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GOVERNMENT OF THE PEOPLE'S REPUBLIC OF BANGLADESH

MINISTRY OF COMMUNICATIONS

Ports, Shipping and IWT Division

NOTIFICATION

Dhaka, the 16th November 1983

No. S. R. O-450/L/83/PE/3R-14/83-961.—In exercise of powers conferred by section 3 of the Dock Workers' (Regulation of Employment) Act, 1980 (Act XVII of 1980), and in supersession of the Chittagong Dock Workers' Regulation of Employment Scheme, 1980, the Government is pleased to make the following Scheme for the Chittagong Port, namely:—

THE CHITTAGONG PORT DOCK WORKERS' (REGULATION OF  
EMPLOYMENT) SCHEME, 1983

1. Short title and commencement.—(1) This scheme may be called The Chittagong Port Dock Workers' (Regulation of Employment) Scheme, 1983.

(2) It shall come into force on such date as the Government may, by notification in the Official Gazette, appoint.

2. Application.—(1) This scheme shall apply to the classes of dock workers specified in Schedule-I and also to their employers.

(2) Nothing in this scheme shall apply to any class of dock workers employed in relation to any ship of the Bangladesh Navy or cargo carried by any ship that is declared for restrictive handling by the Government.

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(8085)

Price : Taka 3.00

3. **Definitions.**—In this scheme, unless there is anything repugnant in the subject or the context,—

- (a) “Act” means the Dock Workers’ (Regulation of Employment) Act, 1980 as amended under Ordinance No. XXXVI of 1983;
- (b) “Board” means the Dock Workers’ Management Board of Chittagong Port;
- (c) “Chairman” means Chairman of the Port Authority and Dock Workers’ Management Board;
- (d) “Administrative Body” means the Administrative Body appointed under clause 7(1);
- (e) “dock work” means operations at places or premises to which this scheme relates performed by dock workers of the classes to which the scheme applies;
- (f) “employers’ register” means a register of employers maintained under this scheme;
- (g) “Executive Officer” means Executive Officer appointed by the Administrative Body under clause 7 (4) (VII);.
- (h) “go-slow” means an organised, deliberate and purposeful slowing down of normal output to work by a body of workers in a concerted manner, and which is not due to any mechanical defect, break-down of machinery, failure of defect in power supply or in the supply of normal materials and spare parts of machineries;
- (i) “registered dock worker” means a dock worker whose name is, for the time being, entered in the dock workers’ register;
- (j) “registered employer” means an employer whose name is for the time being licensed with the Authority and subsequently registered with the Board;
- (k) “reserve pool” means a pool of registered daily workers who are available for work at the call station and who are not, for the time being, in the employment of a registered employer;
- (l) “vessel” means an ocean-going vessel or ship whose gross registered tonnage is not less than 350 tons;
- (m) “schedule” means a schedule appended to this scheme

4. **Maintenance of registers, etc.**—(1) The Board shall maintain a dock workers’ register and an employers’ register in such form as it deems fit.

(2) The names and other particulars of dock workers and employers registered under this scheme shall be entered in these registers.

5. **Fixation of number of dock workers.**—The Board shall, in consultation with the Authority, periodically determine the number of dock workers required in each category.

6. **Registration of dock workers.**—(1) All dock workers who on the date of the commencement of this scheme were listed with the Authority as dock workers and had photoborne identity card issued to them shall be eligible to be provisionally registered under this scheme for a period of two years.

(2) Notwithstanding anything contained in clause (1) any dock worker who claims himself to have worked in the port continuously for a period of three years from the date of listing of dock workers by the Authority but is not in possession of photoborne identity card issued by the Authority may also be eligible for being provisionally registered provided he submits sufficient proof or evidence of his working as a dock worker as aforesaid and his name appears in the register maintained by the Authority.

(3) On the expiry of the period of two years an assessment on the requirement of the dock workers shall be made by the Board in the light of the actual employment obtained by the workers provisionally registered under sub-clause (1) or (2) and decision regarding permanent registration of such workers shall be taken by the Board.

(4) A dock worker provisionally registered under sub-clause (1) or (2) may, subject to the requirement of the Board, be eligible for permanent registration under this scheme, if he—

- (a) is a citizen of Bangladesh;
- (b) is physically fit for the work to be done by him;
- (c) has not attained the age of 55 years; and
- (d) is found to be of good character after verification of his antecedents.

(5) A person may be eligible for temporary registration under this scheme, if he—

- (a) is a citizen of Bangladesh;
- (b) is not below 18 years of age but not above 50 years of age;
- (c) is physically fit for the work to be done; and
- (d) if he does not fail in the category of dock workers mentioned in sub-clauses (1), (2) or (3).

(6) A dock worker who is temporarily registered shall be eligible for permanent registration, if he—

- (a) has worked as a dock worker for a period of at least two years to the satisfaction of the Board;
- (b) continues to be physically fit for the work to be done by him;

(c) has undergone successfully such training, if any, as may be provided for by the Board; and

(d) is found to be of good character after verification of his antecedents.

(7) Notwithstanding anything contained in any other provisions of this scheme, when the Board is of opinion that a dock worker has secured his registration by furnishing false information in his application or by withholding any information required therein or where it appears to the Board that a dock worker has been registered improperly or incorrectly the Board may direct the removal of his name from the workers' register:

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

7. **Administrative Body.**—(1) The Government may on the recommendation of the Chairman of the Authority by notification in the official Gazette, appoint the Chittagong Master Stevedores Association or any other Body of persons to be the Administrative Body for the purpose of carrying out the provisions of the Act and the scheme.

(2) The Government may, for sufficient causes, supersede the Administrative Body appointed under sub-clause (1):

Provided that the Administrative Body shall not be superseded unless it has been given a reasonable opportunity of being heard.

(3) The Administrative Body shall, subject to the supervision and control of the Board and subject to the provisions of the scheme, carry out the day-to-day administration of the scheme. The Administrative Body shall be responsible for—

- (i) maintaining and adjusting the employers' register in such form and manner as may be decided by the Board from time to time;
- (ii) maintaining and adjusting the register of the Dock workers and their service records in such form and manner as may be directed by the Board from time to time;
- (iii) collection of workers' contribution to Provident Fund, Insurance Fund or any other Fund which may be constituted under the provisions of the scheme;
- (iv) employment and control of registered Dock workers available for work;
- (v) grouping or re-grouping of registered Dock workers in accordance with the instructions received from the Board in such groups as may be determined by the Board.
- (vi) allocation of registered Dock workers in the reserve pool who are available for work to the registered Employers and, for this purpose, the Administrative Body shall—

(a) be deemed to act as an Agent for the Employers;

- (b) make possible use of the registered Dock workers in such a way so as to ensure equal distribution of work and maximum days of work;
  - (c) keep the record of attendance at all stations or control points of registered Dock workers;
  - (d) provide for maintenance of records of employment and earnings;
  - (e) allocate the work to the Dock workers according to the provisions of the schemes;
  - (f) make necessary entries in the Attendance and Wage Card, etc., for payment of wages preferably through Bank;
  - (g) make payment as an Agent of the Registered employer to each daily worker of all earnings properly due to the worker from the employer;
  - (h) appoint, subject to the budget provision, such officers and employees from time to time as may be necessary provided that creation of such posts, the maximum salary of which exclusive of allowances, is above Tk. 1000 per month shall be subject to the approval of the Board;
  - (i) keep proper accounts of the cost of operating the Scheme and all receipts and expenses under it and making and submitting audited Balance Sheet to the Board annually;
  - (j) frame budget annually to meet the expenditure in connection with the administration of the Scheme entrusted to them in this behalf and shall not include expenditure on account of development of any projects or otherwise and submit the same to the Board on or before the 15th of January each financial year and get it approved by the Board.
  - (k) perform such other functions as may, from time to time, subject to the provisions of the scheme, be assigned to it by the Board or by the Chairman of the Board;
- (vii) With the prior approval of the Board, appoint an Executive Officer, on such terms and conditions as may be decided by the Board, who shall carry out effectively the day-to-day functions of the Administrative Body.

