the rate of accidents.

(3) Working hours

The working of MTM is in three shifts from the very beginning. First and second shifts are of eight hours each and the third is of six and half hours. Timings of the shifts are as follows :

First shift : 7 a.m. to 3.30 p.m. (11.30 a.m. to 12 noon Recess)

Second shift : 3.30 p.m. to 12 (noght) (8 a.m. to 8.30 a.m. Recess)

Third shift : 12 (night) to 7 a.m. (4 a.m. to 4.30 a.m. Recess)

In Unit Number 2 of MTM also there are three shifts but the timings are different :

First shift : 8 a.m. to 4 p.m. (11.30 a.m. to 12 noon Recess)

Second shift : 4 p.m. to 12 (night) (8 p.m. to 8.30 p.m. Recess)

Third shift : 12 (night) to 8 a.m. (4 a.m. to 4.30 a.m. Recess)

Workers are satisfied with this system and have no complaint.
(For more details please refer to Standing Orders Vide Appendices in Chapter VIII)

(4) Leave facilities

Generally provision for leave is made in respect of regular employees and no provision is made in respect of trainee workers.

Privileged leave - (1) Permanent workers who have completed five years of service after permanency and who fulfil the requirements of eligibility for leave by the requisite days of work in the previous year under Section 79(1) of the Factories Act 1948, shall be entitled to leave with wages as follows:

(a) At the rate of one day for every 20 days of work for the first 240 days and thereafter;

(b) At the rate of one day for every 7 days of work in excess of the first 240days upto (and inclusive of) 254 days and thereafter ;

(c) At the rate of one day for every 5 days of work in excess of the first 254 days.

(2) The leave to which an operative will thus be entitled may be allowed to be accumulated upto 38 days.

Casual Leave - All permanent operatives are entitled to get 4 days casual leave with pay.(in a year.)

(a) For eligibility for casual leave, the operative must be permanent.

(b) The leave cannot be refused except for sufficient reasons

(c) Casual leave will not be admissible for more than three days at a time but may be allowed to be prefixed or suffixed to holidays, but not both.

(d) Casual leave cannot be affixed to any other kind of leave.

(e) Casual leave will not earn leave.

(f) To become eligible for casual leave, an operative will have to be permanent as on lst January of that year, and will have to continue in that capacity i.e. as a permanent operative throughout the year. (For more details please refer to Standing Orders, Vide Appendices in Chapter VIII).

(5) Provident Fund

Workers of this mill are fully aware of the scheme of Provident Fund. Each worker's contribution to provident fund is 8.33% of his salary. Equal amount of contribution is paid by the employer.

The entire amount of provident fund is paid to an employee after his retirement or after his resignation. (After completing 10 years of service according to the ammendment of 1987, he can get the full benefit of the employer's contribution). All the workers are satisfied with the present situation in this respect.

(6) Family Pension

With effect from 31st March 1977, in the case of new employees 1/16 % of the total salary from the quantum of provident fund is liable to be transferred to the family pension fund. The employees who are appointed after 1977 have no option but in the case of employees employed before 1977 this transfer of amount is voluntary. For permanent, badli, clerical and supervisory staff the scheme is applicable, but it is not applicable to trainees.

(7) Gratuity

Continuous service of 5 years is essential to achieve this benefit. The worker is eligible to get gratuity subject to the condition that he has worked for 240 days in a year. He gets an amount of gratuity equal to 15 days salary for each year of the service he has put in. The same is true for the office staff also.

Gratuity for operatives

According to agreement dated 19th August 1980 , all the members of the Mill Owners Association in Greater Bombay will pay Gratuity to the operatives (excluding watch and Ward staff) in according to the following Scheme :

(a) An operative shall be deemed to be in "Continuous service". His name is borne on the permanent muster roll of the mill.

(b) " Continuous service", means he has actually worked for not less than 240 days.

(c) The period of service shall be counted from the date an operative has joined the mill.

(d) If a badli operative is made permanent during the course of a year he shall be deemed to be permanent and therefore, in "Continuous service" for

that year if the period of permanency in that year is not less than six months. (If the period of permanency is less than six months in the year concerned, the operative shall be deemed to be badli operative for that year.)

(e) An operative who becomes eligible under section 4(1) of the Gratuity Act will be entitled to get gratuity equivalent to :

(i) $\frac{\text{Rate of wages last drawn. by the operative (Say W)}}{30}$ x 15 x no.of years of "Continuous service"

subject to maximum of Rs. $\frac{W}{30} \times 20 \times 30$, OR

(ii) $\frac{\text{Rate of wages last drawn by the operative (Say W)}}{26}$ x 15 x no of years of "Continuous service"

subject of maximum of Rs. $\frac{W}{26} \times 20 \times 26$

Whichever is higher.

