

GROCERY MARKET & SHOPS BOARD
515, Central Facility Building, 6th Floor
Fruit Market, Turbhe, Navi Mumbai

THE GROCERY MARKETS OR SHOPS UNPROTECTED WORKERS

(Regulation of Employment and Welfare) Scheme 1970.

(Corrected Upto March 2004)



सत्यमेव जयते

GROCERY MARKETS & SHOPS BOARD FOR GREATER BOMBAY

515, CENTRAL FACILITY BLDG, 6TH FLOOR,
FRUIT MARKET, NAVI MUMBAI.

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INDUSTRIES AND LABOUR DEPARTMENT

Sachivalaya, Bombay 400032, 6th April, 1970..

Maharashtra Mathadi Hamal And Other Manual Workers (Regulation of Employment And Welfare) Act 1969.

No. UWA-1469.(GR)_160783/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 grocery markets and shops in connection with loading, unloading, stacking, carry-ing, weighing, measuring or such other work including work preparatory or incidental to such operations in the areas specified in the Schedule ap-pended to this Scheme, the same having been previously published as required by sub-section (1) of the said section 4, namely :-

THE GROCERY MARKETS OR SHOPS UNPROTECTED WORKERS (REGULATION OF EMPLOYMENT AND WELFARE) SCHEME. 1970

(as modified upto **August 1989**)

1. Title :- This scheme may be called the Grocery Markets or Shops Unprotected Workers (Regulation of Employment and Welfare) Scheme, 1970.

2. Objects and Application :-

(1) Objects :- The objects of the scheme are to ensure an adequate supply and full and proper utilisation of unprotected workers employed in -

(a) Grocery Markets or Shops in connection with loading, unloading, stacking, carrying, weighing, measuring [filling, stitching, sorting, cleaning] or such other work including work preparatory or incidental to such operations:

1. Inserted vide G.N.I. & L.D.No. UWA-147!(GR)/f83618-Lab.IV, dt. 21-9.73.

¹(b) markets and other establishments in connection with loading, unloading, stacking carrying weighing measuring. ²[filling, stitching sorting, cleaning] of soda ash, coaltar, lime, colour chemicals, chemical products including fertilizers gunny bags, coir ropes, ropes, mats, hessian cloth, hessian yarn, oil, cake, husk, chuni and chhala or such other work including work preparatory or incidental to such operations carried on by workers not covered by any other entries in the schedule for efficient performance of work and generally for making better provisions for the terms and conditions of employment of such workers and make provision for their general welfare.

*(c) onion and potato wholesale markets in connection with loading, unloading, stacking, carrying, weighing measuring ²[filling, stitching, sorting, cleaning] , or such other work, including work preparatory or incidental to such operations.

*(d) factories and mills manufacturing grocery products if such employment is connected with loading, unloading, stacking, carrying, weighing, measuring,¹ [filling stitching sorting, cleaning] or such other work including work preparatory or incidental to such operations carried on by workers covered ,by entry 5 in the schedule to the Act;

** (e) railway yards and goods sheds in connection with loading, unloading, stacking, carrying, weighing. measuring I[filling, stitching, sorting, cleaning] of grocery articles or such other work preparatory or incidental to such operations by workers who are not employed by Railway Authorities and

** (f) factories and mills manufacturing colour chemicals, chemical products including fertilizers, in connection with the loading, unloading. stacking, carrying, weighing, measuring .1[filling, stitching. sorting, cleaning] or such other work including work preparatory or incidental to such operations carried on by workers covered ,by entry 5 in the Schedule to the said Act;

1. Substituted vide G.N.I. & LD No. UWA-1470 (GR) 161726/Lab-IV, dt. 22-12-70

2. Inserted by GNI & LD No. UWA-1473 (GR) 183616/Lab IV, Dt. 21-9-73.

* Added by GNI & LO No. UWA-1473(GR) 116270/Lab-IV, dt. 30-3-1972.

** Added by Govt. Notification, I & LO No. UWA.1472(GR)/185946-Lab-IV dt. 15-9-1973.

*(2) Application:- This Scheme shall be deemed to have applied or as the case may be, shall apply,-

(i) to the workers working in groups or toils in Greater Bombay in the scheduled employments specified in column 1 of the Schedule hereto and to the employers in those scheduled employments in Greater Bombay on and from the 17th February, 1975;

(ii) to the workers (not being those working in groups or toils), and the employers in the scheduled employments specified in column 1 of the Schedule hereto in the areas respectively specified against them in column 2 of the Schedule, on and from the dates respectively specified against them in column 3 of the said Schedule.

3. Deleted.-Vide GN. IE & LO No. UWA.1482/CR-8005/Lab-15 dt. 1.7.1983.

4. Interpretation :-

(a) "Act" means the Maharashtra Mathadi, Hamal and Other Manual Workers (Regulation of Employment and Welfare) Act, 1969;

(b) "Board" means the Grocery Markets and Shops Board for Greater Bombay constituted under Section 6 of the Act;

(c) "Chairman" means the Chairman of the Board;

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

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

(f) "pool worker" means a registered worker in the pool who is not a monthly worker;

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

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

(i) "register of employers" means the register of employers maintained under this scheme;

* Substituted vide GNIE & LO No. UWA.1482/G,R-8QO5/Lab-5" dt. 1-7.1983.

