Enzirt

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ISO 14001:2004
&
ISO 9001:2008

Bahir Dar Textile Share Company
Main Products of the Company

Products produced for Export Market
- Yarn produced in Open end and Ring line
- Quilt Cover
- Pillow Case
- Flat Sheet
- Gray Fabric
- Cushion

Products produced for Local Market
- Printed and dyed Bed sheets having up to 240cm x 250cm size
- Abay shema, Kata, Dere, Mage and Abujedi
Main Products of the Company Partially
Yearly Magazine
by
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Editor
Adugnaw Afework
Message from the Chairman of the Board

Mr. Kebede Chanie
Bahir Dar Textile Share Company Boards Chairman

In the wake of the Ethiopian government has been rendering top priority to the manufacturing sector in general and to the textile and apparel sub sector in particular through realizing concrete and tangible policies, strategies and programs, domestic and foreign direct investments have been flourished. The government has intensively provided investment supports and services to beef up and allure foreign direct investments towards the textile and apparel sector in order to realize the structural transformation of the nation from the agricultural led to industrial led economy. As an epitome the government has endorsed the Bahir Dar Textile Share Company since 2011 and invested more than 600 million birr for the entire investment expansion project and structural change of the share company.

In following this, the share company apt itself with futuristic change process through altering business as usual structural organizations and activities. In this day and age, the company has adopted and got into practiced Business Process Reengineering (BPR), Balanced Score Card (BSC), Quality Management System, Environmental Management System and Kaizen Philosophy and other related endeavors. Amendment has been taken in re-organizing the structure mainly on the maintenance and quality structural section in this fiscal year.

Hence, the structural amendment plays a great role and assists to mitigate the gaps encountered in deploying new technologies permanently and raise production, productivity and efficiency of the company. Moreover, the company has right now demolished the challenges which encountered so far. As a result, it relatively prevails better production and financial performance outcome than the previous year.

Multifaceted activities have to be taken place in coordinating with committed employees and stakeholders to sustain the progress of the change. All along, everyone in the sector should strive for the sustainability of market capability and related management systems. It is expected that the stakeholders and employees in aggregate have the capability to implement new innovations and changes along with screening out the gaps and designing projects which boom the company and offering guarantee and benefits to the employees permanently.

In a nutshell, I am proudly speaking that it is certain the company augments efficiency and productivity through a serious co-ordination of time and knowledge of you and stakeholders. Finally, I wish the 2016/17 budget year is deemed as special for pursing the intended plan and gravitating in an exertion of unified and untapped efforts to enrich the delivered services and products.
Message from the Chief Executive Officer

Mr. Yared Berhanwe
Chief Executive Officer of Bahir Dar Textile Share Company

The government has profoundly supported the Bahir dar Textile Share Company to uniquely transform its organizational structures in a position of deploying sophisticated production machineries and updating itself with change processes through allocating the investment capital of more than 600 million birr .

In doing this, the government thinks big that the company will gain ground and play a great role in the textile and apparel sector. In this respect, the company took stride in implementing different management systems and creating feasible organizational structures. However, the share company has not yielded full-fledged services and products efficiently as it is to be expected yet.

On account of this, the management body is very fervent in identifying the core problems and addressing the ways of mitigating them. Dearth of mechanical and electrical experts was the main challenge of the company and hence the remedy has taken that the structural organization is embodied as it was not well considered in the so far application of BPR. Consequently, the company has carried off maintenance and quality structural organization. In this day and age, capable and equipped maintenance and quality structural organization has been built up along with hiring executive personnel, experts and coordinators in each departments.

Currently, the company has extended its global market destinations and created harmonious market linkage and haven environment for international buyers and retailers like IKEA. It has also developed more than 34 international renowned new customers when the company took part in Heim Textile Trade Fair held in Frankfurt, Germany .

In addition to this, the company could seize an illegal manufacturing company which apparently produced synonym products with our company brand name and solved this problem through legal frameworks and disclosed all its mischievous acts through media. Hence, our company has just made a splash in the local markets and revealed progress from time to time.
The company has conducted ongoing workshops, trainings and awareness creation on discussion forums on the company’s actual plan and successive performance reports in line with building up the right attitudes and positive relationships among the employees and to abrogate the good governance challenges which faced us earlier.

Moreover, our company has priority practiced kaizen philosophy in all sections of the company as every one believes that it is the only reliable tool to overcome the attitude gaps and augment the company’s productivity and efficiency in a sustained manner. Therefore, to sustain the implementation of kaizen philosophy in all dimensions, our company has secured kaizen through recruiting four kaizen experts and furnished offices with the desired equipments apt to kaizen. Now and then I would like to convey my keynote and rest assures that we all have to move on hand to hand to the actual realization of kaizen management systems as it is engine for all ventures in our daily routines. Indeed, currently we all are on the job on exercising kaizen in our work station. Consequently, our company made splash and renewed ECO-TEX quality management and environmental Managment System certificates and stride a step in creating co-operation with international buyers and retailers like IKEA. This is a real manifestation that we have currently executed kaizen in better ways than the previous year.

We burn candles at both ends in realizing kaizen in our share company and considered it as the source of light which clears all darkness and shadow of debacles which encounter in our workplace.

In regarding to alleviating the scarcity of inputs mainly Cotton that our company demands in its production process, we dealt a contractual stipulation with the Ethiopian Industry Input Development organization to deliver the first harvest organic cotton with a reasonable cost to our share company.

We were very concerned in minimizing such related issues in the previous budget year. At last but not least, I would like to convey my passions sincerely that in the new budget year we should stand together as one to go up our production efficiency and marketing capabilities through executing the new re-organized maintenance and quality structure of the company.
The Share Company

Bahir dar Textile Share Company was established in 1962 with capital 9.6 million birr which was donated by the Italian government as the compensation of the bereaved lives of Ethiopian during the bloody Ethio-Italian war. All along its establishment, the company has undergone several improvements for more than half a century in providing textile products to the local markets. But in this day and age, the prominent share company has gone through the entire structural transformation change in deploying futuristic machineries and expansion projects with the investment capital of more than 600 million birr which is allocated by the dedicated Ethiopian government. Hence, embarking on 2015 for about the total investment capital of 600 million birr, the share company has been working on its full-fledged capacities replacing and commissioning the old machineries with the new sophisticated and modern spinning, weaving and dyeing and finishing machineries.

