



TALOJA MANUFACTURER

VOLUME 5 / ISSUE 79 / RAIGAD

NOV. 2025

Pages 16

34th Annual General Meeting of Taloja Manufacturers' Association



The Taloja Manufacturers' Association (TMA) successfully conducted its 34th Annual General Meeting (AGM) on 17th November 2025 at the TMA Conference Hall. The AGM witnessed active and enthusiastic participation from Member Industries, reflecting their continued commitment to the Association's initiatives and collective growth.

The meeting commenced with a warm welcome address by the Hon. President, Shri. Shekhar Shringare, who extended greetings to all Members present. Thereafter, the minutes of the 33rd AGM held on 28th November 2024 were read, discussed, and unanimously confirmed by the Members.

As per the agenda, the Income & Expenditure Account and Balance Sheet for the financial year 2024–25 were presented and approved. The Members also approved the appointment of NSON & Co., Chartered Accountants, as the Statutory Auditors of TMA for the financial year 2025–26.

The Annual Report and Activity Report of TMA were presented through an informative and engaging PowerPoint presentation, highlighting the Association's key achievements, initiatives, and efforts undertaken for the benefit of industries during the year. The presentation provided valuable insights into the progress and developments achieved by TMA.

Under Agenda Point No. 6 – Any Other Business Related to Industries, several important and relevant issues concerning Member Industries were raised and deliberated upon, reflecting the proactive involvement of Members in addressing industrial challenges. Subsequently, Life Membership Certificates were distributed to the newly enrolled Member Industries at the hands of the Managing Committee Members of TMA.

The AGM concluded with snacks and refreshments, offering an opportunity for Members to interact and network in an informal setting. The overall arrangements and smooth conduct of the AGM were highly appreciated by the Member Industries.

Through this successful AGM, TMA reaffirmed its commitment to strengthening collaboration and addressing the needs of industries in Taloja MIDC, while continuing its efforts towards sustainable industrial development.

Awareness Seminar on PM-Viksit Bharat Rojgar Yojana at TMA



The Employees' Provident Fund Organisation, Regional Office, Vashi, in association with the Taloja Manufacturers' Association (TMA), successfully organized an awareness seminar on **Thursday, 6th November 2025 at 11:00 a.m.** at the **TMA Conference Hall**.

The seminar was conducted in the august presence of **Shri. Animesh Mishra**, Addl. Central Provident Fund Commissioner; **Dr. Ramkrishna Tripathi**, Regional Provident Fund Commissioner – Vashi; **Shri. Arya**, Regional Provident Fund Commissioner – Thane; **Shri. Sandip Sanghani**, Assistant Provident Fund Commissioner; and **Shri. Ajay Ganvir**, Enforcement Officer.

The key focus of the seminar was the recently approved **Pradhan Mantri Viksit Bharat Rojgar Yojana (PM-VBRY)** launched by the Government of India. The programme aimed at creating awareness among employers and employees regarding the benefits and provisions available under this newly introduced scheme.

During the session, officials from EPFO elaborated on how the PM-VBRY scheme is designed to encourage employment generation, particularly for the youth, while providing support and incentives to employers.

The interactive session was well received by member industries and proved to be informative and beneficial in understanding the scheme's role in supporting employment generation and industrial growth.

Your Body's Warning Signs

 Constant yawning low oxygen	 Bad breath gut imbalance	 Leg swelling heart or kidney issue	 Loss of smell zinc deficiency
 Ringing ears high blood pressure	 Burning tongue B vitamin deficiency	 Constant fatigue low vitamin D	 Yellow eyes liver trouble
 Dizziness low blood sugar	 Sugar cravings magnesium deficiency	 Numb hands B12 deficiency	 Cold hands & feet poor circulation



Office of the
Commissioner of State Tax,
8th Floor, GST Bhavan,
Mazgaon, Mumbai – 400 010.

TRADE CIRCULAR

No. JC (HQ-01)/DC-09/Return Late Fee/2025/35/B-182 Mumbai, Dated: 01/12/2025

Trade Circular No. 17 T of 2025

Subject: Superseding Trade Circular 16T of 2025 – Exemption from payment of late fee u/s. 20(6) of MVAT Act, 2002 for filing of returns for the period of October 2025 and u/s. 6(3) of the PT Act, 1975 for filing of returns for the period of November 2025.

Reference:

1. Notification No. VAT-1513/CR-124/Taxation-1, dated 1st January 2014.
2. Notification No. PFT-2014/CR-38/Taxation-3, dated 21st August 2014.
3. Trade Circular No. 16T of 2025 dated 21st November 2025.