8. **Application for registration as dock workers.**—(1) A person eligible for registration as a dock worker under clause 6 may apply for such registration to the Board in the form set out in Schedule II on payment of a registration fee of such amount not exceeding fifteen taka as may be determined by the Board from time to time.

(2) No application for registration shall be entertained unless the conditions mentioned in sub-clause (1) are fulfilled.

9. **Registration of employers.**—(1) All the employers to whom this scheme applies and who are licensed by the Authority shall be provisionally registered under this scheme for a period of one year.

(2) On the expiry of the period of one year an employer provisionally registered under sub-clause (1) shall become eligible for permanent registration if he is found by the Board financially solvent and otherwise capable to fulfil the obligations under this scheme.

10. **Application for registration of employers.**—A person eligible for registration as an employer under clause 9 may apply for such registration to the Board in the form set out in schedule III on payment of a registration fee of such amount not exceeding five thousand taka as may be determined by the Board from time to time.

11. **Supply of Cards.**—(1) Every registered Dock Worker shall be supplied by the Board free of cost with an Identity Card in such form as may be determined by the Board.

(2) The Attendance and Wage Card shall be supplied by the Administrative Body free of cost to every registered Dock Worker in such form as may be determined by the Board.

(3) In case of loss of an Identity Card given by the Board and in the case of loss of Attendance and Wage Card given by the Administrative Body, a fresh Identity Card or, as the case may be, Attendance and Wage Card, may be issued only after holding a Court of Enquiry by the Board with a member from the Administrative Body but the cost thereof, as may be fixed by the Board, shall be payable by the dock worker concerned.

12. **Surrender of Identity Cards.**—(1) A registered dock worker shall surrender his Cards to the Board through the Administrative Body—

- (a) when he is proceeding on leave for three days or more;
- (b) when his registration is cancelled;
- (c) when he is suspended.

(2) If a Card is not surrendered under sub-clause (1) by the registered dock worker concerned or in case of his death by his heirs all dues payable to him or to his heirs shall be withheld until the card is produced before the Board or the reason for the failure to produce the Card is explained to the satisfaction of the Board.

13. **Use of Cards.**—(1) No registered dock worker shall be allowed to do any work unless he holds a valid Identity Card and produces it before the authority concerned whenever asked to do so.

(2) Every registered dock worker shall produce before his employer his Attendance Card and Wage Card for necessary entries by him and no such worker shall be paid any wages unless this card is shown to the paying authority with such entries.

14. **Medical examination.**—(1) Every person before being registered as a dock worker under any provision of this scheme shall be required to be medically examined by a Medical Officer appointed by the Board and no such person shall be registered as such unless he is found by Medical Officer physically fit to do the job to be assigned to him after his registration.

(2) Any person who is found physically unfit by the Medical Officer under sub-clause (1) may on payment of such fees as may be determined by the Board prefer an appeal to the Chairman for his medical examination by a Medical Board and on receipt of such appeal the Chairman shall constitute a Medical Board whose decision shall be final.

(3) A registered dock worker may be required by the Board to undergo such periodical medical examination as may be determined from time to time.

15. **Promotion of workers.**—(1) A vacancy other than a casual vacancy in any category of registered dock workers shall ordinarily be filled by promotion from among registered dock workers of the categories below it.

(2) The condition for a method of promotion shall be determined by the the Board from time to time.

16. **Arrangement of work during absence of dock workers.**—If for any reason a registered dock worker of any category is absent from work or is unable to perform his duties, a registered dock worker of the lower category, to be specified by the Executive Officer in this behalf, shall perform the duties of the absentee worker:

Provided that where the dock worker concerned belongs to the lowest category of the registered dock workers his duties shall be performed by a registered dock worker to be selected by the Executive Officer from the reserve pool.

17. **Service record and record sheets.**—(1) The Board shall maintain a service record for every registered dock worker in such form as it may determine.

(2) The Board shall maintain a record sheet for every registered employer in such form as it may determine.

18. **Employment in shifts.**—(1) All registered dock workers shall be employed in shifts.

(2) A registered dock worker shall not ordinarily be employed in two consecutive shifts:

Provided that the Chairman may on the written request of the Executive Officer, relax this restriction in special cases.

19. **Work by gangs.**—All registered dock workers shall be employed for doing any job in gangs; and such gangs shall be employed in rotation to be determined by the Administrative Body from time to time.

20. **Deposit of wages.**—(1) All wages payable by a registered employer to a registered dock worker under this scheme, shall be deposited with the Administrative Body—their nominated Bank.

(2) Such deposit shall be made by the registered employer before a registered worker is allocated to him for employment.

**21. Obligations of registered dock workers.**—(1) Every registered dock worker shall accept the obligation of a dock worker under this scheme and a declaration that he accepts such obligations shall be made by him in his application for registration.

(2) A registered dock worker who is available for work shall carry out the directions of the Executive Officer and shall report at such call stations or control points and at such time as may be specified by the Executive Officer and shall remain at such call stations or control points throughout the period of the shift if instructed by the Executive Officer to that effect.

(3) A registered dock worker who is available for work when allocated for work by the Executive Officer for employment under a registered employer, shall carry out his duties in accordance with the directions of such registered employer or his authorised agent, representative or supervision and also in conformity with the rules of the port of place where he is working.

**22. Obligations of registered employers.**—(1) Every registered employer shall accept the obligations of an employer under this scheme and a declaration that he accepts such obligations shall be made by him in his application for registration.

(2) A registered employer shall, not employ a worker other than a registered dock worker who has been allocated to him by the Chairman in accordance with the provisions of this scheme.

(3) A registered employer shall, in accordance with arrangements made by the Board, submit to it statements relating to his present and future requirements for the services of dock workers.

(4) A registered employer shall, submit to the Board unless otherwise directed, particulars of the tonnage handled by dock workers employed by him and such statistical data as may be required in respect of such workers.

(5) A registered employer shall keep such records as the Board may require, and shall produce to the Board or to such of its officers as may be designated by it all such records and other documents of any kind relating to registered dock workers and to the work on which they have been employed and furnish such information relating thereto as may be set out in any notice or direction issued by the Board.

(6) Every registered employer shall keep such gears and equipments in his possession and employ such number of officers and staff as may be specified by the Board.

**23. Only registered employer to employ dock worker.**—No person other than a registered employer shall employ dock worker but Chairman of the Port Authority reserves the right to relax the same in emergent circumstances.



24. **Circumstances in which the scheme ceases to apply.**—(1) This scheme shall cease to apply to a registered dock worker or a registered employer when his name has been removed from the dock workers' register or as the case may be, employers' register in accordance with the provisions of this scheme.