Bahir dar Textile Share Company is an integrated factory which uses raw cotton as an input and it passes through the value chain of spinning, weaving, dyeing and finishing and garment. Its product destinations are both in local and international markets.

In regarding to its production capacity, the factory produces 15 tone of yarn, 50 thousand meter woven fabric, 125 thousands meter square processed fabrics and 10 thousands pair of sheets per day in spinning, weaving, finishing and dyeing and garment sections respectively. Having laser engraver machine makes the factory renowned and prominent and that assists to sketch out designs rely on the desires of the customers.

By the end of the second growth and transformation plan, the factory has targeted 80% of its products have to be supplied for international markets and the remaining 20% will be for local market demands. The product composition of the factory that are used for global markets include flat sheet, dyeing and printed sheets, Quilt covers. Pillow Case, Gray fabric, Yarn in open end and ring line and other indoor textile products. On the other hand, the factory produces and retains varieties of textile products for the local market such as Mattress Cover, Printed and Dyed sheets, Abay Shemna, Kuta and other related textile products.

The Factory has got recognition and been certified in Oeko-Tex standard 100, quality management ISO 9001:2008, Environmental Management System ISO 14001:2004 based on the international standard and assurance organizations criteria. The share company got certificate of Eco-Tex standard 100 in 2015 and renewed it in 2016 as it is confirmed the factory has been deploying chemicals in the production process that are strictly eco-friendly and harmless to human lives. Moreover, the institute of environmental protection and management has given recognition for the factory that it runs its production process free of polluting the environment and threatening lives. Indeed, the factory has built standardize effluent treatment plant for realizing the boom of the green economy and to be an eco-friendly
industry. The Share Company has granted for employees through providing health services such as offering safety equipments and giving free health treatment services in its standardized health center. It also renders free referral service for the patient who requires further diagnosis services. Besides to this, the share company gives free of toll transportation services to the workers. And to maintain both the employees and factory’s security, the new fire fighting plant project is under execution and be operational.

The share company has provided social contributions and outreached community services for different social groups on funding more than half million birr in every year. For example, the company has supported different social groups who are victims of HIV/AIDS and it freely provides half liter (125 liters) of milk per day to the selected employees in relating with getting health problems. Markedly, the share company donated 34 different weaving machines to the Awramba community as intending to alter their traditional weaving styles to the modern one. The company has also been working jointly with universities and addresses its community service role on them, such as to assist and facilitate the teaching and learning to be concrete, it offered six weaving and one pern winding machine to Bahir Dar University. Similarly, for the last five consecutive years the company supported visually impaired University enterable with selecting higher scorers students in giving Bed sheets. Meanwhile, it also extends its support to outstanding teachers, health institutions and some miserable social groups.
The share company has altered the existed trade mark logo and replaced it with the new brand logo. The reason why the former trade mark logo was replaced by the new one is that the former trade mark was very crowded in and the message it conveys is so complex that customers cannot easily visualize in their minds. Hence, the new logo has been anticipated that it is easy to understand the message and it also indicates the company’s road map which currently operates in its modern production process.

**Branding**

Scratching from 2011, the share company has moved into entire transformational changes through commissioning new machineries, building up standardize effluent treatment plant and running other related expansion projects in allocating more than 600 million birr from the committed government of Ethiopia and internally generated company’s income. In view of this, the share company has been boosted on both product efficiency and quality. The share company is on the new route of disclosing itself through approaching different media and disclosing the new trade mark to all the respected customers so as to obtain ground of image building.

The Trade mark logo has “B” Shape which stands for the first letter of the name Bahir Dar Textile and hence its design is intended to represent the name of the factory. The trade mark logo is also four sided shape that represents the factory’s stability and sustainability. On the top side of the letter, there is a slant line and in the middle-section of the letter a white zig zag line has been lined up which represent the flexibility of the factory. On the back of the logo pictures of the Blue Nile is drawn that it emanates from Lake Tana and travels long respectively. More interestingly, the zig zag being white represents the Bahir Dar Textile Share Company deploys 100% organic cotton as an input. The logo has been created in blue black, deep yellow and white colors. The yellow color represents self confidence, adopting new ideas, creativity, Knowledge and excitement where as the blue one represents the bright hope, loyalty, wisdom and responsibility.
The Trade mark (Logo) has been designed through calling up on the open internal and external notice for the active participation of all the share company’s employees and external experts. At the end of the talk over contractual agreement to be taken with WAFA marketing and promotion private limited company to create the entire logo and/or trade mark and disclose and promote it to the entire public. It is needless to say that the image building tasks will bear significant benefits when the new logo enters into the market and accomplish the promotion ventures.

Moreover, disclosing the new logo in the current market place will have a paramount significance to give up cheatsers who produced illegal products with the former brand name of the company.

As logo is a symbolic representation of a given institution, it has a profound importance to promote the quality product and the services to be delivered to the customers. The logo also creates rehearsal in the minds of customers and proximity to beef up relationships.

The share company will be on the go of introducing the new logo on television and radio broadcast, magazines, bulletins and with using different sorts of equipments.
Other Materials used to Promote the Logo
Under this column nuts and bolts of company’s successful stories in the budget year of 2015/16 are disclosed. Some of the successful stories which are further elaborated under this section include the company made effort to create market linkage with the renowned international textile retailer like IKEA. Similarly, the company could create international partnership with more than 34 renowned international textile retailers and signed dealing and buying agreements with an Italian customers when the company was actively took part in Heimtextile Trade fair held in frankfurt, Germany. Expo held in Germany. Moreover, the company acquired recognition and certification earlier in quality management system, environmental protection management and Oeko-Tex standard 100 class 2 and have been confirmed to be continued through the performance audit in the budget year.

**IKEA Deals Stipulation in Buying Our Products**

IKEA which is a renowned retailer and buyer in the world has already stipulated to buy the share company’s products. The head quarter of IKEA is found in Sweden and it has more than 40 subsidiary branches in the world which each of them has comprised of 50 malls.

