

STATISTICAL DATA - 1 & 3

THE CLOTH MARKETS AND SHOPS BOARD FOR GREATER BOMBAY

TELGALLI, VITHALWADI, KALBADEVI.

BOMBAY - 400 002.

STATEMENT SHOWING THE TOTAL NUMBER OF PERSONS
"REGISTERED" WITH THE BOARD BY MONTHS AND BY
CATEGORIES FOR 1983-84 AND 1984-85.

MONTH	YEAR	
	1983-84	1984-85
April	As on	6222
May	March 84	6219
June	6236	6260
July	monthly	6247
August	figures	6253
September	not readily	6262
October	available.	6277
November		6276
December		6279
January		6258
February		6252
March		6238



Chairman

Greater Bombay


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Office of the Cloth Markets and
Shops Board for Greater Bombay.
Telwadi, Vithalwadi, Kalbadevi,
BOMBAY-400002.

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.

STATISTICAL DATA-7

Categories of Staff.	Administrative		Workers	
	83-84	84-85	83-84	84-85
Chairman	1	1	6236	6238
Secretary	1	1		
Personnel Officer	1	1		
Accountant	1	1		
Asstt.Acctt.	1	1		
Inspector	5	5		
Supervisor	1	1		
Cashier	1	1		
Sr.Clerks	5	5		
Steno Cum-Typist	1	1		
Clerk	31	34		
Daftari	1	1		
Peon	4	4		
Residential Hamal	1	1		
Total	55	58		
Cost of Administrative Staff as percentage of the Total expenditure.			<u>1983-84</u> 5.70 %	<u>1984-85</u> 7.75 %



Chairman

SHENDE JOSHI & CO. THE CLOTH MARKET AND SHOP ROAD FORT GEENTRE
 Chartered Accountants, BOMBAY.
 Y.H. SHENDE, INCOME AND EXPENDITURE ACCOUNTS FOR THE YEAR ENDED 31ST MARCH,
 F.C.A. 1985.

V.B. JOSHI,
 B.Com, A.C.A., A.C.F.

C-25, TANABAG ESTATE,
 PUNJAM MOHAN LOY ROAD,
 BOMBAY - 400 004
 Telephone : 357890

Previous year		EXPENDITURE			
Rs.	Ps.	Rs.	Ps.	Rs.	Ps.
4,67,88,030.31		To, Wages paid to Workers.		5,24,22,006.43	
		" <u>Administrative Expenditure :</u>			
6,10,303.11		Salaries and Allowances		9,63,759.77	
60,000.00		" Rent of Office Premises (Rs.80,000/- pertaining to Previous year).		1,88,000.00	
6,000.00		" Service Charges to Sahyadri Sahakari Bank Limited.		6,000.00	
52,835.81		" Printing		41,228.05	
9,001.28		" Stationery		11,884.20	
1,438.25		" Conveyance Charges		4,923.20	
9,105.00		" Electricity Charges		9,621.00	
11,670.90		" Telephone Charges		6,615.20	
9,087.19		" Miscellaneous Expenses.		12,099.58	
2,758.80		" Postage		3,472.65	
2,706.70		" Books and Publication		917.10	
6,799.57		" Repairs to Furniture & Fixture		9,959.63	
1,211.00		" Badges Expenditure		11,908.50	
9,715.00		" Legal Charges		10,405.00	
1,035.00		" Insurance Premium		885.00	
3,200.00		" Audit Fees		3,200.00	
42,241.14		" Contribution to Staff - P.F.		58,622.72	
16,403.04		" Contribution to Staff - Gratuiti fund		18,758.69	
12,900.24		" Payment to LIC Premium Staff.		11,620.63	

Previous Year		INCOME		
Rs.	Ps.	Rs.	Ps.	
4,67,88,030.31		By Recoveries from Employers on Account of wages.		5,24,22,006.43
1,20,88,138.14		By Levy		1,34,65,872.40
27,172.65		" Sale of Form		28,311.95
1,061.50		" Sale of Badges		12,797.00
2,175.00		" Recovery on account of Legal charges.		2,650.00
109.00		" Miscellaneous Receipts (Sale of waste papers, Issue of P.F. Duplicate P.B. etc.)		1,529.65
2,250.00		" Profit on Sale of old Typewriter.		--
		" <u>Interest received on -</u>		
39,878.89		a) General Fund	84,575.65	
13,509.74		b) Drought Loan	1,98,341.83	
8,753.18		c) Paid Holiday Fund S.B. Account.	13,633.02	
29,104.83		d) Leave with Wage S.B. Account.	73,752.63	3,70,303.12

4,76,56,442.34

of...