(2) Nothing in this clause shall affect any obligation incurred by, or any right accrued to, any such worker or employer during the period when his name was in such register.

25. **Disciplinary action against dock workers.**—(1) The Executive Officer may recommend to the Chairman or to any other officer of the Board for temporary suspension from work of a dock worker for five days who has been warned for more than five occasions for misconduct and the Chairman or the officer of the Board, as the case may be shall immediately on receipt of such recommendation put the worker concerned under suspension.

(2) The Executive Officer may recommend to the Chairman for temporary suspension of a dock worker from work for one month who has been suspended from work for more than six times.

(3) The procedure to be followed in imposing the penalties under this clause shall be such as may be determined by the Board :

Provided that no penalty under this clause shall be imposed unless a reasonable opportunity of being heard in person is given to the dock worker concerned.

(4) A registered dock worker may, within seven days from the date of Communication of any penalty imposed on him, appeal against such penalty to—

- (a) the Board, if the penalty is imposed by the Chairman;
- (b) the Chairman, if the penalty is imposed by any other person;

and the decision of the appellate authority on such appeal shall be final.

(5) In this clause, "misconduct" includes—

- (a) wilful disobedience, whether alone or in combination with others, to any lawful or reasonable order of a superior;
- (b) theft, fraud or dishonesty in connection with the employer's business or property;
- (c) taking or giving bribes or any illegal gratification in connection with his or any other workers' employment under the employer;
- (d) habitual absence without leave or absence without leave for more than ten days;
- (e) habitual late attendance;

- (f) habitual breach of any law or rule or regulation, applicable to the Authority or the Board;
- (g) riotous or disorderly behaviour or any act subversive of discipline;
- (h) habitual negligence or neglect of work;
- (i) resorting to illegal strike or go-slow or inciting others to resort to illegal strike or go-slow.

26. **Removal of employers' name from employers' register.**—(1) If, in the opinion of the Board, a registered employer has failed to fulfil or is not fulfilling any of his obligations under this Scheme, the Board may direct such employer to fulfil such obligations and to report compliance to the Board within such time as the Board may determine.

(2) If any registered employer fails to act in accordance with the direction given to him under sub-clause (1), the Board may, after giving the employer a reasonable opportunity of being heard, remove his name from the employers' register.

27. **Special disciplinary powers of the Chairman.**—Notwithstanding anything contained in this Scheme, if the Chairman is satisfied that a registered dock worker is taking part in a go-slow in respect of any dock work, he may, after giving the worker an opportunity of being heard, suspend him from any dock work for a period not exceeding three months.

28. **Permission for absence from work.**—(1) The Executive Officer may, on an application in writing made by a registered dock worker, grant him permission for absence for a period not exceeding three months.

(2) An officer authorised by the Administrative body in this behalf may, on application in writing made by a registered dock worker, grant him permission for absence from work for a period not exceeding one month.

(3) If a registered dock worker does not report for duty after the expiry of the period of absence granted to him under sub-clause (1) or (2) his name may be removed by the Board from the workers' register at any time after the expiry of the period of leave.

29. **Special action in certain emergencies.**—(1) If at any time the Authority informs the Board in writing that an emergency has arisen affecting seriously the working of the Port, the Board may, if it deems necessary so to do to meet the emergency, authorise a registered employer to employ unregistered dock workers to do any dock work.

(2) Where a registered employer employs an unregistered worker under sub-clause (1), the payment to such worker shall be made by the employer directly to him.

30. **Cost of operating the scheme.**—(1) The cost of operating this Scheme shall be met from out of the money paid by the beneficiaries on the basis of levy to be determined by the Board with the prior approval of the Government.

(2) In determining the payment to be made by the beneficiaries under sub-clause (1), the Board may fix the rate of levy on the total tonnage handled or may fix different rates of levy for different categories of dock work.

(3) The beneficiaries shall pay to the Board the amount of the levy referred to in sub-clause (1) in such manner and at such time as the board may specify.

(4) If a beneficiary, being a registered employer, fails to make payment of the levy due from him under sub-clause (1) within the specified time, the Chairman shall serve a notice on the employer to the effect that unless he pays his dues within fifteen days from the date of receipt of the notice, the supply of registered dock workers to him shall be suspended, and the work scheduled to be undertaken by him may be given to any other registered employer.

(5) On the expiry of the period mentioned in sub-clause (4), the Chairman shall suspend the supply of registered dock worker to the defaulting employer.

(6) If the employer fails to pay his dues within forty-five days of the date of receipt of the notice mentioned in sub-clause (4), his name may be removed by the Board from the employers' register without prejudice to the right of the Board regarding the recovery of the amount due from him.

(7) In this clause, "beneficiaries" means the Authority, the Ship Owners and Agents, Charterer or Charterer Agent and the registered employers.

31. **Training**—(1) The Board may prepare scheme for the training of dock workers and other persons who want to be employer as dock workers.

(2) Where any such scheme is made, the dock workers for whom the scheme is made shall undertake the training in accordance with the scheme as per direction of the Board.

32. **Welfare measures**.—(1) The Board, in respect of the registered dock workers, may make regulations, consistent with the labour laws for the time being in force, to provide for the establishment of Group Insurance Fund, Provident Fund and Benevolent Fund and for any other welfare measures.

(2) The regulations made under sub-clause (1) shall prescribe the rates at which the registered dock workers and the registered employers shall make their contributions to the Group Insurance Fund, Provident Fund and Benevolent Fund, if any, and for any other welfare measures and also the manner in which such contributions shall be made.

33. **Grievances of the workers**.—The grievances of the workers shall be dealt with the such manner as may be decided by the Board from time to time.

34. **Penalties**.—Whoever contravenes the provisions of clause 23 shall be punishable with fine of Taka five hundred in respect of first contravention and one thousand taka in respect of any subsequent contravention.

**SCHEDULE-I**

[See Clause 2(1)]

Classes of Dock Workers to whom this scheme applies:

1. Sardar.
2. Mate.
3. Rolaiya.
4. Khamali.
5. Winchman.
6. Signalman.
7. Riggers.
8. Stitcher.
9. Sewingman.
10. General Labour.
11. Bhandari.

SCHEDULE-II

[See Clause 8(1)]

in DUPLICATE

DOCK WORKERS MANAGEMENT BOARD

(SEAL)

Photograph

Do not write on this space

Date.....

APPLICATION FOR DOCK WORKER  
REGISTRATION

UNDER CLAUSE 8(1) OF THE DOCK WORKERS'  
(REGULATION OF EMPLOYMENT) SCHEME,  
1983.

Instructions:

All the applicants for registration as dock worker  
must complete this form. Every question must be  
filled in complete.

- |  |
|--|
|  |
|  |
|  |
|  |
|  |
1. (a) Name.....
  - (b) Nicknames, aliases, etc.....
  2. Father's name.....
  3. (a) Home address.....
  - .....
  - (b) Local address.....
  - .....
  4. Height.....Weight.....Colour of hair.....
  - Colour of eyes..... Build.....Visible scar marks.....

5. Date of birth: Date....., Month....., Year.....
6. Place of birth (City/village)..... District.....
7. Category of dock worker the applicant has been working (Tick which is applicable).

