

GROCERY MARKETS & SHOPS BOARD FOR GREATER BOMBAY.

QUESTIONNAIRE & ANSWERS

Q.1 How was the pool of "Registered Workers" created on the 'A' day when the Scheme come into force ?

Ans. On the date of coming into force of the Scheme, the existing workers who were working with their respective employers, were registered and thereafter the same workers were grouped as "Toli" (i.e. pool of registered workers).

Q.2 What are the different categories of Registered workers with the Board ? What are the eligibility conditions for "registration" of Workers ?

Ans. There are two categories of workers. 1. piece rated and 2. monthly salaries. Workers who are Indian Nationals, more than 14 years but below 60 years age, medically fit and have no physical infirmity due to accident etc. are registered with the Board as "Workers".

Q.3 What is the system of regulating employments ? How are registered Workers sent to jobs ? How is attendance recorded ?

Ans. Those registered workers who resign are allowed to suggest their sons or close relatives for registration in their vacancies. In case of death of registered workers priority is generally given to their sons or close relatives while filling up the vacancies. The registered workers are required to report for duty at their places of work i.e. Factories, Godowns. The Toli Mukadam there upon gets the work done from the workers of his Toli. The workers daily attendance is recorded in the Form No.2. The same is sent to the Board on the following day. The payments is generally made on 9th or 10th of every month.

Q.4 What is the system of collecting wages and other levies from the registered employers ?

Ans. The employers concerned have to fill in the information daily in Form No.1. The Table Clerk concerned talies the information furnished by the Toli Mukadam in Form No.2. The employers then pay the wages & levy to the Board according to work done by the workers as per prescribed rates. If the employers fail to remit the amount within such time limit, the Secretary takes recourse to the procedure laid down in the Scheme.

Q.5 Since the employment is restricted to Registered workers only, what steps have been taken to prevent monopoly on jobs by the Registered workers and exploitation of those not registered with the Board ?

Ans. The Scheme of the Board prohibits employment of a worker who is not registered with the Board. The Board has to protect interests of registered workers only and as such the Board is unconcerned with the problems of unregistered workers and hence no steps are required to be taken in that regard.

Q.6 Is the "Registered" pool of workers fixed ? What is the system of inducting fresh workers into the Registered pool ?

Ans. The number of workers in the Todies vary from 2 to 500 depending upon the nature of work, number of employers with whom they were working etc. The registered worker while resigning suggests the name of his eligible son for registration in his vacancy.

Q.7 Does the Board provide Minimum Guaranteed Wage or Minimum Guaranteed Employment per month and "Disappointment" wage to Registered workers ? What is the rate of "Disappointment Wage" ?

Ans. Board does not provide Minimum Guaranteed Wages nor Minimum Guaranteed Employment as the workers are employed on piece rate basis. However, employers are required to grant increase on this piece rate declared by the Board every year from November, depending upon the rise in the Consumer Price Index Number during the earlier year.

Q.8 How do the wage rates of the "Registered" workers compare with those of non-registered workers in similar occupations, and the wage rates in general in the area for similar skill levels ?

Ans. Wage rates of registered workers are on higher side as compared to those given to unregistered workers in similar occupations or than to those prevailing in the area for similar skill levels.

Q.9 How does the Board ensure that its Registered workers conform to the standards of discipline and productivity of the "Registered" employers ? What is the frequency of complaints from employers ? How are these complaints handled ?

