

The Bombay Iron and Steel Unprotected Workers

(Regulation of Employment and Welfare) Scheme, 1970

(Corrected upto July 1982)

The Bombay Iron and Steel Labour Board

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MAHARASHTRA GOVERNMENT GAZETTE EXTRAORDINARY

MONDAY, APRIL 6, 1970 (Pps. 124-143)

Part-I-L NOTIFICATIONS INDUSTRIES AND LABOUR DEPARTMENT

Sachivalaya, Bombay-400 032, 6th April, 1970.

**MAHARASHTRA MATHADI, HAMAL AND OTHER MANUAL WORKERS
(Regulation of Employment and Welfare Act, 1969)**

No. UWA. 1469 (IS)/118486/LAB-IV - In exercise of the powers conferred by sub-section (1) of section 4 of the Maharashtra Mathadi, Hamal and Other Manual Workers (Regulation of Employment and Welfare) Act, 1969 (Mah. XXX of 1969) and of all other powers enabling it in that behalf, the Government of Maharashtra after consultation with the Advisory Committee, hereby makes the following scheme for employment in Iron and Steel markets or Shops, yards, including railway yards, goods-sheds, factories and other establishments in connection with loading, unloading, stacking, carrying, weighing, measuring, iron and steel or such other work including work preparatory or incidental to such operations in the areas specified in the Schedule appended to this scheme the same having been previously published as required by the sub-section(1) of the said section 4, namely :-

**THE BOMBAY IRON AND STEEL UN-PROTECTED WORKERS
(REGULATION OF EMPLOYMENT AND WELFARE) SCHEME, 1970**

1. Title. - This scheme may be called the Bombay Iron and Steel Un-protected Workers (Regulation of Employment and Welfare) Scheme, 1970.

2. Objects and Applications - (1) Objects. - The objects of this scheme are to ensure an adequate supply and full and proper utilization of unprotected workers employed in iron and steel markets or shops, yards, including railway yards, goods-sheds, factories and other establishments in connection with loading, unloading, stacking, carrying, weighing, measuring Iron and Steel or such other work including work preparatory or incidental to such operations for efficient performance of work and generally for making better provision for the terms and conditions of employment of such workers and make provision for their general welfare.

(2) Application :- This scheme shall apply to employment of registered workers by registered employers in Iron and Steel markets or shops, yards, including railway yards, goods-sheds, factories and other establishments in connection with loading, unloading, stacking, carrying, weighing, measuring iron and steel or such other work including work preparatory or incidental to such operations in the areas specified in the Schedule hereto.

3. Commencement :- (i) Clauses 14 and 15 of this Scheme shall come into force from 7th May 1970 (1) (in the areas specified in Part-I of the Schedule hereto and from 1st May 1972, in the areas specified in Part-II of that Schedule) (2) (and from 1st December 1972 in the areas specified in Part I-A of that Schedule). (3) (and from 1st Sept., 1982 in the areas specified in part III of the Schedule).

(11) The remaining clauses of the scheme shall come into force from 1st June, 1970 (1) (in the areas specified in Part-I of the Schedule hereto and from 1st June 1972, in the areas specified in Part-II of that Schedule) (2) (and from 1st January 1973 in the areas specified in Part-I-A of that Schedule) (3) (and from 1st oct., 1982 in the areas specified in Part-III of that Schedule).

4. Interpretation :- (a) "Act" means the Maharashtra Mathadi, Hamal and other Manual Workers (Regulation of Employment and Welfare) Act, 1969.

(b) "Chairman" means the Chairman of the Board.

(c) "Monthly worker" means a worker who is employed by an employer or group of employers on monthly basis;

(d) "Pool" means a list of workers maintained by the Board but which does not include monthly workers;

(e) "Pool worker" means a worker whose name is entered in the pool;

(f) "Employer" means the employer whose name is for the time being entered in the register of employers;

(g) "Worker" means a worker whose name is for the time being entered in the register of pool workers or in the register of monthly worker;

(h) "Register of employers" means the register of employers maintained under the scheme;

(i) "Register of workers" means the register of workers maintained under the Scheme;

(j) "Secretary" means the Secretary of the Board;

(k) "Personnel Officer" means the personnel Officer appointed by the Board under clause 5;

(l) "Rule" means the Maharashtra Mathadi, Hamal and other Manual Workers (Regulation of Employment and Welfare) Rules, 1970;

(m) "Week" means the period of seven days commencing from mid-night of Saturday and ending on the mid-night of the Saturday next following.

5. Secretary, Personnel Officer and other servants of the Board. - The Board may appoint a Secretary, a Personnel Officer and such other Officers and Servants on such terms and conditions of service as it deems fit :

(1) Added vide Govt. Notification I. & L. Deptt. No. UWA-1472 IS/112537/Lab-IV, dated 30-3-1972, (MGG-Part-I-L, Extra. Dt. 30-3-1972, Page 184).

(2) Added vide Govt. Notification I. & L. Deptt. No. UWA-1472 (IS) 143958/Lab-IV, dt. 26-10-1972, (MGG-Part-I-L, Extr. dated 26-10-1972 page-557)

(3) Added vide Govt. Notification I. & L. Deptt. No. UWA-1482/CR-8010/Lab-5, dated 27-7-82 (MGG-Part I-L Extra Dt. 27-7-82)

Provided that no post the maximum salary of which exclusive of allowance is Rs. 500 and above per mensem shall be created and no appointment to such post shall be made by the Board except with the previous approval of the State Government :

Provided further that, the previous approval of the State Government shall not be necessary to any appointment in a leave vacancy of a duration of not more than three months.