Background

1. The Maharashtra Goods and Services Tax (MGST) Department is presently engaged in enhancing its automation framework to strengthen tax governance and improve taxpayer services. For this purpose, a new System Integrator has been appointed to implement and stabilize the upgraded system for the Maharashtra Value Added Tax Act, 2002 (hereinafter referred to as MVAT Act), the Central Sales Tax Act, 1956 (hereinafter referred to as CST Act) and the Maharashtra State Tax on Professions, Trades, Callings and Employments Act, 1975 (hereinafter referred to as PT Act).
2. During the transition to the new automation system, certain technical difficulties may be experienced by dealers in uploading their returns under MVAT Act, CST Act and PT Act. To mitigate such hardship to the trade and ensure smooth compliance during this transition period, Trade Circular 16T of 2025 was earlier issued on 21st November 2025 prescribing dates for exemption from late fee for the delayed filing of returns.
3. Representations have been received from the trade stating that some technical issues continued beyond the originally extended dates. The issue regarding the technical difficulties faced by dealers during the ongoing system upgradation has been examined. It is noticed that, due to the ongoing transition to the upgraded automation framework, dealers were unable to upload their monthly returns within the dates prescribed in trade circular 16T of 2025. The Department is actively working with the System Integrator to stabilize the new system, and the said technical difficulties are in the process of being resolved.
4. It has now been decided to supersede Trade Circular 16T of 2025 and extend the dates for availing exemption from late fee, as continuing technical issues have been reported by dealers.
5. **Revised Late Fee Exemption (Superseding Trade Circular 16T of 2025)-**
In exercise of the powers conferred by Notification No. VAT-1513/CR-124/Taxn-1 dated 1st January 2014, issued under section 20(6) of the MVAT Act, and by Notification No. PFT-2014/CR-38/Taxation-3 dated 21st August 2014, issued under section 6(3) of the PT Act, the whole of the late fee payable by any dealer, who files monthly returns for the relevant periods, shall be exempted subject to the conditions laid down in this circular, if such return is filed on or before the revised dates specified in the table below.

Cont. on Page 4

The revised schedule for filing return-

Sr. No.	Return Type	Period	Original Due Date	Revised Last Date for Uploading
1	Monthly Returns under MVAT Act and CST Act	October 2025	21st November 2025	10th December 2025
2	Monthly Returns for PTRC under PT Act	November 2025	30th November 2025	10th December 2025

6. Conditions to avail the benefit of exemption in late fee:

- a. The tax payable for the said return period shall be paid by the dealer on or before the original due date prescribed under the respective Acts.
 - b. The return shall be filed by the dealer on or before the revised dates specified in the above schedule.
7. It is hereby informed that the electronic payment system available on the MAHAGST portal is fully functional. Hence, all dealers are requested to discharge their tax liabilities within the prescribed due date for payment of tax, as required under the applicable provisions of law.
8. Dealers who have made payment of tax within the prescribed original due date (i.e., 21st November 2025 for MVAT Act and CST Act and 30th November 2025 for PT Act) shall not be liable for any interest, as the exemption granted herein relates only to delayed filing of returns and not to delayed payment of tax.
9. It is further clarified that the waiver of late fee under section 20(6) of the MVAT Act and under section 6(3) of the PT Act shall be applicable only in respect of returns for the month of October 2025 (MVAT/CST) and November 2025 (PT Act) that are filed on or before the revised dates specified in the schedule above. Returns filed after 10th December 2025 for MVAT Act, CST Act and PT Act shall attract late fee as prescribed under the relevant provisions of the MVAT Act and PT Act.
10. This circular cannot be made use of for legal interpretation of provisions of law, as it is clarificatory in nature.
11. The Trade Associations are requested to bring the contents of this Circular to the notice of all their members.



(Asheesh Sharma)

Commissioner of State Tax,
Maharashtra State, Mumbai.

No. JC (HQ-01)/DC-09/Return Late Fee/2025/35/B-182 Mumbai, Dated: 01/12/2025

Trade Circular No. 17 T of 2025.

Copy forwarded to the Joint Commissioner of State Tax (Mahavikas), Mumbai with a request to upload this Trade Circular on the Department's website.



(Sanjay Deshmukh)
Joint Commissioner of State Tax (HQ)-1,
Maharashtra State, Mumbai.

Central Government has revised the definition of small company w.e.f. 01.12.2025

Any company having capital less than 10 cr or turnover less than 100 cr will be a small company now..

Immediate benefits for newly-covered companies:

- ✓ Reduced compliance burden
- ✓ No CARO reporting requirement
- ✓ Exemption from cash-flow statement
- ✓ Lower penalties for defaults
- ✓ Fewer board meetings & simplified governance
- ✓ Overall ease in statutory filings

*all above subject to other provisions but certainly will be surely beneficial in compliances and in applicability too.

MINISTRY OF CORPORATE AFFAIRS

NOTIFICATION

New Delhi, the 1st December, 2025

G.S.R. 880(E).— In exercise of the powers conferred by sub-sections (1) and (2) of section 469 of the Companies Act, 2013 (18 of 2013), the Central Government hereby makes the following rules further to amend the Companies (Specification of definition details) Rules, 2014, namely:-

1. **Short title and commencement.**- (1) These rules may be called the Companies (Specification of definition details) Amendment Rules, 2025.

(2) They shall come into force from the date of their publication in the Official Gazette.

2. In the Companies (Specification of definition details) Rules, 2014, in rule 2, in sub-rule (1), for clause (t), the following clause shall be substituted, namely:-

“(t) For the purposes of sub-clause (i) and sub-clause (ii) of clause (85) of section 2 of the Act, paid up capital and turnover of the small company shall not exceed rupees ten crores and rupees one hundred crores respectively.”.

[F. No. Policy-01/5/2022-CL-V-MCA]

BAIAMURUGAN.D, Jt. Secy.

Note: The principal rules were published in the Gazette of India, Extraordinary, Part-II, Section 3, Sub-section (1), vide number G.S.R. 238(E), dated the 31st March, 2014 and was last amended, vide number 700(E), dated the 15th September, 2022.

