

INSPECTION NOTE

(Under West Bengal Shops and Establishments Act, 1963 and West Bengal Rules made thereunder)

1. Date & time of Inspection : 06/02/18, 2-00 pm
 2. Name & Address of the Shop / Establishment : M/S. Adi Indian Silk House
 Address - 56, College Street - KOL-73.
 Ward / Municipality - 40 P.S. - Anbarat Street.
 Regd. Office Address, if any -
 3. Name & Address of the Shop-Keeper(s)/ Employer(s) :
 (i) Name - Do. 1 Kunal Kishore Kundu } (Partner)
2 Anur Kundu } Address -
3 Basant Kundu } P.S. - Basant Kundu
 Ward/Municipality -
 Email Id - Adiindiansilkhouse@gmail.com Contact No. - 9820169422
(K. K. Kundu)

4. Nature of trade : Shop.
 5. Trade Licence No. :
 6. No. of person(s) employed : Direct - Male : 10 Female : X Total - 10
Through Contractor - Male : Female : Total -
 7. Registration Certificate under the Act & Rules: (i) No.
 (ii) Details
 8. Name & designation of the person(s) present during inspection : Basant Kundu (Partner)
9836725212.

9. Irregularities / Violations (Marked as ✓) :-
- ✓ (i) Rule 13(1): By not producing the Register of Daily Hours of Work and Rest Intervals of persons employed in Form I.
 - ✓ (ii) Rule 21 : By not producing the Leave Register in Form J.
 - ✓ (iii) Rule 30: By not producing Pay Register in Form M.
 - ✓ (iv) Rule 40: By not producing the Register of Overtime Work in Form U.
 - ✓ (v) Sec. 17(1) read with Rule 52(1) : By not producing the Register of Employees in Form W.
 - ✓ (vi) Sec. 16(4)(a) read with Rule 5 : Changes made or not, can not be substantiated / By not applying for changes within prescribed period.
 - ✓ (vii) Sec. 18 read with Rule 53 : By not producing the appointment letters in Form X.
 - (viii) Sec. 5(1) (b) : Cannot be substantiated as no attendance register produced.
 - (ix) Sec. 13: Cannot be substantiated as no attendance or overtime register produced/No overtime is given.
 - (x) Sec. 16(3) : By not displaying the Registration Certificate.
 - (xi) Rule 48 : By not producing the Visit Book.
 - (xii) Rule 12(1) : By not displaying Form H at the shop / establishment.
 - (xiii) Sec. 11(a)/(b)/(c)/(d) : By not substantiating the fact that whether leave is given as per provisions.
 - ✓ (xiv) Sec. 16(6) read with Rule 6(1): Renewal is done or not can not be substantiated / By not applying for Renewal within prescribed period.
 - ✓ (xv) Sec. 16(1) read with Rule 4 : Registration done or not cannot be substantiated as no Registration Certificate produced.
 - ✓ (xvi) Sec. 6(2) : By not substantiating the fact that no employee are made to work for more than 8 1/2 hrs. in a day.
 - (xvii) Sec. 6(2)(1) : By not substantiating the fact that working hours including overtime has not exceeded 10 hours in a day for any employee.
 - (xviii) Sec. 6(3) : By not substantiating the fact that no employee worked for more than 5 1/2 hrs. in a day unless an interval of rest of one hour is given.
 - (xix) Rule 54(2) : By not preserving and producing all the registers and records for the prescribed Period.
10. Any other irregularities / violations / information :

In view of the above irregularities/violations detected, the Shop-Keeper(s) / 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 07/02/18 at 3.30 A.M/P.M.
 In case of failure to comply with the directions, necessary legal steps will be taken against the Shop-Keeper(s) / Employer(s).

Basant Kundu
 Signature of Shop-Keeper(s)/Employer(s)/Person(s) present during inspection



06/02/18
 Inspector, Minimum wages
TANMOY PAUL
 Inspector, Shops and Establishments Act
 Inspector of Minimum Wages
 & Other Labour Laws
 Govt. Of West Bengal