<input type="checkbox"/>	Sardar	<input type="checkbox"/>	Mate	<input type="checkbox"/>	Rollaiya
<input type="checkbox"/>	Khamali	<input type="checkbox"/>	Hinchman	<input type="checkbox"/>	Signalman
<input type="checkbox"/>	Riggers	<input type="checkbox"/>	Stitcher	<input type="checkbox"/>	Sewingman
<input type="checkbox"/>	General Labour	<input type="checkbox"/>		<input type="checkbox"/>	Bhandari

8. Date when the applicant started work in Port:
9. Registration No., if any:
10. Evidence or proof of working as a dock worker (indicate category):
11. Educational qualification, if any:

From	To	Name of the Institution attended	Remarks

*Note:*—Any special extra qualification like games, sports, etc., in the space provided below.

12. Previous residence during the last five years (list in reverse order, beginning with present address):

Dates		Village, Post Office and Police Station	Remarks
From	To		

13. Has any registration applied for or issued to you by the Dock Workers Registration Office ever been denied, suspended or revoked?

Yes  No

If yes, give details: \_\_\_\_\_

14. Present and previous employment during the last five years (list in chronological order, giving earliest employment first):

Date		Employer and address	Occupation
From	To		

15. What work other than the dock work do you do?

16. Have you ever been arrested for the commission of or the attempt to commit any crime, offence?

Yes  No

If yes, list record of all arrests:

17. Can you give the names of three references with their addresses (not relations)?

(1)

(2)

(3)

### IDENTIFICATION RECORD

Finger print impression on this form must be taken by an official of the Security Department of the Port or by an authorised employee of the Dock Workers Registration Office, Dock Worker Management Board.

#### Right Hand

1. Thumb	2. Index finger.	3. Middle finger.	4. Ring finger.	5. Little finger.

#### Left Hand

1. Thumb	2. Index finger.	3. Middle finger.	4. Ring finger.	5. Little finger.

Impression taken by:

Note amputation

(Signature of Official taking prints)

I do hereby solemnly declare and affirm that I have not taken part in any activity directly prejudicial and subversive to the good order and law of the country and government and that the above information furnished by me in this application form is true to the best of my knowledge and belief.

I also do hereby declare that I shall accept all the obligations of registered dock worker under the provision of this scheme as soon as I am registered as such.



I further declare and affirm that the contents in this application form had been understood clearly by me and I have signed it.

I further declare that I have filled in the answer duly understanding its question. Should any false or misleading information given by me, registration prayed for may not be approved or if effected may be cancelled.

.....  
*Signature of the applicant.*

IN DUPLICATE

DOCK WORKERS MANAGEMENT BOARD  
DOCK WORKERS REGISTRATION OFFICE

FOR OFFICE USE

The Superintendent of Police

Date

The undernoted person has been provisionally registered in this office to work as Dock Worker within the Port Protected Area and also outside.

His character, antecedents, etc., may please be verified and forwarded to this office early.

*Labour Officer,  
Dock Workers Management Board.*

This be filled in by the applicant

Photograph

ATTESTATION FORM

For the purpose of Dock Workers Registration of the Port of Chittaong to work as Dock Worker (mention category):

1. (a) Name in full (in block capitals).....  
(b) Nickname, aliases, etc.....

2. Father's name, postal address (if dead, give last address), profession and status: .....
3. Permanent address in full:
4. Local address:
5. Date of birth :
6. (a) District and Police Station and Village to which you belong:  
(b) Place of birth:
7. State your :  
(a) Religion:  
(b) Community, Caste or Sect:
8. Whether arrested, prosecuted, convicted in any case, political or otherwise, and restricted or extended :
9. Educational qualification, if any:

From	To	Name of institution attended	Remarks

10. Particulars of employment record:

Position held.	Name of employer.	Nature of service.	Year of service.	Pay.	Remarks.
-----	-----	-----	-----	-----	-----
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11. Previous residence during last five years (List in reverse order beginning with present address):

Date		Village and Post Office.	Police Station	District.
From	To			
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.....  
Signature of the applicant.

PART II: To be filled in by the Superintendent of Police concerned at the request of the Dock Workers Management Board.

The entries below must be attested by the Superintendent of Police, D.S.B.

Question	Answer
1. Are you satisfied that his character and antecedents are satisfactory?	
2. Are you aware of any circumstances which in your opinion show that the applicant is unsuitable in any respect for working in the port protected area and dock?	

*Superintendent of Police.*

If the signatory considers that the applicant should not be registered to work as Dock Labour he may please attach reasons thereof in the space provided below:

## SCHEDULE-III

[ See Clause 10 ]

Date .....

## DOCK WORKERS MANAGEMENT BOARD

(SEAL)

Application for registration as an employer of the Dock worker clause 10 of the Dock Workers (Regulation of Employment) Scheme, 1983.

1. Name of applicant .....
2. Principal place of business .....
3. Business address .....
4. Type of business organisation (individual, partnership of limited company)..  
.....
5. Has any stevedore licence/Handling Contractor licence ever been denied, revoked, suspended by the Port Authority ?

Yes

No

If the answer is yes, give details.. ..

6. Name the terminals at which the applicant does business in the port:

Jetty Nos.	Moorings	Outer	Anchorage	Sheds	Warehouse

7. Is the applicant a party to any contract now in force or which will take effect upon the issuance of this registration with any shipping Agent Carrier or other organisation including the Port Authority ?

Date of commencement	Date of expiry
a.	
b.	
c.	
d.	

8. Where the applicant's books, records, registers are kept ?
9. What proof can the applicant produce of satisfactory financial standing ?
10. State names, branches and location of all banks where applicant maintain accounts and specify type of account;

Name and address of Bank	Type of account and number

11. When did the applicant first commence operation as an employer of dock labour in this Port under the present name ?
12. Name of predecessor, if any .....
13. What category of dock labour do you employ ?
14. List of cargo handling gear in the possession of the applicant and state where it is kept :

15. What is the average number of dock workers of each category to whom the applicant offer employment daily/periodically?
16. Is there any complaint of non-payment of wages to the dock workers against the applicant? If so, the nature of complaint be stated with comments from the Traffic Manager of the Port:

Comments of the Traffic Manager.....

17. Is there any outstanding lying against the applicant as wage, salary, contribution, etc., against Port Authority, dock workers or any fund to which the applicant is obliged to pay? If yes, state the nature of outstanding dues and amount (comments of the Traffic Manager and Chief Finance and Accounts Officer, Port Authority in column below) :

Comments
----------

Traffic Manager
Chief Finance and Accounts Officer

18. Attach the organization chart of the applicant's firm.
19. State how many monthly employees the applicant employ and intends to employ:

What are the service benefits does the applicant give them apart from salary and wages? What is the mode of payment to these employees?

20. No. of stevedoring licence issued by the Port Authority (attach photostat copy) .....

21. The names and residence of all Officers of the Organisation:

Name	Residence	Designation of the Officer

22. The names and residence of all Directors of the Organisation:

Name	Residence

23. The names and residence of all Partners of the Firm (if applicable):

Name	Residence

24. Declaration of the applicant:

I do hereby solemnly declare and affirm that the statement furnished by me above are true to the best of my belief and I further do hereby declare that if I am registered as an employer I shall accept all the obligations of an employer under this Scheme.

I also declare that if any notice is issued by the Board it shall be deemed to have been adequately served upon me if it is addressed to my business address indicated in this application form through registered post.

I have filled in the answers duly understanding each question. Should any false or misleading information be given by me, registration prayed for may not be approved, or if effected may be cancelled.