(j) "register of workers" means the register of workers maintained under this scheme;

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

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

(m) "rules" means the Maharashtra Mathadi, Hamal and Other Manual Workers (Regulation of Employment and Welfare) Rules, 1970

(n) "week" means the period of seven days commencing on midnight 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:

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 administering the scheme set out in clause 2 including measures for-

(i) ensuring the adequate supply and the full and proper utilisation of registered workers for the purpose of facilitating the rapid turnout of work;

(ii) regulating the recruitment and entry into, and the discharge from

the scheme of workers 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 employer's 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 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 require 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 regrouping 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;

(vii) making provision, subject to availability of funds, for 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 the health and safety measures in places where workers are employed in so far as such provision does not exist apart from this scheme;

(x) maintaining and administering the worker's welfare fund, and recovering from all the registered employers contribution towards the fund Where such fund is constituted In accordance with the rules of the fund.

{xi) maintaining and administering provident fund and gratuity fund for registered workers in the pool when such funds are constituted;

²(xii) assisting, subject to the availability of funds, by way of grant of loan, the co-operative societies formed 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 Government;

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

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

(d) interest in 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 current or deposit account with the State Bank of India or the Reserve Bank of India or in any nationalised Scheduled Bank [or any Scheduled Bank]² [or any co-operative Bank] or invested in 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.

1. Inserted vide G.N.I. & L.D.No. UWA-1579/CR-2617/Lab-5, dt. 1-1-1980

2. Inserted vide G.N.I. & L.D.No UWA-1077/CR-1868/Lab-5, dt. 8-5-1979.

(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 purpose 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.

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

(a) as soon as may be after the the 1 st day of April in every year, and not later than the 31st day of October, an Annual Report on the working of this scheme during the preceding year ending the 31 st of March, together with an audited balance-sheet, and

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

(11) The Board may -

(i) fix the number of workers to be registered under the various categories.

(ii) increase or decrease the number of workers in any category or 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) device forms, records, registers, statements and the like required for administration of the scheme;

(v) determine the wages, allowances and other conditions of service including age of retirement of registered workers;

(vi) fix the rate of levy under Clause 42(i);

(vii) appoint, abolish or reconstitute the committees under clause 28;

(viii) sanction the annual budget;

(ix) subject to the provision 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 workers;

(xii) discuss statistics of output of labour and turnout of work and record its observations and directions.

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 ensuing 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 4 weeks of its presentation sanction the same either unaltered or subject to such alteration as it 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 execute the decisions of the Board subject to its directions and in particular :-

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

(b) to ensure that the sanction 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 if 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) to sanction the creation of posts the maximum salary of which exclusive allowances is below Rs. 500 per month and to make appointment to such posts;

(k) to make appointments to posts the maximum salary of which exclusive allowances is Rs. 500 per month and above;

(l) to take disciplinary action against workers and employers in accordance with the provisions of the scheme;

(m) to declare that there has been 'a go slow' and to take action as authorised under this scheme;

(n) to sanction the transfer of a monthly worker to the pool at the request of the employer or the worker, as provided for in the scheme;

(o) to deal with appeals from workers and employers under clause 38 and 39;

(p) 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 this 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 where the circumstances so require 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 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 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;

(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 pools,

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

(iii) provide for the maintenance of records of employments 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 law-fully due to him from the registered employer and the payment to such workers of all monies payable by the Board in accordance with the provisions of this scheme;

(g) appointing subject to budget provisions such officers and servants from time to time, as may be authorised by the Board or the Chairman to appoint;

(h) keeping of proper accounts of 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-Sheet 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 shall, in particular carry out the functions assigned to him by clause 35 of this scheme.

11. Maintenance of Registers :-

(1) Register of employers:- There shall be a register of employers in the form devised by the Board wherein the names and addresses of the employers registered, under this scheme shall be entered.

(2) Register of Workers :- There shall be a register of workers who are engaged by the Board where in 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 workers who are engaged by each employer on contract on monthly basis and who are known as monthly workers.

(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. Registration of employers:- Within forty five days from the date on which this Scheme applies to him, or such lesser period as may be specified by the State Government every employer shall unless the said period has already expired apply to the Board for registration in the Form appended to the Principal Scheme.

*15. Registration of existing and new workers :- Any worker who, on the date from which this Scheme applies to him is or was working in any scheduled employment specified in column 1 of the Schedule hereto shall be registered under this Scheme. Any other worker who has been or was working in the said Scheduled employment on such date as has been or may be specified by the Board in that behalf may be so registered if he

* Clauses 14 and 15 substituted under G.N. IE & LO No. UWA-1482/CR-800 Lab-5, dated 1 st July 1983.

is a citizen of India possesses such qualifications as have been or may be specified by the Board having regard to local conditions. physical fitness, capacity and experience and is not more than sixty years of age or medically unfit.

16. Promotion and transfer of registered workers :-

(1) A vacancy (other than casual vacancy) in any category of registered workers in a pool register shall ordinarily be filled by promotion of a registered worker from the next lower category within the same gang.

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

(3) The Chairman or the Secretary may for sufficient and valid reasons allow the transfer of a registered monthly worker to the pool on a request in writing of the registered employer or the registered worker explaining fully the reasons for the transfer provided that such transfer shall be subject to the fulfilment of any contract subsisting between the registered monthly worker and his registered 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 registered 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 case, whether or not the registered worker should be employed by the Board and if so, whether in the same or a lower category.

(5) If a registered monthly worker is transferred to, or employed in, the pool under subclause (3) or subclause (4) as the case may be, his previous service shall be reckoned for all benefits in the pool and the registered employer shall transfer to the Board all benefits that have accrued to the registered worker in respect of his previous service as if such service has not been transferred. The registered employer shall contribute to the Board such amount of the provident fund of the registered 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 registered worker and his registered employer or under any law, award or agreement applicable to such registered worker, as if his services have been terminated by the registered employer.