Each mall covers an area of 95 thousand meter square. IKEA made a contractual agreement on confidentiality with the share company. The reason that IKEA has become very enthusiastic to deal market linkage with our company, the fourteen criteria’s which are requested by IKEA have been acquired. Among these criteria environmental protection, children and employees security are strongly emphasized and inculcated.

In parallel, IKEA Auditors personally visited our company on 11th Feb.2016 and they have confirmed that our company has acquired all the fourteen requested criteria.

Mr. Yerush who is the IKEA auditor asserted that our company is on the right track to create market linkage with IKEA.

Mr. Yerush added that IKEA does not expect that any company can implement all its IKEA requirements completely. However, Mr Yerush indicated our company should go one step in treating waste products and some pieces of cast iron which dropped here and there in the compound. On the other hand, Mrs. Bersun who is the executive manager of IKEA in Europe and Africa stated that Ethiopia could not have a place in IKEA market but after her historical visit of the nation, Mrs. Bersun has confirmed that Ethiopia has deep and untapped potential in the textile and apparel sector.

IKEA expressed its interest on signing confidentiality stipulation that the conspiracy made between the two partners should not be
are some of the strengths identified by the enterprise that assist the quality management certificate is being continued in the company. On the other hand, being inefficient on preparing well-organized plan, providing immediate solution for quality management related problems and identifying the root cause of them and the presence of untrained employees on quality management system along with stocking expired spare parts in the company’s store have been seen as the weakness of the share company.

The Share Company Owned Environmental Management system ISO 14001-2004 Certificate ISO QAR which is the environmental protection organization secured its head office in Britain has approved through its audit inspection result that the Environmental Management system ISO 14001:2004 Certificate earned in 2015 to be continued until 2018 through an attentive monitoring and follow up support in each year in our company.

Quality Management System (ISO 9001:2008) certificate
The quality management system ISO 9001:2008 is renewed for the first time up on the result of the conformity assessment report given by experts who come from the Ethiopian Conformity Assessment Enterprise.

The audit report from the Ethiopian Conformity Assessment Enterprise discloses our share company has acquired all the quality management criteria’s and hence forth, the certificate is renewed to be operational until 2018.

This concerned body mentioned that our company has prepared labels to bring description on the export items about the name of the producer and the place, and give prior attention to quality and maintenance endeavors

We Produce 100% Cotton Made Textile Products !!
In the previous year, ISO QAR along with the share company identified about 19 criteria was not acquired well whereas in this budget year 17 of them are well operated in the share company. Hence, ISO QAR allowed the certificate is availed until 2018. The inspection audit was carried out in the company from 4th – 5th July 2016.

ISO QAR has considered data organization, maintenance sewerage section, the types of trainings rendered and environmental protection activities as some of the strength sides of the company. However, the company couldn’t practice ideal emergency treatment and leakage of oil on the floor taken as the weakness through the result of the inspection audit.

Tremendous activities have been carried out to sustain the environmental protection system and to be taken as a habit of doing it. Therefore, the share company has designed environmental protection procedures, checklists and different formats to monitor environmental security and safety.

The company re-organizes maintenance structure

The Bahir dar Textile share company has re-organized maintenance and quality structure in all four departments. The amendment of the structure was taken under the directives of Board of directors which conducted meeting on 28th January 2016. The salient cause of the structural amendment lies on to repairs machineries within the specified schedule, to prolong the life span of the machineries and give subject to unwisely destructed machineries so as to maintain responsibility and accountability. The second reason that the need to organize the maintenance and quality structures to be stand alone and responsible for retaining quality and maintain machineries.

The Company signed the agreement with Bahir Dar University to implement Enterprise Resource Planning (ERP) system

The system helps to computerize core departments to exchange information in organized way. The agreement signed with Bahir Dar University in August/2016 and the university agreed to carried out the study within three months.

Principally, ERP has a paramount importance on exercising and implementing the company’s strategic plan at central level, to monitor the routine activities, take over the flow of financial and related ventures of different departments of the company through providing an integrated information service to all sections. In general, ERP is believed to save money, time and effort, if it is properly implemented.

Responsiveness to Good Governance Issues

In this budget year good governance issues and related problems were addressed and solved in line with the directives forwarded at the national level.

Different kinds of studies have been conducted on good-governance problems and hence based on the findings; problems were mitigated through classifying into short term and long term periods.

Among the good governance problems which encountered in the share company included
Currently, the share company has made contractual agreement with Siretessile and has ordered 10 thousands of sheets.

**The Share Company Supplies Two New Products in to the Market**

In this budget year, the share company has supplied two new products namely Cushion and Flat Sheet for entering in to the global market. Cushion is a pillow like seat on the chair which is made of cotton and it is very comfortable seat. In the same year the company sent 2,200 Cushions to Norway and the company could augment its foreign currency in a meaningful way. The company has also intended to supply Cushion in to the local market.

The share company is actively engaged in different international expos. For instance, in this budget year the Bahirdar Textile Share Company participated at Heimtextile international expo which held in Germany. The share company created market linkage partnership with more than 34 customers during its participation in the expo. The share company has received purchase order from Kid and Sirofil that were the former customers in Norway and Italy respectively. Among the 34 market linkage partners, five of them have requested the share company to send the proto type of its products. These are Siretessile in Italy, Eurokangas, Tess, Konimpex, Maryrose which are secured in Finland, Italy, Netherland and Australia consecutively.
On the same fashion, the share company has sent 3,430 flat sheets to Norway in the same budget year. The flat sheet is a kind of sheet which prepared in different sizes and it might have a size of 240 centimetre.

**The Marketing and Sales Department Conducted Survey Study**

The marketing and sales department has carried out survey study in 2016 on retailers, whole sellers and the direct users of the company’s products. The researcher used questionnaires and interview to collect data from those sources. Then, the finding of the study reveals that the quality of the company’s product rates at maximum level and its selling price is low. On the other hand, the study shows promoting the share company is belonging to the good level where as the way the company handles its customers is at the medium level rank.

The study further proved that the quality of the product is very appealing. Specially export standard products are convenient and highly desired by customers. Besides the price of the products are very competitive and it is lower than other company prices. specially sheets having the size 240x250 and 210x250 have been strongly accepted and needed by the customers. The study further

Finally, the study recommended that the company has to outreach retailers across the nation, like the Ethiopian Industry Input Development Organization which has more than 80 subsidiaries in the country. In parallel to this, the finding indicates that the company should focus on varieties and mixed products. founded that the manufacturing of products with different size, color, design and quality enhances the customers to buy with their preferences.