6. Functions of the Board. - (1) The Board may take such measures as it may consider desirable for carrying out the objectives of this scheme including measures for -

- (i) ensuring the adequate supply and full and proper utilisation of registered workers for the purpose of facilitating the rapid turnout of work;
- (ii) regulating the recruitment and the discharge from this scheme of workers for the purposes of this scheme and allotment of registered workers in the pool to registered employers ;
- (iii) determining and keeping under review the number, of registered workers from time to time, on the registers or records and the increase or reduction to be made in the number of registered workers ;
- (iv) keeping, adjusting and maintaining the employers registers, entering or re-entering therein the name of any employer and where circumstances so require removing from the register the name of any registered employer in accordance with the provisions of this scheme;
- (v) keeping, adjusting and maintaining from the time to time, such registers or records, as may be necessary of workers including any registers, or records of workers who are temporarily not available for work and whose absence has been approved by the Board; and where circumstances so required, removing from any register or Record the name of any registered worker either at his own request or in accordance with the provisions of this scheme.
- (vi) grouping or re-grouping of all registered workers into such groups as may be determined by the Board, and reviewing the grouping of any registered worker on the application of a registered worker or otherwise.
- (vii) making provision, subject to availability of funds for the welfare of registered workers including medical services in so far as such provision does not exist apart from this scheme.
- (viii) recovering from registered employers contribution in respect of the expenses of this scheme, wages, levy and any other contributions under this scheme.
- (ix) making provision subject to availability of funds, for health and safety measures in places where workers are employed in so far as such provision does not exist apart from this schme.
- (x) maintaining and administering the workers' welfare fund, and recovering from all the registered employers contribution towards the fund when such fund is constituted in accordance with the rules of the fund.
- (xi) maintaining and the administering provident fund and gratuity fund for registered workers in the pool when such funds are constituted.

(xii) assisting, subject to the availability of funds, by way of grant of loan the Co-operative Societies formed.

(1) for the benefit of registered workers and staff of the Board;

(2) All property, fund and other assets vesting in the Board shall be held and applied by it, subject to the provisions and for the purposes of this scheme.

(3) The Board shall have and maintain its own fund to which shall be credited-

(a) all monies received by the Board from the state Govt.

(b) all fees, wages and levies received by the Board under the scheme;

(c) all monies received by the Board by way of sale and disposal of properties and other assets;

(d) interest on investment in securities and deposits, rents and all monies received by the Board in any other manner or from any other source;

(4) All monies forming part of the funds shall be kept in the current or deposit account with the State Bank of India or the Reserve Bank of India or in any nationalised Scheduled Bank (2) (or any Co-operative Bank) (3) (or any scheduled Bank) or invested in such securities as may be approved by the Board. Such accounts shall be operated by such officers of the Board as may be authorised by it :

Provided that, the Board may keep on hand such sum not exceeding Rs. 1,000 as the Board may consider necessary.

(5) The Board may with the previous permission of the State Government borrow money from open market or otherwise with a view to provide itself with adequate resources.

(6) The Board may accept deposits on such conditions as it deems fit from persons, authorities or establishments with whom it has to transact any business.

(7) The Board shall make provision for such reserve and other denominated funds as may be provided in this scheme.

(8) The Board shall have the authority to spend such sum as it thinks fit for the purposes authorised under the scheme from out of the general fund of the Board or from the reserve and other funds as the case may be.

(9) The Board shall cause the proper account to be kept of the cost of operating this scheme and of all receipts and expenses under this scheme

1) Inserted vide Govt. Notification, I. E. & L. Deptt., No. UWA-1077 CR-1868/LAB-5 dt. 8th May, 1979 (M.G.G. Part-I-L-, Extra., dt. 8-5-1979, Page-143)

2) Words "or any Co-operative Bank" were inserted *ibid*.

3) Inserted vide Govt. Notification I. E. & L. Deptt. No. 2617/Lab-5, dt. 1st Jan., 1980 (M.G.G. Part-I-L-Extra., dt. 1st Jan., 1980)

(10) The Board Shall submit to the State Government -

(a) as soon as may be after the first day of April, in every year and not later than the 31st day of October, an annual report on the working of the scheme during the preceding year ending the 31st of March together with an audited balance-sheet and

(b) copies of proceeding of the meeting of the Board.

(11) The Board shall -

- [i] fix the number of workers to be registered under the various categories;
- [ii] increase or decrease the number of workers in any category on the register from time to time, as may be necessary after a periodical review of the register and anticipated requirements;
- [iii] sanction the temporary registration of a specified number of workers in any category for specific periods;
- [iv] devise forms, records register, settlements and the like required for administration of the scheme;
- [v] determine the wage, allowances and other conditions of service including age of retirement of the registered workers;
- [vi] fix the rate of levy under clause 42(1)
- [vii] appoint, abolish or reconstitute the committees under clause 28;
- [viii] sanction the annual budget;
- [ix] subject to the provisions of clause 5 appoint a Secretary, the personnel Officer and other staff of the Board;
- [x] make recommendation to the State Government about any modification in the scheme;
- [xi] settle disputes between registered employers and registered worker;
- [xii] discuss statistics of output of labour and turnout of work and record its observation and directions;
- [xiii] (1) X X X X

7. Annual Estimate - The Chairman shall at a special meeting to be held before the end of February in each year lay before the Board, the annual budget of the scheme for the year commencing on the first day of April then next ensuring in such details and forms as the Board may from time to time specify. The Board shall consider the estimate so presented to it and shall within four weeks of its presentation sanction the same either unaltered or subject to such alternation as may deem fit.

8. Responsibilities and duties of Chairman. - Without prejudice to the powers and functions of the Board the Chairman, shall be generally responsible for satisfactory execution of the scheme and shall have powers to execute the decisions of of the Board subject to its direction and in particulars -

(a) to ensure that the decitions of the Board in regard to the adjustment of the workers registers are carried out expeditiously;

- (b) to ensure that the sanctions for temporary registration of workers are carried out without delay;
- (c) to supervise and control the working of the scheme;
- (d) to take suitable steps in any irregularities are detected by him or brought to his notice;
- (e) to ensure that the provisions of the scheme in regard to transfer and promotion of workers are carried out;
- (f) to constitute medical boards when required;
- (g) to ensure that conditions laid down in the scheme for the registration of employers are complied with by them;
- (h) to ensure that all forms, registers, returns and documents, devised by the Board are properly maintained;
- (i) to ensure that suitable statistics in regard to the output of labour is compiled and placed before the Board with appropriate remarks and explanations at such intervals as the Board may desire;
- (j) [i] to sanction the creation of posts the maximum salary of which exclusive of allowance is below Rs. 500 per month and to make appointments to such post;
- [ii] to make appointments to posts, the maximum salary of which exclusive of allowances is Rs. 500 per month;
- (k) to take disciplinary action against workers, employers in accordance with the provisions of this scheme;
- (l) to declare that there has been "go slow" and to take action as authorised under this scheme.
- (m) to sanction the transfer of a monthly worker to the pool at the request of the employer or the worker, as provided for in this scheme;
- (n) to deal with appeals from workers and employers under clauses 38 and 39;
- (o) discharge all functions relating to disciplinary action against registered employers and workers to the extent permitted under clause 35.