The Gratuity Act excludes from its purview any person employed on wages exceeding Rs. 1,000/- per month. All operatives drawing wages exceeding Rs. 1,000/- per month therefore are deprived from this benefit of gratuity particularly in respect of those years of service during which they draw wages exceeding Rs. 1,000/- per month. It is, however agreed as a special case, that an operative who has put in "Continuous service" for not less than 10 years will be entitled to get gratuity in accordance with the provision of sub-clause (e) above every for those years of "Continuous service" during which he was drawing wages exceeding Rs. 1,000/- per month, subject to the condition that "the rate of wages last drawn" by such operative shall, for the purpose of payment of gratuity in accordance with the provision in sub clause (e) above, be deemed to be Rs. 1,000/- per month.

As watch and ward staff in member mills are monthly rated operatives in pursuance of an agreement dated 26th April, 1974 between the Association of the Sangh in terms of which Award part II dated 31st May

1974, was given by the Industrial Court, Bombay and as their basic wages and variable dearness allowance and lump sum addition to variable dearness allowance are rated to all calender days of a month, this agreement will not be applicable to them.

The Sangh agrees that the scheme of payment of gratuity mentioned in the foregoing clause 1 above gives better terms of gratuity to operatives in member mills of the Association in Greater Bombay than the terms laid down in the Gratuity Act.

(8) Canteen

The canteen in MTM is run on no profit no loss principle. Tea along with some snacks is provided. It is found that some workers are not satisfied with the canteen facilities, some others however do not feel the need of the canteen as they are living in the vicinity of the mill. Tea is provided free of charge to the office staff.

(9) E.S.I.

E.S.I. Act 1948 is applicable to MTM as far as social security provisions are concerned.

B) Non-statutory welfare facilities

(1) Housing

It is found that the mill has provided housing facilities to some workers, some workers have their own houses and some workers live in rented

houses. If the mill owners are ready to provide housing accommodation, workers are eager to accept the facility.

(2) Transport :

Many of the workers in MTM are living in the vicinity of the mill, so they have not to face the problem of transport. Workers who have convenient bus facility or railway service can come in time for the work in the mill.

(3) Recreation and Education :

The mill has provided sports facilities to the workers. Games like foot ball, holly ball, Kabaddi are popular among the workers. Today these games are not played to a large extent as the workers regard work itself as their recreation (This is management's view) and also because of the shift system in MTM, the workers find hardly any time to keep the continuity in playing the games. Festivals like Dasara, Ganapati Utsav and Satyanarayan Pooja are also celebrated. Films are also exhibited.

Majority of the workers in MTM are uneducated. Alongwith the imparting technical knowledge, the mill organises the scheme of adult education for the workers. Pleasure trips are arranged to different places. The workers are also imparted gereral knowledge and provided with current information with the help of radios, news papers etc. Period from 4th to 11th March is celebrated every year as a "Safety Week". In this week information regarding prevention of accidents is given to the workers. There is also provision of a garden for the workers which creates a pleasing atmosphere in the mill.

Workers get some other benefits also, like -

i) First aid facility

ii) A qualified Welfare Officer.

iii) A well-equipped library, where all kinds of books are available

iv) Workers' Credit Co-operative Society

v) Transport allowance (to the Office Staff)

vi) Cycle stand with adequate space.

In a nutshell the welfare facilities in the MTM can be summarised as below -

(I) Conditions of Work and Environment :

(1) Workshop conditions Control of -

a) Temperature

b) Ventiliation

c) Lighting

d) Dust, smoke, fumes, gases
e) Noise
f) Humidity

g) Postures

(Convenience and control during work, operative postures, sitting arrangements etc.)

h) Hazards and safety devices.

(2) Factory sanitation and cleanliness :

a) Provision of urinals and lavatories

b) Provision of Spittoons

c) Provision of water disposal

d) Provision of dispcsal of waste and rubbish

e) Cleanliness and repairs of the buildings and workshops.

f) Care and maintenance of open spaces, gardens, roads etc.

(3) Welfare amenities :

a) Provision and care of drinking water

b) Canteen service

c) Lunch room and rest room.

A) Employees' health services -

i) Medical examination of employees

ii) First aid.

iii) Treatment of accidents.

B) Recreation -

i) Play grounds for physical recreation

ii) Social and cultural recreation

(Music, Singing, Dancing, Dramas etc.)

C) Workers' Education -

i) Education to improve skills and earning capacities.

ii) Library

iii) Pictorial education, lectures etc.

(4) Economic Services :

Employees' Co-operative Credit Society.

(5) Welfare acts :

i) Factory Act

ii) E.S.I.Act

iii) Bombay Labour Welfare Fund Act

iv) Minimum Wages Act etc.

3.10) WORKERS' COOPERATIVE CREDIT SOCIETY

There is a Workers' Cooperative credit Society in the MTM. This provides the facility of loans to the workers, which are helpful for purchasing foodgrains and other commodities. Loans can be taken for various other reasons also such as Marriage and other ceremonies.