*Signature of the applicant.*

(Seal)

By order of the  
Chief Martial Law Administrator

S. M. A. BAKAR  
Deputy Secretary.

MINISTRY OF COMMUNICATIONS

Ports, Shipping and IWT Division

NOTIFICATION

Dhaka, the 16th November 1983

No. S. R. O. -451/L/83/PE/3R-14/83-962.—In exercise of powers conferred by section 3 of the Dock Workers (Regulation of Employment) Act, 1980 (Act XVII of 1980), and in supersession of the Chalna Dock Workers' Regulation of Employment Scheme, 1980, the Government is pleased to make the following Scheme for the Chalna Port, namely :—

THE PORT OF CHALNA DOCK WORKERS' (REGULATION OF EMPLOYMENT) SCHEME, 1983

1. Short title and commencement.—(1) This scheme may be called The Port of Chalna Dock Workers' (Regulation of Employment) Scheme, 1983.

(2) It shall come into force on such date as the Government may, by notification in the Official Gazette, appoint.

2. Application.—(1) This scheme shall apply to the classes of dock workers specified in Schedule-I and also to their employers.

(2) Nothing in this scheme shall apply to any class of dock workers employed in relation to any ship of the Bangladesh Navy or cargo carried by any ship that is declared for restrictive handling by the Government.

3. Definitions.—In this scheme, unless there is anything repugnant in the subject or the context;—

- (a) "Act" means the Dock Workers' (Regulation of Employment) Act, 1980 as amended under Ordinance No. XXXVI of 1983;
- (b) "Board" means the Dock Workers' Management Board of Port of Chalna;
- (c) "Chairman" means Chairman of the Port Authority and Dock Workers' Management Board;
- (d) "Administrative Body" means the Administrative Body appointed under clause 7(1);
- (e) "dock work" means operations at places or premises to which this scheme relates performed by dock workers of the classes to which the scheme applies;
- (f) "employers' register" means a register of employers maintained under this scheme;
- (g) "Executive Officer" means Executive Officer appointed by the Administrative Body under clause 7 (4) (VII).



- (h) "go-slow" means an organised, deliberate and purposeful slowing down of normal output to work by a body of workers in a concerted manner, and which is not due to any mechanical defect, break-down of machinery, failure of defect in power supply or in the supply of normal materials and spare parts of machineries;
- (i) "registered dock worker" means a dock worker whose name is, for the time being, entered in the dock workers' register;
- (j) "registered employer" means an employer whose name is for the time being licensed with the Authority and subsequently registered with the Board;
- (k) "reserve pool" means a pool of registered daily workers who are available for work at the call station and who are not, for the time being, in the employment of a registered employer;
- (l) "vessel" means an ocean-going vessel or ship whose gross registered tonnage is not less than 350 tons;
- (m) "schedule" means a schedule appended to this scheme;

4. **Maintenance of registers, etc.**—(1) The Board shall maintain a dock workers' register and an employers' register in such form as it deems fit.

(2) The names and other particulars of dock workers and employers registered under this scheme shall be entered in these registers.

5. **Fixation of number of dock workers.**—The Board shall, in consultation with the Authority, periodically determine the number of dock workers required in each category.

6. **Registration of dock workers.**—(1) All dock workers who on the date of the commencement of this scheme were listed with the Authority as dock workers and had photoborne identity card issued to them shall be eligible to be provisionally registered under this scheme for a period of two years.

(2) Notwithstanding anything contained in clause (1) any dock worker who claims himself to have worked in the port continuously for a period of three years from the date of listing of dock workers by the Authority but is not in possession of photoborne identity card issued by the Authority may also be eligible for being provisionally registered provided he submits sufficient proof or evidence of his working as a dock worker as aforesaid and his name appears in the register maintained by the Authority.

(3) On the expiry of the period of two years an assessment on the requirement of the dock workers shall be made by the Board in the light of the actual employment obtained by the workers provisionally registered under sub-clause (1) or (2) and decision regarding permanent registration of such workers shall be taken by the Board.

(4) A dock worker provisionally registered under sub-clause (1) or (2) may, subject to the requirement of the Board, be eligible for permanent registration under this scheme, if he—

- (a) is a citizen of Bangladesh;
- (b) is physically fit for the work to be done by him;
- (c) has not attained the age of 55 years; and
- (d) is found to be of good character after verification of his antecedents.

(5) A person may be eligible for temporary registration under this scheme, if he—

- (a) is a citizen of Bangladesh;
- (b) is not below 18 years of age but not above 50 years of age;
- (c) is physically fit for the work to be done; and
- (d) if he does not fail in the category of dock workers mentioned in sub-clauses (1), (2) or (3).

(6) A dock worker who is temporarily registered shall be eligible for permanent registration, if he—

- (a) has worked as a dock worker for a period of at least two years to the satisfaction of the Board;
- (b) continues to be physically fit for the work to be done by him;
- (c) has undergone successfully such training, if any, as may be provided for by the Board; and
- (d) is found to be of good character after verification of his antecedents.

(7) Notwithstanding anything contained in any other provisions of this scheme, when the Board is of opinion that a dock worker has secured his registration by furnishing false information in his application or by withholding any information required therein or where it appears to the Board that a dock worker has been registered improperly or incorrectly the Board may direct the removal of his name from the workers' register:

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

**7. Administrative Body.**—(1) The Government may on the recommendation of the Chairman of the Authority by notification in the Official Gazette, appoint the Chalna Bandar Stevedores Association or Chalna Pool Management Committee or any other Body of persons to be the Administrative Body for the purpose of carrying out the provisions of the Act and the scheme.

(2) The Government, may, for sufficient causes, supersede the Administrative Body appointed under sub-clause (1):

Provided that the Administrative Body shall not be superseded unless it has been given a reasonable opportunity of being heard.

(3) The Administrative Body shall, subject to the supervision and control of the Board and subject to the provisions of the scheme, carry out the day-to-day administration of the scheme. The Administrative Body shall be responsible for—

- (i) maintaining and adjusting the employers' register in such form and manner as may be decided by the Board from time to time;
- (ii) maintaining and adjusting the register of the Dock workers and their service records in such form and manner as may be directed by the Board from time to time;
- (iii) collection of workers' contribution to Provident Fund, Insurance Fund or any other Fund which may be constituted under the provisions of the scheme;
- (iv) employment and control of registered Dock workers available for work;
- (v) grouping or re-grouping of registered Dock workers in accordance with the instructions received from the Board in such groups as may be determined by the Board;
- (vi) allocation of registered Dock workers in the reserve pool who are available for work to the registered Employers and, for this purpose, the Administrative Body shall—
  - (a) be deemed to act as an Agent for the Employers;
  - (b) make possible use of the registered Dock workers in such a way so as to ensure equal distribution of work and maximum days of work;
  - (c) keep the record of attendance at all stations or control points of registered Dock workers;
  - (d) provide for maintenance of records of employment and earnings;
  - (e) allocate the work to the Dock workers according to the provisions of the Schemes;
  - (f) make necessary entries in the Attendance and Wage Card, etc., for payment of wages preferably through Bank;
  - (g) make payment as an Agent of the Registered employer to each daily worker of all earnings properly due to the worker from the employer;

- (h) appoint, subject to the budget provision, such officers and employees from time to time as may be necessary provided that creation of such posts, the maximum salary of which exclusive of allowances, is above Tk. 1000 per month shall be subject to the approval of the Board;
  - (i) keep proper accounts of the cost of operating the Scheme and all receipts and expenses under it and making and submitting audited Balance Sheet to the Board annually;
  - (j) frame budget annually to meet the expenditure in connection with the administration of the Scheme entrusted to them in this behalf and shall not include expenditure on account of development of any projects or otherwise and submit the same to the Board on or before the 15th of January each financial year and get it approved by the Board.
  - (k) perform such other functions as may, from time to time, subject to the provisions of the scheme, be assigned to it by the Board or by the Chairman of the Board;
- (vii) With the prior approval of the Board, appoint an Executive Officer on such terms and conditions as may be decided by the Board who shall carry out effectively the day-to-day functions of the Administrative Body.

