

# Cotton Markets Labour Board For Greater Bombay

( Constituted under Maharashtra Act No. XXX )

B/90, Cotton Exchange Bldg., Cotton Green, Bombay - 400 033.

No. CMLB/ 86/

Date 9th May, 1986.

## INFORMATION REGARDING QUESTIONAIRE:

1) How was the pool of "Registered workers" created on the 'A' day when the Scheme came into force?

Land Cotton Waste  
Trade

A) The Cotton Markets Labour Board for Greater Bombay came into existence in the year 1972. Prior to 1972 all the workers working for the Cotton Trade were working in the Society. While working in the Society also, the workers working in the Cotton Trade were working in Gangs. As a result, when the Cotton Market Labour Board for Gr. Bombay was constituted, the same old system was followed. At present also, the registered workers working in the Cotton Trade are working in the same 10 old Groups prior to 1972. These groups of workers are also known as Gangs or Guts.

2) What are the different categories of registered workers with the Board? What are the eligibility conditions for "registration" of workers?

Land Cotton Waste  
Trade

2) There are <sup>three</sup> ~~two~~ categories of registered workers with the Board. The first one carries-out various operations in the Cotton Trade such as loading, unloading, stacking, etc., whereas the second ~~one~~ category of workers is known as Number Markers, who ~~mark~~ marks the numbers on the bales for various employers. There are no specific eligibility conditions for "Registration" of workers.

The third one is  
known as

"Palanwadi" a female  
workers working in the  
Cotton Waste Trade

contd...2

# Cotton Markets Labour Board For Greater Bombay

( Constituted under Maharashtra Act No. XXX )

B/90, Cotton Exchange Bldg., Cotton Green, Bombay - 400 033.

No. CMLB/

- 2 -

Date.....

- 3) What is the system of regulating employments?  
How are Registered workers sent to jobs, how is attendance recorded?
- A) There are about 950 registered workers working in 10 Groups/Gangs with the Board at present. These Groups are allotted to various employers and Mills for undertaking the day to day operation of the imported or exported cotton bales. These registered workers are sent to jobs as per requirements of the various employers on getting the prior intimation of work. The attendance of the registered workers sent to jobs is recorded by the Supervisors, who have over-all control regarding the employment of the registered workers in their day to day affairs. Even if any registered worker proposes to proceed on leave, he has to submit his application for leave through his Supervisor for further necessary action to the Board.
- 4) What is the system of collecting wages and other levies from the Registered employers?
- A) Whenever the registered workers are sent to jobs to any Mill or any individual employer, they record the work done by them in a specific format, which in turn they submit to the Board for collecting wages and levy from the registered employers. While submitting the information of work, the registered workers also mention the type of work they have undertaken, and the charges prescribed for the undertaking of such operations by the Board.

# Cotton Markets Labour Board For Greater Bombay

( Constituted under Maharashtra Act No. XXX )

B/90, Cotton Exchange Bldg., Cotton Green, Bombay - 400 033.

No. CMLB/

- 3 -

Date.....

- 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 employment is restricted to registered -workers only, efforts are made to see that a particular Gang/Gut does not have its own monopoly of particular jobs/ to be undertaken for the particular registered employers. When it is noticed that the wages of a particular Toli/Gut exceed as compared to other Tolies/Guts the work is distributed to other workers working in other Tolies periodically which is general known as a Warfare. By adopting this practice it has been experienced that there has been a very marginal difference in the wages earned by the workers in various Tolies. However, it can very well be said that it is not possible to see all the workers working in various Tolies get equal wages since all the registered workers are piece rated workers, and they have to undertake the jobs of various operations when the work is available to them. The question of exploitation of those workers not registered with the Board does not arise since where-ever the work pertaining to the Cotton Trade is to be undertaken it is required to be done by the registered workers of the Board as per the provisions of the Act.

# Cotton Markets Labour Board For Greater Bombay

( Constituted under Maharashtra Act No. XXX )

B/90, Cotton Exchange Bldg., Cotton Green, Bombay - 400 033.

No. CMLB/

- 5 -

Date.....

- 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 appointed<sup>ing</sup> his nearest relative of his choice.
- 7) Does the Board provide Minimum Guaranteed wages or Minimum Guaranteed employment per month and "Disappointment" wage to Registered workers? What is the rate of "Disappointment wage"?
- A) No.
- 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) The question does not arise since the work pertaining to the operations of the cotton trade is undertaken by the registered workers of the Board.
- 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?

# Labour Markets Labour Board For Greater Bombay

( Constituted under Maharashtra Act No. XXX )

B/90, Cotton Exchange Bldg., Cotton Green, Bombay - 400 033.

No. CMLB/

- 6 -

Date.....

A) Maximum efforts are taken to see that whenever any intimation for supply of labour is received from the registered employer, immediately the required labour is sent to him for jobs. As a result, frequency of complaints for not providing labour in time is totally negligible. Further, even the registered workers working in a particular Gang/Toli and their Supervisors are always alert and vigilant to see that they do their best in performing their duties for the registered employers allotted to them since their earnings are piece rate one, and in case they ignore such intimation of work they are the bad losers. However, if any complaint is received by the Board, immediately the Personnel Officer/Inspector is sent to the spot for immediate investigation, with the instructions that he has to submit his investigation report to the Secretary for further action if need be.

