



GOVERNMENT OF WEST BENGAL  
OFFICE OF THE DEPUTY LABOUR COMMISSIONER, SERAMPORE  
11/C RAJA K L GOSWAMI STREET SERAMPORE HOOGHLY

INSPECTION NOTE

Establishment / Shop Details

Date of Inspection & Time : 24.10.17 @ 12.15

Name of the Industry / Establishment / Shop : Adidashakarma vandar

Address Of Industry / Establishment / Shop : ~~dashakarma vandar~~ 169, Indira  
Gandhi Road, Konnagar, Hooghly, 712235-

Nature of Industry / Business : dashakarma vandar

Name of the person present during this inspection: Bhudeb chatterjee

Designation of the person present during this inspection : owner

Mobile No of the person present during this inspection : 9433546538

**Number of workers employed**

No of workmen	Male	Female
No of workmen for master role		
No of contractual labour		
No of other worker engaged		

  
Inspector

of The Minimum Wages Act &  
W.B Shops & Establishments Act, 1963 and  
W.B Rules, 1964 thereunder  
Hooghly

✓  
Bhudeb Chatterjee

Email : tsrimw@gmail.com

**Owners/Principal Employer/Contractor/Manager/MD/CEO/Others 1**

Name of the Owners/Principal Employer/Contractor/Manager/MD/CEO/Others *Bhudeb chatterjee*

Address, Mobile no and Email of the Owners/Principal Employer/Contractor/Manager/MD/CEO/Others

Mobile No : *9433546538*  
Email :  
Reg/Lincense No:

**Owners/Principal Employer/Contractor/Manager/MD/CEO/Others 2**

Name of the Owners/Principal Employer/Contractor/Manager/MD/CEO/Others

Address, Mobile no and Email of the Owners/Principal Employer/Contractor/Manager/MD/CEO/Others

Mobile No :  
Email :  
Reg/Lincense No:

**Owners/Principal Employer/Contractor/Manager/MD/CEO/Others 3**

Name of the Owners/Principal Employer/Contractor/Manager/MD/CEO/Others

Address, Mobile no and Email of the Owners/Principal Employer/Contractor/Manager/MD/CEO/Others

Mobile No :  
Email :  
Reg/Lincense No:

**Owners/Principal Employer/Contractor/Manager/MD/CEO/Others 4**

Name of the Owners/Principal Employer/Contractor/Manager/MD/CEO/Others

Address, Mobile no and Email of the Owners/Principal Employer/Contractor/Manager/MD/CEO/Others

Mobile No :  
Email :  
Reg/Lincense No:

**Owners/Principal Employer/Contractor/Manager/MD/CEO/Others 5**

Name of the Owners/Principal Employer/Contractor/Manager/MD/CEO/Others

Address, Mobile no and Email of the Owners/Principal Employer/Contractor/Manager/MD/CEO/Others

Mobile No :  
Email :  
Reg/Lincense No:

  
Inspector

of The Minimum Wages Act &  
W.B Shops & Establishments Act, 1963 and  
W.B Rules, 1964 thereunder  
Hooghly

Email : tsirimw@gmail.com

Infringements Under W.B Shops & Establishments Act, 1963 and W.B Rules, 1964  
thereunder

DETECTED

INFRINGEMENTS

SL.NO

- 1 Sec. 5(1)(a) : By not closing the shop/establishment for one and a half day each week.
- 2 Sec. 5(1)(b) : Cannot be substantiated as no attendance register produced / By not giving one and a half day holiday to the employees.
- 3 Sec. 6(2)/7(2) : By not substantiating the fact that no employee are made to work for more that 8½ hrs. in a day/Employees are made to work for more than 8½ hrs. in a day
- 4 Sec. 6(i)/7(2)(i) : By not substantiating the fact that working hours including overtime has not exceeded 10 hours in a day for any employee/working hours including overtime has exceeded 10 hrs. in a day for the employees.
- 5 Sec. 6(3)(i)/7(3) : By not substantiating the fact that no employee had worked for more 8½ hrs. in a day unless an interval of rest of in given/employees are made to work for more than 5½ hrs. by not giving an interval rest of one hour.
- 6 Sec. 11(a)/(b)/(c)/(d) : By not substantiating the fact that whether leave is given as per provisions/Leave is not given as per provisions
- 7 Sec. 13 : Cannot be substantiated as no attendance or overtime register produced/No overtime is given.
- 8 Sec.16(1) read with Rule 4 : Registration done or not cannot be substantiated as no Registration Certificate produced
- 9 Sec. 16(3) : By not displaying the Registration Certificate
- 10 Sec. 16(4)(a) : Changes made or not, can not be substantiated by not read with Rule 5 informing the Registering Authority of the changes within the prescribed period.
- 11 Sec. 16(6) read with Rule 6(1) : Renewal done or not cannot be substantiated By not informing the Registering Authority within the prescribed period.
- 12 Sec. 17(1) : By not producing the Register of Employees in Form W. read with Rule 52(1)
- 13 Sec. 18 read with Rule 53 : By not producing the appointed letters in Form X
- 14 Rule 11(1) : By not displaying Form G at the shop/establishment.
- 15 Rule 12(1) : By not displaying Form H at the shop / establishment
- 16 Rule 13(1) : By not producing the Register of Daily Hours employed in Form I.
- 17 Rule 21 : By not producing the Register in Form J.
- 18 Rule 30 : By not producing the Register in Form M.
- 19 Rule 40 : By not producing the Register of Overtime Work in FormU.
- 20 Rule 48 : By not producing the Visit Book.
- 21 Rule 54(1) : By not maintaining all the registers and records in English, Bengali and Hindi or Nepali and also in accordance with the English Calender.
- 22 Rule 54(2) : By not preserving and producing all the registers and for the prescribed period.
- 23 Rule 54(3) : By not having signature of shop-keeper/employer in the entries of the registers.
- 24 OTHER INFRIGMENT
- 25 OTHER INFRIGMENT

In view of the above noted infringements so detected during this inspection, the employer is directed to remove the violations/irregularities immediately and to produce the Registers/documents before the undersigned on 2.11.17 at 12 p.m positively for verification. Failure to comply with the above direction may follow suitable steps under the statute without any further reference from this end. This inspection report is prepared on the spot and duly signed by the undersigned and explained the same to the employer/person present in his own vernacular language.

  
Inspector

of The Minimum Wages Act &  
W.B Shops & Establishments Act, 1963 and  
W.B Rules, 1964 thereunder  
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