

CHAPTER - III

WORKING AND FUNCTIONS OF INDIRA GANDHI

MAHILA SAHAKARI SOOT GIRNI LTD.

SHIWANAKWADI, ICHALKARANJI.

3.1 PROFILE OF MILL

" INDIRA GANDHI MAHILA SAHAKARI SOOT GIRNAI LTD. " is the first Women's Co-operative Spinning Mills in India. It is situated at Shivanakwadi, Ichalkaranji. It was formed by Mr. K.B. Awade and his wife Mrs. Indumati Awade. This Project is exclusively owned and managed by women only. The distinct feature of this Project is that all Share Holders, Board of Directors and most of the workers are women only. It is exclusively for women and of the women. This is the first 100% Export Oriented Unit in India run by women.

On the 6th October 1992, raising of Share Capital for Project was started surprisingly, with immense participation and response from women Share Holders. Share Capital required for Mill registration was raised in a very short period.

On the 23rd October 1992, Mill was registered in having No. KPR/PRG/A/DH-26 as per Co-operative Society Act.

This Project was first included in the 8th Five Year Plan of Maharashtra State Government and on 9th November 1992, as per the decision of Government, viz. Sootgi/1592/CR-1/Text-1 Permission was granted for erection of Open-End type Spinning Mills. But considering the need of decentralized Textile Industry, Mill requested the Government of Maharashtra for the permission to erect Spindle Type Spinning Mills instead of Open-End type Spinning Mills.

Maharashtra State Government considered the request and on 9th March 1993, permission was given to erect Spinning Mills having 12,500 Spindles. It had been also decided to finance in the form of Government Share Capital in the ratio of 1 : 4.

But after detail study considering technical and economical problems, it was found that, it was not feasible to run a mill of 12,500 Spindles. To encourage this unique Project run by women, the Society has again requested to the then Chief Minister of Maharashtra Hon. Shri



Sharadraoji Pawar on the occasion of foundation laying ceremony of the Project on 30th April 1993, for the permission of new proposal of 25,000 Spindles, instead of 12,500. Considering the facts in the Presidential Speech of the function, Hon. Chief Minister sanctioned 25,000 Spindles Project and decided to finance in the ratio of 1 : 9 as Government share capital. Project Report of this unique modern Spinning Mills run by Women members was forwarded for the sanction.

Co-operation and Textile Department of Maharashtra State Government sanctioned the Project Reg.No. Soot Gi/1993/CR-138/Text-1 on 31st July 1993 and the Mill started its functioning in 1995. The schedule for civil construction and delivery erection of machinery synchronized in such a way that both the activities proceeded simultaneously. The full-fledged working on 25000 Spindles commenced on 1st July 2002. Textile machinery equipped with latest technology. These machines are procured from Coimbatore, Switzerland and Germany. While implementing the Project, necessary changes in technology & international market trends were considered and incorporated in the revised Project.

The Mill's present annual turnover is Rs.50/- Crores out of which Rs.40/- crores are export earnings. The Mill is operating with 25,200 Spindles in three shifts. The Mill's capacity utilization is at 98%.

3.2 WORK CULTURE WITHIN INDIRA GANDHI MAHILA

SAHAKARI SOOT GIRANI LTD.

INTRODUCTION :-

Indira Gandhi Mahila Sahakari Soot Girni Ltd. in an all women-run, high technology, 100% EOU Spinning Mills in Co-operative Sector.

The Mill firmly believes that the workers are its greatest asset. The work force especially the women are made to realize that they are an integral part of the management and their participation in the management is evident in the day-to-day functioning of the Mill.

In the work place, the entire work force belongs to the economically productive age group of 25-35 years. So the Mills is having young, enthusiastic and energetic workers more in numbers.

The following 50 workers are only belonging to those workers who are working in Production Department, i.e. Machines.

As the Mills is situated in the border area of Maharashtra and Karnataka States, 86% women hail from the villages in Maharashtra and the remaining 14% from Karnataka. Because of the minimum literacy and numeral skilled required, 50% women are educated upto 7th Standard. 45% are educated upto 10th standard and the remaining 5% supervisory and managerial staffs are graduates.

In the study year, the absenteeism was less than 2%, machine downtime less than 110% and overall labour productivity is above 95%.