Previously the workers had to go to the moneylenders for their economic needs but now they are relieved from the exploitation by the money-lenders. A large number of workers in the MTM are the members of the co-operative society.

3.11) WORKERS' PARTICIPATION IN MANAGEMENT :

In MTM there is no participation of workers in management as such. Even for minor difficulties workers can approach the millowners and they pay a sympathetic attention to them. Actually the millowner Shri. - A.B.Marathe was of the thinking of starting the scheme for workers' participation in management but because of some technical difficulties it could not be implemented.

According to some Supervisors in the MTM this method is not likely to be successful in textile mills, because the workers must be educated and must have the knowledge of various Acts and situations confronting them. Considering the level of education of workers in MTM this is not possible.

3.12) UNION AND MANAGEMENT COOPERATION :

"Miraj Taluka Girani Kamgar Sangh, Madhavnagar", is the only recognised trade union for the following 6 textile mills in the Miraj Taluka. :

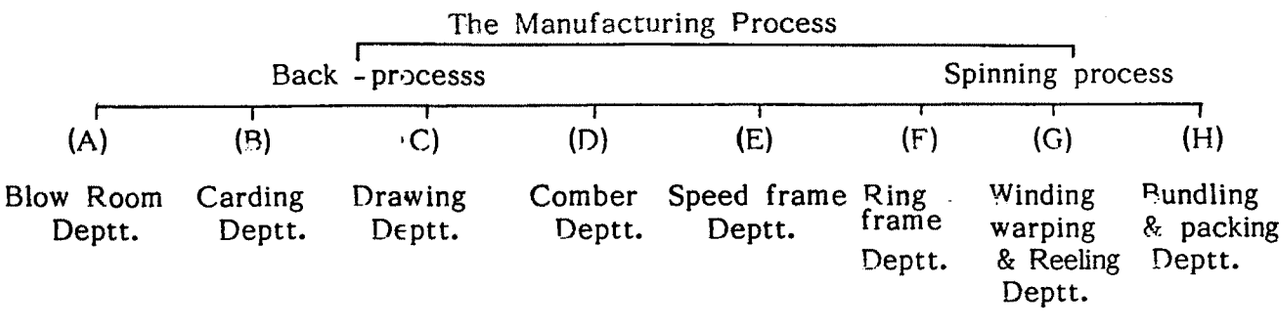
1) Marathe Textile Mills,Miraj
2) The Madhavnagar Cotton Mills Ltd., Madhavnagar
3) Shree Balaji Spinning & Weaving Mills,
4) Janata Spinning Mills Private Ltd.
5) Shri Gajanan Weaving Mills, Sangli
6) Bharat Cotton Grower's Co-op. Spinning Mills Ltd., Sangli.

This union is affiliated to the "INTUC" and it is a representative union under Bombay Industrial Regulations Act, 1946. Since 1942 almost all the workers of the MTM are the members of this union.

The relations between the management and the workers' organisation are very cordial. The attitude of the trade union towards the management and of management towards the union is good, satisfactory, co-operative and considerate. The union leaders are definitely sincere, popular, capable and peace-loving.

3.13 The Manufacturing Process in Marathe Textile Mills,Miraj

Chart giving the detailed information of the production department in MTM



Departments and number of workers

(A) Blow room department

a) Fitter	1
b) Double scutcher tenter	3
c) Hopper Feeder Attendent	6
d) Reliever	3
e) Mixing coolie	3
f) Mazdoor	14
Total	30

(B) Carding department

a) Jobber-cum-fitter	1
b) Fitter	1
c) Asstt.fitter	2
d) Fitter coolie	1
e) Grinder	1
f) Oilman	1
g) Stripper/lap carrier	4
h) Tenter	14
i) Cleaner	7
j) Sweeper	6
k) Mazdoor	20
Total	58

(C) Drawing department

a) Tenter	17
b) Reliever	7
c) Off reliever	2
d) Can carrier	3
e) Sweeper	3
f) Mazdoor	10
Total	42

(D) Comber department

a) Fitter	2
b) Jobber-cum-fitter	3
c) Tenter	7
d) Super lap tenter	3
e) Cleaner	3
f) Mazdoor	1
Total	19

(E) Speed frame department

a) Doff jobber	3
b) Fitter	1
c) Asstt.fitter	1
d) Oilman	1
e) Inter double tenter	11
f) Inter single tenter	5
g) Slubbing tenter	7
h) Roving tenter	6
i) Reliever	5
j) Doffer	12
k) Cleaner	4
l) Sweeper	3
m) S.D.Tenter	6
n) Mazdoor	27
Total	92

(Contd....

