

बृहन्मुंबई धातु व कागद बाजार आणि दुकाने माथाडी
कामगार मंडळ, मुंबई.

THE METAL (Excluding Iron & Steel) & PAPER MARKETS & SHOPS MATHADI LABOUR BOARD
FOR GREATER BOMBAY.

अध्यक्ष
श. ज. साल्जी
Chairman
Shri. S. J. Salvi

सचिव
वि. प्र. देशमुख
Secretary
Shir. V. P. Deshmukh

राजशेखर, ३३३, जे. एस. रोड,
मुंबई-४०० ००२.
Rajshekhar,
333, Jagannath Shankar Shet Road,
Bombay-400 002.

Ref. No. M P B / /

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Information Regarding Questionnaire.

1. How was the pool of "Registered workers" created on the 'A' day when the Scheme came into force ?
 - A) The Metal and Paper Market Labour Board, for Greater Bombay, came into existence in the year 1973. Prior to 1973 all the unregistered workers working in the Metal trade, and, Paper trade respectively were working for the particular employers hereditarily, in tolis. When the Metal and Paper Board for Greater Bombay, came into existence, these unregistered workers working in various tolis for particular employers were got registered by allotting different numbers for different tolis with M and P letters indicating that M means Metal and P means Paper. Thereafter, when the new employers got themselves registered with the Board, the unorganised workers working in respective trades, were organised, and registered with the Board, and then were allotted to the newly registered employers as per their requirement. These tolis sometimes work for even two or three registered employers. Only in the case of Minerals and Metal Trading Corporation of India, a Government Of India undertaking, this Board has allotted three fixed tolis taking into consideration the over-all turnover of the company.
2. What are the different categories of Registered workers with the Board ? What are the eligibility conditions for "registration" of workers ?
 - A) There are two categories of registered workers with the Board. The first one carries out various operations in the Metal and Paper trade such as loading, unloading, stacking of materials etc., whereas the other category of workers undertake only the work of "warai". There are no specific eligibility conditions for "registration" of workers.

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3. What is the system of regulating employments ? How are Registered workers sent to jobs, how is attendance recorded ?
- A) Since the registered workers working in Metal and Paper trades are allotted permanently to carry out the day to day operations of the particular registered employers, the Mukadam of such tolis is always alert and vigilant about obtaining the work and regulating employments of the registered workers, working under him. The attendance of the registered workers is recorded and maintained by the Mukadam of the toli. The Mukadam of the toli, has over-all control about the workers working in his toli.
4. What is the system of collecting wages and other levies from the Registered employers ?
- A) The Board has prescribed particular forms in which not only the attendance of the registered workers working in the particular toli is recorded, but the other information such as the total work carried out every day month wise, with the charges per operation as prescribed by the Board are also recorded. These forms are submitted to the Board by the Mukadam of the toli in the first week of the succeeding month and on the basis of the forms submitted by the Mukadam, the Board, recovers the wages and levy from the registered employers.
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 ?
- A) Since the registered workers are allotted to work permanently with the registered employers, the question of taking steps to prevent monopoly on jobs by the registered workers, does not arise.

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When it is brought to the notice of the Board, that some employers get the work done by engaging unregistered workers, and, exploit them, immediately the Inspectors of the Board are sent for verification of the complaints, and, if it is found that there has been a substance in the complaints, the unregistered workers working with the unregistered employers, are organised and registered in tolis, and the same are allotted to the unregistered employer, after getting him registered with the Board. This is being done by way of adopting persuasion methods, instead of going into litigations.

6. Is the "Registered" pool of workers fixed ? What is the system of inducting fresh workers into the Registered pool ?
- A) Yes. The registered pool of the workers is fixed. However, whenever any registered worker either resigns or relinquishes his post for any other reason, the same is filled in by appointing as far as possible his son or brother, or any other worker of the choice of the majority of the workers working in that toli. While appointing any other worker the choice of the majority of the workers working in that toli is obtained in writing.
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" ?
- A) No.