In the family setting, the entire sample, hailing from the rural area as it has an agrarian background and is accustomed to hard work and long hours. Hence, all the 100% women fulfil the traditional multiple roles of a woman within the family. 75% of respondents belong to the lower socio-economic strata of the society. 25% women are widows, another 25% are destitutes. 30% have an addict or unemployed husband. While 20% are the sole breadwinners in the family.

Overall, it was found from the informal discussions, that irrespective of lower educational levels, the women

were fast learners and have thoroughly imbibed the skills needed to operate high technology machines in an ultra-modern work environment. Also their former socio-economic status does not affect their present interactions with colleagues and Supervisors. They are punctual, do not shun work and alert while on job. Their satisfaction levels with respect to work-life, family-life and social-life are also significantly high.

It was a very early policy decision of the all-women Board of Directors of the IGMSSL to employ as many as possible women workers only. With the twin objections of offering solace to the women in fulfilled the first objective, the management of the Mill has adopted a proactive approach to the intro and extra-mural welfare of its employees.

To that extent, the Mill organizes for the benefit of its employees, job-knowledge updates through lectures and intensive training, skill development programmes, regular medical check-ups (free floating cotton fibers are hazardous to health) leadership and personality development

programmes, work shops on job stress relief and moral building etc.

Open door policy of the Managers, a scheme of reward for cost/labour saving suggestions, a well-evolved ISO programme and regular inter-department meeting have conduced the development of a very good inter-personal rapport at all levels. Grievances are redressed promptly, while inter & extra-mural causes of failing individual performance are investigated meticulously and eliminated quickly. There is a particular emphasis on improving the quality of inter-organizations communication from simplicity of routine forms to prominent display of organization statistics.

The Mill could evolve a distinct and well carved out work culture conducive for women's empowerment. There is no case of women worker's sexual harassment or moral turpitude or gender discrimination, the primary reason being the ownership and management is in the hands of women members.

The initiative has paid of rich dividends in terms of employee commitment and organizational loyalty, enhanced

moral & team cohesiveness, as well as significantly high human & non-human resources productivity.

On the other hand, throughout the informal discussions with the respondents, the undercurrent was that they looked at the job merely as a source fulfilling their physio-logical, safety and social needs. As such, it may be observed that there is a vast untapped potential in them, if their esteem and self-actualization needs are met adequately.

3.3 MILL AWARDS :-

1. In the year 1998-99, Mill got the award for Best Technical Management by Chief Minister of Maharashtra.
2. In the year 2000, Mill got award for Best Technical Management by Maharashtra State Co-operative Textile Federation, Mumbai.
3. In the year 2000, the founder Chairperson Mrs. Indumati K. Awade has been honoured by the " Gramin Mahila Award ".
4. The Mill has own a " Gold Medal " for the Best Technical Performance in the last consecutive years, 2001-02,

2002-03, 2003-04 from the Maharashtra State Textile Federation amongst all the Mills in the Co-operative Sector in the State.

3.4 HIGHLIGHTS OF THE MILLS :-

- A) Registration No. KPR/PRG/A/DH-26.
- B) First 100% Export Oriented Unit in India run by women in co-operative sector, with 25,000 Spindles.
- C) Area - 57 Acres.
- D) To manufacture and supply quality yarn at a reasonable price and within specified to weavers and knitters worldwide.
- E) Demand From KOREA, TAIWAN, HONG KONG, CANADA, BELGIUM, ISRAEL, Etc.
- F) Audit Report Grade - **A**
- G) Generators to run Mill in power failure [1140 KVA Capacity, Purchased by Kohalar, Singapore].
- H) To produce and supply best quality 100% cotton yarns using the state-of-the-art technology, carefully selected raw material and immaculate Process Control System.
- I) The distinct feature of this Project is that all Share Holders, Board of Directors and most of workers are Women only.



3.5 PROCESS INVOLVED IN SPINNING MILL :

The Textile Industry is mainly divided in the three parts.

- 1) Spinning of Yarn Manufacturing.
- 2) Weaving & Fabric Manufacturing
- 3) Wet Processing & Finacing.