**The Share Company Receives Feedback**

The Bahir Dar Textile Share Company has a lot of retailers in local and in different corners of the world.

Among the international renowned retailers, Kid interior where its head office is secured in Norway and retail indoor textile products throughout Norway. This company has a total capital of 200 million USD and comprises 960 employees. Kid interior has 135 shops in Norway and embarked on in 2014 the company has purchased our share company’s products.
The gender department has worked ardently in all occasions to deepen awareness on employees through distributing more than 600 brochures and inviting respected experts from the Amhara National Regional State Women and Youth Affairs Bureau.

Among the core successful performance of the department included 60 of the total employees enabled to impart best experiences about gender equality and equity form the Aweramba Community. And hence women are organized in 1 to 10 structure with in the Kaizen development group to deepen awareness of gender equity, equality and industriousness in the company. The other Salient task that has taken place the company to stride forward is preparing Kids Care center in the compound. The gender department has designed a project proposal of the kids care center to be built in the company and its proposal has got recognition by the senior management body of the share company and will have fully operational in the coming budget year. In time being, a provisional kids care center is availed in the compound and furnished with the necessary equipments. This is intended to relief the psychological distress between mothers and babies beyond boosting up productivity and efficiency of women in the company.

The public relation department has also accomplished a bridge cross activities so as to mobilize the entire community. The public relation department has disclosed all the successful stories and mirrored the image of the share company to public through news, news letter, bulletin, radio and television broadcast, bill boards and brochures. It also designed the company’s face book page and could create more than 2,000 friends and visitors of the page along with uploading and imparting information about the company, through its website. In addition to this, the department has collected, organized and analyzed employees opinions.

The ethics department on its behalf accomplished varieties of activities in the budget year. It has provided trainings for about 184 employees on the nature and indicators of corruption and ethics along with indentified more than 16 factors which might be the root cause for rent seeking action through conducting survey. This department has carried out property registration and authentication on 39 senior management bodies and it has also distributed different posters, bulletins and brochures to the employees so as to deepen awareness on corruption and ethics.

Coupled with this, the legal service department in the share company runs different activities like attending charge cases, providing
consulting services and diagnosing the contractual agreements via the law to do so. The department has examined 62 files which comprise different sort of appeals via the company, customers and some other cases. The 14 file charges have been resolved through bargaining and mediating occurred between the company and the accusers. As the legal service department has explained, there are 18 charge files transferred from the previous budget year. And among these 12 of them were requested by the share company whereas the remaining 6 charges were requested by the accusers.

Through the process of custody 26 charges have been solved and hence the share company can save a total amount of 457,461 birr as the court has passed allegation on 18 accusers where as it has been sentenced punishment in the amount of 199,291 birr and has been convicted on the 7 charges.

In addition to this, the legal service department has gone a stride in taking hold of pretender and illegal manufacturers who deployed the share company’s brand on their illegal products. On this respect, the vigilant legal service department head of the company Mr Wondyeferaw Gelaw has stayed with Enzirt as follow:

Enzirt: We would like to thank you for your kindness in the interview.
Mr. Wondyferaw: That is my pleasure.
Enzirt: It is obvious that there are illegal manufactures who deploy our share company’s logo and trying to pretend their products as synonym as ours. How do these illegal manufacturers enter into the market with our company’s brand name?
Mr Wondyferaw: These illegal manufacturers have utilized different mischievous techniques. Firstly, they deliver the raw clothe (woven garment) with less in quality and separated peeks, then they have passed these products to the dyeing and finishing factories which secured in Mojo vicinity to dye and produce as resemble as our share company’s products. Next, they cut these products into pieces of sheets. Finally, they supply the products to the market with deploying and labeling our share company’s name, logo and packaging materials.
As I have elucidated earlier these illegal manufacturers have altered the name Bahirdar Textile Share Company into Badar by omitting the letter “h” and “r”, this is more clear and visible in the Amharic version because they have intended that the abbreviated or shortened form of the name Bahirdar Textile in Amharic is resembled as the synonym they created. And again in our logo picture of lake Tana is engulfed and on its back Islands of lake Tana and traditional boat operator along with the scene of sunset are incultated at the back of our logo. All round at the circle of the logo the name Bahirdar Textile Share Company is written in white and black fully.

Similarly the pretending manufacturer logo engulfs picture of Lake Tana and mountainous area on its back and around in the circle of the logo the name Badar Textile Share Company is written. Besides to this, the illegal product has been labeled as it is made of 100% cotton and it is produced in the export standard is taken down boldly in the center of the product. As a result of issuing the pretending label, the community has undoubtedly consumed the illegal products as if it were principally made of 100% cotton, since this theme is our unique character of the share company.

Enzirt: When did the product was known to be illegal?

Mr. Wondyferaw: As we heard and received suspected evidences from our customers that the anonymous manufacturer has deployed our logo and products with defects, our company immediately forwarded its request to the Ministry of Trade. And the Ministry of Trade has confirmed that no organization or company is registered and authenticated by the name Badar Textile throughout the nation. Hence, the Share Company has recognized the products have been produced by illegal manufacturer in pretending our original products since 26 August 2014.

Enzirt: Why did the share company seize the manufacturer if it was known to be illegal?

Mr. Wondyferaw: Embarking on the time that the share company has been informed, it forwarded its appeal to Federal Police and Ministry of Justice to examine the issue further. But these concerned bodies couldn’t give a reply for our charges as soon as possible. It is so impressing that the share company has brought concrete evidences upon the illegal manufacturer and though the Federal Police has red handed the illegal producer in the market, this concerned body did not take any measures and showed no initiatives to prevent such a crime. To disclose and publicize this evil activity to the community, we have worked that all the illegal actions to be on air through the Ethiopian Broad Casting Corporation. However, both Ministry of Justices and Federal police left aside the issue for longer.

Enzirt: To what extent does the illegal product have an impact on the share company and its amount of distribution?