Free Medical Health Check-up Camp held on 19.11.2025 - Joint Initiative by TMA, DISH–Raigad & D. Y. Patil Hospital at TMA



The Talaja Manufacturers' Association (TMA), in association with the Directorate of Industrial Safety & Health (DISH) – Raigad and D. Y. Patil Hospital & Research Centre, Nerul, successfully organized a **Free Medical Health Check-up Camp** on **Wednesday, 19th November 2025**, from **10:00 a.m. onwards** at the **TMA First Floor Hall**.

The camp was conducted for the benefit of **workers and employees of industries in Talaja MIDC**, with the objective of promoting health awareness and enabling early detection of lifestyle-related and occupational health issues. The initiative received encouraging participation from employees across various industries.

A team of qualified medical professionals from D. Y. Patil Hospital provided comprehensive health screening and consultations. The services offered during the camp included:

- Height and Weight Screening
- Random Blood Sugar Test
- Eye Check-up
- Medical Consultation by MD General Physicians
- Skin Infection Check-up
- Women's Health Check-up by a Gynecologist
- ENT Specialist Consultation
- Distribution of General Medicines
- Awareness on Healthcare Facilities and Government Health Schemes

TMA extends its sincere gratitude to DISH–Raigad officials and the medical team of D. Y. Patil Hospital for their support and commitment towards employee health and welfare. Such initiatives reaffirm TMA's continued efforts to enhance occupational health, safety, and overall well-being of the industrial workforce in Talaja MIDC.

The Silent Factory Manager

A factory once faced repeated delays, rising costs, and unhappy workers. The owner decided to appoint a new manager.

On his first day, the manager did not change rules, issue warnings, or replace staff. Instead, he spent the entire week walking through the factory floor-listening.

He spoke with machine operators, supervisors, cleaners, and security staff. He asked only one question:

“What makes your work harder than it should be?”



The answers surprised him:

- Machines were maintained late because approvals took too long.
- Workers lost time searching for tools.
- Supervisors feared reporting small problems.

In the second week, the manager made **three simple changes**:

1. Maintenance approvals were delegated to supervisors.
2. Tools were organized and labeled.
3. Weekly open meetings were introduced where no one was blamed.

Within three months:

- Productivity increased by 25%
- Downtime reduced drastically
- Employee morale improved

When asked about his strategy, the manager said:
“People don’t resist change. They resist being ignored.”

Moral

True leadership is not about authority or loud decisions—it is about listening, trust, and empowering people to solve problems.

★ Good leaders don’t create followers; they create ownership.

HVAC Failure Leads to Financial Losses

In chemical industrial zones, chemical vapours like sulphur and chlorides accelerate corrosion, causing rapid HVAC degradation and frequent performance failures.

QUARK coatings offer expert HVAC Coil Coating Solutions for industrial zones

- Extended HVAC lifespan
- Reduced downtime
- Enhanced efficiency
- Prevent expensive equipment failures



Get Started with a Free Facility Inspection

Trusted by Industry Leaders

RADIANCE SAFETY SOLUTIONS

“Your Achievement Our Mission”



Approved Safety Auditor (Individual & Institute)by Directorate of Industrial Safety and Health (DISH) Maharashtra

Approved Fire and Life Safety Auditor by the Directorate of Maharashtra Fire and Emergency Services.

The complete services for Safety, Health, Environment, Quality, Energy and Fire services

ABOUT US

Radiance Safety Solutions is one of the fastest growing auditing, consulting, training organization offering range of expert services in India.

Our mission is to provide effective, competitive, result oriented and practical business solutions to our client organizations.

At Radiance Safety Solutions it is our endeavour to consistently learn and upgrade our self to match the requirements of the fast-evolving domains that we work in.

The services inline Safety, Health, Environment, Quality, Fire, Energy, Risk, Business continuity, Cyber Security, Information Security and Asset performance.

Industries Served :

Chemical, Pharma, Oil & Gas, Engineering, Construction

Period: August - 2017 to till date

SECTORS WE SERVE

- Petrochemicals & Up/Down stream Projects
- Oil & Gas
- Construction
- Fine & Specialty Chemicals
- Steel
- Tyres & Rubber Products
- Power Plant (Except Nuclear)
- Bulk Drugs, Intermediates & Pharmaceuticals
- Research & Development Laboratories
- Dyes, Dyestuff & Intermediates
- Heavy Chemicals
- Chemical Storage Terminals
- Bonded warehouses and Cargo Freight Stations
- Cement & Mineral Based Plants
- Fertilizer, SSP & Biofertilizers
- Leather & Textile Plants

PORTFOLIO OF SERVICES

SYSTEM SAFETY

- Safety Audit (IS 14489:2018)
- Fire Safety Audit
- Emergency Preparedness & Disaster Management
- Responsible Care & ISO Consulting
- HIRA | Hazard Identification & Risk Assessment
- Construction Safety Audit
- Safety Software
- Machine Guarding Risk Assessment

PEOPLE SAFETY

- Safety Culture Transformation
- Behaviour Based Safety
- Workplace Ergonomics
- Workplace Hygiene Assessment
- 5 S Implementation
- Visual Management
- Safety Videos