5,37,95,887.35

5,90,00,783.54

6,63,03,503.56

HENDU JOSHI & CO. THE CLOTH MARKET AND SHOES BOARD FOR GREATER
 CHARTERED ACCOUNTANTS BOMBAY
 .H.SHENDE, INCOME AND EXPENDITURE ACCOUNTS FOR THE YEAR ENDED 31ST MARCH
 .C.A. 1985.
 .B. JOSHI
 .Com., A.C.A., A.C.F.

C-25, TARABING ESTATE,
 Paja Lam Kanan Poy Road,
 Bombay - 400 004.
 Telephone : 357890.

Previous Year		EXPENDITURE	
Rs.	Ps.		
5,56,142.34		B/F...	5,37,95,887.35
		To <u>Contribution out of Levy</u>	
		to different Funds :	
2,99,62.28		1) Workers P.F.)	37,40,631.28
6,408.81		2) Workers P.F. on) Unpaid wages)	
1,07,929.80		3) Reserve Fund	47,620.63
35,96,221.19		4) Ex-gratia	40,06,097.04
19,42,736.54		5) Leave with Wages	21,64,158.06
5,78,503.76		6) Medical Benefit Scheme	6,44,438.19
8,63,438.46		7) Gratuity Fund	9,61,848.03
4,31,719.23		8) Paid Holiday	4,80,924.01
2,15,859.62		9) Workers Compensation Fund	1,67,851.63
			1,22,13,668.87
2,51,561.51		" Excess of Income over Expenditure transferred to Welfare Fund.	2,94,047.34
<u>90,00,783.54</u>		TOTAL : Rs.	<u>6,63,03,503.56</u>

Previous Year		INCOME		
Rs.	Ps.		Rs.	Ps.
5,90,00,783.54		B/F...	6,63,03,503.56	
		TOTAL Rs.	<u>6,63,03,503.56</u>	

As per our report of even date attached.
 For SHENDE JOSHI & CO.
 Chartered Accountants.

For THE CLOTH MARKET & SHOES BOARD FOR GREATER
 BOMBAY

Sd/-
 (V.B. Joshi)
 Partner.

Chairman. Secretary. Accountant.

BOMBAY :
 DATED : 20.2.86

BOMBAY :
 DATED : 20th Feb. 1986

QUESTIONNAIRE

1. How was the pool of "Registered Workers" created on the 'A' day when the Scheme came into force ? : No pool of Registered Workers was created when the Scheme came into force. It is still not in existence.
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 1) Piece rated workers & 2) Monthly paid -"
b) Eligibility conditions of workers are as follows. :
1) A worker is regtd. till the age of 60 years with sound physique.
3. What is the system of regulating employments ? How are Registered workers sent to jobs, how is attendance recorded ? : The workers are registered as per the requirement of the tolis. As far as possible, son or real brother of an outgoing worker is regtd. Secondly, if it is found that the unregistered workers are engaged by the toli, the said unregistered workers are also registered after proper enquiry. In this Board, by & large the workers already working with the unregistered employers are allotted to them after their registration. The gang of workers is controlled by the head of the toli called as Mukadam, Who directs the workers to attend to the work of different employers as per their requirements. Attendance of workers is recorded in form No.3 & submitted by the Mukadam signed by himself & two other responsible workers. From these forms a posting is made in the wages register of the Board.
4. What is the system of collecting wages and other levies from the Registered employers. : The Board fixes the rates of wages & levy to be paid by employers. The employers have to submit the details of work done by the workers in form No. 1 & 2 alongwith cheque for the amount of wages & levy thereon to the Board.
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 ? : As & when, it is detected that the unregistered workers are engaged by the registered employers or registered workers. Those unregistered workers are registered having verified the records. The unregistered employers & registered employers are prosecuted by the Board for the breach of clause 31 (1) & 30 (2) of respectively of the Cloth Markets or Shops Unprotected workers (Regulation of employment & Welfare) Scheme, 1971.
6. Is the "Registered" pool of workers fixed ? What is the system of inducting fresh workers into the Registered pool ? : No pool of registered workers is fixed.
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" ? : 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 ? : The wage rates of registered workers of the Board are much on the higher side as compared with those of unregistered workers in similar occupations in the area.
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 ? : For indiscipline of workers, an action is taken against them under Clause 35 of the Scheme. Depending upon the nature of complaint the worker is warned, suspended or dismissed. Generally, the frequency of complaints is extremely low i.e. 15 to 20 complaints per month in aggregate from the 13000 registered employers. The complaints are inquired into by Inspectors & Personnel Officer & they report to Chairman depending upon the nature of complaint.