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.

contd...7

# Cotton Markets Labour Board For Greater Bombay

( Constituted under Maharashtra Act No. XXX )

B/90, Cotton Exchange Bldg., Cotton Green, Bombay - 400 033.

No. CMLB/

- 7 -

Date.....

- 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 Superintendent from the Commissioner of Labour, or a Graduate Senior person who has worked as Inspector for a pretty long time, having knowledge of investigating the Complaints, labour laws and co-ordial relations with the registered workers and employers of the Board.
- 4) Accountant-
- 5) Senior Clerk-
- 6) Cashier-
- 7) Clerk/typist
- 8) Asstt. 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) Provident Fund
    - 2) Compensation as per the Workmen's Compn. Act.
    - 3) Paid Holidays
    - 4) Gratuity
    - 5) Medical Expenses
    - 6) Leave with Wages
    - 7) Ex-gratia
    - 8) Life Insurance benefit.

# Cotton Markets Labour Board For Greater Bombay

( Constituted under Maharashtra Act No. XXX )

B/90, Cotton Exchange Bldg., Cotton Green, Bombay - 400 033.

No. CMLB/

- 8 -

Date.....

These benefits are administered from the levy received from registered employers by allocating the percentage thereof on these various benefits/perquisites

- 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 Boards 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

# Labour Markets Labour Board For Greater Bombay

( Constituted under Maharashtra Act No. XXX )

B/90, Cotton Exchange Bldg., Cotton Green, Bombay - 400 033.

No. CMLB/

- 9 -

Date.....

since the inception of the Board.

- 18) What are the principal problems/difficulties faced by the Board in day to day smooth running? Please illustrate.
- A) When<sup>x</sup>-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 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 ~~be~~ 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



# Cotton Markets Labour Board For Greater Bombay

( Constituted under Maharashtra Act No. XXX )

B/90, Cotton Exchange Bldg., Cotton Green, Bombay - 400 033.

No. CMLB/

- 10 -

Date.....

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 ~~is not~~ required to be made such as no provision is made as regards payment of subsistence allowance when the registered worker is placed under suspension.
- 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

# Cotton Markets Labour Board For Greater Bombay

( Constituted under Maharashtra Act No. XXX )

B/90, Cotton Exchange Bldg., Cotton Green, Bombay - 400 033.

B/

- 11 -

Date.....

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 are in receipt of 30% to 40% extra monetary benefits as compared to

24

# Cotton Markets Labour Board For Greater Bombay

( Constituted under Maharashtra Act No. XXX )


B/90, Cotton Exchange Bldg., Cotton Green, Bombay - 400 033.

No. CMLB/

- 12 -

Date.....

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.

  
Chairman,  
Cotton Markets Labour Board  
for Gr. Bombay.

COTTON MARKETS LABOUR BOARD FOR GREATER BOMBAY.

STATISTICAL DATA

	<u>1983-84</u>	<u>1984-85</u>
1) Statement showing the total number of persons "Registered" with the Board by months and by categories for 1983-84 and 1984-85.	1590	1546
2) Statement showing the average employment in days per month for different categories of Registered workers during 1983-84 and 1984-85.	33,020 days	31,980 days p.m.
3) Statement showing the number of "Registered" workers and workers employed month-wise and category-wise during 1983-84 and 1984-85.	1,270	1,230
4) Statement showing the average monthly earnings of the "Registered" workers during 1983-84 and 1984-85.	Rs. 1,000/-p.m.	Rs. 1,200/-p.m.
5) Statement showing the "Registered" employers with the Board by months and size during 1983-84 and 1984-85.	437	452
6) Statement showing the rates of levy charged by the Board on different employers or categories of employers or categories of employments during 1983-84 and 1984-85.	Cotton Trade 30% Cotton Waste T. 25%	Cotton Trade <del>30%</del> 33% Cotton Waste T. <del>25</del> 28%
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.	Number of Admn. Staff. 28 Percentage of Levy 2½%	.. 28 .. 2½%
9) Statement showing the <del>total</del> 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.	44.53 .. <del>11.81</del> 5.22 0.59 5.02 2.15 13.41 1.19 1.43 <u>3.61</u> <u>44-53</u>	Income from Levy (in Lacs) .. 57-70 Provident Fund 16.34 Gratuity Fund 6-63 Workmen's Compn. 1.05 Leave with Wages 7-14 Paid Holidays 1.96 Diwali Ex-gratia 15-80 L.I.B. benefits 1.70 Medical Benefit 1.95 Administration <u>5.13</u> <u>57-70</u> <u>57-70</u>

---

	<u>1983-84</u>	<u>1984-85</u>
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	Rs. 1,96,25,400/-	Rs. 2,15,33,500/-
0) 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.	Same as No.6 above.	Same as No.6 above.