9. Functions of Secretary. - Without prejudice to the powers and functions of the Board and the Chairman, the Secretary shall perform duties imposed on him by the scheme in discharge of his duties and in particular be responsible for -

- (a) keeping, adjusting and maintaining the register of employers entering or re-entering therein the name of any employer and if so directed by the Board removing from the register the name of any registered employer in accordance with the provisions of this scheme;
- (b) keeping, adjusting and maintaining from time to time, such registers or records as may be necessary of worker's, including any registers or records of workers, who are temporarily not available for work and whose absence has been approved by the Board and where the circumstances require removing from any registers or records the name of any registered worker, either at his request or in accordance with the provisions of this scheme;

(1) Item (xiii) of sub-clause (11) in clause 6 was deemed always to have been deleted, by Mah. 40 of 1974, S. 8 (MGG., Pt. IV, Extra., dt. 10-9-1974, Pps. 574-586). For validation, see sections 8 & 9 thereof.

(c) the employment and control of registered workers who are available for work when they are not otherwise employed in accordance with this scheme;

(d) the grouping or re-grouping of registered workers in suitable pools, in accordance with the instructions received from the Board in such groups as may be determined by the Board;

(e) the allotment of registered workers in the pool who are available for work to registered employers and for this purpose, the Secretary shall -

(i) make the fullest possible use of registered workers in the pool;

(ii) keep the record of attendance at call stands or control points of registered workers;

(iii) provide for the maintenance of records of employment and earnings of registered workers;

(iv) make or cause to be made the necessary entries in the attendance cards and the wage slips of the workers in the reserve pool as laid down in clause 23;

(f) (i) the collection of levy or any other contribution from the employers under the scheme;

(ii) the collection from registered workers of contribution to the provident fund, Insurance fund or any other fund which may be constituted under the scheme;

(iii) the payment to each daily worker of all earnings lawfully due to him from the registered employer and the payment to such worker of all monies payable by the Board in accordance with the provisions of this scheme;

(g) appointing subject to provisions made in the budget in this behalf such officers and servants from time to time as may be authorised by the Chairman to appoint;

(h) the keeping of proper accounts of the cost of operating this scheme and of all receipts and expenses under it and making and submitting to the Board an Annual Report and Audited Balance-Sheets and profit and loss accounts statements;

(i) framing budget annually for submission to the Board on or before the 15th day of February each year;

(j) maintaining complete service records of all registered workers and record sheets of all registered employers.

(k) authorising the employment of unregistered workers in case registered workers are not available for work in the pool or in such other circumstances as the Chairman may approve; and

(l) such other functions, as may, from time to time, subject to the provision of this scheme be assigned to him by the Board or the Chairman.

10. Functions of Personnel Officer. - The Personnel Officer shall assist the Secretary in the discharge of his duties and in particular shall carry out the functions assigned to him by clause 35 of this scheme.

11. Maintenance of Registers - (1) Register of employer. - There shall be a register of employers in the form devised by the Board wherein the names and addresses of the employers registered under the scheme shall be entered.

(2) Register of workers - There shall be a register of workers in the form devised by the Board wherein the names and addresses of workers registered under this scheme shall be entered. It shall be duly maintained.

(3) Monthly register. - There shall be a register of monthly workers in the form devised by the Board wherein names and addresses of such workers shall be entered and the names of employers under whom they are employed. The register shall be duly maintained,

(4) Pool registers. - There shall be a register of workers other than those on the monthly register known as pool workers. This register shall include a sub-pool of workers who are not attached to any gang to fill casual vacancies in gangs. The workers included in such a sub-pool shall be known as leave reserve workers.

12. Classification of workers. - The Board shall arrange for the classification of workers in suitable categories as may be determined by it, from time to time.

13. Fixation of number of workers on the registers.- The Board shall determine, before the commencement of registration in any category, the number of workers required in that category in consultation with the employers.

14. (1) Registration of employers. (1) Every employer engaged in manufacturing, selling, purchasing, stacking, or trading or acting as agent in iron and steel material who has not been registered before the commencement of the Bombay Iron and Steel Unprotected Workers (Regulation of employment and Welfare) (Amendment) scheme, 1972, shall within thirty days from the date of such commencement apply to the Board for registration in the Form appended to this scheme.

(2) Every person engaged in manufacturing, selling, purchasing, or trading or acting as agent in iron and steel material within thirty days from the date of such engagement, shall apply to the Board for registration in the Form appended to this scheme.

(3) Notwithstanding anything contained in sub-rule [1] or [2], the Board may, after recording its reasons for so doing, permit any person to apply after the expiry of such period.

15. Registration of existing and new workers. (1) [a] Any worker who on the date of commencement of this scheme is already working in the employment in the area to which the scheme applied shall be registered under this scheme.

(b) The qualifications for new registration shall be such as may be specified by the Board having regard to local conditions, physical fitness, capacity or experience or both. Citizen of India only shall be eligible for registration;

(c) Registration of workers in any new category shall be from among workers who have been or were working in the said employment on any such date as the Board may specify in this behalf provided that, the worker is medically fit and is not more than 60 years of age.

(1) New Clause 14 has been substituted for old clause, to come into force on 1st Nov. 1972, Vide MGG., Pt. I-L, Extra., dt. 30-9-1972 Pps. 418-20.