10. What is the administrative set up to handle the work of the Board ? Please illustrate. : Administrative set-up is as under.
 1) Chairman / 2) Secretary / 3) Personnel Officer / 4) Inspectors / 5) Accountant / 6) Supervisor / 7) Sr. Clerks / 8) Clerks / 9) Cashier / 10) Daftari / 11) Peons (- TOTAL - 60 58)
 12) Steno Typist - 1 / 13) Asst. Accountant - 1
 The Chairman & Secretary are the Asstt. Labour Commissioner & Government Labour Officer respectively from Commissioner of Labour's office. The Chairman is also Government representative on the Board. The remaining staff are the Board employees. The Secretary looks after the general administration of the Scheme.

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

	<u>Percentage of Levy</u>
1) Ex-gratia	8.33 %
2) Leave with wages (15 days)	4.50 %
3) Gratuity	2.00 %
4) Paid Holidays	1 %
5) Free Medical Treatment	1.34 %
6) Workmen's Compensation	0.25 %

These benefits are provided as per the percentage given above out of 28 % levy collected from employers. For each head a separate A/C is maintained.

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 ? : There is a trade union by name Shree K.B. Kapad Bazar Maratha Kamgar Mandal having the majority of workers as members. It is in existence since prior to 1962 & because of its efforts only, this Board has come into existence. It would not have been possible to constitute this Board without the co-operation of this union. In fact prior to the constitution of the Board, the agreements of wage rates were being made by this union only with the biggest textile merchants' association known as Bombay Piece Goods Merchants Mahajan & the same rates were accepted by all the merchants. These agreements are the basis for wage rates fixation even now.

It is pertinent to note that the Board is constituted of representatives of the workers (representatives of the said union) & representatives of the employers.

13. What is the quality of Co-operation from employers and unions ? Have there been cases of prosecution or other case action taken against defaulters ? If so, what were the nature of these offences ? : The employers & unions extend the maximum co-operation without which the smooth running of the Board since the year 1971 would not have been possible. Generally, the employers are prosecuted for delay in payments, non submission of data in form No. 1 & 2 in time and non-registration. In some of the cases the amount of wages & levy is recovered as arrears of land revenue through the collector of Bombay too.

14. What are the principal problems/difficulties faced by the Board in day to day smooth running ? Please illustrate. : Recently, there has been a split among the members of Shree Kapad Bazar Kamgar Mandal the main union as well as a new union by name Kapad Bazar Kamgar General Union (affiliated to INTUC). Therefore, each group tries to protect its own interest, whether right or wrong, without the merits of the case. Therefore lot of problems are being faced in day to day working.

15. Can you state the principal good and not so good points about the scheme under which your Board is constituted ? : a) Good points of the Scheme : a) No. of unprotected workers are covered & protected by the Scheme. The workers were exploited by the Mukadam as well as merchants by giving them low wage rates & getting the maximum work from them. This exploitation is now stopped. The Scheme has provided these workers, Provident Fund, Gratuity paid & other facilities mentioned above.