17. Medical examination :-

(1) If the Board considers it to be 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 he may require a worker to undergo free of charge a medical examination by a Medical Board

to be constituted by the Chairman. The decision of the Medical Board shall be final, and a worker if found permanently unfit by a Medical Board the Chairman shall terminate his services forthwith.

18. Registration fees :- (i) A registration fee of rupee one shall be paid to the Board by each worker at the time of registration under the scheme;
(ii) A registration fee Of Rs. 25/. shall be paid by each employer at the time of registration under the scheme.

19. Supply of Cards :- (1) Every registered worker shall be supplied with (i) an identity card. (ii) an attendance card, (iii) wage slip in the forms 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 register.

20. 'Service Records' for registered workers :-

A "Service Record" for every registered 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 registered worker, promotions, commendations, for good work etc. such details in respect of registered monthly workers shall be supplied to the Board by the registered employers.

21. 'Record Sheet' 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 registered workers' 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 registered employer of a registered monthly worker shall also surrender the card of the registered worker to the Board in the case of (a), (b), (c), (d) and (e) above.

23. Entries in attendance card and wage slip :-

(1) A 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, 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 registered worker.

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

24. Employment of registered Workers :-

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

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

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

25. Filling up of Casual vacancies :-

Casual vacancies of registered monthly workers shall be filled up in the following manner :-

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

Disappointment Money :- When a registered 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 registered employer at a rate as may be fixed by the Board appropriate to the category to which he belongs. A registered worker detained for more than two hours shall be paid full wages inclusive of dearness allowance.

27. Holidays :- Each registered worker shall be entitled in a year to four holidays with pay at such rates as may be specified by the Board under clause 33. Out of the four holidays, three holidays will be on (i) 26th January (Republic Day) , (ii) 1 st May (Maharashtra Day) , and (iii) 15th August (Independence Day). The fourth holiday shall be decided by the Board.

*28. Committees :- Since deleted..

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 deemed to 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.

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

(a) report at 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 representatives 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 provisions of clause 24, a registered employer shall not employ a worker other than a registered worker who has been allotted to him by the Secretary in accordance with provisions 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 registered workers on piece rate and such other statistical data as may be required in respect of the registered workers 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 registered daily workers and any other amount due to registered daily workers.

(6) A registered employer shall keep such records as the Board may require, and shall produce before the Board or such persons 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 registered employer' shall engage for employment a worker unless that worker is a registered worker;

(2) Notwithstanding the foregoing of the preceeding 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 a registered worker.²

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;

1. The words "other than a registered employer in any area to which this scheme applies." have been deleted vide Maharashtra Mathadi, Hamal & Other Manual workers (Regulation of Employment & Welfare) (Amendment & Validation) Act. 1974. Published in Mah. Govt, Gazette dt 10-9-1974.,

2. The words "In selecting such a worker the local employment exchange organisation shall as far as possible be consulted". have been deleted vide ibid,

(c) in the case referred to in items (a) and (b), the persons so employed as aforesaid by a registered employer shall for the purposes of clauses 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. Circumstances 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 employer's 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 registered 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 2[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 registered workers.

*(2) For the purpose of fixing rates of wages, allowances and over. time hours of work rest intervals leave with wages and other conditions

1. (Renumbered vide Maharashtra Mathadi, Hamal & Other Manual Workers (Regulation of Employment & Welfare) (Amendment & Validation) Act, 1974, published in Maharashtra Govt. Gazette, dated 10th Sept. 1974.

2. added vide ibid.

* Added vide ibid.

of service (hereinafter 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 association 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.

* (3) 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 person making the representation would be reasonable having regard to the capacity of the registered employers to pay the same or comply with or to any other circumstances which may seem relevant to the person making the representation.

* (4) The Board shall take into account the representations aforesaid if any and after examining all the material placed before it shall fix or revise or as the case may be modify the relevant conditions of service of the registered workers.

*(5) 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) 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.

* Added vide Maharashtra Mathadi Hamal & Other Manual Worklers (Regulation of Employment & Welfare) (Amendment & Validation) Act, 1974, published in Maharashtra Govt. Gazette dated 10th Sept. 1974

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 registered workers other than registered 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 *(every fortnight). The Secretary thereupon shall arrange to disburse the wages and other dues if any to 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 months notice in writing given to the registered employer, remove his name from the employer's 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 misconduct may be reported 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]

* Substituted for the word "every week" viae GN I & LO Nci.. UWA.1470/ (GR)/127077-Lab-IV. dt. 30-9-1972.

1. Inserted vide G.N.I. & L. Deptt No.UWA-1077/CR-1868/LAB-5.. dated 8-5-79.

(3) Where in the opinion of 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 subclause (3) or from registered employers or any other person that a registered worker in the pool has failed to comply with any of the provisions of the scheme or has committed an act of indiscipline or misconduct or has consistently failed to produce the standard or datum output or has been insufficient in any other manner, the Chairman may make or cause to be made such further investigation as he may deem fit and there after take any of the following steps as regards the registered worker concerned that is to say he may impose any of the following penalties :-

(a) give him a warning in writing; ¹[aa) 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 there of 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.

¹[5a) During the pendency of investigations under sub-clauses (2) and (4) above the registered workers concerned may be suspended by the Chairman]

(6) Without prejudice to the powers of the Chairman under clause 36 a registered employer shall have full power to take disciplinary action against registered monthly workers employed under him.

