

QUESTIONS.

ANSWERS.

- 1) How was the pool of "Registered workers" created on the 'A' day when the Scheme came into force? : The Bombay Iron and Steel ~~Labour Board~~ Unprotected workers (Regulation of Employment & Welfare) Scheme, 1970 came into force in 1st June, 1970 and the Clause 14 & 15 of the Scheme dealing with registration of employers and workers came into force from 7th May, 1970. Those workers, who were engaged in operations, like loading, unloading, stacking, carrying, weighing, measuring Iron and Steel or such other work including work of preparatory ~~or~~ in incidental to such operations for efficient performance of work. The Board did not form any pool of workers as the Board did not think it necessary to create a pool of workers. The Board adopted method "as is where is" and absolved all the workers working with various employers in Greater Bombay.
- 2) What are the different categories of Registered workers with the Board? What are the eligibility conditions for "registration" of workers? : There are two categories of the registered workers namely 1. Permanent 2. Temporary. There are no any specific eligibility conditions for registration of workers.
- 3) What is the system of regulating employments? How are Registered workers sent to Jobs, how is attendance recorded? : There is no any system of regulation of employments of the registered workers who were working with the employers on the date of the registration with the Board are deemed to have been allowed to the said employer and where attendance is recorded by the registered employer for who they are working. The Board does not send the registered workers for the job as there is no pool system and the system is "as is, where is".
- 4) What is the system of collecting wages and other levies from the Registered ~~work~~ employers? : The registered employers remit the wages and levy of the registered workers engaged by them before 10th of each month.

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- 1) 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?
- : The act aims that registration of all the workers in the scheduled industry and there should be non un-registered workers unless who is direct employee and his service conditions are better than the Board worker. There is no question of preventing the monopoly of registered workers and exploitation of registered workers.
- 2) Is the "Registered" pool of workers fixed? What is the system of inducting fresh workers into the Registered pool?
- : There is no pool system ~~while~~ however while inducting fresh workers, The sons or the close relatives of the registered workers are considered.
- 3) Does the Board provide Minimum Guaranteed wages or Minimum Guaranteed employment per month and "Disappointment" wages to registered workers? What is the rate of "Disappointment Wages"?
- : The Bombay Iron and Steel Labour Board, does not provides for minimum guaranteed wages, because the workers are working on piece rate wages. x There is no system of disappointment wages.
- 4) How do the wages rates of the "Registered Workers compare with those of non-registered workers in similar occupations and the wages rates in general in the area for similar skill levels?
- : The wage rates of the un-registered workers are not available in the Board but it is certain that un-registered workers are not in the receipt of fresh benefits which are available to the registered workers.
- 5) 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?
- : There are no hard and fast rules for discipline and productivity vary rarely. There are complaint about bad workmanship from complayers. The only complaint for employers is about un-authorized absent and such complaintes are investigated and them with in accordance with Clause 35(2) and (4) of the Scheme.

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- 1) What is the administrative set up to handle the work of the Board ? Please illustrate.
- : The Board headed by the Chairman who is nominated by the State Government and there are equal members of employers & workers representatives as the members of the Board in addition to the one more Govt. nominee on the Board. The Board, has a personal Officers, two inspectors appointed under section 15 of the act and one Accountant, ~~One~~ Two Asstt. Accountant, Sr. Clerks, and Jr. Clerk. The Jurisdiction of the Board is Gr. Bombay Bombay, ~~Dix~~ Thane Dist, Karjat and Panvel Taluka of Raigad District.
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- 1) What are the benefits (Other than wages) that the Board provides to the Registered workers? How are these benefits administered ?
- : The Board gives following benefits to the workers.
 1. Weekly off 2. Casual, Sick Leave & Paid Holiday 3. Leave with wages 4. P.F. 5. Gratuity 6. Workmen Compensation 7. Ex-gratio.
 N.B. The amount of leave with wages, & Ex-gratia payment are paid every and the benefits of P.F. and Gratuity are given on resignation of the workers. There is also provisions for workmen Compensation under the Act.
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- 2) What role have the trade unions co-operative societies played in ushering in the Board and keep them going ? would it have been possible to constitute these Board without co-operation of the trade Unions?
- : The Unions have been useful to the Board in as much as that instead of dealing with large number of un-protected workers. Their cases are deal with the Union ignoring there nuisance value.
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- 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 . : There is cold response from employers as they have fear in their mind that they will have to pay higher wages & levy which will increase the liability. There are good numbers of prosecutions for breach of clause 14,30 & 31 of the Scheme. The defaulting employers are dragged in the Hon.Labour Court for breach of the provisions of the Act & Scheme.
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- 14) What are the principal problems/difficulties faced by the Board in day to day smooth running? Please illustrate . : The only major problem, in day to day faced by the Board is that due to sever rivalry between Unions smooth running of the Board is affected.
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- 15) Can you state the principal good and not so good points about the scheme under which your Board is constituted ? : No comments.
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QUESTIONS.	:	<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.	:	Permanent 4062 Temporary 448	4528 518
2) Statement showing the average employment in days per month for different categories of Registered workers during 1983-84, 1984-85	:	April, 83 May, 83 June, 83 July, 83 August, 83 Sept. 83 Oct. 83 Nov. 83 Dec. 83 Jan. 84 Feb. 84 March, 84	68 65 62 67 70 75 70 69 65 64 69 72
3) Statement showing the number of "Registered" workers and workers employed month-wise and category-wise during 1983-84 and 1984-85.	:	April, 83 May, 83 June, 83 July, 83 August, 83 Sept. 83 Oct. 83 Nov. 83 Dec. 83 Jan. 84 Feb. 84 March, 84	4104 4208 4175 4386 4486 4472 4582 4590 4625 4615 4725 4728
4) Statement showing the average monthly earnings of the "Registered" workers during 1983-84 & 1984-85	:	April, 83 May, 83 June, 83 July, 83 August, 83 Sept. 83 Oct. 83 Nov. 83 Dec. 83 Jan. 84 Feb. 84 Mar. 84	1125.90 1368.40 1235.78 1124.76 1020.51 1033.22 960.55 1192.97 1155.47 1075.58 1197.05 1272.10