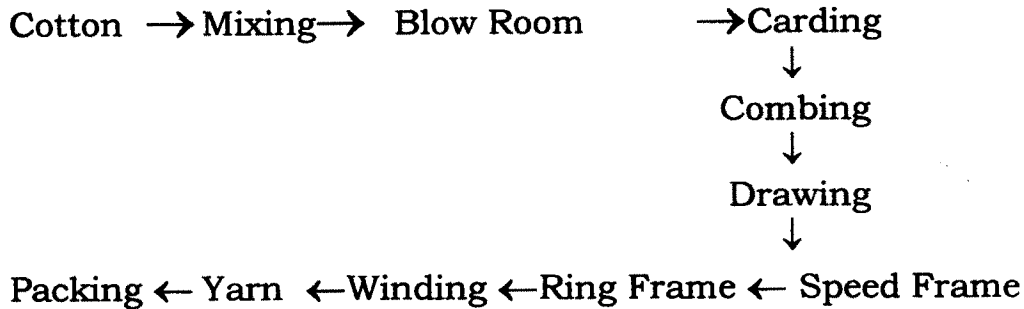
In Textile Industry, in spinning Process yarn is manufactured from raw material either nature fiber or chemicals. The cotton spinning Yarn is manufactured from natural cotton fibre. In Weaving, different Fibre manufacturing are called Weaving, Knitting, Non-Woven etc. In Wet Processing following treatments are being done : Desizing, Scouring, Bleaching, Bleaching, Mercerization, Dyeing, Heat Setting and Finishing.

Indira Gandhi Mahila Sahakari Soot Girani Ltd. is an Export Oriented Unit [EOU]. Cotton spinning mill producing yarn from cotton fibers. Presently, 50% of yarn is being exported by the Mills to various Countries and 50% yarn is sold in local market.

The Mill is processing main four types of Yarn :-

- | | | |
|----|----------------|--------|
| 1. | Carded Yarn | [K] |
| 2. | Combed Yarn | [C] |
| 3. | Combed Hosiery | [CH] |
| 4. | Warp | [W] |

During the manufacturing of the yarn, following processes are involved.



1) **MIXING** :-

Mills get cotton in the form of bales approximately weighing Kg. each. The bale is a compact bundle of pressed cotton tightened by metallic strips. These Cotton Bales are being received from different cotton growing areas of the Country. In the mixing process cotton from different areas are being selected and mixed manually after opening Bales. This process is done to make particular quality of mixing to produce particular yarn. Quality of Mixing is dependent upon type of yarn to be produced. Quality of mixing becomes richer when the mixing is used for finer counts and vice-versa.

2) **BLOW ROOM** :-

In this process, cotton from the mixing department is further opened, cleaned and mixed by different machines and delivered to next process, that is Carding.

3. CARDING :-

In this process, cotton is thoroughly opened upto individual fibre stage and intensive cleaning has been made. The trash content in delivery material of Carding is below 0.1 percent. In this process, material is delivered in the form of rope called sliver.

4. COMBING :-

In this process, fiber blow certain length called short fibers are removed. By doing this process, average length of fibers in the delivery material increases and ultimately we get better quality of yarn. This process is only used for combed yarn and for carded yarn, this process is by passed.

5. DRAWING :-

In this process, number of slivers of comber or from carding are doubled and drafted. In this process, fibre parallelisation improves and sliver becomes uniform to get better uniformity in ultimate yarn.

6. SPEED FRAME :-

In this process, draw frame sliver drafted get twisted and wound on bobbin called roving bobbin. This bobbin is feed to form to ring frame machine.

7. RING FRAME :-

In this process, bobbins are fed to the machine having roving ends with slight twist of 1.5 to 2 T.P.I. from this roving end final yarn is produced on this machine. This is last stage in manufacturing of yarn.

8. WINDING :-

In this process, bigger yarn packages called cones of required weight are produced. During Winding, yarn faults in the yarn, which are objectionable, are removed and yarn is rejoined by air spicing. The cone thus produced is final package to deliver to customer. These cones are then sent to conditioning Department.

Before packing, the cones are conditioned in conditioning room for 8 hours to absorb required moisture. After that, cones are sent to Packing Department.

9. PACKING DEPARTMENT :-

In this department, final inspection is carried out and then packed into cartons. These cartons are ready for delivery.

10. YARN TESTING :-

In yarn testing Department, final yarns as well as in process material from mixing to packing are being tested in regular frequency. The yarn parameter tested in the testing department are yarn count, yarn strength, yarn regularity, yarn faults, etc.

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