

The
Banqladesh  **Gazette**

Extraordinary
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GOVERNMENT OF THE PEOPLE'S REPUBLIC OF BANGLADESH
MINISTRY OF PORTS, SHIPPING AND IWT
NOTIFICATIONS

Dacca, the 22nd December, 1980

No. S.R.O. 441-L/80.—In exercise of powers conferred by section 3 of the Dock Workers' (Regulation of Employment) Act, 1980 (Act XVII of 1980), the Government is pleased to make the following Scheme for the Port of Chittagong:—

THE CHITTAGONG DOCK WORKERS' (REGULATION OF EMPLOYMENT) SCHEME, 1980.

1. **Short title and commencement.**—(1) This scheme may be called the Chittagong Dock Workers' (Regulation of Employment) Scheme, 1980.

(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 any cargo carried by any ship that is declared for restrictive handling by the Government.

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

- (a) “Act” means the Dock Workers’ (Regulation of Employment) Act, 1980;
- (b) “dock work” means operations at places or premises to which this Scheme relates performed by workers of the classes to which the Scheme applies;
- (c) “employers’ register” means a register of employers maintained under this Scheme;
- (d) “go-slow” shall mean an organised, deliberate and purposeful slowing down of normal output of work by a body of workers in a concerted manner, and which is not due to any mechanical defect, break-down of machinery, failure or defect in power supply or in the supply of normal materials and spare parts of machinery;
- (e) “registered dock worker” means a dock worker whose name is, for the time being, entered in the dock workers’ register;
- (f) “registered employer” means an employer whose name is, for the time being, entered in the employers’ register;
- (g) “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;
- (h) “vessel” means an ocean-going vessel or ship whose gross registered tonnage is not less than 350 tons;
- (i) “schedule” means a schedule 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 cards 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 of 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 fall in the category of dock workers mentioned in sub-clauses (1), (2) or (3);

shall be eligible for temporary registration under this Scheme.

(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. 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.

8. Registration of employers.—(1) All the employers to whom this Scheme applies and who are licensed by the Authority shall be eligible to 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.

9. Application for registration of employers.—A person eligible for registration as an employer under clause 8 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.

10. Supply of cards.—(1) Every registered dock worker shall be supplied by the Board free of cost, with the following cards in such form as may be determined by the Board, namely—

- (a) identity card;
- (b) attendance card;
- (c) wage card.

(2) In case of loss of a card, a fresh card may be issued but the cost thereof to be fixed by the Board, shall be payable by the dock worker concerned.

11. Surrender of cards.—(1) A registered dock worker shall surrender his card to the Board—

- (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.

12. 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 these cards are shown to the paying authority with such entries.

13. **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 Vice-Chairman for his medical examination by a Medical Board and on receipt of such appeal the Vice-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 by it from time to time.

14. **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 and method of promotion shall be determined by the Board from time to time.

15. **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 Vice-Chairman or an officer of the Board authorised by him in this behalf, shall perform his duties:

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 Vice-Chairman or by an officer of the Board authorised by him in this behalf from the reserve pool.

16. **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.

17. **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 Vice-Chairman may relax this restriction in special cases to be recorded in writing.

18. **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 Vice-Chairman from time to time.

19. **Deposit of wages.**—(1) All wages payable by a registered employer to a registered dock worker under this Scheme shall be deposited with the Board for such payment.

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

20. **Obligations of registered dock workers.**—(1) Every registered dock worker shall accept the obligations 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 direction of the Vice-Chairman and shall report at such call stations or control points and at such time as may be specified by the Vice-Chairman and shall remain at such call stations or control points throughout the period of the shift, if instructed by the Vice-Chairman to that effect.

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

21. **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 Vice-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 this 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 its possession and employ such number of officers and staff as may be specified by the Board.

22. **Employers to supply list of non-registered dock workers.**—Every employer engaged for doing any dock work shall send to the Vice-Chairman a list of all persons employed by him for doing the work other than the registered dock workers allocated to him.

23. **Only registered employer to employ dock worker.**—No person other than a registered employer shall employ dock worker.

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) Where a registered dock worker in the opinion of the Vice-Chairman, or of any officer authorised by the Board in this behalf, is guilty of misconduct, the Vice-Chairman or such officer may impose on him one or more of the following penalties:—

- (a) warning in writing;
- (b) suspension from employment for a period not exceeding one month;
- (c) removal of name from the workers' register;

Provided that no such officer shall impose a penalty of removal of the name of a worker from the workers' register without the prior approval of the Vice-Chairman.

(2) Where a registered dock worker is in the opinion of a registered employer or an officer authorised by him in this behalf with the prior approval of the Board, is guilty of misconduct, the employer or such officer may impose on him one or more of the following penalties:—

- (a) warning in writing;
- (b) suspension from employment for the day.

(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 Vice-Chairman;
- (b) the Vice-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 Vice-Chairman.**—Notwithstanding anything contained in this Scheme, if the Vice-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. **Leave of absence to dock workers.**—(1) The Vice-Chairman may, on an application in writing made by a registered dock worker, grant him leave of absence for a period not exceeding three months.