36. Special disciplinary powers of the Chairman :-

(1) Notwithstanding anything contained in the scheme if the Chairman is satisfied after enquiry that a "go slow" has been resorted to by any gang of registered workers or any individual registered worker and is being continued or repeated by the same gang or registered worker or different

1. Added vide G.N.I, & L.Deptt No. UWA-1077/CR-1868/Lab-5. dt. 8-5.1979.

groups of registered 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 registered monthly workers, to take without prejudice to the right 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.

(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 registered worker against the registered worker concerned.

(4) Before any disciplinary action is taken under this clause against any registered worker or any gang of registered workers, such registered 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 registered worker or gang of registered workers immediately after a declaration has been made under sub-clause (1).

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

37. Termination of employment :-

(1) The employment of 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 or 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. Appeals by registered workers :-

Save as otherwise provided in this clause, a registered 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 registered 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 clause 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 registered 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 falls within a class or 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 registered worker alleges that he does not belong to the class or description of workers referred to in the instruction of the Board.

(5) Every appeal referred to in sub-clauses (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 the expiry of fourteen days.

39. Appeals by registered 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 the 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 is made by a registered 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 a registered employer in accordance with the provisions of clause 39 against an order removing his name from the employers 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 .1[and provision for amenities and benefits to registered workers] -

(1) The cost of operating this scheme l[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 specify l[by public notice or written order] to the' registered employer and in such manner and at such time as the Board may direct.

(2) In determining what payments 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 registered 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 percent of the ²total wage bill 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 registered 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 defaulting registered employer until he pays his dues.

1. Inserted and deemed always to have been added vide Maharashtra Mathadi, Hamal & Other Manual Workers (Regulation of Employment & Welfare (Amendment & Validation) Act. 1974, published in Maharashtra Govt. Gazette, dated 10th Sept., 1974.

2. The word "estimated" shall be and shall always be deemed to have been deleted vide ibid.

3. The word "calculated on the basis of the daily time rate wage shall always be deemed to have been deleted vide ibid.

43. Provident Fund and Gratuity :-

(1) The Board shall frame and operate rules providing for contributory Provident Fund ²[for registered workers]. The rules shall provide for the rate of contribution,³ the manner and method of payment and such other matters as may be considered necessary ²[so however that the rate of contribution is not less than 6½ per cent of the wages of a registered worker and is not more than 8 per cent of such wages].

²[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 there of].

²[(1a) In framing rules for the contributory Provident Fund the Board shall take into consideration, the provisions of the Employees' Provident Funds Act 1952 as amended from time to time and the schemes made thereunder for any establishment].

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

²(2a) In framing rules for the 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].

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

*44. Penalties :-Whoever contravenes the provisions of clauses 14, 30 or 31 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 a further fine which may extend to one hundred rupees for each day on which the contravention is so continued.

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1. The words "In respect of the workers in the Pool and the registered employers in respect of their monthly workers" shall be and shall be deemed always to have been deleted vide Maharashtra Mathadi Hamal & Other Manual workers (Regulation of Employment & Welfare) (Amendment & Validation) Act. 1974, Published in Mah. Govt. Gazette dated 10/19/74.
 2. Deemed always to have been. Added vide ibid.
 3. The words "from the workers and the employers Deemed to have been deleted vide ibid
 - * Amended vide G. N. I. & L. D. No. UWA -10741101720/Lab-IV dated 17th January 1975 and substituted vide G. N. I. E. & L. D. No. UWA-1476/CR/616/Lab-5. dated 15-4-1977

SCHEDULE

[See Clause 2(2)]

The Grocery Markets or Shops Unprotected Workers (Regulation of Employment and Welfare) Scheme, 1970

Scheduled employment 1	Areas 2	Date of application of 3	
		Clauses 14 & 15 of the Scheme	Remaining Clauses of the Scheme
1. Grocery Market or Shops in connection with loading, unloading, stacking, carrying, weighing, measuring, filling, stitching, sorting, cleaning or such other work including work preparatory or incidental to such operations.	A. Areas bounded by - (i) On the West -by 1970 Mohamadalli Road from its junction with Lokmanya Tilak Marg upto its junction with Sardar Vallabhbhai Patel Road. (ii) On the North -By Sardar Vallabhbhai Patel Road from Its junction with Mohamadalli Road upto its junction with Mansion Road. (iii) On the East -By Mansion Road from its junction with Sardar Vallabhbhai Patel Road upto its junction with Lokmanya Tilak Marg. (iv) On the South -By Lokmanya Tilak Marg from its junction with Mohamadalli Road upto its junction with Mansion Road.	7th May,	1st June 1970

B. Areas bounded by -

(i) On the North -By Maulana Shaukatali Road from its junction with Maulana Azad Road, upto its junction with Ebrahim Rahimtulla Road.

(ii) On the West -By Maulana Azad Road from its junction with Maulana Shaukatali Road upto its junction with Erskine Road.

(iii) On the South -By Erskine Road from its junction with Maulana Azad Road upto its junction with Ebrahim Rahimtulla Road.

(iv) On the East -By Ebrahim Rahimtulla Road from its junction with Sardar Vallabhbhai Patel Road upto its junction with Maulana Shaukatali Road.

C. Areas bounded by -

(i) On the West -By Jail Road from its junction with Sardar Vallabhbhai Patel Road upto its junction with Mazgaon Road and by Mazgaon Road and Dr. Mascarenhas Road upto junction with Chapsi Bhimsi Road.

(ii) On the North -By Chapsi Bhimsi Road from its junction with Dr. Mascarenhas Road upto its junction with Re ay Road.