(2) Notwithstanding anything contained in this scheme, where the Board is of opinion that a worker has secured his registration by furnishing false information in his application or by withholding any information required therein or where it appears that a worker has been registered improperly or incorrectly the Board may direct the removal of his name from the registers;

Provided that, before giving any such direction, the Board shall give such worker opportunity of showing cause why the proposed direction should not be issued.

16. Promotion and transfer of workers. – (1) A vacancy other than a casual vacancy, in any category of workers in a pool register shall ordinarily be filled by promotion of a worker from lower category within the same gang.

(2) A vacancy other than a casual vacancy, in any category of monthly worker may be filled only by promotion from lower categories of monthly workers in the gang or, if no worker is suitable for promotion from lower categories of monthly worker in the same gang, by transfer of a worker in the same or a superior category in the pool who may be selected by registered employers or a group of employers.

Explanation - The criteria for promotion shall ordinarily be :

[a] Seniority;

[b] merit and fitness for the category to which promotion is to be made,

[c] record of past service.

Note – A transfer from the pool register to the monthly register in the same category or vice-versa shall not be deemed a promotion.

(3) The Chairman or the Secretary may for sufficient and valid reasons allow the transfer of a monthly worker to the pool on a request in writing of the employer or the worker explaining fully the reasons for the transfer provided that such transfer shall be subject to the fulfilment of any contract subsisting between the monthly worker and his employer regarding termination of employment. No transfer shall take place without the prior approval of the Chairman or the Secretary.

(4) If the services of a monthly worker are terminated by the employer for an act of indiscipline or misconduct he may apply to the Board for employment in the pool. The Secretary on behalf of the Board shall then decide on the merits of the case whether or not the worker should be employed by the Board and if so, whether in the same or a lower category.

(5) If a monthly worker is transferred to or employed in the pool under sub-clause [3] or sub-clause [4] as the case may be his previous service shall be reckoned for all benefits in the pool and the employer shall transfer to the Board all benefits that have accrued to the worker in respects of his previous service as if such service has not been transferred. The employer shall contribute to the Board such amount of the provident fund of the worker. If any, standing to his credit in the Provident Fund of which he is a member and such amount towards his leave and gratuity as may have been due to him under any contract subsisting between the worker and his employer or under any law, award or agreement applicable to such worker, as if his services had been terminated by the employer.

17. Medical examination. – (1) If the Board considers it necessary so to do it may require a new worker before registration to undergo, free of charge, a

medical examination for physical fitness by a Medical Officer nominated by the Chairman for this purpose. A worker found medically unfit by a Medical Officer may apply in writing to the Chairman and simultaneously deposit with him such fees as may be specified in this behalf for examination by a Medical Board. On receipt of such a request, the Chairman shall set up a Medical Board. The decision of the Medical Board shall be final and a worker who is medically unfit shall not be entitled to registration.

(2) If the Chairman deems it necessary so to do a worker shall undergo free of charge a medical examination by a Medical Board to be constituted by the Chairman. The decision of the Medical Board in relation to such worker shall be final. If the worker is found permanently unfit by a Medical Board, the Chairman shall terminate his services forthwith.

18. Registration fee. – (i) A registration fee of rupee one shall be paid to the Board by each worker at the time of registration under this scheme :

(ii) A registration fee of Rs. twenty five shall be paid by each employer at the time of registration under this scheme.

19. Supply of cards. – (1) Every registered worker shall be supplied with (i) an identity card, (ii) an attendance card, (iii) wages slips in the form, devised by the Board.

(2) In case of loss of card, a fresh card will be issued but the cost thereof, which will be fixed by the Board shall be payable by the workers concerned.

20. Service records for registered workers. – A service record for every monthly and daily worker shall be maintained in a form to be specified by the Board which shall contain, among other things a complete record of disciplinary actions taken against the worker, promotions, commendations for good work, and other details which the Board may deem fit to include in it. Such details in respect of monthly workers shall be supplied to the Board by the registered employer.

21. Record sheets for registered employers. – The Personnel Officer shall maintain a record sheet in respect of each registered employer in a form to be devised by the Board which shall contain among other things, a complete record of disciplinary actions taken against the registered employer.

22. Surrender of cards. – A worker's card shall be surrendered to the Board in the following circumstances, viz. :-

- (a) when proceeding on leave for seven days or more;
- (b) when retiring from service;
- (c) when dismissed or discharged from service;
- (d) when temporarily suspended; or
- (e) on death :

Provided that, the employer of a monthly worker shall also surrender the card of the worker to the Board in the case of (a), (b), (c), (d) and (e) above.

23. Entries in attendance card and wage slip. – (1) Registered worker in the pool shall hand over to the Board at the time he is allotted for work to a registered employer his attendance card. The Board shall make necessary entries in the attendance card in respect of the period of work done by the

by the worker and return it to him on completion of his engagement. For each day of work, the Board shall supply as soon as possible, a wage slip showing the wages earned by a worker.

(2) A monthly worker shall hand over to his employer at the time when he is allotted work his attendance card. The employer shall make necessary entries in the card in respect of the period of work done by the worker and return it to him on the completion of his allotted work. For each day of work, the employer shall supply as soon as possible a wage slip showing wages earned by a worker.

24. Employment of workers. – (1) A monthly worker of a particular category allotted to a registered employer or a group of employers shall be entitled to be employed for work in that category by that employer or group of employers in preference to any worker of the same category in the pool.

(2) If the number of workers on the monthly register in particular category is not sufficient for the work available the workers on the pool register in that category shall be employed.

(3) A monthly worker of one employer or a group of employers shall not be employed by another employer or group of employers, except with previous approval of the Chairman or Secretary.

25. Filling up of casual vacancies. – Casual vacancies of monthly workers shall be filled up in the following manner :-

When a Head Mukadam or Mukadam is absent the vacancy shall be filled by a senior person of the same gang in the employment of employer.

26. Disappointment money. – When a worker in the pool presents himself for work and for any reason the work for which he has been allotted cannot commence or proceed and no alternative work can be found for him and he is relieved within two hours of his attending for work he shall be entitled to disappointment money from the employer at a rate as may be fixed by the Board appropriate to the category to which he belongs. A worker detained for more than two hours shall be paid full wages inclusive of dearness allowance.