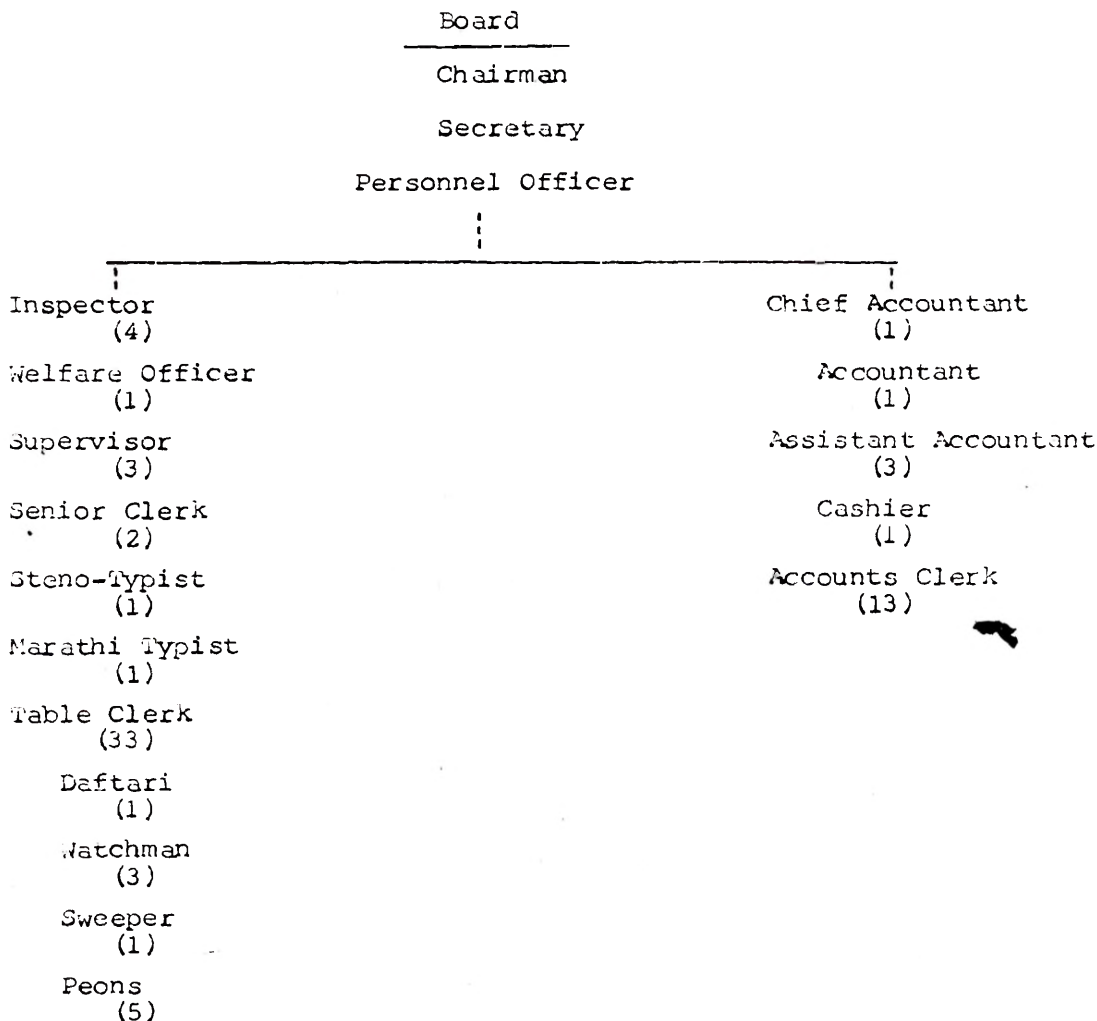
Ans. It can be said that the registered Mathadi Workers are disciplined workers. Their productivity in the sense of efficiency is higher than unregistered workers. There are a very few complaints against these workers from their

employers. Complaints about monetary losses. The complaints if any, are first enquired into by Inspectors. If the Inspector finds that the worker is guilty the case is referred to the Personnel Officer for enquiry and taking disciplinary action. The Personnel Officer after hearing the parties and making necessary enquiries fixes responsibility and imposes punishment in exercise of the powers vested in him.

The offence is very serious and warrants higher punishment, the Personnel Officer submits the case to the Chairman alongwith his recommendation. The Chairman, thereupon, awards heavy punishment to the worker in exercise of the powers vested in him.

Q.10 What is the administrative set up to handle the work of the Board ? Please illustrate.

Ans. Administrative set up of the Board is as given below.



Functions of the Board.

The Board takes policy decisions on various matters kept on the Agenda and also sees that the decisions thereat are implemented by the Chairman and Secretary through the members of Staff appointed by the Board. The duties of the Chairman, Secretary, Personnel Officer and Inspectors are laid down under the Scheme and the Act and they have to act accordingly.