Mr. Wondyferaw: As I have stated earlier since August 2014, the illegal product has been distributed in all corners of the country through the main retailers who secured at Merkato, Addis Ababa. Since the illegal product has low price, it gets into the hands of small traders at the road sides, Hotels and bus terminals. But its impacts on our original product has not been identified yet as it requires further investigation and the marketing and sales department of our share company is expected to do so.
Enzirt: How do you see the nature of the Crime?
Mr. Wondyferaw: It is the first rank crime because the illegal manufacturer works with the name Badar Textile with no having legal trade license. And this is legally strictly forbidden and stated in the Trade Registration and Authentication Proclamation directives no. 286/2002 that if it is violated, the illegal will be convicted and sentenced from 7 to 15 years in prison and convicted up to 150 to 350 thousand birr. It is a dual crime that if the illegal manufacturer has not paid income tax and worked with a pretending brand name of the public company. All along, this illegal producer has cheated the retailers, buyers and the community who consumes its products and delivering the lowest quality and standard of the products.

Enzirt: what is the result obtained now?
Mr. Wondyferaw: The EFDR of Trade competitiveness and consumers protection Authority has red handed and taken over the illegal producer and the products to be exhibited. Similarly, the Ethiopian standard Agency has confirmed this illegal product has not given standard yet. Moreover, the share company has been taking legal measures on illegal producers and retailers in different corners of the country. For example, retailers who stock these illegal products and distribute to the community in Bahirdar town and Debre Markos have been accused and convicted in their own vicinity custody.

Enzirt: What are the measures to be taken in a head of time?
Mr. Wondyferaw: Though the illegal producer is going to issued its trade license and trying to register the product design and products through copying our company’s sheet design in the Intellectual Property Registration Authority. And hence, the share company should jump the gun in registering its products and the new logo in the Intellectual property Registration Authority.

Enzirt: Thank you very much
Mr. Wondyferaw: It is my pleasure. You are welcome!
In this column, both the spinning department production process and the way the treatment of liquid waste will be covered in nuts and bolts. The spinning production process is going to be illustrated from the supply of inputs to the end products of it along with stating to what extent does the waste treatment plant passes through complex processes under this section.

The Spinning Section Production Process

The main duty of this section is producing yarn. In the production process, at the onset the section has to bring lint cotton from the ginning factories. Then feed in to uniflock machine which is a robot like to cut in to pieces and mix together.

Uniflock Machine (Model-A11)

Next this machine passes the mixed lint cotton to the blow room due to the assist of air.

Blow room Machine (Model-A79)

Integrated Draw Frame Machine (Model C608)

The predominant commercial systems of yarn formation are ring spinning and open ended spinning. In open ended spinning, a silver of fibers is fed in to the spinner by a stream of air. The silver is delivered to a rotary beater that separates the fibers in to a thin stream that is carried in to the rotor by a current of air through a tube and is deposited in a V-shaped groove along the sides of the rotor. As the rotor turns, twist is produced. A constant stream of new fibers enters the rotor, is distributed in the groove, and is removed at the end of the formed yarn. To do this, the spinning department has six machines in the open-ended spinning line that each machine comprises 400 spindles and capable to produce 12 thousand kilograms of yarn per day.
In ring spinning, the roving is fed from the spool through rollers. These rollers elongate the roving, which passes through the eyelet, moving down and through the traveler.

The traveler moves freely around the stationary ring. The spindle turns the bobbin at constant speed. This turning of the bobbin and the movement of the traveler twists and winds the yarn in one operation.

In this line there are five machines which each comprises 1200 spindles and have 3 thousand kilograms production capacity per day and can produce 10 to 60 counts of yarns.

In general, the spinning section has the production capacity of 15 thousand of kilograms of yarn per day. Hence, this section avails its products for both the share company’s weaving section and global markets.
The share company has treated waste water to be free of environmental pollution. Clean, green and save environment in the ecosystem is the foundation to sustain lives in the planet. In this day and age, chemicals residues, colorants and smoke which set free in the environment and air from industries take the lion’s share to pollute the ecosystem and threaten lives on earth. Hence, policies have been designed at the international level that to inhibit industries not to release chemicals and harmful elements to the environment through their industries. The policy has also enforced both the industries and the renowned international product buyers and retailers to approve that the industries whether they build up the effluent treatment plant and produce their products in a friendly manner with the environment during the production process. In this case, the Bahir dar Textile Share Company has built international standardize effluent west water treatment plant which can filtrate 1000 meter cube waste water per day. The plant maintains its treatment process in line with polices and laws set on to retain the environmental protection at the national and international level. In this manner, the plant has deployed a lot of filtration systems. The first way of filtration the plant utilizes is that separating insoluble elements from the soluble ones. Secondly, decomposing and sieving fine particles which can be inseparable from the liquid and turn into solid ones. In this way the plant also treats the waste water. Through these two ways of waste water treatment, the plant goes through 5 processes.

The first treatment process is separating the insoluble organic pollutants from the waste water which is released from the factory. This includes filtrate solid elements with sieve before they enter into the tanker and also includes separating some liquid pollutants like oil.
Secondly, the waste water is released to the liquid storage tanker and disturbs the water until it becomes homogenous mix.

Then, the suspension liquid is allowed to pass through the tube into the section which makes the insoluble elements like metal particles to be dissolved and mixed through the electrolysis process. This is a biological process in which the elements are decomposed and dissolved and turned into solid in order to make neutral from their acidic character.

On the fourth stage, the treatment process is carried out in using chemical to separate the solid element from the liquid through moving all elements together round to stick together and then decant them and filtrate the distilled water. In doing this, the plant uses poly Aluminum chloride and an ionic polymer.
Finally, the distilled water is released into the main filtrating tanker through gravity and then it is tested its purity in the laboratory. At the end it is filtered by sand filtration and set free to the Blue Nile River.

On the other side, in this treatment process the solid elements are removed through utilizing press filter to remove the water and to thicken the solid waste.

Finally, the solid part has to be stocked in the store with adding powder on it.
The share company has provided a lot of short term and long term capacity building trainings in the budget year. In its long term training schedule the company gave trainings in second and first degree programs for about 5 and 7 employees respectively. It also facilitated short term trainings for about 1071 workers in different disciplines. The company became a haven place for about 1997 students who were from different universities and colleges for their cooperative training.