(F) Ring frame department

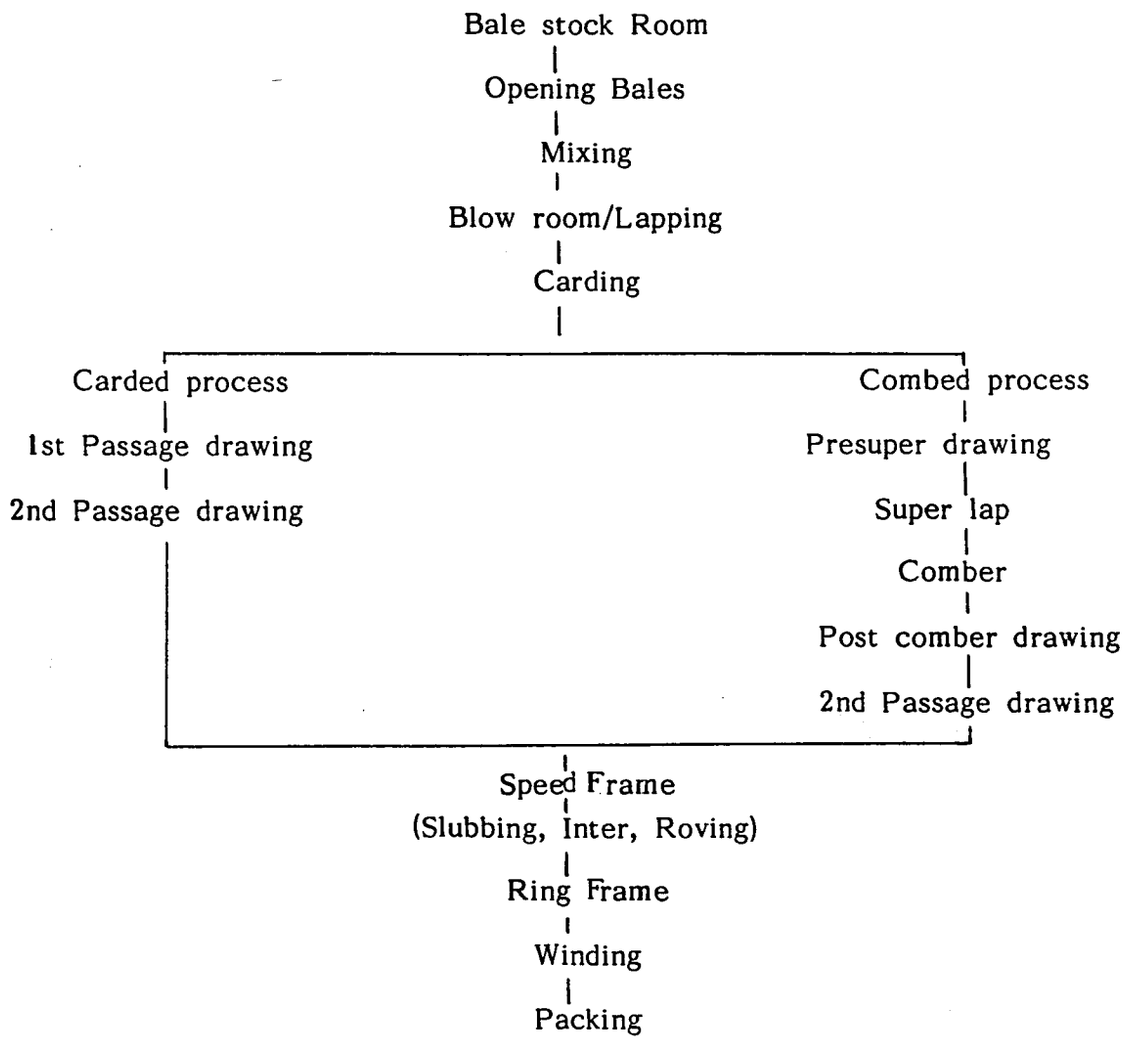
a) Head jobber	1
b) Doff jobber	11
c) Oil man	7
d) Fitter	3
e) Asstt. fitter	6
f) Fitter mazdoor	6
g) Number marker	1
h) Tenter	130
i) 2 side Tenter	9
j) Cleaner	19
k) Dag Mazdoor	2
l) Doffer	77
m) Doff carrier	7
n) Bobbin carrier	7
o) Sweeper	6
p) Mazdoor	162
Total	445

(G) & (H) Winding,warping,reeling Bundling,Packing department

a) Fitter	1
b) Reliever	4
c) Winder	159
d) Can carrier,coolie	3
e) Packer	11
f) Bundle packer	2
g) Sweeper	3
h) Mazdoor	31
i) Reeling Reel winder	40
Total	254

3.13.1 FlowChart for production process

Presently MTM produces various counts of cotton yarn of polyster and polysonic variety as per the demand of the market. The process of yarn manufacture is shown in the following flow chart :



Explanation of some of the processes referred to above ;

(1) Mixing : As the cotton fibre properties differ from lot to lot and bale to bale, different types of cotton are combined in the required proportion to obtain the required properties in the yarn. It may be mixed by hands which is called is 'Stock Mixing' or by using machines. Stock mixing is being followed in MTM, Miraj.