(iii) On the South -By Sardar Vallabhbhai Patel Road from its junction with Jail Road upto its junction with P. D'Mello Road.

(iv) On the East -By P. D'Mello Road from its junction with Sardar Vallabhbhai Patel Road upto the junction of Chapsi Bhimsi Road.

	D. Areas bounded by- (i) On the West -By Messent Road from its junction with Victoria Road upto its junction with Hay Bunder Road. (ii) On the North -By, Hay Bunder Road from its junction with Messent Road upto its junction with Fosbery Road. (iii) On the East -By Fosbery Road from Its junction with Hay Bunder Road in the North upto its junction with Hay Bunder Road in the South. iv) On the South -By Hay Bunder Road from its junction with Victoria Road upto Fosbery Road. (b) Areas within the pre-mises of- (i) Messrs. Bhankeria Brothers, Bazargate Street, Bombay-1. (ii) Haji Bunder and Hay Bunder Area. c) Thane and Kalyan Talukas of the Thane District. (d) Panvel Taluka of the Raigad District. 1979 (e) The whole of the Thane and Raigad Districts excluding the Thane and Kalyan Talukas of the Thane District and Panvel Taluka of the Raigad District.	6th Oct., 16th Nov. 1973 1973 26th Dec., 26th Dec. 1979 1979 26th Dec., 6th Dec. 1979 1st Aug., 1st Aug. 1983 1983
2. Markets and other establishments, in connection with loading, unloading, stacking, carrying, weighing, measuring, filling, stitching, sorting, cleaning of soda ash, coaltar, lime, colour chemicals, chemical products including fertilizers, gunny bags, coir	A. Areas bounded by - (i) On the West -By Mahamadalli Road from its junction with Lokmanya Tilak Marg upto its junction with Sardar Vallabhbhai Patel Road. (ii) On the North -By Sardar Vallabhbhai Patel Road from its junction	26th Jan., 1st March 1971 1971

ropes, ropes, mats, hessian cloth, hessian yarn, oil cake, husk, chuni and chhal or such other work preparatory or incidental to such operations,

with Mohamadalli Road upto its junction with Mansion Road.

(iii) On the East -By Mansion Road from its Junction with sardar vallabhbhai Patel Road upto its junction with Lokmanya Tilak Marg,

(iv) On the South -By Lokmanya Tilak Marg from its junction with Mahamadalli Road upto its junction with Mansion Road.

B. Adeas bounded by -

(i) On the North -By Maulana Shaukatalli Road from its junction with Maulana Azad Road upto its junction with Ebrahim Rahimtulla Road,

(ii) On the West -By Maulana Azad Road from its junction with Maulana Shaukatalli Road upto its junction with Erskine Road,

(iii) On the South -By Erskine Road from its junction with Maulana Azad Road upto its junction with Ebrahim Rahimtulla Road.

(iv) On the East -By Ebrahim Rahimtulla Road from its junction with Sardar Vallabhbhai Patel Road upto its junction with Maulana Shaukatalli Road,

C. Areas bounded by -

(i) On the West -By Jail Road from its junction with Sardar Vallabhbhai Patel Road upto its junction with Mazgaon Road and by Mazgaon Road and Dr. Mascarenhas Road upto its junction with Chapsi Bhimsi Road..

(ii) On the North -By Chapsi Bhimsi Road from its junction with Dr. Mascarenhas Road upto its junction with Re ay Road.

(iii) On the South -By Sardar Vallabhbhai Patel Road from its junction with Jail Road upto its junction with P. D'Mello Road.

(iv) On the East -By P. D'Mello Road from its junction with Sardar Vallabhbhai Patel Road upto the junction of Chapsi Bhimsi Road.

D. Areas bounded by -

(i) On the West -By Messent Road from its junction with Victoria Road upto its junction with Hay Bunder Road.

(ii) On the North -By Hay Bunder Road from its junction with Messent Road upto its junction with Fosbery Road.

(iii) On the East -By Fosbery Road from its junction with Hay Bunder Road in the north upto its junction with Hay Bunder Road in the south.

(iv) On the South -By Hay Bunder Road from its junction with Victoria Road upto Fosbery Road..

(b) Areas within the premises of -(i) Messers Bhankeria Brothers, Bazar-gate Street, Bombay-1.

(ii) Hajl Bunder and Hay Bunder Areas.

(c) Thane and Kalyan Talukas of the Thane District.

(d) Panvel Taluka of the Raigad District.

(e) The 'whole of the Thane and Raigad Districts

16th Oct., 16th Nov. 1973
1973

26th Dec.. 26th Dec. 1979
1979

26th Dec.. 26th Dec. 1979
1979

1st Aug., 1st Aug. 1983
1983

excluding -the Thane and Kalyan Talukas of the Thane District and Panvel Taluka of the Raigad District

3. Onion and potato whole sale markets in connection with loading, unloading, stacking, carrying, weighing, measuring, filling, stitching, sorting, cleaning and such other work including work preparatory or incidental to such operations.

Areas bounded - (i) On the South -by Sardar Vallabhbhai Patel Road, from its junction with Saifee Jubilee Street, upto its Junction with Sant Sena Maharaj Marg. (ii) On the West -by Sant Sena Maharaj Marg from its junction with Sardar Vallabhbhai Patel Road upto its junction with Maulana Shaukatalli Road, (iii) On the North -by Maulana Shaukatalli Road from its junction with Sant Sena Maharaj Marg upto its junction with Saifee Jubilee Street. (iv) On the East -By Saifee Jubilee Street from its junction with Maulana Shaukatalli Road upto its junction with Sardar Vallabhbhai Patel Road.

