

INSPECTION NOTE

[Under Minimum Wages Act, 1948 and W B Rules made thereunder]

- Date & time of Inspection :** 06/02/18, 12.45 pm.
- Name & Address of the Establishment/ Regd. Office of Employer :** M/S - Aditi Mohini Mohan Kanjilal Marketing Pvt Ltd.
Address - 79/2, Mahatma Gandhi Road Kot - 700009
Ward / Municipality - 40 P.S - Anbarasi - Street.
- Name & Address of the Work Site of Employer :**
Address - 50
Ward / Municipality - 50 P.S - 50
- Name & Address of the Employer(s) :**
(i) Name - Mr. Ashish Kanjilal & 3 others (Directors) Address - 50
Ward/Municipality - 50 P.S -
Email Id - adimohinimohan.kanjilal11@yahoo.in Contact No. - 9830814797
9007771262

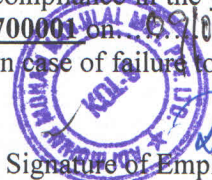
- Nature of scheduled employment :** Shop located with Commercial establishment -
- Wage Period :** Monthly
- Trade Licence No. :** 5675 3101 4306
- No. of worker(s) employed** Direct - Male : 80 Female : 00 Total- 80
Through Contractor - Male : Female : Total-
- Name & designation of the person(s) present during inspection :** Debasish Ghata (Account Deptt)
9830161981
- Irregularities / Violations (Marked as ✓) :-**

- (i) Sec. 19(4) read with Rule 23A : By not preserving /producing relevant register and records at the time of enquiry ,on demand , for the last three years.
- (ii) Sec. 18(1) read with Rule 21(4A) : By not producing any records regarding submission of annual return in form III for the year , if submitted within prescribed period.
- (iii) Sec. 18(2) read with Rule 22(1) : By not displaying prescribed notice in form XIII.
- (iv) Sec. 18(1) read with Rule 23(1) : By not maintaining/producing register of wages .
- (v) Sec. 18(1) read with Rule 21(4), 23(4), 23(5), 23(6) : By not maintaining/producing Register of fines and deduction for damage or loss, overtime register, muster roll, employees' register in form IV, V, XIV .
- (vi) Sec. 18(3) read with Rule 21(1) (IV) : By not issuing wage-slip to the employee in form XV.
- (vii) Sec. 12(1) : By not paying minimum rate of wages as per govt.notification .
- (viii) Rule 21(1)(i) : By not paying the wages on a working day and /or before the expiry of 7th/10th day of the following month.
- (ix) Sec. 18(1) read with Rule 23(3) : By not authenticating the entries in the register of wages by the employer or any person duly authorized by him.
- (x) Sec 14(1): By not paying overtime wages to the employees for work beyond normal working hour at the prescribed overtime rate.
- (xi) Sec.13(1)(a) : By engaging the employees for work beyond fixed working hours and by not allowing them specified intervals of rest.
- (xii) Sec. 13(1)(b): By not providing a day of rest for period of every seven days.
- (xiii) Sec. 13(1)(c): By not paying overtime rate to the employee for the work on a day of rest.
- (xiv) Sec. 19(2)(d) : By creating obstacles to seizing or taking copies of the registers of the relevant documents.

11. Any other irregularities / violations / information.....

In view of the above irregularities/violations detected, the Employer(s) is/are directed to remove the aforesaid irregularities / violations and report compliance along with all registers, records, forms and any other documentary evidences of such compliance in the Office of the Labour Commissioner , EL & MW SECTION, 6, Church Lane, 3rd Floor, Kolkata-700001 on 06/02/18.....at ..3.50... A.M/P.M.

In case of failure to comply with the directions, necessary legal steps will be taken against the Employer(s).



Signature of Employer(s) / Person(s) present during inspection. Debasish Ghata 06/02/18

Inspector, Minimum wages Act
06/02/18