TRAININGS

- ISO 9001, ISO 14001 & ISO 45001
- Process Safety Management
- Behaviour Based Safety
- Workplace Ergonomics
- Electrical Safety
- 5 S Implementation
- Fire Safety & Emergency Preparedness
- Crane Safety & Work @ Height

PROCESS SAFETY

- Process Safety gap assessment
- Process Safety Implementation Support
- Consequence Analysis – MCLS
- PHA - HAZID, HAZOP, QRA, Fault tree analysis,
- Fire and Explosion
- Pre-startup Safety Review
- Hazardous Area Classification

ELECTRICAL SAFETY

- Electrical Safety Audit
- Electrical Thermography
- ARC Flash Study
- Electrostatic Hazard Assessment
- Lightning Protection Risk Assessment
- Earthing Inspection
- Energy Audit

OHS Legal Services

- MPCB (Consent, Form IV, Form V, Rule 9)
- PESO (New License and Renewal)
- MIDC (Plan Approval, Activity Change, BCC)
- DISH (Plan Approval, Factory License, Annual Returns, Form 11 & 13)
- Metallurgy (Weights & Measurements)
- Food & Drugs (Poison License, FSSAI Certificate)

Radiance Safety Solutions

Office No. 1010, Floor 10th, The Landmark, Near Three Star Hotel, Plot No. 26A, Sector 7, Kharghar, Navi Mumbai, Maharashtra, India - 410210 ,

Contact Number: +917350033119 , +91-7039669352 , +91-7506305312,

info@radiancesafety.com / sales@radiancesafety.com , www.radiancesafety.com

औद्योगिक सुरक्षा

४ डिसेंबर १९८४ रोजी भोपाळमध्ये वायू गळतीमुळे झालेल्या हानीनंतर औद्योगिक सुरक्षा या विषयावर प्रकाश पाडण्यात आपल्याला यश आले औद्योगिक सुरक्षा दिवसेंदिवस सुधारत चालली असली तरी कारखान्यात आजही अपघात घडत आहेत. अपघातानंतर मदतीचा ओघ येणे स्वाभाविक आहे. मदत वेळेवर मिळाली तरी अपघात कसा झाला याचा विचार करण्यास प्राधान्य देणे आवश्यक आहे. एखादा अपघात घडतो. तो कारखान्यात असो, शाळेत असो किंवा देवळात असो, तो टाळता आला असता किंवा जिवीत हानी टाळता आली असती हा विषयी कवटाळण्यापेक्षा आपल्याला सुरक्षा पाळायलाच हवी ही मानसिकता जो पर्यंत वाढत नाही तोपर्यंत अशा घटनांवर नियंत्रण करणे शक्य नाही. कारखान्यामध्ये कायद्याच्या व नियमांच्या चौकटीत राहून काम केले तर अपघात नक्कीच टाळता येतील. मात्र त्यासाठी प्रत्येक व्यक्तीच्या ओनरशिपची जोड असणे आवश्यक आहे. कारखान्यातील अपघात कसे टाळता येतील ह्यासाठी हा घेतलेला एक संक्षिप्त आढावा.

अपघाताची कारणे

1) असुरक्षित स्थिती 2) असुरक्षित कृती

असुरक्षित स्थिती : असुरक्षित स्थिती म्हणजे काही तांत्रिक कारणामुळे उद्भवलेली परिस्थिती व त्यामुळे होणारे अपघात. उदा. धोकादायक यंत्रावर सुरक्षा न बसविणे, यंत्राची धोकादायक मांडणी, काम करण्याच्या ठिकाणी प्रकाश योजनाचा अभाव, गृहपालनाचा अभाव, तसेच मोकळ्या हवेचा अभाव, इत्यादी.

असुरक्षित कृती : एखादया व्यक्तीच्या चुकीच्या कृत्यामुळे जर अपघात घडला तर तो केवळ त्यांच्या असुरक्षित कृतीमुळे होतो. असुरक्षित कृतीचे आपण दोन भागांत विभाजन करू शकतो. एकतर त्याच्या नजरचुकीमुळे किंवा पूर्ण ज्ञान नसल्याने अपघात होतो. दुसरा म्हणजे काही व्यक्ती सुरक्षा नियमाचे उल्लंघन करून काम करण्याचा प्रयत्न करतात. त्याची परिणती अपघातात होत असते. उदा. उंचीवर काम करताना सुरक्षा पट्टा न बांधणे, वरिष्ठांच्या परवानगी शिवाय काम करणे, विजेचा प्रवाह चालू असताना काम करणे, काम संपले असता यंत्र चालू ठेवणे इत्यादी.

सुरक्षा धोरण

प्रत्येक कारखान्यामध्ये कारखान्यातील एकंदरीत कामाच्या स्वरूपावरून सुरक्षा धोरण आखले जाते. त्यानुसार अपघात कसे टाळता येतील व कामगार किती सुरक्षित काम करू शकतील यासाठी व्यवस्थापन प्रयत्नशील असते.