1st May, 1st June 1972
1972

(b) Areas bounded -

- (A) (i) On the West - by Mohmadalli Road from its junction with Lokmanya Tilak Marg upto its junction with Sardar Vallabhbhai Patel Road. (ii) On the North -By Sardar Vallabhbhai Patel Road, from its junction with Mohamadalli Road upto its junction with Mansion Road. (iii) On the East -By Mansion Road from its junction with Sardar Vallabhbhai Patel Road upto its junction with Lokmanya Tilak Marg.

16th Oct., 16th Nov, 1973
1973

(iv) On the South -By Lokmanya Tilak Marg from its junction with Mohamadalli Road upto its junction with Mansion Road.

(B) (i) On the North -By Maulana Shaukatalli Road from its junction with Maulana Azad Road upto its junction with Ebrahim Rahimtulla Road.

(ii) On the West -By Maulana Azad Road from its junction with Maulana Shaukatalli Road upto its junction with Erskine Road.

(iii) On the South -By Erskine Road from its junction with Maulana Azad Road upto its junction with Ebrahim Rahimtulla Road.

(iv) On the East -By Ebrahim Rahimtulla Road from its junction with Sardar Vallabhbhai Patel Road upto its junction with Maulana Shaukatalli Road.

(C) (i) On the West -By Jail Road from its junction with Sardar Vallabhbhai Patel Road upto its junction with Mazgaon Road and Dr. Mascarenhas Road upto its junction with Chapsi Bhimsi Road.

(ii) On the North -By Chapsi Bhimsi Road from its junction with Dr. Mascarenhas Road upto its junction with Reay Road.

(iii) On the South -By Sardar Vallabhbhai Patel Road from its junction with Jail Road upto its junction with P. D'Mello Road.

(iv) On the East -By P. D'Mello Road from its junction with Sardar Vallabhbhai Patel Road extend-

ing North upto Re ay Road and further by Reay Road upto the junction of Chapsi Bhimsi Road.

(D)(i) On the West - By Messent Road from its junction with Victoria Road upto its Junction with Hay Bunder Road.

(ii) On the North -By Hay Bunder Road from its junction with Messent Road upto its junction with Fosbery Road.

(iii) On the East -By Fosbery Road from its junction with Hay Bunder Road in North upto its junction with Hay Bunder Road in the South.

(iv) On the South -By Hay Bunder Road from its junction with Victoria Road upto Fosbery Road.

(C) Thane. & Kalyan Talukas of the Thane District. 26th Dec., 26th Dec. 1979

(d) Panvel Talukas of the Raigad District. 26th Dec., 26th Dec. 1979

(e) The whole of the Thane and Raigad Districts excluding Thane and Kalyan Talukas of the Thane District and Panvel Taluka of the Raigad District. 1st Aug., 1st Aug. 1983

4. Factories and mills manufacturing grocery products if such employment is connected with loading, unloading, stacking, carrying, weighing, measuring, filling, stitching, sorting, cleaning or such other work including work, preparatory or incidental to such operations carried on by workers covered by entry 5 in the Schedule to the Act.

(a) Areas within the premises

1st May, 1st June 1972

(1) Ahmed Oomerbhoy Oil Mills, Factory at Two Tanks, Bombay 9 and their godown at 'E' Shed, Grain Depot. Bombay 33.

(2) Bombay Prabhat Swadeshi Rice Mills. factory at Nandlal Janu Road, Bombay 9.

(3) Ganga Grain Crushing Mills' factory at 103, Keshavji Naik Road, Bombay 9.

(4) Harakchand Vasanji Dal Mills' Factory at Mazgaon Road, Bombay 10.

(5) Hind Dal.. Oil and Flour Mills' factory at Hirabhai Compound, Reay Road Bombay 10.

(6) Vinodkumar Hemraj Dal Mills' factory, Opposire Sewree Cement Chawl No.5. Bombay 15.

(7) Jokhubhai Lalji Dal Mills' factory at 51, Dockyard Road, Bombay 10.

(8) Jai Hind Crushing Mills' factory at 133, Wadi Bunder Road, Bombay 10.

(9) Kohinoor Dal Mills' factory at 10/12B. Old Anjirwadi, Mazgaon, Bombay 10.

(10) Prabhat Dal and Flour Mills' factory at Gun Powder Road, Mazgaon Bombay 10.

(11) Ratanshi Dal Mills factory at Sewree-Khadda, Bombay 16.

(12) Bansiwala Flour Mills' factory at Dr. Mosses Road., Bombay 11.

(13) Hindustan Lever Ltd's Factory at Hey Bunder Road, Bombay 33 and their godowns at 'E' Shed grain depot, Bombay 33 and at Sankhli Street. Byculla, Bombay 8.

(14) Clean All corporation's factory at Dhaku Prabhu Wadi, Ghodapdeo, Bombay 33.

(15) Vegetable Vitamin Food Company (Pvt.) L'td. Factory at Hay Bunder Road, Bombay 33.

(16) Bombay Soap Factory's factory at Ripon

Road, Bombay and their godown at 'E' Shed, Sewree Grain Depot, Bombay 33.

(17) Dilip Dal Mills' factory at Ghodapdeo, Bombay 10.

(18) Home Products Pvt. Ltd.'s Godown at Worli, Bombay 18.

(19) Bombay Oil Industries Pvt. Ltd.'s factory at 'P' Shed, Fosbery Road, Sewree, Bombay 15.