This Board has constructed 18 buildings consisting of 540 tenement of workers & already allotted to them.

b) Not so good points about the Scheme : The scheme applies to registered employers & registered workers only. Therefore the employers delay registration by which they evade the payment of wages at the rates fixed by the Board & levy thereon. There should be a provision for recovering past wages & levy thereon.

The Scheme provides for only 30 % levy on wage bill. This is on the lower side as compared with the scheme of other Boards. Therefore, there are restrictions on the benefits given to the workers out of this levy.

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THE CLOTH MARKETS AND SHOPS BOARD FOR GREATER BOMBAY

TILGALLI, VITHALWADI, MALBADEVI,

BOMBAY - 400 002.

STATISTICAL DATA - 2,4,6,8,9,10.

No. 1, 3, 5, 7 & 8 - enclosed

<p>* Statement showing the average employment in : 2. days per month for different categories of Registered Workers during 1983-84 & 1984-85.</p>	<p>1983-84 1984-85</p>	<p><u>Piece Rated Workers</u> 89669 Mandays 93179</p>	<p><u>Monthly Workers</u> 2 Mandays 2 " "</p>	<p>620 614</p>
<p>* Statement showing the average monthly earnings : 4. of the "Registered" workers during 1983-84 and 1984-85.</p>	<p>1983-84 1984-85</p>	<p style="text-align: center;"><u>Average monthly earnings</u></p> <p>-- Rs. 625.00 -- Per Worker -- Rs. 700.00 -- Per Worker</p>		
<p>* Statement showing the rates of levy charged : 6. by the Board on different employers or categories of employments during 1983-84 and 1984-85.</p>	<p>: 28 %</p>			
<p>* Statement showing the income and expenditure : 8. 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, other) etc.</p>	<p>: Enclosed.</p>			
<p>* Statement showing the total wages paid to : 9. 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.</p>	<p>1983-84 1984-85</p>	<p style="text-align: center;"><u>Total wage paid to workers</u></p> <p>-- 4,67,88,030.31 -- 5,24,22,006.43</p>		
<p>* Statement showing the rates of levy charged : 10. from various categories of Registered employers for the various categories of employments during 1983-84 and 1984-85.</p>	<p>: 28 %.</p>	<p style="text-align: center;"><u>Minimum Guarantee wage paid.</u></p> <p>1983-84 -- X 1984-85 -- X NIL.</p>		

THE CLOTH MARKETS AND SHOPS BOARD FOR GREATER BOMBAY
INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31ST MARCH ,

<u>PREVIOUS YEAR</u>	<u>EXPENDITURE</u>	Rs.	p.	Rs.	p.
3,84,62,937.38	To wages paid to Workers.			4,67,88,030.31	
	" <u>Administrative Expenditure :</u>				
5,75,919.35	Salaries and Allowances			6,10,303.11	
60,000.00	To Rent of office Premises			60,000.00	
6,000.00	" Service charges to Sahyadri Sahakari Bank Limited.			6,000.00	
33,949.48	" Printing (Includes Rs.15,000/- Printing Reports pertaining to previous 3 years)			52,835.81	
10,576.40	" Stationery			9,001.28	
3,529.50	" Conveyance Charges			1,438.25	
8,774.00	" Electricity charges			9,105.00	
11,858.90	" Telephone charges.			11,670.90	
7,323.80	" Miscellaneous Expenses			9,087.19	
2,146.60	" Postage			2,758.80	
635.30	" Books and Publication.			2,706.70	
5,096.87	" Repair to Furniture & Fixture			6,799.57	
627.80	" Badges Expenditure			1,211.00	
4,868.15	" Legal Charges			9,715.00	
1,333.00	" Insurance Premium			1,035.00	
4,750.00	" Audit Fee			3,200.00	
40,457.35	" Contribution to Staff - P.F			42,241.14	
17,805.29	" Contribution to Staff - Gratuity Fund.				
13,21,000.00	" Contribution to Staff - Life Insurance Premium				