27. Holidays. – Each worker shall be entitled in a year to thirteen holidays of which six holidays shall be paid holidays with pay at such rates as may be specified by the Board under clause 33. The holidays shall be decided by the Board. The Board may, however, require any worker to work on any holiday so specified to deal with an exceptional press of work.

28. (1) X X X X X

29. Obligations of registered workers. – (1) Every registered worker shall be deemed to have accepted the obligations of this scheme.

(2) A registered worker in the pool who is available for work shall be in the employment of the Board.

(3) A registered worker in the pool who is available for work shall not engage himself for employment under registered employer, unless he is allotted to that employer by the Secretary.

(1) Clause 28 was deemed always to have been deleted by Mah. 40 of 1974, sec. 8 (MGG., Pt. IV Extra dated 10-9-1974 Pps 574-586)

(4) A registered worker in the pool who is available for work shall carry out directions of the Board and shall-

(a) report as such call stands or control points and at such times as may be specified by the Board and shall remain at such call stands or control points;

(b) accept any employment under registered employer whether in the category in which he has been registered or any other category for which he is considered suitable by the Board.

(5) A registered worker who is available for work when allotted by the Board for employment under a registered employer shall carry out his duties in accordance with the directions of such registered employer or his authorised representative or supervisor and the rules of the employment or place where he is working.

30. Obligations of registered employers. - (1) Every registered employer shall accept the obligations of the scheme;

(2) Subject to the provision of clause 24 a registered employer shall not employ a worker other than a worker who has been allotted to him by the Secretary in accordance with provision of clause 9(e).

(3) A registered employer shall, in accordance with instructions as may be given by the Board, submit all available information of his current and future labour requirements.

(4) A registered employer shall lodge with the Board, unless otherwise directed, particulars of the tonnage handled by workers on piece rate and such other statistical data as may be required in respect of the registered engaged by him.

(5) A registered employer shall pay to the Board, in such manner and at such times as the Board may direct, the levy payable under clause 42 (1) and the gross wages due to daily workers and any other amount due to daily workers.

(6) A registered employer shall keep such records as the Board may require, and shall produce before the Board or such person as may be designated by the Board upon reasonable notice all such records and any other documents of any kind relating to registered workers and to the work upon which they have been employed and furnish such information relating thereto as may be set out in any notice or directions issued by or on behalf of the Board.

31. Restriction on employment. - (1) No employer (1) (X X X) shall engage for employment a worker unless that worker is a registered worker.

(2) Notwithstanding the preceding provisions of the clause-

(a) where the Secretary is satisfied that-

(i) the work is emergently required to be done; and

(ii) it is not reasonably practicable to obtain registered worker for that work, the Secretary may, subject to any limitation imposed by the Board, allow a registered employer to employ a worker who is not registered worker. (2) X X

(1) Words "other than a registered employer in any area to which this scheme applies)" were deemed always to have been deleted, by Mah. 40 of 1974 Sec. 8 (MGG, Part-IV Extra., dt. 10-9-1974 p. 574).

(2) Words "In selecting such workers the local Employment Exchange Organisation shall as far as possible, be consulted" were deemed always to have been deleted, ibid sec. 8.

Provided that, whenever unregistered workers have to be employed the Secretary shall obtain, if possible, the prior approval of the Chairman to the employment of such workers, and where this is not possible, shall report to the Chairman within 24 hours the full circumstances under which such workers were employed and the Chairman shall duly inform the Board of such employment at its next meeting,

(b) the Board may, subject to such conditions as it may specify, permit employment of unregistered workers on a holiday if work is required to be done on that day, to the extent registered workers are not available for work;

(c) in the case referred to in items (a) and (b), the person so employed as aforesaid by a registered employer shall, for the purposes of clause 30 (4), (5) and (6) and clause 33, be treated in respect of that work, as if he were a daily worker.

(3) A registered worker in the pool may, provided he fulfils fully his obligations under clause 29, take up employment elsewhere on those days on which he is not allotted for work by the Board.

32. Circumstance in which this scheme ceases to apply-

(1) This scheme shall cease to apply to a registered worker when his name has been removed from the register or record in accordance with the provisions of the scheme.

(2) This scheme shall cease to apply to a registered employer when his name has been removed from the employers' register in accordance with the provisions of this scheme.

(3) Nothing in this clause shall affect any obligation incurred or right accrued during any time when a person was a registered worker or a registered employer.

33. Wages, allowances and other conditions of service of workers. -

(1) Without prejudice to the provisions of any award it shall be, unless otherwise specifically provided for in this scheme an implied condition of the contract between a registered worker (whether in the pool or on the monthly register) and registered employer that the rates, allowances and overtime, hours of work, rest intervals, leave with wages and other conditions of service (1), (shall, subject to the provisions of sub-clauses (2), (3), (4), (5) and (6), be such) as may be fixed by the Board for each category of workers.

(2) For the purpose of fixing rates of wages, allowances and overtime, hours of work, rest intervals, leave with wages and other conditions of service (herein after collectively referred to as "the conditions of service") of the registered workers or for revising or modifying the same, the Board shall call upon the associations of employers and trade unions of workers covered by this scheme to make such representations as they may think fit, as respects the conditions of service which may be fixed or revised or modified under this scheme in respect of registered unprotected workers. If there is no such representations of employers and union of workers, then such representations from registered employers and workers may be invited on a notice published in such manner as the Board may think fit.

(1) Clause 33 was renumbered as clause 33 (1) and in sub-clause (1) so renumbered, for the words "shall be such" the words, brackets and figures "shall, subject to the provisions of sub-clauses (2), (3), (4), (5) & (6), be such" were deemed always to have been substituted, by Mah. 40 of 1974, sec. 8.

(2) Sub-clauses (2), (3), (4), (5) & (6) were deemed always to have been inserted, *ibid*.