(20) Jai Hind Oil Mills, factory at 153, Shastri Marg, Bhandup, Bombay-78

(21) Deccan Sales Corporation's Factory at 183, Lake Road, Bhandup Bombay-78.

(22) Wallace Flour Mills 'Co. Ltd.'s factories at Mazgaon Road, Bombay 10, and at Chikhalwadi, Tardeo, Bombay 7.

(23) Shri Mahalaxmi Grain Crushing Mills factory at Magazine Street, Oza Market, Darukhana, Bombay-10.

(24) Oswal Oil Trading Co.'s factory at 140, Dongri Street, Bombay 10.

(25) Bombay Grain Crushing Mills' factory at Kalyan Street, Danabunder, Bombay 9.

(26) Tata Oil Mills Co. Ltd.'s factory at Hay Bunder Road, Bombay 33.

(27) Duncan Road Flour Mills factory at Maulana Azad Road, Bombay 4.

(28) Bhawanji Jivraj Flour Mill's factories at 300, Maulana Azad Road, Bombay 4.

(29) The Balaji & Maharani Flour Mill's factories at 300, Maulana Azad Road, Bombay 4 and at Lal Bahadur Shastri Marg, Mulund,

Bombay 80.

(b) Areas within the premises of -

(30) Nagmoti Grain Crushing Mills, 2nd Lane, Mazgaon, Bombay 10.

(31) Prabhat Dal Mills, 2nd Lane, Maigaon, Bombay 10.

(32) Bharat Dal Mills, 2nd Lane, Mazgaon, Bombay 10.

(33) Bajrang Menshi Dal Mills, 89-A, Mazgaon, Bombay 10.

(34) Shanti Grain Crushing and Cattle Food Manufacturing Mills, 118-A, Tower Estate, Mazgaon, Bombay 10.

(35) Ambika Dal Mills, 178, Tokarasi Jivraj Road., Sewree, Bombay 15.

(36) Messers. Shivshakti Grain Crushing Mills, 185-A, Zakeria Bunder Road, Sewree, Bombay 15.

(37) Dediya Dal Mills, 188..A, Tower Estate, Mazgaon, Bombay-10.

(38) Shethia Dal and Crushing Mills, Behind D. D. Chawl No.5, Cementary Road, Sewree, Bombay 15.

(39) New India Oil Mills (Pvt.) Ltd., Plot P. South Hay Bunder Road., Sewree, Bombay 15.

(40) Bombay Oil Industries (Pvt.) Ltd., Bombay-Agra Road, Bhandup, Bombay 78.

(41) Bombay Oil Industries, Refineries, Nesbit Road, Mazgaon, Sombay-10.

(42) Raja Oil Mills, Hay Sunder Road, Bombay 33.

(43) Swastik Oil Mills Ltd., Wadala, Bombay.

(44) Messrs. Shri Krishna Grain Crushing Mills, Zake-

ria Bunder Road, Sewree, Bombay 15.

(45) Messrs. Jai Hind Oil Mills Company, Acharya Donde Marg, Sewree, Bombay 15.

(46) Messrs. Bharat Palvarising Mills (Pvt.) Ltd., Hexamor House, 28, Sayani Road, Bombay 25.

(47) Messrs. Shri Krishna Oil Mills, Sayani Road, Prabhadevi Road, Bombay 28.

(48) Messrs. Gawalior Oil Mills, Bhagwandas Wadi, Prabhadevi Road, Bombay-25.

(49) Messrs. Gajanan Oil Mills, Standard Mills Lane, New Prabhadevi Road, Bombay 25.

(50) Messrs. Jaibharaf Oil Mills, Globe Mills Street, Bombay.

(51) Messrs. Sangam Oil Mills, 17-0, Sitaphalwadi, Mazgaon, Bombay 10.

(52) Messrs. Jayant Oil Mills, 13, Sitaphalwadi, Mazgaon, Bombay 10.

(53) Messrs. Bombay Oil Products, Chapsi Bhimji Road, Mazgaon, Bombay-10.

(54) Messrs. Indu Oil & Soap Co., Hansraj Lane, Byculla, Bombay 27.

(55) Messrs. Saraswati Grain Crushing Mills, Love Lane, Maplawadi, Mazgaon, Bombay 10.

(56) Messrs. Hind Dal & Flour Mills, Ghodapdeo, Bombay 10.

(57) Messrs. Madhalia Oil Mills, Magazine' Street, Darukhana, Bombay 10.

(58) Messrs. Vegetable Vitamin Food Co. (Pvt.) Ltd., 109, 29, III Road, Bombay 10.

(59) Messrs Shri Vishnu

Spices Grinding Mills,
HajjKasam, Mazgaon, Bombay-
10.

(60) Messrs. Swastik
Confectionery Industries,
78. Mazgaon Road, Second
Galli, Bombay 10.

(61) Messrs. Azad Dal
Mills, Mazgaon, Bombay-
10.

(62) Messrs. Karamshi
Pachoria Dal Mills, 89 D,
Mazgaon, Second Galli,
Bombay 10.

(63) Messrs. Vasanji Vij-
pal, Mazgaon, I Galli, Bom-
bay 10.

(64) Messrs. Bhanji Tojshi,
Mazgaon, I Galli, Bombay-
10.

(65) Messrs. Nathu Dev-
raj Dal Mill, Lohar Lane,
Dockyard Road, Bombay-
10.

(66) Messrs Show white
Flour Mills, Opp. Kala-
chowki Housing Board,
Chawl No.13, Bombay 33.