REVENUE BOMBAY

31ST MARCH , 1984

s.	p.	<u>PREVIOUS YEAR</u>		<u>INCOME</u>	Rs.
		Rs.	p.		
	17,88,030.31	3,84,62,937.38		By Recoveries from Employers on A/c. of wages	
	6,10,303.11	99,38,956.05		" Levy	
	60,000.00	26,750.75		" Sale of Forms	
	6,000.00	872.50		" Sale of Badges	
	52,835.81	1,425.00		" Recovery on account of legal charges	
	9,001.28			" <u>Miscellaneous Receipts :</u>	
	1,438.25	1,541.05		Sale of Waste Papers, Issue of P.F Duplicate P.B.	
	9,105.00	-		" Profit on Sale of old Typewriters.	
	11,670.90			<u>Interest received on -</u>	
	9,087.19	1,36,106.59		(a) General Fund.	39,878.89
	2,758.80	352.80		(b) Drought Loan	13,509.74
	2,706.70	11,181.59		(c) Paid Holiday Fund Account	8,753.18
	6,799.57	50,381.61		(d) Leave with wages Account	29,104.83
	1,211.00				
	9,715.00				
	1,035.00				
	3,200.00				
	42,241.14				
	16,403.04				

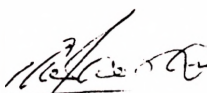
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Office of the Cloth Markets and
Shops Board for Greater Bombay.
Telwadi, Vithalwadi, Kalbadevi,
BOMBAY-400002.

STATISTICAL DATA - 5

STATEMENT SHOWING THE "REGISTERED" EMPLOYERS
WITH THE BOARD BY MONTHS AND SIZE DURING -
1983-84 AND 1984-85.

Months.	YEARS	
	1983-84	1984-85
April	As on March 84 12789	12810
May	monthly figures	12831
June	not readily available.	12854
July		12895
August		12944
September		12995
October		13030
November		13070
December		13130
January		13217
February		13300
March		13342


Chairman

Ste Data (8) LR

	Rs.	p.	Rs.	p.
om Employers on A/c. of			4,67,88,030.31	
			1,20,88,138.44	
		1	27,27,422.65	
s			1,061.50	
ccount of legal charges			2,475.00	
<u>Receipts :</u>				
Papers, Issue of P.F			109.00	
•				
e of old Typewriters.			2,250.00	
<u>ived on -</u>				
nd.	39,878.89			
an	13,509.74			
lay Fund Account	8,753.18			
1 wages Account	29,104.83		91,246.64	

3,92,71,803.79

To Income Tax Penalty

" Contribution out of Levy to
different :

Funds:

27,35,014.42	1) Workers - P.F.	33,09,962.28
-	2) Workers - P.F. on Unpaid wages	46,408.81
88,740.68	3) Reserve Fund	1,07,929.80
29,56,839.43	4) Ex-gratia	35,96,221.19
3,15,97,332.22	5) Leave with Wages	19,42,736.54
4,75,650.04	6) Medical Benefit Scheme.	5,78,503.76
7,09,925.43	7) Gratuity Fund.	8,63,438.46
3,54,962.72	8) Paid Holiday.	4,31,719.23
1,77,481.36	9) Workers Compensation Fund.	2,15,859.62
		<hr/>
2,62,755.23	" Excess of Income over Expenditure transferred to Welfare Fund.	

4,86,30,505.32

TOTAL .. Rs.

AS PER OUR REPORT OF EVEN DATE

For Y.H.SHENDE & CO.,
CHARTERED ACCOUNTANTS.

Sd/--

Y.H.SHENDE
Proprietor.

BOMBAY:
DATED: 22 JULY 1985

4,76,56,442.34

PREVIOUS YEAR

33,09,962.28

46,408.81

1,07,929.80

35,96,221.19

19,42,736.54

5,78,503.76

8,63,438.46

4,31,719.23

2,15,859.62

4,76,56,442.34

1,10,92,779.69

2,51,561.51

5,90,00,783.54
=====

4,86,30,505.32

4,86,30,505.32
=====

For THE CLOI

Sd/-

Accountant

Rs.

P.

5,90,00,783.54

TOTALRs.

5,90,00,783.54

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FOR THE CLOTH MARKETS & SHOPS BOARD FOR GREATER BOMBAY

Sd/-

Sd/-

Sd/-

Accountant

Secretary

Chairman.