(2) Blow Room : In the Blow-room there are series of machines in which the mixed cotton is fed for opening and cleaning. Then this cleaned and opened cotton is converted into a sheet form known as 'laps' . These laps are having uniform weight per yard. Generally one lap weighs 20 kgs with lap rod and length of one lap is 50 meters (weight of lap rod is 1.3 kgs).

(3) Carding : The laps of cotton are opened and cleaned again and made into a sliver i.e. in the form of rope shape. The cans are filled with this sliver.

After carding the processes depend on the quality requirement i.e. carded or combed yarn. Therefore, the processes are grouped into two processes (A) carded process and (B) Combed process

(A) Carded process

(a) Drawing - In the carded process Drawing process is the first stage. In this process fibres are made parallel and slivers are made uniform. There shall be two processes of drawing viz. Breaker Drawing and Finisher Drawing. In Breaker Drawing a number of card slivers for example 4,6 or 8 are combined together and drafted to get one uniform sliver with fibres parallel to its axis.

Finisher Drawing - Here second time parallisation is done by combining 4,6 or 8 breaker slivers and by drafting them.

(b) Slubbing Frame : - In this process the thickness of the sliver is reduced proportionately to a certain extent by drafting and twisting operation and the rove. Such produced slivers are wound on bobbins.

(c) Speed Frame - This is similar to slubbing, except for the machine dimensions. Here also the process of reducing the thickness of the sliver is resorted to. The rove thus produced is taken on a bobbin. Slubbing, Inter and Roving machines are called as speed-frame.

(d) Ring frame - In this machine, the material from speed-frame are drafted and twisted to get the final yarn. The yarn is taken on ring bobbins.

(e) Winding - Here the yarn is taken from the bobbin and wound on large cones or paper tubes. Each cone normally has 1 kg. net weight of yarn.

(f) Packing - After wincing, packing is done. Here normally 50 cones are packed in a bag and sent to the sales department. Cones of different counts of yarn are packed with their lables.

(B) Combed Process - This is the another process of production of yarn. Combed yarn is superior to carded yarn.

(a) Pre-super drawing - Here a number of slivers viz. 6 or 8 are combined and drafted and the parallisation of fibers is done, alongwith the axis of a uniform sliver.

(b) Super Laps - In this case small laps are prepared so as to feed them to comber by combining required number of slivers.

(c) Comber - Here the super laps are fed to cober. This comber removes short fibres and only fibre of good length are made into a sliver.

The combing process is an optional process. It is required to comb for producing fine quality yarn or for some special purpose yarns like hosiery yarns or sewing threads.

(d) Drawing -

(i) Breaker drawing - In this process a number of combed slivers e.g. 4,6 or 8 are combined together and drafted to get one uniform sliver with fibres parallel to its axis.

(ii) Finisher Drawing - Here parallisation is done once more by combing 4,6 or 8 breaker slivers and by drafting them.

(e) Slubbing/Inter process - Slivers are drafted and alternated so as to feed them in next process.

(f) Ring frame - In this case the Slubbing/Inter/Roving material is drafted and twisted. This fine quality of yarn is produced on ring bobbins.

(g) Winding - Here the yarn is taken from the bobbin and wound on large cones or paper tubes. Each cone normally has 1 kg. net weight of yarn.

(h) Packing - After winding, packing is done. Here normally 50 cones are packed in a bag and sent to the sales department. Cones of different counts of yarn are packed with their lables. The yarn thus produced is packed in cone form and sold to the customers.

3.13.2 Some photographs of machines used in MTM with their description

For efficiency and increase in productivity, modern methods and uptodate machinery are used in The Marathe Textile Mills. Here I intend to give a brief description of some important machines used in MTM along with their photographs. They are :

1) Carding Machine
2) Draw Frame
3) Speed Frame
4) Ring Frame
5) Winding Machine

1. Carding Machine

Texmaco-Howa 'CM 80' Carding Machine

The super high production 'CM 80' carding machine is designed with due consideration for producing stabilised quality sliver.

Highlights -

Doffer speed up to 80 r.p.m.