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5) Statement showing the "Registered" employers with the Board by months and size during 1983-84 and 1984-85	: 898 927																																				
6) Statement showing the rates of levy charged by the Board on different employers or categories of employments during 1983-84 and 1984-85	: <table border="1"> <thead> <tr> <th></th> <th>83-84</th> <th>84-85</th> </tr> </thead> <tbody> <tr> <td>Administration</td> <td>2.25</td> <td>3.00</td> </tr> <tr> <td>Ex-gratia</td> <td>8.33</td> <td>9.50</td> </tr> <tr> <td>P.F.</td> <td>8.33</td> <td>8.33</td> </tr> <tr> <td>Paid Holidays.</td> <td>1.00</td> <td>1.25</td> </tr> <tr> <td>Leave With wages</td> <td>2.50</td> <td>2.50</td> </tr> <tr> <td>Workmen Coempensation-Gratuity.</td> <td>0.30</td> <td>0.75</td> </tr> <tr> <td>Medical & Sick Leave</td> <td>2.00</td> <td>4.00</td> </tr> <tr> <td>Misc.</td> <td>3.00</td> <td>2.50</td> </tr> <tr> <td></td> <td>0.29</td> <td>0.17</td> </tr> <tr> <td></td> <td><u>28.00%</u></td> <td><u>32.00%</u></td> </tr> <tr> <td></td> <td>28.00%</td> <td>32.00%</td> </tr> </tbody> </table>		83-84	84-85	Administration	2.25	3.00	Ex-gratia	8.33	9.50	P.F.	8.33	8.33	Paid Holidays.	1.00	1.25	Leave With wages	2.50	2.50	Workmen Coempensation-Gratuity.	0.30	0.75	Medical & Sick Leave	2.00	4.00	Misc.	3.00	2.50		0.29	0.17		<u>28.00%</u>	<u>32.00%</u>		28.00%	32.00%
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7) Statement showing the number of administrative Staff and the registered workers, and the cost of administration staff as a percentage of the total expenditure of the Board during 1983-84 and 1984-85	:	<u>1983-84</u>		<u>1984-85</u>
		As Staff & Mukadam Workers ad-Charges.	65.00 4510.00 2.25	AS Staff & Mukadam. Workers Ad-charges.
				67.00 5046.00 2.00
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.	:	<u>Incomes.</u>		
		Wages & Levy Interest. Others Income.	4,82,56,000.00 2,06,000.00	5,82,88,000.00 2,50,000.00
		<u>Expenditure:</u>		
		<u>1983-84</u>		<u>1984-85</u>
		Wages. Benefits. Administration charges.	3,77,00,000.00 97,08,676.00 8,47,324.00	4,34,00,000.00 1,30,63,251.00 8,24,749.00
9) Statement showing the total wages paid to the workers and the wages paid as the minimum Guarantee wage paid (when workers did not but were paid) during 1983-84 & 1984-85	:		3,77,00,000/-	4,34,00,000/-
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	:	As per coloum No. 6.		