8. **Application for registration as dock workers.**—(1) A person eligible for registration as a dock worker under clause 6 may apply for such registration to the Board in the form set out in Schedule II on payment of a registration fee of such amount not exceeding fifteen taka as may be determined by the Board from time to time.

(2) No application for registration shall be entertained unless the conditions mentioned in sub-clause (1) are fulfilled.

9. **Registration of employers.**—(1) All the employers to whom this scheme applies and who are licensed by the Authority shall be provisionally registered under this scheme for a period of one year.

(2) On the expiry of the period of one year an employer provisionally registered under sub-clause (1) shall become eligible for permanent registration if he is found by the Board financially solvent and otherwise capable to fulfil the obligations under this scheme.

10. **Application for registration of employers.**—A person eligible for registration as an employer under clause 9 may apply for such registration to the Board in the form set out in schedule III on payment of a registration fee of such amount not exceeding five thousand taka as may be determined by the Board from time to time.

11. **Supply of Cards.**—(1) Every registered Dock Worker shall be supplied by the Board free of cost with an Identity Card in such form as may be determined by the Board.

(2) The Attendance and Wage Card shall be supplied by the Administrative Body free of cost to every registered Dock Worker in such form as may be determined by the Board.

(3) In case of loss of an Identity Card given by the Board and in the case of loss of Attendance and Wage Card given by the Administrative Body, a fresh Identity Card or, as the case may be, Attendance and Wage Card, may be issued only after holding a Court of Enquiry by the Board with a member from the Administrative Body but the cost thereof, as may be fixed by the Board, shall be payable by the dock worker concerned.

12. **Surrender of Identity Cards.**—(1) A registered dock worker shall surrender his Cards to the Board through the Administrative Body—

(a) when he is proceeding on leave for three days or more;

(b) when his registration is cancelled;

(c) when he is suspended.

(2) If a Card is not surrendered under sub-clause (1) by the registered dock worker concerned or in case of his death by his heirs all dues payable to him or to his heirs shall be withheld until the card is produced before the Board or the reason for the failure to produce the Card is explained to the satisfaction of the Board.

13. **Use of Cards.**—(1) No registered dock worker shall be allowed to do any work unless he holds a valid Identity Card and produces it before the authority concerned whenever asked to do so.

(2) Every registered dock worker shall produce before his employer his Attendance Card and Wage Card for necessary entries by him and no such worker shall be paid any wages unless this card is shown to the paying authority with such entries.

14. **Medical examination.**—(1) Every person before being registered as a dock worker under any provision of this scheme shall be required to be medically examined by a Medical Officer appointed by the Board and no such person shall be registered as such unless he is found by the Medical Officer physically fit to do the job to be assigned to him after his registration.

(2) Any person who is found physically unfit by the Medical Officer under sub-clause (1) may on payment of such fees as may be determined by the Board prefer an appeal to the Chairman for his medical examination by a Medical Board and on receipt of such appeal the Chairman shall constitute a Medical Board whose decision shall be final.

(3) A registered dock worker may be required by the Board to undergo such periodical medical examination as may be determined from time to time.

15. **Promotion of workers.**—(1) A vacancy other than a casual vacancy in any category of registered dock workers shall ordinarily be filled by promotion from among registered dock workers of the categories below it.

(2) The condition for a method of promotion shall be determined by the Board from time to time.

**16. Arrangement of work during absence of dock workers.**—If for any reason a registered dock worker of any category is absent from work or is unable to perform his duties, a registered dock worker of the lower category, to be specified by the Executive Officer in this behalf, shall perform the duties of the absentee worker:

Provided that where the dock worker concerned belongs to the lowest category of the registered dock workers his duties shall be performed by a registered dock worker to be selected by the Executive Officer from the reserve pool.

**17. Service record and record sheets.**—(1) The Board shall maintain a service record for every registered dock worker in such form as it may determine.

(2) The Board shall maintain a record sheet for every registered employer in such form as it may determine.

**18. Employment in shifts.**—(1) All registered dock workers shall be employed in shifts.

(2) A registered dock worker shall not ordinarily be employed in two consecutive shifts:

Provided that the Chairman may on the written request of the Executive Officer, relax this restriction in special cases.

**19. Work by gangs.**—All registered dock workers shall be employed for doing any job in gangs; and such gangs shall be employed in rotation to be determined by the Administrative Body from time to time.

**20. Deposit of wages.**—(1) All wages payable by a registered employer to a registered dock worker under this scheme, shall be deposited with the Administrative Body—their nominated Bank.

(2) Such deposit shall be made by the registered employer before a registered worker is allocated to him for employment.

**21. Obligations of registered dock workers.**—(1) Every registered dock worker shall accept the obligation of a dock worker under this scheme and a declaration that he accepts such obligations shall be made by him in his application for registration.

(2) A registered dock worker who is available for work shall carry out the directions of the Executive Officer and shall report at such call stations or control points and at such time as may be specified by the Executive Officer and shall remain at such call stations or control points throughout the period of the shift if instructed by the Executive Officer to that effect.

(3) A registered dock worker who is available for work when allocated for work by the Executive Officer for employment under a registered employer, shall carry out his duties in accordance with the directions of such registered

employer or his authorised agent, representative or supervision and also in conformity with the rules of the port of place where he is working.

22. **Obligations of registered employers.**—(1) Every registered employer shall accept the obligations of an employer under this scheme and a declaration that he accepts such obligations shall be made by him in his application for registration.

(2) A registered employer shall not employ a worker other than a registered dock worker who has been allocated to him by the Chairman in accordance with the provisions of this scheme.

(3) A registered employer shall, in accordance with arrangements made by the Board, submit to it statements relating to his present and future requirements for the services of dock workers.

(4) A registered employer shall submit to the Board unless otherwise directed, particulars of the tonnage handled by dock workers employed by him and such statistical data as may be required in respect of such workers.

(5) A registered employer shall keep such records as the Board may require, and shall produce to the Board or to such of its officers as may be designated by it all such records and other documents of any kind relating to registered dock workers and to the work on which they have been employed and furnish such information relating thereto as may be set out in any notice or direction issued by the Board.

(6) Every registered employer shall keep such gears and equipments in his possession and employ such number of officers and staff as may be specified by the Board.

23. **Only registered employer to employ dock worker.**—No person other than a registered employer shall employ dock worker but Chairman of the Port Authority reserves the right to relax the same in emergent circumstances.

24. **Circumstances in which the scheme ceases to apply.**—(1) This scheme shall cease to apply to a registered dock worker or a registered employer when his name has been removed from the dock workers' register or as the case may be, employers' register in accordance with the provisions of this scheme.