(3) (1) Every such representation shall be in writing and shall be made within such period as the Board may specify and shall state the conditions of service which in the opinion of the person making the representation would be reasonable having regard to the capacity of the employers to pay the same or comply with or to any other circumstances which may seem relevant to the person making the representation.

(4) (1) The Board shall take into account the representations afore-said, if any, and after examining all the materials placed before it, shall fix or revise, or as the case may be, modify the relevant conditions of service of the registered workers,

(5) (1) In fixing, revising or, as the case may be, modifying the conditions of service of the registered workers, the Board shall have regard to the cost of living, the prevalent conditions of service in comparable employments in the local area, the capacity of the registered employers to pay and any other circumstances which may seem relevant to the Board.

(6) (1) The conditions of service fixed, revised or modified by the Board shall take effect either prospectively or retrospectively from such date as the Board may decide. The decision of the Board shall be communicated to the registered workers and employers in such manner as the Board thinks fit.

34. Disbursement of wages and other allowances to registered workers.- The Board may permit the registered employers to pay wages and other allowances to the registered monthly workers employed by them directly after making such deductions as may be authorised and recoverable from them under this scheme. In respect of workers other than monthly workers employed by the registered employers from time to time, the wages and other allowances payable by the registered employers shall be remitted by the registered employers by cheque to the Secretary of the Board (2) every fortnight. The secretary thereupon shall arrange to disburse the wages and other dues if any to the registered workers on a specified day every month subject to deductions recoverable from them under this scheme.

35. Disciplinary procedure. - (1) (i) The Personnel Officer may, on receipt of the information whether on a complaint or otherwise that a registered employer has failed to carry out the provisions of this scheme after investigating the matter give him a warning in writing, or

(ii) where in his opinion, a higher penalty is merited the personnel Officer shall report the case to the Chairman who may then cause such further investigation to be made as he may deem fit and take any of the following steps as regards that employer, that is to say, he may-

(a) censure him and record the censure in his record sheet; or

(b) subject to the approval of the Board and after one month's notice in writing given to the registered employer, remove his name from the employers register for such period as determined by the Board or permanently.

(2) A Registered worker in the pool who fails to comply with any of the provisions of the scheme or commits any act of indiscipline or mis-

(1) Sub-clauses (2), (3), (4), (5) and (6) were deemed always to have been inserted, by Mah. 40 of 1974 sec 8.

(2) The words "every fortnight", were substituted for 'every week' vide MGG., Pt. I-L, Extra., dt. 30-9-72 pps. 418-20.

conduct may be resumed in writing to the Personnel Officer who may after investigating the matter give him a warning in writing or suspend him for a period not exceeding four days.

(2) Where in the opinion of the Personnel Officer, a higher punishment than that provided in sub-clause (2) is merited, he shall report the case to the Chairman.

(4) On receipt of the written report from the Personnel Officer under sub-clause (3) or from employer or any other person that a registered worker in the pool has failed to comply with any of the provisions of this scheme or has committed an act of indiscipline or misconduct or has consistently failed to produce the standard or normal output or has been inefficient in any other manner, the Chairman may make or cause to be made such further investigation as he may deem fit and thereafter take any of the following steps, in regard to the worker concerned, that is to say, he may impose any of the following penalties:-

(a) give him a warning in writing;

(aa) (2) suspend him for a period not exceeding four days;

(b) terminate his services after giving one month's notice or one month's wages inclusive of dearness allowance in lieu thereof; or

(c) dismiss him.

(5) Before any action is taken under this clause the person concerned shall be given an opportunity to show cause why the proposed action should not be taken against him.

(a) (3) During the pendency of investigations under sub-clauses (2) and (4) above, the workers concerned may be suspended by the Chairman.

(5) Without prejudice to the powers of the Chairman under clause 38 a registered employer shall have full powers to take disciplinary action against monthly workers employed under him.

38. Special disciplinary powers of the Chairman. -

(1) Notwithstanding anything contained in the scheme if the Chairman is satisfied after enquiry that a "go down" has been resorted to by any gang of registered workers or any individual worker and is being continued or resorted to by the same gang or worker or different gangs or workers on the same or different places of work he may make a declaration in writing to that effect.

(2) When a declaration under sub-clause (1) has been made it shall be lawful for the Chairman -

(i) in case of monthly workers, to take, without prejudice to the rights of the registered employers such disciplinary action including removal against such workers as he may consider appropriate; and

(ii) in case of registered workers in the pool to take such disciplinary action including dismissal against such workers as he may consider appropriate.

(1) Words "or suspend him for a period not exceeding four days", were inserted vide Govt. Notification I E. & L. Dept., No. (2WA-1477/CR-1242/Let-1, dt. 8th May, 1979 (MOG. Part-1, Entry dt. 2-1-1979, p. 142).

(2) New sub-clause (aa) inserted, *ibid.*

(3) New sub-clause 5(a) inserted, *ibid.*

(3) The Chairman may take disciplinary action -

(i) where "go slow" is resorted to by a gang against all the members of the gang, and

(ii) where "go slow" is resorted to by a worker against the worker concerned.

(4) Before any disciplinary action is taken under this clause against any worker or any gang of workers, such worker or gang shall be given an opportunity to show cause why the proposed action should not be taken against him or it :

Provided that, the Chairman may, before giving an opportunity to show cause under this sub-clause, suspend from work any worker or gang : of workers immediately after a declaration has been made under sub-clause(1)

(5) A declaration by the Chairman that a "go slow" has been restored to by a worker or a gang of workers shall be final, and shall not be liable to be questioned on any ground whatsoever.

37. Termination of employment. - (1) The employment of a registered worker in the pool shall not be terminated except in accordance with the provisions of this scheme.

(2) A registered worker in the pool shall not leave his employment with the Board except by giving fourteen days notice in writing to the Board of forfeiting fourteen days wages inclusive of dearness allowance in lieu thereof.

(3) When the employment of a registered worker with the Board, has been terminated under sub-clauses (1) and (2) his name shall forthwith be removed from the register or record by the Board

38. Appeal by workers. - (1) Save as otherwise provided in this clause, a worker in the pool who is aggrieved by an order passed by an authority under clause 35, may prefer an appeal against the order of the Personnel Officer to the Chairman and against the order of the Chairman to the State-Government.