सुरक्षा धोरण राबविण्यासाठी कामगार, व्यवस्थापन, पर्यवेक्षक व सुरक्षा अधिकारी यांचा सारखा सहभाग असणे आवश्यक आहे. त्या साठी प्रत्येक कामाची सुरक्षित आखणी, सुरक्षा समितीचा धोकादायक घटनांचा व अपघातांचा सखोल अभ्यास, कारखान्यामध्ये होणा-या लहानात लहान अपघातांची कारणमीमांसा (अॅक्सिडेंट इन्वेस्टिगेशन) व त्याच प्रकारचे अपघात टाळण्यासाठी घेतलेले निर्णय, कामगारांच्या आरोग्य चिकीत्सा, कारखान्यांच्या आवारात प्रवेश करणा-या ठेकेदारांची सुरक्षेची जबाबदारी व त्यासाठी घेतलेले निर्णय, वातावरणाचा समतोल राखण्यासाठी केलेली व्यवस्था, गृहपालन, सुरक्षा साधनांचा उपयोग, कार्य अनुमती पत्र, प्रथमोपचाराच्या सुविधा, कामगारांच्या सहभागासाठी राबविण्यात येणारे सुरक्षा कार्यक्रम, आणित्वाणीच्या प्रसंगी घेण्याची निर्णय क्षमता इ. या सर्व गोष्टी पूर्ण करण्यासाठी व्यवस्थापन वचनबद्ध असते.

सुरक्षा समिती

सुरक्षेबाबत कामगारांच्या सतत संपर्कात राहण्यासाठी सुरक्षा समितीचा उपयोग होतो. सुरक्षा समितीमध्ये सुरक्षा अधिकारी, खात्याचे व्यवस्थापक, पर्यवेक्षक, डॉक्टर व कामगारांचे प्रतिनिधी यांचा समावेश असतो. सुरक्षा समितीच्या सभेमध्ये असुरक्षित स्थिती व असुरक्षित कृतीवर विचार विनीमय केला जातो. तसेच प्रत्येक असुरक्षित स्थितीवर एकत्रित तोडगा काढला जातो. लहान-सहान अपघात, धोकादायक घटना, अपघाताचा तपशिल, सुरक्षिततेची संपन्नता व सुरक्षानिती कशा प्रकारे सर्व थरातील कामगारांमध्ये राबवता येईल याचा विचार केला जातो. या सभेत कामगारांचा चांगला सहभाग मिळू शकतो.

Cont. on Page 11

सुरक्षिततेचा प्रसार करणे. शिक्षण देणे, सुरक्षा चित्र व घोषवाक्य स्पर्धा आयोजित करणे, अपघात होऊ नये म्हणून नविन योजनांचा समावेश करून त्यात कामगारांना सहभाग करणं, सुरक्षा विषयक प्रसार करणे, विविध स्पर्धा आयोजित करून सर्व कामगारांचा समावेश करणे, प्रश्नोत्तराचा कार्यक्रम घेऊन कामगारांचे ज्ञान वाढविणे, या गोष्टींचा विचार करून त्या कितपत तीव्र करता येतील याबाबत संयुक्त विचार विनिमय सुरक्षा समितीच्या सभेमध्ये होत असतो.

सुरक्षा अधिकारी

एखाद्या कारखान्यामध्ये एक हजार पेक्षा जास्त कामगार असतील किंवा एखाद्या कारखान्यामध्ये कमी कामगार असतील पण धोकादायक काम चालत असेल तर अशा कारखान्यामध्ये सुरक्षा अधिकारी नेमणे आवश्यक असते. परंतु ज्या कारखान्यामध्ये कमी कामगार असतात तेथे सुरक्षा अधिकारी नेमला जात नाही तर सुरक्षेचा सर्व भार कंपनीच्या पर्सनेल खात्याकडे सोपविला जातो. येथे एखादा अपघात झाला व एखादा कामगार जखमी झाला तर त्याला हॉस्पिटलमध्ये पाठवून त्याच्यावर ईलाज केला जातो. अपघाताची कारणमीमांसा होते व सदर अपघात परत होऊ नये म्हणून योजना आखल्या जातात. या पलीकडे काहीही होत नाही याचे दुष्परिणाम पुढे कामगार, सुरक्षा अधिकारी व व्यवस्थापनाला भोगावे लागतात. कारण जेव्हा अशा कारखान्यामध्ये सुरक्षा अधिका-यांची नव्याने नेमणूक होते तेव्हा प्रथमच सुरक्षा नियम आचरणात आणणे कठीण होते म्हणून एखादा प्रकल्प व्यवस्थापन हातात घेते व नवनवीन अभियंते निवडते त्याच बरोबर एखादा सुरक्षा अधिकारी देखील नेमणे जरूरीचे आहे. जेणे करून सुरुवाती पासूनच सुरक्षेचे बीज कामगारांमध्ये पेरता येईल. सुरक्षा नियम सुरुवातीपासूनच त्यांच्या अंगवळणी पडतील व त्यामुळे प्रथम सुरक्षा संस्कृती कामगारात रुजेल.

आपल्या इथे बरेच छोटे-छोटे कारखाने आहेत जिथे कामगारांना सुरक्षा म्हणजे काय हे देखील माहित नाही. अशा छोट्या कारखान्यांमध्ये कामगाराला मार लागला की सरकारी दवाखान्यामध्ये पाठविले जाते व तिथेच त्याचा प्रश्न संपतो. खरंतर अशा छोट्या कारखान्यातील व्यवस्थापनांनी एकत्रीत येऊन एक सुरक्षा अधिकारी नेमला पाहिजे व एकत्रीत सुरक्षा सुविधा राबविल्या पाहिजेत. जेणेकरून तेथे देखील सुरक्षेचे वातावरण निर्माण होऊन अपघातांचे प्रमाण कमी होईल.