(2) Nothing in this clause shall affect any obligation incurred by, or any right accrued to, any such worker or employer during the period when his name was in such register.

25. **Disciplinary action against dock workers.**—(1) The Executive Officer may recommend to the Chairman or to any other officer of the Board for temporary suspension from work of a dock worker for five days, who has been warned for more than five occasions for misconduct and the Chairman or the officer of the Board, as the case may be, shall immediately on receipt of such recommendation put the worker concerned under suspension.

(2) The Executive Officer may recommend to the Chairman for temporary suspension of a dock worker from work for one month who has been suspended from work for more than six times.

(3) The procedure to be followed in imposing the penalties under this clause shall be such as may be determined by the Board :

Provided that no penalty under this clause shall be imposed unless a reasonable opportunity of being heard in person is given to the dock worker concerned.

(4) A registered dock worker may, within seven days from the date of communication of any penalty imposed on him, appeal against such penalty to—

- (a) the Board, if the penalty is imposed by the Chairman;
- (b) the Chairman, if the penalty is imposed by any other person;

and the decision of the appellate authority on such appeal shall be final.

(5) In this clause, "misconduct" includes—

- (a) wilful disobedience, whether alone or in combination with others, to any lawful or reasonable order of a superior;
- (b) theft, fraud or dishonesty in connection with the employer's business or property;
- (c) taking or giving bribes or any illegal gratification in connection with his or any other workers' employment under the employer;
- (d) habitual absence without leave or absence without leave for more than ten days;
- (e) habitual late attendance;
- (f) habitual breach of any law or rule or regulation, applicable to the Authority or the Board;
- (g) riotous or disorderly behaviour or any act subversive of discipline;
- (h) habitual negligence or neglect of work;
- (i) resorting to illegal strike or go-slow or inciting others to resort to illegal strike or go-slow.

**26. Removal of employers' name from employers' register.**— (1) If, in the opinion of the Board, a registered employer has failed to fulfil or is not fulfilling any of his obligations under this Scheme, the Board may direct such employer to fulfil such obligations and to report compliance to the Board within such time as the Board may determine.

(2) If any registered employer fails to act in accordance with the direction given to him under sub-clause (1), the Board may, after giving the employer a reasonable opportunity of being heard, remove his name from the employers' register.



27. **Special disciplinary powers of the Chairman.**—Notwithstanding anything contained in this Scheme, if the Chairman is satisfied that a registered dock worker is taking part in a go-slow in respect of any dock work, he may, after giving the worker an opportunity of being heard, suspend him from any dock work for a period not exceeding three months.

28. **Permission for absence from work.**—(1) The Executive Officer may, on an application in writing made by a registered dock worker, grant him permission for absence for a period not exceeding three months.

(2) An officer authorised by the Administrative body in this behalf may, on application in writing made by a registered dock worker, grant him permission for absence from work for a period not exceeding one month.

(3) If a registered dock worker does not report for duty after the expiry of the period of absence granted to him under sub-clause (1) or (2) his name may be removed by the Board from the workers' register at any time after the expiry of the period of leave.

29. **Special action in certain emergencies.**—(1) If at any time the Authority informs the Board in writing that an emergency has arisen affecting seriously the working of the Port, the Board may, if it deems necessary so to do to meet the emergency, authorise a registered employer to employ unregistered dock workers to do any dock work.

(2) Where a registered employer employs an unregistered worker under sub-clause (1), the payment to such worker shall be made by the employer directly to him.

30. **Cost of operating the scheme.**—(1) The cost of operating this Scheme shall be met from out of the money paid by the beneficiaries on the basis of levy to be determined by the Board with the prior approval of the Government.

(2) In determining the payment to be made by the beneficiaries under sub-clause (1), the Board may fix the rate of levy on the total tonnage handled or may fix different rates of levy for different categories of dock work.

(3) The beneficiaries shall pay to the Board the amount of the levy referred to in sub-clause (1) in such manner and at such time as the board may specify.

(4) If a beneficiary, being a registered employer, fails to make payment of the levy due from him under sub-clause (1) within the specified time, the Chairman shall serve a notice on the employer to the effect that unless he pays his dues within fifteen days from the date of receipt of the notice, the supply of registered dock workers to him shall be suspended, and the work scheduled to be undertaken by him may be given to any other registered employer.

(5) On the expiry of the period mentioned in sub-clause (4), the Chairman shall suspend the supply of registered dock worker to the defaulting employer.

(6) If the employer fails to pay his dues within forty-five days of the date of receipt of the notice mentioned in sub-clause (4), his name may be removed by the Board from the employers' register without prejudice to the right of the Board regarding the recovery of the amount due from him.

(7) In this clause, "beneficiaries" means the Authority, the Ship Owners and Agents, Charterer or Charterer Agent and the registered employers.

31. **Training**—(1) The Board may prepare scheme for the training of dock workers and other persons who want to be employer as dock workers.

(2) Where any such scheme is made, the dock workers for whom the scheme is made shall undertake the training in accordance with the scheme as per direction of the Board.

32. **Welfare measures**.—(1) The Board, in respect of the registered dock workers, may make regulations, consistent with the labour laws for the time being in force, to provide for the establishment of Group Insurance Fund, Provident Fund and Benevolent Fund and for any other welfare measures.

(2) The regulations made under sub-clause (1) shall prescribe the rates at which the registered dock workers and the registered employers shall make their contributions to the Group Insurance Fund, Provident Fund and Benevolent Fund, if any, and for any other welfare measures and also the manner in which such contributions shall be made.

33. **Grievances of the workers**.—The grievances of the workers shall be dealt with in such manner as may be decided by the Board from time to time.

34. **Penalties**.—Whoever contravenes the provisions of clause 23 shall be punishable with fine of Taka five hundred in respect of first contravention and one thousand Taka in respect of any subsequent contravention.

SCHEDULE-I

[See Clause 2(1)]

Classes of Dock Workers to whom this Scheme applies:

1. Sardar.
2. Mate.
3. Winchman.
4. Khamali.
5. Labour.
6. L.M.D. Mate.
7. L.M.D. Labour.
8. Rolia.
9. Tindal.
10. Gharshal.
11. Bhandari.
12. Selaiwalla.
13. Dekwalla.

SCHEDULE-II

[See Clause 8(1)]

IN DUPLICATE

DOCK WORKERS MANAGEMENT BOARD

(SEAL)

Photograph

Date.....

Do not write on this space

APPLICATION FOR DOCK WORKER  
REGISTRATION

UNDER CLAUSE 8(1) OF THE DOCK WORKERS  
(REGULATION OF EMPLOYMENT) SCHEME,  
1983.

Instructions:

All the applicants for registration as dock worker  
must complete this form. Every question must be  
filled in complete.

- |  |
|--|
|  |
|  |
|  |
|  |
|  |
1. (a) Name.....  
    (b) Nicknames, aliases, etc.....
  2. Father's Name.....
  3. (a) Home address.....  
    .....  
    (b) Local address.....  
    .....
  4. Height..... Weight..... Colour of hair.....  
    Colour of eyes..... Build..... Visible soar marks.....

5. Date of birth: Date....., Month....., Year.....  
 6. Place of birth (City/village)..... District.....  
 7. Category of dock worker the applicant has been working (Tick which is applicable).