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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 ?
- A) Though it is a fact that the work pertaining to the Metal and Paper trade, is required to be carried out by the registered workers of this Board, still in negligible cases the work is got done by engaging the unregistered workers. Such of the workers are paid very meagre wages as compared to the rates prescribed by the Board, which are about $\frac{1}{4}$ th of the prescribed rates of wages.
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 ?
- A) Since the registered workers are permanently allotted to the registered employers for carrying out their day to day operations, the workers are always alert and vigilant to see that they perform their duties in time being piece-rated one. As such the complaints from the employers are negligible.
10. What is the administrative set up to handle the work of the Board ? Please illustrate.
- A) The administrative set up to handle the work of the Board is as follows
- | | |
|----------------------|-------------------------------------------------------------------------------|
| 1) Chairman | - Cadre post of the Assistant Commissioner of Labour. |
| 2) Secretary | - Cadre post of the Government Labour Officer. |
| 3) Personnel Officer | - Either a cadre post of the Supritendent from the Commissioner of Labour, or |
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a Graduate Senior person who has worked as Inspector for a pretty long time, having knowledge of investigating the complaints, labour laws and cordial relations with the registered workers and the registered employers.

- 4) Inspector -
- 5) Senior Clerk -
- 6) Cashior -
- 7) Clerk/Typist -
- 8) Accounts Clerk-
- 9) Peons -

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

- A) Following are the benefits provided to the registered workers of the Board.
- 1) Providend Fund.
 - 2) Compensation as per the workmen's compensation Act.
 - 3) Paid Holidays.
 - 4) Free Medical Services.
 - 5) Gratuity.
 - 6) Leave with Wages.
 - 7) Ex-Gratia.

These benefits are administered from the levy received from the registered employers by allocating the percentage thereof, on these various benefits/perqui-sites.

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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 ?
- A) No specific comments. It is true that it would not have been possible to constitute these Board without the co-operation of the Trade Unions.
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 ?
- A) The quality of co-operation from employers and Unions is good one. The employers and the Unions, it is noticed are taking keen interest in running the Board smoothly by redressing the grievances faced by the Board from time to time. The co-operation from the employers and the Union is required to be obtained whenever there are demands from the registered workers for demands of increase in wage-rates and also increase in the rate of levy, since the benefits provided to the registered workers much depend upon the rate of levy and wage-rates considering the increase in prices of the general commodities. No specific remarks are offered as regards cases of prosecution since there are hardly one or two prosecution launched since the inception of the Board.
14. What are the principal problems/difficulties faced by the Board in day to day smooth running ? Please illustrate.
- A) Where-ever there is a multiplicity of Unions, due to intra union rivalry, sometimes it becomes very difficult for the Chairman of the Board to run the Board smoothly since the Unions operating are affiliated to one party

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only, and as a result, the Chairman of the Board has to face the political interference.

Under Section 6 of the Act the Constitution of the Board or the re-constitution of the Board the powers vests with the Government. Sometimes it is observed that the nomination of the representatives either of the employers or of the registered workers on the Board is made by the Government ignoring the suggestion made by the Chairman of the Board, who makes such suggestion for nomination after having experience of day to day working of the Board for atleast a couple of years. While constituting or reconstituting the Board, the Chairman of the Board should to be taken into confidence while nominating the Board Members. This may help in avoiding frictions amongst the nominated Board Members who represent the registered workers of the Board, and, who have alliance with such Unions having intra Union rivalry. It is further felt that as regards the smooth working of the Board is concerned there should be no political interference. It is further felt that while nominating the persons representing the registered workers only those persons who are registered with the Board as workers may be considered for nomination as Board Members, and the officials of any Trade Unions should not be nominated as Board Members, since the Board is a Tripartite Body.

15. Can you state the principal good and not so good points about the scheme under which your Board is constituted ?
- A) a) Some specific provisions under the Scheme from the welfare point of the workers are required to be made such as no provision is made as regards payment of subsistence allowance when the registered worker is placed under suspension.