(2) An officer authorised by the Board in this behalf may, on application in writing made by a registered dock worker, grant him leave of absence for a period not exceeding one month.

(3) If a registered dock worker does not report for duty after expiry of the leave 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 employed 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 Vice-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 Vice-Chairman shall suspend the supply of registered dock workers 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 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 employed 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. **Penalties.**—Whoever contravenes the provision of clause 23 shall be punishable with imprisonment for a term which may extend to one month, or with fine which may extend to one thousand taka, or with both.

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 7(1)]

IN DUPLICATE

DOCK WORKERS MANAGEMENT BOARD

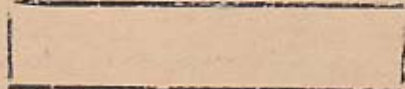
PORT OF CHITTAGONG

(SEAL)

Photograph.

Date

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**APPLICATION FOR DOCK WORKER
REGISTRATION**

UNDER CLAUSE 7(1) OF THE CHITTAGONG DOCK WORKERS (REGULATION OF EMPLOYMENT) SCHEME, 1980.

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 applicat 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"/>	Winchman	<input type="checkbox"/>	Signalman
<input type="checkbox"/>	Riggers	<input type="checkbox"/>	Stitcher	<input type="checkbox"/>	Sewingman
<input type="checkbox"/>	General Labour	<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):

Dates		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 referees 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 or indirectly 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 has 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 OFFICIAL 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 Chittagong 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 & 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?

If so, full particulars including dates should be furnished:

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 9(1)]

Date.....

DOCK WORKERS MANAGEMENT BOARD

PORT OF CHITTAGONG

(SEAL)

Application for registration as an employer of the dock worker under clause 9(1) of the Dock Workers (Regulation of Employment) Scheme, 1980.

1. Name of applicant.....
2. Principal place of business.....
3. Business address.....
.....Telephone No.....
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.	Ware houses.

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 your 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 organisation 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 Director of the Firm (if applicable).

Name.	Residence.

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

Names	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

No. S.R.O. 442-L/80.—In exercise of the powers conferred by Section 3 of the Dock Workers' (Regulation of Employment) Act, 1980 (Act XVII of 1980), the Government is pleased to make the following Scheme for the Port of Chalna:—

**THE CHALNA WORKERS' (REGULATION OF EMPLOYMENT)
SCHEME, 1980.**

1. Short title and commencement.—(1) This Scheme may be called the Chalna Dock Workers' (Regulation of Employment) Scheme, 1980.

(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 any cargo carried by any ship that is declared for restrictive handling by the Government.

3. Interpretations.—In this Scheme, unless there is anything repugnant in the subject or context,—

- (a) "Act" means the dock Workers' (Regulation of Employment) Act, 1980;
- (b) "dock work" means operations at places or premises to which this Scheme relates performed by workers of the classes to which the Scheme applies;
- (c) "employers' register" means a register of employers maintained under this Scheme;
- (d) "go-slow" shall mean an organised, deliberate and purposeful slowing down of normal output of work by a body of workers in a concerted manner, and which is not due to any mechanical defect, breakdown of machinery, failure or defect in power supply or in the supply of normal materials and spare parts of machinery;

- (e) "registered dock worker" means a dock worker whose name is, for the time being, entered in the dock workers' register;
- (f) "registered employer" means an employer, whose name is, for the time being, entered in the employers' register;
- (g) "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;
- (h) "vessel" means an ocean-going vessel or ship whose gross registered tonnage is not less than 350 tons;
- (i) "schedule" means a schedule 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 are on the date of the commencement of this Scheme were listed * with the Authority as dock workers and had photoborne identity cards 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 of 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 a 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;
- (d) if he does not fall in the category of dock workers mentioned in sub-clauses (1), (2) or (3);

shall be eligible for temporary registration under this Scheme.

(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 provision 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 worker an opportunity of showing cause why the proposed direction should not be issued.

7. 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 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.

8. Registration of employers.—(1) All the employers to whom this Scheme applies and who are licensed by the Authority shall be eligible to 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.

9. **Application for registration of employers.**—A person eligible for registration as an employer under clause 8 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.

10. **Supply of cards.**—(1) Every registered dock worker shall be supplied by the Board free of cost, with the following cards in such form as may be determined by the Board, namely—

- (a) identity card ;
- (b) attendance card ;
- (c) wage card.

(2) In case of loss of a card, a fresh card may be issued but the cost thereof to be fixed by the Board, shall be payable by the dock worker concerned.

11. **Surrender of cards.**—(1) A registered dock workers shall surrender his card to the Board—

- (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.

12. **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 these cards are shown to the paying authority with such entries.

13. **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 Vice-Chairman for his medical examination by a Medical Board and on receipt of such appeal the Vice-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 by it from time to time.

14. **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 and method of promotion shall be determined by the Board from time to time.

15. **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 Vice-Chairman or an officer of the Board authorised by him in this behalf, shall perform his duties:

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 Vice-Chairman or by an officer of the Board authorised by him in this behalf from the reserve pool.

16. **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.

17. **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 Vice-Chairman may relax this restriction in special cases to be recorded in writing.