सुरक्षा शिक्षण

सुरक्षेच्या संदर्भात शिक्षण सर्व थरातील कामगारांना देणे आवश्यक आहे. व्यवस्थापन, पर्यवेक्षक व कामगार यांचा यात सहभाग असावा. यात अपघात कसे होतात अपघाताला कोणकोणत्या गोष्टी कारणीभूत असतात ते टाळण्यासाठी कोणकोणते उपाय योजले आहेत व ते केवळ कामगारच टाळू शकतील याचे महत्त्व कामगारांना समजावून सांगणे आवश्यक आहे. त्यासाठी एखाद्या दुर्घटनेचे उदाहरण घ्यावे व त्यावर कामगारांशी सल्ला मसलत करावी व त्यांना यात जेवढे सहभागी करून घेता येईल तेवढे करून घ्यावे जेणेकरून सुरक्षेबाबत त्यांचा दृष्टीकोन बदलला पाहिजे. हे शिक्षण देताना एक विशेष काम करणा-या कामगारांना त्यांच्या कामाबद्दल शिक्षण दिले पाहिजे तरच त्यांचा सहभाग वाढेल. सुरक्षा शिक्षण ठराविक विषयाला अनुसरून असावे ते छोटे असावे पण सात्वीक असावे. यावर अजून एक उपाय म्हणजे कामगारांना त्यांच्या कामाबद्दल त्यांच्या काम करण्याच्या ठिकाणी जावून माहिती देणे (ऑन दि जॉब ट्रेनिंग), त्यातील संभाव्य धोके व ते टाळण्यासाठी करावयाचे उपाय पटवून देणे. या शिक्षणाला आज बरेच महत्त्व आले आहे.

काही कामगार नेहमी एकाच प्रकारचे काम करीत असतील तर त्यांच्या काम करण्याच्या ठिकाणी सुरक्षा कशी राबवता येईल ते आपण त्यांना त्यांच्या भाषेत सहजा-सहजी समजवू शकतो. उदा. केवळ ग्रायंडिंगचे काम करणा-या कामगारांना ग्रायंडिंगचे काम करतांना एक विशिष्ट प्रकारचा ग्राइंडिंग चप्पा वापरणे, हातमोजे वापरणे. ग्राइंडिंग मशीनच्या चाकाचे परीक्षण करावे. आगिचा धोका टाळण्यासाठी आजुबाजुचे गृहपालन व्यवस्थित आहे किंवा नाही ते पाहणे, ग्रायंडिंग साठी लागणा-या वस्तुंची हाताळणी (मटेरीयल हँडलिंग) कशी करावी, थोडी फार इजा झाली तर प्रथमपचार कसा करावा. अशी माहिती थोडक्यात व स्पष्टपणे कामगारांना देता येते.

कार्य अनुमती पत्र

कार्य अनुमती पत्रामध्ये काम सुरु करण्यापूर्वी व काम पूर्ण केल्यानंतर कामाच्या ठिकाणी सुरक्षा नियमांचे पालन कशा प्रकारे करावे हे नमूद केलेले असते. कार्य अनुमती पत्रामुळे सुरक्षित काम करण्याची हमखास खात्री असते.

उदा. 1) एखाद्या पाइपलाईन, टाकी किंवा खड्यांमध्ये प्रवेश करावयाचा असेले व अशा ठिकाणी विषारी वायू, वाफ, धुळ असण्याची शक्यता असेल, ज्याचा माणसाच्या शरीरावर परीणाम होऊ शकतो अशा ठिकाणी प्रवेश करण्यापूर्वी कार्य अनुमती पत्र घेणे आवश्यक आहे. सदर कार्य अनुमती पत्र देण्यापूर्वी खालील गोष्टींची खात्री करुन घेणे आवश्यक आहे.

- (अ) टाकी, पाईप लाईन, किंवा खड्यातील विषारी वायू किंवा गॅस पूर्णपणे काढून टाकण्याची योजना केली आहे.
- (ब) टाकीत किंवा खड्यामध्ये प्रवेश करणा-या व्यक्तीने दुषीत हवामानापासून बचाव करणारी श्वासोच्छवासाची साधने (ब्रिदींग ॲपरेटस) व सुरक्षा पट्टा परीधान केला आहे.
- (क) सदर सुरक्षा पट्टा दोरीला बांधला आहे व ही दोरी पकडण्यासाठी एका माणसाची व्यवस्था केली आहे.
- (ड) टाकीची किंवा खड्याची पूर्ण तपासणी सक्षम अधिका-याने केलेली असावी. व त्याने टाकीत प्रवेश करण्याची परवानगी दिलेली असावी.