(67) Messrs. Bhavnagar
Oil and Chemical Industries,
Ganpati Baug, Sewree
Khada, Bombay 15.

(68) Messrs. Narayan
Dhanji Dal Mill, Sewree
Khada, Bombay 15.

(69) Messrs. Talkshi
Ramji Dal Mills, Near Jubi-
lee Mills, Sewree, Bom-
bay 15.

(70) Messrs. Devji Ke-
shvji Dal Mills, Sewree
Khada, Bombay 15.

(71) Messrs. Kamani Oil
Mills, Chandiwali, Saki
Vihar Road, Bombay 72.

(72) Messrs. Lalbaug Oil
Mills, S. S. Rao Road, Bom-
bay 12.

(73) Messrs. Bharat Rice
Mills, 235. S. S. Rao Road,
Bombay 12.

(74) Messrs. Kamani Oil Mills, (Near Bombay Gas Compound) Lalbaug, Bombay 12.

(75) Liberty Oil Mills, L. B. Marg, Bombay 70.

(76) Messrs Bharat Oil Mills, Dr. S. S. Rao Road, Lalbaug, Bombay 12.

(77) Ambica Rice Mills Dr. S. S. Rao Road, Lalbaug, Bombay 12.

(a) Areas within the Premises of -

(1) Liberty Oil Mills, Kervala Estate, L. S. Shastri Marg, Ghatkopar, Bombay 86.

(2) Maharashtra Agro Industries Development Corporation Limited, 65, Aarey Colony, Goregaon. Bombay 65.

(3) Premji Haridas Oil Mills, Salt Pan Road, Antop Hill, Wadala, Bombay.

(4) Navbrarat Flour Mills. 26th Dec. 26th Dec. 1979
304, Maulana Azad Road, 1979
Bombay 4.

(d) Thane and Kalyan 26th Dec 26th Dec. 1979
Talukas of the Thane District. 1979

1st Aug. 1st Aug. 1983
1983

(e) Panvel Taluka of the Raigad District.

(f) The whole of the Thane and Raigad Districts excluding the Thane and Kalan Talukas of the Thane District and Panvel Taluka of the Raigad District.

1	2	3
5. Railways yards and goods shed in connection with loading, unloading, stacking, carrying, weighing, measuring, filling, stitching, sorting, cleaning of grocery articles or such other work pre'paratory or incidental to such operations by workers who are not employed by Railway Authorities.	Railways yards and goods sheds at Wadi Bunder and Carnac Bunder .	16th Oct., 16th Nov. 1973 1973
6. Factories and-Mills manufacturing colour chemicals, chemical products including fertilizers, if such employment is in connection with loading, unloading, stacking, carrying, weighing, measuring, filling, stitching, sorting, cleaning or such other work including work pre-paratory or incidental to such operations carried on by workers covered by entry 5 in the Schedule to the said Act.	Area within the premises of - (1) Messrs Fertilizers Corporation of India Ltd. Chembur, Bombay 74. (2) Messrs Shah Bro. Company, O shed, Grain Depot. Bombay 33. (3) Messrs. Bombay Sewree Chemicals, Sewree, Bombay 15. (4) Messrs. Godrej soap (Pvt.) Ltd. N. M. Joshi Marg. Bombay 11. (5) Messrs. G. M. C. I. Corporation, Lalji punshi Building, New Chinch Bunder Road, Bombay 9. (6) Messrs. Kompce Supply Company, Fort, Bombay 1. (7) Messrs. Sowyar and Seeds Grinding Co. 1 st cross Lane. Ghodapdeo. Bombay 33.	16th Oct., 16th Nov. 1973 1973

(8) Messrs. Winsol Chemical Industries, Kurla-Andheri Road, Bombay 72.

(9) Messrs. Swastik Laboratories, Kurla -Andheri Road, Saki Naka, Bombay 72.

(10) Messrs. Indian Gum Industries Limited, Andheri Kurla Road, Saki Naka, Bombay 72.

(11) Messrs. Copran Chemicals Pvt. Ltd., Kurla-Andheri Road, Bombay 72.

(b) Area within the Premises -

(1) Ramesh Pulverisers 'J' Block, Old Anjirwadi Chapsi Bhimji Road, Mazgaon, Bombay 10.

(2) Shankar Pulverisers Mills, 28-F, Belveder Road, Mazgaon, Bombay 10.

(3) Associated Dichem Corporation, 28-F, Belveder Road, Mazgaon, Bombay-10.

(4) Indequip Ltd., 28(1), Fort Road, Sewri, Bombay-15.

(c) Thane and Kalyan Talukas of the Thane District. 26th Dec., 26th Dec. 1979 1979

(d) Panvel Taluka of the Raigad District. 26th Dec., 26th Dec. 1979 1979

(e) The whole of the Thane and Raigad Districts excluding the Thane and Kalyan Talukas of Thane District and Panvel Taluka of the Raigad District. 1st Aug., 1st Aug. 1983 1983

trict.
FORM OF EMPLOYER'S REGISTRATION I
 (See clause 14)

Registration No.
 (To be filled in by Office) .

1. Name and 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 Establishments Act, 1948? If so, state the Registration Number.
5. State the places of work location in details where the loading unloading, stacking, carrying, measuring, etc., of grocery material is or will be carried on in connection with trade/business of your establishment.
6. Are you employing or do you propose to employ workers through contractor? If so state the name of the Contractor /s.
7. Are you employing ,or do you propose to employ workers through Tolli? If so state the name of the Tolli?

Date :

Place:

Signature of the Applicant.