18. **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 Vice-Chairman from time to time.

19. **Deposit of wages.**—(1) All wages payable by a registered employer to a registered dock worker under this Scheme shall be deposited with the Board for such payment.

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

(20. **Obligations of registered dock workers.**—(1) Every registered dock worker shall accept the obligations 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 direction of the Vice-Chairman and shall report at such call stations or control points and at such time as may be specified by the Vice-Chairman and shall remain at such call stations or control points throughout the period of the shift, if instructed by the Vice-Chairman to that effect.

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

21. 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 Vice-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 this 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 its possession and employ such number of officers and staff as may be specified by the Board.

22. Employers to supply list of non-registered dock workers.—Every employer engaged for doing any dock work shall send to the Vice-Chairman a list of all persons employed by him for doing the work other than the registered dock workers allocated to him.

23. Only registered employer to employ dock worker.—No person other than a registered employer shall employ dock worker.

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 obligations 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) Where a registered dock worker in the opinion of the Vice-Chairman, or of any officer authorised

by the Board in this behalf, is guilty of misconduct, the Vice-Chairman or such officer may impose on him one or more of the following penalties:—

- (a) warning in writing;
- (b) suspension from employment for a period not exceeding one month;
- (c) removal of name from the workers' register:

Provided that no such officer shall impose a penalty of removal of the name of a worker from the workers' register without the prior approval of the Vice-Chairman.

(2) Where a registered dock worker is in the opinion of a registered employer or an officer authorised by him in this behalf with the prior approval of the Board, is guilty of misconduct, the employer or such officer may impose on him one or more of the following penalties:—

- (a) warning in writing;
- (b) suspension from employment for the day.

(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 Vice-Chairman;
- (b) the Vice-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 Vice-Chairman.**—Notwithstanding anything contained in this Scheme, if the Vice-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. **Leave of absence to dock workers.**—(1) The Vice-Chairman may, on an application in writing made by a registered dock workers, grant him leave of absence for a period not exceeding three months.

(2) An officer authorised by the Board in this behalf may, on application in writing made by a registered dock worker, grant him leave of absence for a period not exceeding one month.

(3) If a registered dock worker does not report for duty after expiry of the leave 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 employ 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 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 Vice-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 Vice-Chairman shall suspend the supply of registered dock workers 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 and the registered employers.

31. **Training.**—(1) The Board may prepare Schemes for the training of dock workers and other persons who want to be employed 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. **Penalties.**—Whoever contravenes the provisions of clause 23 shall be punishable with imprisonment for a term which may extend to one month, or with fine which may extend to one thousand taka, or with both.

SCHEDULE I

[See Clause 2 (1).]

Clauses 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 7(1)]

IN DUPLICATE

DOCK WORKERS MANAGEMENT BOARD
PORT OF CHALNA
(SEAL)

--

Do not write on this space

--

Date.....

APPLICATION FOR DOCK LABOUR
REGISTRATION

UNDER CLAUSE 7(1) OF THE CHALNA PORT DOCK WORKERS (REGULATION OF EMPLOYMENT) SCHEME, 1980.

Instructions:

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

1. (a) Name:
(b) Nickname, 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).

--

Sardar.

--

Mate.

--

Winchman.

<input type="text"/>	Khamali.	<input type="text"/>	Labour.	<input type="text"/>	L.M.D. Mate.
<input type="text"/>	L.M.D. Labour.	<input type="text"/>	Rolia.	<input type="text"/>	Tindal.
<input type="text"/>	Gharshal.	<input type="text"/>	Bhandari.	<input type="text"/>	Selaiwalla.
		<input type="text"/>	Deckwalla.		

8. Date when the applicant started work in Port:
9. Registration number, 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):

Date		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 referees 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 or indirectly 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 obligations of a 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 has been understood clearly by me and have signed it.

I further declare that I have filled in the answers 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 OFFICIAL USE]

The Superintendent of Police

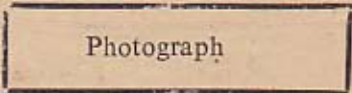
Date:

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,

To be filled in by the applicant



ATTESTATION FORM

For the purpose of dock workers registration of the Port of Chalna to work as dock worker [mention category).

1. Name in full (in block capitals)
 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 & 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?

If so, full particulars including dates should be furnished.

9. Educational qualification, if any:

From To	Name of institution attended	Remarks

10. Particulars of employment recorded:

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

11. Previous residence during last five years (list in reverse orders, beginning with present address):

Dates		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?	

.....
Signature of the 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 9(1)]

Date

DOCK WORKERS MANAGEMENT BOARD
PORT OF CHALNA
 (SEAL)

Application for registration as an employer of the dock worker under clause 9(1) of the Dock Workers (Regulation of Employment) Scheme, 1980.

1. Name of applicant
2. Principal place of business

3. Business address
 Telephone No.

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	Warehouses

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 labours 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 organisation 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 a photostat copy)
21. The names and residence of all officers of the organisation:

Name	Residence	Designation of the officer

22. The name and residence of all Directors of the Firm (if applicable).

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 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 and Seal.

By order of the President
NURUL MOMEN KHAN
Joint Secretary.