Sardar       Mate       Rollaiya

Khamali       Winchman       Signalman

Riggers       Stitcher       Sewingman

General Labour       Bhandari

8. Date when the applicant started work in Port:  
 9. Registration No. if any:  
 10. Evidence or proof of working as a dock worker (indicate category):  
 11. Educational qualification, if any:

From	To	Name of the Institution attended	Remarks

*Note.*—Any special extra qualification like games, sports, etc., in the space provided below:

12. Previous residence during the last five years (list in reverse order, beginning with present address):

Dates		Village, Post Office and Police Station	Remarks
From	To		

13. Has any registration applied for or issued to you by the Dock Workers Registration Office ever been denied, suspended or revoked?

Yes

No

If yes, give details: \_\_\_\_\_

14. Present and previous employment during the last five years (list in chronological order, giving earliest employment first):

Date		Employer and address	Occupation
From	To		

15. What work other than the dock work do you do?

16. Have you ever been arrested for the commission of or the attempt to commit any crime, offence.

Yes

No

If yes, list record of all arrests:

17. Can you give the names of three references with their addresses (not relations)?

(1)

(2)

(3)

### IDENTIFICATION RECORD

Finger-print impression on this form must be taken by an official of the the Security Department of the Port or by an authorised employee of the Dock Workers Registration Office, Dock Workers Management Board.

#### Right Hand

1. Thumb	2. Index finger.	3. Middle finger.	4. Ring finger.	5. Little finger.

#### Left Hand

1. Thumb	2. Index finger.	3. Middle finger.	4. Ring finger.	5. Little finger.

Impression taken by:

Note amputation

(Signature of Official taking prints)

I do hereby solemnly declare and affirm that I have not taken part in any activity directly prejudicial and subversive to the good order and law of the country and government and that the above information furnished by me in this application form is true to the best of my knowledge and belief.

I also do hereby declare that I shall accept all the obligations of registered dock worker under the provision of this scheme as soon as I am registered as such.

I further declare and affirm that the contents in this application form had been understood clearly by me and I have signed it.

I further declare that I have filled in the answer duly understanding its question. Should any false or misleading information given by me, registration prayed for may not be approved or if effected may be cancelled.

.....  
*Signature of the applicant.*

IN DUPLICATE

DOCK WORKERS MANAGEMENT BOARD  
DOCK WORKERS REGISTRATION OFFICE

FOR OFFICE USE

The Superintendent of Police

Date

The undernoted person has been provisionally registered in this office to work as Dock Worker with the Port protected area and also outside.

His character, antecedents, etc., may please be verified and forwarded to this office early.

Labour Officer,  
Dock Workers Management Board.

This be filled in by the applicant

Photograph

ATTESTATION FORM

For the purpose of Dock Workers Registration of the Chalna Port to work as Dock Worker (mention category).

1. (a) Name in full (in block capitals).....

(b) Nickname, aliases, etc.....



2. Father's name, postal address (if dead, given last address), profession and status: .....
3. Permanent address in full:
4. Local address:
5. Date of birth:
6. (a) District and Police Station and Village to which you belong:  
(b) Place of birth:
7. State your  
(a) Religion:  
(b) Community, caste or sect:
8. Whether arrested, prosecuted, convicted in any case, political or otherwise and restricted or extended?
9. Educational qualification, if any:

From	To	Name of institution attended	Remarks

10. Particulars of employment record:

Position held.	Name of employer.	Nature of service.	Year of service.	Pay	Remarks.
-----	-----	-----	-----	-----	-----
-----	-----	-----	-----	-----	-----

11. Previous residence during last five years (List in reverse order beginning with present address):

Date		Village and post office.	Police station	District.
From	To			
-----	-----	-----	-----	-----

*Signature of the applicant.*

PART II: To be filled in by the Superintendent of Police concerned at the request of the Dock Workers Management Board.

The entries below must be attested by the Superintendent of Police, D.S.B.

Question	Answer
----------	--------

1. Are you satisfied that his character and antecedents are satisfactory?
2. Are you aware of any circumstances which in your opinion show that the applicant is unsuitable in any respect for working in the port protected area and dock?

*Superintendent of Police.*

If the signatory considers that the applicant should not be registered to work as Dock Labour he may please attach, reasons thereof in the space provided below:

SCHEDULE-III

[See Clause-10]

Date .....

DOCK WORKERS MANAGEMENT BOARD

(SEAL)

Application for registration as an employer of the Dock worker clause 10 of the Dock Workers (Regulation of Employment) Scheme, 1983.

1. Name of applicant .....
2. Principal place of business .....
3. Business address .....
4. Type of business organisation (individual, partnership or limited company)..  
.....
5. Has any stevedore licence/Handling Contractor licence ever been denied, revoked, suspended by the Port Authority

Yes

No

If the answer is yes, give details .....

6. Name the terminals at which the applicant does business in the Port.

Jetty Nos.	Moorings	Outer Anchorage	Sheds	Warehouse.

7. Is the applicant a party to any contract now in force or which will take effect upon the issuance of this registration with any shipping Agent/Carrier or other organisation including the Port Authority ?

Date of commencement	Date of expiry
a.	
b.	
c.	
d.	

8. Where the applicant's books, records, registers are kept?
9. What proof can the applicant produce of satisfactory financial standing ?
10. State names, branches and location of all banks where applicant maintain accounts and specify type of account.

Name and address of Bank	Type of account and number

11. When did the applicant first commence operation as an employer of dock labour in this Port under the present name ?
12. Name of predecessor, if any .....
13. What category of dock labour do you employ ?
14. List of cargo handling gear in the possession of the applicant and state where it is kept ?

15. What is the average number of dock workers of each category to whom the applicant offer employment daily/periodically?
16. Is there any complaint of non-payment of wages to the dock workers against the applicant? If so, the nature of complaint be stated with comments from the Traffic Manager of the Port.

Comments of the Traffic Manager.....

17. Is there any outstanding lying against the applicant as wage, salary, contribution, etc., against Port Authority, dock workers or any fund to which the applicant is obliged to pay. If yes, state the nature of outstanding dues and amount (comments of the Traffic Manager and Chief Finance and Accounts Officer, Port Authority in column below) :—

Comments

Traffic Manager
Chief Finance and Accounts Officer

18. Attach the organization chart of the applicant's firm.
19. State how many monthly employees the applicant employs and intends to employ?  
  
What are the service benefits does the applicat give them apart from salary and wages? What is the mode of payment to these employees?
20. No. of stevedoring licence issued by the Port Authority (attach photostat copy) .....
21. The names and residence of all officers of the organisation:

Name	Residence	Designation of the Officer

22. The names and residence of all Directors of the Organisation:

Name	Residence.

23. The names and residence of all Partners of the Firm (if applicable),

Name	Residence

24. Declaration of the applicant.

I do hereby solemnly declare and affirm that the statement furnished by me above are true to the best of my belief and I further do hereby declare that if I am registered as an employer I shall accept all the obligations of an employer under this Scheme.

I also declare that if any notice is issued by the Board it shall be deemed to have been adequately served upon me if it is addressed to my business address indicated in this application form through registered post.

I have filled in the answers duly understanding each question. Should any false or misleading information be given by me, registration prayed for may not be approved, or if effected may be cancelled.

*Signature of the applicant.*

(Seal)

By order of the  
Chief Martial Law Administrator

S.M.A. BAKAR

*Deputy Secretary.*