अपघाताचे प्रत्यक्ष व अप्रत्यक्ष परिणाम

एखाद्या कामगाराला मार लागला की त्याला कारखान्यातील दवाखन्यात प्रथमोपचार केले जातात व त्याला एखाद्या ठरलेल्या हॉस्पिटलमध्ये पाठवितात, कामगार किती दिवस घरी राहतो यावर त्याचे नुकसान अवलंबून असते. कंपनीच्या नियमानुसार त्याला जी मदत हवी असते ती मिळते परंतु त्यानंतर सर्व भार त्याच्यावर पडतो. मार लागल्यावर औषधोपचाराचा खर्च किंवा विम्याचे पैसे मिळाले की त्यापलिकडे आपण काही विचार करीत नाही. परंतु एखाद्या व्यक्तीला मार लागल्यानंतर जखमी व्यक्ती, त्याच्या बरोबर काम करणारे त्याचे स्नेही, व्यवस्थापन, कुटूंब व समाज यांच्यावर अप्रत्यक्षदृष्ट्या परिणाम होत असतो. एखाद्या ठिकाणी अपघात झाला की दुर्घटनाग्रस्त कामगाराबरोबर काम करणा-या कामगारांचे मनोधैर्य खचते त्याचा परिणाम उत्पादनावर होतो. जर ती व्यक्ती कुशल असेल तर त्याच्या जागी कुशल कामगार मिळेलच असे नाही. अर्थात त्याचा परिणाम उत्पादनावर होतो. हॉस्पिटलमध्ये घरातील प्रत्येक व्यक्तीची ये-जा होत असते त्यामुळे त्याचा परीणाम त्यांच्या कुटूंबावर होतो. अर्थात सर्व कुटूंब अप्रत्यक्षपणे आजारी होते. शेजा-याची देखील धावपळ होते. यासाठी सोपा उपाय म्हणजे काम करताना स्वतःला सांभाळा व स्वतःबरोबर दुस-याला देखील सांभाळा.

मनोगत

आपल्या येथे एकाच प्रकाराची उत्पादने करणारे विविध कारखाने आहेत. अशा कारखान्यामधील सुरक्षा समितीमध्ये काम करणा-या कामगारांनी एकमेकांच्या कारखान्यात जाऊन सुरक्षा व्यवस्थेचा अभ्यास करावा व सदर पध्दती आपल्या कारखान्यात अमलात आणता येतील का याचा विचार करावा. सुरक्षेबद्दल विचारांची व नियमांची देवाण घेवाण जर एकाच प्रकारचे उत्पादन करणा-या कारखान्यांनी केले तर अपघाताचे प्रमाण नक्कीच कमी होण्यास मदत होईल.

असे दिसून येते की व्यवस्थापन व कामगार सुरक्षेबाबत आपला सहभाग दाखवत असले तरी सुरक्षेच्या विकासासाठी पूर्ण वेळ दिला जात नाही. मात्र उत्पादन व गुणवत्तेबरोबर सुरक्षेला देखिल समांतर वेळ देणे जरूरीचे आहे. व्यवस्थापन व कामगार यांनी सुरक्षा अधिका-याला सुरक्षेची निगडीत प्रत्येक कार्यात सहाय्य करणे आवश्यक आहे व सुरक्षेबद्दलची ओढ फक्त सुरक्षा दिन किंवा सुरक्षा सप्ताहापुरती मर्यादित न ठेवता, सतत जागृत ठेवणे आवश्यक आहे. व्यवस्थापन व कामगार यांच्या सुरक्षेकडे पहाण्याचा दृष्टीकोन जर निस्वार्थी असेल तर कारखाना सुरक्षेने समृद्ध होऊ शकतो.

डॉ राजेंद्र अर्जुन पायनाईक

ESIC Circular – Implementation of the Code on Social Security, 2020

The latest circular issued by Employees' State Insurance Corporation (ESIC), File No. **N-11011/2/2025-BFT-II**, dated **28.11.2025**, regarding the implementation of the **Code on Social Security, 2020**. The Code has come into effect from 21.11.2025, as per Gazette Notification No. 5143 issued by the Ministry of Labour & Employment, Government of India.

The circular highlights important revisions in the definitions of “dependant” and “family”, which will impact the extension of ESIC benefits to eligible persons.

All member industries are requested to take note of these revised provisions and ensure that the updated definitions are duly applied while extending ESIC benefits to employees and their families.

A copy of the official circular is enclosed for reference.

(This update has been issued with the approval of the Director General, ESIC.)



File No. N-11011/2/2025-BFT-II

Dated:-28-11-2025

To,

All Regional Directors/Joint Director (I/c)
All Deans of ESIC Medical Colleges
All Medical Superintendent of ESIC Hosp/ESIS Hosp
DMD

Subject: - Implementation the Code on Social Security, 2020-reg.

Sir,

Subsequent to the notification by Ministry of Labour & Employment, Government of India vide Gazette Notification No. 5143 dated 21.11.2025 (copy enclosed), the *Code on Social Security, 2020* has come into force with effect from 21.11.2025.

The Code on Social Security, 2020 (CoSS) has brought in certain modification in the definitions of “dependant” and “family” from the previous definition given under the ESI Act 1948(since repealed). As per the revised provisions, under sub-clause (c) of Section 2(24) a widower and a grandparent have now been included under the definition of “dependant” and are therefore entitled for Dependent Benefit. Similarly, Father-in-law and mother-in-law of a woman employee have been included under the definition of “family” at sub-clause (e) of Section 2(33) and are entitled for Medical Benefit.

It is, therefore, requested that the revised definitions of “dependant” and “family” as provided in the Code on Social Security, 2020, may be duly considered while extending the relevant benefits to eligible persons.

This issues with the approval of Director General, ESIC.