Production up to 70 kg per hour

Totally enclosed covers with automatic dust collection arrangement

Cylinder bend combined with cylinder pedestal for accurate mounting of the components

High precision cylinder and Doffer made out of steel

Moulded cylinder underasting with light alloy

Smooth movement of the tap flats

Efficient rotary web doffing arrangement with crush rollers

Web gathering and guide mechanism

Stepless doffer speed change mechanism by means of Inverter

Suspension type high speed coiler

Pre-opening device after take in roller

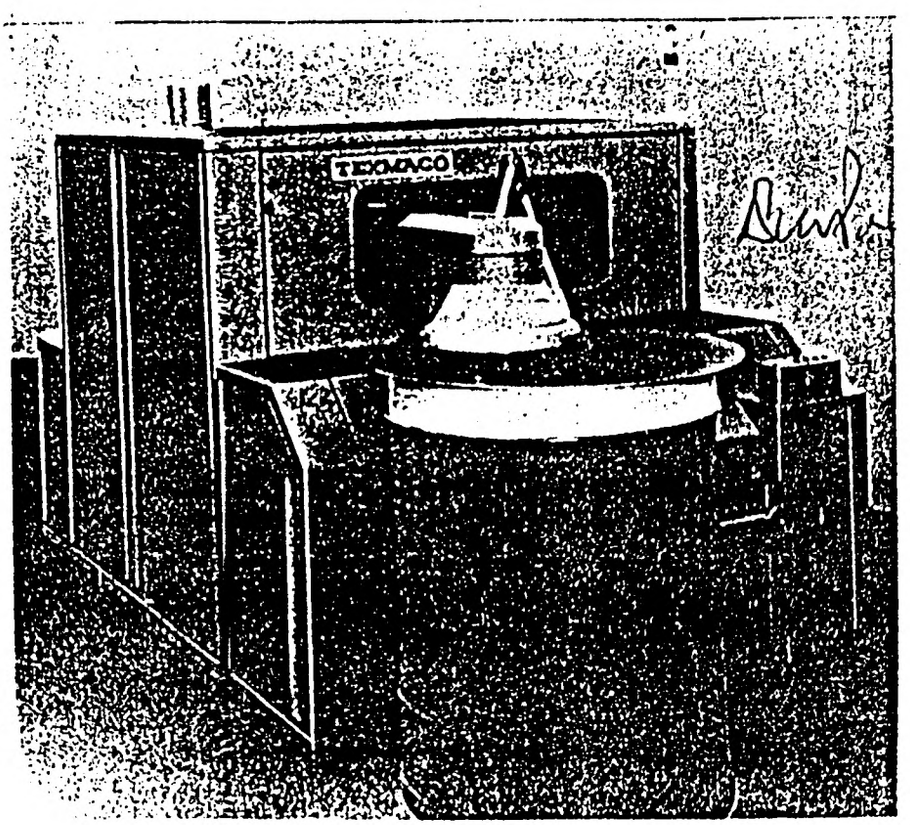
Short fibre extraction device provided at the outlet of the tap flats

Efficient stop motions

Auto leveller and Auto can changer (Optional)

Sturdy construction.

CARDING MACHINE



2. Draw Frame

Texmaco-Howa 'DFK' High Speed Draw Frame

The high speed 'DFK' Draw frame is the culmination of decades of experience research, design and manufacturing. Its design takes into consideration the need for flexibility in mill practice and high productivity with minimum power consumption.

Highlights

Simple construction for easy operation and maintenance

Mechanical speed up to 500 m/min

Unique drafting roller arrangement and fleece-path ensuring minimum V% CV% for reduced inperfection of ring yarn

3 over 3 drafting arrangement with turning roller and pressure bar arrangement suitable for processing cotton, blends and synthetic fibres upto 76 mm length.

Enclosed gearboxes at G.E. and O.E. with continuous and efficient lubrication of gears and bearing through oil pumps

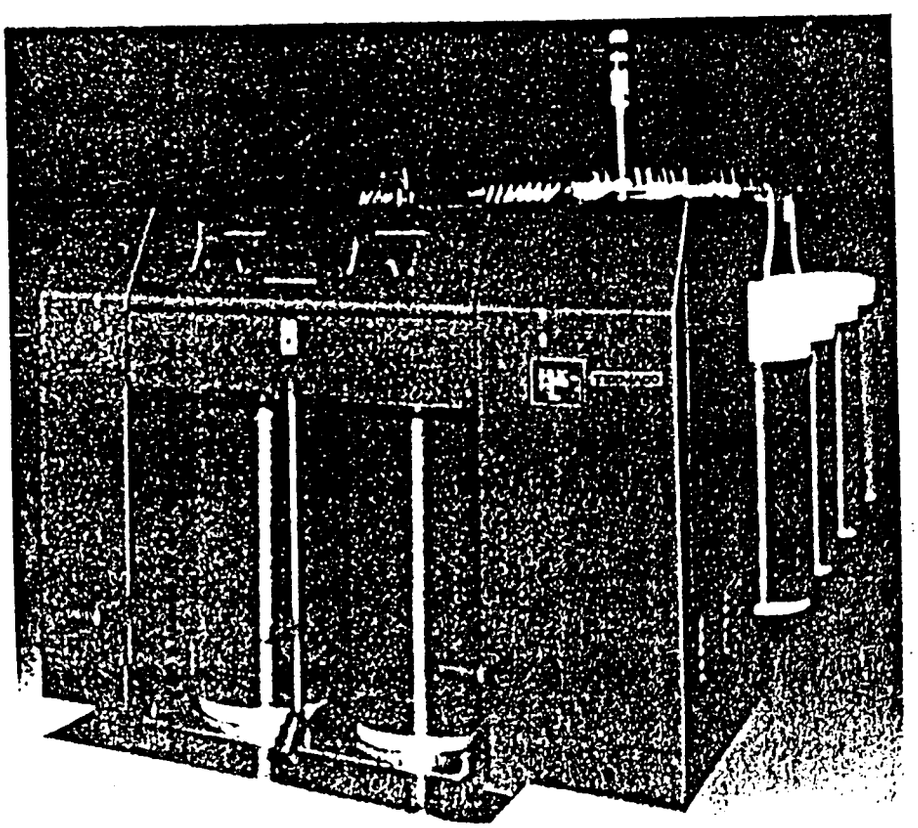
Minimum number of gears resulting in better sliver evenness.