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- b) Under the provisions of the Act and the Scheme made thereunder, it is the responsibility and duty of the Board to allot or register a particular worker in a particular Toli considering either the total number of workers registered in that particular Toli and the wages earned by them. However, it is now observed that ignoring this provision the Trade Union existing in a particular Board recommend a particular worker in a particular Toli for registration totally ignoring principles underlying there-in, and if the Board refuses to register such worker recommended by the Union in a particular Toli, complaints are made by the Union at the level of Ministers, and the Board has to take the decisions ignoring the rules due to political pressures. In order to avoid such tactics adopted or practiced by the Unions, the Board should be allowed to work as per the rules in the strict sense of the term.
- c) It has been also found that the staff members working in the various Boards are paid their wages on par with the Government employees. These Staff members are the members of a particular Union. They serve their charter of demands periodically on the Board for settlement. These charter of demands include either more monetary benefits/facilities or some other facilities which are not generally available to the Government Employees. In order to maintain harmonious relationship with the staff members it becomes necessary to discuss the charter of demands either with the representatives of the Staff Members or with the Union representing the staff members, and as a result some sort of monetary benefits and other facilities are required to be given periodically. Thus, the Staff Members working in various Boards
- 100% extra monetary benefits

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as compared to Government Employees. Since the Mathadi Boards are Statutory Bodies, it is suggested that special recommendation should be made as regards payment of wages and other facilities by appointing a separate Commission or efforts should be made to bring all the staff members employed under the Board, on par with Government Employees.

(Signature)
Chairman,
Metal & Paper Markets
Labour Board for Greater
Bombay.

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STATISTICAL DATA

1. Statement showing the total number of persons "Registered" with the Board by months and by categories for 1983-84 and 1984-85.

Months	Nof of Regd. Workers in 1983-1984.		No. of Redg. Workers in 1984-1985		
	Metal Trade	Paper Trade	Metal Trade	Paper Trade	
1	2	3	4	5	
April 1983	1688	1146	April 84	1735	1142
May 1983	1684	1143	May 84	1736	1139
June 1983	1694	1144	Jun 84	1735	1133
July 1983	1690	1153	July 84	1734	1130
Aug 1983	1693	1154	Aug 84	1734	1128
Sept. 1983	1690	1147	Sept 84	1737	1120
Oct. 1983	1692	1144	Oct. 84	1737	1117
Nov. 1983	1706	1141	Nov. 84	1755	1119
Dec. 1983	1711	1138	Dec. 84	1756	1123
Jan. 1984	1720	1138	Jan. 85	1777	1120
Feb. 1984	1726	1132	Feb. 85	1779	1114
Mar. 1984	1732	1143	Mar. 85	1789	1113

STATISTICAL DATA

2. Statement showing the average employment in days per month for different categories of Registered Workers during 1983-84 and 1984-85.

Months	No. of Registered Workers in 1983-84 Average per day per month.		No. of Registered Workers in 1984-85 Average Per day per Month.		
	Metal Trade	Paper Trade	Metal Trade	Paper Trade	
1	2	3	4	5	
April 85	56.26	38.20	April 84	57.83	38.06
May 83	54.32	36.87	May 84	56.00	36.74
June 83	56.46	38.13	June 84	57.83	37.76
July 83	54.51	37.19	July 84	55.93	36.45
Aug. 83	54.61	37.22	Aug. 84	55.93	36.38
Sept. 83	56.33	38.23	Sept. 84	57.90	37.33
Oct. 83	54.58	36.90	Oct. 84	56.03	36.03
Nov. 83	56.56	38.03	Nov. 84	58.50	37.03
Dec. 83	55.19	36.70	Dec. 84	56.64	36.22
Jan:84	55.48	36.70	Jan. 85	57.32	36.12
Feb. 84	61.64	40.42	Feb. 85	63.53	39.78
Mar. 84	55.87	36.87	Mar. 85	57.70	35.90

STATISTICAL DATA

3. Statement showing the number of "Registered" Workers and workers employed month-wise and category-wise during 1983-84 and 1984-85.

Months	No. of Regd. Workers in 1983-84 and employed month wise,		Months	No. of Regd. Workers in 1984-85 and employed monthwise.	
	Metal Trade	Paper Trade		Metal Trade	Paper Trade
1	2	3	4	5	6
April 83	1688	1146	April 84	1735	1142
May 83	1684	1143	May 84	1736	1139
June 83	1694	1144	June 84	1735	1133
July 83	1690	1153	July 84	1734	1130
Aug. 83	1693	1154	Aug. 84	1734	1128
Sept. 83	1690	1147	Sept. 84	1737	1120
Oct. 83	1692	1144	Oct. 84	1737	1177
Nov. 83	1706	1141	Nov. 84	1755	1119
Dec. 83	1711	1138	Dec. 84	1756	1123
Jan. 84	1720	1138	Jan. 85	1777	1120
Feb. 84	1726	1132	Feb. 85	1779	1114
Mar. 84	1732	1143	Mar. 85	1789	1113