(2) A worker who is aggrieved by an order of the Secretary -

(i) placing him in a particular group in the register or record; or

(ii) refusing registration under clauses 15; or

(iii) requiring him under clause 29 (4) (b) to undertake any work which is not of the same category to which he belongs :

may prefer an appeal to the Chairman.

(3) Any worker who is aggrieved by an order under clause 16 (4) may prefer an appeal to the Chairman.

(4) No appeal shall lie where due notice has been given of the removal of the name of a registered worker from the register or record in accordance with the instructions of the Board if the ground of removal is that the registered worker fails within a class of description of workers whose names are to be removed from the register or record in order to reduce the size thereof :

Provided that, an appeal shall lie to the Chairman where the register worker alleges that he does not belong to the class or description of workers referred to in the instructions of the Board.

(5) Every appeal referred to in sub-clause (1), (2), (3) or (4) shall be in writing and be preferred within fourteen days of the date of receipt of the order appealed against.

Provided that, the appellate authority may for reasons to be recorded admit an appeal preferred after to the expiry of fourteen days.

39. Appeals by employers. - (1) (i) A registered employer who is aggrieved by an order of the Personnel Officer under Clause 35 (1) (ii) may appeal to the Chairman :

(ii) In the case of an appeal against an order under clause 35 (1) (ii) (b) the Chairman shall forthwith refer the matter to the State Government. The State Government shall make such order on the appeal as it thinks fit.

(2) Every appeal referred to in sub-clause (1) shall be in writing and preferred within fourteen days of the receipt of the order appealed against :

Provided that, the appellate authority may for reasons to be recorded, admit an appeal preferred after the expiry of fourteen days.

40. Powers of Revision of Chairman - Notwithstanding anything contained in the scheme, the Chairman in case of an order passed by Personnel Officer under clause 35 may at any time call for the record of any proceeding in which the Personnel Officer has passed the order for the purpose of satisfying himself as to the legality or propriety thereof and may pass such order in relation thereto as he may think fit :

Provided that, the Chairman shall not pass any order under this clause which may prejudicially affect the interests of any person without giving such person reasonable opportunity of being heard.

41. Stay of order in case of certain appeals. - Where an appeal made by a worker in accordance with the provisions of clause 38 against an order of termination of service on one month's notice or where an appeal is preferred by an employer in accordance with the provisions of clause 36 against an order removing his name from the employer's register under clause 35 (1) (ii) (b) the appellate authority may suspend the operation of the order appealed from pending the hearing and disposal of the appeal.

42. Cost of operating the scheme (and provision for amenities and benefits to registered workers) :- (1) The cost of operating this scheme (2) (and for providing different benefits, facilities and amenities to registered workers as provided in the Act and under this Scheme) shall be defrayed by payments made by the registered employers to the Board. Every registered employer shall pay to the Board such amount by way of levy in respect of registered workers allotted to and engaged by him as the Board may, from time to time, (3) (specify by public note or written order) to the registered employers and in such manner and at such time as the Board may direct.

(1) These words were added by Mah. 40 of 1974, sec. 8.

(2) These words were deemed always to have been added, *ibid*.

(3) These words were deemed always to have been substituted for the words "specify by written order" *ibid*.

(4) The words "estimated" & "calculated on the basis of the daily time rate wage" were deemed always to have been deleted, *ibid*.

(2) In determining what payment are to be made by the registered employers under sub-clause (1) the Board may fix different rate of levy for different categories of work or workers, provided that, the levy shall be so fixed that the same rate of levy will apply to all registered employers who are in like circumstances.

(3) The Board shall not sanction any levy exceeding fifty per cent, of the (4) x total wage bill (4) x x x without the prior approval of the State Government.

(4) A registered employer shall on demand make a payment to the Board by way of deposit or provide such other security for the due payment of the amount referred to in sub-clause (1), as the Board may consider necessary.

(5) The Secretary shall furnish from time to time, to the Board such statistics and other information as may reasonably be required in connection with the operation and financing of the scheme.

(6) If a registered employer fails to make the payment due from him under sub-clause (1) within the time specified by the Board, the Secretary shall serve a notice on the employer to the effect that, unless he pays his dues within three days from the date of receipt of the notice, the supply of registered workers to him shall be suspended. On the expiry of the notice period the Secretary shall suspend the supply of registered workers to a defaulting employer until he pays his dues.

43. Provident Fund and Gratuity. - (1) The Board (1) x x x x shall frame and operate rules providing for Contributory Provident Fund (2) (for registered workers). The rules shall provide operate rules providing for Contributory Provident Fund. The rules shall provide for the rate of contribution, (3) x x x the manner and method of payment and such other matters as may be considered necessary (4) (To however. that the rate of contribution is not less than 8 1/2 per cent of the wages of a registered worker and is not more than 8 1/3 per cent of such wages).

(5) (Provided that, pending the framing of the rules, it shall be lawful for the Board to fix the rate of contribution and the manner and method of payment thereof).

(6) [(1a) in framing rules for the Contributory Provident Fund, the Board shall take into consideration of the provisions of the Employers Provident Fund Act, 1952. (XIX) of 1952), as amended from time to time, and schemes made there under for any establishment].

(2) The Board shall frame rules for payment of gratuity or registered workers.

(7) [(2a) In framing rules for payment of gratuity to registered workers, the Board shall take into consideration the provisions of the payment of Gratuity Act, 1972 as amended from time to time].

(1) The words "in respect of the workers in the pool and the registered employers in respect of their monthly workers" were deemed always to have been deleted by Mah. 40 of 1974 sec. 8.

(2) These words were deemed always to have been added, *ibid.*

(3) These words were deemed always to have been deleted, *ibid.*

(4) These words were deemed always to have been added, *ibid.*

(5) This proviso was deemed always to have been substituted, *ibid.*

(6) Sub-clause (1a) was deemed to have been inserted, *ibid.*

(7) Sub-clause (2a) was deemed to have been inserted, *ibid.*

(3) The rules for Provident Fund and Gratuity framed by the Board shall be subject to the previous approval of the State Government.