Intermittently revolving clear for top rollers, and oscillating rubber clearer tubes for bottom rollers with pnuematic suction

Simple creel arrangement with positively driven fluted lifting rollers with photoelectric stop motion

Auto can changing for increased efficiency at high delivery speed.

DRAW FRAME



3. Speed Frame

Texmaco-Howa 'RME' high speed simplex fly frame

The new Texmaco-Howa High speed suspended Flyer Simplex Frame has been developed in collaboration with the world renowned Howa Machinery Limited Japan with an aim to achieve higher productivity, consistent quality and easy operation. This machine ensures superior roving for high prized yarns.

Highlights ;

Suspended Flyer Frame for improved operational efficiency

Totally enclosed headstock gearing with continuous oil lubrication

Top and bottom intermittently revolving ermen's clearer

Fine roving tension adjusting device

Pneumafil and line blow system

Package shoulder collapse prevention device

Easy doffing

Irregular bobbin disconnecting device

Automatic cone lifting and belf return

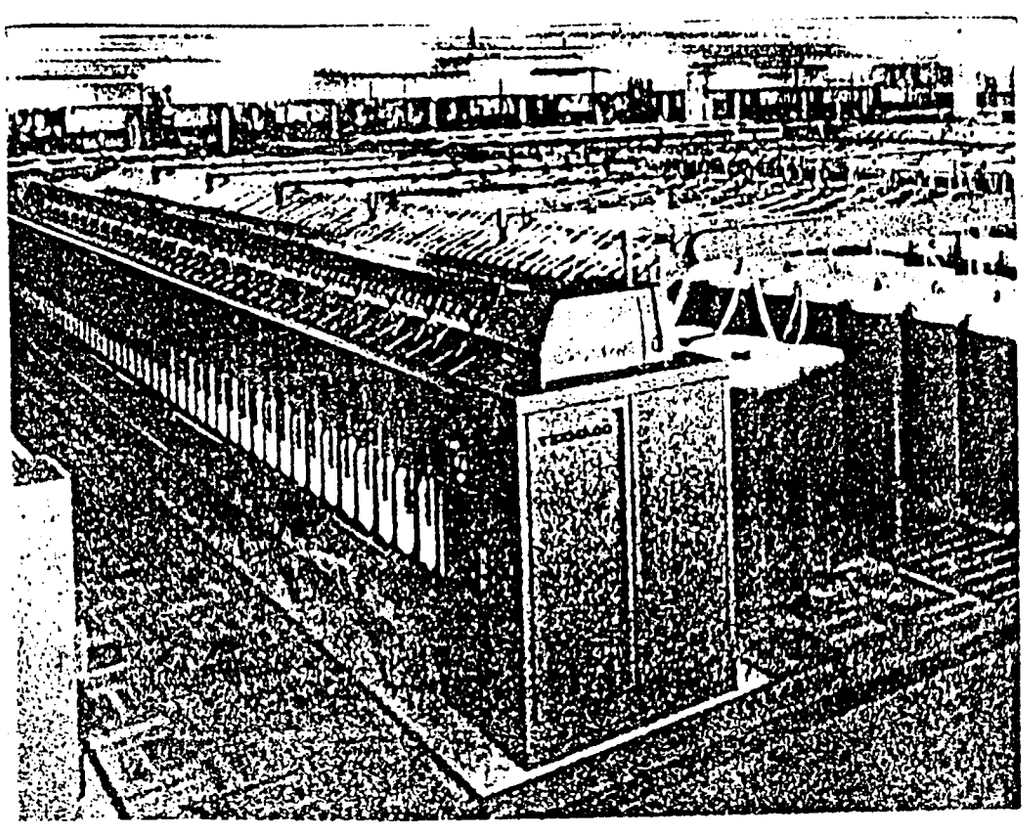
Automatic bobbin rail lowering device

Cushion starting

Feed and delivery stop motion by photo relay with signal lamp

Sturdy construction

SPEED FRAME



4. Ring Frame

Texmaco Hi-spin 200

Over 3 Million spindles produced at Texmaco are serving the Textile Industry in India and abroad. Texmaco's Ring spinning frame Model Hi spin 200 incorporates the latest design features assuring optimum results with unmatched economy in power consumption and floor space requirement.