Q.11 What are the benefits (other than wages) that the Board provides to the Registered Workers ? How are these benefits administered ?

Ans. The following monetary benefits (other than wages) are given to the registered workers.

The Board collects 32% Levy on the gross wages payable to the workers by their respective employers.

After setting a-side 2.05% Levy for Office Administration the remaining 29.95% levy is fully utilised for giving various benefits to the workers as below :-

<u>Benefits</u>	<u>Percentage</u>
1. Ex-gratia	9.50%
2. Provident Fund	3.33%
3. Leave with Wages	4.50%
4. Gratuity	3.00%
5. Workmen's Compensation	1.00%
6. Paid Holidays	1.00%
7. Leave Travel Concession	0.62%
8. House rent Allowance	2.00%
9. Administration	2.05%
	<hr/> <hr/> 32.00%

Q.12 What role have the trade unions co-operative societies played in ushering in the Boards and keep them going ? Would it have been possible to constitute these Boards without co-operation of the trade Unions ?

Ans. The trade Unions have played pivotal role not only in ushering in the Boards but keeping them going. It would not have been possible to constitute the Board without co-operation of the Trade Unions.

Q.13 What is the quality of co-operation from employers and Unions ? Have there been cases of prosecution or other case actions taken against defaulters ? If so, what were the nature of these offences ?

Ans. The employers and Unions have given very good co-operation to the Board. All decisions taken by the Board were unanimous. This would not have been possible without their co-operation. The decisions of the Board have also been implemented by both the workers and employers in letter and spirit. At present only one employer has been prosecuted for engaging unregistered workers.

Q.14 What are the principal problems/difficulties faced by the Board in day to day smooth running ? Please illustrate.

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Q.15 Can you state the principal good and not so good points about the Scheme under which your Board is constituted ?

1. It has given security of service to the registered workers. The services of workers can not be terminated by their employers as before.
2. The Scheme empowers the Board to grant various benefits to registered workers.

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4. Statement showing the average monthly earnings of the "Registered" workers during 1983-84 and 1984-85.

Month	1983-84	1984-85
April	237-76	1559-13
May	1119-50	1783-45
June	141-27	1728-82
July	489-57	1273-87
August	705-78	631-82
September	457-33	757-54
October	669-95	1239-40
November	1142-23	1421-99
December	1128-76	1091-61
January	858-23	1205-68
February	520-64	443-73
March	1933-69	843-44

5. Statement showing the "Registered" employers with the Board by months and size during 1983-84 and 1984-85.

Month	1983-84	1984-85
April	--	1
May	29	5
June	--	--
July	--	13
August	11	--
September	--	22
October	16	13
November	22	18
December	--	5
January	38	21
February	3	5
March	6	4

6. Statement showing the rates of levy charged by the Board on different employers or categories of employments during 1983-84 and 1984-85.

Ans. The rates of levy charged by the Board was 28% during 1983-84 and 32% during 1984-85 i.e. from 1.9.1984 onwards.

7. Statement showing the number of administrative staff and the registered workers, and the cost of administrative staff as a percentage of the total expenditure of the Board during 1983-84 and 1984-85.

Ans.

Year	Admn. Staff	Expenditure on admn. staff	%age with total expdr.	Workers
1983-84	72	9,15,839-79		
1984-85	72	12,94,772-95		

8. Statement showing the income and expenditure of the Board during the years 1983-84 and 1984-85 with details of the sources of income and the account heads of the expenditure (benefits, wages, others) etc.

Ans. Information is not available.

9. Statement showing the total wages paid to the workers and the wages paid as the Minimum Guarantee Wage paid (when workers did not work but were paid) during 1983-84 and 1984-85.

Ans. Total Wages paid during 1983-84 : Rs. 6,53,59,087-61
Total Wages paid during 1984-85 : Rs. 7,33,17,924-24

Board does not provide Minimum Guarantee Wage as the workers are employed on piece rate basis.

10. Statement showing the rates of levy charged from various categories of Registered employers for the various categories of employments during 1983-84 and 1984-85.

Ans. Same as item No. 6.