Yours faithfully,
Digitally signed by
Chandan Prabhakar
Date: 28-11-2025
15:05:50
Chandan Prabhakar
Dy Director (Benefit)
ESIC, Hqrs

BLOW MOULDED H.D.P.E., CARBOYS & JERRY CANS

30 Ltr. / 50 Ltr. Full Open Top Drum

50 Ltr. Rocket

10 Ltr. 20 Ltr. 35 Ltr. Can

5 Ltr. Jar

5 Ltr. Can

25 Ltr. 30 Ltr. 35 Ltr. Stackable Jerrycan

20 Ltr. Baida Can

70 Ltr. / 90 Ltr. Full Open Top Drum

25 Ltr. Polycan

5 Ltr. Jerry Can

50 Ltr. Round Drum Narrow Mouth / Wide Mouth

10 Ltr. 15 Ltr. 20 Ltr. Sq. Can

FOR YOUR REQUIREMENTS OF QUALITY PACKING CONTACT FOR QUALITY - SERVICE - PROXIMITY

Range - 5 to 90 ltrs.

AT MIDC TALOJA
ISO 9001:2015 CERTIFIED



RAJ Industries

W-208(A), Behind Dena Bank, MIDC Taloja, Taluka-Panvel, Dist-Raigad, MAH. Tel.: 022-2741 2029, M. +91-98200 11597
E : avnishgor@hotmail.com, rajindustries@live.in

7/12

Healthy Water

Plants and gardening



Lemon
strengthens immune system



Mint
reduces bloating



Aloe vera
cleanses digestive system



Ginger
warms body



Cucumber
cools and hydrates



Turmeric
fights cold and flu



Herbal tea
fights inflammation



Honey
helps with digestion



Chia seeds
source of fiber and energy



DIGITECHSOFT



Tally Star Associate Partner

Tally On Cloud

Remote Access
Automatic Backup
Data Encryption
Secure Authentication
Flexible Deployment
Real-Time Reporting
Streamlined Processes

Add On Modules

Tally Auto Backup
Auto Email Sales
Document Attachment
Credit Days Control
System date wise Day book
Email Single & Multi Invoice
Address Book
Faster Bank Entry
E Mail Reminder O/S
& Many Mores

Tally Mobile App
Access data anytime
Share invoices & outstanding
Check Any Report From Mobile
Do Transaction From Mobile
Sales Persons Tracking

Advance Modules

Lead Management CRM
Schedule VI Report
Project wise Report
Fix Asset Management
Integration with other online Software
Outstanding Management

Tally Customization

Invoice Formats
Barcode Printing Module
Landed Cost Report
Audit Trail Report
Purchase Order Authorisation
Auto Receipt While Sales Invoice

Loading Sheet For Distributor
Finish Goods Planning Report
Production VS Dispatch Report
Min Max Stock Report
Sales Person & Area wise Sales

Reports We can Designed As per Requirements

☎ 9137417661 / 9004720481 / 7030446366

✉ digitechsoft9@gmail.com / digitechsoft99@gmail.com

3/6

Newly renovated Taloja Manufacturers' Association (TMA) Conference Hall

We are glad to inform you that we have renovated our Conference hall which has easy access to reach, as it is located on the main road side very near to your Industry.

We have a beautiful Air-conditioned Conference hall which is well-equipped with all the meeting facilities such as a stage having a comfortable sitting arrangement for Guest, a Podium with Mike, P A System, Over Head Projector along with a Screen, wireless internet and audio-visual equipment, Collar Mike, Cordless Mike, 200 nos. of chairs, Samai for inaugural function, etc.

Our Conference hall is very spacious & can accommodate up to 200 nos. participants for all types of Conferences/Seminars/Training programs/Workshops/AGM, and any events at a reasonable cost.

We can arrange Cluster or Classroom seating at this Conference hall. Adjacent to the Conference hall, we also have an Air-conditioned Dining area for rendering Tea/Snacks/ Lunch/ Dinner services.

We request all Industries to take the advantage of the same, the pictures will give you a quick glance at the newly renovated TMA Conference hall.





UNIQUE ASSOCIATES

TRUSTED NAME IN INDUSTRIAL
PROPERTY DEALING AND
LEGAL COMPLIANCES



BUY | SELL | LEASE | RENT

Industrial Properties, Warehouses & Commercial Properties

PROPERTY

Industries | Factories | Industrial Shed | Industrial Gala | Warehouse |
Industrial N/A Land | Open Land | Commercial
Property | Land Related Investment Options | PAP Plot

DOCUMENTATION

All Kinds of Registration Work | MIDC Plot Transfer | MIDC New Plot Allotment |
Expansion Plot | All Type NOC and Licenses, Plan Approval and BCC
Registration at Dic | Udyam Registration | MPCB Consent | CETP Membership
New Power | Water Connection | Increase Power Land Name
Change | Government Subsidies | Project Finance

One Stop Solutions for All types of Consents, Licenses, Permissions & Approvals to run
the Industries Under one roof

Now you can Avail Free Consultation Services from our Experts as a
Part of Make in india Campaign.

📍 Office no. 909, 9th floor, The Landmark, Sector-07,
Kharghar, Navi Mumbai 410210

☎ 99208 59257 | 93242 59257 | 99304 73447 | 86558 34762

✉ rdshetty11@yahoo.com / uniqueassociates4@gmail.com



🌐 www.uniqueassociate.co.in | [f uniqueassociates](https://www.facebook.com/uniqueassociates) | [@ uniqueassociate2](https://www.instagram.com/uniqueassociate2)

5/6