44. Penalties : (1) - Whoever contravenes the provisions of clause 13, 20 or 21 shall, on conviction, be punished with imprisonment for a term of three months or with fine which may extend to rupees five hundred or with both, where such contravention is a first contravention and with imprisonment for a term of six months or with fine which may extend to rupees one thousand or with both, where such contravention is any subsequent contravention. If the contravention is continued further after conviction, he shall be punished with further fine which may extend to one hundred rupees for each day on which the contravention is so continued.

SCHEDULE

[Clause 2 (2)]

Serial No.	Description
1	2
Part - I (2)	

A. Areas bounded by =

- (i) On the West, = By Central Railway line from the point of its junction with Lokamanya Tilak Marg up to the point of its junction with Yusuf Meherally Road;
- (ii) On the South, = By Lokamanya Tilak Marg from the point of its junction with Central Railway line upto its junction with Mansarovar Road;
- (iii) On the East, = By Mansarovar Road from its junction with Lokamanya Tilak Marg up to its junction with Yusuf Meherally Road;
- (iv) On the North, = By Yusuf Meherally Road from the point of its junction with Central Railway line upto its junction with Mansarovar Road;

B. Railway Yards at =

- (i) Sion
- (ii) Wadala
- (iii) Cotton Green
- (iv) Sewree
- (v) Wadi Bunder
- (vi) Byculla Goods Dept.
- (vii) Carme Bunder Goods Depot;

C. Stock yard of Indian Iron and Steel at Sewree.

D. Stock yard at Mallet Bunder Road;

E. Stock yard of Mukund Iron and Steel at Kurla;

(1) New clause 44 has been substituted for old clause, to come into force on 13-3-1977, vide MCG, Pt. I-I, Extra, dated 15th April, 1977.

(2) Substituted; vide MCG, Part I-I, Extra, dated 30th March, 1973, page-183.

- F. Stock yard of Kamani Engineering at Kurla.
 G. Stock yard of Krishna Steel at Wadala.
 H. Stock yard of Nathani Steel at Vidya Vihar.
 I. Stock yard of Hindustan Steel at Vidya Vihar.
 J. Stock yard of Tata Iron and Steel at Vidya Vihar.

<u>Serial</u> <u>No.</u>	<u>D e s c r i p t i o n</u>
1.	2.

- K. Compound of Mack enzies Ltd., at King Edward Road Sewree.
- L. Establishments carrying, loading, unloading, stacking, carrying, weighing, measuring or such other work including work preparatory or incidental to such operations in Iron and Steel material along the following Road ;
- (i) Wadi Bunder Road.
 - (ii) Fosbery Road.
 - (iii) Messent Road.
 - (iv) King Edward Road, Sewree.
 - (v) Jivaraj Tokarsi Road, Sewree.
 - (vi) Jakaria Bunder Road, Sewree.
 - (vii) Dattaram Lad Path.
 - (viii) G. D. Ambekar Marg.
 - (ix) Saki-Vihar Road.
 - (x) Andheri-Kurla Road.
 - (xi) Agra Road, Bhandup.
 - (xii) Agra Road, Vikroli.
- M. Areas bounded by -
- (i) On the North, - By Coal Bunder Road from its junction with Victoria Over Bridge Road upto sea shore in the East.
 - (ii) On the East and South. - By Quay Street from its junction with Coal Bunder Road in the north extending towards South and then towards west upto the railway line of Bombay Port Trust.
 - (iii) On the West, - By the railway line of Bombay Port Trust from its junction with Victoria Over Bridge Road, upto its crossing with railway line of the Bombay Port Trust in the South.

P a r t - I-A (1)

All the remaining areas in Greater Bombay not included in Part-I.

P a r t - II (2)

Areas comprising the Thana Taluka of the Thana District.

Part - III (3)

All the remaining areas in Thana District not included in part II and areas comprising the Panvel and Karjat Talukas, of the Raigad District.

By order and in the name of the Governor of Maharashtra,

B. V. Laud
Deputy Secretary to Govt.

- (1) Part-I-A inserted vide Govt. Notification, I. & L. Dept, No. UWA-1472(IS)/143958/Lab-IV, dt. 28th Octr., 1972. (MGG, Part-I-L, Extra. dt. 26th Octr. 1972.) page, 557).
- (2) Part-II added vide Govt. Notification, I & L. Dept. No. UWA-1472 (IS)/112537/Lab-IV, dt. 30th March, 1972 (MGG. Part-I-L, Extra. dt. 30-3-1972 page-84.).
- (3) Part-III added vide Govt. Notification, I. & L. Dept. No. UWA-1482/CR- 8010/Lab-5. dt. 27th July, 82 (MGG. Part-I-L, Extra. dt, 27-7-82.

FORM (1)
(See clause-14)

**Registration No. :
(To be filled in by Officer).**

I hereby apply for registration and necessary particulars are given below :- (2)

1. Name & Address of the establishment,
telephone number and the date on which the
employer commenced his trade or business.
2. Whether a firm or a company –
Name of the proprietor –

Partner/s	(1)
				(2)
Director/s	(1)
				(2)
3. Are you a member of any Association ?
If so, state the name of the Association.
4. Whether your establishment is registered
under the Bombay Shops and Establishment
Act, 1948? If so, state the Registration Number.
5. State the places of work with location in
details where the loading, unloading, stacking,
carrying, measuring etc., of iron and steel
material is or will be carried on in connection
with trade/business of your establishments.
6. Are you employing or do you propose to
employ workers through contractor ?
If so, state the name of the contractor.
7. Are you employing or do you propose
to employ workers through Toli ?
If so, state the name of the Toli ?

Date :

Place :

Signature of the applicant

- (1) This new Form has been added, vide MGG-Part-I-L, Extra Ordinary, dated 30-9-1972, pages-418-20.
- (2) Inserted by Government Notification, Industries and Labour Department No. UWA-1470 (IS)/204905/Lab-IV, dated 2nd January, 1975.