In general, beyond capacitating the employees through the long term and short term trainings, the share company has been opened to welcome students from all universities and colleges for their engagement of practical trainings in aspiring that the company is to be served as the center of excellence.

The Bahir Dar Textile Share Company has delivered short term trainings on how to operate machines, basic computer skills and kiazen, gender and ethics for about 1083 workers.

On the other hand, for about 122 workers short term trainings on first aid, dry waste disposal, work place security and safety have been given.

In parallel with this, the company has offered long term training opportunities in first and second degree programs for about 12 candidates. Seven students were selected for degree program and 5 students were recruited for second degree program. Among them 70% of the candidates are belonging from the natural science streams and the remaining 30% are from the social science fields in accordance with the benefits that the company will gain in the head of time. Regarding the cooperative and internship trainings that the company has rendered includes students from Bahirdar, Jimma, and Adama Universities and from some other TVET colleges.

In this budget year, the share company hosted about 627 visitors for educational tour.
In this column best practices are going to be imparted in raising outstanding employees who have performed best. We figure out the best experiences and practices of 3 mechanics, and 2 operators’ best practices along the different sections of the company.

The Spinning Spindles

My name is Lemlem Kibret. I am senior mechanic of the open end machine. I have worked in different positions for the longer time. When I was hired in the company, I was janitor then I promoted to an operator. Next, I become junior mechanic and after I had worked for some years in this position, I promoted to work in the position of mechanic. By now, I am senior mechanic as a result of my exerted best effort and passion towards my job. I hate being absence from work and I dislike pushing off duties to others. I love my job and I am the ball of fire in doing my tasks.

As I have many years of work experience, I have been acquainted with machines and I become very successful in my career. And hence, I am very happy to serve me and the share company with my own bravura.

I am Daniel Arcfayene and I work in the position of drawing carding senior mechanics. Though I was hired as a daily laborer, my interest inclined on to be AC operator. When the project has accomplished I become what I desired so far. I was very enthusiastic to move to an open end machine operator while I was working on AC.

As I had strong passion to be an operator, I was placed in the operator position as temporarily. I had seriously observed and copied everything when the mechanics operated the machines and then gradually I could assist them when they disassembled the machines. In this case, the mechanic allowed me to work with him. In the meantime, I could operate machines alignment and disassembling.
Through education and experience, I have updated myself and could pass the exam which was given for an entrance in to organizing the maintenance structure in the company and as a result of passing the examination, I become senior mechanic. Now I can say that nothing is out of the question in my job. I am very courageous to solve every problem which encountered me. Therefore, gradually I become a person who contributes meaningful activities to me and to the company at large.

I am Fatuma Abdu. I am the ring machine operator. I worked for a year in the company, and now I am capable of operating all machines. I also acquainted with open ended machine and roving one. As a whole, I can operate and work with all machines commissioned in the spinning section. No one obliged me to be acquainted with machines. I only acquainted with them by own internal drive. I have developed a habit of making careful observation over other operators how they handle machines. I am very fast and active at work because I work with the machine. I also give care for the machine. I am very punctual at my work station. Though doffing is a special task for machines, I am very capable to do it and I have done it perfectly. I have earned 96 point from 100% through the six months of performance evaluation period. This is because I have been working enthusiastically and actively.

I am Yezhuayesh Kokeb. I have been working for 33 years in the company and now I am a ring frame operator. I have exerted all my best efforts to the company and advised all my colleagues and new employeess that industriousness is the foundation of change. I respect my bosses and do what they order me though they are very less in age than me. I have been acquainted with all machines and I am capable of working with them. I have earned the highest grade through the performance evaluation.
I am working as machine operator. This is Mengstu Fantahun. I was hired in the company at the beginning of 1960’s. I worked in operating warping machine for 30 years. I have accounted 40 years of work experience since I recruited in this share company. I considered the company as my own home as I did all my extended families through it. My only focus is not my boss rather it is my job. I am punctual at work. I am keen of working hard. Work is the means to survive and respect one another. I will be retired with no mental and physical defects on me through my existence of 40 years of career.

My name is Sefew Alebachew and I am a cone winding mechanic. I have worked to raise cone winding machine bobbins which had only 70 bobbins to have 90 bobbins in collaborating with workshop mechanics. I have fully implemented kaizen in our section so as to make the work station is so attractive and raise productivity. To do this we are collaborating with my colleagues to sort, shine, standardize and systematize all the pile of cones and different kinds of yarns which dropped in every corner of our section. We made a lot of plastic and paper cones and yarns to be reused and recycled as new products. Hence, the company could save 13 thousand birr per day as we realizing kiazen in this particular section. I have been very impressed when I enter in to the room as it is well ordered, clean and attractive. It is cut and dry that nothing is out of question, so things are changing soon as we are committed and responsible.
On the way, I would like to thank the manager of this section since he has ardently assisted us. I also extend my gratitude to Mr. Mesfin Afework who also assisted us to do so. I am very active at work. I have taken 3 to 4 minutes to feed yarns through the machine where as some others took half an hour to do this. I have been working in my spare time. Hence, that all make me very successful.

My name is Muket Demelew. I have been working in handling picanol machine in the weaving department. I have been working hard and trying to set the machine when it stops working. I have imparted lots of experience from the mechanics. As I have been working hard, I earned 88.7% point through the performance evaluation status.

I am Ayana Wondimu. I am an operator of some machines in the weaving case work process. I worked for a solid year and four months here. I have got 80 birr per month as bonus since I am
In this budget year the share company has organized its kaizen office and recruited four kaizen experts. The company has given prior focus to kaizen philosophy and accomplished a lot of tasks such as during the sorting period, the company has found 1197 meter square free space which can avail for work station. The share company is becoming profitable as it is properly run kaizen philosophy. For example, the company generated 417,168 birr excluding materials to be recycled and or reused due to the real implementation of kaizen. Similarly, the company has saved its expense cost by 1, 181, 607 birr through running kaizen promptly.

As a principle kaizen is the continuous development in technology, thought and improvement of production. It is a philosophy that brings change in attitude to bear productivity, efficiency and conducive environment for work through minimizing cost and reducing waste through the production process.

The kaizen philosophy was embarked on nationwide since October 2010 because it is envisaged as an engine that ties the management groups with the executive ones in the participatory approach. Since then, the philosophy has been implemented in 30 factories as a pilot test. The country has empowered kaizen particularly into the manufacturing sector in considering its paramount importance after the pilot test.