STATISTICAL DATA

4. Statement showing the average monthly earnings⁰ of the "Registered" workers during 1983-84 and 1984-85.

Months	1983-84		1984-85	
	Metal	Paper	Metal	Paper
1	2	3	4	5
April	500.03	248.00	493.81	275.92
May	473.50	252.03	415.65	219.64
June	446.80	208.15	474.77	223.33
July	444.06	213.30	439.00	232.90
Aug.	412.96	220.06	593.89	242.40
Sept.	469.94	251.81	577.46	295.60
Oct.	417.75	275.01	588.71	294.04
Nov.	516.29	289.61	588.14	294.13
Dec.	491.12	293.32	482.33	309.85
Jan.	561.68	268.26	715.62	351.08
Feb.	483.74	250.80	554.65	324.59
Mar.	537.24	267.15	563.29	261.01
Total	5755.11	3037.50	6487.32	3324.47
$\div 12$	\div 479.59	\div 253.13	\div 540.61	\div 277.04

STATISTICAL DATA

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

Months	Nof of Registered employers 1983-84 per months		No. of Registered employer 1983-1984 & 1984-1985 per month				
	Metal Trade	Paper Trade	Month	Metal Trade	Paper Trade		
	1	2	3	4	5	6	
April 83	1087	+ 1	939	+ 2	April 84	1132 + 1	960 + 3
May 83	6		1		May 84	-	3
June 83	4		4		June 84	3	-
July 83	5		-		July 84	10	-
Aug. 83	1		-		Aug. 84	17	2
Sept. 83	3		3		Sept. 84	15	2
Oct. 83	8		-		Oct. 84	6	3
Nov. 83	4		-		Nov. 84	22	-
Dec. 83	1		1		Dec. 84	12	1
Jan. 84	5		3		Jan. 85	5	1
Feb. 84	7		4		Feb. 85	7	3
Mar. 84	-		3		Mar. 85	1	-
	1132		960			1231	977

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

1983-84	28.00 %
1984-85	28.00 %

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

	<i>Administrative staff</i>	<i>Registered workers</i>		
	<i>(No.)</i>	<i>Actual</i>	<i>Payable</i>	
1983-84	17	1732	1143	13.70 %
1984-85	20	1789	1113	12.70 %

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

Heads of Expenditure.

	<u>1983-84</u>	<u>1984-85</u>
Administrative Charges.	3,31,851=87	3,91,555=32
Ex-Gratia.	10,48,116=54	14,06,592=00
Gratuity.	62,988=05	62,589=62
Leave with Wages.	2,47,104=24	3,38,925=40
Medical Aid.	1,43,416=10	1,31,834=65
Paid Holidays.	1,43,011=36	1,29,901=38
Provident Fund.	4,31,465=35	5,53,592=53
Workmen Compensation.	8,205=83	22,552=85
Furniture & Office Equipments.	11,237=25	41,136=62
TOTAL :-	24,27,396=59	30,78,680=37

Source of Income.

	<u>1983-84</u>	<u>1984-85</u>
Levy.	38,14,350=32	42,44,814=50
Sales Proceeds.	3,326=15	3,341=25
Sales of P.F. Books.	142=50	5=00
Interest on Loan to Workers.	4,023=89	3,195=50
Interest on Fixed Deposits.	4,06,724=74	8,24,390=81
Interest on Gratuity A/c.	11,500=00	10,875=00
Interest on Saving A/cs.	78,198=60	49,648=90
Int. on Housing S/B A/c.	10,109=50	3,058=80
Int. on Loan to Metal Bazar Kamgar Sahakari Patpedhi Ltd.	-	6,000=00
TOTAL :-	43,28,375=70	51,45,329=76

- 9) Statement Showing the total wages paid to the workers and the wages paid as minimum Gurantee wages paid. (When workers did not work but were paid during 1983-84 and 1984-85).

<u>1983-84</u>	<u>1983-84</u>	<u>1984-85</u>
Wages paid to Workers.	87,26,963=05	99,62,894=66