Highlights

Minimum spinning distance resulting in less ends down

The distance between the delivery roller and tube top is constant,independent of tube height for various lifts.

Cast iron roller beams and roller stands for better vibration damping

New streamlined creel with Bakelite'W' separator for better roving control and reduced stretching

Backelite spindle driving pulley with synthetic endless tape for reduced power consumption

Improved top and back underclearer

Ballbearing steel rings with proper heat treatment, polished on a sophisticated imported polishing machine

Newly designed completely enclosed G.E. and O.E.covers

New apron tension roller arrangement with/without ball bearing

M C nylon gears in head stock to reduce noise level and frequency of lubrication

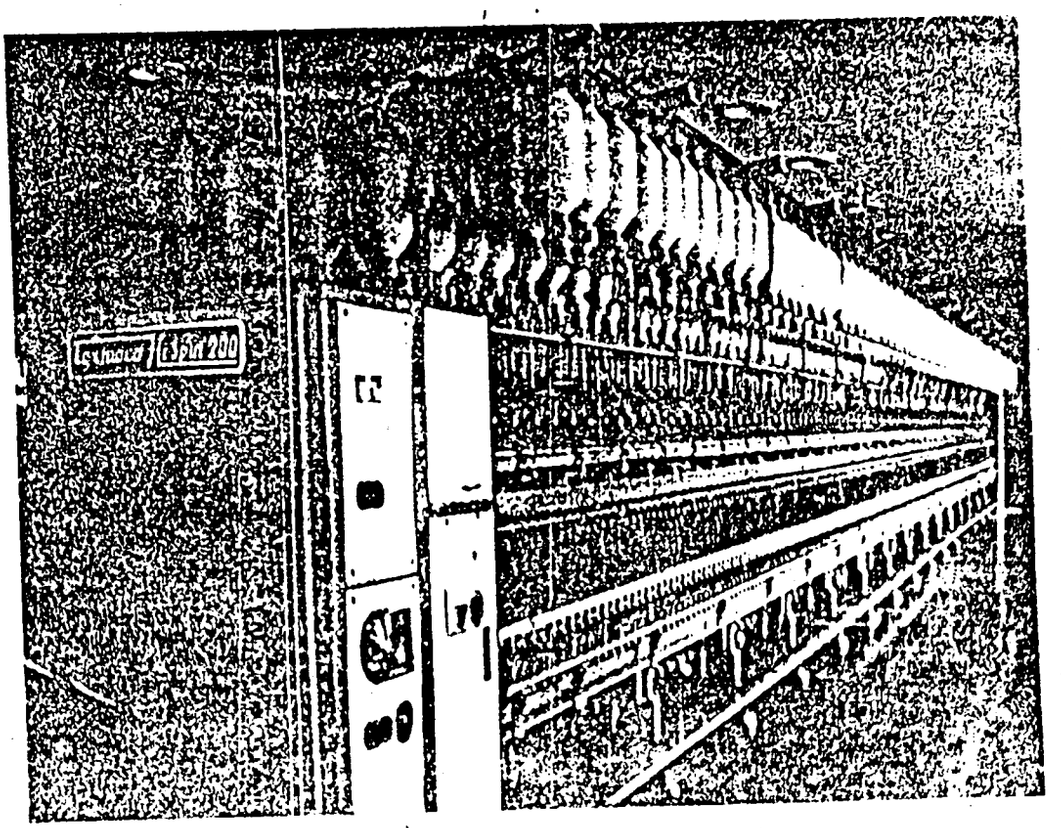
Re-designed ring fixing arrangements

Bigger pneumafil duct for better suction

Re-location of pneumafil and control panels for easy maintenance

The unique design of Ratchet mechanism with just one hundred steel ratchet of 135 T to cater to all counts

RING FRAME



5. Winding Machine

Charlie AP High Speed Cone Winder Model AP 1

Specifically designed to produce perfect packages. This cone winder has been developed in accordance with experienced streamline design. It is the most economical way to have CHARLIE AP 1 winder for automation in winding due to the reason that the floor space, power consumption and operative required are minimum as compared with that of other automatic winders and also noted for high efficiency of the machine. The Heart of the API cone winding is rotary traverse. The helical grooves guide the yarn while the drums drive the packages.

This AP 1 model winder is ideally suitable for cotton yarn, cut staple fibres and wool.

General

The machine can be made of stantionary winding units in a range of 24 to 120 drums. The driving head is very simple and rigid and each side of machine is driven by an individual motor. The standard winding speed is 200 to 750 yards per minute. The shape of package on this winder is $9^{o}15'$ conical at 5" or 6" traverse.

WINDING MACHINE