Our share company has embarked on executing kaizen in all sections of the production process since 2013. The company is strongly believed in kaizen that it boosts productivity and efficiency in a sustainable way. And hence, it has organized the kaizen office and furnished it with the necessary materials.

In supporting this, the company has organized kaizen structure as 1 main kaizen development group, 10 kaizen facilitator committees and 113 kaizen development groups. The main kaizen development group makes a work tour in every section every week and holds talk over and evaluation to forward and indicate improvements.

The central red card place is availed to stock materials like cans and motors. Among the tasks which have been performed by the kaizen development groups include retain the compound clean and attractive, incentivized the best outstanding performers, imparting best practices from counter parts such as kombolche Textile and make effective the kaizen regulations.
The kaizen department has rewarded the most outstanding and best performers in the kaizen development groups. In its half year profound evaluation season delta kelebu, who scored 65.67%, Raye Kelebu, 63% and Ruti kelebu scored 60.33% from dyeing and finishing and administrative case work process have been recognized and rewarded.

Kaizen Promotion Teams were Certified in the half year evaluation Program

The kaizen department has made a salutary effort in the share company through nurturing its productivity, minimizing cost and augmenting product quality.

The Company has got free space, income, minimize wasted time in implementing Kaizen or 5S (separating, sorting, shaing,...) in Core Departments

For about 190 workers training on kaizen were given in the budget year. On the same fashion, the kaizen institute experts rendered training on kaizen for about 77 management members from 4th to 14th Nov. 2016 at the company’s training center.
The spinning case work process kaizen performance portray.

- It is possible to get 168 meter square free space
- The section has made 90,297 birr cost minimization due to kaizen implementation
- It is possible to generate 13,420 birr
- It is possible to reduce the time wasted in searching for materials from a minute to 20 seconds.
- The section has obtained 11,420 birr through removing 14,000 kilogram of sack and possible to get 12 meter square free space.
- The section has made vacuum cleaner from used materials and could save 85 thousand birr from the expense cost.

The weaving Department

- It is possible to get 653 meter square of free space
- The factory saved from the expenditure cost of the amount 243,418 birr and also gained 13,880 birr as income.

- The section has minimized the time that has been wasted during looking for equipments from 105 minutes to 7 minutes in average
- The unused materials have been painted red and stocked together to remove away properly.
- The section has made access to identify the equipments through painting in three different colors.

Dyeing and finishing Department

- It is possible to get 50 meter square of free space
- The section could save 73,5012 birr from expense
- The possible income that is earned becomes 87,28 birr.
- The section has taken 10 hours to produce 20,000 meter woven clothe and now it is possible to reduce the time taken to 8 hours.

Garment case work process

- 302 meter square free space is availed
- Expense cost is reduced by 96,500 birr
- As an income 400 birr is obtained.
In this column the share company has deemed several social affairs to obtain ground on its social responsibility and pay its contribution on it. The share company has gone long distance to get rid of HIV/AIDS. It has also outreach its community services to some social groups such as it donated production machineries to Bahir Dar University to facilitate the teaching and learning process and taken best practices through making a historical educational visit at Aweramba community. Enzirt will have illustrated all the nuts and bolts under this section as follows.

The share company has accomplished several ventures to prohibit HIV/AIDS.

Getting to zero, new HIV infection, zero discrimination and zero AIDS related deaths to sustain AIDS free generation.

The study which has been conducted by the European Union AID in 2014 prevailed that 37 million people were carriers of HIV in the globe. In accordance to the study figures out, there are 39 million people were died of HIV/AIDS in the world. The report shows that 70% of the death included people who lived in the sub Sahara countries. According to the report there are 1.2 million people were died of HIV/AIDS in a year. On the other hand, the study conducted in 2010 illustrated that 1.2 million people were living with HIV/AIDS in Ethiopia and among this 379 thousands of people were the Amhara National Regional State residents. The study has also elaborated in Ethiopian 79871 children were victim of the HIV virus and among this sky rocket figure 29540 of the victims lived in the Amhara National Regional State.

To mitigate the debacle social effects of the disease, every institution has thrown its stone in every corner of the nation. And hence, our share company has gone a stride in the prevention of the spreading rate of the virus in doing some activities such as the company has rejoiced the international HIV/AIDS Day on 30th Nov 2016 and on 19th Nov 2016 the management bodies along with employees who live together with the HIV Virus talked over on the debacle effects of the disease in the nation at large.

The company’s employees who live with the virus rejoiced the 11th Anniversary of establishment of the Association.

The Bahir dar Textile Share Company employees in particular who live together with the virus rejoiced the 11th anniversary of the establishment of the association at Bahir dar Abay mado cible recreational center on 19th Nov 2016. In the occasion the management members of the company and the member of labor association took part in and different issues were raised by the participants.

Ms. Abebaytu Biwota
Bahir Dar Textile S.C HIV Positive Employees Coordinator

W/ro Abebayetu Bewota who is the chairman of the association elucidated that the association of employees who live together with the virus was established on 15th April 2005 with comprising of 250 association members. Both the share
company and the employee’s association has played a great role for the establishment of this association, added w/ro Abebayetu.

She further stated that the association was established by the initiative of Mr. Marew Bewota who is an employee and lives with the virus. He is still giving a new lease of life to the association, said the chairman. The association has executed profound deeds within the company and in the community at large. To nurture the generation, the association has moved on forward in creating awareness through imparting their detour of lives, best practices with media and personal contact in the community. For example, in the Betegna program the association has shared its life practice to be transmitted through the community for about a year and 6 months. Moreover, the association has made awareness creation training in holding contractual agreement with Mulu project and delivered peer to peer awareness creation training for about 750 employees indoor. Currently, the association has a total capital of 300 thousand birr and the source of its income is generated from the share company, the employees and from the sales, the chairman added.

Dr. Sisay Bekele, who is the share company medical expert, stated that the spreading rate of the virus at the onset of the establishment of the association was reached at 23% where as by now it is diminished towards 2% and thus this result has come up with the ardent contribution of the association.

**The Share Company Donated Used Machineries for Bahir Dar University.**

The Bahir Dar Textile Share Company has donated six weaving and one cone winding machines to Bahir Dar University for Institute of Ethiopian Textile and Fashion Design. Among weaving machines two were Rooti machines and the remaining four machines had Sommet brands. The machines were provided for University in fulfilling all spare parts. This is dominantly assisting students to be engaged in practical works.

The donation has taken in to consideration in creating strong ties between them that the university is considered to be the major source of human capital for the company and by far it is considered to boost community service endeavors.

It was on 28th May morning in 2016 that our company’s service bus pointed out its nose towards
North and was pushing off along the head of the Fogera asphalt road. The bus sets its final destination to Aweramba and holding 60 passengers of the Bahir Dar Textile Share Company workers.

Most of us are in charge of the kaizen development group and the 1 to 10 group structures of women. We chewed kolo and stir it the bolus with high land water in anticipating the time when we arrive at Aweramba. On the head of the town road, the driver turns the wheels to East along the road of Debre Tabor. In approximate, after we travelled 15km, the driver turns the final wheel and pushes off from Debre Tabor and takes the right turning to Aweramba. Mean while, we arrive at what we all hanger to see called the Aweramba community. The village is seemed as a group of stars when it was looked at from far but it is true that Aweramba welcomed us with its vivid green land and a pop corn village smiling faces. As soon as we arrived at Aweramba, we talked over with w/ro Enaney Kibret who is Dr Zumen’s wife and the first lady and public relation officer in the community. This industrious and unique community was established in 1972.

The community has persevered through a lot of ups and downs via its unique surmise and attitude towards gender equity, equality and industriousness to the specific and national growth at large. Hence, the community was displaced from its home of residence to the southern part of the country in 1988, as the first lady of the community elucidated. The community has revived and rebuilt again in 1993 in returning to its own former village which now a day called Aweramba.

W/ro Enaney added that the main mission of the community is to preach and build up equality and peace. Moreover, through the community special attention is given to children and elders to enable them lead a peaceful and enjoyable life through their career.

W/ro Enaney who is the public relation officer of the community stated its impressing assertion that every religion preaches about peace, love and respect but what we made us different from others that we are realizing peace, love and respect on to the ground and considered them as our lives career. After the enjoyable talk over about the way of life of the community, w/ro Enaney passed her gratitude on behalf of the community to our company that it has supported them through donating weaving machineries and about our sincere visit of the community. In the first round of our visit we enquire looking for what sort of heritages does the community have. In this respect, we saw different kinds of pictures, hand tools and special creative works of the community in the community museum. The museum has mirrored all the community’s detour scratching from its establishment till this moment of time.
Our next fabulous visit was looking at the community’s kindergarten school. As w/o Enaney has articulated that in the Aweramba community a child who reaches at 3 years old, he/she could not be behind the kindergarten school. And embarking on this age the child is expected to acquire and assimilate the community’s attitude and be honed in good discipline. As we have wit tensed, it is true that every child is already engaged in kindergarten and sharpened in good ethics. The classrooms are very posh and have been designed in attractive ways. They made of wood and mud.

In addressing and making the kindergarten school is becoming resourceful, the community has built a library which is made of wood and mud as resemble as concrete house in its strength and smoothness. It has been furnished with a lot of books which are sorted on its alternative shelves.

The other impressing venture that we looked at in our historical visit was elders’ care center. It is ever extraordinary activity that amuse our feeling. Following this we are visiting the forge. forge which is made 75% ash and 25% local soil in intending that the forge is enabling to resist fire from burn out. It has technically been designed to run two activities simultaneously. For example, the forge can cook, fry or boil two items of dishes in separate cooking dishes. Moreover, the forge has been designed to be an eco-friendly that it releases the smoke through the tube made of stone and ash with no contamination is created against the cook.

At the end we met with honorable, Doctor Zumera and he briefed us about the establishment and development of the community. Honorable Dr. Zumera has remembered that he was struggling about women equality, peace and justice since he was thirteen. Zumera rehearsed his mother as an epitome that women have shouldered double and tripled burdens in the community. He asked, “Did my mum have extra body parts and so why had she been engaged in different job trades and shouldered burden. Hence, I was very annoyed.” In view of the injustice, inequality and burden of shouldering different job trades on a single gender has enforced me to set up a unique community with unique attitude who strongly believes in equality, justice, peace and respect, honorable Zumera asserted.

Dr. Zumera also added that the foundation for overcoming those challenges is expected to be a man of action. Dr. Zumera said,” The wise man can both enquire and eager to know something, the middle man only knows something but cannot eager to ask but the little man neither enquires nor knows anything.”
Finally, we asked Dr. Zumera about gender equality and industriousness in the Aweramba community and the way that how we do make a splash our company in product quality and productivity. Dr. Zumera has replied that gender is a physiological character and we humans simply differentiate job trades in accordance with sex though job trading is not innate or born together with our sex identity. Therefore, job trade based on the identity of sex is a traditional surmise in the community. Dr. Zumera asserted when men are job trading with women, they think that they are belong to womanish character. But the reality is there should be sole change in attitude and ignorance not their sex. The sex is natural and permanent.

Regarding industriousness and working culture, honorable Dr. Zumera illustrated that coalition in attitude and developing confidence on one another is very significance for the profound outcome. On the other hand, the management system has to be altered from the boss style to the leadership one and hence between the employees and the leader the participatory approach should be created. He articulated that the leader should hear the voice of the employees and mediate in accordance with their level of knowledge and work experience. Therefore, the main key for all changes is our level of thinking.

From the scratch to bear change and productivity through the company, you have to breakthrough and think out of the box that the company is considered as the wealth of the nation at large, the heritage of your offspring and of the next generation, Dr. Zumera said.

Then, your surmise should extend to develop ownership and responsibility on the company and you should consider you are working for your career and wage in the sense of ownership with no externalizing the challenges and problems to be subjected to others. As a result, you can come up with change and productivity thorough your company, Dr. Zumera winded up.

We the Bahirdar Textile Share Company Managares and the employees express deep sorrow over the death of Mr. Tewoderos Abate, Mr. Admas Ayechew and W/ro Silenat Berihun due to their emergency illness. We wish solace to their bereaved families and loved ones.
Waeste Water Treatment Plant